

HUDSON, NH BOARD OF SELECTMEN

Minutes of the June 13, 2023 Meeting

1. CALL TO ORDER - by Chairman McGrath the meeting of June 13, 2023 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall
2. PLEDGE OF ALLEGIANCE led by Selectman Dumont
3. ATTENDANCE

Board of Selectmen: Dillon Dumont, Bob Guessferd, Marilyn McGrath, Dave Morin

Selectman Kara Roy was absent this evening.

Staff/Others: Steve Malizia, Town Administrator; Scott Tice, Fire Chief; Tad Dionne, Police Chief; Dave Cayot, Police Captain; Elvis Dhima, Town Engineer; Craig Putnam, HEAC; Lisa Labrie, Finance Director; Beth McKee, Town Accountant; School Board Member, Gretchen Whiting; Jill Laffin Executive Assistant

4. PUBLIC INPUT

Chairman McGrath called for Public Input and said name and address for the record, please. I know we should all remember you, but it's on tape. So when she's typing up the minutes, it goes easy for everyone to remember me. And I'm just going to point out that according to the bylaws, we have five minutes allocated for your public input.

- 1) Dean Sakati, 11 Fairway Drive

Mr. Sakati began by saying let's keep it to five. Dean Sakati 11, Fairway Drive. I was at my daughter's college graduation a couple of weeks ago, and the commencement speakers were Joyce and Bill Cummings, who were discussing their commitment to the Giving Pledge. Both Joyce and Bill Cummings shared their stories of taking lessons they learned from their modest upbringings, how they started with very little. But they had a vision, worked really hard. Always gave back what they could to their communities and grew more wealth than they could have ever dreamed. As owners of one of the most successful real estate businesses in New Hampshire in correction in New England Cummings properties, they decided to channel their effort into philanthropic, philanthropy, Joyce and Bill established the Cummings Foundation in 1986, and it has become one of the biggest, largest private foundations in New England and has awarded grants of nearly half \$1 billion to local and global communities.

Mr. Sakati continued saying, so you're probably wondering right about this time, why is Dean sharing this with me? The situation as you all know, recently, the Green Meadows Golf Club, a critical recreational facility in Hudson, New Hampshire, for the last 50 plus years, was sold by their owners, Tom, Phil and David Friel, for over 124... at \$121.8 million. As I understand, the Friel's used Hudson as a launching pad to build one of the largest regional golfing businesses in New England. They owned multiple courses across the region. During the process to approve the land use for an industrial logistics center. I heard so much about what great citizens, the Friel's were and are. A while back, I approached this Board with Project Phoenix, a proposal for the Town to buy the Green Meadows Golf course and keep one of the courses while developing other recreational facilities throughout the, throughout the property. This was a self-financing and sustainable plan. Unfortunately, the Phoenix dream died with the sale. Until I heard Joyce and Bill Cummings express how their foundation is changing the world, and I thought perhaps the

Friel's want need a creative way to give back to Hudson to leave a lasting legacy, as others in this town have done, such as the Hills or the Rodgers before them.

So what's my ask? I'm here tonight to make several requests, one from the Friel's, for the Friel's to contribute 20% or \$24 Million of the sale to a newly created Hudson focused foundation that will have as a singular mission; developing recreational facilities and corresponding infrastructure to the Town of Hudson, to serve the town and neighboring towns who will inevitably be adversely affected by the industrial development of the land. The mission can be jointly developed between the Friel's and Town representatives or any designees as appropriate. The investment could be used as an idea and is not mine to decide. It could be used as an anchor to bring forward some of the ideas from Project Phoenix. Phoenix, i.e. running and hiking trails, river boating, cross country skiing trails, swimming, public swimming and pools, disc disc golf, river dining, and maybe even to support education in some form or fashion. Again, not my decision. These are just ideas that I'm throwing out there.

After the Planning Board approved the development plan that led to the sale, one of the Friel's was seen thanking Mr. Malley for running as a courtesy the Planning Board's process. The true thanks really should be to the Town, to the residents and those who supported the golf course over the years and ultimately paved the way for a sale. This giving pledge could also be matched by contributions from others who are benefiting from Hudson's industrialization, e.g. perhaps the owners of the friary property that really essentially get a windfall. In a sense, that's not it's not negative, it's just you get good economic rents when you you have property that becomes highly sought after or demanded. Mr. Farley, the real estate developer for Cushman and Wakefield, who seems keen to keep Hudson zoning as permissive to developers as possible. My ask of the Board of Selectmen is an endorsement really that the ask be supported. You know, maybe a personalized quote of sorts, something personal that would add, that we could add to a welcoming material or a package of marketing material of since for the creation of a foundation as well as the pledge to create the foundation with appropriate transparency and governance. Again, should the Friel's be interested in making a gift to residents, the residents. My ask is to volunteer to bring forth ideas, after a foundation is established, for how we can make continue to make Hudson a better community, a true place to call home, as well as to volunteer for this professional governance of a foundation should it be created. Obviously, tone matters and as such, I want the Friel's to recognize that this isn't meant as a public shaming because they made such such a significant sum from the sale. However, it is a recognition that Hudson will be not as well off without 36 holes of golf and nearly 400 acres of open space that are converted to an industrial logistics center. This is a way for us to help the Friel's channel their charity back to the town, again if they so choose, that gave so much to them in their father. Hence, I'm here tonight asking for your vote of support and a strong endorsement. Perhaps this culminates with a meeting among Town officials, few residents and the Friel's directly.

So as you're thinking that Dean's idea is a bit of a flyer that's absolutely unachievable. I'll close with a quote from Joyce and Bill Cummings. When they said, the size of your dreams must always exceed your current capacity to achieve them. If your dreams do not scare you, they are not big enough. I'm asking the frills. I'm asking you, the Board of Selectmen, to join me in dreaming of making this town a better place. Chairman McGrath replied to Mr. Sakati saying, thank you. Uh, we're not going to respond to tonight. So. Mr. Sakati replied and what I'll do is to put it on public record, I'll email the the letter that I just wrote. Okay. I got a little tweaking to do, but.

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS - none

6. CONSENT ITEMS

Chairman McGrath asked, does anyone have anything they'd like removed for separate consideration? There were no items pulled for separate consideration. Selectman Guessferd made a motion, seconded by Selectman Dumont to approve Consent Items A, C, D, E, & F. Carried 4-0.

A. Assessing Items

- 1) Elderly Exemption Re-qualification: map 168, lot 041, 5 Jackson Dr.
- 2) 2022 Property Tax Abatement Application: map 216, lot 9, 8 Executive Dr.
- 3) 2022 Property Tax Abatement Application: map 218, lot 17, 83 Wason Rd.
- 4) Religious Exemption Application: map 105, lot 7, 321 Derry Rd.
- 5) Institutional Exemptions: Charitable Exemption Requests - Kiwanis Club of Hudson, map 190, lot 015; The PLUS Company, map 242, lot 058; Area Agency Properties, Inc. map 106, lot 006, and map 190, lot 085; Goodwill of Northern New England, map 222, lot 041-001; Southern New Hampshire Medical Center, map 109, lot 10, Exempt by Statute, Hudson Grange #11, map 168, lot 122, Religious Exemptions; Hudson Congregation of Jehovah's Witnesses, map 140, lot 047; Roman Catholic Bishop of Manchester, map 166, lot 001 St. Patrick's Church, map 166, lot 017, St. Casimir's Church and Cemetery; Sisters of the Presentation of Mary, map 210, lot 010; United Pentecostal Church/Parsonage, map 156, lot 035; First Baptist Church of Hudson, map 176, lot 34.
- 6) Exemption Application Certified Disabled Veteran: map 133, lot 57, 4 Pinewood Rd.
- 7) Release of Current Use: 65 Central St.

B. Water/Sewer Items - none

C. Licenses & Permits & Policies

- 1) Second Hand Dealer/Pawnbroker License - Recore Trading Company, LLC
- 2) Hawker Peddler License - Nathaniel Cook

D. Donations - none

E. Acceptance of Minutes

- 1) Minutes of May 23, 2023

F. Calendar

06/14	7:00	Planning Board	Buxton Meeting Room
06/14	7:00	Code of Ethics	BOS Meeting Room
06/15	7:00	Benson Park Committee	HCTV Meeting Room
06/19	7:00	Sustainability Committee	Buxton Meeting Room
06/20	7:00	Municipal Utility Committee	BOS Meeting Room
06/21	6:00	Library Trustees	Hills Memorial Library
06/21	7:00	HEAC	Rodgers Memorial Library
06/22	7:00	Zoning Board of Adjustment	Buxton Meeting Room
06/27	7:00	Planning Board	Buxton Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on May 23, 2023

1.) Selectman Morin made a motion, seconded by Selectman Guessferd to rescind the employment offer to Nicholas Avellani for the position of Firefighter/EMT in the Fire Department, which was approved by the Board of Selectmen on January 10, 2023. Carried 4-0.

2) Selectman Dumont made a motion, seconded by Selectman Guessferd to rescind the employment offer to Scott Levasseur for the position of Firefighter/EMT in the Fire Department, which was approved by the Board of Selectmen on May 9, 2023. Carried 4-0.

3) Selectman Morin made a motion, seconded by Selectman Guessferd to promote Sergeant Derek Lloyd to Lieutenant at \$94,126.00 in accordance with the Hudson Police, Fire and Town Supervisors Association contract (step 4). This elevation in rank will be effective on Monday, June 5, 2023. Carried 4-0.

