

## HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

### Minutes of the, June 10, 2025 Meeting

1. **CALL TO ORDER** – by Chairman Dumont the meeting of June 10, 2025 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.
2. **PLEDGE OF ALLEGIANCE:** – Selectman Morin.
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, David Cayot; Police Captain, Patrick McStravick; Fire Chief, Scott Tice; Director of Community Media, Mike Johnson; Director of Public Works, Jay Twardosky; School Board Liaison, Mike Campbell; Executive Assistant, Lorrie Weissgarber.
4. **PUBLIC INPUT** – None
5. **RECOGNITIONS, NOMINATIONS & APPOINTMENTS:**
  - A. Recognitions – None
  - B. Nominations – None
    - 1) Timothy Lyko – Zoning Board of Adjustment, *seeking member position*
      - One (1) member vacancy to expire December 2027
      - Two (2) alternate vacancies to expire December 2025
      - One (1) alternate vacancy to expire December 2026

Chairman Dumont: We'll move on to recognitions, nominations, and appointments. We have one nomination, Timothy Lyko for the zoning board, seeking a member position. Tim, why don't you come on up? Tell us a little bit about yourself.

Timothy Lyko: Timothy Lyko, 8 Dana Webster Drive. I'm pretty sure most of you guys already know me, but I've lived in Hudson for most of my life. I graduated from Alvirne. I was on the Planning Board for a year. I'm still on the NRPC board of committee. I did Zork last year. As you know, I'm on the Planning Board right now, but I've been watching the zoning meetings and everything. I noticed that they've been very, very short people, so I figured this would be a good opportunity for me to learn some more and to help out Hudson while I'm not on the Planning Board. So, I figured I'd give it a try. I already have the book. I've been flipping through. I've been re-watching all the old meetings. I've already watched them anyways, but just to get the feel for it, actually, and I just think it would be a good opportunity for me to help out Hudson.

Chairman Dumont: Any questions from members of the board?

Selectman Guessferd: That's not so much a question, but I just want to make the statement that every Planning Board meeting we've had since the election, he's been there and, you know, paying attention, and, you know, he's very much engaged, and I think he'd be an asset to the Zoning Board.

Chairman Dumont: Any other questions, comments?

Selectman Jakoby: Could you tell us a little bit about ZORC, what that is for the public?

Timothy Lyko: Yes, the Zoning Ordinance Review Committee. It's a committee that gets together with multiple departments, Planning, Zoning, Conservation was there, input from the public, but we go over the zoning ordinances that are either making the Zoning Board have repeated, easy, like things like we just changed the sheds last year, so something like that, or something big, like when we changed big districts and everything. So, we talk about that for

many meetings. We make up what we're going to put on the Morin articles, and then we reduce them down, hopefully dramatically, and then we present them to the town, and everyone votes on them.

Selectman Jakoby: Thank you for that. I think it's just important for the public to understand.

Timothy Lyko: No, it's a good committee, and the public is welcome. Everyone smiles, and people will come, but if there's little things that are bothering people, they can easily be changed through that committee, so I recommend anyone can go. I would like to do it again if I'm on this board.

Selectman Jakoby: Thank you.

Chairman Dumont: Questions or comments? One thing that I'll bring up, and I'll pose the question to the board, previous member of the Planning Board, it's typical, obviously, when we have incumbents, I know this is a different board, that we go right to appointments. Quite frankly, I've seen Tim at the Planning Board meetings. I've seen him elected and not elected. He shows up. He showed up at the ZORC meetings when I was there. He's always very attentive in what's going on. I would be comfortable with moving forward, but I'd like to see what the rest of the board feels like. If they need time, no rush, just want to throw it out there.

Selectman Morin: I would agree with his experience and his time on multiple boards in the town. I don't see a problem with moving on tonight either.

