

HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the, May 13, 2025 Meeting

1. CALL TO ORDER – by Chairman Dumont the meeting of May 13, 2025 at 7:01 p.m. in the Selectmen Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE: – Town Engineer, Elvis Dhima.
3. ATTENDANCE:

Board of Selectmen: Dillon Dumont, Bob Guessferd, Dave Morin, Xen Vurgaropulos and Heidi Jakoby.

Staff/Others: Town Administrator, Roy Sorenson; Town Engineer, Elvis Dhima; Police Chief, Tad Dionne; Police Captain, Patrick McStravick; Police Captain, Dave Cayot; Fire Chief, Scott Tice; Town Moderator, Mark Edgington; School Board Liaison, Maureen Dionne; Executive Assistant, Lorrie Weissgarber.

Chairman Dumont: If the Fire Chief could come up and speak to something.

Roy Sorenson: If I may Mr. Chair. I asked the Fire Chief to come in just to kind of give us an overview of the incident this past weekend regarding the gentleman that was fishing and was caught in the water and ended up drowning.

4. PUBLIC INPUT:

Fire Chief, Scott Tice

Chief Tice: Yes. So, this was a good combined effort between Hudson Fire, Hudson Police, Windham Police, Windham Fire, Pelham Fire and then Nashua Fire came over with their dive team. Also involved was New Hampshire Marine Patrol who ended up with the investigation, New Hampshire Fish and Game, I know they were on their way and I don't know if they actually made it to the scene where they ended with their investigation. But what we know is the gentleman was fishing near the brook, what I understand, caught a fish, lost his balance and went into the water. Water can be deceiving when it's moving. It's a lot more powerful than people think. Also, with the real cold water doesn't take, you know, falling into it you kind of get a shock, you can lose control of your coordination pretty quick and he was not able to get himself out and he was found in very shallow water under the water about 400 feet down stream. So, unfortunately lifesaving measures were taken and then terminated on scene based on the down time. So just a couple of things that I think worth noting in the future. Maybe as I said, you know water is deceiving, people don't understand how powerful the water can be. It only takes six to eight inches or so to wash out your feet at two to three miles an hour. That's three to four feet per second if you're trying to judge something in the water. In moving three or four feet per second, it doesn't seem like it's pretty fast but it's a lot of power that can wipe you off your feet. Also, don't try driving through water on the roads. One, because you don't know how much current there is that can take your car away. You don't know the condition of the road underneath the water. It could cause damage or be damaged and lead to a problem. He had somebody with him, he tried a couple things to save him. The last thing you want to do if you see somebody in trouble is to jump in the water with him. You know try to throw something. His friend got a rope, tried to throw it to him, tried to reach something out there. Use a boat to go get him before you go in and try to get him. And, if you're going to go in after them, if there's people around try to get help. Because if you go in after somebody now, you're in the same environment that they're in. So having help on the way that can help get you out of it would be very important. Otherwise, you can have two people in there and if you ever find yourself in that type of water, don't try to swim against the current go with the current and try to swim at an angle towards shore because you're not going to be able to fight the current, you're going to get very tired, go with the current and just try to angle yourself towards the shore. And if anybody has any questions of the call or the incident, I'd be happy to answer them.

Chairman Dumont: I'd just like to say thank you for yourself and your men's work. I know it's a very difficult situation to go through, I just want to say thank you.

Chief Tice: And, it is, I think a good example of how mutual aid worked where the brook runs right between Hudson and Windham so jurisdiction can be questionable. It flows into Pelham. We had no issues with the mutual aid partners, we all worked together to try to hopefully bring it to a happy ending which unfortunately didn't happen. But again, everybody on scene did a great job.

Selectman Jakoby: Chief, I appreciate you giving us some guidance. The other thing that I understand is like all our water ways are very high right now and that can last for a while even without rain. Is that correct?

Chief Tice: That's a good point because it takes time for the water shed to fully empty so it's draining. It's draining right now. The weather's beautiful but everything is still draining days after.

Selectman Jakoby: And going fast.

Chief Tice: And going fast, and going deceptively fast. It doesn't look, the water doesn't look like it's going that fast. It's easy to underestimate how much power there is but, it does not take much to get washed away. Accidents happen, he wasn't trying to go in the water. But, just being near the water, if you're going to do that have a life jacket, have something to at least keep you up. Accidents happen. Just don't assume nothing's going to happen.

Selectman Jakoby: And this will be true in the summer, too. If it was summer and a hot day, if there was a lot of rain everything is moving a lot faster.

Chief Tice: We're starting to see more weather extremes and not whatever peoples' political views are, nobody can deny the weather is much more extreme from draught to flood to draught. If you remember three summers ago, we were having a draught. If you remember two summers ago all summer the brooks were running pretty fast. Springtime is when you see it pretty fast because you have the snow melt along with spring rains. This is all from the rain we just had and if we go through a period like this during the summer, during the fall, you can see this as well.

Selectman Jacoby: Thank you. I just wanted to reiterate that it's deceiving and we have a lot of water ways.

Chief Tice: We do. People don't stop to think about it but, we do have a lot of water in Hudson. More than people realize at times.

Selectman Guessferd: Only one other question for you. Your staff. They do OK, after the event? After the incident?

Chief Tice: Yes, we constantly monitor them for that. This is just one of many calls like this.

Selectman Guessferd: I just want to make sure they're getting any help that they need.

Chief Tice: Yes.

Chairman Dumont: Thank you Chief.

Chief Tice: Thank you, have a good evening.

Chairman Dumont: Anybody else in the public that would like to come up and speak? With that I will close the public input at 7:09 and move on to recognitions, nominations and appointments.

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS:

A. Recognitions – None

B. Nominations – None

C. Appointments

1) Brendon Sullivan – Zoning Board of Adjustment

- Two (2) alternate vacancies to expire December 2025
- One (1) alternate vacancy to expire December 2026
- One (1) alternate vacancy to expire December 2027

Selectman Guessferd: Just to clarify for anybody watching, I guess. So, this is the gentleman we had here a couple weeks ago, a few weeks ago, last meeting, right? You recommended him, you thought he was doing a good job there to continue.

Chairman Dumont: This is the new gentleman that came forward looking for a position, he was pretty much looking to volunteer anywhere. So, with that looks like he chose for an alternate. My personal opinion I think that's a great place for him to start. He'll be able to join the meetings, get the packets, understand what's going on and then hopefully if he does well and takes a liking to it we'll see him back here for a member position.

Selectman Morin made a motion, seconded by Selectman Guessferd, to appoint Brendon Sullivan as an alternate member of the Zoning Board of Adjustment with a term to expire December 2027. Motion carried, 5-0.

Chairman Dumont: Does any Board member wish to remove any consent Item for separate consideration?

Selectman Jakoby: I'd just like to pull out 6D and 6E.

Selectman Guessferd made a motion, seconded by Selectman Morin, to approve Consent Items 6A, B, C and F. Motion carried, 5-0.

Selectman Jakoby made a motion to remove Consent Items 6D&E for consideration.

Selectman Jakoby: Yes, items 6D just because we had talked earlier about recognizing donations separately. So, this was a donation from Judy LaMont, owner of The Bar, in the amount of \$250 for a donation to the Police Department. I just want to say thank you and recognize that donation. Can we do them both together in the end or do we have to do one at a time?

Chairman Dumont: Do you have anything else for the minutes?

Selectman Jakoby: Yes, so the question on the minutes. I had mentioned the letter that I had referenced and wanted to just add that to either the packet or to the minutes, the two letters that I had read portions of. So that's, so I just wanted to bring that. So that was the Department of Environmental Services that I quoted and the actual response to the landfill response just so it's in one place. When anyone looks back on this it will all be there. So I just wanted to add that, those two items.

Roy Sorenson: If I might Mr. Chair. Was that the actual application as well? Is that what the second one was?

Selectman Jakoby: I did not have the application, I just had the response. Here you can take it.

Roy Sorenson: These are actually the ones you want?

Selectman Jakoby: I tried to make sure I had the copy of exactly the two things that I referenced.

Roy Sorenson: That's fine, we'll add them in.

Selectman Jakoby made a motion, seconded by Selectman Vurgaropoulos, to approve Consent Items 6D & E. Motion carried, 5-0.

CONSENT ITEMS

A. Assessing Items

- 1) Gravel Tax Warrant: 53 Old Derry Rd. – map 122/lot 2.
- 2) Solar Exemptions: 3 Shoreline Dr. – map 147/lot 001/sublot 001. Current Use Lien Releases:
- 3) map 151/lot 059/sublot 004 – 31 A & B Windsor La.; map 151/lot 059/sublot 006 – 39 A & B Windsor La.
- 4) 2024 Property Tax Abatement Application: map 243/lot 033 – Richman Dr.
- 5) Certification of Yield Taxes Assessed/Timber Warrants: 30 Richman Dr. map 237/lot 57; 75 Barretts Hill Rd./Windsor La. Map 151/lot 059; 89 Greeley St. map 141/lot 001.
- 6) Elderly Exemption Requalification: 33 Chagnon Ln. – map 111/lot 056; 33 Beechwood Rd. – map 124/lot 069; 22 Oliver Dr. – map 142/lot 007/sub 021; 60 Lawrence Rd. – map 144/lot 018; 49 Lexington Ct. – map 147/lot 017/sub 001; 47 Lexington Ct. – map 147/lot 017/sub 002; 48 Lexington Ct. – map 147/lot 017/sub 033; 50 Lexington Ct. – map 147/lot 017/sub 034; 18 Westchester Ct. – map 147/lot 022/sub 013; 28 Westchester Ct. – map 147/lot 022/sub 018; 11 Berkeley Dr. – map 147/lot 022/sub 039; 56 Glasgow Cir. – map 149/lot 001/sub 067; 9A Taunton Ln. – map 156/lot 006/sub 051; 6A Doveton Ln. – map 156/lot 006/sub 034; 8 Madeleine Ct. – map 156/lot 008/sub 017; 16 Phillips Dr. – map 156/lot 039; 31 Bonnie Heights Dr. – map 158/lot 001/sub 009; 11 Clement Rd. – map 161/lot 052; 12 Federal St. – map 165/lot 063; 1 Summer Ave. – map 165/lot 131; 105 Highland St. – map 167/lot 062; 33 Krystal Dr. – map 168/lot 002/sub 021; 40 Greeley St. – map 168/lot 057; 214 Pheasant Run – map 168/lot 068/sub 014; 8 Newton St. – map 174/lot 071; 8 Nottingham St. – map 174/lot 147; 88 Ferry St. – map 174/lot 185; 58 School St. – map 174/lot 223; 10 Pond View Dr. – map 175/lot 034/sub 016; 7 Pond View Dr. – map

175/lot 034/sub 028; 16 Mobile Dr. – map 178/lot 013/sub 011; 79 Speare Rd. – map 178/lot 021; 33 Library St. – map 12/lot 126; 14 Karas Crossing – map 187/lot 024; 20 B St. – map 191/lot 040; 39 B St. – map 191/lot 081; 3 Nevens St. – map 191/lot 170; 16 Nevens St. – map 191/lot 180; 11 Spruce St. – map 197/lot 170; 13B A St. – map 198/lot 030/sub 002; 7 Wayne St. – map 198/lot 101; 7 Lorraine St. – map 198/lot 119; 56 Pelham Rd. – map 199/lot 007; 89 B Pelham Rd. – map 200/lot 003/sub 002; 327 Fox Hollow Rd. – map 204/lot 006/sub 327; 925 Fox Hollow Dr. – map 204/lot 006.sub 925; 6 Woodridge Dr. – map 205/lot 034; 17A Holly Ln. – map 216/lot 018/sub 010; 19B Holly Ln. – map 216/lot 018/sub 027; 23A Holly Ln. – map 216/lot 018/sub 050; 69 Wason Rd. – map 217/lot 019; 11 Rena Ave. – map 228/lot 046; 12 Ridgecrest Dr. – map 229/016; 21 Ridgecrest Dr. – map 229/lot 023; 102 Musquash Rd. – map 242/lot 054; 53 River Rd. – map 246/lot 002; 20 Williams Dr. – map 253/lot 053; 120 Dracut Rd. – map 254/lot 019.