4) Selectman Dumont made a motion, seconded by Selectman Guessferd to appoint Jason Twardosky as the Director of Public Works, effective May 28, 2023 with a starting salary of \$119,080. Carried 4-0.

5) Selectman Morin made a motion to adjourn at 10:32p.m. This was seconded by Selectman Guessferd. Carried 4-0.

8. NEW BUSINESS

A. Contract Award - Catch Basin Cleaning

Chairman McGrath recognized Town Engineer, Elvis Dhima. Mr. Dhima began by saying, Good evening, everyone. Thank you, Madam Chair. First item for you tonight, Catch Basin Cleaning. This is related to water quality about Robinson Pond. This is funded 100% by ARPA funds and was identified as one of the projects to be utilizing ARPA funds. We went out to bid, we sent it to vendors. We went through the process. We got three bids, \$17,000, \$20,000 and about \$25,000. The low bid, Triton Strom Water has been doing this for quite some time. So we checked the references. Everything checks out and we'll be doing about 300 of them this year. While we're doing this, Public Works will still be doing catch basin cleanings for other areas as well in town. But this will be 100% dedicated to Robinson Pond Watershed. The idea is to reduce pollution, improve the quality, get credit for that on our MS4 permit, and continue to come with other projects related to improving the water quality. This is separate. And the Board of Selectmen contract that got approved on the last meeting, which was \$75,000 from VHB, to come up with other projects related to improving it. That contract is going to be focused on the on the beach area and boat ramp. This will be separate but under the same ARPA funds. With that said, I'll take any questions. You might have.

Selectman Morin was recognized and said if anybody has anything in relation to this, go ahead first. No, just I appreciate you getting three bids just for information. How much did it cost for the bid process? Mr. Dhima replied it took about between us and Public Works about, I want to say, for the RFP, putting together about 20 to 30 hours. Another about \$250 to \$300 for advertising it. And so that's about it. But yeah, about a week worth of work, you know, for just one person. But it was multiple staff pulled in to make sure that, you know, it met our requirement but quite a bit of effort for 17 grand. But we went through the

process nevertheless. But yeah, it took a bit of time. Thank you. We got it done, though. Selectman Morin replied that's all I have.

Seeing no further questions, *Selectman Morin made a motion, seconded by Selectman Dumont to approve the contract for Catch Basin Cleaning to Triton Storm Water for the amount of not to exceed \$17,325. Costs are to be charged to ARPA account 7209. Carried 4-0.*

B. Contract Award - Marsh Road Pump Station Design & Construction Services

Mr. Dhima was recognized by the Chairman and replied thank you, Madam Chair. Marsh Road Pump Station was a project that we started last year. We tried to do that in one shot and end up being too much for us, so we broke it down to three years. Last year we purchased the pumps. We're still waiting for delivery, even though it's been almost a year. They should be with us shortly. This particular phase is going to be related to putting a building out there and installing the canisters to where the vertical pumps and the motors are going to be sitting and getting the electrical in and basically getting ready for the next phase, which is hooking everything up and disconnecting the old pump station and putting everything into the new one for the ones that might not remember the existing pump station that we have out there right now is underground. We're trying to bring everything above ground because it's not safe. It's not really what we typically do by today's standards. And it was built in the 70s and 80s. It's long overdue. With that said, we went out to bid, sent it out to different companies. We got two bids, as you can see. One just came under \$400,000 and the other one at \$420,000. Both of them pretty good, very close. We budgeted \$375,000 last year. So overall, I think we're pretty good on this one. A bit over, but not by much. With that said, I recommend we move forward with R.H. White, which is basically the same company that does our water or the parent company that does our water utility at this time, which is Whitewater. With that said, I'll take any questions you might have.

Selectman Guessferd was recognized and said A couple couple questions here. So you had four, you had four vendors. You sent it out to four vendors and two didn't respond. Did you get any feedback on why they didn't respond at all? The other two, was it just. Mr. Dhima replied not everyone that got the bid, RFP even showed up at the pre bid was completely different parties. They don't have to. They don't have to. Selectman Guessferd replied oh, no, no, no. I'm not saying they have to. Mr. Dhima then said I asked the other ones that showed up. It's just a matter of if you can get the parts or if it's the right job for you. What I'm seeing right now still is that as of now, we still have to go out there and be the aggressive ones to get the contractors to come to us to put a bid on, because everyone is pretty much six months out. And just to give you a flavor of what's going out there, it's been a year since we ordered the pumps. We don't have them yet. So this particular phase of the project is going to require prefabricated building. That's what they're going by. That's going to take a little bit of time. We try to be as flexible as possible. I even told them they can start the project next year in April. They don't have to do anything this year. It's just they don't have the staff. It's a multi-discipline project. You've got mechanical, you got building, you got electrical, you got to there's a lot of pieces to it. If you don't if you're not familiar with the municipality, if you're not familiar with all the parts that's needed, you might not be the might not be the right project for you. But we went through the kind of contractors, they kind of do this and we got through. And I don't know. I think that's a good one. Ideally, I'd like to have three, but two, I'll take two any day. Better than zero. Selectman Guessferd replied sure and went on to say, in terms of the evaluation, I mean, they are relatively close in price, but I mean, obviously, I think, look, when you look through White's resume of what they've done and it's pretty impressive. Mr. Dhima then said the one thing that R.H. White is bringing to the table compared to the other companies that they're assuming there might be a ledge there and that's built into the price. That's a big one. The other company did not. Another thing that they bring to the table is they're bringing in a prefabricated building, which is about 190 grand. So out of the \$375,000, \$190,000 is going to a third party to build the building. The other ones are building it from brick and mortar out there, which means it's going to be more construction at the site. Trying to minimize the time that the contractor is going to spend out there because we already reached out to the association next door. They are concerned about the

construction going on with the noise and all that. So trying to minimize the time that we be out there doing this because it will be a bit of a it will be a bit of a nuisance. You're going to have construction going on in your backyard. It's just there's no easy way to say that You take all that into consideration. It's going to be a shorter period for construction. It's a better product. I think they're familiar with how we operate. They know what our expectations are. And overall, I thought they had a better package. And obviously a cheaper one too. That helps a little bit. But overall, I think we're getting more more for our buck.

Selectman Guessferd replied okay. Yeah. So what you're what I'm hearing is, is that it's more than just price that we look at. I mean, obviously we got the best of both worlds. It seems like in this one it is where we felt like they were best technically and lowest cost. I mean, that's. Mr. Dhima responded they're taking a little bit more risk and they're willing to absorb that if there's any changes there, because the last thing I want to do is come in front of you and saying, I have a \$20,000 change order on ledge. You know, I don't want to do that. I did borings. We did not intercept anything. I assume, based on what information I provided on the RFP, that that's enough for them to make a decision. But they're hitting a corner or two. They should be able to absorb it. But the breakdown was pretty good. They make some adjustment to what the other ones did. I think the approach was better. And with that said, I think we're just going to go with what fits our budget.

Selectman Dumont was recognized and said since you brought it up, what exactly did they figure in for Ledge? Did they allocate a dollar amount to it? Did they figure they.... Mr. Dhima replied they allocated a certain amount to it? I think they basically said we need to remove X amount of feet of dirt. So they figure out the building is 10x20 and need to go down six feet to set up, you know, the trenches. And they basically assume, I'm going to assume about ten yards of ledge. I forget what the number is. It's on the RFP there. But on their assumptions, they carried a certain amount of ledge.

Selectman Dumont then asked and is that a separate line item on their on their bid? Or is it the overall cost. Mr. Dhima replied no, it's part of the overall cost. And they're saying we are assuming X amount of ledge into it. Selectman Dumont then said the reason I ask because some guys will throw it in as a line item, but if you don't hit ledge, well then that comes off the top. Mr. Dhima replied yeah, this is a lump sum. This is all included as a one. When you do a breakdown too, not as a lump sum, as an item by item that's separate. But we have in the past, even though it's been a lump sum, if it's beyond a certain scope, like if it's 12, I'm sure they're going to absorb it. But if it's like 100, which they shouldn't, but I'm just saying we're pretty reasonable to what's out there. But we did do borings. We did not intercept anything. So the only thing I can see it happening is along the trench where the new pipe is going to meet the existing one. But to keep the cost within our budget, everything under this phase is going to be within five feet of the footprint of the building, and then the hookup will be done next year. But so far, between this project, this phase and the other one I think we're in for about \$750,000 and between X. So I think overall, doing this piece by piece, I think we might be saving somewhere between 2 to 300,000 for what we did. So sometimes it does pay off. We're in a place that we could afford to split it over three years, but I think it was the right thing to do. Plus, even if we didn't, we wouldn't be able to get the pumps this year anyway. I mean last year anyway. So it is still bad out there. That's far getting equipment in. It is brutal. Selectman Dumont replied I know that.