Selectman Jakoby: I would disagree. I would keep with our process that we have in place that this is the first time he's applied for this particular board. It's an appointment. We usually talk at the first one and vote at the second, so I would keep to that personally. Because they're not meeting until after our next meeting.

Chairman Dumont: Correct.

Selectman Jakoby: Okay, just FYI. If there was some urgency, I think it would be different, but they're not meeting until after our next meeting, because I did take a look at that.

Chairman Dumont: No, just giving my thought process, and not to cut in, but my thought process was just time to get sworn in. That's all. Go ahead Selectman Guessferd.

Selectman Guessferd: I would concur with Selectman Morin. I think it's a unique situation, given his experience. And I think the sooner that he is, even though there's not a meeting immediately coming up, that he can better prepare for the first meeting he'll sit on, I think get sworn in, go through those things. It's just my thought process. I know it's not our normal process, but it's almost like an incumbent. It's not really an incumbent, but I would support that. Selectman Morin.

Selectman Vurgaropoulos: Yeah, I'm not opposed to doing it tonight. I do prefer the procedures that we have, but I do think this is relatively unique. And I do know Tim has been at every meeting since the election. I've seen him, and I've had multiple people talk to me about it. So, I don't see a problem with it, especially if it helps him ramp up and get everything in order.

Chairman Dumont: Second by Selectman Guessferd. Do we have any discussion?

Selectman Jakoby: Yes. Tim, I do not support you for this position. I do not support the fact of voting tonight. So, I will be voting against this motion. And I just wanted to let you know that.

Tim Lyko: No worries.

Chairman Dumont: Any other discussion, comments by board members?

Selectman Morin made a motion, seconded by Selectman Guessferd, to appoint Timothy Lyko as a member to the Zoning Board of Adjustment with a term to expire December 2027. Motion carried, 4-1, Jakoby opposing.

C. Appointments – None

Chairman Dumont: All right. Thank you all so much. With that, we roll right into consent items. I would like to pull out the donations. So, item D. Is there any other items that members of the board would like to pull out?

Selectman Jakoby: I just had a question on one other item.

Chairman Dumont: Go ahead.

Selectman Jakoby: We may or may not pull it. If Juneteenth, the Town Hall is closed, would that mean that no other meetings would occur?

Roy Sorenson: That seems correct.

Selectman Jakoby: Hudson Cable Access?

Chairman Dumont: I would believe so, yeah. Although Benson Park Committee is located at a different location.

Selectman Jakoby: At HCTV?

Chairman Dumont: Yeah. Quite frankly, I would say it's probably best to confer with them on that one.

Selectman Jakoby: So just leave it as is.

Chairman Dumont: Yeah. I would think it's best to leave it as is. I'm assuming the senior center is still open and HCTV has different access hours than we do over here.

Selectman Morin: Mike can answer that. Perfect. Come on up, sir.

Mike Johnson: Hi. Good evening, everyone. So as far as that's concerned, my full-time staff gets the same holidays as the town departments. My part-time staff is still able to work on those days. So, if they want to hold their meeting that day, I don't particularly have a problem with it. They can send a videographer, but that's kind of our policy on that.

Selectman Jakoby: Thank you.

Mike Johnson: You're welcome.

Chairman Dumont: Thank you very much for the clarification. So, with that, we could move it or just remove it from the calendar right now and then update it for what will be prior to our other meeting.

Selectman Jakoby: I'll take action to just double-check with them to make sure they're meeting. So, we can leave it as is until such time that they cancel it or keep it.

Chairman Dumont: We can update the website after that.

Selectman Jakoby: Okay. And I just – if those were next to each other, I don't know that I would have noticed.

Chairman Dumont: No, no, that's a good thing to point out. That's a good catch. Any other items?

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

Chairman Dumont: All right, and I'll just speak to item number D. I thought it was appropriate. Selectman Jacoby did it at the previous meeting. We've done it at other meetings prior to that. I think it would be important to just speak to the donations, and if you don't mind, Mr. Sorensen, I will turn it over to you just to read those into the record.