- 7) Disabled Exemption Requalification: 7 Mobile Dr. – map 178/lot 013/sub 014; 38 B Barretts Hill Rd. – map 151/lot 005/sub 002; 11 Belknap Terrace – map 198/lot 128; 259 Webster St. – map 138/lot 027; 20 Kimball Hill Rd. – map 117/lot 004; 34 Mobile Dr. – map 178/lot 013/sub 067; 7 Cottonwood Dr. – map 203/lot 131; 58 Wason Rd. – map 217/lot 014; 60 Highland St. – map 174/lot 113.
- 8) Tax Deferral Application: 38 B Barretts Hill Rd. – map 151/lot 005/sub 002.
- 9) Disabled Exemption Application: 431 Fox Hollow Dr. – map 204/lot 006/sub 431.
- 10) Veteran Tax Credit: 23 Beechwood Rd. – map 133/lot 051.
- 11) 2024 Elderly Exemption Application – Denial: Tax Map 147/lot 026 – 8 Derry La.

B. Water/Sewer Items – None

C. Licenses & Permits & Policies

- 1) Pole License – Ledge Road
- 2) Pole License – Derry Road
- 3) Outdoor Gathering Permit – Walking Eucharistic Pilgrimage
- 4) Dance Hall/Places of Assembly Permit – The White Birch Catering
- 5) Dance Hall/Places of Assembly Permit – Backstreet Bar & Grill

C. Donations

- 1) Police – The Bar, \$250

D. Acceptance of Minutes

- 1) April 22, 2025

F. Calendar

5/13	7:00	Board of Selectmen	BOS Meeting Room
5/14	7:00	Planning Board	Buxton Meeting Room
5/15	7:00	Benson Park Committee	Hudson Cable Access Center
5//19	7:00	Sustainability Committee	Buxton Meeting Room
5/20	7:00	Municipal Utility Committee	BOS Meeting Room
5/21	6:00	Library Trustees	Hills Memorial Library
5/22	7:00	Zoning Board of Adjustment	Buxton Meeting Room
5/26	7:00	** Memorial Day - Town Hall Closed **	
5/27	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on April 22, 2025

- 1) Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to authorize the Director of Community Media to hire Christopher Robarge as part-time videographer with a starting salary of \$16.00 per hour for no more than 19 hours per week. Motion carried, 5-0.
- 2) Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to accept the resignation of Joshua Kippenhan with the Board's thanks and appreciation. Motion carried, 5-0.
- 3) Selectman Morin made a motion, seconded by Selectman Guessferd, to adjourn at 11:20 p.m. Motion carried, 5-0.

8. **NEW BUSINESS**

A. Public Hearing: Mansfield Drive Street Acceptance – Engineering/Public Works/Decision

Chairman Dumont recognizes Town Engineer, Elvis Dhima.

Elvis Dhima: Thank you, Mr. Chairman, good evening everyone. This is a single-family subdivision that was approved a while back. It required water, sewer in the streets, it was done in accordance with approved plans. We've taken ownership of the water and the sewer, the road was the last thing. There was some paperwork that needed to be done, the developer finally got everything in place. We got a two-year bond, performance bond. Obviously it's not (inaudible) tonight but this is ready for prime time. Once we take ownership of this, basically it becomes our asset, town property we get to maintain it, plow it and do all the fun stuff we do with all the other roads. With that said I'll tell you the neighbors are pleased that we're doing this and are looking forward to it. I guess the developer did a great job but nobody does a better job than DPW when it comes to plowing at night. So, I think everyone takes comfort that it's going to be done on time and they don't have to worry about it, everyone has been in a hurry for this to happen. So, with that said I'll take any questions you might have.

Chairman Dumont: Any questions from the Board? With that I will open up the Public Hearing with the Street Acceptance at 7:16 p.m. Is there anyone who would like to speak on this matter? Nobody jumping for joy out there, I will close at 7:16 p.m.

Selectman Morin made a motion, seconded by Selectman Guessferd, to accept Mansfield Drive as a Town road, as recommended by the Town Engineer and Public Works Director. Motion carried, 5-0.

B. Purchase of New Voting Machines – Police/Decision

Chairman Dumont recognizes Town Moderator, Mark Edgington.

Mark Edgington: Good evening everybody, thank you so much. As we all know, Paul Inderbitzen has done an exhaustive amount of work to purchase eight new ImageCast Precinct 2 voting machines. The original cost I think was \$7,000, I think they've been bumped up a little bit to \$8,500. We do get a state credit of \$3,200 per machine. We have no option, they have to be purchased by the next election. New Hampshire is dropping the Accuvote and so the sooner we get the, the sooner we can test them. I know a lot of people who contact me want to do tests on these to make sure they're functioning properly and they're not communicating to Mars and changing the votes or whatever. Any questions?

Chairman Dumont: Yes, I just have one question. The deadline is prior to the next election so obviously a little bit of time in there. Has there been any research into Voting Works?

Mark Edgington: Yes, as I understand it, Voting Works is an open source, I like that. They are out of the state and we can drive to Salem and with LHS. And if there's a problem, service is right around the corner and I think that that was the main reason that Paul liked them. The proprietary software that's inside the Dominion machines is vetted and most towns in New Hampshire are going to be using this. There are only, as I understand it, two companies ... what did you call it again? I've forgotten the ...

Chairman Dumont: Voting Works.

Mark Edgington: Voting Works. Yes, the Voting Works and the LHS, these are the only two that are approved. Again, I'm being handed this and told make it happen.

Chairman Dumont: Fair enough. I'm just asking because that was my only concern is that they're both still under evaluation right now. There hasn't been anything completed on either one at the moment as far as I know so that's why I was just asking.

Mark Edginton: I don't think that the, I think they'll become available the same time which will be very soon. And I think that the main point is that I went to the factory and we saw them and they had them right there and if they needed a part or something like that, they're right around the corner. You know something like that, they're right around the corner to service us. That's what was convincing to Paul anyway.

Selectman Jakoby: So, the decision was made not to go get a bid from both companies?

Mark Edginton: I believe that we got some kind of peace of paper from them in the past but not but I wouldn't call it a bid. Maybe it is a bid, I can't say, you know, I can't speak to that I wasn't expecting to.

Chairman Dumont: The Town Administrator can speak to that.

Roy Sorenson: So, Selectmen Jakoby, it's actually in the packet where the procurement waiver was produced. The Town Clerk, Michelle Brewster does a good job outlining the reasons why they chose that. I think as the moderator, Mr. Moderator said, primarily it's a support during an election. Where is the company? LHS is in Salem and they would be on site immediately versus talking to someone on the phone three hours away.

Mark Edginton: Often our volunteers aren't the most tech savvy individuals, and it might be difficult if we set up machines that require people to by proxy fix them.

Selectman Vurgaropulos: Thank you. You said they're still under evaluation, I read that in the packet. Do we have a timeline for that because obviously 2026 is going to approach faster than we think because if we want time to test it, vet it, and make sure we like it.

Mark Edginton: Every time I've talked to my friend at the state house. He keeps acting like it should have happened already. It hasn't happened?

Selectman Vurgaropulos: Well, I think that that's my concern. Granted I know the state has mandated only these two companies as appropriate. So, we have to select one, but we don't have a timeline on either of them?

Mark Edginton: If they don't go at the same day, I'd be very surprised and I can't tell you where it is in the process but I think it's just hanging right on the edge in order to fall over.

Selectman Vurgaropulos: OK I just want to make sure that the town has enough time to prepare the way we need to prepare appropriately

Mark Edginton: My intention is to move forward on it with the expectation that they will be done by the time we get them, I think they'll be here and I'm going to just test them out. I want everybody as confident as they can possibly be that the next election is going to be and have a level of integrity that all of our other previous elections have had. That's my main concern. Thank you.

Select Morin: When you say election is it the next town election, state or national?

Mark Edginton: Correct, it will be the town election. We should only have one during my term. Thank goodness there's a lot to learn and I didn't pick the year that had four to run. So it's not embarrassing enough that Paul has to hold my hand through the entire process.

Selectman Guessferd: He would have to hold anyone's hand because he's got all the knowledge.

Mark Edginton: Indeed.

Chairman Dumont: Just my view on it and I'll look to you for hopefully an answer. I appreciate all the research done. I'm a little cautious only because the evaluation hasn't been done on either one of them. If we put this off until the next meeting in the hopes that that evaluation was completed would that mess you up anyway? Or, worst case scenario, even for a month out from now would that mess you up at all?

Mark Edgington: I believe in getting my work done as quickly as I can get my work done. I turn in essays and assignments before they're due so that I can get whatever feedback I can get ahead of time so that I don't miss any deadlines. I don't want anything to happen on my side that might slow things down. I think that the caution is acceptable. I have no clue what's going to happen but when you're dealing with state government, you never have a clue what's going to happen.

Selectman Guessferd: Yes, and I want to definitely like the procurement waiver and what's there. It is qualitative versus quantitative information. I tend to like to see numbers as well and I don't know if it doesn't if we've asked for a quote from voting works? I didn't see anything in the packet or did I miss something?

Selectman Dumont: I don't believe so I believe that the reasoning it was stated was because of the prior work history with LHS, their service they provided felt superior in the previous moderator's judgment.

Mark Edgington: I think it's a reasonable request.

Selectman Dumont: I think that the procurement waiver is done correctly.

Selectman Guessferd: oh, I think it was done correctly, don't get me wrong.

Chairman Dumont: Just to his point.

Selectman Guessferd: But my point being that, just a kind of, maybe it's belts and suspenders.

Mark Edgington: We're waiting. Why not just get the quote?

Selectman Guessferd: Why not get a quote from them just to see and that might enforce this decision or cause us to think a little bit even more? And I get it, those are great reasons to go with them, but I would just like to cross that T while we're in the process of waiting for the evaluations to be complete.

Selectman Morin: Before we take our vote, what I don't understand is if we've got two recommended machines where are they getting the information to recommend if they can't approve them? I don't understand that.

Mark Edgington: I don't understand what's holding them back either but I can have something for you at the next meeting.

Selectman Moran: No, I'd rather wait until they're approved but I just don't understand what they're telling you. These are the two machines. Why don't we have some have you got some literature from them saying this is why we pick them or anything?

Mark Edgington: I've had this conversation if you'll give me just a moment. As understand it, LHS normally does business in New Hampshire and then they wanted to include the other company because they have an open-sourced software and that is a value but, I think they're out of Denver. I hesitate to call them at 5 o'clock in the morning.

Selectman Moran: I understand the states with them, that we're used to, they're recommending two machines, but they can't give us an OK? That's my concern.

Mark Edgington: I think that's a valid concern.

Selectman Vurgaropulos: I agree with the motion to defer it until we have more information. Selectman Guessferd was stating that we want to see that info, right? We don't want to waste resources ahead of time and then find out that the rug has been pulled out from underneath us. So, what I would like to see in addition as these get closer to their unknown due date, if the companies can provide how long with getting the quotes, they're validation methods, how they're going to do it, I'd be interested in seeing those if we could.

Selectman Morin: Knowing Paul, I'd get a hold of Paul. I'm sure he's got something somewhere because he put a lot of time and research into this so he may have something that may save you a little bit of work.

Selectman Guessferd: Yes, and maybe even other moderators around the state if there's some information that we can gather from that or they may all be in the same position. In terms of all this is new, whatever if anybody else has any experience, the other company, even though they're from further away sometimes it can work well.

Mark Edgington: I know we have literature on it and I'm happy to get that to you. I don't know if we have a quote and if you'll notice the quotes are only good for a very limited time. They'll probably raise the price on you just because we asked for the quote. Nonetheless, I think it's valid information, why isn't there packet here? You're right. A second question is then about the, I'm going to get the quote for you. Second question is, what's going on with the state and have an answer for you, is that right?

Selectman Morin: Because we don't want to make a decision until we have something that's approved.

Chairman Dumont: I'll speak to that one. I reached out to another representative in Hudson who's on the Election Law Committee and I'm waiting on some information back on that right now. I can help dig up some info on where the Election Law Committee is with that evaluation process. I'm hoping to get this all pulled together prior to the next meeting so that the quote is still good. I didn't see, when was the date on there? It was created on the fourth. Is it 30 days?

Roy Sorenson: July 3 is the expiration date.

Chairman Dumont: OK, so we should all be set. We'll be able to get it back in before the quote expires. If you are able to dig up the quote for VotingWorks in that time, then that would be extremely helpful as well. The only thing that I would suggest as a friendly amendment to the motion, is that we just defer to a future date depending on the information that's pulled together then this Board can decide to revisit this. I wouldn't make it specific to the evaluation. That would be my suggestion, but up to the motion maker and the seconder.

Select Moran: Yes, we've got the correct information.

Chairman Dumont: So friendly amendment, is that fine to the seconder?

Selectman Guessferd: That's fine with me.

Mark Edgington: How do I provide the information requested?