Chairman McGrath then said I have a question for you. The pumps that you said that they're delayed on delivery, how I mean, is there any kind of certainty that we're actually going to get them? Mr. Dhima replied yeah, we got confirmation that should be done. It should be delivered either this month or next month. That's what we got it from the place we ordered it. They have delivered, you know, the transformers, some of the electrical components related to the pumps and the motors. But the actual canister is like where these things are going to sit in and the big components, they have not arrived yet. but they better because I haven't paid for anything yet. So if not, we just don't pay them. We don't we haven't paid yet. Chairman McGrath then asked but is this something that has to be done? I mean, this I would assume that this is a necessary thing to to have happen. Mr. Dhima replied even if we get the pumps, it's not going to be live until the following year. So this coming year, we have, we'll have another, you know, during October budget season, we'll have another phase, which is basically the last phase. So this won't be a turning key until next year anyway. So the idea is once we get the building, once we get the pumps, all

the heavy component of this project, then tying things in should be pretty simple. But that will be July of 2024 we'll have that locked in and we'll see where it goes.

Selectman Guessferd made a motion, seconded by Selectman Morin to award the contract for design and construction services for the Marsh Road Pump Station to R.H. White Construction, Inc. for the amount of not to exceed \$398,127. Costs are to be charged to water fund Account #5592-401. Project is not to be started until Fiscal Year 24. Recommended by the Town Engineer and the Finance Director. Carried 4-0.

C. Contract Award - Lowell Road CMAQ Project - Construction Services

Town Engineer, Elvis Dhima was again recognized by the Chairman. He then said Thank you, Madam Chair. This is related to Lowell Road widening project we started in 2018. There was a warrant article put together and this is an 80/20 match. This was basically part of the ten-year plan and was put into it. We went out, got a warrant article out we got about 68% votes in favor of this project. And here we are five years later, finally breaking ground or trying to. It's been a long process, longer than I expected. Was supposed to take two years and with Covid and everything else, it took about five. So long story short, we got everything ready. We went out, we got one bid, as you can see, Continental Paving local, very capable company. Our estimate was just over one million and there's came at 1.35. We went back, did a good breakdown. And what it came down to is mostly driven by labor and the fact that this is a Davis-Bacon project, which means that the rates are a little bit higher, much higher in some cases than regular. Just to give you an example, the paving labor that will be raking the asphalt will be making a minimum of \$57 an hour. So don't be surprised if Mr. Malizia and I are out there, you know, working in the summer. Selectman Guessferd asked how much? To which Mr. Dhima replied, \$57 an hour for certain tasks. That's how Davis-Bacon. finally, we'll be making the big bucks.

Mr. Dhima went on to say, long story, short, long story short, we went back. There was some back and forth with the state. And what they find out is some of the projects they have up north, they don't even get in a bid at all. And I think basically the discussion was there would not be any different if we go out again and I think Continental can do it. They have a good reputation. They've done good work in town. I feel comfortable with them. So the state finally came around and they basically said, go ahead and get it done. So we're going to lock this in at the local level. If the Board is okay with that, we'll get the final green light from them and we'll get this thing locked in and go from there. So that's the first out of the three that we'll be discussing shortly. But with that said, I'll take any questions about this case.

Selectman Dumont was recognized and said the work that they're currently doing over there, that's separate from this, right? Mr. Dhima replied correct. That has to do with the bridge there. I believe they're doing either pavement or anything related to pavement maintenance of the bridge, which is the turnpike. Selectman Dumont replied so most likely that's why they were interested in bidding on this project, do you think? Mr. Dhima replied no it's separate. We again, we went out, we got multiple people. Well, we got multiple people trying to reach in. I had to call them and just make sure that they showed up at the pre bid. And so, you know, with the other ones, they just end up basically it's local. It doesn't get any closer than this. Selectman Dumont replied it's good for them. Mr. Dhima then said something that I've been trying to keep certain people like even Brox in the queue for this and they came in I thought the I thought the proposal was very good. Some of the numbers were slightly higher than we expected. But things are changing by the day. So I'm not going to sit there and worry about it.

Selectman Dumont then asked why didn't Brox have any interest in it? Did they say? Mr. Dhima replied I have no idea. I can tell you a lot of, you know, like, why didn't Pike, why didn't all these other companies, why are they not bidding at all on other projects up in Concord, for example, like there's multiple DOT projects out there that didn't even touch, so. It's, it's just a different world out there. Some of these guys are just probably going to get right into the aggregates, just paving and making stone and not even get into these jobs. This particular one's got a lot of moving pieces. It's got the traffic, it's got the pavement, which is

their bread and butter. But the pavement markings, signs dealing with DOT paperwork, certified payroll related to who makes what. That's not easy to deal with either. It takes a lot of effort. Selectman Dumont said oh, no, they do a very good job. I was just curious. I figured Brox it's even closer. Mr. Dhima replied they're more into paving. This is paving and traffic and other things. But we did and it's a free market, open market. Everyone can go in and out. But I'm not going to twist anyone's arm to come in and give me whatever number, you know what I mean? Or we could (laughter), I think that's what it's coming down to. I think it's either yeah, it's, it's, yeah, it's just I'm just trying to get adjusted to how we move forward and how we still get things done with what we have for our budget. But this one, the state was okay with it. We're ready to move forward and I just want to put it behind me because it's been five years. I still can't get over that. I was talking to the state and they're like this projects in the books for ten years, Elvis! I was like, it's supposed to be done in five, you know? They're like nah. Some of them haven't. This was at the same time that Pelham started this two projects about roundabouts over there. And yeah, they haven't even finished the design yet. They're still like looking about. Selectman Dumont replied we talked about this at the CIP. That was in 2017. Mr. Dhima replied yeah, but we're like, ready to break ground. They're just thinking about, you know, archeology and all that, and it's like, Oh, my God. But yeah, yeah. Very painful. It is what it is. Seeing no further discussion Selectman Morin made a motion, seconded by Selectman Guessferd to approve the contract for construction services for the Lowell Road right turn lane to Continental Paving, Inc. for the amount of not to exceed a total amount of 1,355,572.50. Carried 4-0.

D. Contract Award - Lowell Road CMAQ Project - Construction Oversight

Chairman McGrath again recognized Town Engineer, Elvis Dhima. Mr. Dhima then said, thank you. I just want to make a quick correction contract award to Fuss & O'Neill. Actually, that's my bad. So this is for Fuss & O'Neill. Mr. Dhima then said part of the federal projects is they need oversight of the construction. So to do that, we go through qualification by selection. We went out, asked for resumes and portfolio of the companies that might be doing this. There was three of them that really stood out. Fuss & O'Neill, CMA and John Turner. We did the interviews. There was a committee set up. Fuss & O'Neill scored the highest. We submitted the findings to DOT. They gave us the green light to start work and the scope of working fee. We negotiated the scope of working fee. We give them an estimate. They give us an estimate. It's called the Independent Government Estimate. Then we split that in half somehow and then basically that's the number we work with. That number was \$74,113.72. And what this does is it has a third party separate than the designer and the contractor that makes sure that everything is done to plans. And these services are going to be provided. And that's it in a nutshell. This is a 70/20 match. So I mean, I'm sorry, 80/20 match. So 80% will be reimbursed by the state once we're done. So we pay upfront the \$74,000 and they reimburse us 80% of it. If everything is done right and we follow the process which we have done so far and that's about it. I'll take any questions you might have. Seeing no questions or comments from the Board, Selectman Morin made a motion, seconded by Selectman Dumont to approve the contract for Construction Oversight Services for the Lowell Road right turn lane to Fuss & O'Neill, Inc. for the amount of not to exceed \$74,113.72. Carried 4-0.

E. Contract Award - Lowell Road CMAQ Project - Design Services

Mr. Dima began by saying, thank you Madam Chair. So, VHB was the designer. What has changed from the last project that we did to this one is that the state now requires that the engineering on record, that did the design, needs to stay on during construction. So if there's any changes that are made during the construction, the Town, the contractor or the engineering firm that's overseeing the construction cannot make the change. It has to be the design engineer on record. That's VHB. Again, we went through the Independent Government Estimate. They gave us an estimate. I give them an estimate. We end up going together, negotiating somewhere in the middle, give it to the state, basically saying we agree to this,

they were not happy. I wasn't happy, but it was somewhere in the middle. And with that said, that amount for basically to be providing services including the as well during construction is \$37,886. The \$235,000 is the total amount that VHB has been spending between design permitting, environmental permits and everything else. So why did this project cost a lot of money? Because the design and the construction, I mean the design of this project is about a quarter of a million on itself to begin with. With that said, I'll take any questions you might have. This is an 80/20, by the way, as well. We get reimbursed 80%. Seeing no questions from the Board, Selectman Guessferd made a motion, seconded by Selectman Dumont to approve the amendment for Design Services for the Lowell Road right turn lane to VHB, Inc. for the amount of \$37,886, not to exceed a total amount of \$235,682. Carried 4-0.

F. South Water Tank Discussion

Town Engineer, Elvis Dhima, was again recognized and said This particular one, unlike the other items are about creating revenue instead of spending. We've had a lot of these inquiries in the past. This is related to the South Tank and different utilities have come in front of us and started discussion about what they can provide for us if they utilize the site. This particular one kind of went to the next level. It's real and it's basically a representative from Verizon Company that would like to utilize the South Tank or portion of the South Tank area for a period of 25 years and will generate about \$29,000 a year with a 2% increase annually. And it will require an antenna about nine feet above the existing top of the tank, and it will require a ground lease of about 10'x20'. It's about 12' by 20'. The overall value of the of the of the contract over 25 years is just over \$900,000. If we decide to move forward, Mr. Malizia and I have been going back and forth. We are at the point that we need the Board approval to move forward with this. If you want to set up a contract which will still be subject to final Board of Selectmen approval, but there's an opportunity here for the Town to create some revenue here if the Board wishes to move forward with this. The details of the contract will have to be discussed obviously at some point have to be reviewed, but we don't want to go too far until we got the Board's feeling on if you want to move forward or not. But the antenna is only about nine feet above the existing tank, so it's not like sticking out 120ft or whatever. None of that. And that's about that. It will have to be subject to engineering review. Obviously, we want to make sure nothing is compromising it, but that's the idea. I'll take any questions you might have.

