

## HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

### Minutes of the, May 27, 2025 Meeting

1. **CALL TO ORDER** – by Chairman Dumont the meeting of May 27, 2025 at 7:01 p.m. in the Selectmen Meeting Room at Town Hall.
2. **PLEDGE OF ALLEGIANCE:** – Director of Public Works, Jay Twardosky.
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 Steven McElhinney; IT Director, Doug Bosteels; Fire Chief, Scott Tice; Director of Public Works, Jay Twardosky; Finance Director, Lori May; Director of Community Media, Mike Johnson; Department of Public Works, Tim Greenwood; School Board Liaison, Maureen Dionne; Executive Assistant, Lorrie Weissgarber.

Chairman Dumont: And we also have in attendance tonight our new Finance Director Lori May, and I would ask if Lori, if you don't mind, to please come on up and introduce yourself to the board.

Lori May: My name is Lori May. I've been in the municipal world for about 30 years. I started in Peterborough. I worked, came in to do payroll for the Town of Peterborough. At that point they had about 30 full-time employees, and then through my years in Peterborough, I did work my way up to the Town Accountant, and then after that I moved on to the Town of Bringe as their Finance Director, and I'm thankful to be here in the Town of Hudson. Thank you very much.

Chairman Dumont: Thank you very much. I appreciate you coming. I appreciate the help.

Selectman Guessferd: Thank you very much for coming.

Selectman Vurgaropulos: We've been waiting for you.

Roy Sorenson: Thanks, Lori.

Selectman Dumont: Next up is public input. At this time, I will ask if anybody in the audience wishes to address the board on any issue they have control of at this time, to please come on up and state your name and address for the record. With nobody out there, I will open and close the public input session at 7.03 p.m. And we are going to move on to item number two under our recognitions for Mr. Tim Greenwood of the Public Works Department, and I will recognize the Town Administrator, Mr. Roy Sorenson.

4. **PUBLIC INPUT** - None
5. **RECOGNITIONS, NOMINATIONS & APPOINTMENTS:**
  - A. Recognitions
    - 1) Tyler Merrill – Hudson Police Department
      - Hudson Grange Police Officer of the Year
    - 2) Tim Greenwood - Department of Public Works
      - 20 years of service
  - B. Nominations – None
  - C. Appointments - None

Roy Sorenson: All right, thank you, Mr. Chair. So, recognition tonight, Tim Greenwood, he's been with Public Works for 20 years. One of the Town policies is to, after 20 years, to offer that employee a \$50 check as well as a certificate of appreciation. With that, I'll turn it over to the Public Works Director, Jay Twardosky, to talk a little bit more about it.

Jay Twardosky: Thank you. So, Tim has been with us for 20 years now. He started in 2005. In 2017, he was promoted to equipment operator on the sewer and drain division. Tim is always, he's one of the guys, when you call him, he's there. When you need him, he's there. He can take on any task. He's a goal-oriented person, always has positive interactions with fellow workers and with the general public. His positive attitude, hard work, and dedication to the Public Works Department and the Town as a whole is a testament to Tim's character. And he's just, he's got a pretty exemplary record.

Roy Sorenson: With all his 20 years of plowing, too.

Jay Twardosky: 20 years of plowing, he's never missed a storm. He's a keeper, that's for sure.

Selectman Guessferd: Congratulations, Tim. You look kind of familiar.

Roy Sorenson: So Mr. Chair, if I may, we do have a nice certificate of appreciation, as you know, that I signed, yourself, as well as Jay Twardoski. So, if we could present that to Tim up here at the front.

Chairman Dumont: Yeah, of course.

[Presentation of certificate]

Tim Greenwood: Thank you so much.

Chairman Dumont: That's another very easy accomplishment, but I think a very important one. I appreciate everybody recognizing the efforts that are put in by the DPW and everybody that works down there. So, thank you very much. With that, we have no nominations or appointments. We will move on to item number six, which is consent items. Does any member of the Board wish to remove any item for separate consideration?

*Selectman Vurgaropoulos made a motion, seconded by Selectman Guessferd, to approve Consent Items 6A-F. Motion carried, 5-0.*

## 6. CONSENT ITEMS

### A. Assessing Items

- 1) Certification of Yield Taxes Assessed/Timber Warrant
- 2) Elderly Exemption Requalification
- 3) Disabled Exemption Requalification
- 4) Elderly Exemption Requalification Denial

### B. Water/Sewer Items – None

### C. Licenses & Permits & Policies – None

### D. Donations – None

### E. Acceptance of Minutes – None

### F. Calendar

5/27	7:00	Board of Selectmen	BOS Meeting Room
5/28	7:00	Planning Board	Buxton Meeting Room
6/02	7:00	Minor Site Plan Review Cmte.	Buxton Meeting Room
6/04	8:30a	Highway Safety Committee	BOS Meeting Room
6/04	7:00	Budget Committee	Buxton Meeting Room
6/09	7:00	Cable Utility Committee	Hudson Cable Access Center
6/09	7:00	Conservation Commission	Buxton Meeting Room
6/10	7:00	Board of Selectmen	BOS Meeting Room

**7. OLD BUSINESS**

**A. Votes taken after Nonpublic Session on May 13, 2025**

- 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. 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 Selectman, 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 Magdalena Whittemore, each respectively, for a period time through vacancies of the Finance Director and Town Accountant, and such action contingent upon the new Finance Director's 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.

Chairman Dumont: No questions, we will move on. I do want to take a quick second to apologize. I forgot to mention somebody that's out in the public, and one member of our staff, Mr. Michael Johnson, Director of Community Media, does have an item in front of us tonight, but I missed him in the first round, so I just want to say thank you for being here.

**8. NEW BUSINESS**

**A. Target Site Status – Engineering/Informational (Presentation)**

Chairman Dumont recognizes Town Engineer, Elvis Dhima.

Probably a favorite item for tonight. All right. It's all right, I'm sure they're watching, everyone. Hopefully it's a good opportunity for everyone to kind of go over everything. So let me get this fired up real quick. **[Preparing slide show]** I tried this earlier, and the mouse wasn't working, so I thought Mr. Sorensen was trying to sabotage my presentation today, and I could not be—I did not trust him any further, so I took my own laptop today.

Selectman Vurgaropulos: Well, there's a non-compete clause for presentations.

Elvis Dhima: Right, yeah. No, I don't have the Excel sheets he does, but we're going to get there eventually, I think. So, before we start, as you all know, we have a significant size project in town. There's been a lot of questions, you know, concerns at some point. I think you have received a lot of emails. I think the way you have handled it, it's been the proper way, which is submitting those emails to staff to handle them. We're going to go over, you know, who is responsible for what. I think that's something that Selectman V. actually brought that up in the last meeting, to who is responsible for what. And I think it's a good question, and hopefully we're going to go over it tonight. As we go through this, please ask any questions you have. So don't wait until the very end. I think that's important to answer it as it's fresh on your mind. We'll take five seconds, answer the question, and move on to the next slide. So that's basically the theme in a nutshell. As I said, tonight is not about opinions. You know, this is just about facts, timelines, information we have available, information that the state has available, and then information that's available on the town website as well. And then we'll go from there. So hopefully it turns out to be a productive item for tonight. So, with that said, let's see if we can get this going. He's already struggling. There we go. So, Target site status as of May 2025. **[Slide 1]** So, what we know about this so far is the wetlands and non-specific permit was

issued in May 2021. This is basically the wetland crossings within the site. Department of Transportation approved the project or all the off-site improvements related to this project in December 2022. Alteration of terrain permit for on-site with the AOT number that was issued in January 2023. The town approved the project in January 2023, and then a pre-construction meeting was set up for on-site activities in August 2023. There's also alteration of terrain permit for off-site improvements, work that you've seen out there on Lowell Road. There's drainage related to that particular off-site improvement. That has a separate permit. As you can see on the slides, there's an AOT permit, so anyone that's interested can actually go out there and find more information about this. We put quite a bit online, and I'm going to go over this through the slides. That's basically kind of the timeline as far as when we got the permits from different departments, most of the state. **[Slide 2]** As this project started, we started having some dust events. You all got the emails. I got the emails. Everyone else got the emails. It started in early March of 2024. Now, they had something in place there related to fugitive dust mitigation that originally was dated of December 20th of 2023, and it was updated as of March of 2024. What happened is there's not much you can do in March during winter conditions, so there was a perfect scenario where the ground was exposed, and they could not apply water because you had below 32 temperatures, so the lines froze. They could not keep, basically, the site under control, and you basically saw a site out there that looked from the Dune movie set. It was the real deal. What did we do after that? After that, they updated their mitigation, and they added an additional organic layer that's basically applied to all the exposed areas on the ground so you would not see all those particles fly out if they didn't have a chance to apply water because, as I said, you really can't apply water during winter conditions. It's very tough. You assume that there's snow out there, and that's what holds it together, like this year, but that wasn't the case in 2023. So, part of these mitigations, the additional mitigations that they added, they added a second water tank to that. **[Slide 3]** This is a blown-up of that document that I just showed related to, basically, dust mitigation, and they talk about utilizing mist systems, water tanks, how they're going to spray the ground, how they're going to deal with extreme dry conditions and what they need to do, how they're going to handle stockpiling materials, things of that sort. So that's all into that document, and if you want to get the document, just let me know, and I'll e-mail it to you as well. We probably can upload it on the website as well as I'm talking about it. **[Slide 4]** What do they look like at the site? Those two things that you see up there, those are mist control devices. What they consist of is, basically, it looks like a glorified fan. It takes water and basically breaks it up in the air and then shoots it up about 20, 30 feet. What that does is if there's any dust, it's catching it and bringing it down, so it does not basically go further. We're looking at a residential area here, which you can't see, but this is the tree line here, and I don't know why it's not showing, but it's in the background. I can see it here, but I don't know why it's not showing. Why is my mouse not showing? One second. I think this is important. Right over here, you see the tree line? Below that, it's very, and I have better pictures further down, but right here, it's what we refer to as the sound wall. So, this mist devices were prior to that, somewhere between the significant, the majority of the construction event that was happening at the site or the building, if you want to call it that, and the sound wall as well. So that's where they were kind of placing, trying to catch most of that before it got into the sound wall. Let's see here. **[Slide 5]** This is the storage tank that I have out there. It's basically a 10,000-gallon truck. It's been elevated. It takes water from our system, and then it basically feeds the water truck. This is one of them. There's two of them at the site right now. **[Slide 6]** The next one is, you've got the mist, close up. You've got the water truck. It's pushing basically water in the front and in the back. This particular case is just the back, and then this is where the storage tank is at the site. **[Slide 7]** Fugitive dust events continue to occur when strong winds are present. So even though they're out there doing basically, you know, watering the site with the mist, you still have certain days where there's very strong winds and you're still having dust leaving the site. We reached out to the Department of Environmental Services at DS, and we asked them to get a second opinion. I think residents as well were recommended to go out there and reach out to the state as well because most of the permits related to alteration of terrain are state regulated. It's not town regulated. So, with that said, DS did go to the site in August of 2024. They brought their own staff to get their own assessment of the situation, and what they found out of it is the only thing that they didn't have and they should have was an earth processing plant was out there. They needed a permit by notification. So, what is an earth processing plant? It's basically a big sieve machine that's sorting out different soils. So, the loam goes here, the stone goes over there, fueling goes over here. So, a lot of stuff that was at the site was reprocessed for the purpose of using it for fill. It was a very balanced site. So that's what that was. It appeared that the permit by notification, which is not any different than if we have a fill culvert and we need to fix a culvert, we don't need a permit by the state. We're just simply telling them, hey, I'm fixing this. This is what I'm doing. I'm just giving a heads up, and that's the end of it. That's why it's called permit by notification. You kind of get the permit just by notifying them. With

that said, in October of 2024, a permit by notification application was submitted to DS by the contractor. On November 7th of 2024, a permit was issued by New Hampshire DS related to that plant. Five days later, the contractor tells DS, I'm done with that plant. I no longer need it. It's not even in New Hampshire. And a letter of deficiency was issued in December 2024 by DS saying, hey, if that plant ever comes back, you need to let us know. But no further action is required. **[Slide 8]** So, the next slide is basically what that looked like out there. This is not from the Target site. This is kind of pictures from the web. But that's kind of what it looked like out there. They had different belts, and they were moving stuff around. And that's basically it in a nutshell. Go ahead.

Selectman Guessferd: So, with regard to the letter of deficiency, the deficiency, I just want to make sure I understand it and the folks out there do too. This wasn't necessarily a deficiency by anybody in particular, right? I mean, what does exactly that mean?

Elvis Dhima: The letter of deficiency basically meant that they went to the site, they looked at everything, and the only thing they found is that they should have had a permit notification for processing material at the site. And the threshold was 150 tons a day. When the contract went out there, they thought they were under the threshold. When the state went out there, it says, no, I think you're processing more than 150 tons a day. Therefore, I think you need a permit. Can anyone really measure it going out there and saying, I brought my truck over, I put 150 tons on it, and it was 150? Not really, but I think the state kind of felt that it was on the conservative side to say, you know what, why don't you put a permit notification in just in case and then go from there. So that's what. It was a full assessment by the state about the operational terrain permit that they issued. And what they came up with saying is, yeah, you should have one in place just in case. It's not any different than if I go out there and they got silt fence out there and they're missing a portion or a portion needs to be redone. And I say, you know what, everything looks good, but when you get a chance, can you please put that up when you get the chance, because it's kind of looking down or you need another layer of it. That's kind of in a nutshell, but it did not conclude in any further action from the state. If there was an issue from them, they would have said, that's it, shut it down, you can't do it anymore. They said, listen, just submit it because it's by notification and that's the end of it. So that's basically it. Is there any follow-up?

Chairman Dumont: Yeah, real quick. So just to clarify a little bit further, all of these permits that are state regulated, the process that runs the state, the approval that's given by the state, those are all required in the site plan approval, correct?

Elvis Dhima: That is correct, yes.

Chairman Dumont: Required through the Town of Hudson for them to obtain these permits?

Elvis Dhima: No, we are required to have all the state permits that are applicable to the site. So, for this particular case, that is correct. So, for this particular case, we know that the state permit was required for alteration terrain. So, basically our process kind of ends at do you have a state permit, yes or no? Yes. Anything beyond that as far as sweep and every monitoring and all that, that kind of falls on the state.

Chairman Dumont: Correct.

Elvis Dhima: We're being basically a good partner with the state by saying, hey, we have an issue here. Can you come out and look at it?

Dillon Dumont: But because we as the town don't make the final say whether or not it's necessary, our approval covers the applicable ones.

Elvis Dhima: That is correct.

Chairman Dumont: If it becomes necessary, it's part of our approval as well that that is a requirement, correct?

Elvis Dhima: Yes, but we can't enforce those. We have to have the state enforce those just so we're on the same page.

Selectman Guessferd: That's a general stipulation with the plan, correct?

Elvis Dhima: That is correct, yes. That is correct. So, for this particular case, and it's a good question. For this particular case, we require that the state approve the wetland crossing for the road. We require that the state approve the alteration terrain permit for the site, approve the alteration terrain for offsite, and also DOT approved all the offsite improvements that are not within our right-of-way. We have all those. And when that basically got locked in, if you want to call it that, then that's when this project was complete as far as I'm concerned. So, we had

an approval with all those conditions. When those conditions got approved or met, then we're good to go on the construction.

Chairman Dumont: How long, and maybe it was in the timeline before, but how long from notification to when they provided that permit by notification?

Elvis Dhima: It wasn't long. **[Slide 9]** So, yeah, so in August they were notified, the site contractor got notified that they need a permit by notification. And in October, so September, so within two months they applied for the permit. And then within a month the state actually gave them a permit. And then within five days they said, we no longer need the permit because this is no longer in. It was kind of like after the fact.

Chairman Dumont: No, no, that's fine.

Elvis Dhima: But I think here, because we kind of talked about it, I think the main thing was we're not using a certain amount. I think the threshold is 150 tons. If you look at the permit, and by the way, the letter of deficiency is available on the town website if anyone wants to look at it under the target. So, you can dive into it. But I think the threshold is 150 tons. So, I think when they started the process they thought they didn't have as much. And as I said, when the state went out there like, well, it's one of those things you probably should have it and not need it versus the other way around. But that was the only thing that really they found that should be addressed.

Chairman Dumont: Last question, do you know when in August they inspected the site?

Elvis Dhima: I don't know. I don't know if it's in the middle, but I think it was a result of the March event of the dust. So, we were dealing with a dust event and we're like, can you come in and have a second look at this? And as we got into the April and May, and I think residents were also advised to reach out to the state as well because it's their permit, because we were doing our part. And then the state came in in August. I can't find out, but it's somewhere in August. And actually, if you look into the letter of deficiency, it might be stated there when they actually came in. So that's in there as well if you want to get a date. I don't know if they actually had an actual date or not. They just said in August. And I spoke to them and they were very pleased with the way erosion control was in, how the whole setup was in place, and that was the only thing. And my experience with them is that they can only find one thing that's not a bad thing because they usually come in and they have a whole list, but there wasn't us. But that was it in a nutshell. That's the only thing they were able to find when they came out there. We were trying to address the same issues we were doing. **[Slide 10]** So, the letter of deficiency, as I said, it's available on the town website if anyone wants to look at it. If you go under Planning, Target, it's one of the supporting documents. You can see the details. You can't see much here. It's very blurry. It wasn't done intentionally. I want everyone to see it. But everyone is like, you did it on purpose, Elvis. I know it. It's available. **[Slide 11]** Now this is a very interesting one, interesting picture. So right over here, you see these arrows? This is where the stone wall, where the sound wall starts. And this is basically the layout. So as of November 2024, they were still working on the sound wall. So, this is the first one. And then the second one is on the lower end right over here. And this is all the residential area adjacent to it. This wall is about 500 to 700 feet away from the residential area. So, there was a lot of earth moving going on there between 2023 and 2024. They were bringing 10, 20, 30 feet worth of basically earth berm before they started building the sound wall. So, there was a lot of moving pieces out there, equipment and dirt. So, during that time, there was a lot of earth, and I think that's what kind of created the dust issues out there. It wasn't that it was coming from the side. It was because it was coming from the side so close to the residential area. Go ahead.

Selectman Jakoby: Does this show also where the trees were taken down that weren't supposed to be? I thought it was on the left.

Elvis Dhima: Yeah. I think maybe it's these ones right here. I think these are the trees that were taken out. I don't know exactly, but this is it right over here. And I think they were trying to use some of this dirt to fill this out, but I want to say it's these trees right here, this pile. So as of November 2024, the sound wall and fence is complete, and that created another layer now on top of the vegetation of basically that dust being prevented from traveling from the side to the residential area. I think that helped quite a bit.

Roy Sorenson: Elvis, I got a quick question. Was that wall part of the original plan?

Elvis Dhima: Yes. And the reason for that is there's been a lot of conversation about it. From what I remember, and I attended pretty much every meeting, is, well, you know how it goes. Yeah, I know. I remember this. That's what we all say. We all attended almost every meeting. I know it's been five years, right? So, who knows? And it was COVID. After it got COVID, who knows what's what. But what I recall is that they wanted to create a buffer between the site



and the residential area for noise, for lighting, and for privacy. So, you know, you can say the developer brought it up from public input. I don't know if it was a combination, but either way everyone agreed that this was going to be put in place. And it costs a lot of money to put this in. So, I tend to say probably the developer didn't want to do this more than, you know, other people. And we have done this in the past, you know. But long story short, this was kind of discussed numerous times during the approval process, and everyone agreed that this would have a better product in the end of the day because it's going to create more privacy, it's going to reduce noise issues, and it's going to reduce light issues. After all, I mean, they call it the sound wall for a reason, right?

Chairman Dumont: To follow up on that, so, again, that was the beginning of the approval process. That was when they had three buildings.

Elvis Dhima: Three buildings, correct.