Chairman Dumont: Send it off to the Town Administrator.

Roy Sorenson: So, myself and/or Michelle. You can copy us both you have our emails.

Mark Edgington: I do.

Selectman Morin made a Motion, seconded by Selectman Jakoby, to defer the purchase of eight (8) ImageCast Precinct 2 voting machines in the amount of \$38,500, until evaluations of both voting machines have been completed by the state prior to the expiration of the mentioned quote. Motion carried, 5-0.

C. Police Department Update – Police/Informational

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: All right, thank you Mr. Chair. If you might recall at the last meeting, I talked about some of the exercises I'm working through with the departments town-wide and part of that is taking a look at your organization. How it's developed, your mission statements, your vision statements, the actual structure of the department, the budget, goals, objectives, strengths, weaknesses, opportunities. All that stuff which is, I consider is organizational development. We have our first installment tonight. It's going to be the Police Department and I'm going to turn it over. You guys do have the power with that mouse to change the slides all right?

Chief Dionne: So the colors were brought to you by the Police Department. Mr. Sorenson said he wanted to go with fire engine red but we said we couldn't do that. No offense. We got teal. We're going to introduce the Police Department to you tonight and I think this is a great idea when Mr. Sorenson gave us our marching orders. I really think this is a good idea for the Board changes in make up over a short period of time and I think it's always a good

idea to get back and tell you where we are, where we're heading and where we'd like to go. We're going to talk a little bit about structure of the police department. **[Slide 3]** Currently we have 52 sworn officers. I have one Executive Assistant, I have one Prosecutor, two Legal Assistant's, one Victim Advocate, two Animal Control officers, one being a supervisor, the other is part-time. I have two maintenance workers, a one intern total 72 employees on the books, and additionally, we have some seasonal crossing guards. That is our organizational chart as it stands today. There are three bureaus, you'll notice those three bureaus would be in the Special Investigations Bureau. So technically, we have two Operations Bureaus. We have our Operations Bureau and our Special Investigations Bureau, which both handled some operations of the PD and we also have our Services Bureau and that contracts it all, I'll leave that up there for one second so you can get a look at it. There's a lot going on there, a lot going on. Some of our positions which aren't on our organizational chart, I will say, our collateral positions like SWAT team members crime scene members crash, team members, etc. They're already within that organizational chart, they're collateral so they have, they're wearing more hats than one. **[Slide 4]** So just to talk to you a little bit about our funding now. We use a myriad of ways to fund the Police work that goes on. Obviously, the warrant articles, the budget comes out of the warrant article and the Police renovation that came out of a rant article. We have existing capital reserve warrant articles that we use for safety equipment, etc. We also have donations, we also exercise some federal assistance on command training. For instance, leadership like the FBI Academy leader, different programs like that as well all going towards funding, our police agency. **[Slide 5]** If you look up there, that's a nighttime picture of our newly reconstructed firing range. I think I've said it before to the Board, it's probably the best one in the state. Lighting that didn't exist before, new pavement, painted trailer on the side, reconstructed berms, the lead has been all taken out, and that was funded through asset forfeiture, through a grant and through a donation. Down to the left, just to put it on there because I love it, it's our new digital marquee, that was asset forfeiture. These are just some mechanisms that we're using that's actually not costing the taxpayer anything. It's very helpful. **[Slide 6]** Because our budget is the largest budget, the Police is the largest budget of all the town departments. So, we have to keep some creative mechanisms. Yes sir.

Selectman Guessferd: I think a lot of people know what asset forfeiture means.

Chief Dionne: Would you like me to explain just a little bit?

Selectman Guessferd: Yes, just for the viewing audience.

Chief Dionne: Sure. For the viewing audience out there, essentially we have a couple of our detectives that are assigned to federal task forces. One with the DA task force and one with the FBI task force. If they're involved, or this can work for the state too, the state has an asset forfeiture program as well. Just so happens that we deal with federal task forces. There is a mechanism in the state as well on state task forces. So, the federal task force that we're involved with DA, HIDTA, and also FBI, if for some reason during the course of an investigation, our officers involved maybe lead investigation or they're just involved in the investigation and a seizure is made of, for instance, drug assets. And that seizure is made and any of it is monetary, or, it could be a certain piece of equipment, it could be anything if the federal government sees it and the process because we're involved in, that we will get a small portion of that seizure. And I say small portion sometimes they are good sized portions because in many cases our Investigator may be the lead or one of the leads. It's funny because you might think about it and say wow is that really going on here in town? Yeah. Some of the investigations start in Hudson or have a Hudson element to them from time to time. And I think even Selectman Dumont gave me a call not that long ago about something that was kind of going on in town and I'm like oh, let me check. I contacted Captain Cayot, he's like yeah there was something going on between Nashua and Hudson that had to do with our federal task force and it was happening right here in town, so it can happen. As you know, our investigators have been doing pretty good job. I've been trying to send you some of the press releases as they're allowed. It's nice. It gives us some good recognition, too. It's a massive force multiplier for us because we deal with some of these federal task forces, and when we need them, it gives us additional resources we would not be able to get just through mutual aid.

Chairman Guessferd: Thank you.

Chief Dionne: No problem. So, we'll move on a little bit to the next slide. **[Slide 7]** I just want to talk about our direction, this is our motto, right? **[Slide 8]** Partners with our Community. And I think many people know our police department kind of sees that's how we do it. Our direction is our mission statement, our philosophy, our core values, our vision, strategic planning and through the strategic planning, we form our yearly goals. Slide. Here's our mission. So this was written by Hudson Police employees. **[Slide 9]** We wrote this a few years back, several years back. But I was here when we wrote it so it wasn't that too long ago: "To provide professional police service and partnership with the community through mutual respect and cooperation." This is our guiding force every day. If I wanted to tell an officer what they need to do I could just say hey take our mission statement and drive this home today no matter what you're doing. I don't care if you're mopping the floors, it doesn't matter if you were a dispatcher, it doesn't matter if you're a legal clerk, if you just take that and drive that home in your particular job, you'll be successful. That was written by us and it's reviewed annually just to see if we want to make any changes. **[Slide 10]** This is our vision statement also written by us: "To maintain the quality of life and reduce the fear of crime in our community." And also annually reviewed though we haven't changed it. That's still our vision at this point. That's not far from you that street right there, Selectman Morin. That's Central Street.

Selectman Morin: Central and Ferry.

Chief Dionne. Yeah it's like five years ago. I took that picture. **[Slide 11]** Here's our department philosophy: "We the members of the Hudson Police Department, are committed to respect human dignity and maintain the public's trust with honesty. We will be vigilant and courageous in our pursuit of justice, we will preserve and defend the Constitution, and we will enforce the law with compassion. We will serve with pride and commitment, and mirror that nobility in our personal lives."

Selectman Jakoby: Can I just make a comment? I just really want to say that I really appreciate department philosophy and how well all of these go together. It's really nice to see them all in unison and I think that's really important for our community. So, I just want to really thank you for that. Because I think that, you know, especially the philosophy, kind of brings it all home from, you know who you are as a person to who you are as an employee to who you are in the community. It really struck me.

Chief Dionne: I can tell you I did not drink that Kool-Aid when I was brand new but I believe that 100%. Exactly what you said now having come forward this far in my career when I look back, that's exactly it. We didn't invent this, Captain Cayot and I did not invent this. This was, it's a collective right? It's collected from the agency and it's as far back as when I started and we've just been building on it. I think being accredited definitely helps that too because it kind of gives us those boundaries to kind of operate through and say hey these are good ideas. Have a philosophy, have a motto, have a good mission statement.

Selectman Jakoby: And I want to affirm that with all of my experience living here as many years as I've had, I've seen this and witnessed it. So just want to affirm that for you.

Chief Dionne: Thank you, I appreciate that. **[Slide 12]** So our core values. We use integrity, innovation, partnership, service, and accountability. And we also use these core values as part of our evaluation system as well. We value everyone on their job description and what their expectations are. But, through the evaluation process, we also look at hey, how are we meeting our core values each evaluation? We do evaluations once a year. So, are there any questions on our core values? **[Slide 13]** So I thought I'd show you a little bit of our workload and what we deliver year in and year out. It's not just operations, but I'm going to just start with that. And I'm not even going to get into the nitty-gritty, this is collective of all operations so this isn't just patrol, this isn't just CIB or SIB, this is all of the operations. Just last year we had almost 30,000 calls for service. We had from those calls for service we generated 1242 arrests. Those include not just full custody arrests, some of those are also like a hand summons arrest where we're actually forcing someone to a court date. And I say, forcing without physical force. The incidents you see, 2343 incidents, those comprise of criminal offenses, or investigations, as well as a non-criminal type incidents that

we would want to report on. Such as, a domestic disturbance that may not have an offense and that gives you an idea of kind of what the non-criminal incidents might be. Reportable accidents, that number is 606 reportable accidents. That is something that is generated a reason for it to be filed with the state so that could be damaged over \$1000, that could be any injury or death and it could also be a hit-and-run. So, those are the three factors that generate a reportable accident to the state. We have more than 606 accidents. However, 606 of them were reportable. Field interviews, 164. A field interview, it's not really an incident, right? It just may be an officer or a detective having a conversation with somebody. They're not always consensual, they may be consensual or to just to stop and talk, there's not necessarily anything wrong going on. But often it could be suspicious activity where an officer is just checking up on it. We may have a nexus for an actual minor detention. But it's something that doesn't rise, we don't have a criminal offense at the end of the day so we might just do a field interview. And then we have 10,306 motor vehicle stops that were resolved in either a citation or a warning. So that was kind of our operational workload for the year. I didn't include the animal control but, I should have because Jana, actually, and Andrew generate a lot of contacts and a lot of good education and from time to time even a midsize citation. **[Slide 14]** On the other side of our operation we have our community programs. This is kind of where our services bureau really has a heavy lift. So, some of our community programs are the Citizens Police Academy, Youth Police Academy, Coffee With A Cop. We have R.A.D., we have D.A.R.E., which is essentially in the schools both, middle school and elementary. We have Project Good Morning, Operation Safe Return, Piece of the puzzle is no longer called that, it's listed later though, Vile of Life. **[Slide 15]** We also have the HPD Lock Box Program, Piece of the Puzzle became the HPD Cognitive Alert Registry. That would be for, it could be for adults with children having some cognitive issues or people with autism. Child Safety Seat Inspections, Drug Drop Box program, Vacant Home Checks, Night Eyes, AARP, CHIPS, and the HPD Comfort Dog. It's a list that covers a lot of them. The photo that you're looking at is winter games Special Olympics, New Hampshire. We are, we deliver a lot there and we get a lot in return from the athletes. I'll tell you. So that is definitely a fan favorite for the officers. **[Slide 16]** So, we'll talk about our strategic planning. So, when I became Chief one of the things we didn't have, I think we planned well, I think we always did. But one of the things we didn't have was a written strategic plan. So, I got together with our command staff and we decided we've got to figure out how to deliver this. We had a little bit of extra money in 2022, so we utilize that, we hired MRI to help us create it. They didn't create it for us, they didn't write it for us, well, they wrote up a lot of it. But what they did for us was they definitely helped in end of it. We put it together and I guess they could say they wrote it up for us with our approval. **[Slide 17]** There were a lot of meetings, a lot went into it. Essentially, we took it in two phases where everyone but the command staff met and did a SWOT analysis and then the command staff met and did a SWOT analysis. Then we sat down as a command staff and took all of that together so looking at all of our strengths, our weaknesses, our opportunities and our threats and deciding where we needed to focus on. And so, from there we came up, these are just some of them, there are a lot more than this, but these are just some of them that came up. We had our strengths and our community, we have great strength in our community in CALEA, Wellness, hiring standards, specialty units. Some of our weaknesses were our work load, our vacancies, default budgets, unfunded mandates, succession planning. Some of our opportunities in grants, executive training, advanced training, social media. So these are some of the areas we definitely wanted to get to. And our threats, what are our threats? Retention, financial instability, technology, there's more than that and we have them all in the strategic plan which is on the website if you want to look at it. Anybody can look at it on the website. We review it annually, coming around September is usually when we review it. We'll probably be tweaking some of our objectives.

Roy Sorenson: Chief, if you can, tell us a little bit about CALEA. What is CALEA? Why is that important?