Roy Sorenson: Sure, certainly. So, for item 6D1, we have a donation to the Senior Center from Paula Graves, a member who passed away recently. The family is donating \$1,000 in her memory. This is for, as I mentioned, the Senior Center. A second donation to accept \$100 from a Hudson resident, Carol Day, and she has made this donation to the Fire Department, again, in thanks to their services and recognizing in particular Master Firefighter AEMT, Tom Henley, and FFOP AEMT, Ryan Richard, expressing her thanks on a note for some of their services that were presented there.

Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to accept Consent Item D.

Chairman Dumont: Any discussion?

Selectman Guessferd: I'm not sure if it's appropriate or we have to think about the process, but given such a significant donation, \$1,000, is there anything over there that we could kind of dedicate to her? I don't know whether it's a meeting room or whether it's something over at the Senior Center that, I don't know. Does anybody know? It may be something we can table. Let's talk with Chrissy.

Selectman Morin: No, but we can ask them to find something for us.

Selectman Guessferd: I think it would be a good idea. Does anybody else think that might be okay?

Chairman Dumont: I think that would be a very good conversation to have with the director. Obviously, you as a liaison would be no better person to do it.

Selectman Guessferd: I can talk to Chrissy about it. I think that's a great thought.

Selectman Jacoby: Yes, and when you have that discussion at the committee meeting, the other thing is to maybe think about other donations of this kind. Maybe they have a donations wall or some other way. Because at some point, and I've had this in other organizations, there's not a thing they need. They really just need overall support. Right.

So, I think it's a great conversation for you to raise at the meeting.

Selectman Guessferd: I will bring it up with Chrissy then, Chrissy Peterson, Director.

Chairman Dumont: The only thing I'm going to add to that is I'd just like to obviously pass along, if everybody's okay with it, our condolences to the family. Really appreciate the donation from both parties. It really helps out in these situations. The town does a lot with very little, so every little bit counts.

Selectman Morin made a motion, seconded by Selectman Vurqaropoulos, to accept Consent Item D.

## 6. CONSENT ITEMS

### A. Assessing Items

- 1) 2024 Abatement Application
- 2) Elderly Exemption Requalification
- 3) Disabled Exemption Requalification
- 4) 2025 Disabled Exemption Application Requalification – Denial

### B. Water/Sewer Items – None

### C. Licenses & Permits & Policies

- 1) 2024 Abatement Application

### D. Donations

- 1) 2024 Abatement Application

### E. Acceptance of Minutes

- 1) May 13, 2025
- 2) May 27, 2025

### F. Calendar

6/10	7:00	Board of Selectmen	BOS Meeting Room
6/11	7:00	Planning Board	Buxton Meeting Room
6/12	1:00	Trustees of the Trust Fund	Buxton Meeting Room
6/14	9:00a	Planning Board - Site Walk	9 Alvirne Drive
6/17	7:00	Municipal Utility Committee	BOS Meeting Room
6/18	6:00	Library Trustees	Hills Memorial Library
6/19	7:00	Benson Park Committee	Hudson Cable Access Center
<b>6/19</b>	<b>7:00</b>	<b>** Juneteenth - Town Hall Closed **</b>	
6/24	7:00	Board of Selectmen	BOS Meeting Room

**7. OLD BUSINESS**

**A. Votes taken after Nonpublic Session on May 27, 2025**

- 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. *\*\*Officer Prak resigned from the Hudson Police Department on May 28, 2025.*
- 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 10:12 p.m. Motion carried, 5-0.

Selectman Guessferd: So, did we make the motion for everything else?

Selectman Morin: Yeah, we did that prior.

Selectman Guessferd: Just want to make sure we have that.

Chairman Dumont: Yep, all set. Okay. We will move on to old business. If Mr. Sorensen could please read that into the record.