Chairman Dumont: And how many square feet compared to what's going to be out there?

Elvis Dhima: So there were three buildings close to 2 million square feet, and it's down to one building, which is going to be 1.6 million square feet. But then there's a couple or a few hundred thousand, you know, additional mezzanine or like a second floor within. So I think the square footage-wise is about the same. But instead of three buildings, it's down to one.

Chairman Dumont: The other thing – The building height remained the same, or did that increase?

Elvis Dhima: Say that again?

Chairman Dumont: The building height?

Elvis Dhima: The building height remained the same. The only thing that changed is the building got further away from the residential area. So, the original plan, I think, had the building right where the sound wall is right now, about 500 feet away. With the new building, they pushed everything closer to the Circumferential Highway, and then where one of the buildings was going to be, that's where they put the sound wall. So, everything got pushed further away from the residential area to reduce the impact, which I thought it was a better product in the end.

Chairman Dumont: No reduction in the size of the sound wall?

Elvis Dhima: There was no reduction on the sound wall, correct. Everything remained the same, correct.

Selectman Jakoby: And just for the public, and part of it was that the sound wall had to be put in first.

Elvis Dhima: Correct.

Selectman Jakoby: And they did do that.

Elvis Dhima: Correct.

Selectman Jakoby: So, I just wanted to reiterate that.

Elvis Dhima: No, and that's a good point. So, before they got the building permit or the foundation permit, the sound wall had to be basically put in. That's correct. So that's what happened. Once it got completed, then the asphalt had to be put in place, and then it had to be vegetation that went with it. So, this is kind of what the sound wall looks like.

**[Slide 12]** These are some pictures from both sides, the Target site and the residential site. As you can see right over here, this is basically the erosion control they have in place, a steel fence, hay. You got what they refer to as the orange or the snow fence. So multiple layers, in some cases two or three rows. And then they have the landscaping that consists of a lot of trees, about 6,000 or 7,000 trees. And they did some hydro-seeding last year to stabilize the site. **[Slide 13]** This is another picture. They put a lot of effort into this, and I don't know if you can see this or not, but right over here, you see this arrow? These are irrigation lines for thousands of trees to make sure that they wouldn't die, because they're required to replace them.

Selectman Jakoby: That's right.

Elvis Dhima: So, you would see these white tanks out there, about 500 gallons, and they would fill them up, and then this is going to basically feed all the trees that were putting in, and a lot of effort put into it. And they didn't do this themselves. They ended up hiring a third party to do this. So, a lot of effort put into this, and it was just separate crews, 20, 30 people just working on the trees. They kept the trees that they brought in from nurseries into a shaded area to make sure they didn't get cooked while they were planting them. So, very thorough. Now, we've gone out there. Some of them have died, obviously, and they're supposed to replace them. We have a significant bond in place, about \$4 million, just to cover the landscaping, and it does not include the side improvements related to the water in

the sewer. So, we have a significant amount in guarantees that they're going to do exactly what they committed to when they got the approval. But that's kind of what it looks like out there. **[Slide 14]** Now, one of the things we did too, in late 2024 to 2025, we were concerned that the dust was going to continue, you know, issues were going to continue to happen. And during this discussion was some clarification on the dust issues. It appeared that some people were under the impression that it was going to be dust prevention. If you look at the approval, it talks about dust mitigation. So, the applicant, the owner of the site, is expected to do everything they can to reduce the dust and to mitigate that. I don't think anyone was under the impression they were going to prevent it 100 percent. So, what we did is, you know, we asked ourselves, well, when it happens, are you breaking any rules? You know, we don't control anything in our rule, but how does the State keep an eye on this? So, Clayco decided to set up six stations related to air quality and install them at the site. I'm going to go over the locations with you real quick, just to get yourself familiar. So, this one up here is next to the circumferential highway bridge. This one is adjacent to the river, and then there's two stations here. One is before the sound fence, and another one is right at the tree line with the residential area, right over here. We have one by what's left of the gulf, of course, you know, the little area that got left over there, the Friel's. And then right over here, there's another one set up right behind Mercury Systems. Now, on your right-hand side, you got the station being labeled, station one, two, three, four, but the one adjacent to the residence is station four and five. So, that happened in February 2025. Again, why? Because we felt it was another layer related to, you know, fugitive dust mitigations. Because we were going out there, we're like, all right, we can see dust. What does this mean? I don't know. Are you breaking any rules or no? So, this is at their cost, obviously, and this is something that they agreed to. So, we wanted to make sure that starting 2025, we had additional tools that we can say, listen, if there's another event, we need to know where we're at. **[Slide 15]** So, Environmental Protection Agency, also known as EPA, it's got a National Ambient Air Quality Standard. And basically, what that means is over an average of 24 hours, threshold concentration of 150 micrograms per liter. That's basically as high you can go. If you go over that, you have an air quality issue. Dust events, we had significant dust events in March 7th and March 8th. And we got emails from the abutters, from the residents. So, I requested Clayco to basically provide reports related to air quality for those two days. And that's what you're seeing out there. The line in red represents 150 micrograms. And the blue line reflects basically the air quality throughout the two days. And both of them are under 150. **[Slide 16]** Now, you'll see on the next one, this station number three, which is basically adjacent to the remain of the golf course, the range, you'll see at one point, we saw a spike of 220. So, you know, you would say, Elvis went over the threshold. Remember, it's 150 parts over a period of 24 hours. So, if you hit 220 and you remain there over that, that would be an issue. So, on the 7th and on the 8th, we had one occasion when there was a spike. It's always low road, if you want to call it that. And then the rest was below. **[Slide 17]** This is station five during the same day, for the two days. As you can see, it's 150 is right here. And this is basically the residential area. It's basically somewhere between zero to 20. On the right-hand side, we got a schematics of the wind. The wind goes from zero to two miles, two to four, four to six, six to eight, and then everything over eight. And as you can see, in some areas here, we're talking about over, you know, eight to 10 miles an hour, which is pretty significant. And it's, I mean, they have all the information they need to basically determine if they're within their range or not. So, these stations are still out there. And for significant events, when staff goes out and says, I need a report, we trigger a report. 7th, March 7th and 8th was the only one that we felt that we needed some answers. And that's why we asked them for those days. We haven't had an event like that in a while. Another thing that has happened, too, is the building is going up. So, that's created now another buffer. So, it's breaking that wind from Circumferential Highway towards the residential area. One of the things we also did as the building is going up, we requested that they start putting the wall that's facing the residential area. I wanted that to go first. The reason for that is to break that wind. So, it's not picking up and it just keeps going. They did that. They started on the corner and they worked their way either towards the river, towards the residential. And now they're working towards the Circumferential Highway. So, they are responding, you know, to certain requests we're making. And I think that also helped as well. **[Slide 18]** So, currently, a lot of available information for this project on the town website under the planning department. You know, we have a timeline to when it was Amazon and then it was then switched to Target. We have a lot of information related to, you know, soil testing that we're going to get into later. But we do not have any environmental soil testing for this private site. What that means is someone going in and doing a chemical breakdown for what the soil is inside. We don't have that. Now, if there is anything that we should know, it should be on the state website. And that's on New Hampshire DS1 stop. We have made it available on the town website as well. If you go under that, you can click on it, go on the address, and look at everything that's available. So, don't look at your house and you find out you have asbestos ash. It's probably a patent used. But if there's anything that needs to be known, they have it. So, you know, we have sites, for



example, in town that have asbestos, right? You can go into a property and you can find out did you have a hit. We looked into this. There's nothing there for this particular site. Everyone is more than welcome to do their own research. This was also part of the alteration terrain permit. If there was anything that needed to be documented and be put forward, the state would have known. The state also does their own research when they have an application to make sure that you're hitting all the checklists. And we'll go over the checklist too as well. So, even if we miss something, I'm hoping the state didn't. And even though it's their state permit, we kind of do our homework too as well. There's a lot of institutional knowledge in town too. What site are the ones that need to have a second look and one they're not. We have them out there. We're next to Nashua. We know that we have known sites. This is not one of them. It's that simple. So, again, we have one stop. It's got a lot of information. Anyone that feels like they want to do some research and play Inspector Gadget, have at it. I know I did my fair share. **[Slide 19]** And this is kind of what the website looks like, really. You go in. I don't know if you can see it or not, but they talk about underground storage tank. They talk about public pools, underground storage tank, air stationing sources. They talk about wells. They talk about groundwater, alteration terrain permit, asbestos, hazardous waste generator. That's basically for any site that's known to generate waste. Like Bay Zier site across the river where the railroad track used to be in Nashua. That's a known site. And every time you dig there, you're generating waste. And they need to know where that's going. Typically, most of those stay on site. So, if this site was contaminated, they would have barrels in there keeping their stuff at site. That's not the case. So, everything that you need to know about anything that has any documentation, it's here. And it's available to everyone. It's free. **[Slide 20]** Information about the history and the project, as I said, that's on the town website. So, we have two pages under the Planning Board. We have the Hudson Logistics Center proposal timeline. They'll take you through the Amazon project. Then, converse it into a Target. And then, what we also have on that particular page is all the information that we grabbed during the application. And one of those is the alteration of terrain application. Soil testing was included in that application. People actually went out and did digging. And we're going to go over that. That's available on the town website if you want to look at it. And right away it says soil testing. That's alteration terrain part one and part two. It's very big. It's over 100 megabytes. But if you take your time, you'll be able to scan through it. **[Slide 21]** So, what we also have done, too, is we created another page dedicated to the construction activity out there as well. So, you got the timeline from Amazon to Target. And now you're getting into what's currently going on right now with this particular project, which is Target. We have Hudson Logistics Center there. We got pictures. We have supporting documents. Some of the documents you have there, you're talking about what they're doing every month, you know, construction-wise, you know, what they have. This is where you're going to find the letter of deficiency if you like to see it. This is where you're going to find the alteration of terrain permits for on-site and off-site. There's a lot of information there. There's also pictures that represents what's happening there every month. As you know, it's a private site. A lot of people want to kind of see what's going on. I mean, it's just curiosity, right? I've never seen anything like this. I'd like to see it. They're very, right? I mean, it's just, I've seen enough time. I've seen enough of it. Let's just put it that way. So, let me tell you, there's nothing glorious about it. Once the walls are going, I was like, all right, what else? But I think the pictures kind of helped a lot of people to kind of see what's going on. I mean, you can't blame anyone, right? They want to see what's going on next door to them. I don't blame them. But this is out there. It's about five to ten pictures. We try to put something out there that represents different areas of the site and just trying to help with getting people to understand what's happening next door. It's available, as I said. **[Slide 22]** Now, the alteration of terrain, and I don't know if you can see this or not, but there's some arrows here. And the first one talks about the name of the soil scientists who performed the survey, the data soil survey that took place. That gentleman's name is right here, James Gove. He works for Gove Environmental Services. This gentleman's license is 004. This guy probably came up with the program, right? He's like, you know, there's some money to be made here. Let me give myself a license and get to work. That's what I would have done. So, this guy has done this for a long, long time. Some of the things they need to do is they delineate the soil boundary of the wetland boundaries and the soils at the site. This is part of what they need to do for alteration terrain permit. They also needed to put a soil symbol. They also need to put a key or a legend related to the soils that was at the site. And they need to do a hydraulic soil group as well for the site. That's part of the requirement for alteration terrain permit. Someone needs to go in and start digging and tell us what's in there. That's what took place. **[Slide 23]** Now, this is what the soil maps look like. If you want to dive into that alteration terrain application that I showed you about a couple slides earlier, you see a lot of yellow, right? Anyone colorblind here, by the way? No, we're good. No, blind, but not colorblind. No, colorblind. That's good. We're halfway there. So, as you can see, a lot of yellow, right? That's pretty much either sandy loam or loamy sand. What's the difference? Sandy loam versus loamy sand? Well, in one, you might have more loam than sand versus the other one, you might

have more sand than loam. It's the same thing. You're like, what's the difference? Don't ask me. I'm not a soil scientist. But I do know enough about soils because I have to for the septic system designs. The green here is just pure sand. And then the pink or the reddish, that's wetland throughout the site. That's what that represents. Poor soils, wetland, wetland buffer, things of that sort. Then you see this almost purple looking, those are actually water bodies. So, that's just actually water at the site. So, as you can see right here, this is the residential area here. I want to say, which one is this one? The Muldoon right here. Is this Eagle right here? I think so. So, as you can see, yeah, is that?

Selectman Vurgaropoulos: Eagles, yep.

Elvis Dhima: So, as you can see, there's a wetland right over here, massive wetland area. You have water. And then you see these boxes, this is basically the soil that they found when they did digging around this, along the property line. And this square also represents different soil locations to figure out the mapping. This is the other side now of that development. This is where Merrimack River is. As you can see, more soil testing throughout the site to determine what kind of soils we have. Again, we got mostly sandy loam, loamy sand. We got pure sand right here, and then we have a water body right over here.

Selectman Jakoby: So, can I ask you a question? So, the soil testing is testing the types of soil that is there. Does it also test if there are contaminants in that soil?

Elvis Dhima: No.

Selectman Jakoby: I just want the public to know that.

Elvis Dhima: No.

Selectman Jakoby: So, these are strictly for construction to understand what types of soil we have on the site and where they can do what based on the permit.

Elvis Dhima: Yes.

Selectman Jakoby: Okay.

Elvis Dhima: But if a soil scientist, like including myself, for example, if I'm out there and I'm doing soil testing, if I find like black soils or I know what oil looks like or fuel.

Selectman Jakoby: If something looked concerning or smelled concerning, something wouldn't.

Elvis Dhima: So, basically, the way it works in construction, if you go out there and do something and if you want something else, that's when you do it. You wouldn't be doing basically environmental. Because this wasn't, if this was like, usually you see that when you have a gas station, right? You got a gas station or you have a site that was known to be a gas station, got removed, now you want to go back and see where the tanks were and go from there. You would have a reason. It needs to be warranted.

Selectman Jakoby: Right.

Elvis Dhima: I mean, it's not any different than if you're doing some side work to do the septic and you have a guy doing a septic and the neighbor is like, you know, I don't know what she's up to, but she's up to no good. And then she calls me and now I have to like, you have to do soil testing. Chemical related.

Selectman Jakoby: Right.

Elvis Dhima: Why? I'm just, you know, I'm doing the septic discharge. That's kind of it.

Selectman Jakoby: Yep.

Elvis Dhima: So, as they're doing testing throughout the site, there was no indication whatsoever that they need to warrant anything else.

Selectman Jakoby: Right. Based on, you know, the history there and what.

Elvis Dhima: But also, what they saw in their witness. And as you can see, all those dots over there, that represents them going with a shovel.

Selectman Jakoby: It's a lot.

Elvis Dhima: I would say so. It's probably, probably over a hundred if you look at the overall picture. And again, this information is available online. You can count them if you want to, but based on what I saw, it's probably over a hundred. That helps them draw those and delineate those lines, you know, green, yellow, obviously the water, we can all tell the wetlands not so much. So that's kind of why they're the soil scientists. They figure out what's there and

what's not there. **[Slide 24]** And as you can see on the right-hand side, you got group A soils, which is basically the best. It's beautiful, you know, beach sand. That's the green. That's the stuff you want, right? And this is what you would expect next to a river. Right? You know, you'd expect sand or ledge, I guess. You know, I've seen ledge on the Friary sites. Are you kidding me? Went from sand to ledge. I'm like, only in Hudson. Only in Hudson. Guy jinks himself, basically. That's it in a nutshell. **[Slide 25]** But if you want to break down what you're looking at, is this is the soil types. And you're looking at Aguan, fine sand, sandy loam, and then Aguan, fine sandy loam again. And then a definition is basically, is a series of fine sandy loam, topsoils and subsoils, then becomes loaming sand in the subsection. It's well drained and it goes on and on. And that's basically the definition in a nutshell. Again, this is available online if you kind of want to go over it. **[Slide 26]** So this is one of the things I came up to on the last meeting. Right? And I just, I think this is very important. So, I did this quick schematic. It's not very fancy, but basically what we're looking at is the red line represents the property line. And then this yellow circle here, I mean circle, yellow rectangle represents the building. Within the building, that's the building department jurisdiction, you know, inspection services/building department/fire department. So, any questions related to the building, it goes to them. Fire suppression, things of that sort. That's their jurisdiction. Those are the people that issued permanent related to that. Then you have an area between the edge of the building or what we refer to as a building envelope, and then the property line. Within that, it's engineering department and PLA. PLA is not the public, the People's Liberation Army, it's the planning department. And that's basically, you're talking about erosion control, water, sewer, plants. You're talking about roads access, things of that sort. And then you got the river in the back, right. We have no jurisdiction over that. That's New Hampshire DES, related to shoreline protection. That's EPA, and that's the U.S. Army Corps of Engineers as well. Now on the roadside of things, for offsite improvements, anything within the state right-of-way, that's state jurisdiction. And that is basically from where Goodwill is all the way down to the state line. That's all theirs. Anywhere from about two to three hundred feet on Lowell Road from Lowell and Wason Road all the way down to the intersection and then Wason Road itself, that's where some of the improvements, that's our jurisdiction. That would be myself, public works director, and Planning Board as well. No Planning Board, I'm sorry, planning department. And that's about it. So, when you get an email and people are like, you know, what is the Board of Selectmen going to do? You really don't have a role. So basically, the only thing you can do is forward those to staff and that's what you've been doing. So, there's no role here for you. I mean, the only thing that I can think of is if Target comes tomorrow and says, we would like to work at night, and your ordinance only allows 7 a.m. through 7 p.m., Monday through Saturday, but we would like to do work Sunday. That's when you get involved. That's not any different than the permit that you give to Brox's to have night trucking. That's about it. You don't have, you can't go out there to inspect it. You can't go out there to confirm anything. That's basically it. The Planning Board, it's pretty much in the same position as well. Once it gets approved, it gets handed over now to be executed. Unless there's a significant discrepancy there, and the contractor or developer is not listening to staff, then we'll shut the job down and send it back to the Planning Board. Because I'm not going to sit there and argue with whoever's running it. You know, at some point I'll be like, you know what, I had enough. Shut it down. You deal with it. That hasn't happened. Have we shut jobs before? Yes, I've done it a couple times. There's nothing glorious about it. But it's happened. That's it. So when, again, when people reach out to the Planning Board for certain things that have already been approved, there's no role there. It's unless, as I said, unless planning department staff or engineering or zoning says, hey, I'm having an issue and they're not listening, there's nothing for us to do. And that's kind of it in a nutshell. Then you got the state, then you got the feds, and so we have our own little circle. And that circle is pretty much within the property line for what applies to us. Within the property line, you know, if you have alteration terrain, that's the state. So, I hope that kind of gives everyone an idea to kind of where everyone stands. Do we have any questions, any follow-up? I hope I didn't go too fast.

Selectman Vurgaropulos: Thank you for working on this. This is a lot of information and I appreciate the website being updated.

Elvis Dhima: Yeah, we thought everything that's going on maybe was a good catch-up or just kind of like bringing everyone up to date. So hopefully, hopefully answer some questions, hopefully.

Selectman Jakoby: I just have a couple of questions. Was there a stop work at one point?

Elvis Dhima: No, there was a conversation. There was a, how do I say this?

Selectman Jakoby: Because I caught, we had, you and I had.

Elvis Dhima: It was a, it was a mild ultimatum, I guess, if you want to call it that. So, if you did not meet the certain thing by a certain date, we'll shut it down, yes. So basically, what happened is there was a, there was an issue with

the tree line. Okay. That was, and basically, they were given a week or two to basically either issue it right away or a stop work order was going to be issued.

Selectman Jakoby: Okay.

Elvis Dhima: And they basically submitted plans, said here it is, this is what we're going to do. It got approved by staff and that was the end of it.

Selectman Jakoby: So as each request or concern came up, they worked with you very well, you would say.