Chief Dionne: So, CALEA is basically the organization that, they accredit us. So, we're a nationally accredited organization, it's a law enforcement organization that is made up of prior law enforcement officials. How long has CALEA been, in the 70's? It started in the 70's so for us we've been nationally accredited since 2003. It's a heavy lift to get your accreditation but once you're there, it's all about maintenance, right? It's all about maintenance and so

it's all we know. Most of our employees, all they know is being accredited. So, all they understand is that hey, we this many policies that we have to adhere to and we have to prove that we're adhering to them and somebody's going to come into the Police Department and actually review them all. They're going to review that we're doing it. How are they going to do that? They're going through all of our records. They're going to ask for surveys, they're going to ask for members of the public to opine on how we're doing. And today it's cycled, right? Today it's four years and three of them will be virtual where we're actually uploading our data and our proofs and our records and they're going sifting through it to make sure we're in compliance. And then year four, they're here. Boom. They'll be in our face, they'll be talking with you and that's next year.

Roy Sorenson: That's the end of this year?

Chief Dionne: End of this year, sorry. You'll get to Roger Lamarche, Roger is our accreditation officer and technical officer. Because someone will be talking to our Board of Selectmen as well, right? And they may want to talk to our citizens. They certainly will be talking to our Police employees, they do that all the time. We just finished up with some interviews with that. So, that's where we are, that's CALEA, right? So, we always want to maintain that accreditation. It gives us an enormous advantage in understanding our industries best practices. We have someone to call that we trust and you know, they're vetted. When something happens, like right now, we're going through AI, what does that mean to law enforcement? Where should we land on that? Can we have an officer write an AI report? No, we can't. We can't have probable cause built off AI. So, we're trying to figure out how we want to navigate through AI. So, one of the crests I had, I just signed off on our last CALEA assessment, and they gave me an opportunity to ask for something, right? If I have any needs and I'd like to see them set a standard on AI. Right now there's not one but they're looking at it. So we'd like to see them set a standard to help us navigate through that coming up. I can tell you every other email I get is asking how, basically someone saying hey, we can help you write your reports with AI. And I don't want our police officers writing our reports with AI. Not yet. We've got to go a long way. **[Slide 18]** So anyways, here's some of our objectives. These objectives they can be modified. So one of them you'll see it to complete the expansion renovation of the Police Department, that one's going to be modified this year to infrastructure. We've been working on the other parts of the infrastructure of our PD. We renovated and reconstructed the range. We're working on the training building across the street, that's going to take a little bit of sectional work, right? Right now we're working on doors and windows, we're looking at face-lift later on and maybe outdoor painting of it. We're working on that. We're working on rebuilding the old HVAC system in the older part of the building. Infrastructures, that's we'll kind of tweak that one. Does anybody have any questions on our objectives? OK, so we have targetable measuring goals that we have to accomplish each year. **[Slide 19]** And so, from my strategic plan this is some of our Smart Goals that we would like to see happen over the next, in the future. Establish a position of Deputy from one of the captains so we have a clear succession. Reduce our three bureaus to two bureaus so we don't have two operational bureaus. That would also mean moving some of the subdivisions around. Establish an additional Lieutenant to Command Special Investigations. Establish an additional Patrol Sergeant so that would give us a Patrol Sergeant on every shift including when there's days off. So, we would have a Sergeant 24 hour a day on every shift. And last, we have a part-time legal clerk now, like to make that position into a full-time position. That I'll tell you, that is almost completely driven by body one cameras. We just don't have the time to review and we have to review them all and it's taking up so much time. Just administratively it takes up time and then we have to have our legal clerks actually review them all for court and before they give out discovery. A lot going on there. **[Slide 20]** As I was talking about those positions, I highlighted them yellow here so you can kind of see where they fit. Two bureau operational organizational chart with a deputy chief, you kind of see how that would fit in (inaudible). And to me, when I look at this one, it's more simple. Having two operation bureaus is difficult so this one simplifies that, it give a clear succession path and it helps us with some supervision issues on patrol. **[Slide 21]** I'm going to move back to goals and just kind of show you. So, yearly I set department goals. Those department goals are also measured to kind of work towards our strategic plan. We've been doing this as long as I've been here, this is accreditation issue, right? This is what CALEA makes us do, one more thing they tell us, hey this is a really

good idea. So how this works is once I set these goals the bureaus commanders get with their subdivisions and their subdivisions set goals there that they'll work towards accomplishing their department goals which work towards our strategic plan. If that makes any sense. So, these are our actual department goals for 2025. This is where they lie. Usually, we're heavy on the operational end, this year's going to be heavy on the services end, a little bit more heavy lift on the services end. Just they way it fits on our strategic plan. And I think that's about it. If there's any questions I will take them. **[Slide 21]** You can see that's Ron Cloutier right there standing in front of the Fire Department with the tug-o-war belt. I think he's egging them on, but too bad Chief Tice isn't here to see that. That is a wonderful picture taken by Selectman Morin of the department, the Hudson Police Department. That's our honor guard below and when we go to graduation, we usually get a lot of guys and girls go to graduation. And that's (inaudible) in the left corner where we're welcoming in Sherry Hues and Alex (inaudible) I believe. So, any questions?

Selectman Vurgaropulos: I don't have a question I just want to say thank you. I appreciate the info that you provide us. When you're available and I even enjoyed reading your report that I just got not too long ago.

Chief Dionne: Thank you. I will say, I will say this again, this is collective. That report is done by almost everybody in the Police Department. The one person who wasn't really, not really writing anything is me.

Selectman Vurgaropulos: No, I appreciate everything you guys do, you guys work hard. Doesn't go unnoticed.

Chief Dionne: Thank you. It's an honor to serve the men and women who work at the Police Department. If there's no other questions, we're all set.

Chairman Dumont: Any questions? Thank you very much, Chief.

D. Hudson Logistics Center Public Safety Account Withdrawal – Police/Decision

Chairman Dumont recognizes Police Captain, Dave Cayot.

Captain Cayot: So, I'm here requesting the approval to release \$6,029.12 from the Hudson Logistics Center Public Safety money. This \$6,029.12 will be used to buy seven Sig MCX Simunition bolt conversion kits, and two Kiwi RAT door breaching rams. If anyone has any questions about those, I'll be more than happy to answer any.

Chairman Dumont: Is this the same account that you guys pulled from last time. How much is left over in there?

Captain Cayot: So, we pulled approximately \$116,000 last time. We've only used about \$100,000 of that. Part of the reason being one of the drones we were looking to get, some of the tariffs going on, the price went up to a point where we decided we were going to wait to see what happened. Just because the price more than doubled for the drone we were looking at getting. Rough number, we had an agreement that we were going to spend about \$200,000 of the money that was in there.

Chairman Dumont: I was just curious, I think it's a great use of funds.

Captain Cayot: Just so you know, these Simunition bolt conversion kits, they go with the rifles that was asked for last time. It's just so we can use them for scenario training.

Selectman Jakoby: I think you had mentioned that when you talked to us about those. So it sounds familiar.

Chairman Dumont: Any other questions?

Selectman Guessferd made a motion, seconded by Selectman Morin, to release \$6,029.12 to the Hudson Logistics Center Public Safety money as defined by condition 61(d) of the Hudson Planning Board decision dated January 11, 2023, to the Hudson Police Department for the above-listed equipment. Motion carried, 5-0.

Chairman Dumont: I would just like to say fantastic job. I think it's great to see a private/public relationship benefitting the taxpayers. So again, great use of funds, great job by you guys utilizing it the correct way. So, thank you.

E. Policy Sub-Committee – Administration/Discussion

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. As the Board is well aware, we kind of reconvened the Policy Sub-Committee. It's actually going to remain myself, Selectman Jakoby and we added Selectman Vurgaropulos in place of Selectman Kara Roy. Given that and kind of initial discussions of what policies we might go after first. I thought it was best to couple things to take a look at the Finance policies and the reason I say that is because some of the questions we got within the audit, we can address with some policies there. As well as we have a new Finance Director starting next Monday. So, I think this is a good opportunity to take advantage of both of those situations and these are the four I'm recommending. I did talk to Selectman Jakoby a little bit in advance, I think a lot of this will be some table-work too as well. Right? (inaudible) We're thinking about the finance Director, certainly, right? But, there's some other departments that would play into this, we would bring that department head in as well. Once we feel like we're in a good place we'll put that into our current adopted format, which the Board has seen, and we'll bring them back for the full approval by this Board. No promises on these four coming back at the next meeting, these are just the four we're looking at right now.

Chairman Dumont: I'll just say you can have another four for us next meeting, right?

Selectman Guessferd: It was initially confusing, there was a couple of pages out of order. Wait a minute, what am I looking at here? But, I understand what they are.

Roy Sorenson: We did that so when we come back with the finished product it looks like we did a great job.

Selectman Guessferd: Not only that you're trying to make sure we're paying attention.

Selectman Vurgaropulos: I have a question. I too suffered the rogue pages, but I think I muddled through it so. As far as financing, I this as a monthly review of this. Is there an annual review that we do, or semi-annual for reviewing the charges? Because page two or, I'm on the credit card policy. I read through it and we do have some sort of accountability built in but (inaudible) is on the user. Is there not a ...

Roy Sorenson: Well, I think the transaction (inaudible) is on the user, per se. And then by the time it comes back to finance that's where it gets reconciled. So, if they're outside of what the policy might be, we would take action at that time. As an example, if you received the statement or the invoice at the end of the month, and it was for 12 invoices and you only had 10 prepared, there's obviously an issue there.

Selectman Vurgaropulos: OK, that might just be subject to the couple rouge pages, I'm missing something. I just wanted to make sure there was another higher-level audit, if you will, or reconciliation.

Roy Sorenson: Those will be some of the things we'll get into details on as a committee and chat about.

Chairman Dumont: Thank you to the Town Administrator, thank you very much to the Policy Sub-Committee, Selectman Jakoby and Selectman Vurgaropulos for getting into the weeds on those ones, that will be good. Any other questions or comments?

Selectman Guessferd: No. Glad to see we're doing it.

F. Consumer Advocate – Administration/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, once again. This another action item from the last meeting. I was tasked with reaching out to the Consumer Advocate. In particular, asking questions on the, I guess the events that took place with CPCNH, I guess from when they, the launch was up until where we are now. As everyone's well aware, the current contract rate we're going into is higher than Eversource's default rate. I did lay this out, there's a lot of backup in here, I had some really good conversations with him. And, you know you just mentioned into the weeds, I think I get into the weeds here, too because there's subsequent action. But to stay on the Consumer Advocate, he actually applauded the Town of Hudson for kind of reaching out, bringing CPCNH in here, asking them questions, having them provide answers. In fact, he actually attended their yearly meeting himself, he went there and brought some of our things he talked about. IN the lines that would be some of the things he would be looking at. Regarding the launch, there within their parameters when you look at that. So their first year they were lower than the Eversource rate, it's just at that tipping point pretty much right after their first year that they've kind of gone up. To that, of all of the electrical aggregates including Eversource, it's really volatile right now, the whole market is across the board, OK? So, what does the future hold? I don't know. I did talk to Henry Herndon as well. He is prepared to come back here and present their yearly report, back to this Board. So, that's one thing to consider. The Consumer Advocate, if

you want to speak with him more closely, he'd come back in and talk. That's again, under the purview of this Board. Getting into the weeds. So now I kind of bring myself back into the Sustainability Committee because this was always that topic in there as well. So all these things are intermingled, right? We had CPCNH, Sustainability Committee and Board of Selectmen purview, all of that combined into one. I did make some recommendations because I think at this point we should take action, in totality, so we're not having these discussions taking up time at subsequent meetings. If I'm looking at the Sustainability Committee's role in regards to CPCNH, whether you're on the committee and/or on CPCNH's representative. And, if I go back the role of that person, whoever this Board places on CPCNH, is just as Selectman Morin said, you go to those meetings, you should be coming back to report the information spot-on of what you heard at the meetings to this Board. There may have been some confusion there with Mr. Putnam, I don't know. But I'm just telling you what I've learned since that period of time. I think with the Sustainability Committee there's a lot of history there. A lot more history than I know about, the folks sitting in this room know more about it than myself. For me, I think, being involved in committees in my professional career up to this point, they are an advisory committee. Now, we know that, right? But typically, what I've done in the past, and we all know I came from Salem, that's understood. We actually would put the word advisory in the committee title, OK? Why do you need that? I just think because it's there and you always know it's an advisory committee. Alright, so that's number one. Number two, is there a clear charter? So, what's a charter? What does that mean? That's their road map. So, these are the members, here's the charge, here's what their direction is. Now that can either sunset, maybe the committee has a task to take care of and it sunsets. Or, they're there at the purview of the Board until such time this Board says no, we'll keep going. But, what are the primary objectives that they are tasked with specifically? And you could even get into the, I think CPCNH is a big thing they're doing now, right? They're active in that. Define that role a little bit more. So, I think you have everything within that document and that's their living document that you work off of. Those are kind of all the things, it's just all on the table here tonight. I did put a motion in here for consideration. This is a motion I wrote, the discussion to be had by the Board tonight on how they feel on how they might want to move if they want to take action on. I would say, I don't want to say reinvent, but maybe reestablishing the, what I would call, the Sustainability Advisory Committee. So, I don't know if I covered it all in a nutshell, there's a lot of information here and I'll take questions if you have them.