Roy Sorenson: Thank you, Mr. Chair. Old business, item 7A, votes taken after an on public session on May 27th, 2025. 7A1, Selectman Jacoby made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to recognize and award Lieutenant Roger Lamarche, Executive Coordinator Sherri Kimball, and Animal Control Supervisor Jana McMillan with a merit award of \$333 each. Motion carried, 5-0. 7A2, Selectman Morin made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to implement a two-week action. I'm going to withdraw this one. I'm going to move to 7A3, okay? 7A3, 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 six. 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. Item 7A4, Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to hire Parker Berube for the position of firefighter AEMT in the fire department at the contracted salary of \$23.80 per hour, step one. 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. 7A5, Selectman Morin made a motion, seconded by Selectman Guessferd, to approve an increase in hourly salary rate by 5% for executive coordinator Erica LaRiviera for a period of time through the absence of administrative aid to, including retroactive to May, I'm sorry, that's going to be, yeah, I'm sorry, March 7, 2025, with such action rescinded upon the return thereof. Motion carried 5-0. 7A6, Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to seal the minutes of May 27, 2025, board of Selectman meeting. Motion carried 5-0. 7A7, Selectman Guessferd made a motion, seconded by Selectman Morin, to adjourn at 10.12 p.m. Motion carried 5-0.

Chairman Dumont: Thank you very much.

Selectman Guessferd: 10.12?

Selectman Jakoby: 11.32?

Chairman Dumont: 11.32. Yeah, I was going to say, I might have been a little bit later than that. I clearly remember.

Selectman Jakoby: Point of order?

Chairman Dumont: Selectman Jakoby?

Selectman Jakoby: Yes. I think we just need to address Item A2, because it's been in the packet and out in some manner for the public. However, you deem that's appropriate.

Roy Sorenson: I think it's appropriate. Thank you, Selectman Jakoby. Item 7A2 I withdrew from the record tonight. It involved the suspension of employee, at which time said employee has decided to resign. I think that's more important to state that fact than to read that into the record.

Selectman Jakoby: I just wanted people to know that he had resigned. Yep. So that that is tied up. Thank you so much.

B. Policy Sub-Committee – Administration/Informational

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: All right. So, this committee has been extremely active over the past three weeks. We have three policies here tonight, which we feel are ready to be adopted. One of them is just adopted as is. We did not do anything that would be FIN, Finance FIN-005 Credit Card Procedure. The first one, FIN-004 Credit Card Policy, we made some minor changes. You can see that on the second page of that, regarding misuse of a credit card and the implications thereof if that happens. So that's on the second page. The third one is what I'm calling the new draft of our Capital Assets Policy. It's going to replace in kind the Capital Assets and Depreciation Policy. I have prepared three motions. They're not here in your packet, but Selectman Vurgaropulos and Selectman Jacoby, who are both on the Policy Subcommittee with myself, have those motions. The other staff who participated in these ones in particular, with quite a bit of input, was the Town Engineer, Elvis Dhima, and our new Finance Director, Laurie May. So, with that, I'll open it up to the rest of the Board if you have questions or concerns or if you want to have a discussion.

Chairman Dumont: I'd just like to say I thank the Policy Committee. It's good work. I'm happy to see those get updated. I know there's been a lot of them that I needed to go through, so to get these three off the books was absolutely fantastic. Anybody else like to make a comment or Selectman Vurgaropulos?

Selectman Vurgaropulos: No, this was a good exercise. I think we accomplished a lot here, especially when we addressed a lot of these three policies, touched upon the audit findings, so that really helped.

Selectman Jakoby: Would you like each motion in kind and then see if there are questions?

Chairman Dumont: I think that we will have to probably adopt each policy separately.

Selectman Jakoby: Okay, so shall I make the first motion?

Chairman Dumont: Go right ahead.

Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, that the Board of Selectmen hereby adopts the revisions for Policy FIN-004, Credit Card Policy, upon this second reading as recommended by the Policy Sub-Committee. Motion carried, 5-0.