Elvis Dhima: Yeah, as of tonight. I don't know what's going to happen moving forward.

Selectman Jakoby: I just wanted to clarify. Yes.

Elvis Dhima: I just want to be like, you know, that might change tomorrow, but as of today, yes. And it hasn't been perfect. I just want to say that, but they've never come to a point where we had to really lean on them, except that one time about the trees. I think there was a lot of hands involved there and someone had to take the lead and they did eventually, but yeah, they got close within a day to shut it down. Yes.

Selectman Jakoby: Okay. And for the public, there were just some trees taken down that weren't supposed to be taken down.

Elvis Dhima: Yes.

Selectman Jakoby: And then there was medication negotiated.

Elvis Dhima: Yes. So, for every tree that cut down, and not all of them were healthy, but for every tree that cut down, they're putting two back. And in addition to that, they're putting a bond performance related to that work. Yes. And that needs to be done prior to getting a CL. Correct.

Selectman Jakoby: Okay.

Elvis Dhima: I just want everybody put in to make sure that for every tree that they took down to put back. So that's going to be basically verified by the NAS bill. Yes.

Selectman Jakoby: Yeah. And I think the only other interesting point that I just want to bring up for the public is having visited some people down in that neighborhood and understanding that they're trying to mitigate dust and dirt. I think part of what's coming up is one, the amount of dirt that is physically on their houses because of the project and the amount of dirt that is like flying in or has flown into their homes. So, I want to just put that out there. That's some of, for people not living near it, it's kind of that what's medication and what's, you can't stop it. And where's that balance? And I just wanted to share that some of the things that we're hearing. Just to give a perspective.

Elvis Dhima: Yeah. Yeah. Yeah. It was a concern at first because it was, you know, it was pretty intense at first as we were dealing with this, especially when the whole thing was wiped out, especially when there was a lot of construction happening adjacent to them. No one is disputing that. I think including the contractors. One of the things that we did was we sent the contractor out there to kind of address. And they talked to some of the residents.

Selectman Jakoby: Yes.

Elvis Dhima: I don't think they agreed to it a hundred percent. You know, they had a certain position, they had a certain position, but we really couldn't do anything. We were stuck in the middle. We were playing the mediator. So, we put everyone together, talked to each other, figured it out. But at the end of the day, it's really like, it's not like we're measuring by the gallon. If you have a certain amount, you're going to be done. It's that one of the things they did is and I know it wasn't enough and it wasn't considered to be enough, but they did provide and they're still available. We have, I think, six or seven left is passes for car washes. And I know that it wasn't enough because they're only like 20, 30 bucks, but it tried something and that's still in place. But I think I want to say based on what we're seeing is that there was more of 2023, early 2024. I don't think that's the case moving forward.

Selectman Jakoby: Right.

Elvis Dhima: I haven't seen it. We're keeping an eye on it because obviously that's something that we want to, you know, we want to respond, right? We have certain expectations. We're out there and we're expected to respond. We haven't seen that. And I think, as I said, between the sound wall, the vegetation, the fact that the building is going up, I think it's broken a lot of it. The other thing that we're seeing too is that there's a lot of hydrocedium being applied as well. So, I think that's going to help with that. And then when this is done, there's going to be something else. There'll be traffic. I mean, it's never going to end. I think we need to expect that, right? I think it'll never end. Nothing

ever ends. But the dust issue, I think, has calmed down a little bit. I think one of the things that came up was, you know, some of the comments that were made. I'm not going to get into it. I think if you want to see some of the comments that were made at the Planning Board to clarify that, it appeared that someone misspoke. They talked about it. I think they tried to clarify what they meant to. And I think that was it. So that's kind of where we're at. We don't see anything of concern. If there was, we would have made it available. We don't have anything that we're aware of to bring anything up. And we can only act on things that we're aware of. We also told people, if you know something we don't know, let us know. And then we'll just send it out to the state.

Selectman Jakoby: And just to clarify one other point is, so if there was asbestos or something that was aware of, the New Hampshire DES would have had that through the site that you gave us, and that would have been indicated. And that was not the case, as per what Mr. Sorensen had said.

Elvis Dhima: Like a dump site, yes.

Selectman Jakoby: None of that is on that property, according to what we could see at the DES.

Roy Sorenson: If you go on the one-stop database, and you look at the map in New Hampshire, you'll see, I mean it lights up quite a bit. And that site doesn't.

Selectman Jakoby: Yeah, so I just want to put that out there. That the staff looked and saw nothing.

Elvis Dhima: And I've heard stories, you know, from other people like, you know, there's a lot of stuff, you know, a lot of ground was, you know, disturbed in the 60s. And they took the good stuff and they put the bad stuff in. You know, we have 9 Industrial Drive, exactly that. They took the sand and they filled it with asbestos in two different locations, to the point that when the town went out to fix it, they end up having with two cells versus one. So, there's no indication this was the case.

Roy Sorenson: Correct. I think on the soil, if you look at the soil report, though, you'll see that their soils were just moved on that site when they brought that golf course.

Elvis Dhima: And they indicate that they said there's a lot of disturbance. They took it from here, they put it over there, but they didn't see, didn't indicate any foreign soil.

Selectman Jakoby: That that was foreign soil. And I think that's important for the public to be aware of. So, I thank you. I just wanted to clarify those things that I continuously hear. But no, I appreciate, I appreciate the detail.

Elvis Dhima: And I think when people hear something, they kind of jump to conclusions. And the good news is, at least in this state, there's a lot of information. You know, so if you don't believe the local government, hopefully you believe the state government. Go over there and get it from me. If you don't believe them, then go to the federal. Good luck with them. But I think it's important to state that we can only provide what we have. If we don't have it. I can't give you something I don't have.

Selectman Jakoby: Well, and I think the one other thing is, yes, just I'm sorry.

Chairman Dumont: And then I'll be good. So HCTV can keep track of everything. It's a lot easier.

Selectman Jakoby: I'm sorry, I have one final follow up. Just as far as the Board of Selectmen. I think this, this is our role to bring information forward and to ask the staff questions. So, I think we're fulfilling our role for this project tonight very well. And thank you to both to the staff for putting this together. Because I think oversight is the important role. So, thank you and that's all I have.

Chairman Dumont: I have a couple quick things since you brought up about comments that were made at the at the Planning Board. You were there, I know, Selectman Jacoby attended a lot of them, Selectman Vurgaropulos, I guess, Selectman Morin and myself as well being on the playing board at that time. The only conversations that I can recollect, and if you can correct me if I'm wrong, were conversations that were talked about the wildlife specialist.

Elvis Dhima: Yes.

Chairman Dumont: That wildlife specialist that came in that I think we spent easily two meetings on with public input involved in that was about how in their expertise, the site would actually benefit from this type of development over the golf course that was there. And that with the conservation easement in place, and the open space that was going to remain, the wildlife would actually increase in that area. And the land would prosper a little bit more versus having a golf course there.

Elvis Dhima: So that was the assessment also done at the conservation. So, there was a lot of that discussed at the Conservation Commission, because they had to sign in for the, you know, what we refer to as a special exemption,



but it used to be wetland special exemptions. So, they were involved with a buffer, and that came up numerous times. There was also indication that there was nothing there like, you know, talk about a bunch of bunnies and a couple of beavers, this and that, but there was nothing there like, you know, unicorns or things of that sort. But I know, I know, we asked for it. But to your point, Selectman Dumont, you're right. I think they basically provided 120 acres out of the entire site for conservation. That's going to conservation. I think a lot of us forget about that fact. Out of the almost 390 acres, 120 is being dedicated to. That's also, it needs to be, everyone has to be reminded that there is a significant shoreline protection buffer that they actually handed over to the town to build a future walkway along the river if we choose to do so. They handed that, so we have a significant buffer between the property and the river as well that we have access to. So, if we ever want to build something romantic there, like a nice walkway, I'm just kidding. We don't have that kind of money. But if we do down the road, we can do a dream, right? A vision. Selectman, I mean, Mr. Sorensen could put in a nice visual about that, you know. But that's in places that's in place as well.

Chairman Dumont: So, I just wanted to make sure, and I wanted to clarify that, because I know the talk has been around soil. That's not our purview. But as far as things that are required under a typical site plan of this size, was a wildlife specialist that did bring that person in, and they spoke to the issues around that.

Elvis Dhima: Numerous times at the Planning Board level and at the Conservation Commission level. Because conservation, I believe, I think the process from the beginning to the end, reviewing it, and giving their recommendation to the Planning Board about the work within the wetland buffer, it took about nine months. So, there was a lot of site visits, discussions about that. And they had a, I think it was like a biologist, I want to say, like a certified biologist that all he dealt with was actually wildlife. And he did a whole mapping of what he saw. So, they did surveying out there. They used what the state had for database, and then they built on that. So they had their own sensors and stations. And they basically said, we've seen one indication of a white-foot bunny or whatever it was. And then a couple other things. And that was the end of it. Yeah, it's like, what was it? What was it called? A what tail? Yeah. You know what I meant. It's been a while. So, but there was some of that. But basically, it was nothing of that the state felt that they would put the alteration terrain permit on hold. That's one of the things they also look at your point is the wildlife and anything when these are species or habitats, when it comes to alteration terrain permit.

Chairman Dumont: I just want to clarify, that was a major concern brought up was about soil, but the real topic was on the wetland wildlife specialist. One other thing that I wanted to bring up. So, the only issue that was over there was the tree line that Selectman Jacoby brought up.

Elvis Dhima: Yes.

Chairman Dumont: Now, from what you're telling me, it sounds like you actually advocated in the position for Hudson and received a better buffer going forward than what was already there, because the no-cut area included trees, undersized trees that were not going to survive. What you had them replace, or the staff had them replace is twice as much as what was there, but a healthier buffer.

Elvis Dhima: Yes. And that is correct. And also create a habitat for wildlife, too. So, the way they created it, and we can make a landscaping restoration plan available. Basically, their thought process that the architect that came up with it, the landscape architect, better habitat for the wildlife there versus just open tree lines. They actually created an area where animals can hide things of the sort. I mean, I've seen a coyote out there. But yeah, you do see wildlife there. I've seen them, turkeys, stuff like that. But their idea was, yep, we made a mistake. And that individual showed gross negligence. I asked him, that person, to be removed from the project. I still don't talk to that person to this day, because I just thought it was unacceptable. I think it was a huge failure on their part. On one individual, really. It wasn't a whole group. I can't blame the whole group. But it had to be recognized. We all make mistakes. We talked about this at the Planning Board. I couldn't ask them to hang him for what he did, because I think we're kind of like a bit beyond that. But they had to make it better. And we held them to it. And yeah, the job was going to get shut down unless we saw that they were serious about restoring the site.

Selectman Guessferd: They were accountable.

Elvis Dhima: Yeah, absolutely. You screw it up, you got to own it. And that was it. It was very upsetting. I mean, because it was clear as day. But it's construction. Things do happen.

Chairman Dumont: And that's the major thing. I think it was just worthwhile for the public to hear. Because where there is authority, you've taken action where necessary. I understand that it's not where everybody would like. But

again, we have to follow certain guidelines. And we all have rules to play by. So, I appreciate that. And I believe Mr. Sorensen had a question as well.

Roy Sorenson: No, I think we just covered a lot of it. I think Mr. Dhima is getting at the filibuster stage at this point. I'll play the thief. Just the complexity of the project, right? So, the conditions of approval and what they have to meet. Just real quick, talk about that just a little bit.

Elvis Dhima: So one of the things that have come up is there's a lot of conditions of approval. It's about 70, 75 of them. It's a lot. And it includes their legal obligations. It includes what they're going to give to the town when they get the CO. It includes what they're going to do with the schools, what they're going to do with the landscaping, what they do with the Conservation Commission. And the list goes on and on and on and on. All the way down to how many trailers for construction are going to be utilized at the site and who's going to have what. We have our own trail. That's available on the town website. The latest and the greatest one was as of 2023, signed by the previous Town Planner, Mr. Groth. We uploaded that today. I think it was, you know, Mr. Sorensen's credit, I think something that we keep losing track of. So, we put that out there that's available as well. Have a look at the list. You understand the kind of what we're doing. But that's really the Bible. We have to go by those conditions. If they meet those conditions, they're good. If they don't meet those conditions, we have a problem. And the question becomes, is that problem at the staff level or is it a problem at the Planning Board level? As of now, we haven't had a problem. So, has it been perfect? No. No, it hasn't been perfect. We have our ups and downs. You know, we laugh and we, it's like the Board of Selectmen. It's kind of like that.

Selectman Guessferd: We laugh, we cry.

Elvis Dhima: Yeah, we laugh and we forgive each other and then we don't. And then we just mean, and I mean, it's just kind of like that at that level too as well. And some of these folks are from around here. Some of them are not. So, we're kind of dealing with, you know, people working from Chicago, for example. You know what I mean? I never worked with these people. I probably never will again after this. But what are you going to do? They have a set of rules. They have the premise and they have the right to do what they're doing out there. So we got to be, got to be a bit, just like everyone else that owns property in this town, we got to treat everyone equally, right? And that's kind of where we're at. But nothing there of a concern as of now. If there is, I'm on it. So is everybody else that's involved with this. Hopefully this was a good kind of bringing everyone up to date, clarifying some of the things and hopefully we can move forward. And the good news is it looks like they're going to be done by the end of this calendar year. And so most of the construction activities out there on the road have decided to be done. So, let's see where it goes.

Chairman Dumont: Unless there's anything else, we'll wrap up with Ms. Dionne. Another question?

Maureen Dionne: I think you sort of just answered it, but certificate of occupancy given the current status within a year, two years, more or less given the current status of the project.

Elvis Dhima: It all depends when they want to, they want to submit their certificate of occupancy request. And also, it depends on can they actually get us a certificate of occupancy based on what they have available. So just because you put a building up doesn't mean that you meet all the requirements, right? So, at that time then we have to see what their obligations are from related to donations or you know financial commitments. We have, there's discussions about this, but there's no a timeline right now. What we're talking about is where we think the building is going to go up and there's going to be a roof over it. And that's about it. We talk about the offsite improvement. So those are the major things. Once that's done, I'm going to have to figure out the landscaping things of that sort. But as I said, there's a significant size bond in place as well. It's a cash bond really. It'll be millions of dollars from them to make sure that they meet the site plan approval.

Chairman Dumont: Nothing else? We will wrap up and move on. You are the next one up, so we'll probably get through this real quick and then move on to some other business.

#### B. Outdoor Water Usage – Engineering/Decision

Chairman Dumont recognizes Town Engineer, Elvis Dhima.

Elvis Dhima: Thank you, Mr. Chairman. For the ones that were here, we did this last year. Basically, every year we kind of deal with situations during the summer where there's a lot of outdoor water usage. Our average is somewhere between 1.2 to 1.3 million. During the summer, we've seen as much as 2.2 to 2.3 million gallons. As you know, we lost one of the wells in Litchfield, so we only have one well. So, we're counting on the transmission basically line that we have under the river. We also have another transmission line that we can borrow water from on the Litchfield side

if we have to utilize, if things do break. And our transmission line has broken three times so far. And during that time, while we haven't created a restriction, I would like to have that opportunity if I need to, depending on how long things take to repair. So, this is basically being proactive to make sure that if I need to make some changes on the operational water side, I can do that without having to go back to the water supply. Because I don't think it does anyone any good if everyone's out of water. We're having a meeting about it. Like, well, if we shut down the irrigation, that would have been nice. So that's it in a nutshell. You're authorizing me for the next three months to restrict use if we need to. We haven't done this in 10 years that I've been here, but I'd rather just have it in unneeded than the other way around. And that's it in a nutshell.

Chairman Dumont: And you came before us last year.

Elvis Dhima: Correct. And we didn't use it. We didn't use it. Yes, this is the same thing. And this is just for the three, you know, three months of June, July and August. Our advisory on even days is from May to October. But I think usually we see things coming down after, you know, after August, I think September, you start seeing that water come down to, you know, 1.8, 1.7 million feet.

Selectman Guessferd: Just a question regarding it. How for the public, how will the public know that you've, you've implemented tier two or tier three?

Elvis Dhima: They said we won't have water now. Just kidding. I must have just done it. I just found out the hard way. It's a good question. We'll just send a reverse 9-1-1, you know, through the emails, phone calls to the state system, you know, the red alert we have. So just like the school does when there is a snow day, it goes out to everyone. If you sign up for it, you'll get it. If you don't sign up for it, you won't get it. That's kind of how we reach out when we do projects, repairs. It works. The main thing is, if you're not signed up for it, you're not going to get it. So on the town website, we actually have a way for anyone to sign up either through an email or a phone number. And then you get all the alerts that we send out. And we're not trying to sell anything either. I just want to tell everyone, we're just trying to let everyone aware, hey, this is what we're doing. So, if you have a chance, sign up for it.

Selectman Vurgaropulos: What's the name of it?

Elvis Dhima: I think it's, what is it, Genesis? What is it called? Is it Genesis? That's what we use. It's on the, I forget, but if you go on the town website, you'll be able to see. I think it's on Facebook as well. Lorrie, am I correct? I think it's in there and just kind of tells you the step. It's the same thing that the state uses, but it allows you to get notifications. I think it's along the lines when you sign up for Facebook to get notifications from the town, it's kind of along those lines. But we can only reach out to people that sign up for it.

Selectman Morin: With the weather, we're not going to need it anyway.

Elvis Dhima: I mean, a month ago we had a meeting, we're in a drought, we're all going to die. And I told the guy, I was like, how's that working out for you? And he's like, I want to take it back. I didn't mean it. Too late now. But yeah, it's insane. I've never seen anything like this. But yeah, I think we'll be okay. But just in case things change, we have this in place.

Selectman Jakoby made a motion, seconded by Selectman Morin, to authorize the Town Engineer to implement tier two or tier three if and when necessary, during the months of June, July and August of this year. Motion carried, 5-0.

Elvis Dhima: I'll start shutting down the water tomorrow.

Chairman Morin made a motion, seconded by Selectman Guessferd, to change the order of business and have the Habitat for Humanity to move from 8G of the agenda to 8C. Motion carried, 5-0.

Chairman Dumont: So, if you don't mind holding on that motion, I was actually going to turn it over to the Police Department to get back. We had another nomination, but they weren't here in the beginning. Is that okay?

Selectman Morin: Okay. Yeah, that's okay.

Chairman Dumont: All right. So, with that, Mr. Dionne, and I will also recognize Captain McElhinney and Cayot. I saw them come in as well. But it's for Tyler Merrill, Hudson Police, Grange Police Officer of the Year.

Chief Dionne: Thank you. Good evening, members of the Board. It's always hard to follow Elvis. So thank you. I appreciate it. Came here today just to recognize Detective Tyler Merrill. The Hudson Grange had reached out to us and asked for us to nominate an employee of the year from the Police Department. Command staff picked Tyler Merrill. Captain McElhinney responded back to them. Essentially, he was awarded that today at the Hudson Grange. Detective Merrill has taken on a strong leadership role and has been a tremendous asset when training new

detectives. He previously took on this role when Sergeant David Glazier and Detective McGowan now retired into the division, and he has done it again with Detectives Avery and Tamboris. Detective Merrill has been training them in evidence, assisting them with cases, and showing them ropes while carrying on full caseload himself. Further, Detective Merrill continuously offers guidance and evidence investigations to members of the patrol division as well, exemplifying teamwork. He was awarded that earlier today. Unfortunately, he couldn't be here. He has a very young family, and he had to scoot them home after he was done. So, I appreciate the opportunity, sir

Chairman Dumont: But tell him thanks and appreciation for the amazing work.

Selectman Jakoby: Thank you.

Chairman Dumont: Yeah, all right, and with that, Selectman Morin had made a motion to change the order of business moving item G in front of item C, item G being the Habitat for Humanity. So, I will recognize, I apologize, recognize Mr. Sorensen.