Selectman Vurgaropulos: I just want to bounce back one second. Obviously, we know we have CPCNH, we're trying to handle that situation. I know Selectman Jakoby sent out an email for the Eversource rates going up and I think they were going up to like 10.3¢ or something. So obviously higher than right now. CPCNH, do they have a plan for that or are they going to rise with them? Or, did they just rise prematurely to the rest of the market?

Roy Sorenson: So, CPCNH is locked in that six-month period. So, until they buy their next block, you don't know, depends on where the market is. Now, that market could be affected whether the Eversource's or the (inaudible) of the world get that, (inaudible) allows them to do that. They're also, as Selectman Morin mentioned, trying to offset some of their debt into distribution costs to throw it back at all of the groups. Including, the CPCNH's of the world and/or whether you're your own customer. To me, those items are the items that should be discussed in detail at the Sustainability Advisory Committee meetings. And then whoever that spokesperson is comes back here and reports that to this Board. Before it's the eleventh hour and the rates are going up and, you know, how did we get here?

Selectman Vurgaropulos: No, I like that. Thank you.

Selectman Jakoby: So, I wanted to dismantle some of this a little bit. Because we have CPCNH or really Hudson Power, was established, we made that decision. And my understanding was that then becomes separate from the Sustainability Committee. Because the Sustainability Committee does not have any, they're only advisory. So, we right now have Kate Messner as our rep to CPCNH, we have one vacancy so we have to fill that vacancy. And those two are the two people who would then report back to us directly from CPCNH and the Hudson Power for us as Hudson Power to advise or be with them. Like I don't see the Sustainability Committee in that role. Because from the mission statement that I see that's on the website, is they brought to the Town this possibility of creating this format for creating a more sustainable way of getting electricity. They recommended it, and then there was a sub-committee from Sustainability formed, separate from Sustainability. So that sub-committee then did all the work to bring it before this Board that then carried it forward. So, their work is done. So, I guess that's where my confusion lies is like Sustainability is a separate entity their mission to bring forward ways of, you know, saving money through green sustainable actions like they did with the Police Department and they did here with lighting. So, you served on that committee longer than I have. But, through my observations that's and through the mission statement that

is on the website, that's their charge, not to manage CPCNH. I mean the Sustainability Committee aims to increase energy efficiency, recycling and proper waste disposal throughout the Town of Hudson, New Hampshire. We promote sustainability best practices in our community through community outreach and public events. We advocate for the implementation of green policies, practices, and technologies to ensure a more sustainable town. And then, there's a separate place where there's Hudson Power information. So, I don't know if we've just defaulted to have them. Because they also help to make sure that the community knows about the waste issues. You know, have they just defaulted to inform us about CPCNH and the Hudson Power. Those are my questions. Just trying to slice this up the way it should be.

Selectman Morin: I gotta say listening to the rep from the power company, he did make a statement that every one of these towns has a representative from their committee on the Board. So, I'm going to go with they assumed that they were going to assume that role. Because...

Selectman Jakoby: Sustainability was assuming that role.

Selectman Morin: ... we just, here you go and that's where it went to. I agree with you, I don't after what's happened and what we're seeing this all involves, it's probably not a good idea to have because they cannot make a decision for us.

Selectman Jakoby: So, is there, and that was a question I had posed, is there a separate sub-committee of the, well our representative for Hudson Power is the Town Administrator, right?

Roy Sorenson: One of the representatives.

Selectman Jakoby: One of the representatives. So, is there, is there a separate charter or a separate charge for a separate group that reports directly here? Because I don't think it's, I don't think Sustainability has that responsibility.

Selectman Guessferd: I became the rep in the middle of that whole process. And they were going through the approval process and getting everything approved and the agreements and everything. And it always came across, it did come across as it was a, I mean the word sub-committee, right? Means ...

Selectman Jakoby: Part of.

Selectman Guessferd: ... subsidiary of a larger committee. So, it was always, I think, at that point treated like a part of or a subordinate to the Sustainability Committee. It probably shouldn't have, but they were reporting, they would come and report to the committee monthly and tell us what was going on and then they would prepare something for the Board here when we had decisions we had to make, they brought it forward. And those weren't necessarily regular reports. In other words, only when there was something that needed to be, decision made by us. So, I can see where this kind of evolved. I'll say maybe the assumption that they were kind of responsible for it as a committee. Maybe that wasn't, but that's how it kind of came across. It wasn't as if the Sustainability Committee charged them to go see us. It was always directly, essentially. He would brief us in the meetings and then we'll I'm going to go brief the Town with this information. So, it wasn't like there was an approval process within the Sustainability Committee. So, that's kind of where, but I think it's very easy to see that it looked as if they were subordinate to the Sustainability Committee.

Chairman Dumont: So, for me I think that they got too entangled. Whether it be the view point or by actions taken by certain members on the Board. I think that they meshed a little bit too much. So, for me I think that both parts need to be looked at, and they can be looked at the same time. I did have a couple questions about the Consumer Advocate just to start off with. The first one was, when you spoke about the, to him about the rate change, he said that their initial start up year it stayed the same. Well, we're still within that now, was he just talking about the calendar year? So, it was the same up until December then it changed in January but we've only been a part of CPCNH when it got stood up, I believe in May or June of last year.

Roy Sorenson: So, part of what Selectman Morin brought up at the last meeting was, and if you read the PUC decision, is what is the official launch? How do you decide when that is? And in this instance, once the Town signs that agreement, that piece of paper, as far as where that, and I think that happened a little bit in advance of them getting that first block of electricity. They did get it at the lower price anyway so there was never really, I don't think it was on anyone's radar is my point. As they winded up closer to years' end where they just bought this last block, that's where they tipped over to the other side. What he said was, and the town's that were mentioned I think it was Jaffery, Milford, and New Boston. He challenged the actual, well when did this take place and the PUC actually

went against the Consumer Advocate and went in favor of what the town said. This our launch date versus this is when it actually happened. And the rate did change, it did go up and it was above the default rate. But they still, the towns voted to accept it and they moved forward nonetheless. He just felt like it was, just as our concerns were, maybe somewhat deceptive and that you know the rate was supposed to be in there. In this particular case you could say it just didn't, maybe it didn't pass the sniff test and that actually happened. The generalized language that's in the warrant article, I think CPCNH met that language.

Chairman Dumont: I can understand the interpretation of the language, at least from that perspective. My perspective was within the first year I would have figured at least until March that rate would have held. That's fine, this is a difference of opinion.

Selectman Jakoby: I just wanted give feedback on that because one of the items, and I hope the public will read through this, one of the items that was in there was interesting. Is the launch, is it the day they bid on the electricity and the rate that Eversource is at on the day the bid is made. That distinction was fascinating to me because on the day some of the bids were made the bid, they took a lower bit than what Eversource was charging at the time. But then Eversource goes to bid at a different time and then went down. So that was one of the things in your documents. So, it's all about the loose language around launch is what I took away from this. And that's unfortunate for all of us. I guess a lesson for us going forward to be more cautious.

Chairman Dumont: And that's kind of what I was getting at because for me I think that the average person who signed up for that was simply reviewing what was in the warrant article. They're not looking at the launch date and what that could possibly be in their figuring. My opinion, at least a year from when I'm checking that box which at the earliest would be, would have been March of last year when they voted on it. So, just a little disappointed in that, nothing against anybody here. Obviously, just a difference from the documents that we got. Nonetheless, I think that going onto the next part of it, the charter, is much needed. Or, at least a direction from the Selectboard as to what that would be. We've done pretty much everything else as far as policies go. I think it might not be a bad idea to look at some of these committees, they're created by the Board of Selectmen and they're charged with a direction. I think that this would be a great place to start since we've already had a couple of issues here. So, for me I think that you could almost have that conversation along with this as well and see where it goes from there.

Selectman Guessferd: That's fair.

Selectman Jakoby: So, one of the things I had the opportunity to speak briefly to Mr. Sorenson before the meeting. We have a number of committees that are considered advisory. So, that if we add the word advisory here then as we, then I agree with you, to take the charge of going through each of the advisory committees, renaming them and creating that charter, in a charter format. I know Mr. Sorenson and I have both seen charters and there's a particular format there just like we did for policies and things. So, I think that, I don't think any committee would be, I think most committees would welcome that in creating some really good structure around the future of their volunteerism and their efforts. I think that's all really good.

Selectman Morin: Reference to the advisory title. I think we can do that all tonight. Every committee and then just get two ...

Selectman Jakoby: Oh, just change it for all the advisory?

Selectman Morin: All the advisory and so it's out there and we're done with that part and then take each committee as we go.

Selectman Guessferd: Get the charters, yes.

Selectman Jakoby: I think might be the charge of this Board to ask each of our committees who are advisory to ask if they would come up with a draft charter or take an outline from Mr. Sorenson to then flush out the first draft of it so that it's not put on our staff entirely. Just trying to make it work as efficiently and most quickly as possible. Because it all has to come through here anyway. And through the liaisons.

Chairman Dumont: I think it's important to get their feedback on it however, I would say I definitely think it's the duty of the Board of Selectmen to make sure that the direction is coming from us not that committee itself because it's just self-serving at that point.

Selectman Morin: And I agree with that because it gives some input. But, I think we need to set some benchmarks that this is where you are at and they can add to that. Because we just saw what the Community Power they went, so you won't be involved in. So we as the Board need to set the parameters that you're going to submit to us.

Chairman Dumont: Mr. Sorenson did you have something to add to that?

Roy Sorenson: No, I there's a lot of good points here. We can kind of give them the boiler plate, template, what it should look like, right? And just generic descriptions and then it's up to that committee to work through that process then. Whoever the committee that the Board designates, whether it's myself and a couple selectmen, then you sit with them and you finalize it, then it comes back here. And that's it, you approve it in form and in principle. And then they understand that, you're just not going to get lost in what is under your purview as that advisory committee and what's not. And in honesty, it should probably come back here once a year and report. I know the liaisons do a great job talking about the committees and that's great. But, bring them in, do a report. What has this committee done?

Selectman Morin: I think the Town Administrator has hit it on the head with the department heads, why don't we once we're done with the departments, do the committees with what we got tonight?

Chairman Dumont: I think that would be a good idea.

Roy Sorenson: The other thing I think if you do that, then the Board interaction to set goals for those committees.

Chairman Dumont: I like that. How's everybody feel about the charter for the Sustainability Committee for right now? Start with that one. Do we have anybody who would be willing to sit on that sub-committee to set those goals? Selectman Morin I see your hand.

Selectman Jakoby: Well, I'm the liaison.

Chairman Dumont: I saw his hand, I was looking right over. I figured yours would be going right up next. So that's fine by me, does anybody have anything else they'd add to that?

Selectman Morin: I've just got one more, Sustainability, just for clarification. When I watch that, sometimes they ask you to vote. We don't vote.

Selectman Guessferd: No.

Selectman Morin: We don't vote. I've seen it happen on other committees, too, and that's something they don't know either. We don't vote unless we're a member.

Chairman Dumont: Mark had asked me that when I first sat on there as well. I let them know the same thing. So I think, and another good reason I guess is to make sure they understand what the direction is and what our role is.

Selectman Vurgaropulos: There's only two other Boards that we vote on, right? Planning and Zoning.

Chairman Dumont: Planning and Budget.

Selectman made a motion, seconded by Selectman , for the Board of Selectmen hereby change the name of the Sustainability Committee to the Sustainability Advisory Committee and further charge Selectman Jakoby and Selectman Morin and the Town Administrator to create a draft form of charter for the Sustainability Advisory Committee to reviewed and adopted at a later date in which provides clear guidance on said purview thereof, moreover as it provides for the best interest of the Town via the authority of the Board of Selectmen. Motion carried, 5-0.

Selectman Morin: Before we go too far, we may want to make two motions. One to make all the advisory committees the advisory title. And then the second one to review.

Chairman Dumont: I was going to do that one next but I'm fine to separate them out.