Selectman Morin was recognized and asked just like any other we have in other places already, right? Mr. Dhima replied we have one antenna right now that's not being utilized on the South Tank. We do not have anything. This will be the first one. But to your point, there's other utilities, other municipalities that do the same thing that we're about to do. If we decide to do it that way, they will put in infrastructure on top of their tanks. And this is like more like a booster. That's my understanding. But we'll be for a period of 25 years, they'll have their own utilities. They're obviously separate than ours, but they will need their own building. Even though we have a building there, they want to utilize their own building, their own electricity, their own communications, all that stuff. It will not be in the way of what we're trying to do over there. Tank is going to be there for a long time. Obviously we need it, so might as well use the. Use it to create some revenue if we can. And that's that really in a nutshell. So I'm asking the Board if you guys would like to move forward or not with this one.

Selectman Dumont was recognized and said I know obviously it's probably not prepared now, but going forward, the contract details that you're talking about, there'd be a maintenance agreement, a liability, a hold harmless agreement, all of those things figured in there? Mr. Dhima replied, absolutely. Yeah. One of the things we have to look for is, you know, are they the only ones that are going to be utilizing it? What if we get someone else in there as far as access or, you know, like if we need to do anything, how much time we need to give them to remove it for us to get to it. You know, one of the things with the concrete tanks, they don't need to be painted like a steel tank, which, you know, you have to take it off. And that's the nuisance when it comes to a steel tank. This particular one is concrete. We don't expect to do anything out there anytime soon. If anything, we do internal maintenance. So as long as we have access to the hatch on the top, that's all we need. We usually drop a robot or a diver in there and that's all it takes.

Selectman Dumont replied, I was more thinking about the maintenance to how they affix it to the tank. If there's any issues that arises from that liability or if any of their workers get hurt, things like that. Mr. Dhima replied, yeah, they'll be covered. They'll be covered on the agreement. Yes, they'll probably have their own. One nice thing about this particular site is that it was built in 2008, so it meets all the new safety standards. They have their own rails; they have their own hatch. So this this is not something that they'll be they'll be worried about getting access to it. Everything is like letters, like in a cage. So as you go up, you're completely surrounded by metal. Yeah, but yeah, those all have to be figured out and agreed on and reviewed by our legal team as well. So we'll make sure it's the same. And from the engineering standpoint, I want to make sure this thing is going to be flying out of there either and then all going right through the tank either. But it seems that they've done this in the past. I give them the shop drawings for the tank to make sure that their engineers have their own structural engineers on board. It's a professional outfit. This is not something, you know, fly by night. It's a good number. This was a negotiated number. This is not the numbers they gave us first. We got it as high as we could. And here it is, ready for prime time. So if the Board wants to move forward or not.

Chairman McGrath then said, I have just one. Electrically it's not gonna interfere with the pumps that we have there? Mr. Dhima replied not with our equipment, no.

Seeing no additional questions, Selectman Dumont made a motion, seconded by Selectman Morin to authorize the Town Administrator and the Town Engineer here to move forward with preparing the agreement between Verizon Company and the Town of Hudson. Carried 4-0.

G. Hudson Electric Aggregation Plan Update

Chairman McGrath recognized Craig Putnam of the Hudson Electric Aggregation Committee. Mr. Putnam began by saying so I'm here to give you an update on the activities of the Hudson Electric Aggregation Committee. I'm going to talk a little bit very quickly about the due diligence work that we're doing with the candidate partner service providers. Touch base on the workshop that's been planned for the fall and some other timeline considerations. And then what are the next steps. So just as a, as an update, the Committee, the HEAC, has heard presentations from the three candidate partner organizations, that's Colonial Power Group and Freedom Energy Logistics. We heard from them in March at a Sustainability Committee meeting. We heard from Standard Power and Good Energy at the April Sustainability Committee meeting. And most recently we heard from Community Power Coalition of New Hampshire at the May meeting. Each of the organizations was given a set of questions by the Committee to prepare answers in advance. And those presentation documents that the, that were used at the presentations are on the HCTV website along with the the recording of the meeting itself. And those all those links are available on the HEAC website itself.

At this point, Chairman McGrath said can I interrupt you just a moment? Because on your presentation it says the HEAC website. Did you mean HT? Mr. Putnam replied no, the links to the HGTV recordings are on the HEAC website along with the presentations themselves. Chairman McGrath replied, okay, just trying to keep you honest here.

Mr. Putnam went on to say, the Committee has, in addition, reached out to some local municipalities that have launched community power aggregations this spring. There's there are 12 that have launched so far that are associated with Community Power Coalition of New Hampshire or CPCNH. And there are several others that have launched independently of CPCNH. We've invited the folks from the Peterborough Electric Aggregation Committee to visit. They're going to join our meeting tomorrow night. We've extended an invitation to members of the Nashua EAC. They're tentatively going to be at our July 19th meeting and we're in the process of reaching out to some others as well. We're particularly trying to reach out to some of the communities that have not been associated with CPCNH. So we're going to look to try to get in touch with Keene, perhaps in Londonderry as well. Those are in the works.

So the Committee is working through the information that we received in those three presentations. We're trying to figure out how do we digest it all, because it's not exactly an apples and apples comparison. Two of these companies are for profit entities. One is not for profit and so on, and they're organized somewhat differently. And in parallel, we're also watching how the dozen or so communities that have gone live this spring, how they're activities have gone. So we have the advantage in not being first movers of being able to kind of sit back and see how the others are doing. And so far, everything is going reasonably smoothly for all of them.

We have, I believe the 3rd of October nailed down for a workshop with you folks. And our intent in that evening is to have to you a packet ahead of time, of course, with our recommendations for who we who the Committee believes the Town should partner with. So that's what we're working towards. That's our our self-imposed deadline. And and of course, the decision to go live at all and who to partner with is up to the Board of Selectmen. But we'll give you our recommendation and why what the justification is in meeting. So assuming that the Board does decide to stand up Hudson Community Power, there's some time. There's some complicated timeline considerations, one of which is that we need to inform the Public Utilities Commission and Eversource ahead of time that we're going to stand up Hudson Community Power and how far in advance that that notice needs to depend on when it is we want to go live. And so there's there's two different timelines. One is a 90-day notice period. The other is a 45-day. And it depends on if we wanted to go live in February or March. We need to give Eversource and the PUC 90 days' notice if we are intending to go live later. In the last four months of Eversource's spring purchase cycle, April through July, then we only need to give them 45 days' notice.

Mr. Putnam continued saying, so the reason that I bring that up is that forward market projections for future supply costs are indicating that it may, and I do stress may make financial sense to go live earlier than what we had been telling you in the past. So we were we were saying we were going to target the late spring of 2024 to go live. But there's an argument that says it may make financial sense to go ahead earlier. And so March or even of February, go live date could make sense. It's a little too early to say so for sure at this point, but it's trending in that direction. Obviously, there's a benefit if we can go live earlier, customers in Hudson will save money earlier. So that's clear. The consequence of going earlier is there's a tightened timeline and more work on the Committee. And just a just a shorter deadline for getting everything done. I think it is doable in March. A little tighter yet in February, but probably still doable. One of the actions that would be necessary in order to make an earlier launch, a February or March launch possible is to move up the submission of the electric aggregation plan to the PUC. This is something that has to happen regardless of when we launch. It has to happen regardless of who we partner with. So so it's a it's a box that has to be ticked. It's a question of when. So I'm working to get the document finalized as soon as possible and submitted to the PUC as soon as possible. The PUC will take the full 60 days it's allotted to it to come back with their decision. That's been their track record all along with all of the CPAs that have launched so far. They have 60 days to decide and they take every single day and everybody hears about it on the 60th day. So knowing that the sooner we can get that item out of the way, then it doesn't gate anything else for us. So that's underway at this point.

Mr. Putnam moved on in his presentation saying, so next steps is, as I mentioned before, we're going to move the aggregation plan along. Get that out of the way. There are other things that need to be done as part of the process as well. They all have timelines, but they're not quite as as dire as the 60 day or the PUC, the notification timeline that I mentioned earlier to Eversource. We've got to get customer data sets from Eversource. They've got a shorter turn time requirement on that. So that's not a big issue. We need to set up a website for Hudson Community Power and so on. There's a variety of things that need to be done and there are some things that need to be done that are required by statute, one of which is it's been called another well, it's an information session. Basically, there's a required information session that needs to be done during the 30 days ahead of the go live date, after the after the notification letters have gone out. And before you go live. It's in that time frame that you have to do an information session. So all of these are part of the launch sequence and related activities. And so we just need to start thinking about this. And I just wanted to give the Board of Selectmen a heads up that we might be looking to try to move up the timeline. And I'll keep you apprised as things, as things progress. That's it. Any questions/discussion?