#### G. Habitat for Humanity – Administration/Informational (Presentation)

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

All right, thank you, Mr. Chair. So, we have some folks here tonight from the Habitat for Humanity. I actually did get a chance to meet with them maybe five or six weeks back, given that we've had some full agendas. I asked them for a little patience. That's kind of paid off tonight. So, they're here to explain a little bit about themselves and potentially what there might be of an opportunity in Hudson. So, I'll turn it over.

Krista Sokranzas: Thank you. Hi, I'm Krista Sokranzas, Executive Director for Greater Nashua Habitat for Humanity. I'm also a Hudson resident, and I have some board members with me here as well. I have Kevin Colburn. He is our property acquisition lead. We have Jenna Nand, our board president, our treasurer, Nora Boyle, and Maggie Jabe, also a Hudson resident as well, who's on our board. **[Slide 2]** So, I just want to talk a little bit about Habitat. So, Habitat for Humanity International, it's a global non-profit operating in over 70 countries in all 50 states, and we are the local affiliate of Habitat. Habitat's vision is a world where everyone has a decent place to live. **[Slide 3]** Greater Nashua Habitat for Humanity, we were founded in 1994. Our primary mission is to create affordable home ownership opportunities for local communities. You can see the communities that we serve up there, Hudson being one of them. And this tells a little bit about our program. So, our main program being home ownership. So, opportunities for families to apply, build, and purchase a Habitat home, and partner families qualify by being 30 to 60 percent of area median income. They also partner with us. They have to prove ability to pay a mortgage. We do not give away homes for free. They also put in over 350 hours of sweat equity on the homes as well. So, these partner families work with our volunteer build crew on building their home. So, it's really great partnership. They see what the crew puts in. The crew sees the partnership with the family that they're building the home for. They learn how to be a successful homeowner. They learn about basically what's behind their walls. Our last homeowner was able to video before they closed up the wall. She knows where to put a nail in, where not to, that sort of thing. So, it's a great partnership between them. We also do home repairs as well. So, current homeowners that need extra help and can't afford repairs in their home, we have a partnership program that they can apply to our program if they qualify as low income and our crew does volunteer labor. We have partnerships where we receive grants for some of this funding, some sliding scales where the homeowner invests themselves in the repairs. They could pay materials. We pay for the free labor. It's a really great partnership based on each individual account. We also do community improvements. So, we've done handicap ramps for the soup kitchen. Our crew is actually building a swing set for a transitional housing facility tomorrow as well. We've set up food pantries and worked with a lot of local other non-profits as well. **[Slide 4]** So, after this meeting, you can hop on our website. We have some evidence briefs about the positive effects of homeownership. So, this includes the effect on education and health and wellness of the effects of homeownership. Eighty-five percent of our applicants have school-aged children. We, as I said, we do not give away the homes. We work with the family and we offer a zero percent interest mortgage. So, we do sell the homes at fair market value and then we have a second silent mortgage that is not paid back. So, the payments are set at thirty percent of the family's income, which keeps it affordable. That does also include taxes, insurance, and the principal. And then the principal that does come back to us in the form of mortgages, we put into funds to build future homes as well. And on the second mortgage, so what makes it, keeps it affordable and protects Habitat from quick flips or anything like that is the partner family starts earning equity at year five. That increases through the years throughout the life of the mortgage. And then I mentioned the sweat equity. So, an example of that, our last family, Iris, and she has two young children. She was

working full-time. She put in over 400 hours of sweat equity and she would work full-time and then come on Saturdays and build with the crew. Every week she was there. She also set up time to come during the week if we had special events going on, such as women build, team builds, and really became part of the community. It was a really great example of putting her sweat equity in. **[Slide 5]** So, these are in your packets as well. So, I won't read it word for word, but this is just what sets us apart from home, other home builders, and that we work with the partner family from the beginning. We focus on equity, education, and that does say education again, but it means empowerment. We offer financial literacy to the partner families. We work with them. We have a family selection committee and a family support committee that works with them on how to be a successful homeowner. So, how to learn how to budget. We work with local banks. We've worked with a program called Budget Buddies, and the families really get a lot of experience and a lot of education leading up to the mortgage. We have someone who works tirelessly, hours and hours, putting in, explaining things to them, such as, you know, the mortgage and payments and escrow and how it all works through the whole process and is there at closing and hands them the keys. It's really rewarding for that committee as well, and I mentioned the hands-on building experience. That's just, I mean, these families know more about their homes than most of us going in. **[Slide 6]** These are just some images of the way we bring the community together. Our volunteers, our build crew, our home repairs. We have a board member there who repelled off a 24-story building to raise money for us. Team builds. We have special events such as pickleball, playhouse. These are how we bring the community together while raising funds for the projects, and our committed board members as well. Couldn't do it without them. **[Slide 7]** This is where we talk about a little bit more about Hudson. So, we are built. Some of our board members are residents. I'm a resident. We've worked in Hudson in the past, and we have a lot of donors from Hudson. We have a couple recent major donors from Hudson, and North Point Construction is a new partner of ours working with us on in-kind donations and financial support. Well, they've been really great, and they were very instrumental in our last home build, so very happy to partner with them. So, we already feel welcomed into the Hudson community, and we also, if we are given the opportunity to build in Hudson, we could work in that we would give preference to a Hudson family. So, it's a family that possibly already rents in Hudson. Their children are already in the school system. They would bring taxes into the town, and that could be said, if all things are equal, that the preference goes to the Hudson family. We've done that with other towns in the past, specifically Wilton that we last did that with. **[Slide 8]** This is a little bit of some of our community involvement. So, I mentioned team builds. That's where we work with companies that will set up a day, sponsor it, send their employees. They build the home. They get trained by our crew. They have a great team building experience, and they leave feeling part of the home. We've had situations where team build members have come back and donated items to the family, or they talked to them while they're on site. Could you use a rug for your child's room? Things like that. So, it's really a nice connection with the families. We've done faith builds, church organizations, and it's our volunteer crew on our last house specifically put in over 4,500 volunteer hours building the house. So, it's really amazing how they come together. Yes? Selectman Guessferd: On that point, have you reached out to any of the volunteer organizations in Hudson and done this sort of thing with them as well? I suggested you probably do.

Krista Sokranzas: Yes.

Selectman Guessferd: We have a lot of volunteer organizations in town.

Krista Sokranzas: We do, yes. Specifically, I think the Lions is the most recent.

Selectman Guessferd: Lions, Kiwanis Club.

Krista Sokranzas: Kiwanis, we've worked with the Nashua, but it is on our radar as well.

Selectman Guessferd: Yeah, and there's others as well. There's the veterans' organizations, and you'll probably find some folks there that may fit your profile within the veteran's organization.

Krista Sokranzas: Right, that would qualify as a family as well. When we do open up applications for the home ownership program, we reach out to all local towns in our service area. We host information nights, so we would possibly do one at the library here in town, just to really make sure to get that word out that the opportunity is available.

Selectman Guessferd: Any other place to reach out? The library, definitely.

Krista Sokranzas: Yep. I recently met the Building Trades Department of Hudson, so we've talked about is there a way that the youth, if they're not old enough to be on site, but how could we work with them that they could potentially do some pre-construction at the school? So, I talked with Matt Summers over there, and he seems very receptive to



it. I actually worked with him personally on a food pantry too, so I think that community with bringing the youth in, partnerships where they could even do some fundraising on site. We just did something with the DECA program in Nashua, so we could probably even duplicate that in Hudson as well. [Slide 9] So, these are just some of our partner families that we've worked with in the past. So, you see the top left corner is our most recent Iris, so painting her house. [Slide 10] So, I just want to show real quick images of our last building. So, this was our most recent build in Nashua. So, I wanted to specifically point this one out, it was on Granite Street in Nashua, and it was appraised. So, we say we build affordable housing, it's not cheap construction, it's quality homes. This house was appraised at \$565,000. So, the partner family receives an affordable mortgage with payments that include taxes, insurance, and principal, that their total payment is set at 30% of their income. That's what keeps it affordable for the family. So, I want to pass it over to Kevin as our property acquisition lead, so he can just speak briefly about Hudson.

Kevin Colburn: Yep, absolutely. And just to put that in perspective, I'm a mortgage loan officer by day, and I volunteer with Habitat at night, or whenever. So, the 30% of the income, so that house valued at \$565,000. If somebody were to come to me to get a mortgage, pay three and a half percent down, they'd probably be looking at a mortgage with taxes, insurance, mortgage insurance, monthly mortgage payment of over \$4,000. And I believe Iris is paying under \$1,000? No. Is Iris paying about under \$1,000 for her mortgage payment? So significant impact on the families that we work with. I'm a Hudson resident, pretty much lifelong. I did spend some time away after college, but moved back and have been back for the last 25 years. Particular property that I've been looking at, because I've been charged with finding new land, and that's our biggest need right now, is to find land. Can't start vetting families until we have land and know what we're going to build. Atwood Avenue in Hudson seems like the perfect place to me. We brought Chris to buy, and it seems like the perfect place for her as well. Many lots down there are state-owned, I'm sorry, town-owned, taken by tax deed back in 1981. One lot in particular, do you have the slide of the map? Is that up there? I can hold it up. It's probably in your packets. One lot in particular is number 37 Atwood. Kind of an odd-shaped lot. Right down at the end of the road, it's a dead-end street. Pavement goes to about halfway through the property, I believe. And if we could get all or part of that property, I think we could build one to four homes over the next several years. You know, it's basically looking for the board's advice on how to go about doing that. You know, like I said, great area. There's about 20 lots down there that are owned by the town, that are owned by others, and there are streets on the map that don't exist just yet. So, definitely an area that looks buildable, and I know that we'll be interested. If not here, you know, Joan Ave is another area that I noticed. You know, there's probably a story there, too, where one side of the street was developed, the other side is just sitting empty. It's down in South Hudson, right on the Kingsborough line. Probably a reason for that, but any other properties that you might know of that we could build on, we would be happy to know about and see what we can do to acquire them.

Roy Sorenson: We don't have those. You can email those to me.

Chairman Dumont: I would say, on that note, that would obviously, like you mentioned, infrastructure, if you guys looked at it, might be a little difficult over there. There were some new homes that were built. I believe they had to do, I don't want to say it was town water, but they did septic, so you wouldn't have sewer down there, so that would limit lot size, obviously. So, there's just some components over there. As far as the town process goes, I did speak to Mrs. Sorenson about this. I believe we are required to go through a bid process, whether that be open or sealed. We don't obviously have direct authority just to sell off a parcel, so we'd have to do some research on that. Those are just a couple quick thoughts of mine. Mr. Selectman Vurgaropoulos?

Selectman Vurgaropoulos: Yeah, I was just curious. I love the way the program sounds. It really helps a lot of people and does a lot of community. I was really curious as to, so if they're locked in at that 30%, like you're saying, you're paying anywhere close to \$1,000, you have a great mortgage. But how does that affect the length of the loan? Normally, all of us are on like 30s or something like that. So, does that extend out in order to accomplish that for them?

Krista Sokranzas: No, it is set at 30 years. So, what we do is, and our treasurer is here, she might have a little better insight, but we take their income and determine the payment and then multiply that out by 30 years. So, it's kind of the opposite of taking the purchase price and going backwards. So, their payment remains.

Selectman Vurgaropoulos: So, the valuation doesn't actually play into the factor anymore because of the way you're doing it, reverse engineering it.

Krista Sokranzas: Right, and then the difference between that mortgage amount and the fair market value is the silent second mortgage that doesn't get paid back, but they start earning equity on at five years. Awesome, thank you. So, and it's just a held by us expense.

Selectman Vurgaropulos: Awesome, thank you very much.

Krista Sokranzas: Yeah.

Chairman Dumont: Questions of the board? Comments?

Selectman Guessferd: So, you pay the rest of it yourselves, right? The equity or is it basically, how does that work? The other piece of it that's...

Krista Sokranzas: Yeah, no, I do want to speak to that.

Selectman Guessferd: The other part above the thousand dollars.

Krista Sokranzas: Yeah, you could just explain a little more about the silent second mortgage.

Chairman Dumont: The silent second, yeah.

Nora Boyle: Okay.

Chairman Dumont: I apologize, if we could, could you have her sit in front of the microphone just in that way? They can pick you up. Yep, thank you.

Nora Boyle: Sell the home to the homeowner. They sign two mortgages. The first is payable. The second one is considered a silent second. It is not payable under certain conditions, and the condition is if that home is sold in the future, then that second mortgage comes due, but it's also diminished at the rate its original first mortgage is over time. So, the longer the homeowner stays in the property, their equity increases over time. But they do sign a shared equity agreement that says if they sell it within the first five years, then their share would be what they've paid into their mortgage, and then the rest would come back to Habitat. After five years, it begins, we get 90 percent, they get 10 percent, and that changes every year for 15 years, depending how long they've had it. So, the incentive is, of course, to stay, and it's rare that Habitat families leave unless there's, you know, compelling reasons to sell.

Selectman Guessferd: So, you say that they're mostly successful in the families that?

Nora Boyle: Yes. We rarely have a delinquency in payments. I mean, the families are very, very aware of the opportunities that they've been provided.

Chairman Dumont: And just for the record, now that you're in front of the microphone, could you just state your name and title, please?

Nora Boyle: My name is Nora Boyle, and I'm the treasurer with Habitat.

Chairman Dumont: Did you have any other questions?

Selectman Vurgaropulos: No, he nailed it. That was my next follow-up.

Selectman Jakoby: I just want to say, over many, many years in different organizations, I've worked with Habitat for Humanity, and I just really appreciate you bringing this to Hudson and thinking about building here, because I know that there are some locations that always seek out Habitat to come and build, and I'm so thankful that you came and were proactive to seek out a location in Hudson. So, I just want to thank you, because I've done builds in Massachusetts and all around, and it would be nice to help with a build in Hudson if it's possible.

Nora Boyle: And you can imagine, we're very conservative financially in order to be able to provide homes, so it's very hard for us to compete with competition for property. Property is our biggest challenge. It has been always.

Chairman Dumont: Any other questions or comments? I think the directive that we would have to go in is do a little bit of research. Like I said, I spoke to Mr. Sorenson exactly how that property would work out. Just make sure that we're providing the accurate information to you. We'll look into the process of the sale of that property. It may have to be published, as far as my recollection, and normally there was a sealed bid or an open bid process that the town had done in the past. That's just due to our form of government. That's the process that we have to go through. We'll be able to put that stuff together, and then you have their contact information. We'll be able to send that along to you guys, and it'll be another conversation for the board to see what the directive is at that point. So, thank you very much for coming in. Appreciate the opportunity.

Krista Sokranzas: Thank you.

Selectman Morin made a motion, seconded by Selectman Guessferd, to return to the regular order of business. Motion carried, 5-0.

C. IT Department Update – Information Technology/Informational (Presentation)

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Chairman Dumont: We will go back to item number C on the new business, and I will recognize Mr. Sorenson. All right. Thank you, Mr. Chair. For item C, I'm going to ask the IT director Doug Bosteels to come up. This is going to be our second presentation. As you may recall, PD presented last week, or two weeks ago, I should say. So, this will be our second department update, and he'll talk a little bit about his organization, what he sees now, and what he might see in the future.

Doug Bosteels: Thank you, Mr. Sorenson. Good evening, everybody. I appreciate the opportunity to present this update to you, the IT department. Hopefully, it'll be very insightful for you, and give you some insight as to what we're doing, and what our goals are for the future. **[Slide 1]** So, our organization chart is small, not like the police department by any means. But it consists of four of us, myself, the IT director, senior specialist, Vin Guarino, and two IT technicians, Evan DeCarteret and Amanda Bowen. With Evan primarily being positioned at the police station, and helping out over there. And Amanda and Vin being primarily over here at the town hall. And all four of us helping at each location when necessary. **[Slide 2]** The vision statement we have is to provide the town of Hudson, its employees, and the public with accurate, and timely, and secure information. And we do this on a daily basis, and cybersecurity is huge for us. So, this vision statement means a lot for us, and we try and abide by it. **[Slide 3]** With our mission statement, also to drive technology advancement by creating seamless digital experiences that enhance and add value to the municipal infrastructure. Taking a look at all of our resources, and what we have, and evaluating everything is critical. **[Slide 4]** So, one of the projects that Mr. Sorenson wanted us to do is a SWOT analysis, and go through our strengths, weaknesses, opportunities, and threats. **[Slide 5]** So our strengths, some of them, are that we are definitely security first approach. We take security very seriously, as we hope that all of our end users do as well. We have a very robust IT infrastructure. It's a solid infrastructure. It is starting to get a little bit older, but it's still very robust. We have a skilled, knowledgeable team. We're not experts in any one area, but we're very specialized in many areas. We have a very strong posture, IT posture. And we, again, this includes encryption and all kinds of security. Our strategic alignment is consistent, and we try and align ourselves with each department and work with them. We're innovation driven, so we try and, again, work with the departments and bring innovation to each department, and our own as well, and collaborate with those departments. **[Slide 6]** Some of our weaknesses could be budget constraints. We may need high-level expertise, including some limitations that hinder us with budget. Not all the time, but there are some instances. User adherence to security policies. It's hard to get, you know, 200 and some people to adhere to all your policies. You know, it's click on this, don't click on that, send trainings out. We try our best to make users adhere to what we're trying to do. There are some training gaps, which I think we're going to start filling in in the next near future, to train users, end users, on what's right or wrong, and what not to click on, and what to look for, and help us with those kinds of securities. Legacy system integration. Again, we have some legacy systems out there that need to be updated, so they're considered a weakness. And some limited expertise in niche areas. We don't know every application professionally, so we depend on other departments that use those applications as much as they depend on us. **[Slide 7]** So, our opportunities are emerging technologies, trying to stay ahead of the game, and being up to date with any technology that comes our way. Creating strategic IT partnerships, and collaborate with other departments, vendors, and so on and so forth, hardware manufacturers. Government support, grants, and anything that we can work with the government, local, or state, we try and bring that in house and work with them. And adoption of new IT trends. DevOps and hybrid cloud, we're seeing more cloud initiatives being pushed at us, so we're starting to trend that way. **[Slide 8]** So, some of the threats we see. Of course, cybersecurity is always a threat. Again, budget constraints, regulatory changes. End user, I already hit upon that earlier, security behavior. Mobile devices, as you know, everybody has mobile devices now, so being secure with our mobile devices. And wireless infrastructure. They're all kind of hot spots for us for security. **[Slide 9]** A term you'll probably be hearing a lot more of is quantum computing. So, this isn't brand new, but it's fairly new. So, quantum computing basically is taking bits and bytes from what we know today, where it was a zero or a one. One could only be turned on at a time. It was either a zero or a one. Now, quantum computing enables them to be turned on simultaneously, different alterations of them. So, what this means is your, what's it called? Sorry. The way the computer handles security can be hacked a

lot easier. So, this slide is really just to let you know we're aware of it. There's some new standards coming out to combat this. Quantum computing probably isn't going to hit mainstream, but the hackers are probably going to be very interested in this. So, this is just to let you know that we're aware of this. **[Slide 10]** Some of the other things we're doing right now to combat cyber security is, with the cooperation of Town Administrator, we're going to bring Primex in. They're going to do a cyber security training of about 40 people on site, and we're going to video it so that it can be watched by everybody in town, which is going to be a huge thing for us. It's really going to help. And then the town audit also mentioned cyber security, doing some penetration testing, make sure we have incident response in place, which we do. And we also have our own employee training with our Know Before product that we send out monthly whenever we can to try and train our users. **[Slide 11]** So, some of our strategic goals and objectives are to assess the town's infrastructure hardware, and update or upgrade as necessary, assess the town-wide software applications, and also upgrade, update as necessary, assess town-wide phone infrastructure, update, upgrade if necessary. Some of these we've already started and are working towards. We've started VLAN our network. By VLAN, what I mean is we isolate individual departments into segments. So, what happens is the fire department could be on one segment, the police department could be on a segment, the DPW could be on a segment, but none of them can talk to each other indirectly or directly. And what that does is it makes it harder for an attacker to get to each one of those departments. So, it kind of segregates them. They could still get their job done, and they wouldn't see a difference as to their computing techniques. And then we're going to complete our MFA, multi-factor authentication, using a Yubikey, which is a state grant. So, what these are is they look like little thumb drives, and you put them in your computer, and they hold your password. So, we can make passwords 80 characters long if we want. The user doesn't have to know what their password is as long as they have this, and they can put it in their computer, and they type in a number, a six, seven-digit number. So, it...