Selectman Jakoby made a motion, seconded by Selectman Guessferd, that the Board of Selectmen hereby re-adopts Policy FIN-005, Credit Card Procedure, upon this second reading, as recommended by the Policy Committee. Motion carried, 5-0.

Selectman Jakoby made a motion, seconded by Selectman Guessferd, that the Board of Selectmen hereby adopts Policy FIN-015, Capital Assets Policy, upon this second reading, as recommended by the Policy Sub-Committee, thus replacing in totality the Capital Assets and Depreciation Policy previously adopted June 25, 2013. Motion carried, 5-0.

Selectman Vurgaropulos: I just have a comment. Yeah, I just want to say, you know, thankful to the Town Engineer and Finance Director. They really helped a lot on that policy. So, thank you.

Chairman Dumont: Any other discussion? We are done with the Policy Sub-Committee. Thank you very much. We'll move on to New Business, and I will recognize Mr. Sorensen for the Community Media HCTV update.

## **8. NEW BUSINESS**

### **A. Community Media (HCTV) Update – HCTV/Informational (Presentation)**

Chairman Dumont recognizes Director of Community Television, Mike Johnson

Roy Sorenson: All right. Thank you, Mr. Chair, members of the Board. Tonight, Mike Johnson is here. He's the Director of Community Media, as you all know. This is the third installment, I think, of our department updates at this point. And with that, I will turn it over to Mr. Johnson.

Mike Johnson: All right. Good evening, everybody. I just wanted to start off by thanking you guys for allowing me to give you an update on all the happenings at Hudson Community Television. Before we begin, I just want to thank my Production Coordinator, Mike Pylon, for all his work in our department and my part-time staff videographers and all the volunteers at HCTV. **[Slide 1]** So, getting right into it, what is Hudson Community Television? Hudson Community Television is dedicated to broadcasting quality coverage of Town of Hudson government meetings, sporting events, parades, and community happenings right to the homes of our residents. We provide a platform where Town and School employees can also share information directly to our residents, and we also allow our community members to have a voice and resource to create content for our station. **[Slide 2]** This is our previous org chart. As you remember, at the March 4th meeting, this board approved a new org chart for Hudson Community Television. This actually allowed us to remain efficient while actually reducing some of our cost, expenditures, and salaries. That's been working out good for us. As you know, we do have one vacancy open for one of our Production Coordinators, and we're actively searching for someone right now. **[Slide 3]** I do want to also start off by mentioning that Hudson Community Television is not funded through the taxpayers. We're funded through a pass-through fee from Comcast through their franchise agreement. Currently, 5% of Comcast subscribers' payment to Comcast goes to the Town of Hudson, and that's what funds HCTV. We'll get into that a little bit later. We developed a mission statement recently on what we felt was appropriate for our department to produce, teach, and provide quality hyperlocal content and information by and for the residents of Hudson. I think the by and for is very important. Many of you may have turned on Channel 6, and you'll notice we have content that's produced by residents. Selectman Jacoby, before you were on the Board, you were doing stuff, and while you're on the Board, it's important. It's a resource for our residents. I think that was a very key thing for us when we developed that. Platforms that HCTV is available on. Obviously, we started on cable. We're also available online at [www.hudsonctv.com](http://www.hudsonctv.com) for streaming. Channel 6 is our Public Programming, so anything from the community. Channel 8 is Educational Programming, so you can find the latest Alvirne sports, concerts, events. Anything that's going on in the school district that we cover or they cover and submit to us. Channel 22 is Government Programming, so you'll find government meetings. You'll find videos from the Engineering Department, Fire Department, anything that pertains to the town of Hudson you'll find right on that channel and only that in that channel. In our recent addition last year, Channel 1073 HD, this is our – we kind of call it the Hudson Programming channel. It's the best of the three. You have Hudson producers from the public channel, school district content, government content, a mixture of both. That's actually in HD, so users with HD boxes from Comcast will get a better quality signal on that channel. We also simulcast meetings like this on that channel as well, so we're on government and that as well. Something we're going to be getting into later tonight is the Cablecast Screenweave app. We've had an influx of residents ask us about this, and we'll have a tutorial at the end of this presentation how to access that. This app's available on Apple TV, Roku, Amazon Fire TV, iOS devices, and Android devices. It's personally how I actually monitor our content at home. **[Slide 4]** So, key objectives of Hudson Community Television. Our bread