Selectman Morin was recognized and said we're not going to meet till October 3rd at this point. And then I don't even know if we'll make a decision that night or not. Mr. Putnam replied, I'm not expecting one. Selectman Morin responded, that's, that's not an issue. But my question my question related to that is when does the PUC get this plan? Mr. Putnam replied well, we can give them the electric aggregation plan before the October 3rd meeting. There's not a requirement that that plan come after the decision. The plan needs to go in regardless of who we partner with. Selectman Morin replied, okay. That's all I have. Seeing no additional questions or comments for Mr. Putnam, the Board thanked him for his update.

H. Resignation of Firefighter/AEMT

Selectman Morin was recognized and said to save the Chief some time, due to the circumstances related to this next item, I'd like to move this into nonpublic so we can have a discussion looking at it and reading the circumstances related to this, I think we should talk about this in non-public. Item 8H - Resignation of Firefighter/AEMT was moved to nonpublic session this evening.

I. Request to Purchase Two Fire Administration Vehicles

Chairman McGrath recognized Fire Chief Scott Tice. Chief Tice explained, We're talking about the cars we have for next year's budget. We have two staff cars budgeted. Much like the PD with availability, prices, we'd like to go with two 2022 leftover Ford Explorers from McGovern Municipal HQ. We did look around. There's no other 2022's left that we could find. So 2023, whether you're looking at a Police Interceptor or we even looked at basic off the lot XLT because that would do for what we need it for. And they're both in the five, six, \$7000 more each. So financially going with the two 2022's is our best option. We also looked at trade ins and one of the things I told the Board when we were looking to do that, we were looking to move on from higher mileage, higher mileage vehicles while they still have some trade in value and before they got became a maintenance issue. The 2016 Ford Explorer should have a much better trade in value. But what they said is this time of year, they get so many Ford Explorers traded in that it doesn't have, they're actually offering a lower trade in on this. I think the trade in on the Ford Explorer was in the neighborhood of \$4,600. And in the 2009 Tahoe, they're offering \$5,000 for a trade in. So they're actually offering more money for an older vehicle with a lot more mileage or about the same amount of miles on it. So I don't, you know, it's better for my budget if we trade it in. But I don't know that the town is getting the best value for it if we trade it in. So I'm open to discussion on how the Board would like me to go with that if we just trade it in, it does help my budget. But, but you know, there might be some other options that are better for the town. You know, internally, we discussed, you know, keeping it if it's only worth that much. But we have we could make use of it, but limited use of it. I didn't know if another town department would be better to move it to another somebody else in town that could make use of this vehicle. Or if we just sold it outright or put it up for auction or some other option that would be more beneficial to the town as a whole.

Selectman Morin was recognized and said just to be clear we're talking your present car? Chief Tice replied yeah, that car. Selectman Morin then asked with the three other Tahoe's you have, you gonna have enough vehicles because those are getting very old? Chief Tice replied that's my concern and we've been talking about the other two well three Tahoe's. We have we have some issues going on with the spare Tahoe the shift commander spare Tahoe and then the Tahoe we were supposed to be keeping. That Deputy Paquette currently has a starting to have some rust issues and body issues. The mileage on it's not bad. It's in the neighborhood of 70-75,000 mileage, if I remember correctly. But the age of the vehicle is getting up there and it's starting to have some rust issues. The 2016 body wise seems to be good, but I'm just about 100,000 miles with that. Selectman Morin joked so we just carpool the two deputies and? Chairman McGrath replied they might object to that. Chief Tice said they'll get tired of each other pretty quick. We could use this vehicle as another spare vehicle because I foresee having increased mechanical issues coming down the road is my concern, having multiple vehicles out. But again, that's not what I told

the Board when I was here budgeting for them. I don't I don't want to do a flip flop. Selectman Morin then said my my only concern is like the engines when we go down an engine, we've got nothing to replace it. You've got to have cars for your two deputies. Chief Tice replied we've been very, we've really thinned out the fleet a lot almost to the point that we can get, we get caught with our pants down sometimes. So if the Board was okay with it, I know the mileage is getting high, which is one of the things I was trying to avoid, but if we could keep the car where the only less than \$5,000 for a trade in on this vehicle, to me it doesn't seem like it's a very good deal for the town.

Selectman Dumont was recognized and asked what's the mileage on the Tahoe? You said the '16 handle about 100,000. Chief Tice replied so the 2009 Tahoe that we plan to get rid of is almost 100,000. The 2011 Tahoe, that's about the 75,000 range. Selectman Dumont then asked the only two that you're talking about tonight is the '09 Tahoe and the '16 Explorer? Chief Tice replied yeah so, when we were here for budgeting, that's what we talked about. We were, you know, the '09 Tahoe is the oldest with that mileage on it. And then the Explorer is the '16, but it's got almost 100,000 miles on it. So that's what we talked about getting rid of in this round and going with two new Explorers.

Selectman Dumont then said you brought up a point. I'll ask Steve, is there another department that may get used? The Town Administrator replied well we're already taking a vehicle from Police. I thought we had talked to the Police Department about replacing the vehicle the Zoning vehicle. Selectman Dumont replied that's what I was thinking. The Town Administrator then said we talked to the Police about doing that. We'll pay them for their trade for one of their vehicles. I think that has lower mileage which is probably better for us in the longer run. Selectman Dumont then said, Okay. So that outside of that, with that hole being filled, no other use for it because it does seem like a low dollar amount for that. The Town Administrator replied they are low dollar amounts. You're probably better off keeping it as a spare because and if you need it to put it somewhere, you could. It's worth more for us to keep it or sell it. Not trade it. Selectman Dumont agreed saying, I don't think the trade in, in my opinion, is not a good a good move. Chief Tice replied, and I was surprised by that too. But they said they just they get so many explorers this time of year that to them it's just not. Not worth it. Selectman Dumont replied, I believe that.

Seeing no further questions, Selectman Morin made a motion, seconded by Selectman Guessferd to waive the competitive bidding requirements as outlined in Hudson Town Code 90 8-1C and allow the Fire Chief to purchase two 2022 Ford Explorer Explorers from McGovern Municipal headquarters. Carried 4-0.

Selectman Morin was then recognized and said I just I know you haven't looked into it, but I know in the past there's been discussion about sending these cars to auction and getting more money for them through an auction. And I know it'd go back into the general fund, but that's something we could talk any, Chief Tice replied yeah, I think whether we.... I don't know all the rules of selling it outright or going to auction, but I think, I think even going to auction that the Ford would get more money than what they were offering for a trade in based on some other vehicles that we got rid of in the condition of those. You know, this one, the body's not in bad condition. It's high mileage. But I got to imagine, I mean, the Kelley Blue Book is kind of what we were going by, and that trade in value is 10 to \$12,000. So I got to imagine that there's better value out there other than trading it in. Selectman Dumont replied I would agree. Because you can't go buy that car. If you were to look around, you can't buy that car for four grand. Selectman Morin agreed saying, that's why you can't. And that's something we had talked about that a while back. Actually, the police had brought that forward at one point to put the cars into auction versus trading them in. Chief Tice replied yeah, I mean, if we were getting a decent trade in for it, it would be one one thing. But I just I don't think that the town's getting the value that they deserve from that from that vehicle if we do that. Selectman Morin replied, okay. Thank you.

Selectman Dumont made a motion, seconded by Selectman Guessferd to accept the Fire Chief's recommendation to purchase two 2022 Ford Explorer explorers from McGovern municipal headquarters in the amount of \$74,391.60, and secure funding through Leasing Two on a five-year term at \$23,319.38 per year, with the first payment due on August 1st, 2023. Carried 4-0.

J. Police Detail Cruiser Rate Increase

Chairman McGrath recognized Police Chief, Tad Dionne and Police Captain, Dave Cayot. Chief Dionne began by saying So we come before you tonight to ask the Board if they would raise the rate of the cruiser, what we charge for a cruiser for police details from \$15.00 to \$20.00. We haven't raised the cruiser rate in well over ten years. As a matter of fact, according to Director Labrie is probably over 15 years. And looking at that, we searched over 75 departments, we got answers from 35. That would put us in line at \$20.00 per hour at a 4-hour minimum, that would put us more in line with where other agencies are looking at what they charge as well. And I'll take any questions on that. Chairman McGrath replied sounds reasonable to me. Anybody have any questions?

Selectman Morin then said we've already had this discussion. We did. The Town Administrator then said we talked about it when we talked about the warrant article that got forwarded to put money from the cruiser, from the details into help with the cruisers. Two things. This was last amended in 2004. So that's almost 19 years ago. And before you enact this, you have to have a public hearing. So the motion will be to send this to a public hearing at your next meeting, because any amendment to our fee and our town code requires a public hearing. So that's the motion you (Chairman McGrath) have on your sheet (script) right over here. Chairman McGrath replied okay, so now I have to find that. Okay, so a motion to send the proposed increase for the cruiser rate on police details from \$15 per hour to \$20 per hour at a four-hour minimum, to a public hearing on June 27th, 2023. Selectman Morin made this motion, and Selectman Guessferd seconded it. Carried 4-0.

K. Building Board of Appeals Proposed Application Fee

Chairman McGrath recognized Town Administrator, Steve Malizia who said so the Building Board of Appeals, I think held their first meeting in probably quite a long time. It was an organizational meeting in which they enacted, I believe, rules and procedure, an application form. And they also made a recommendation to the Board to enact an application fee. So if anybody comes in to apply, that would be an application fee, which then would allow advertising, make sure we get everything recorded and whatnot. And they're recommending a they recommended an application fee of \$200, which is somewhat in line with all the other fees we have right now. There is no fee if you choose to do this, it needs to go to a public hearing. That would be the next meeting. So basically, the Building Board of Appeals has had their meeting, they've elected their officers, they've organized, and they're recommending a \$200 application fee be enacted.