Selectman Guessferd: A smart card?

Doug Bosteels: I'm sorry?

Selectman Guessferd: Kind of like a smart card.

Doug Bosteels: Yes. Yes, exactly. So, that does multi-factor authentication. Right now, in the testing phases, we have a couple of departments using them. We're just trying to integrate them into some of the applications we currently use. **[Slide 12]** Some of the goals and objectives, again, to complete the VLAN work that we've started, the MFA Yubikeys, town infrastructure hardware, our storage-attached network device is getting kind of old in the tooth. Not that it's bad and it's not working, but usually these devices have a seven-year span on them, and then the vendor stops supporting them. We're kind of at that threshold right now with this device. So, that's going to be something that I need to have a look at in the near future. Again, software applications, you know, the finance package is another one that's old in the tooth that we need to start looking at. So, I'll work with the department on that stuff. The phone infrastructure needs to be looked at, and that's actually on the top of my list. And then, the other thing that I've already started and I've been working with the town administrator on is the electronic timecards in our SharePoint application. **[Slide 13]** So, I wanted to go into a little bit more about the phone infrastructure here. So, our phone vendor is in Avaya system. The Avaya folks have filed Chapter 11 several times. They're gutting the support for on-premise phone system, which is what we have. So, we have several phone systems in town. They all talk to each other. They're all Avaya. We have one here at the town hall. We have one at the police department, and we have one at the highway department. Actually, we have four. We actually have one at HCTV as well. It's not easy to support. We're at our max capacity right now at the town hall. We have no further availability to expand this phone system. It's currently costing us about \$26,000 for the four separate systems. So, I'm looking to replace that, hopefully in the near future, going with a total VOIP system, and that VoIP system would be in the cloud. So, I'm currently looking at alternatives, but I wanted you to have this on your radar. Yes?

Selectman Vurgaropulos: Are you looking towards like Cisco or another one of those big ones?

Doug Bosteels: So, right now, I'm looking at the folks that we currently have supporting our current phone system to see what they can offer. Some of our ISPs offer systems, so I'm getting pricing on some of those as well, and it depends on what they use for hardware, whether they use a Cisco type of system or if they use something different. So, yeah, I'm keeping my options open.

Selectman Guessferd: I think most people know VOIP is voice over IP.

Doug Bosteels: Voice over IP. Yeah. So, it's voice over the internet. Does everything a regular phone system can do and more.

Selectman Vurgaropulos: Voice over internet protocol.

Doug Bosteels: Correct. **[Slide 14]** So, one of the things I did when I first came in as the director of IT is we purchased a support package so that we could track our calls in our projects that we run a little bit better than the software that we had here, which was a free software. So, these are the types of metrics that I can get out of the new system. We can track how many tickets we've taken calls for each department, what they consisted of, and that type of thing. So, it's really beneficial. **[Slide 15]** We also send out a survey after the end of each call and ask our users, hey, how did we do, or what can we do better, and that type of thing. Up to date, we have taken over 1,000 calls since January when I started tracking this. So, it's a really good tool for us to take in metrics and report back.

Chairman Dumont: So, real quick, on the previous slide, IT looked like it doubled almost the next department at PD.

Doug Bosteels: How do I go back?

Roy Sorenson: I'll do it, Doug.

Chairman Dumont: It looks like IT had doubled the next nearest department at PD. What kind of tickets is IT seeing?

Doug Bosteels: It's all kinds.

Chairman Dumont: The ticketing would have been by department. What's specifically for yours?

Doug Bosteels: So, we do project work. So, if a machine needs to be updated, we track that. If we do computer updates, if we do server repair work, stuff like that, we track all that.

Chairman Dumont: So, those are ones done internally. They're not another department calling in for that?

Doug Bosteels: Correct. So, if it says IT, it's something we've created. But other departments, they've called us or we logged a call for them.

Chairman Dumont: So, would I be correct in assuming that the 289, most of those, if not all of them, are you guys being more proactive, you know, fixing things at that time?

Doug Bosteels: Yes.

Chairman Dumont: Thank you.

Doug Bosteels: You're welcome.

Roy Sorenson: Doug, if you could, so just tell us a little bit about we're currently converting from Microsoft 2016 to 2024.

Doug Bosteels: Correct.

Roy Sorenson: Tell us a little bit about the fiber connection to the court that we just completed. As well as, I think, town-wide because I think that's important, the connectivity town-wide.

Doug Bosteels: Yes. So, a big plus for us is that we have fiber running through the town. So, we have a fiber loop that runs basically from town hall down to the police station, out to Robinson Road, Firehouse, and then all the way up to Alvirne, and then back to town hall. And it goes two ways. So, if one side goes down, the other side stays up. We have four ISPs in town, two here at town hall and two at the police station. So, we have redundancy. So, again, if an ISP goes down, we have a second to back it up at each location. The other thing that we're doing is the connection to the courthouse for the legal team at the police station has always been a cable modem. Then it's downgraded from cable to a phone line in the building. We are running fiber. I should say we. One of our ISPs is running fiber from the courthouse down to the police station. So, it's going to be like they're sitting at the police station, and that's going in tomorrow. So, it's going to be a huge upgrade for them. So, earlier in the year, we purchased Microsoft Office 24 to replace our Office 16 environment, which is old. The installations have been going on now for several months. I think we're almost about done. There might be a few more here at Town Hall and down at the DPW, and maybe a couple at the fire station. Police is done. The upgrade has been going very well. We've received good feedback so far on it. So, that was. It needed to be done. We were using a very old version of Microsoft Office.

Roy Sorenson: Then just the last thing I would just so the board understands. The platform or the update or upgrade, I guess you'd call it, for the website, Civic Plus?



Doug Bosteels: Yeah. So, again, that's on our radar. We've had a demonstration from Civic Plus. They're no longer supporting the back end, which is called Drupal, which is what our website is right now based off of. So, the website will eventually need to be upgraded to Civic Plus's own environment. Several towns around us have already upgraded. They've contacted us about two or three months ago. So, we're in the process of looking at that to try and get that website upgraded.

Selectman Morin: Where are you at for personnel? With all this stuff coming on, I know police have their dedicated. Are we seeing that the departments have their dedicated IT tech in the future due to all the changes coming and the new programs that they're getting?

Doug Bosteels: I mean, if it warrants it, we can definitely go down that path. Right now, I don't see that. But if it warrants it, we can definitely talk about perhaps maybe doing that. Right now, I try and have Amanda work more on the fire side. Vin does more of the project work for in-town. And then, I help out wherever.

Selectman Morin: Okay. So, you can handle what you've got right now?

Doug Bosteels: Yes.

Selectman Guessferd: I would assume that based on what you've said tonight, that we'll likely be seeing some things coming through in the budget requests this year?

Doug Bosteels: Yes.

Selectman Guessferd: Yeah. I mean, not specifics. But yeah, I think we're going to... It sounds like we're going to...

Doug Bosteels: So, I can give you a, for instance... So, the phone system roughly costs us about \$26,000 a year. That's just support. Okay. That doesn't include if they have to come on site to do anything, change a module out or any of that type of thing. One of the quotes I got was for about \$36,000 a year. And that's all inclusive. That's new phones, new system. Voice over IP. So, it's not really that much more for what you're getting.

Chairman Dumont: Is that an annual cost? Is that a one-time?

Doug Bosteels: Annual.

Selectman Guessferd: As a follow-up, so, can you track the other costs, those other costs like when they come out? So, can you give us when you come in for all that?

Doug Bosteels: Absolutely.

Selectman Guessferd: This is what we're actually spending? Yes. It might actually be saving money.

Doug Bosteels: Oh, yeah. Absolutely. I will do the whole... Didn't want to put the horse before the cart.

Selectman Guessferd: No, no. I just, you know, I think that'll be very important. Sure. To show people what they're getting.

Doug Bosteels: Absolutely.

Selectman Jakoby: I wanted to circle back to your vision statement to provide the Town of Hudson, its employees and public with accurate, timely and secure information. I think really outlining those opportunities when you come back is really helpful. I know Mr. Dhima often says, you know, as unimportant as a culvert seems, it's very important. But from knowing about the security, but also letting the public know how both the phone system, I would think, and the, you know, and any new website would help them gather and get information and communicate. So, I think those are going to be important pieces to put forward as we go forward in this process. Because, you know, I know cybersecurity is critical, but nobody sees that.

Doug Bosteels: No, you're right. Nobody sees it.

Selectman Jakoby: But I think it's important to know that our employees are getting accurate and information easily, and that the public will be better able to search and find the information they need. And that the phone system, you know, maybe can do many more things than it can currently do, because I know we've spoken about different phone options moving forward. So, I really appreciate that. I appreciate the vision and the mission. And, you know, as we can articulate those, you know, what's behind the scenes and what's going to be front facing is going to be very important as we go into budget season.

Doug Bosteels: Absolutely. I would have had more pictures, but it's hard to... Hard to give you pictures of IT. It's, you know...

Selectman Jakoby: There's zeros and ones.

Roy Sorenson: Yeah, Mr. Chair. Just, first of all, great job, Doug. And I just want to say, I think one of the projects for Doug, as well as the new finance director, is their collaboration on potential financial software. I think we're in the exploratory stages of that. And at some point, they'll be sitting down to try to figure that out as well.

Doug Bosteels: Yeah, I've been looking at different software packages and whatnot. Ultimately, it's the finance director's decision of what package. I'm just there to give my consents.

Chairman Dumont: Any other questions or comments? Well, thank you very much. I appreciate the presentation. Thank you, Doug.

Doug Bosteels: Thank you so much. I appreciate it.

Chairman Dumont: Job well done. Thank you. All right, up next.

Selectman Vurgaropulos: I like your presentation. You're really competing.

Chairman Dumont: All right. Good job.

Selectman Guessferd: Would it be possible for us to take a five-minute break right now? Because I do mean that we have another presentation coming up, right?

Chairman Dumont: Any objection to that? With that, I will place the board and do a five-minute recess at 9.03. We will reconvene at 9.08.

Chairman Dumont: And we are back at 9.09.

#### D. Earned Time Incentive – Fire/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. For this item here, I am going to ask the Fire Chief to come up. This is an MOU that was previously signed before the last professional firefighters' contract was put in place. Unfortunately, it didn't make it into that contract. The union, as well as the chief, want to bring this back forward. I don't think there's any issues here with this MOU, personally. I think it's a good MOU. It deals with staffing incentives. I did rewrite it a little bit. You'll see the differences between attachment 1 and 2, just where I think it should fit within the CBA and any consecutive CBA thereafter. So, with that, I'll turn it over to the Fire Chief, Tice.

Chief Tice: Yeah. So, as the Town Administrator said, we had this agreement prior to the negotiation of the current collective bargaining agreement involved. The local and myself, at that time, overlooked incorporating this into the contract. And it's come up recently. We just realized that some of our employees are talking to some of their friends in other departments and are trying to convince them to consider switching employment. The folks over at open positions, and they started talking about this, and when we looked at it, realized that it had expired. So, we would like to have the board re-institute this with the intention of bringing it forward to the negotiations when we negotiate the next contract.

Chairman Dumont: I did have a couple questions about it. One, is this currently in any of our other employment contracts, the incentive?

Roy Sorenson: There's different MOUs. I'm not quite sure if PD has it or not. You know, the chief would need to answer that. I know that this came up, as the Chief mentioned, just because of recruitment issues within FHIR at the time. Basically, if you're successful with recruiting someone, they make it through their probation, they're hired full-time, they get one day earned time. They've got to use that. They can't cash that earned time in. It has to be used. But I'm—I guess my long answer didn't answer your question, but I would defer to the chief on that.

Chief Tice: Yes, the PD has it, because I believe we stole it from them.

Chief Dionne: We do have that. Yes, we do.

Chairman Dumont: I say, you guys tend to do that a little back and forth.

Chief Dionne: They steal a lot more from us.

Selectman Guessferd: I like to call it best practices.

Chief Tice: When you have such good ideas, you know, it's really flattering.

Chairman Dumont: And then one other question, because I know we talked about a contract negotiation with you guys. I did that. I was not concerned, but was just curious about the hours, right? So typically, you see an eight-hour day. Can you just speak to—obviously, it looks like your recommendation or the IA—the local's recommendation says 24. Mr. Sorensen says one day. What's the interpretation there? What is expected?

Chief Tice: So what we agreed to in the past was one 24-hour shift when the employee was hired, and one 24-hour shift when they completed probation. So, yeah, it gets confusing between a day and then between the shifts they work and what a day is. So that's why we specified it as 24 hours.

Selectman Morin: How well has this worked?

Chief Tice: We've gotten three or four candidates. I don't remember off the top of my head, but we've got—I'm sorry, four. Two, three have made probation, one didn't.

Chairman Dumont: All right, I will say I'm a little—I guess I'm not concerned, but I just want to make sure that we're treating every department fair. If someone's paid for eight hours, I don't know if anybody has some concerns with that, but I just want to make sure that each department is treated the same way and getting the same incentive, because when you look at it on paper, obviously, 24 hours is a decent chunk.

Selectman Vurgaropulos: I agree with what you're saying. I think we can make that a little clearer by stating—I guess the intent is one shift payment, right?

Chief Tice: Yeah, that was the intent.

Selectman Vurgaropulos: So if you made it a broader stroke, obviously, if it was five hours, it would be—you guys work 24 hours a day. So, if it was any part of the other town, is there eight hours or ten hours to be respected?

Chief Tice: Right, and it does call it out in there. The dispatcher would be a 12-hour shift.

Chairman Dumont: My only concern with that, and I'll say it flat out, is the fact that you have somebody from a different department that refers somebody, that person comes on as a new hire, well, they got paid eight hours or roughly thereabouts, and somebody else for the same gets paid 24. It's a larger payout for the same thing. So, I have some concerns about that. I will tell you that out of both attachments myself, I favor Attachment 2 over Attachment 1, and specifically because the wording in Attachment 2 is after a probationary period. The person has been hired, yes, but they've also made it to the end and has been vetted at that point. We're not paying somebody for—somebody who's going to walk in, get hired, and then be gone the next week, which has happened.

Selectman Morin: My question with that is if we change this, we're going to have to renegotiate with them. You're going to have to sit down if there's any changes. Correct?

Chief Tice: They reviewed the second one after the time the Administrator reviewed it.

Selectman Guessferd: They're okay with it?

Chief Tice: Yes.

Roy Sorenson: So, Attachment 2 has been reviewed, yes.

Chairman Dumont: Like I said, I've shared my concerns. I don't know what's the will of the Board or what's the—how they'd like to proceed.

Selectman Jakoby: So, I agree with your concern, and the one day of earned time will be awarded. It's not as specific in the second one as it was in the first. So is that critical, or is one day defined in the contract somewhere else, like one shift, one day meaning one shift, or one day—because in the first one it says it would be 12 hours for a dispatcher and 24 for the other.

Chief Tice: So, yeah, so in the contract, their earned time days are 12 hours.

Selectman Jakoby: So, it's defined in the contract somewhere else that what one day is.

Chief Tice: The intent of this was to give them a 24-hour shift.

Selectman Jakoby: Okay, because in the—I just want to clarify that. So, to Chairman Dumont's—part of your concern is that one day is defined by the position that person holds. The shift.

Roy Sorenson: The classification.

Chief Tice: The classification. The shift, yes, because the dispatchers work 12-hour shifts and the firefighters work 24-hour shifts.

Selectman Jakoby: Okay.

Chairman Dumont: Which is in that article in the earned time above—I would imagine it's listed above the earned time, this section 10.

Selectman Jakoby: In that section.

Selectman Morin: I think the concern here is the appropriate word is shift versus day. Because they work shifts, they don't work days.

Selectman Vurgaropulos: I think that would be an appropriate change to lay down any—and that's the difference between if you're a dispatcher or a firefighter, well, you made your life choice to what your job is, so.

Selectman Guessferd: I mean, yeah, the monetary payoff is more, but—

Selectman Vurgaropulos: But they also run into fires.

Chairman Dumont: Obviously, we don't have the whole section here, but do you know how it's worded in the other sections? Does it speak to days or does it speak to shifts?

Chief Tice: I do not remember off the top of my head. Yeah.

Chairman Dumont: And the other reason why I ask that is because I remember—I mean, me, Selectman Morin, yourself when we did contract negotiations about two years ago, we had a lot of talk about that, the eight weeks or the eight-day weeks, the 24-hour shifts.

Chief Tice: Yeah, and days and shifts. And I think it says days, and then I think it's talking specifically about the earn time, and this is a little bit different than the earn time.

Chairman Dumont: Yep.

Chief Tice: But when it specifically talks about the earn time, I believe it talks about an earn a day is 12 hours. Okay. If I remember the contract correctly. I am pretty sure.

Selectman Morin: So, if it says a day is 12 hours, we're kind of committed to that if we stay with the days because we're doing the same language that the contract says. That's the same wording, so it's consistent. So it would be a 12-hour, not a 24.

Selectman Jakoby: Not a 24.

Chairman Dumont: I don't think it would give—and if that is the way it's worded in that section, at least my language interpretation would be you can't pick or choose and get that one regardless of your position. Unless if it specifically specifies in there.

Chief Tice: As far as the language between a dispatcher and a firefighter?

Chairman Dumont: Sorry, the 12-hour versus the 24.

Roy Sorenson: It's the actual shift they work.

Chief Tice: So, the 12 hours came when the average of the 10-hour days and the 14-hour nights when they were on that type of a schedule, so their earn time was calculated at 12 hours a day and not 8 hours a day.

Chairman Dumont: This MOU, this was already, I'm assuming, vetted by our attorney?

Roy Sorenson: It's based in principle—no, it's from attachment one, which is the current MOU that was signed previously. The only difference was it was moved into a different section of the contract.

Chief Tice: And the original was vetted through the attorneys.

Chairman Dumont: Obviously there's just some changes in wording. I don't know if it would be appropriate to have this vetted. The only reason why I would suggest that is because I think it's—those little holes tend to cause arguments and problems later on.

Roy Sorenson: If I may, how many people have taken advantage of this to date? In other words –

Chief Tice: There should be four employees that have been awarded time off.

Roy Sorenson: So, what were they awarded at? Just that one shift, or was it the day? 24 hours?

Chief Tice: 24 hours when the employee was hired that they were referred, and 24 hours when that employee completed probation.

Selectman Morin: Just so I'm correct, between attachment one and two, attachment one says firefighters and lieutenants will be 24 hours. Attachment two doesn't say that anyway.

Roy Sorenson: The reason that is is because that specific language in three is in the current contract. It was not in the previous contract when the MOU was signed. So, it would be redundant.

Selectman Morin: Because if we go with attachment one, it specifies 24 hours for firefighter, lieutenant, and then dispatcher for 12. Where the other one doesn't have any specification is that if you use the word day, the contract in other places says day of 12 hours, which contradicts each other. Because if you're seeing the contract keeping the same wording as day, you just said in the contract somewhere it says earned time as a day is 12 hours, right?

Selectman Morin: Yes. So, if you keep day— No, the intent was a shift. Right? So, if you keep day in there, that's 12 hours because that's what the contract says in other places.