and butter of why we're here, we live stream and record town and school district government meetings. This is our key focus and our number one priority as an organization. It always has and always will be. Support the town and school district with audio-visual event coverage and troubleshooting. What does that mean? Things like installing the TV over there, speakers at Deliberative Session, general inquiries we get from different employees or residents around town if we're able to help. Provide news and information to Hudson residents. We try to cover as many events as we can and cover as many things that we feel are pertinent to our residents and community. We have two different programs, Hudson Happenings, which is kind of a recap program, and Hudson Town Topics, which is a little bit more in-depth stories, human interest stories we might do around the community. We provide a platform for residents and community groups, as mentioned previously. I'll kind of reiterate that a lot throughout this presentation. For those who don't know, we provide basic video production training for residents and students that are interested. If anyone's ever interested in volunteering or wants to take a quick basic workshop, myself or my staff are happy to accommodate that. We want to foster community and audience to keep our residents informed. That can be anything just from broadcasting these meetings as part of that mission. **[Slide 5]** Like many of my colleagues at the Town of Hudson, we conducted a SWOT analysis of Hudson Community Television, our strengths, weaknesses, opportunities, and threats. Our strengths, I feel we provide clear, direct, and quality coverage of town meetings, sports, and events. We have an audiovisual team with various different industry backgrounds. We continue fostering a positive relationship with town departments, SAU81, and community partners. Again, we're a direct line of communication for government officials to community members and key source of information for all things Hudson. **[Slide 6]** Our weaknesses, we have some aging equipment in most of our department workspaces, not all of them necessarily, and I'll get into that a little bit later, how I plan on addressing some of these issues. Our stuff, I will be honest, has held up very well over the years. We've definitely gotten our bang for our buck over the years, a lot of the work that the previous director did. Declining revenue makes replacing and repairing failing equipment a long-term challenge. How much do we want to dip into our revolving fund? We want to make sure we're planning not just next year, next four or five years out. Cable television, whether we want to admit it or not, is becoming a legacy platform for viewing and watching content. I'm sure many of you in the room have heard of people cutting cable, streaming as their primary platform. It is something we have to worry about down the line. Now, on the flip side of that, I do know people that are hanging on to cable at the moment, so it's a very interesting thing when you're looking at it, right?

Selectman Guessferd: It's hard to cut that. It's like being on the edge of a cliff, you know?