Selectman Jakoby: I agree.

Chairman Dumont: That's fine to separate, I have no problem with that. So, the only difference it would be:

Selectman Morin made a motion, seconded by Selectman Jakoby, to charge Selectman Morin and Selectman Jakoby and the Town Administrator to draft a form of charter for the Sustainability Committee to be reviewed and adopted at a later date in which provides clear guidance on said purview thereof, moreover as it provides for the best interest of the Town via the authority of the Board of Selectmen. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Jakoby, to add advisory to the following committees under the authority of the Board of Selectmen: Benson Park Committee, Sustainability Committee, Recreation Committee and Cable Utility Committee. Motion carried, 5-0.

Selectman Jakoby: Just for clarification, so then, so just so that we make sure. Where will be publish that list?

Chairman Dumont: The website will be updated because all the committees are listed on there. That would be my guess, would be the best way to get it out there.

Selectman Jakoby: It would be also great to just add that list to these minutes. OK, thank you. Always try to think ahead.

G. Town Accountant Position – Administration/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you. So, again as the Board is well aware we've had two vacancies within finance. I won't say for an extended period but for a good amount of time and we've been able to fill the Finance Director position and Laurie May, who's accepted that position, will begin Monday, which is exciting. In the meantime, the Town Accountant position has been vacant since Beth McKee had resigned and moved on to different job. Given that, and I've got to say, by the way, the former Town Administrator who's been helping out as well as the two senior accountant clerks, Kim Brooks and Magdalena Whittemore, Steve Malizia, really picked up the pieces here. Even Barbara Boulley, everybody's been a team for this because we're all trying to learn as we go. Alright, which has been great. So given that, Finance Director position is getting filled, I'd like to advertise this one in advance and maybe as we talked about with Finance Director search that we could already have a candidate, potentially. However, due diligence is to advertise either way. We'll do that, we'll advertise for it and then we go through that process. And I think given that this lower-level position so a department head at that point I think it could work through the Town Administrator's office makes sense as well.

Chairman Dumont: I'll agree with that and that's what we've done with our past practice with these types of positions. Any discussion from the Board?

Selectman Morin made a motion, seconded by Selectman Guessferd, for the Board of Selectmen to hereby direct the Town Administrator to post and advertise for the Town Accountant position including all necessary steps to fulfill the position.

Chairman Dumont: Any discussion?

Selectman Guessferd: Yes, I just wanted to, I guess a point, but the ad or the positing shows a Bachelors degree required. But, the, and I don't even know if it belongs in actual department job description. But typically, a job description in many cases would have an education department. I don't know whether we're just talking about the skills, (inaudible) there is other considerations and requirements. Do we want to, and I'm not saying we should, put in there under other considerations and requirements, that they must have a Bachelor's degree? Or do we want to leave that out?

Roy Sorenson: I wouldn't use the word must. That's absolute.

Selectman Guessferd: Preferred.

Roy Sorenson: Well, it could be preferred. To me if you're looking at a candidate that has significant government experience, has a good resume, and has been, I think that that counts very well for any type of candidate that may be shy of that degree.

Selectman Guessferd: I mean you could say, again, just throwing ideas out, we don't have to add anything there. You know Bachelor's degree or comparative...

Selectman Vurgaropulos: Equivalent.

Selectman Guessferd: Equivalent work experience. You know something like that. I don't know, do we want to...

Roy Sorenson: Yes, we can reword it a little bit. I think you're right, if you prefer, that makes sense. Some of the wording is in there, maybe it's just not laid out the way it should be.

Selectman Guessferd: Yes, like I said, the ad, the posting that you want to put shows a Bachelor's degree. It says required, though in that description. Hudson is hiring Town Accountant, it does say required. Or, a similar discipline with a minimum of five years.

Chairman Dumont: I think Mr. Sorenson's correct, I think Bachelor's degree preferred or similar discipline. Could be something easy way just kind of moving that wording around a little bit.

Selectman Guessferd: Or, equivalent experience in the field.

Chairman Dumont: Yes, with a minimum of five years of equivalent experience. So, I think if you just remove the word requires and put, after Bachelor's degree, put preferred. If you continue to read on it does have in there any equivalent combination of education or experience that demonstrates possession, I think you kind of meet all that and that keeps it a little bit more simple.

Selectman Guessferd: Yes, a Bachelor's degree in finance or similar discipline preferred.

Chairman Guessferd: So, make that change. A friendly amendment to the motion maker and the seconder. Any other discussion?

Selectman Morin made a motion, seconded by Selectman Guessferd, for the Board of Selectmen to hereby direct the Town Administrator to post and advertise for the Town Accountant position including all necessary steps to fulfill the position including said amendment to read: A Bachelor's degree in Finance, Accounting, or a closely related field is preferred. Alternatively, a minimum of five years of progressively responsible experience in municipal accounting or a comparable combination of education and experience that clearly demonstrates the required knowledge, skills, and abilities will be considered. Motion carried, 5-0.

H. Revenues and Expenditures – Administration/Informational

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Alright, so we'll go up to the big board and I'm going to, I produced this at the last meeting. It's basically a dashboard on where we are. **[Slide 1]** General fund right now, by the way, you have all the data in your packet, the backup is with you, you have all the numbers, I don't need to dive into the details or things to that nature. Right now the General Fund is at 89%. The actual budget itself is 83%, OK? 83.33% I should have said I missed the first one there but, General Fund itself is at 89%. You can see there, and I separate these out by the way. When I say 89% you'll see in the packet, I'm not including the warrant articles and I'm doing that on purpose because that can really send things awry. Right, so I'm taking those out and I'll actually report on those at the next meeting. The sewer budget is at 66%. Doing obviously extremely well with giving the expenditures to date. And the water fund is at 94%. Much of that, as you can see, and I'll show you that right here, we throw that up there. So there's your comparisons and it's kind of color coded so you have the overall versus expended to date and then you can see the encumbrances on the right. If you look at that totality and we say OK the encumbrances is money that's reserved, it's earmarked, we talked about that last week. It's not spent yet, in fact some of those may be closed out. So, if we take those out and you look at the expended to date at 83% on the far right-hand side, how does that match up with where we are currently? We're actually in good shape. So, you can see how they balance out. In fact, your water and sewer in really good shape, alright, as far as that offset goes. So, 83% at this point, even though some of those numbers are high, 89%, 94%. A lot of that is high encumbrances and other items that kind of really throw those off. Any questions on this here?

Selectman Guessferd: No, that looks nice.

Roy Sorenson: **[Slide 2]** Alright, this is the slide I brought up last time. I did a comparison March versus April. So, March is the dark green, April is the light green. So, last report we were at 75%. What I want you to look at here are the dark green above that red line to kind of show you, OK, we were trending higher on some of those. Now we'll get to the middle one there in a second so don't pay too much close attention to that. We'll put the 83% in, you can see any of those boxes are typically, there's only a few that are above that red line at this point in time. Which means things are starting to balance off as we get closer to the end of the year. Now, the line in the middle is Engineering, we talked about this, this came up at the Budget Committee meeting. Selectman Vurgaropoulos was there, that's the Melendy Road Bridge. It's actually in the Engineering budget, it's a little under \$1.3 million. You take that out of there, the Engineering budget, fine. That will be a almost like an offset in the budget as we get to the end of the year we'll have to take that money and put it in a different spot because that's a larger project that will be reimbursed. So that's going to certainly offset what you see currently in the Engineering Department budget. But, as you can see a lot of the things that are balancing out. Not non-departmental, I'll get into that in the next slide in Water Fund. They are above where we should be, those again are encumbrances. One of the encumbrances

right now is solid waste. We have two months left and we're keeping an eye on it, we just got the latest billing which is kind of where we thought it would be and we still have two months to go. **[Slide 3]** So, what we're seeing is an estimate, and the Board understands it. I think this came in pretty much over budget the last three years. By a good amount as well. And that's not saying we did anything wrong, it's just the projections, the tonnage, whatever it might have been. This year it looks like it's tracking right where it needs to be. Alright, so if I was going to look at the budget and say we're going to be short somewhere, where can we make money up or what should we be watching for? This is one of those areas that we say pay close attention to this because we could have a major shortfall here. I don't see that happening right now with the data, and then if you look at the tonnage it looks like it's just going to balance out in the last two months unless something catastrophic happens and people are just taking all kinds of things up there. So that is tracking right where it should be based off of what was put together last year.

Chairman Dumont: Quick note on that because this was a discussion that this Board had not too long ago with the DPW Director. They were trying to implement a couple of effective measures, I guess, at the dump as well as around town solid waste. Could you, do you believe some of that is helping with offsetting this?

Roy Sorenson: I don't have a definitive answer for you but, I would say it's certainly helping it. I will actually talk to Jay on that, Jay Twardosky or DPW Director. Because they do a good job tracking this as well and he's not seeing those spikes or irregularities in the billing per month that you may see some of that.

Chairman Dumont: I'm glad to see this because it was a concern that he brought forward to us, he was looking for some help here. Basically, we gave him the go ahead to implement a couple of his recommendations and just happy to see it looks like it's working out.

Roy Sorenson: You can see '22, '23 and '24 all finished in the red and by a good margin, that affects the whole budget. **[Slide 4]** Police Chief brought this up a little bit earlier in that his department is the largest budget in town. Well, if you take the three largest budgets in town, PD, Fire and DPW, and I had this slide at the last one set up a little bit differently, 50% of that is salary based at this point. In fact, if you go town-wide and you look at our town-wide, pretty much 50% of that is salary. When you have movement or uncertainty in positions and salary, as an example, vacancies create overtime and things to that nature, which are certain things you have to staff. This is where the numbers start to move around and you hit these gray areas. So, from my perspective, I just look at it in totality. 30,000 feet down, what is the total value of the salary lines currently spent versus what might be available to those vacancies. So, as you can see this is your largest percentage up here, PD at 38% and Fire is at 32%. Now bring up Fire because they've had a series of vacancies this year and we're paying close, I am alright, moving forward. The other thing is sometimes your overtime you may over expend your overtime but the money you have in your full-time that's available may offset it. So that's the other thing you're looking at, where is that balance. If we go in Fire is at 88%, as you can see right now. So, remember we're at 83%, you can see that at the bottom of the screen. Police is at 82%, DPW is at 90% and the general fund, which is everybody else, we're at 75%. Now each department is different, they're budgeted different. DPW is at 90% because of the winter we had. Jay was in here earlier this year, he talked about that. So, now let's kind of take another look at it, we'll put the next scale in, we'll actually single out, and this isn't totality by the way this actually fully benefitted positions in what you'll see. There's a big deficit in Fire, we know that, you can see it right there on the screen. PD is in the black by more than \$100,000. DPW, they're trending in the red about \$129,00, again from the winter. And then if you look at the general fund you can see what's in the black, that's a significant number. Why is that? We'll talk a little bit what causes this, these vacancies, so let's look at our current vacancies right now. While Fire has made up some ground, they still have three vacancies. PD is doing well, they actually have five vacancies but the chief did tell me they have some in the queue. So that number could offset before the end of the year. DPW is down to one vacancy so they may actually level out here in the next two months. And then in the general fund, what are significant positions? Think of the positions that have been open since I've been here. You have the Town Planner, right, you have the Finance Director, you have the Assistant Town Administrator, the Town Accountant, these are all large-scale positions that have been open. Now we're working on filling those but, they create that. If you look at those numbers in totality, salaries are offset, they're balancing each other out. So that's good to know because now you can get away from the salaries and get into the rest of the budget and kind of see where it might finish. And for the most part, it's kind of balancing out but again, we won't know until after the next month when we get into more of the details and we bring in some of the other funds. What are the other funds? Is our revenue that's coming in. **[Slide 5]** Is the revenue tracking where it should be? And for the most part it's still tracking very well. I think we'll hit the numbers our expectations

and/or exceed them, which is good. And you can see that there. Now some of these numbers didn't update, you'll see them, they're the same as the last report and that's just because we didn't have the data in time. So, you'll see those numbers rise as we move forward. [Slide 6] Talking about moving forward, I did talk to Barbara Bouley, she will be in at some point to do a dashboard of her own on the Treasurer's Report just to show you how our funds are doing, the interest in that fund and how she's managing those funds. Which is something we'll take a look at in our policy sub-committee thing as well and she'll be a big part of that. Large expenditures, I have all the departments looking at those as we move forward because those could potentially be some capital reserve reimbursements if we need to. Grant reimbursement, former Town Administrator Steve Malizia is actually working on some of these right now within the budget. I'll come back with a slide next week on the warrant articles to show you where those stand and how those will kind of lay out. The directive has already been given to close out any purchase orders that you currently don't need anymore. So that money will come back into the budget, right, encumbrances go down. I just went over the large department salary lines and any type of retirements and/or accrued time payouts. Those are the big ones and that's what we're really looking at here over the next two months as well. So, that's kind of it in a nutshell. 83.33%, we're hovering right in that area. But, it's going to be, as we talked about before, bottom line budget. You're low here, it's being made up (inaudible). Questions?