Chairman McGrath asked, Okay. So does anybody have any questions? Selectman Dumont was recognized and asked so that is the first fee you noted, so what would be included? You said recorded? The Town Administrator replied so basically it'd be their advertising and more likely if they need to have somebody record like minutes or whatever. Selectman Dumont replied oh recording of minutes. Okay. I was thinking of a plan or something along those lines, or document. Okay. The Town Administrator replied it's pretty typical. When you get a zoning appeal, there's a fee because you advertise and. Selectman Dumont replied no, that makes sense. Just when I heard recording, I was thinking of recording a document. Chairman McGrath replied you were thinking of a deed. To which Selectman Dumont replied a deed, or an agreement or something along those lines, because normally that's obviously separate. Seeing no further questions, Selectman Morin made a motion, seconded by Selectman Dumont to send the proposed application fee for the Building Board of Appeals to a public hearing on June 27, 2023. Carried 4-0.

L. Earned Time Conversion

Chairman McGrath again recognized the Town Administrator who said I'm coming to the Board with a proposal to consider changing the current vacation, sick, personal time that the non-union employees receive, to an earned time system. I'm not sure if everybody's aware, but there are five labor groups in town. All of the labor groups, unions have earned time. So basically about 185 employees are covered by earned time, approximately, I think it's about 15 or so, employees are covered by the old vacation, sick and I'll call it personal time. One of the things that happens when folks get promoted through the ranks, and it's happened with the Public Works Director, the Fire Chief, the Finance Director, the Police Chief, they come up through the earned time system, they get promoted and they go to a different system of time, which it's not exactly equal. So what happens is their earned time that they might have earned previously gets frozen, only to be paid out some time later. What I'm recommending is we have one system for everybody. We're keeping, we're keeping these different systems in our payroll. I think that's getting to be not a burden, but it is certainly work for the for the payroll person, the payroll group.

The Town Administrator then said I also think it's a retaining and maybe recruitment tool. If we look at our folks coming through the system, that is a different benefit that people are getting and the earned time is perceived to be a better benefit. So I'm putting that proposal out there. It's in our personnel policies and I'd like the Board's consideration for that. So if you have questions, I can answer them. I've prepared or looked at all the policies that this touches because vacation/sick is worded throughout some of the leave policies like jury duty, bereavement time, sick time, vacation time. So I prepared a new policy for earned for earned time that mirrors the Supervisor's Unit because the majority of these people, these are your department heads. They've come up through the supervisor's ranks. So I've mirrored that. So again, I'm requesting the Board's consideration. I just I think it's time we run these systems now for many, many years and I'm seeing all these people come up through the system, getting promoted internally, and they're going from one system to another. They're getting time frozen. They're getting a new accrual over here. It just seems to make sense to have one system. Chairman McGrath added, and not only that, but it's you don't have to have two different accounting systems either, right? The Town Administrator replied, you're keeping track of it and payroll separately for sure.

Selectman Morin was recognized and asked is there anybody that's going to meet the accrual rate and we're going to have to pay? The Town Administrator replied at some point in time, on their anniversary, they will probably be some folks. Selectman Morin replied, okay, I just I just want that out there, that's all. The Town Administrator then said, yeah so on employees' anniversaries, if they go above the maximum accrual, there's a payout. I think some folks are close, but what I'm proposing is you take the vacation time, you put it one for one, you take the sick time, you put it in half because half of your sick time doesn't get paid when you leave. What I am proposing is that other half put it in the sick pool, which then gives employees a benefit. If for some reason they get sick, they can never cash it out. But it is an insurance policy for employees if they should become disabled on the job. I think it's an equitable way to convert the time. Again, I'm just trying to look at what's equitable and what seems to make sense. We've been we've been accounting for this two different systems for years and it's really come home when most of our department heads have been promoted up through the ranks. And I'm assuming future future folks will be possibly through the ranks. It just seems like an appropriate time to do it. I have 185 people over here. I have all 15 people over here. It just makes sense.

Chairman McGrath then said I have a question for you. Have you talked to any of the people that are going to be affected by this? The Town Administrator replied, I notified the people that are going to be affected. I spoke with the Finance Director, walked through the calculation, and I believe I've touched the departments. Chairman McGrath asked, and any any pushback on? The Town Administrator responded, I think everybody is in favor of it. Selectman Morin jokingly said I'm actually expecting a hear a cheer from the other room if we approve this. So I wouldn't worry about it. Chairman McGrath added, and maybe in the back of this room as well. The Town Administrator then said, again, when you're doing payroll, you've got to calculate who's getting what and who's doing what. And there's different rules. And again, it just doesn't seem to make sense at this point in time, particularly because the majority of your department heads have

been in one system for their whole working career. Now, at the end, they're going to this other system, but they keep the time frozen over here. It just doesn't make a lot of sense.

Selectman Guessferd was recognized and asked, does it have any monetary effect on our budgets at all? To which the Town Administrator replied, not any more than it does now, no. The only thing that might affect is people can, as you're well aware, departments have, department heads have come in and request their buyout of their vacation time. Now they'll just be, they won't even come in. They won't have to come in. The policy allows them to do it. And yeah, they either reach a certain point or they can do it June and December like all the other employees, which is pretty standard through the town, so.

Chairman McGrath then said, I was always happy with the vacation time accumulated for me and any time off that you and I'd save it if I didn't need to use it. Because at some point you may have to. Selectman Guessferd replied so that system you're talking about BAE? Chairman McGrath replied yeah. Selectman Guessferd responded, they went over to earned time as well. To which Chairman McGrath replied oh, really? Did they go to every other Friday off or did they change that too? Selectman Guessferd replied it's still, it's still in place. There's some people that that particular system for some of us have been around for a long time it wasn't real great for us. Chairman McGrath replied oh, I loved it. Selectman Guessferd replied well, the earned time. The old time. the old one. Actually if you had 20 years like I've got 20 plus years, it was more. It was more if you stayed, you had more time. If you stayed on the old system with your five weeks of vacation or whatever it is, and the sick time. Now the total is kind of less than than the new amount is less than the total of both of those. When you're senior, you know, when you're coming in as a as a younger employee, it's a good deal. Chairman McGrath then said, when I when I left, I was there just under 23 years, just, just under. I had enough vacation time that and every other Friday off. It was like I was in heaven. Selectman Guessferd replied, it's still it's still pretty good, though. I never have a problem with vacation time, or earned time now.

Chairman McGrath then said and I'm okay with this proposal. Anybody else have any comments or questions? If not, all...The Town Administrator interjected saying, the policies that it affects are here in your packet. So anybody needs to look. But I basically went through any place that said vacation time, sick time, I amended to say earned time and again it's mirrored on the supervisor's group, which is where the majority of the employees have been promoted through. So just to be equitable with that group, based on your, based on your policies, I believe you want to send us to a second reading. It's got introduced, it got discussed. It's a personnel policy. But just in the spirit of giving every policy a second reading, that would be at the next meeting. Selectman Morin made a motion, seconded by Selectman Guessferd to send the proposed personnel policy changes to convert all employees to an earned time system to a second reading on June 27th, 2023. Carried 4-0.

The Town Administrator then said, at the next meeting when we discuss it, if you do pass it, I'd like to make it effective July 1st. That way we head into the fiscal year and we're all, we're all one system. Selectman Morin jokingly added, I'm going to vote for 2024, July 1st.

M. Application for Payment from Capital Reserve Funds

The Town Administrator was recognized by the Chair and said, we have a request for application for payment from Capital Reserve funds. We have we're looking for reimbursement for to sewer capital reserve fund disbursements. One is in the amount of \$216,829.92. That's from the Nashua Wastewater Capital Reserve Fund. We are part owners of that. We get a bill from the City of Nashua. It gets reviewed by our folks here. It's been approved for payment. We get that reimbursed from the Wastewater Capital Reserve fund that's been established. I think it has \$8 Million in it. We also have a request from the Sewer Pump Repair Capital Reserve Fund in the amount of \$15,292.38. Again, that's come through the system. That's for repairs to one of the pump stations. And I believe that reserve fund has a balance. And I think these things, at the end of it make \$132,882 and that was specifically set up for pump repair. So they don't hit the main budget. The Trustees have just asked we have a trail that that the

Board actually voted to do this. So that's why this is in front of you. It's pretty routine. So if there's any questions, but the expenses are all here. Seeing no questions from the Board, Selectman Guessferd made a motion, seconded by Selectman Morin to approve the disbursement from the Nashua Wastewater Capital Reserve Fund in the amount of \$216,829.92. And the disbursement from the Sewer Pump Repair Capital Reserve Fund in the amount of \$15,292.38 as requested by the Finance Director. Carried 4-0.