Mike Johnson: Absolutely, absolutely. My parents very much like they hang on to it. We have a very modest staff size, and the declining revenue can make utilizing our broadcast vehicle a challenge without volunteers. I'm going to get to that a little bit in opportunities, how we plan on addressing that, because I'll tell you, if you've never seen our broadcast vehicle, and we'll see pictures of it later, it's quite the machine. We brought it to a meeting at the state level recently, and people loved it. **[Slide 7]** Opportunities, I believe it's my understanding that next year they're going to be having a new digital media teacher at Alvirne High School, so we're hoping to really collaborate with them, get students involved. Many of you always hear us talk about football, football, football, because it's one of our biggest productions we do. That's some of the best hands-on experience we could provide students at Alvirne, whether it's to get extra credit. It's something we can work out behind the scenes. I see that. I've always seen that as a huge opportunity, as did the previous director of our department. Further develop sports underwriting program to help alleviate the decreasing franchise fee revenue. We want our residents to know we're not just watching this happen. We have to come up with creative ways, and one of our sister stations, BCTV, successfully launched something like this. Essentially what it would be, it wouldn't be advertising, and I mentioned this previously, but it would be sponsoring the station, essentially, so we could say this broadcast was brought to you in support of just a random business in town, essentially. We're going to have more details on that to come. It's currently with legal right now to make sure it's not violating anything in our franchise agreement, but we'll have a further update for the board on that at some point in the future. Again, reiterating, continue meeting residents on streaming platforms. I talked to this Board back in January about developing a warrant article for FY26 to send a portion of the town's franchise fee revenue back to HCTV to help build our revolving fund for the future. Currently it's an 80-20 split, so we get 80%, and 20% goes to the town of Hudson. This year I'm looking to start some discussions about putting either a portion of that back into our fund or all to build up that revolving fund. I've actually talked to a few other station managers, and something similar was done in their community to help them continue operating off the franchise fee revenue. Something I would also like to discuss with this Board that a resident approached me about is potentially exploring a long-term capital reserve fund for the town's community media department. I'm thinking for that five years outright,



what's that going to look like if that revenue keeps decreasing? Essentially, it has to go to the voters, obviously, and it's never an easy ask, but I think it's something important we start talking about now rather than down the line where it's too late. Something that was brought up at our last cable committee meeting was exploring grant opportunities for accessibility for something such as closed captioning on our channel. I'm currently waiting for some quotes on that from Tightrope Media Systems, who's our server provider. We're working on that right now behind the scenes. **[Slide 8]** Our number one threat, and I've been talking about this for quite a while, but like many stations across the country, HCTV is feeling the impact of declining cable franchise fee revenues from Comcast. It's a vital source of funding that helps us bring local coverage to our residents. A great quote about this is the current law hasn't kept pace with the changing media landscape, and that's putting pressure on community media departments like ours. So, we're staying informed, proactive, and exploring every opportunity we can to secure revenue to keep HCTV strong for the future. That's the number one thing that's been on my mind since I took this position. **[Slide 9]** So let's get into some assets that HCTV has to offer the community. We have a broadcast studio space and access center, a remote broadcast vehicle for event coverage, cable and streaming platforms for Hudson residents, and AV equipment that's available for residents to sign out to produce their own programs. We'll teach them how to operate the equipment, and I think a good example is one of our cable committee members, Pete Lanzillo, he's been doing this for longer than I work here, about 15 years. He covers the races at the Hudson Speedway, but he does it all independently and submits the content to us. I think it's always good to support people that want to do that for us and anyone that's interested. We provide a speaker system for the town of Hudson when they have remote events like the 9-11 observance, deliberative sessions, anything that pretty much the selectmen would need us to do, we have that available. **[Slide 10]** So, here's some pictures of our control room and our studio for those that haven't seen it at home or in this room. A lot of this equipment in here actually isn't at a point where we feel like we need to replace it except for one thing, and that's the biggest piece of there, that's our video switcher. That unit is about 12 years, I believe maybe even 13 years old. I talked to the former director about that. Still running good. I don't want to get to a point where stuff starts failing inside of it, so I think it's something down the line we're going to have to budget for, maybe not next year, something that's certainly on our radar. I think we have a few other things that are a little bit more pressing than that space right now, and I'll explain that later on in this presentation. **[Slide 11]** This is something that we actually completed recently. This is our studio podcast set. You can see it's Selectman Jacoby and town engineer Elvis Dhima around election season talking about Morin articles. Hollywood is coming for Elvis. We installed that this year, and something that I really like about this, and I'll get to this later on in this presentation as well, is it's floor level. It's on a carpet, so if someone has a handicap, they're able to use this stage rather than going on that main stage we have. So that's something I really like about this, and we got positive feedback about it in elections.

Selectman Guessferd: I got a chance to do something there, and it's really very nice.