Chairman Dumont: Let me ask you this. With making a change just by leaving everything else that's in attachment two and adding one incentive day for firefighters and lieutenants will be 24 hours and one incentive day for dispatchers will be 12 hours, you just cross out, what is that, the third sentence in there or second sentence and replace it with that one? Would everybody be fine with that?

Selectman Morin: I'm good with it.

Chairman Dumont: It replaces day, goes back to shift, it may be a little bit redundant, but it clears it up and I think the benefit is the payout occurs after the probationary period in attachment two.

Selectman Vurgaropulos: I'm okay with that.

Chairman Dumont: You're okay with that?

Selectman Vurgaropulos: The redundancy to clear up the headache? Yeah, definitely.

Chairman Dumont: And Mr. Sorensen, do you see any issues with that? Do you think that that's fine?

Roy Sorenson: I don't think so. I think the intent is somewhat, I think it matches it. I think it's fine.

Chairman Dumont: Good.

Selectman Jakoby: Well, I think that wording just has, just you need to affirm that that is the consistent wording. I mean, I don't have a problem with it not having the rest of the contract here or the rest of that section. As long as it's equal in its wording, that's fine.

Chairman Dumont; And I'm sure if it's not, we will most likely hear from it. But I agree. So with that, with those edits that Mr. Sorensen is making on the fly over here, do I have a motion?

Selectman Guessferd: And, you know, following clarification.

Selectman Morin: Yeah, he said it. Amended. Yep.

Chairman Dumont: All right. So, motion made by Selectman Moore and seconded by Selectman Vurgaropulos. Any discussion? I will just ask, I jump the gun, do you see any issues with that?

Chief Tice: No, I think that'll clarify that.

Chairman Dumont: Okay. All right. Any discussion by the Board?

Selectman Morin made a motion, seconded by Selectman Vurgaropulos, for the Board of Selectmen to hereby authorize the Town Administrator to sign the Memorandum of Understanding, as amended here tonight, by replacing existing verbiage in attachment two, "one day of earned time will be awarded to the same referring employee at the time when the new heired individual has successfully completed the required probationary period for the position hired", with "one incentive day for firefighters and lieutenants will be 24 hours and one incentive day for dispatchers will be 12 hours", with the Hudson IAFF Local 3154 for an incentive day as it relates to the Department of Recruitment. Motion carried, 5-0.



E. Hazard Mitigation Plan – Fire/Decision

Chairman Dumont recognizes Fire Chief, Scott Tice.

Chief Tice: Thank you, Mr. Chairman. Tonight, I'm asking the Board to adopt the 2025 update of the Hazard Mitigation Plan. This is a project that's been in the works for approximately three years. It started with the application for a grant to have this done for us through Homeland Security. We worked through the grant process. We worked with NRPC in the summer of 2024. We had four meetings with town staff that included police, fire, inspectional services, public health, land use, engineering, and Selectman Morin. That's really the value of this. The plan is the brainstorming that goes with that. NRPC walked us through that process because the plan, looking at it, it's very specific the way it's written. It's all dictated through FEMA. But they walked us through that process and developed a plan for us based on our input. What that process really shows is how much the town is already doing to meet the issues that we have in really engineering and public works are really on top of a lot of issues as they find things that could develop into a problem. They're fixing it. An example of mitigation would be Elvis here tonight with the water conservation. The natural disasters and weather are our biggest threat here in New Hampshire. As we continue to watch the weather change, and I'm not, again, we talked about last time, I'm not looking at the politics of it, but I think it's hard to deny that the weather has changed a little bit. It's more extreme at times than others. I think last year we went from some flooding in the spring to drought by the time we hit the end of the summer, and we're seeing these swings. So, we continue to monitor the weather patterns and the natural disasters are a primary concern that we're looking at here through our planning process. That's what the hazard mitigation plan is. We identify our vulnerabilities and things that could cause problems, our hazards, and then determine strategies to help mitigate or lessen the effects of the risks. And again, natural disasters are probably our primary concern in the weather and extreme weather, so we continue to monitor that. Two of the initiatives that we'll really focus on for this update, it's updated every five years, is developing a registry for vulnerable populations that can register, can be checked on during extreme weather issues. Then we will continue to provide information to the public on how they can protect themselves. People in Hudson are really already very resilient people. They tend to have a lot of contingency plans and they take care of themselves, but we want to make sure we continue to provide information on how they can help themselves prepare for disasters, for emergencies. So other work that we do, you know, the building and fire codes and those types of things are a lot of things we already do for mitigation and have been very successful for us.

Chairman Dumont: Thank you very much for that explanation. I do have one quick question. You mentioned it once, at least, the role of NRPC in this. Is this something that is eligible or that we're able to do without NRPC?

Chief Tice: This, because it's a very technical document, and again, it's got to get approved through Homeland Security and FEMA, and it's very specific to how it's written and designed, this would be very difficult for us to do on our own. So, we're really looking at some sort of a contractor, somebody who knows what they're doing to, again, walk us through the process and then write the plan, which is what they did. We didn't write any of this. They wrote this plan based on our information.

Chairman Dumont: Well, I appreciate all the work that you guys did, and I know it was a lot of brainstorming and effort. I also think it's important to point out their role in this. We've gotten questions in the past as to what benefits they provide for the town. So, I try to point those out exactly. It's not always has to do with a plan at the planning department or even grant funding, simple things like this, or not simple things, but plans like this that are put together by other departments is a huge key, too.

Chief Tice: Definitely having that expertise to be able to do this.

Chairman Dumont: Any questions or comments by the board?

Selectman Jakob: I was just going to say, I think it's a very comprehensive plan. I think it really speaks to the safety of our town and our people, and knowing all the forethought and planning that goes into these things. I think it's really excellent. And again, the report's available for the public to take a look at, because there's a lot of good things in there. So, thank you.

Chief Tice: Yeah, not very exciting reading, but a lot of good information.

Selectman Jakob: You know, it's those things that we need when we least expect it.

Roy Sorenson: Yeah, if I may Mr. Chair. It's obviously any type of grants we pursue through FEMA, that's the first thing they ask for. That could be on an engineering side as well.

Chief Tice: Yeah, so the two plans, the hazard mitigation plan and the emergency operations plan, which we're in the process now of updating, before we can get grants, need to be in date.

Chairman Dumont: Thank you very much for that.

Selectman Morin made a motion, seconded by Selectman Guessferd, to formally adopt the Town of Hudson, New Hampshire, Hazard Mitigation Plan Update 2025, as recommended by the Fire Chief. Motin carried, 5-0.

F. CPCNH Annual Report – Administration/Informational (Presentation)

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. As you can see in the packet attached, I have talked to Henry Herndon. He's here tonight. Henry, if you could come on up. And he's going to present a couple things, actually. He can speak to the annual report, which is part of your packet. The presentation will be more specific. And I'm going to let Mr. Herndon speak to that a little bit. And just in general, I know we talked about the Consumer Advocate at the last meeting. And I think Mr. Herndon can speak on this, because the Consumer Advocate was actually at their annual meeting as well. And some of what he spoke about, citing some of the questions we had too, which was interesting to see as well. So, I'm going to turn it over to Mr. Herndon. He can get us started.

Henry Herndon: Very good. Thank you, Mr. Sorensen. Thank you, Board of Selectmen, for having me out again. And what has been shared in the packet is this presentation, Foundations, Enterprise Risk Management Policies, and How We Got to Where We Are Today, which was developed and presented by our immediate past chair, Clifton Below, at the annual meeting, as was mentioned. **[Slide 1]** So, I didn't develop this presentation, but I'm happy to move through it and go through its contents. And then also in the packet is the report that I provided to all of the members and the Board for that annual meeting on April 24th, which talks a little bit more about some of the activities, ongoing activities in restructuring business operations and sort of addressing some of the material in this presentation. So with that -

Roy Sorenson: Why don't I shift the presentation? Do you want to go to Slide 2?

Henry Herndon: Oh, sure. Please do.

Roy Sorenson: Tell me when you want me to change them, all right?

Henry Herndon: Yeah. And let me just see here. You know, I do have it, so I'd be happy to do it. **[Slide 2]** So, this is just background. I'll move through fairly quickly. But, you know, this marketplace really started in some ways dating back to 2016. There's, you know, some local energy, some communities, the City of Lebanon was very involved in legislation and in developing sort of a more local electric power market where cities and towns have more access to generate their own power or implement innovative energy solutions. And flowing from some of that activity, there was legislation that moved forward into 2019. And groups of cities and towns came together across the state to explore how do these markets operate in other states and try to implement best practices here in New Hampshire. So that organizing group of communities, Lebanon, Hanover, the City of Nashua, a neighbor down here, and others, retained legal counsel, engaged with consultants, investigated other options, and then sort of developed this joint power agency model, this locally controlled democratic entity, member organization, which Hudson is a part of. And then, you know, there was competitive solicitation, brought on some of the vendor partners that provide services, and developed enterprise risk management policies and some of the key agreements before launching programs in 2023. **[Slide 3]** So, enterprise risk management policy, this is a key aspect of how we operate in the, you know, this commodity market, this electricity wholesale bulk electric power market. So, we have an enterprise risk management policy, which includes what we call the three R's policy, risk, rates, and reserves, or energy portfolio risk management, retail rates, and financial reserves. And the objectives of these sort of interlocking policies are to meet customer electricity requirements, obtain the best available rates for customers, maintain rate stability, and develop and maintain financial reserves to ensure long-term customer benefits. So, setting guardrails on how we buy power, setting clarity on how we set rates and what types of rates can be offered, and then, of course, related to that is the accrual of any net revenues or financial reserves or would otherwise be the profit margin of the organization. What are the targets? What are the parameters? How can those monies be used? And the purpose sort of, part of the purpose being to create clarity and shared understanding among the members which we serve. **[Slide 4]** So, the risk policy, energy portfolio, risk management. Again, this, it details what are the risks and what are the management strategies and what are the objectives. And so there's different types of risk, market risk, price risk, volume risk, you

know, uncertainty about the amount of electric load we are serving at a retail level versus purchasing in the wholesale market, the risk of customers opting out, the risk of a counterparty's credit, and, you know, other items that are detailed and defined within the policy, and what are the strategies for managing those risks. Some key ones being position limits or hedge requirements where, you know, we have to limit our exposure to the real-time prices to create greater certainty. We have various metrics, gross margin at risk, what is our margin that is at risk if we have certain exposure to the market and the market moves against us. There are also risk control principles, separation of roles, or segregation of duties is an important one. So, there's sort of an oversight function ultimately at the board and then at our risk committee, and then there's sort of an operational, we have what you could call a front office, which is recommending on volumes to purchase and price limits, and then a middle office, which is sort of verifying policy compliance and is independent of the trading role. So, separation of duties is an important aspect of the policy. And we define the roles, what the board does, what the CEO does, what the staff do, et cetera. And then there's requirements on reporting violations and an independent audit of policy compliance every 3 years, and we will have our first independent audit will be conducted between now and April 20, 2026. **[Slide 5]** The rates policy, I mentioned this, but a key takeaway is that the policy requires that rates must be set to cover forecasted cost of service in the context of hedging and probabilistic forecasts of margin and reserves. So, the cost of service is the cost of power, our operating cost, and our reserve requirements. Those are the components of the cost of service. Policy can only be amended with certain notices to members for certain aspects of it. And the policy clarifies that, or makes explicit that the CEO will recommend rates for board approval in consultation with our finance and risk management committee. There is a provision for emergency default rate adjustment authority. **[Slide 6]** Financial reserves policy. This establishes reserve targets, minimum target and maximum reserve targets, and the current targets, I guess I'll also note as I move through these, currently what was discussed at my previous time at this Board were what are the stop gaps to address some of the challenges from this winter period, and one of those, I have a list of them here, but one of them is we're currently developing and preparing clarifying amendments for consideration by our committees and then the board to adopt to the policy to sort of eliminate gray areas, clarify some of that segregation of duties. One of the amendments will be modification of reserve targets because at present, CPCNH is not expected to meet its minimum target of 60 days of cash by the three-year period, so that may be an amendment under consideration by the Board in the coming couple of months. And in the event of a member departure, we do track the proportion of the reserve associated with a member town, and once the contractual obligations of that community are fulfilled on the termination language of the agreement, those reserves could be returned to the town. So they are, in a sense, essentially CPCNH maintains and administers these public monies on behalf of its member towns, but the monies essentially belong to the members. **[Slide 6]** So, the regulations, energy portfolio risk management regulations, this is sort of derived from the policy, and it is more detailed, and it really guides the nitty-gritty of how our portfolio managers and personnel are purchasing power. So, the procedures, the methods, decision-making, and it includes those items listed here, summary of risk exposure, mitigations, risk control structure, certain types of agreements that can be entered into with counterparties. For example, there's an EEI or an Edison Electric Institute is a standard contract for utilities and large suppliers to enable them to buy and sell power with one another. So, these are referenced and described in the regulations. **[Slide 7]** And this is a picture to illustrate from the regulations the hedge limits and requirements. I won't explain all of this, but essentially there is, at a certain point in time, let's say June 30, 2023, in the upcoming month, we're required to be 80% to 110% hedged, and then in the following 6-month period, 40% to 110%. So, really the takeaway just being there are strict requirements on limits to our market exposure going into a flow month or a power supply month. **[Slide 8]** Okay, so that's sort of the quick overview of the policies. And this slide is a little more of how we got here today. And you can see here a chart of the rates over time. But just sort of running through the bullets here, our prior CEO started in May of 2023, right around the time of launch. So, this is when CPCNH started service, and all of the sort of startup work leading up to this occurred throughout the course of 2021 and 2022 to this point in time. Over the course of the following months and couple of years, we grew as an organization, hired staff, brought on additional service providers, and demonstrated good rate competition relative to the utilities and savings for customers. And then some upcoming slides, I'm going to talk a little more about the June 2024 rate setting, which I suppose occurred here. And in retrospect, some of the lessons learned and challenges associated with that rate setting. And in late December of 2024, as was discussed through our prior meeting, our executive committee, and then our Board, became aware of an unexpected draw on reserve funds, at which point our Board Chair, he described this action as pulling a fire alarm, took certain actions to understand the cause of the unexpected loss of reserves and to take corrective action, which included the conducting of a policy compliance assessment and deliberation of that among the board prior to implementing some of the course corrections that I'll

talk about in my acting general manager's report. There's also some details and some updates on the regulatory context. In my report, I had this section titled, Will the Public Utility Commission Endorse Utility Supply Cost Shifting? And the answer is no. We got a ruling last week, which was very good for the competitive energy market in New Hampshire, that essentially the Public Utility Commission listened to the record of evidence and communities and businesses and the consumer advocate and what have you. And anyway, there was some concern about sort of an anti-competitive regulation that is not coming to fruition. And anyway, so this is a little bit of where we are today in our reset and our course correction. **[Slide 9]** Okay, so how we got here. In May of 2023, the Board amended our policy, made sort of a seemingly simple change, but requiring that leading up to a rate-setting period, we would have to be hedged between certain thresholds, 40 to 110 percent, six weeks prior to that period rather than one month. And the reason for this is so that we would have cost certainty and fix costs before the rate is set rather than setting a rate and then closing market positions. So, you wouldn't want to set a rate with having greater uncertainty about your actual cost. You would want to hedge up to required amounts, have cost certainty, and then set a rate based on that cost certainty. This policy amendment was made by the Board, but never implemented at a staff level. **[Slide 10]** Let's see. So, this is just essentially detailing what I just said. And there were other discussions of amending regulations. So, anyway, that is a detail that is relevant. **[Slide 11]** And then I think there's some lessons learned from our rate-setting going into the last period. This is just the minutes from that meeting of our Risk Management Committee. We're deliberating rate-setting. And I'll just read the highlighted sections. So, Ascend, this is the portfolio manager. They advise on all things power procurement and rate-setting. Ascend highlighted that if the current market forward pricing remains, then it would be difficult to justify the rate recommendation as costs would exceed revenue. And then CEO Kallinen highlighted that the forward market has been having difficulty pricing New England winters with actual prices settling lower or much lower than what the market forward prices expected three to six months previously. This is another relevant detail just in some of the lessons learned and some of the decision-making of, essentially, the advice of Ascend was not followed and the committee endorsed recommended rates that our portfolio manager had advised would not be justified by the current market forwards. **[Slide 12]** This is just a statement of financial position for years 1, 2, and 3, or 1 and 2 of operation plus a couple months of 2025. And you can see the net revenue here, \$9 million for 2023 with about \$8.5 million in total equity. And then through the end of 2024, sort of holding steady on equity and the net revenues plateauing before significant declines in net revenue for the first couple of months of the period. **[Slide 13]** And then this slide just shows additional background and some of the things that have occurred. So, there's other materials. We sort of discussed our efforts at transparency and public communications. So, this is reference to some of those materials. Folks would like more information. **[Slide 14]** And then this is just the modified or a properly amended visualization of our hedge requirements. And so that's the end of this slide material. Maybe I'll just briefly speak to maybe a couple key points from my report. This is a little bit of, like, backwards looking. How did we get here? And, you know, we have updates, and there's a lot that has occurred since, you know, January, February. So just a couple of key points. I'll just note things are proceeding well with business restructuring, including substantial improvements to CPCNH systems for data management, finance, and risk management, including load forecast model and our cash flow model and ensuring the committees and board have adequate probabilistic information to inform decision making. There's been ongoing risk management trainings for staff and board that continue. I mentioned the draft policy amendments and efforts to further expand internal staff capacity. And with that, perhaps I'll pause and be pleased to discuss further or answer questions of the Board.

Chairman Dumont: Comments or questions?

Selectman Morin: How far are we from the 20% that you're looking to keep in? You said you want to keep a minimum of 20% and then your max is 120. And last time we met, you weren't meeting that. So where are you at?

Henry Herndon: I'm not sure I understand the question. 20% of reserve, monies in reserve?

Selectman Morin: Yeah, the reserves.

Henry Herndon: Yeah, reserves are low, largely depleted, and CPCNH will be rebuilding reserves over the coming rate periods.

Selectman Morin: I understand that, because we had the same discussion last time you were here, and I said as a Selectman, if I have a reserve, I would like to know exactly how much that reserve is so I know what I've got to deal with. So where are we at with that?

Henry Herndon: I believe I put that in an email to Mr. Sorenson, and I could try to find it.

Selectman Morin: It's good to get it out to everybody now we're on TV. So.

Henry Herndon: Yeah, I'll try to pull that up.

Chairman Dumont: If I remember correctly, that email was a few weeks ago. Do you have a more updated number?

Henry Herndon: Is the question what is the dollar figure of the target for the reserve?

Chairman Dumont: No, what do you have in reserve right now? What do we have in reserve right now?

Henry Herndon: As of March 31st, joint reserve or equity was about negative \$150,000, and as of April we haven't closed the books, but that is rebounding as of April.

Selectman Guessferd: Can you be in the positive?

Henry Herndon: When they close the books in April, we expect to be in the positive, yes.

Roy Sorenson: February 2025?

Henry Herndon: March 31, 2025, I think it was about negative \$150,000, \$160,000 in net equity.

Roy Sorenson: So, your email from April 28th, is that what you're referencing?

Henry Herndon: No, this would not have been in that email. I think I misunderstood the question. I think I was referring to the dollar figure of what a minimum reserve target was in that email.

Selectman Morin: Correct. So that's your minimum. Now where are you at right now?

Chairman Dumont: He said about \$150,000.

Selectman Morin: And you think you're going to make that up come the next posting?

Henry Herndon: No, the next rate period, no.

Selectman Morin: How long are you expecting it to take to make that up?

Henry Herndon: So, this is the point of discussion for the current rate setting, and what we are looking at are scenarios for what rate would be required to achieve a reserve target in a two-year period or a three-year period in a four-year period, and I expect we may arrive at the three years from now. What would that rate be required to make that up?

Selectman Guessferd: 20%.