N. May 2023 Revenues & Expenditures

The Town Administrator explained revenues and expenditures through May. Obviously it's a default budget year; we're 92% complete through the year. So, you know, so it looks like it is what it is. DPW is probably the closest. So keep an eye on them. I've spoken to the Director - don't spend any money on non-essential things. But, you know, obviously we have to keep the fleet going. They had to do whatever they did in the winter. Bottom line, I think we'll be okay. But I just talked to him about that. Everything else is encumbered. We'll take a look at some of the encumbrances. Some of them will probably go away. So that will help us. But, you know, we're coming in, coming in tight. We expected to, but it is what it is when you have a default budget. Conversely, revenues still are doing great. Automobiles are probably going to be about 600K over budget because we're 100K right now. So another month, 500 at 105 hundred, 600K, we can't spend it, but it goes to our unexpended fund balance, our surplus. So that's great and interest is fantastic. We're going to be about 150K above. We're seeing about 40K a month. I think kudos to our Finance Director and our Treasurer. They're working to get that money invested and it looks like that's paying off. So that's good stuff. That's good. Very positive.

9. Board Liaison Reports/Other Remarks by Selectmen

Selectman Dumont: I have nothing currently. No comments.

Selectman Guessferd: You've already heard from the Sustainability Committee tonight. They're moving forward. They're working very diligently on on the aggregation project and the plan. And the biggest key for us, I think, is just making sure that we're we're being fair across the board in evaluating the three, the three providers. And that's what we're doing right now. So tomorrow night, they're going to be talking to a couple of the towns, at least one town tomorrow night. That's already started, as we saw earlier. So we're getting the advantage of being able to kind of learn from from their ups and downs in getting this going. So that's that's going well.

Rec we have summer of registration still ongoing. There's about 330 kids registered and the staff, they have a they have a counseling staff that's pretty much locked in, hired, ready to go. So that'll be good. Senior citizen program is continuing along. Well, there was a cookout today, a luau. And they're going to be hosting a Father's Day breakfast next Tuesday. So they're looking forward to that. And there was actually two scholarships that they were from the monies that they brought in through the various fundraising that that they're doing. They're going to be increasing. They increased the scholarships to to \$1,500 scholarships this year. So Heather or Hilary Weston and Michael Nesmith from the high school are the 2023 recipients of the annual recreation scholarship. They had to have used the the Rec program, you know, in their younger years. So so that's that's great news they're able to do that.

Planning Board- we have a meeting tomorrow night. We have a few projects to review. I just want to be clear because they told me at the last meeting because at one point we were hoping to have the master plan completed by the end of June. It's probably going to slip out a couple more months. And but, you know, we've been through a few of the chapters and we've got a couple of meaty ones coming up. So that process is still ongoing, and I want to make sure that everybody knows that that's it is progressing forward and we are going to get that in place, the master plan in place as soon as we can. Chairman McGrath said so by the fall, fall time? Selectman Guessferd replied most likely by the fall. Chairman McGrath replied yes, let's aim for that time. And then if something happens, end of the year is the latest. Selectman Guessferd replied yeah. And the thing is, you know, even if it's not, I'll say perfect, I mean, it's been updated with all

the things that have been happening since 2005. So and again, we want to emphasize this is a living document. So if something changes, you know, we would go in and update that chapter, you know, so we don't want to I think I've said this before, we don't want to just take this master plan and throw it in the drawer and forget about it for another five years. So that's so that's the focus is to get these chapters done, you know, to be to do them well, but let's get them done and move forward so then we can kind of focus in on where we want to go as a town. And that's all I got.

Selectman Morin: I had a Budget Committee meeting and I brought forward that we had agreed, as this Board agreed for a meeting at our August workshop, to have that joint meeting with the Budget Committee. And the Budget Committee did not take a vote on it, but it wasn't accepted. And they asked for me to bring it back tonight to see if there would be any change. And it was September, they wanted to have the joint meeting. Ms. Whiting added it was two dates, two Saturdays. But they were both in September. Selectman Morin continued saying, and then it got changed to a Saturday meeting instead of a, you know, a workshop meeting. Before I go any further, we talk about it. The School Board had their meeting on the same discussion we're going to have. So I'd like to have Gretchen just talk about that because they've already discussed it.

School Board member Gretchen Whiting addressed the Board of Selectmen saying, so we did last night at the School Board meeting. I did bring it back up as similar as Dave is doing and the thought process from the School Board is still that a joint workshop with the Budget Committee wouldn't necessarily be fruitful. Too many people, not enough, not enough understanding as to what's going to be discussed. The School Board is asking the Budget Committee to prepare an agenda to understand what would be discussed. To know that we should have a single workshop or a town workshop and school workshop. I can tell you that the motion that was brought forward back in, I think it was April, when I when I have explained what the School Board has been asking for is that agenda. What is brought forward is what was stated in the motion, which is "the purpose of the workshop is to review and fully understand all the policies, regulation laws Et cetera at the at the local, the state and the federal levels related to the collection and expenditure of all funds as related to the Town of Hudson and the Hudson School District." I did reiterate at that meeting in this past week at the Budget Committee that those policies, those regulations and those laws at the local, at the state and at the federal level are different between the town and the school. There are a few that might overlap, but how the school functions and how we expend things is different than what the town, how the town functions and how the town expends. So my expectations are when we have the next Budget Committee meeting, and I will also be emailing Mr. Cole as well. He was assigned as the individual to set up these meetings by the Chair, but I will be emailing him but also discussing at the next Budget Committee meeting that the School Board has asked again what the agenda will be to understand who needs to be there. Do we need the lawyers there? Do I need all of the administrators there? Who needs to be in attendance? And that's what the School Board is asking for first, is what that agenda would be.

Selectman Morin then said, and go along with Gretchen I'll give you an example of a question that was asked the other night. The \$6 million that we have that the state requires us to have case of emergency, things of that nature, the question was asked can the school spend that? That seems to be where they're going with this. So so what Gretchen said, who do we need at the meeting? My personal opinion, if that's what we're talking about, we need the attorney and us. The employee should have no.... that there's no need for them to be there. That will be, that's my opinion. I agree with Gretchen. We're totally two separate bodies. We do things differently. I don't see a joint meeting...Selectman Guessferd said being fruitful. To which Selectman Morin replied, I really don't. I mean, they can have their meeting and ask the same questions they're going to ask in a joint meeting, separately and just focus on one Board at a time instead of just going back and forth because you're going to get the information confused and it's going to. Selectman Guessferd added it'll be more efficient. It'll be much more efficient, it seems. Selectman Morin replied right. We can just focus on this Board and this is how the town does it and they can focus on the School Board and this is how the school does it. That's my opinion. But again, just for us to keep working with them, they asked us to bring it back one more time. And does this Board want to stick with the August workshop meeting as we had planned, or do you want to move it to a Saturday? What would you like to do? Selectman Dumont asked, is there an issue sticking with it as planned? Selectman Morin replied, I'm sorry, what? Selectman Dumont reiterated, is there any issue or what would be the reason to change it?

Selectman Morin replied, they want us both together at the same time. Selectman Dumont replied I think we're all in agreement. I think that that's probably not the best idea. Selectman Guessferd added so the Saturday meeting would be together with the School Board? Selectman Morin replied right. And that's why they wanted it on a Saturday and then they wanted it, we were talking about the Community Center to hold it, too, actually, yes. Selectman Dumont responded, I would figure to stick with what we already planned for, but that's my opinion, I think, I think you get more out of it and you're not going to be confusing everything. Selectman Morin then said yeah, you know, the rules and regulations and what we have to do, the attorneys going to answer most of that or Steve, because we're not going to be able to per se, we have to understand when the time comes. But to give them the correct answers that they're looking for, those are the people that are going to have to be there. So there's no question. You know, because I may say something out of turn, not on purpose and you know where that's going to go, you know what I'm saying? Selectman Guessferd added, subject matter experts, you know, we need them there.

Chairman McGrath then said and I mean it's trying to get two boards together that we have no, I mean we have opinions I think from the school, from my point of view, you might think about it in relation to your tax bill or something else, but we can't tell you how to spend your budget any more than you can tell us how to spend our budget. So it's I think it's just it's opening a door that... it's just, it's trying to start trouble where trouble doesn't exist. That's, I mean, that's my opinion. I think that, you know, it would be different if we had if we had control over the school budget and the school had control over the town's budget, then we could probably talk about trying to bring things together and do things differently. But we don't have that option. Yeah, I mean, we've talked about it in the past about like purchasing, purchasing paper and things like that. And I think that we do, I think we do that or we did. We were doing that at one point.

Ms. Whiting was recognized and said we did try a few years ago on having a Cost Savings Committee, taking a look at some of the different things that the town needs versus what the school needs. And at the point in time we looked at it, there were different contracts already in place. Trying to overlap. We do things in such quantities. Speaking of paper, we do it in mass quantities where you guys don't do it as much. But in order for us to try and do any cost savings, we had to get out of contracts and it didn't. It wasn't a cost savings in that manner. When we took a look at our electricity, we were already on a plan with other districts and you were already on a plan with other municipalities. So even with the electricity kind of plans, it didn't make sense. So we have tried that. We did take a look at that. We had quite a few meetings, but we weren't identifying anything that was like, Oh, this is going to save us money.