Selectman Guessferd: Roy, I just want to say great job. The visuals, putting everything together, looking ahead to where we are, I mean it's kind of a good thing. But I think it's going to help us stay ahead of these and understand exactly what's going on especially as we get toward the end of the year.

Roy Sorenson: We'll have some work to do here at the end of the year just as we bring new staff in and get everyone acclimated. We'll get it done either way.

Chairman Dumont: Any other comments, questions? Thank you very much Mr. Sorenson.

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

Selectman Vurgaropulos: Since our last meeting I just had the Budget Committee with any significant (inaudible). They had a lot of debate about job descriptions and employee numbers and stuff like that. Some of it I felt was relevant, some of it I felt would create a bias so I didn't agree with a lot of it. Still got to learn more about it and figure out exactly what their goal is with it. But, I'll come back with more on that. But during the meeting they did review, instead of talking about the Target concessions and town gifts, if you will. The way they described it to me, which I'm not fully vested in all this information, is the town didn't necessarily receive the town's portion of the money (inaudible) because it wasn't actually written into the contract, per se. So, kind of like a side deal between two parties rather than from the Target Corporation to us. So there was concern there that that could come back to get us. But since we already received a big chunk of that we're kind of already in it. On the flip side of that, they brought up the school concessions and stuff like that to stem grants and all that. They were concerned that the school committee, the school board doesn't have any representative or nor did they have any representation during that whole process when that played out. They still don't have a point of contact not do they know what the list of potential concessions or gifts or whatever we're calling them from Target was. So, there's a big information gap there.

Selectman Guessferd: We're talking impact fees here, right?

Selectman Vurgaropulos: No, so that was one part of the meeting, that was pretty much it. They're concerned about how we accept it on the town side and then they're concerned about accepting in the future for the school board and stuff like that.

Chairman Dumont: Real quick, just for clarification. There was no side deal. So, I want to make that very clear to everybody.

Selectman Vurgaropulos: I'm not saying there was.

Chairman Dumont: I know what's been said at those meetings and I strongly disagree with a lot of the assertions that's been made. I feel like a point of clarification is needed. There was a formal agreement, they was also part of the stipulations of approval that were recorded at the county registry of deeds that's been vetted by our attorney, the information has been sent to that Board time and time again. I don't know where the discrepancy lies over there. All I have to say is I strongly disagree with it and I understand you're coming on board, there's a lot for you to learn over there but, I want to make sure for whoever is watching at home, which I'm sure is a very large audience, that

they understand that all that information is available if they would like to be provided it. And with that I did see Ms. Dionne's hand.

Maureen Dionne: I just would like to provide a little bit of clarity related to the school district. No person from the school board or the SAU were involved in those conversations with kind of when that was occurring so complete agreement there. To be clear though, the school district has received no funds from Clayco or otherwise. Those will not be provided until the certificate of occupancy is gotten, is received rather. And so to the Budget Committee's questions of how has the money been spent, the school district has received no money.

Selectman Vurgaropulos: They weren't concerned how it was spent.

Maureen Dionne: There have actually been some questions at some of their recent committee meetings regarding how money was spent. So, to be clear, the school district has received no money. We will not receive any money until a certificate of occupancy is procured. At that time, and we will certainly have conversations about STEM and where that is appropriate and what we will use those funds for, none of those conversations have occurred because we are still so far from that point. I just want to provide a little bit more clarity there, too.

Selectman Jakoby: I just wanted to, having served on the Budget Committee last year, I know for a fact, because I was there, that they have all of the documents per Chairman Dumont and they understood that and how it came forward and where we are now. So, to raise it yet again is unfortunate. Because that was very clear, clearly stated that.

Chairman Dumont: None of this is targeted to Selectman Vurgaropulos because I just want to make sure because it's a huge learning curve to go and hop over there so I hope you're not taking these clarities the wrong way. All of these members including myself have been listening to this for quite some time.

Selectman Vurgaropulos: No, that's perfectly fine. Like I said, I was just bringing back what...

Chairman Dumont: No, and I appreciate it because...

Selectman Vurgaropulos: If they're beating a dead horse then what do we have to do to get the information across to them because, you know, (inaudible) and we have it obviously. I just hadn't seen it myself. If they've been provided this then I'm going to bring that back to them and say hey, you guys been provided information.

Chairman Dumont: I would ask that, I think it would be appropriate because Mr. Sorenson has also been part of some of these conversations, he could provide you with that information and give you an update and probably go from there before the next meeting.

Selectman Jakoby: I would recommend meeting with Mr. Walsh of the Budget Committee because he is very good and has all the documentation and I personally had some really helpful conversations with him.

Selectman Vurgaropulos: That actually, Selectman Jakoby, actually those main comments were started by Mr. Walsh.

Selectman Jakoby: Yeah, but he has the documents. What I'm saying is ...

Selectman Vurgaropulos: So, that's what I'm saying. So, giving this information, and he has the information, so he's presenting not the correct stuff. So, I'll need to address that. Only a couple other things. They asked us, this is kind of moot, they asked us, actually I'm not even going to talk about this. They wanted us to start looking at warrant articles to make sure they get accepted properly. It's all moot now because you guys just explained it to me, it's all kosher. The other quick two things unfortunately still has to do with the Target site, some of the residents are reaching out. A lot of residents seem to be, that have contacted me, seem to be getting frustrated like they're not getting the answers they want about the Mr. Ulery comments that we've all been seeing and why they're being denied access to the soil samples for the Target site. My question is, who oversees those requests/complaints and who is the point of contact to control those issues?

Chairman Dumont: So, you stole a little bit of my thunder, I was going to bring that up towards the end here. So if you don't mind what we'll do is we'll go through the other comments and that stuff will be addressed at the end.

Selectman Vurgaropulos: OK, that works for me. That's all I have, thank you.

Selectman Jakoby: I want to thank you for updating that because I have some questions around that as well. But, I will be the cheerleader that I usually am. So, Benson Park Committee met and they are grateful to DPW and all the help that DPW continues to give them and the communication from all of our departments and they were really just feel that it's a great relationship. There is a cleanup day on May 17th, just a reminder anyone who wants to join us come on out. There is a form you need to fill out and there are QR codes on some signs that make it easy for you

to fill out those forms. And they have also reached out to various businesses to help fund and sponsor these work days. So, for May 17th Eric Auben, Quality Driver Exteriors, is providing lunch and Expressed Art provides cookies. So you can have lunch and cookies and those are provided by other community members which is a really great opportunity, again, for the partnership between our groups. I also wanted to just do a little shout out to the Women's Club. They're honoring Marion Muskowicz and she's been going to be honored at their meeting, national meeting this week. She has been a member for many years, since 2012 and she is the garden extraordinaire who really helps with the butterfly garden. If you don't know the butterfly garden at Benson's, it's sponsored by the GFWC of Hudson and I just thought that was a really great shout out. They are also continuing working with the schools on the tours of the School House and some other things that the women's group does with the schools and also helping with the raining program and the libraries. So, I just thought that was really great information. And as far as the Sustainability Committee, even though I did not attend the last meeting, just a reminder that they had a great cleanup, I don't think we mentioned that last time. They had a really good turnout and collected lots and lots of garbage along the streets. And that the transfer station, just in case people don't know, it is fully open. The next day that it is fully is May 31st from 8:00a.m. to 12:00p.m. I know sometimes it's hard to find those dates. So, I just wanted to raise that. That's all I have for today, thank you.

Selectman Guessferd: Wanted to ask a question on, where did they clean up this time? Where did they decide to clean up?

Selectman Jakoby: I wasn't at that meeting, was it, what was it?

Roy Sorenson: Webster Street.

Selectman Jakoby: It was Webster Street. And police and everybody helped out greatly and it, I heard it was a really good turnout and lots of garbage. That's all I heard.

Selectman Guessferd: Appreciate that community, everybody's involvement in that.

Selectman Jakoby: Yeah, because it's safety. It's really important to be safe while doing that.

Selectman Guessferd: Yes. So, we have a Planning Board meeting tomorrow night. Last Planning Board meeting we did some additional work on driveways and sidewalks. Putting together a new policy or town ordinance for that. We have a few plans tomorrow night. If anybody really wants to go through that ahead of time, it's always up on the website under Planning Board, agendas, packets are up there so you can get a real good look at what the Planning Board is looking at. It's always good to understand what's happening around town with regards to Planning. As far as library, library is next week so I'll have more to report at their next meeting, at our next about the things the library are doing right now. And then finally, rec. I do the cheerleader thing, too for rec. Just a couple of updates. So, I mentioned last time there was going to be a Father/Daughter Dance. This is the second year they've done it and it's been a great success. It's so popular they do it for two nights. There were 215 attendance each night. Both nights were successful, a lot of fun for everyone and they're going to continue to do this. It's a great community event. And then soccer, believe it or not, fall soccer registration is open. So, if you want to sign up your children, get them out there signup will end on the 22nd of June. So, don't be late get them signed up by June that's right around the time school ends. So, they'll be out there in the fall. It's a great soccer program. And then of course, the summer program, the summer rec program is going to be again going this summer which is always a great, again a great community benefit that we get. Got counselors and they're going to take a lot of great field trips, that sort of thing. I just have a couple other notes. This coming weekend, so we're entering into the time frame for Memorial Day coming up and there's a couple things going on. The VFW is sponsoring, and they do every year, they sponsor flags for our veterans and if you want to, if you want your name on a flag, and they put them over in Library Park, they're all lined up in rows and we get more and more every year. If you don't have a flag there contact the VFW, or contact me, I can get the information to them as well, and they'll reach out and we'll...

Selectman Morin: Legion.

Selectman Guessferd: Oh, I'm sorry, it's the Legion. You're right. You're right, the Legion right here. Thank you. The Legion is also sponsoring the, they are the ones sponsoring the parade? I just want to make sure. All the veterans organizations I greatly support. There's going to be a parade and I don't have the exact step-off time, it's typically 2:00 p.m. on Memorial Day itself. If you feel like doing a lot of parades that day there's one in Nashua that morning at 10ish. And so, we'd love to have everyone come out on Memorial Day for the parade and they do basically a, they

come down from the Hannaford Plaza and they stop at Library Park, do some speeches. The Selectmen have all been invited to attend. And then they reassemble, they do some, they play some music and American Legion band and Alvirne High School. It's a very nice event. Again, a community event and we encourage everybody to come out and I wouldn't call it celebrate, it's a remembrance of those who have made the ultimate sacrifice for our country. So, those are the things I've got.

Selectman Morin: Several of us attended the VFW Awards. Several of our employees from Police, Fire and Town Hall received awards and just congratulations to all of them. Last night we had Conservation, what they covered they did a conditional use permit for 140 Derry Road, that's ongoing. They talked about grants which they're going to try to apply for next year, they've got to build a 75 foot bridge to connect Hudson and Pelham down on Musquash. So, that's going to actually, because it's so long, need engineering and things like that so they're going to apply for a grant next year to do that bridge. They're going to work with HCTV. We had a meeting today quickly at the TV studio, they're going to do a short segment on every trail in town and once they're done the trails they're going to take on other conservation things. They're going to do on story a month. They're going to be doing a clean-up day at the new Tiger Road property that we recently acquired on May 31st. That's pretty much for that. The other thing with the HCTV is that they're working with Hudson Community Food Pantry to do a telethon in December so they're working close together with that group to get that done. And I did attend the school board meeting but I will pass that off to the chairman of the school board when she's ready. Thank you.