Henry Herndon: To make that 60 days of operating, which might be \$20 million.

Selectman Morin: So, we're going to expect another rate rise?

Henry Herndon: Well, in the upcoming rate period, based on market forwards and market conditions, yes, we expect rates will go up, and a component of the rate is reserve accrual, but it is not the primary driver of the market. There are market fundamentals that are the primary driver of the direction of rates.

Selectman Morin: One more. Public service, I'm sorry, Eversource, going for their rate. How is that going to affect you?

Henry Herndon: So, we will – there's a couple of pieces to this. So, I mentioned sort of the regulatory context. There was this question of Eversource has taken on more market exposure. They had 30% exposure for this period. They reported certain under-collections, at least in the months of February and other months. There was this question of will Eversource under-collections on energy supply be shifted into a stranded cost charge and then sort of subsidized by all customers, even those not on Eversource energy supply? The PUC ruled no, no cost shifting. Those under-collections will be reconciled into Eversource's supply rate. So, we can – I believe that that will occur as soon as the next rate period starting August 1. So, there are also reconciliations under-collections that have to be made up for, that will have an upward pressure on Eversource's rate. Eversource is also operating in the same market context that we're operating in. So, I'm not sure I'm exactly answering your question. What is the question?

Selectman Morin: How is it going to affect your rates?

Henry Herndon: We will set our rate based on our cost of service. We will not set our rate based on Eversource's rate.

Selectman Morin: But Eversource's won't affect you at all?

Henry Herndon: I suppose it's possible if Eversource's rate were higher than expected or significantly higher than our cost of service, that might impact decision-making such that we would have a slightly higher rate to accrue reserves faster. But we would not be setting a rate to undercut an Eversource rate if that did not support our cost of service.



Chairman Dumont: I think I saw a hand from Selectman Vurgaropulos first.

Selectman Vurgaropulos: Thank you. This is very frustrating to read. I appreciate you bringing all this stuff in, but I do have problems with the fact that – so this was – primarily this presentation was built by the person you replaced, correct?

Henry Herndon: No, that is not correct. This presentation was put together by the Board chair who pulled the fire alarm.

Selectman Vurgaropulos: So, it restricts my question.

Selectman Vurgaropulos: Yeah.

Selectman Vurgaropulos: The rules that were displayed in here already had been long established, correct?

Henry Herndon: They were established prior to launch and prior to the hiring of the CEO.

Selectman Vurgaropulos: Okay. So, I went back. One of the questions I asked you last time you were here was, who's overseeing to make sure that one guy that has the trigger doesn't pull the trigger at the wrong time and goes in or goes out inappropriately? You almost started to do it earlier, but I didn't hear that, what the gap coverage would be to protect against that incident from happening again. So, I'd like to know that. And then the other thing was, if I remember correctly, I'll have to go back and read my own minutes. You said that we want to be hiking rates for increasing reserve influx to build it back up because you said it was already built in, and now you're saying the exact opposite of what I remember. So, I'd like you to explain that more.

Henry Herndon: So, I guess I'll try to take each of those. The first one is the stop gaps.

Selectman Vurgaropulos: Protect from the incident.

Henry Herndon: Right. And the second one is, I suppose, why rates are going up and how does that relate to the reserve?

Selectman Vurgaropulos: Yeah, I believe last time we spoke, we spoke with increasing the amount that you have to go up in order to accrue reserve funds faster. And if I remember correctly, I believe you said you weren't doing that because it was built into the cost structure of the current plan.

Selectman Morin: And that's related to my question to you, exactly what he's saying.

Selectman Vurgaropulos: So that's frustrating when you're saying two things. So, one of them has to be true. I'd like to know which one it is.

Henry Herndon: So, I don't believe I'm saying two things. Any electric rate that a customer pays, whether it's through us or through somebody else, will cover their cost of service, which includes their energy costs, the operating cost of that supplier, and any net margin associated with that supplier. In CPCNH's case, if we were maintaining sort of target reserve levels, we would not need to accrue additional reserve funds. But CPCNH has not met target reserve levels, so there will be a component of the rate that –

Selectman Vurgaropulos: So, there will be an additional component into the reserve buildup that you already have built up. So, there will be two components in the structure capturing funds to the reserve.

Henry Herndon: No. We are modifying the policy to further delay the date by which we must achieve reserve target levels to gradually rebuild the reserve fund.

Selectman Morin: So, the rate should drop?

Henry Herndon: No. The rate is primarily driven by market fundamentals, and energy forwards are up. Just context here. So, if you're looking at a rate, is it a nine-cent rate? Is it a ten-and-a-half-cent rate? The portion of that associated with the reserve accrual for the coming periods would likely not exceed half a cent. It could be less.

Chairman Dumont: I'm going to go to Selectman Guessferd.

Selectman Guessferd: Okay, to kind of language here, right? So, you use the term market fundamentals. I think some people know what that means, others don't. But what I'm hearing is that it's going to be dictated by the market, essentially. So, the market rates are going up. Isn't that what you're saying?

Henry Herndon: Yes.

Selectman Guessferd: And that's one of the reasons why the rates overall, not just for us, but for Eversource and everybody else, the rates are going up. I don't – I guess that's part of the answer as well.

Henry Herndon: Yeah.

Selectman Guessferd: And supply, right?

Henry Herndon: Yes. Market fundamentals would just essentially mean supply and demand, what is the price of natural gas, primary fuel, powering the electric market, weather, other factors such as this. And I'm not saying I'm guaranteeing that Eversource's rates are going up, but currently our market forwards indicate rates are going up, markets are going up. A component of that cost will be accrual of reserve. That's not the primary driver in the direction of the rates.

Selectman Guessferd: What I'm also hearing is that you're trying to establish that period of time so that the rate doesn't jump way too much. So, in other words, if you were going to achieve it now or within the next six months, you would have to charge a rate that's just outrageous, essentially. So that's why you have to do it over time. Three years, you're thinking it might be the right timing to get that back to the right place, the reserve.

Henry Herndon: Yes.

Chairman Dumont: And to follow up on that, and that's what I was going to get to, is so that truly determines how much you're putting into your reserves. So, you won't know how much of that rate is allocated to reserves until the board decides whether or not it's a two-year, three-year, or a four-year period. Your assumption is that they'll go with the three, and I'm sure that will be your recommendation, and I'm sure most of us will listen to that. But they could go with the two, they could go with the four. So, it could be higher than your assumption, it could be lower than your assumption.

Henry Herndon: That's correct. 11-1.

Selectman Morin: So, if you're going to change your time span to redo the fund, you told us last time that this fund, and correct me if I'm wrong, was to use take-out of to keep the rates low, am I correct?

Henry Herndon: That is one of the stated purposes, yes.

Selectman Morin: Okay. So, what's the liability now that you can't get up to the minimum? What's your liabilities if you've got to cover something?

Henry Herndon: I believe that this will answer your question, but one of sort of the standard business practices of an organization like CPCNH is to establish credit facilities, diversify suppliers, have sort of – there's various steps that can be taken. CPCNH is discussing with our banking and financial services partners an application for a revolving line of credit and sort of taking some of those common-sense business steps to support our liabilities.

Chairman Dumont: Is that an additional cost? So, obviously that line of credit will be interest accrued with that. Is that cost figured in, or is that possibly an additional cost that will have to get figured in at that next meeting?

Henry Herndon: No. Rate setting for the next period will include any financing costs associated with credit.

Chairman Dumont: Any other questions from the Board? Well, I appreciate you coming out and giving us the detailed breakdown. I'm sure we'll be – you know, this conversation is ongoing, so I'm sure that we will be continuing that. Mr. Sorenson, did you have anything else?

Roy Sorenson: Yeah, the only question I had for Mr. Herndon, the joint powers agreement quarterly reports I thought was in there. Is that accurate? Am I not understanding that?

Henry Herndon: I believe that is correct.

Roy Sorenson: All right. So, have you been providing those to our group?

Henry Herndon: Those were not provided previously, and that is one of the action items that is a priority, and I had a meeting on that this morning, actually.

Roy Sorenson: So that's something we probably want to see at a minimum.

Henry Herndon: Yep. I will bring that back to our team and our Board chair and say that this has been requested, and it is something we're aware of and working on.

Roy Sorenson: All right. Thank you.

Selectman Guessferd: And just as a kind of a final thing for me is I know this is difficult. I know it's not a good time for you, for your folks, but, again, there is some appreciation level of coming here and answering these questions, and the biggest thing for us is just being transparent and making sure we understand exactly what's going on and that things are talked about in layman's terms so folks understand they're listening in as well. But, again, I do appreciate that this is not an easy conversation.

Henry Herndon: Yeah, and I'm happy to come down. I'm glad to discuss with the Board. I appreciate your questions. I appreciate your time.

Selectman Guessferd: All right.

Chairman Dumont: Thank you.

#### H. Water Utility Clerk Job Opening – Administration/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. So, we have, unfortunately, another opening, and this one's a little bit different. I'm going to actually have our Director, Mike Johnson, explain it a little bit because I think it's important that we understand why we have this opening, given that we kind of went in a different direction with his structure.

Mike Johnson: So good evening, Mr. Chairman, members of the Board. A few weeks ago, I received a resignation notice from one of our production coordinators, Cameron McDonald. While we're incredibly sad about this, we're incredibly happy for him and proud of him as he essentially got offered a dream job in the film industry, not something we can compete with. So, I'm here to request permission for us to host this position and start the recruiting process for it for our department. As many of you know, the production coordinator has a very vital role to HCTV. I would say they're the heart and soul of my department. Many of you will see them out and about at events at the school district, at these meetings. So, I'm here to request permission to start that process. If you have any questions, I'll be happy to answer.

Chairman Dumont: Any comments from Board members?

Selectman Morin made a motion, seconded by Selectman Guessferd, to approve the Director of Community Media to post for advertised for HCTV production coordinator position. Motion carried, 5-0.

Mike Johnson: Thank you all for your support.

Selectman Guessferd: Good luck with this.

#### J. NH Rev Stat § 673:13 – Administration/Discussion

Chairman Dumont to open discussion.

Chairman Dumont: Next up I put an item on tonight's agenda, New Hampshire RSA 673.13. Received an email concerning this RSA. Comments made by a member of one of the elected boards. I will be frank. Initially, my first read was appointed members. After rereading it through and actually speaking with our town attorney, as silly as I believe it sounds, Section 2 specifically calls out for elected officials as well. I wanted to have a discussion with the Board here tonight for a couple of reasons. One, obviously, there's an issue that was raised. We talked about the Target facility early on, so I figured now is a good time to throw this on here. But we've all had conversations about different boards and comments that have been made, and I figured now would be a good time to see what the Board's thoughts are on this RSA and if there was any action that they wanted to take. I will start off by saying that, personally, I think that this is an extremely serious issue. The threshold is not something that should be looked on lightly if this was to be used. So, I wanted to put it out there and see what everybody thought.

Selectman Vurgaropulos: I will say it was used not that long ago when we removed Bill Cole.

Chairman Dumont: So, this has not been used since I was here. I understand that. I think the threshold for that was extremely clear. When I look back to the minutes, you had a member sitting on an appointed board at the time, which, personally, I believe the Board of Selectmen has a little bit of authority over those boards than the elected ones. And what that member was doing was speaking on one side while actively in litigation on the other side. A clear, clear conflict and dereliction of duty. There's no discrepancy there. Some of the claims that have gotten are social media posts. I can think of almost every Board where members do that, whether I agree with them or not, I think is a different topic. I'm not sure that a social media post rises to that level. But, again, it's here in front of you guys.

Selectman Guessferd: It sounds to me in some ways that we're beating around the bush here. I mean, should we just say what this is? I mean, it's what we're talking about, or should we go in non-public to do that and talk about it in non-public? Because I think we really need to kind of address this and hit it on the head with respect to how this applies and why it's going to apply.

Chairman Dumont: I will say that the last one definitely was the tipping point. I don't think it's perfectly fine. It's already been out there in the open. I would remind people to speak. I would try to stay away as far as you can from defamation.

Selectman Guessferd: Speak it objectively.

Chairman Dumont: And hold on one second. The reason why I thought that this was important is because the more that I looked into this, the more I went back to what other people on other boards have put out there as comments. So, when this was raised for one, I thought now is the opportunity to talk about it in relation to all of them, not just one individual.

Selectman Jakoby: That's exactly what I want to comment on, because I think that's where I was coming from on this. So, one of my questions as I read through this as a member of the community asked me to review this was what kinds of things would this Board actually take this kind of action on? If it's an elected position, we're strictly saying that we are required to have a public hearing about that incident, let's call it an incident, about that incident, but it would be up to us as a Board to call for that public hearing. The question is what kinds of things would rise to a point where this Board would feel the need to take action either for an elected position or an alternate or an appointed position. I don't think we have guidelines. There are no guidelines in this at all. Well, okay, there are words here that are the guidelines, but it's wide, and that's why I brought it forward because there's an incident that community members said, does this apply? And I don't know what the will of this Board is because we have elected people, we have appointed people. Everyone does go out and make public statements. What types of public statements might rise to this level? And then also, at what point might we take action? So that's why I wanted to discuss it, not necessarily about this particular incident, but more I don't have a sense of what would rise to that.

Selectman Morin: First of all, I appreciate you bringing this up, and we did the last one in public. That was in public at a meeting, in a board of selectmen's meeting, so it was in public.

Chairman Dumont: And not to be out of line, I just asked the attorney as well, and he also thought it was a wise idea to have a discussion.

Selectman Morin: And to tell you the truth, I've heard the rumors, but I haven't seen any of the emails. So, I have no idea what was said other than what we heard tonight and scuttlebutt. So, before we do anything, I think the whole Board, my personal opinion is Facebook, that's ridiculous for us to even look at. I mean, people have their rights, and I get what the question is, but was there any proof anywhere? You know, is there? I mean, we listened to the town engineer tonight. He gave us an overview. There's no issues out there. So, did somebody misspeak? Yeah? People misspeak every single day.

Chairman Dumont: I would say personally, well, I would wish that everybody just stayed away from social media and making comments like that because it seems as though it's coming from the Board. None of us act as individuals. We can't, right? We act as a Board when we come together as a meeting in a public forum. So, when someone goes out and puts these things on Facebook, it seems as though it's an act of the board or an act of the town. So, while I wish that everybody would stay away, unfortunately, nobody has taken my message so far. We can't dictate it. So, with that, there is a sense that you have to remember that there's also freedom of speech. And like Selectman Morin said, people misspeak all the time. I did see the e-mails. I saw the snap screenshots of Facebook. I'd be happy to forward those along to you as well so that way you can review them. Again, I'm not looking for indecision tonight, but I do just think it gets the ball rolling on the conversation. You have certain information that a member put out there that could be interpreted, in my opinion, multiple different ways. I would believe, as somebody who was a part of that Planning Board meeting, that the representation was made incorrectly, one, and two, the actual information is what I spoke about earlier. The wildlife specialist and how the way a golf course operates is not beneficial to the wildlife in the area, and therefore, by moving in that direction, the wildlife would actually improve. Now, how people explain that? I'd say 10 different ways.

Selectman Jakoby: My understanding was that the e-mail with all those attachments was sent to the entire Board.

Chairman Dumont: I did receive a copy of it from Mr. Wade. He would also forward me on it.

Selectman Guessferd: I think I have a copy.

Selectman Jakoby: It was attached there, just to clarify.

Chairman Dumont: It was his first one, I think, got mixed up with the attachments, and he resent the attachments.

Selectman Jakoby: So, there was a second one with it.

Chairman Dumont: There may have been an issue there, but nonetheless.

Selectman Jakoby: No, I think it would be important to review it because I think it's important to review it. I think that's a first step.

Chairman Dumont: I think it is, but my question to the Board would be, is somebody stating their view on what happened at a meeting on Facebook rise to this RSA being utilized? And I will tell you, before anybody, I don't think it does because there's plenty of things that other Board members say on Facebook before and after meetings that I disagree with, but that's their opinion.

Selectman Guessferd: Well, we've never removed people in the past for those things.

Chairman Dumont: For that item, correct.

Selectman Jakoby: I'm sorry.

Chairman Dumont: For that item, right.

Selectman Guessferd: That's what I'm saying.

Selectman Vurgaropulos: No, I totally respect the First Amendment. Everybody's allowed to speak what they want to say. What gets tricky is when you're an elected official appointed or anything for the town. You have to do things a certain way because, like you said, perception is reality, right? So, you misconstrue what I say, and then you tell your friend, they tell their friend, now it becomes the law, right? So, we want to get away from that, and I'm wondering if, like, where we want more definition of this so we can understand how or if it's even warranted to use this RSA. I don't know what the strength of our Ethics Committee is. I've heard it's only budgetary. I'm not sure. So, if somebody can clarify that for me. But is it appropriate to have them come in and talk about this with us?

Chairman Dumont: I would say that the authority lies behind this Board of Selectmen for this RSA. I don't believe that the Ethics Committee would need to be involved if somebody wanted to file an ethics complaint.

Selectman Vurgaropulos: I'm not saying for a complaint. I'm saying for clarification for us.

Chairman Dumont: I don't believe that they could offer more clarification than our town attorney. And, quite frankly, you have to look at what's in the RSA, and this is what he's told me, inefficiency, neglect of duty, or malfeasance. That's what's spoken about in the first session. And does somebody stating their opinion on Facebook rise to that? And I will tell you before you jump to conclusions, if that is the case, I can think of a handful of people you're going to have to remove.

Selectman Guessferd: It wouldn't just be that one.

Selectman Vurgaropulos: Everybody's guilty of talking.

Selectman Jakoby: So, I just wanted to say, so Facebook is a public forum, so anything that you post there is free and public. So, I'm just saying that. It is a public statement, and I think that's how it is defined. Correct me if I'm wrong. So, it's just a matter of those public statements, are they being made in the context as an elected official, not as an elected official? And, yes, separating those are sometimes difficult, but some people do say, as a Planning Board member, I said, you know, or because I was there. And some of that happens. I don't believe it happened in this case. I'm not sure this rises to this either, because if we look at findings of inefficiency, we all have jobs and other things to do. Neglect of duty, his duty is, in this case, the duty is to the board they're elected to. Malfeasance, that's the broadest one. But I don't think that's not there either. So, if I look at this in the simplest terms, I don't see it raising to this, but I think it was important for us to take a look.

Chairman Dumont: Yeah, no, and I would agree. Like I said, the deeper that I looked at it, I think that, again, there's multiple issues that are similar to the Planning Board member's remarks. Quite frankly, there's multiple members on there that are extremely vocal on things.



Selectman Jakoby: Yes.

Chairman Dumont: Which, again, I think is a horrible thing, but, hey, you know, that's up to them whether or not they want to do that.

Selectman Guessferd: I would 100% agree.

Chairman Dumont: So, for me, I have no problem saying that I don't believe that what was done, at least for that member or any of the members that I disagree with or agree with, rises to this.

Selectman Vurgaropulos: I don't disagree with you. This is pretty extreme. But I guess I would hope that all board members, no matter what board you're on, would want to present themselves to the public. You have to remember that. Even if you're not drinking a beer, they're going to say, hey, they're Selectman Dumont, you know, like regardless of whether you're wearing your hat and everything. So, it's very, like I said, I don't believe that this is necessary, but it might behoove us to have the boards all talk to their teams and say, hey, it's raining in a little bit. Remember, we have official business, so when you say certain things, because sometimes what happens is it starts off with a simple comment, which is, I believe, what kind of happened here, and then you get someone riled up and they start talking.

Chairman Dumont: Oh, sure. Facebook is that all about.

Selectman Vurgaropulos: That's what it's for, you know. So, you get caught up in that, and then anybody coming in halfway through a feed or even from the beginning could say, well, he spoke so long about something, it seems like he was presenting. And we just want to ask everybody to kind of keep it a little tighter.