Selectman Morin then said and correct me if I'm wrong, Gretchen, I kind of went down the road that the chairman just went down and Mr. Cole corrected me. And that's when the, his motion came up again that it was the laws. You know, how we can spend things, how we can do that. Because that's what I always thought we were going to talk about the budget too. But he corrected that and said it was his motion to find out what we're allowed to do, what we're not allowed to do. And that's the example. Can the school spend some of that \$6 Million we have in place for an emergency type of thing? That's where he was going with this meeting. Chairman McGrath then said so if that's what he's doing, let me just if that's what he's looking for, then why don't we have the town attorney respond about what the town is able to do for the town's sake, have the school department talk to their attorney. And I mean, this is just I don't know that we I don't know that we could provide an adequate answer. Ms. Whiting added, so in the conversation that did come up and that was the example that was used and has been used quite often, I did explain the fact that the school's attorney has already talked with the town attorney and we've already explained that the town cannot use those funds, that that that is from attorney to attorney. And we said that. So I we can have the discussion again, but I don't know the answer but on that specific example,

Chairman McGrath then said I think the response that he'd like to get and I'm only assuming this, he'd like to get an get an answer that we're going to change attorneys, which of course, we're not. And that would then he'd want to cherry pick who the town got for an attorney and what the school got for an attorney. It's just it's we're going down a path here where there's not going to be a satisfactory answer on any on any level. I don't think as much as we'd like to have one. I don't I mean, am I wrong here? Selectman Morin replied, no, no. And I agree. And to the instance where the \$6 million, the school has their own fund for that for their emergencies. So we have two different funds. You know, whether he's trying to put it together in

one, I don't know, because he's never said that. And that's not what I'm saying. But I don't think a written, written answer is going to suffice. I think it's just going to I think if we're going to do this, we need to sit down with them. You know, we'll have the one meeting. Here you go. Here's our people that are going to answer your questions, you know, because we compromised. We're not going to have a joint meeting, but we're going to give you a workshop. We're not going to interfere with our meeting. We're not going to interfere with your meeting. We're compromising and having a meeting with you. We're just not going to do it together because we're two different bodies. Selectman Guessferd replied, it seems fair. That meeting that we have, you had mentioned before that it was going to be us and the attorney, but I would assume that we would also bring Steve and Lisa. Selectman Morin replied absolutely. Because I'm sure the questions are going to come up that we're not going to be able to answer. I absolutely. And if we give an answer it's gonna make it worse. Selectman Guessferd added picked apart.

Selectman Morin replied so stick with the August date and we'll take it from there. Selectman Morin replied and what I'll do is and Gretchen and myself had the discussion before the meeting is she made the point that there was never a vote by the whole Committee. So I will ask that we take a vote to see if and we'll take it from there. Okay?

Selectman Morin then said I got two more things. Actually. The Conservation Committee met on Monday night. They reviewed the trail maps that we have coming for all the town properties. So that's in progress. There were few changes, but they're working on it there. Also, just for people to know they're going to do a tree cutting up in the Rangers. They're out there already marking the trees. There is no date when the actual equipment's going to go in yet, but that will be coming just for people that live up there.

And the other thing and one last thing. We had a discussion about the Hills Library building at the last meeting, and I actually had talked to a couple organizations and I talked to the Historical Society and they brought it to a meeting. At first they weren't interested, but then they've since got a couple ideas. So they have requested to come in at our next meeting and explain what they would like to do with the building. Obviously, they can't afford to take care of it themselves, so it's going to have to probably be a compromise either with us or the library and what they're looking to do. My personal opinion is it fits more with the library, what they're planning to do, but I'll let them explain to it. But again, we got to see and I've already talked to Linda at the library, said they're going to be coming in. So if the library wants to come in and she said they would so they could hear it at the same time we did. So that will be on the next agenda. Okay. And that's all I have. Thank you.

Chairman McGrath: And I'm the last one, so I have nothing to report on any of the committee assignments that I have. However, I'd like to urge all of the selectmen, if you're not going to attend a meeting to at least advise the chairperson of that committee that you're not going to be able to make it. It's just as a matter of a courtesy, because I've heard that there's one particular committee that there was a lack of a quorum. They couldn't hold the meeting and they hadn't gotten any phone calls. So and I don't it wasn't, I don't think it was a selectman that neglected to advise them, but others did. So I'm putting that out there so that, you know, every committee, they deserve the courtesy of getting a phone call or an email, either one. If you don't want to talk to somebody, but you can send an email, you know, do that. But it's, you know, it's just the polite and nice thing to do. Selectman Guessferd added, yeah, it should be. I mean, I couldn't imagine if I couldn't go to a meeting not saying something, right? Chairman McGrath then said, so that's all that I have.

10. Remarks by Town Administrator

Chairman McGrath recognized Town Administrator Steve Malizia who said, I really don't have much just to wanted everybody to know that town offices are open next Monday, Juneteenth. But the Rodgers Library will be closed, so town office is open. Rodgers Library is closed next Monday for Juneteenth. And other than that, Happy Father's Day to all the dads out there.

11. Remarks by School Board

Chairman McGrath recognize School Board Member Gretchen Whiting. Ms. Whiting said, So I do have a couple of things on last week and this week are very busy at the school we've had, last week we had scholarship night. We were able to and with the Town Recreation and others around the area distribute \$120,000 to the scholars for scholarships out very large amount. It was a great night! The seniors held their prom. They, in coordination with the Fire, had a bonfire. There was also the graduation that occurred on Thursday night. Eighth grade also had their dance. I do know on Monday is the last day of school and eighth grade will have their step up day as well or step up day. But it's where they get recognized as the last day of middle school. So these this this week and last week were very, very busy within the district.

I also want to make a mention that at the Budget Committee I did propose to run as a pilot, a way of looking at the budget with the Budget Committee this year. And my hope through doing this was really to try and create more of a partnership with the Budget Committee in how they see the budget, how they ask the questions, and trying to somewhat consolidate the timing of everything so that there's more talk at Budget Committee meetings versus being scrambled until like the last two weeks before the deliberative. So my presentation to the Budget Committee, which was approved, was that on Saturday, October 14th, both the School Board and the Budget Committee would meet, I said in the morning, but based on soccer, it's going to have to be closer to the afternoon to have the SAU81 budget presented. At that point in time, it's going to be question and answer only. No motions by either the Budget Committee or the School Board. And what it will allow is everybody in the district to be able to present. The Budget Committee will hear everything at the same time we do, they'll hear our questions and we'll hear their questions at that following that that following Monday would be a normal Board meeting where we then go through our first review. We will have a few days to have digested what was presented to us if we needed additional meetings between October 23rd, November 6th, we would be able to do that with the school. We would then present it the changes because the Budget Committee as of October would have the budget binders, so we would be presenting changes to the budget binders by their 1st November meeting, which I think they're changing from November 8th to November 7th. Ms. Whiting continued saying, but what will happen is, is it will allow again, more of a partnership for the Budget Committee to hear everything that the school is saying. And we'll hear the same questions. But again, at that first meeting, there's no motions happening at all. It's really just question and answer. The goal really is to try and make sure that everybody hears the same thing at the same time. One of the goals is to try and reduce the amount of times that, for example, the principals will have to come and discuss it, because right now they meet at least three times, sometimes four, in order to go over things, at least two full presentations. This will reduce it to one full presentation and then that way when we present the changes, the finance director, the superintendent would be able to explain those changes versus having another full presentation. So again, this year the board, the Budget Committee did approve it. This will be a pilot if it's successful. We'll see where it goes next year. But I wanted to just to inform you all that that's what I propose, just trying to make it a little easier on both sides. Selectman Morin added, we're not involved this year. I asked the question. They wanted to just go with the schools for this year. Ms. Whiting added, and that's why I said this is kind of like a pilot year. I don't want to use the word posse because it's technically, you know, it's kind of like in parallel. So I'm using the word pilot instead.

12. Nonpublic Session

Motion by Selectman Morin at 8:43 p.m., seconded by Selectman Guessferd to go into non-public session under RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. (b) The hiring of any person as a public employee. (d) Consideration of the acquisition, sale, or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community. A roll call vote was taken. Carried 4-0.

Nonpublic Session was entered at 8:43 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public was asked to leave the room.

The Board entered open session at 10:02 p.m. Motions made after nonpublic session:

- 1.) Selectman Morin made a motion, seconded by Selectman Guessferd to seal the minutes of the June 13, 2023 nonpublic session. Carried 4-0.
- 2) Selectman Morin made a motion, seconded by Selectman Guessferd to hire Kimberly Brooks as Senior Accounting Clerk at \$23.38 per hour (step 3) of the Town of Hudson Support Staff AFSCME Local #1801 Union contract as recommended by the Finance Director. Carried 4-0.
- 3) Selectman Guessferd made a motion, seconded by Selectman Morin to promote Master Patrol Officer Matthew Flynn and Master Patrol Officer Andrew Valcourt to the position of Sergeant at \$40.76 per hour according to the Hudson Police Employee Association Contract (step 6). This elevation in rank would be effective on Sunday, June 18, 2023. Carried 4-0.
- 4) Selectman Guessferd made a motion, seconded by Selectman Dumont to appoint hire Benjamin Gradert for the position of Associate Planner at a starting salary of \$68,933 (step 1) per the Hudson Police, Fire and Town Supervisors Association contract. Carried 3-1, Chairman McGrath opposed.
- 5) Selectman Morin made a motion to adjourn at 10:07 p.m. This was seconded by Selectman Guessferd. Carried 4-0.

13. ADJOURNMENT

Motion to adjourn at 10:07 p.m. by Selectman Morin seconded by Selectman Guessferd. Carried 4-0.

Recorded by HCTV and transcribed by Jill Laffin, Executive Assistant.

Marilyn McGrath, Chairman

Dave Morin, Vice Chairman

ABSENT

Kara Roy, Selectman

Bob Guessferd, Selectman

Dillon Dumont, Selectman