Chairman Dumont: As far as myself, not a whole lot. I did have a Zoning Board meeting, but I did get some information from the Assessing Department I'd like to pass along. Which is just a Low and Moderate Income Homeowners Property Tax Relief depending on income. Tax payers may be eligible for a refund on some prior tax years under the Low and Moderate Income Homeowners Property Tax Relief program. To find out how or to obtain a refund call the New Hampshire Department of Revenue Administration at (603) 230-5920 or visit the departments website. Applications for refunds begin on May 1st and they go through June 30th. Again, apply to the New Hampshire Department of Revenue. So, I'd just like to throw that out there if anybody is eligible for that to get the assistance where it's needed. One thing I'd like to add is I know there's been a lot of concerns and we've all received some emails over comments that were made. I replied to those emails with the same statement that I'm going to offer you tonight. Is that the Planning Board in of itself is a separate elected Board. One of which this Board has no authority over and our staff has to act within those decisions made by those Boards. However, to the comments made by a member on there as someone who is part of those meetings, I would say that I believe that there's a misunderstanding. Now staff is working to correct some of the issues that was raised and I'm hoping that that member of that Board will clarify that so I'm not going to speak for them. But with that, I will turn it over to Mr. Sorenson to speak on some those issues that were raised.

10. Remarks by Town Administrator: Thank you Mr. Chair. So, we did reply back to some of the inquires that were put out there. And I think to date a lot of the information, any of the information really that the Town has on the Target site is up on our website. Any public information that we have on that site is certainly open to the public. I think some of the confusion, and I'm not going to get into what some individual said, I'm just going to talk about soil sampling testing. If you go on the website the project itself has to apply for what's called an alteration of terrain permit. Because of dredging, excavation and things to that nature. One of the primary things that first step that happens is what is the site that they're doing this to? And they're not New Hampshire Department of Environmental Services is very aware of this. They have what's called a stop data base. It's basically knowing of contamination throughout the state of New Hampshire. Known contamination. Reported contamination, whatever it might be. So that's the first part of due diligence for any type of permit there. And this site does not register on that. It has some monitoring wells on it but there's no know contamination on it, OK? And again, I'm just speaking on factual information I'm not speaking on behalf of the developer or anything else. I'm just putting facts out there. The other part of the, some of the confusion is soil sampling. So they have to do soil sampling throughout that site as part of the AOT permit. They have to do that for storm water purposes, state regulations, state regulations. They have to understand what the (Inaudible) and what the makeup of that site is. So, when you're talking about soil sampling, that's the soil sampling that's done on the site. And that's all online. It's under the purview of the AOT permit. I think in talking with staff and because the information is there. If you go there you'll find it, it's there. Is there a way to put together what I would call a Cliff Notes version of this? I don't know, maybe and that's something I could work with

staff on doing. Just to kind of break it out because honestly, the AOT permit it's 250 pages. You going to go through it? But break it down time line and the sequence of events that had to happen, whether it came through as the first application to the Planning Board as the Amazon project to current day to where we are today. And just try to get that information I guess front-facing than perhaps it might be and try and alleviate some of the concerns. If that's something the Board would like us to do, we can certainly do that.

Chairman Dumont: I appreciate that and I've spoken with you as well as other staff members. I think it would be important to have a more user-friendly version of that so that way some of these concerns can be easily answered by the members of this Board and easily found by the public. You have my 100% support.

Roy Sorenson: If I might, there were some requests and complaints last year. They did not get addressed or answered in what I would say formally or by what I think this Board expected. Not blaming anyone, so those complaints were answered after the fact. Just to say yes, we did answer them. We did talk to the about the importance of making sure that that is handled accordingly moving forward and that's what we'll do.

Chairman Dumont: I appreciate that. I think it's very important for the Board to own those things. And, I know that you weren't here during those situations so, again, I appreciate you rectifying those as you're coming on here and dealing with all these little fires we've got going on.

Selectman Jakoby: I really, I think the key here is to have that data because I think when I was reading through it the data has to exist and it's a matter of finding it. So, thank you for finding it at stating that when it started that's where it was. Because, I didn't recall this ever being stated and I thought, I always heard great things about that site. So, I appreciate that and being able to find it in short order would be helpful to everyone. But, it shouldn't be a burden either to the staff. So, I don't know how you balance that. Some of the software and things in order to pull this data is very difficult to manage.

Roy Sorenson: The other thing is so, the site did get a letter of deficiency again, from the New Hampshire Department of Environmental Services and that's when the Town took action. That's when those monitors went into place and everything else. So, we are reacting to situations as they happen. I don't know if the disconnect is just because it's coming from different directions as far as people remembering incorrectly, I don't know. But, I think if we just say hey look, here's three pages of a breakout and we'll continue to add to it. And I think that's what you have to point to every time. If you want to go further with your research, absolutely, go ahead.

Selectman Jakoby: And I think you know one of the things I always appreciate, Mr. Sorenson, about what you do is you do the research and then we do the links and I think the more we can link people or point people to where they can go its very helpful. So, thank you for that.

Selectman Morin: Just make sure it's understanding that none of this is the Town's responsibility. That we have nothing to do with this. This is state and federal. And that has been said numerous times to answer the emails and they've been given direction where to go because it is not us. I want to make that clear. This is not a Town problem. It's not a Town responsibility.

Chairman Dumont: We don't have the authority over the jurisdiction.

Selectman Jakoby: We don't have the authority but the more we can help our community to be...

Selectman Morin: We can and we did because in the emails, I saw the emails from our employees this is where you go and this who is responsible and this is what got done. So, that information was passed on, that needs to be clear, too.

Chairman Dumont: Alright. So, I hope that gives everybody a little bit of solace on what has been going on and we will continue to work on that. Do you have any other remarks you'd like to throw out there?

Roy Sorenson: Yes, I don't want to take up too much time. I did hand out that notice that came from the American Legion. You did a good job on it. Melendy Road bridge, even with all the water, you heard tonight the Fire Chief talking about the water levels being up by the bypass stayed in place. It still worked and they're currently going to be working on the second footing and the pre-cast arches will be going in place next week. Talked to the Town Engineer on that which is great. Twin Bridges same thing, they're continuing to work over there. It looks like the street lights have been compromised as we know one of them was in the river last winter. So, we're working with the state and obviously Nashua to replace the ten, five per side. So, it could be a change order there, we think we have the funding for that. We talked about the Target site. We met today up in Concord with New Hampshire Department of Environmental Services regarding the crossing in Hudson and getting an update on that and talking with them in where Pennichuck

maybe we're looking to have some news on that hopefully in the next month. And the other thing I talked about, Selectman Jakoby mentioned, the Sustainability Committee who did a great job on Webster Street. One thing I've done in the past, obviously I wasn't in Hillsborough County, I was in Rockingham County, we used to work with the Department of Correction to bring in community service for the inmate's program to pickup roadside litter. Driven Wason Road myself, Musquash, all up in there, I think they need some attention. I reached out to the Police Chief and said who do you know in Hillsborough? Five minutes later I had a contact to the Superintendent at the Department of Corrections, Joseph Castanzo, replied right away and we're setting up, if the Board's OK with that, to bring them in to do roadside litter pickup. Right now, the date looks like May 21st, could be multiple dates. So, what that means they'll come in, they'll pick the litter. We'll provide protection on the road, obviously the bags the pickers, the flea and tick spray any of that stuff and certainly feed them lunch for the day. If the Board's OK with that we'll work on getting that set up. That's all I have.

Chairman Dumont: I think that's a fantastic idea and I appreciate you bringing it forward.

Remarks by School Liaison: Thank you for having me tonight. I too want to start, this has been a really interesting meeting. You've actually given me a lot of ideas to bring back to the school board, interactive financial dashboard, charters for committees, my wheels are spinning over here. Deep dives on departments, I have all kinds ideas. So, this has been great tonight so thank you. Actually, a couple of things tonight. So, I want to start with school safety and security. Right before April break, all of our schools went through a number of emergency management drills. And so, I would like to thank both Hudson Fire Department and Hudson Police Department that were involved in all of those. It was a real collaborative effort, students and staff in the schools and then folks from HPD and HFD were involved and provided some feedback and that was really productive and so I wanted to kind of start there. In February, if anyone has kind of watched a couple of our recent meetings, the Nottingham West fire panel actually failed over February break. Hudson Fire Department immediately provided some assistance and our facilities department in the district responded and we were able to do a phase one fix for that fire panel immediately. So, there was never an issue in terms of safety and security for the building. Recently at our most recent meeting we actually approved a quote for phase two of that. So, we've been working closely with Fire Marshal and others to get quotes only wiring, beacons, alerts throughout the entire building over at Nottingham West and that work will begin soon and then continue throughout the summer. Voters may recall in March there were three facilities type warrant articles to come out of year end spending. We recently approved the quotes for two of those. Again, related to safety and security, additional emergency alert beacons throughout the district and the science labs at Hudson Memorial. The phase three of that for tow more labs so that work will begin over the summer and we are certainly hopeful and particular that the emergency alert beacons will be done before school begins in late August. Speaking of the Budget Committee, folks may recall that there was an \$800,000 budget motion made to reduce the budget on the school district side. And, at our meeting this coming Monday, the school board and the school district are going to be having a public discussion about ways that we are going achieve that bottom line dollar at get to that \$800,000 mark. So, we've been considering a number of things throughout the entire district. And so, we are going to have a conversation on Monday and then bring that information to the Budget Committee. Little bit, just about hiring, so that everyone kind of, this has a big impact on our year end kind of budget number. We currently have 11 teacher vacancies in the district, those are in three of our buildings. But on top of that, we have many, many other non-teacher vacancies. Everything from administrators to paraprofessionals, substitutes, lunch and recess monitors and a variety of positions. The district is actively hiring, spring is a very, very busy season for us in terms of hiring. I will always thank the voters that teach er contract, we are seeing a direct impact on our hiring, we are in a much better position than we were in my three years on the Board. And, we're getting a really great mix of both new, fresh out of college and long tenured teachers coming to Hudson. And that's not the way that it was for the last several years. So, that's really nice to see so I just want to mention that. And then, just kind of a couple of other recent events. Might have seen pictures of kind of a long-standing community tradition. The H.O. Smith first graders just got their class of 2036 t-shirts last week. Can't believe we're thinking that far ahead but they just got those. ROTC cadets and National Honor Society students were helping out both at the Post Office and the Food Pantry this weekend for the mail drive. We had fifth graders up at the CTE center. And then I actually wanted to, so interesting you mention the Youth Police Academy, it's taking place this year from July 7th-11th. It's for Hudson residents that are ages 10-14 and it's really a great program we always hear great things from those students that able to participate and so we're really looking forward to that again. Kindergarten registration is open, ongoing. I just would say that there are many, many events taking place in the next four weeks. Our last day of school is June 17th for students, June 18th for staff. All really kind of culminating with

Alvirne High School graduation is Friday, June 13th this year. So, everyone is welcome many concerts and art activities and open houses and different things. So, the public and community are more than welcome at any of those.

Selectman Morin made a motion, seconded by Selectman Guessferd, to enter into non-public.

12. NONPUBLIC SESSION

Selectman Morin made a motion, seconded by Selectman Guessferd to enter into nonpublic 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.

Nonpublic Session was entered at 9:14 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 into public session at 10:09p.m.

Motions made after nonpublic session:

- 1) Selectman Morin made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to advertise for a part-time custodial/maintenance assistant position, effective July 1, 2025, with a maximum of 29.5 work hours per week and annual compensation not to exceed \$34,141.00. Motion carried, 5-0.
- 2) Selectman Vurgaropulos made a motion, seconded by Selectman Morin, to authorize the Police Chief to hire one (1) full-time Police Officer, Stephen Sanchez, with a starting salary of \$34.33 (step 4), all in accordance with the Hudson Police Employee Association Contract. Motion carried, 5-0.
- 3) Selectman Morin made a motion, seconded by Selectman Guessferd, to appoint John Stoll to the position of Town Planner, with effective date and terms of salary to be negotiated by Town Administrator Roy E. Sorenson to be finalized upon signed Conditional Offer of Employment executed through the signatory of the Chairman of the Board of Selectmen, Dillon Dumont. Motion carried, 5-0.
- 4) Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to approve an increase in hourly salary rate by 5.0% for Kimberley Brooks and Magdalen Whittemore, each respectively, for a period time through vacancies of the Finance Director and Town accountant, and such action contingent upon the new Finance Directors assimilation date, as determined by the Town Administrator, including retroactive to March 21, 2025. Motion carried, 5-0.
- 5) Selectman Guessferd made a motion, seconded by Selectman Morin, to adjourn at 10:12 p.m. Motion carried, 5-0.

13. ADJOURNMENT

Motion to adjourn at 10:12p.m. by Selectman Guessferd, seconded by Selectman Morin. Carried, 5-0.

Recorded by HCTV and transcribed by Lorrie Weissgarber, Executive Assistant.

Dillon Dumont, Chairman

Bob Guessferd, Vice-Chairman

Xen Vurgaropulos, Selectman

Heidi Jakoby, Selectman

Dave Morin, Selectman