Selectman Jakoby: Yeah, and this is not anything I would look forward to ever doing as a select board member, but it's important for the public and for us to know that it is there for us if needed.

Selectman Guessferd: No, no, I'm just kind of agreeing that this is –

Chairman Dumont: The only thing that I would add, and it's just something for you all to think about, is what is that level going forward? Again, so we want to think about it. For me personally, I think that the example that Selectman Vurgaropulos brought up is a prime example. When you have a clear conflict of interest and then a refusal of that member to recuse on that conflict, that's a no-brainer. You have an elected official or an appointed member that is neglecting to show up to meetings and is putting that board at harm or making it difficult for them to conduct their business. That would be a neglect of duty. There's different things that I think that you should all think about as to what that may be as we are going through our committees and boards. It's been a topic for the past couple of meetings. There's nothing to think about.

K. Hudson Old Home Days – Administration/Discussion  
Chairman Dumont to open discussion.

Up next is Old Home Days. It's another thing. I spoke to Selectman Jakoby about this. I know it's been on her mind as well. I will say just to my point real quickly, I know we all or past members tend to go to Old Home Day. They make themselves available on their own schedules and they kind of go about and see people and interact in the fun of Old Home Days. I thought it would be a good idea to have a booth. I reached out to the Chairman of Old Home Days to see what it would cost to rent one. I was thinking about donating one so that way the selectmen could utilize it. And then I was told that because we're a sponsor, we get one for free. So, Selectman Jakoby had a similar conversation. I believe she supplied you with that email. The Chairman gave us a position where he thought it would go. I guess I'm looking to see if there's any interest here of other members in what days because another important thing is to keep in mind that we don't want to have a quorum. So, I was thinking two members at a time to stay away from that. And it's really just kind of a meet and greet. If somebody wants to come up and tell you how bad we're doing, we're there to listen. So, I would say right off the bat I'm more than available for Thursday and Friday. The weekends are a little bit tougher with my little ones, but see what you guys think.

Selectman Jakoby: So, when I had this conversation with Mr. Malley, he was really gracious in thinking that for us to be able to post when we would have people there would be really helpful this way people could look for us. And that he said we didn't have to be there the entire time. So, the minute he said that, I was like, I'll be there. Because I did that one year, and it was exhausting. And I also thought it was really great. He had said that we would be put with HPD and with the Police and Fire Department so that when we're not there, there's still people around it, which is nice. Because there are only five of us, and it's a lot of time to cover. But I think any opportunity we have to be out in front of the public and listening is important.

Selectman Guessferd: It'll probably be an unpopular decision here but, I'm not 100% in favor of this, but I get it. I think it's good that we do have a place that we can go. I just don't want there to be an expectation that we're going to spend the majority of our weekend there. I know you said you're not available on certain parts of the weekend. I think if we can, if people can, if there's a booth there, that's great. I'm just not sure we should feel obligated to be there.

Chairman Dumont: I would agree with that. I don't think everybody has four days, 24 hours to do that. I guess my thought process was if you had an hour or two here and there to pop over.

Selectman Guessferd: Absolutely, I'm there anyway.

Chairman Dumont: Exactly, and then just to coordinate with everybody else so the five of us aren't standing at a booth having an unnoticed meeting.

Selectman Jakoby: Oh no. That's pretty much what Tim said. He even said that the most popular time is Saturday. If we could get Saturday covered as much as possible with an hour here, hour there. But I know you're not going to be there Saturday, so you might put a couple of hours in the other day.

Chairman Dumont: I could be available Thursday, Friday, Saturday morning. I could make work.

Selectman Jakoby: But to be able to promote that to the public is just my point.

Selectman Guessferd: In the end, I think it's a thumbs up.

Selectman Jakoby: He can do it.

Selectman Guessferd: I think we all do. We're involved in volunteer organizations. I'm in one organization that typically parks cars on Saturday morning. I'll be doing something else there on Sunday. But, yeah, we could certainly work that out. Like I said, we'll just have to coordinate. That's all.

Chairman Dumont: Yeah, we don't need a necessary schedule tonight.

Selectman Guessferd: You doing the dunk tank?

Chairman Dumont: No, before. I signed up last year, but I was late.

Selectman Vurgaropulos: Must have been that Hudson property.

Selectman Jakoby: I was very surprised I was not asked last year. I was a little disappointed. I expected to be asked.

Selectman Morin: I'll make sure you're in this year.

Selectman Jakoby: I'm all in. I think I'd make a lot of money with that being in there.

Selectman Morin: I think we're all up there anyway. What are we going to do with the booth? Are we going to hand out stuff? What are we going to do? Because if we're just going to sit there and hope somebody comes up to the booth, then we can just walk around and do the same thing.

Selectman Guessferd: Sure.

Chairman Dumont: No, I had spoken to Mr. Sorensen about that as well. He had brought up the idea of maybe just a couple of informational things to put up there. I would say that this is just the beginning of the discussion. If anybody has any ideas, we could put it together. The booth is there with the sponsorship. I just figured if it could be utilized for something, then to go right ahead.

Selectman Guessferd: Yeah, why not?

Selectman Vurgaropulos: We could get a suggestion box and we could read it in the non-public.

Chairman Dumont: We could whack-a-mole with all of our heads on it. People might like that.

Selectman Vurgaropulos: You'll make revenue.

Selectman Jakoby: I am a booth person from day one. I will send you some suggestions, some really positive things I think we can do for both. What I think is really helpful is to have something for the children while you're talking to the adults and stuff. I may be there the whole time now. I'm getting excited.

Selectman Guessferd: Talk about more of the details as we move forward.

Chairman Dumont: Yeah, we can talk and chat through email.

Selectman Vurgaropulos: Then we're going to have a big one.

Selectman Jakoby: Then we're going to get other volunteers. No.

9. **SELECTMEN LIAISON REPORTS/OTHER REMARKS**

Selectman Vurgaropoulos: There's a lot of good stuff tonight. All right. Just to cover a lot of good ground. I've got nothing major to cover. As far as reporting, I only have one meeting, which could happen. It's kind of beside you guys, and you guys might look into it. That's it. All right.

Selectman Morin: I attended a school board meeting, but I'll yield to the school board chairman for that report. On Saturday at 9 a.m. at Benson's Park, the Fire Department will be dedicating the new memorial, talking to the chief at the break. If it rains, they're going to continue to have it. Hopefully we can get through with the showers, so that will be taking place. We marched in half of the parade, depending who you were. You marched in the whole parade.

Selectman Jakoby: I was hanging with the chairman.

Selectman Morin: We were there. There you go. That's all I have.

Selectman Jakoby: I just wanted to give an update for the Sustainability Committee. We did discuss that we are going to be looking at – they're going to be one of the first committees that we help establish a new charter with an admission, so we're looking forward to that conversation. They're looking at – there's a presentation called Button Up New Hampshire, which helps with energy efficiency, that they're going to be scheduling and moving forward. They were talking about National Night Out is coming up August 5th. They're continuing moving forward on the many facets that they have and raised some good questions that I think we'll be addressing in the charter, and they're a really good organization to start that charter conversation with. As far as Benson Park, they continue to do their cleanup days. Mays was canceled because of rain, so we can hope that June's might work out. But there are other ways to volunteer, so please keep looking at their site for that. They continue to thank DPW and all the staff for all the support that they have at Benson's Park. And I did want to bring up one thing to the community. If you're interested in sponsoring a small section or a larger section of Benson Park for gardening – there are a lot of people who like to garden – there are available spots even for companies or groups as well as individuals. So, I just wanted to put that out there. And thank you for all those who helped make the parade happen. It was a beautiful day, and I was really thankful I was able to be there from end to March.

Selectman Guessferd: Okay, so tomorrow night we've got a Planning Board meeting. We've got a couple of cases coming forward – not huge ones, but cases to look at. Rec Department summer program – we've got 400 kids registered, \$180,000 has been brought in so far. That's just in revenue. There will be costs associated with counselors and all of that as well. But the program always seems to be a moneymaker, so it's a good thing and some great things for the kids. Registration will continue until June 13th, so if you haven't gotten your registration in, definitely make sure you get it done soon. That's like two weeks away. Program info can be found on the website. It opens on 6/23 after the end of school. Men's and Women's Softball Leagues is a very popular program. They're underway. They've begun. Anyone who's still interested, you can probably still join a team. You can check out the website for the schedules and check out a game. I'm not sure about the joining yet, but I think you can probably join a team if they have spots or whatever. But you've got to go through the Rec Department to do that. Senior Citizen Programming. They had a free comedy show at the Center last week, and they've got another trip coming up to the Castle in the Clouds up north this week. And they're also going to have lunch at Hart's Turkey Farm. Remember that? We'll be looking forward to it. As far as the library, we had a meeting last week. There was a library committee meeting. I've got to pull up some of this stuff. I think people probably may know or may not know, but they've been fine-free temporarily for five years, but they just made it permanent. So, it's been a really good program. People should be able to feel free to bring their books back and not worry about fines. So, if you've got a book out there and it's been out for a while and you've been kind of concerned about bringing it back and paying the fine, bring it back. The only time you're going to have to pay anything is if the book is damaged or if you lost it or something like that. And, yeah, they're getting ready for National Night Out as well. I mean, it's coming around. It's August, but it's only a couple months away. Secondhand Prose has moved to the main floor of the library, the Hills Library, and will be open the second Sunday of each month. And the summer reading program is beginning soon. You know, kind of keep your eyes out for sign-ups that are coming soon for the library. And that's pretty much almost everything I got. I also want to reiterate, yeah, the parade was great on Sunday. We did have State Rep Maggie Goodlander was there. She's a veteran, and she spoke, and it was good to have her around. And she went over to the American Legion afterwards

and talked to some Legion members. So, it was a good event overall, and I heard the bands were pretty good too. That's all I got.

Chairman Dumont: Well, if you would have waited to pat yourself on the back. I was about to say thank you very much for TAPS. You did an amazing job, but since it's out there.

Selectman Jakoby: I know, that was great.

Chairman Dumont: But, no, the parade was fantastic. Everybody had a lot of fun. Everybody who put it on, police, fire, DPW, the American Legion Post 48, ROTC, Alvirne Band, everybody did an absolutely fantastic job. I was happy to see everybody out there. Good crowd. Yeah, great sign of patriotism, and it's just an amazing thing to see. And the weather cooperated, which was perfect.

Chairman Dumont: For me, Zoning Board meeting last week, it was a nice, easy one. I want to reiterate to people that we constantly need volunteers. Luckily, we had a quorum because we had an alternate there last week. Otherwise, we wouldn't have been able to conduct business. But we only had one alternate and two members that were able to be there. So, it's always showing how stressed our boards and committees are, and we're looking for help everywhere we can. So hopefully, if anybody is out there still listening at 1035, come down and grab an application. I've got a Chamber of Commerce meeting coming up next week. I'm excited to attend that and see what opportunities are there. That will be my first one assigned to that position, so I'm looking forward to that. Not much else going on. I'm hoping that everybody is enjoying their summer and being safe.

10. Remarks by Town Administrator: All right, since we've had a series of presentations tonight, we'll have one more for the road. Switching it up a little bit, just a quick TA report. **[Slide 1]** It's been a long night, so I won't take up too much time. Nine Industrial Drive, I don't know if you've been down there, but some of the site work has started. You can see the current layout of what will be built there, the four pickleball courts. And the CDL of the truck school is doing very well, pretty active down there as well. So, the site's actually picked up quite a bit. DPW has done a lot of work over the past couple of weeks. **[Slide 2]** Picture's worth a thousand words. My first time in Hudson from Memorial Day, I've got to say, I was quite impressed with just everything. I think the community does a great job. I was glad to be part of it. And I think the field of flags at Library Park is just fantastic.

Selectman Guessferd: Do you mind if I add a little something there? If you don't know, the field of flags, every single flag there in the field is representing one person. It was either probably sponsored by somebody else, a friend, a relative. So, each one of those flags has a tag on it, and with that person's name, military service, rank, it's pretty impressive. Yeah, absolutely.

Roy Sorenson: I think it was 193 of them.

Selectman Guessferd: They get more every year.

Roy Sorenson: Amazing. **[Slide 3]** Trolley stop. So, you might have seen this in your travels over Memorial Day weekend. So, this is coming along. You can see the pad's been poured, and the two upright arms have been poured as well off to the right there. Those will hold, obviously, the roof in place. So that work's ongoing, and we're hoping to have that done, obviously, this summer as well. **[Slide 4]** Quite a project here if you haven't been down to check it out. With all the rain we've had, to me, it's a miracle, understanding the whole process of how this work's done, that they actually didn't lose any of their bypasses. All their cofferdams held, so the water continued to flow while they continued to build. So, kudos to them keeping the pumps running and getting that going. You can kind of see the upcoming work. Again, if you haven't been, HGTV, by the way, this is a drone shot. I did talk to Mike and his group about going down there, and they responded immediately and did a fantastic job covering this as well as our town engineer, Don Kirkland, does a great take. You can see that on HGTV as well. **[Slide 5]** Audit action items. So, some of the stuff we're working on, and we have a meeting, actually, this week. I'm going to go to the next slide here because we have a big meeting coming up this week, the Policy Subcommittee, on Thursday. The capital assets depreciation policy, you can see a bunch of data and information there. We are pounding this into the system. The staff's doing a great job. Part of our work on Thursday, we'll be talking about the written policy aspect of that. Now that our new Finance Director is on board as well, we're looking at the federal grants policy. So those are two big items. They were both mentioned in the audit. Action items, as far as I'm concerned, working with staff as well as a couple that are selected on the subcommittee. So, looking forward to get those moving over the next couple weeks as well, bringing them back to the board for endorsement. **[Slide 6]** And then finally, May recognition. We had a couple tonight. May in general is public service, basically the whole month if you look at it. These are typical of every year. May 15th is

Peace Officers Memorial Day. The 11th through the 17th, Police Week. The 3rd through the 4th, National Fallen Firefighters Memorial Weekend. Public Works Week, the 18th through the 24th, same as EMS Week. And then obviously Memorial Day, commemorating everything. On the right, those are our folks that started in May. You can kind of see the years of service, quite a bit of range. 26 years down to one year, so quite a bit there. And I'll continue to do this as we go through the year because I think it's worthwhile to recognize everyone, be it one year, five, 20, 30, whatever it might be. That's it. Oh, one more very important thing. I didn't have it in here, and I think it's worthwhile. You did come up in the minutes from the nonpublic. We do have a Town Planner who has agreed, myself and the chair have worked at the conditional offer with him. When I say we did a nationwide search, I am not lying. The gentleman is from Fort Collins, Colorado. Does have roots to New England, so I'll put that out there. But he's excited. I think everybody on the committees, both first round, second round, were very impressed with him. The practical, which we gave him, which was not easy, did an outstanding job. We are potentially going to see him here at the end of June. So if and when he arrives, we'll bring him in to introduce him. His name is John Stoll, by the way. Thank you.

Remarks by School Liaison: Thanks for having me back.

Selectman Guessferd: Keep coming back if you want. This is great.

Maureen Dionne: I'll start again with school safety and security. So at our most recent board meeting, we approved a quote for the replacement of the Hudson Memorial Fire Panel. This, again, was one of the warrant articles that voters thankfully approved in March, and that work will begin. So, we went ahead and we reviewed that quote. There were a couple of quotes, in fact, and we selected a vendor, and we're moving forward with that. A couple of weeks ago, I mentioned some budget considerations. And as we know, that the budget committee had reduced the school district operating budget by \$800,000. Over the last couple of months, we had been looking at a number of options and ways to kind of achieve that bottom-line dollar. In total, we did discuss this two weeks ago in public. We reduced many positions, in fact, to a dollar within our budget. Most of those were vacancies, and also a few that we had planned to backfill due to attrition and retirement, and we are actually not going to. In total, we cut \$846,020 from the school district SU-81 budget. It's really important, and I just want to say for the public, and we said this that night, those positions were reduced to a dollar because, similar to the town, it's a bottom-line budget. And so, if in the next school year there is a need, if we need to fill a position, we can reallocate those dollars by a motion and a vote of the board. But we were able to achieve that number of \$846,000. It was difficult, but we were able to get there. Hiring update, again, I mentioned two weeks ago. Spring is always very busy. We still have 13 teacher vacancies, 10 paraprofessional, and over 10 other administrators, maintenance, facilities, and other monitors and substitutes throughout the district. So, we have over 30 open vacancies right now. That's still coupled, as I said two weeks ago, with a significant amount of hiring that we are doing every single day in the district. And kind of just grouped into this other category, I mentioned that because many people in town will likely see the work begin and may have been involved, in the fall the Alvirne Farm Improvement Plan came forward to the School Board. And a number of items were discussed at that time to improve both safety for people visiting the farm, for people that work at the farm, for our students, improve animal well-being, and also protect the investment and the equipment at the farm and the maintenance and the machinery and all of that. Throughout the course of the last several months and since the fall, there has been a building permit process here with the town. And, in fact, we recently, in late April, received a building permit for a farm utility building and so we've been working very closely with the folks here at the town. And the one that I want to mention, because people will start to see the work, is that the farmhouse at the front of that piece of the property, we moved forward with residing that. So, over the winter, prior to the winter rather, we re-insulated the farmhouse and actually it will now be resided. So, you will actually see that, and really I think a significant improvement to that building. And then just a lot of work, as I said a couple weeks ago, a lot of celebratory, kind of wrapping up this school year and then moving into operations and planning for next year, strategic planning. And one of the key things kind of coming up, we finally have a new business administrator. We have been without a business administrator for the last year and she is coming on board beginning on July 1st. So, we hired someone, thankfully, found a great person, and coming over to work beginning July 1, and we're looking forward to that.

Selectman Guessferd: Excellent, very good.

Chairman Dumont: Thank you very much. Appreciate the update.

Maureen Dionne: Thank you.



Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, 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.**

Nonpublic Session was entered at 10:45 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 11:28p.m.

Motions made after nonpublic session:

- 1) Selectman Jakoby made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to recognize and award Lieutenant Roger Lamarche, Executive Coordinator Sherrie Kimball and Animal Control Supervisor Jana McMillan with a merit award of \$333 each. Motion carried, 5-0.
- 2) Selectman Morin made a motion, seconded by Selectman Guessferd, to authorize the Police chief to implement a two-week suspension, without pay, for Officer Sithoeun Prak due to failure to follow Department policy and procedure. Such action to be reconsidered at the June 10, 2025 Board of Selectmen meeting following a legal review. Motion carried, 5-0.
- 3) Selectman Morin made a motion, seconded by Selectman Guessferd to hire Richard Daughen for the position of Firefighter/AEMT in the Fire Department at the contracted salary of \$31.30 per hour (step 6). This will increase to \$33.85 effective July 1, 2025. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief. Motion carried, 5-0.
- 4) Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to hire Parker Berube for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$23.80 per hour (step 1). This rate is effective as of July 1, 2025. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief. Motion carried, 5-0.
- 5) Selectman Morin made a motion, seconded by Selectman Guessferd, to approve an increase in hourly salary rate by 5.0% for Executive Coordinator Erika LaRiviere, for a period time through the absence of the Administrative Aide II, including retroactive to Marcy 7, 2025, with such action rescinded upon the return thereof. Motion carried, 5-0.
- 6) Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to seal the minutes of the May 27, 2025 Board of Selectmen meeting. Motion carried, 5-0.
- 7) Selectman Guessferd made a motion, seconded by Selectman Morin, to adjourn at 11:32 p.m. Motion carried, 5-0.

13. ADJOURNMENT

*Motion to adjourn at 11:32p.m. by Selectman Morin, seconded by Selectman Guessferd. Carried, 5-0.*

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

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Dillon Dumont, Chairman

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Bob Guessferd, Vice-Chairman

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Xen Vurgaropulos, Selectman

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Heidi Jakoby, Selectman

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Dave Morin, Selectman

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