Selectman Vurgaropulos: Yeah, I enjoyed it. I actually liked it better than the stage. It was more like...

Selectman Guessferd: More homey.

Selectman Vurgaropulos: Yeah, exactly. It was more comfortable.

Selectman Jakoby: Around the table.

Mike Johnson: Got a nice warm vibe to it.

Selectman Vurgaropulos: Yeah, it was very nice.

Mike Johnson: Awesome. This is our main stage. This is Mark from the library doing one of the Rogers updates. **[Slide 12]** We've had a band. That was a Beatles cover band on the bottom left that performed at our studio. Working together for Hudson was one of our long-running shows in our studio. That stage, I can tell you, has been used for so many different types of content over the years. Honestly, when someone has an idea, their imagination can run wild at that with the green screen. I hear that's coming back. It's breaking news. We have a lot of fun with that. Something we're actually looking at for infrastructure is deciding long-term whether we want to keep that stage or not as it starts to get a little older, a little more rickety. Sometimes we've heard from residents to lighting. Stuff like that. We're eyeing that and seeing what we can do with that long-term. **[Slide 12]** We have a kitchen set, for those who don't know. This is an older program, but people can do cooking shows, and we have a fully functional overhead camera. I don't see... As far as infrastructure goes, that set feels fine to me. It does what it needs to do. It's good. **[Slide 13]** It's our broadcast vehicle. This was us giving a demonstration to the eight digital media students this fall. That's the truck

parked in our garage. The thing is massive, and you see it was purchased in 2021. **[Slide 14]** As far as infrastructure goes on the interior of this, it's very new equipment. There's nothing we really need to do on it for the foreseeable future, besides making sure we're maintaining things inside of it. It actually has a built-in generator, so we have to always keep an eye on that, make sure oil's getting done, everything like that. But as far as this goes, this is an amazing piece of equipment that the town of Hudson has access to. The pictures before were actually pictures from us at the Memorial Day Parade this year. **[Slide 15]** This is at football. We actually have a replay system in there, so during the football broadcast, someone will actually be working on that bench doing replays for us. We had a volunteer doing it for most of the season last year, and it's a very popular role. People like to work on that.

Selectman Guessferd: Slow-mo and all that, yeah?

Mike Johnson: **[Slide 16]** Yeah. It is so much fun to use that thing. Inside of it, we also have an audio bay, so if we have an audio engineer working, they can work in there. We also have the ability to take an extension from that board to where the person directing the broadcast in front of all those monitors would sit. This is our equipment rack with our video switcher, replay system. We have a headset intercom system built in there, so the person working in the truck can talk to the people running the cameras for a broadcast. I would say this is probably our best asset that HCTV owns. It's a great thing to show off at events to people, and it's good hands-on experience for people looking to get into this field. That's the projects. **[Slide 17]** Like we mentioned before, this is just reiterating a lot of the stuff I talked about. Continue adding accessibility features, closed captioning, things with the potential town hall renovation. What is that meeting room going to look like? What can HCTV provide for people? Ceiling speakers, stuff like that, long-term. So that's stuff we're eyeballing. Continue evaluating our equipment needs and rotating things out, and I'll explain in a little bit. Again, the underwriting program. Supporting the Alvirne Studio 19 program, encourage student volunteers to assist when we're working at Alvirne High School, covering different events, and further develop news programs and stories for Town of Hudson residents. Again, we also want to continue to research and budget conference room needs. **[Slide 18]** And just going back to that, if anyone ever has any suggestions for conference room needs, please send them to me. I'd love to hear from everyone on the board, residents, anyone. So our number one challenges, or all of our challenges, we're continuing to explore ways to offset the decreasing revenue. We were actually on point with our projection for the revenue this year, the \$339,000. We got \$340,000 in, so a little bit. We were pretty close with that. It's only wise of us to assume we'll continue losing a little bit more next fiscal year. We might not, though. Well, I don't entirely know. It depends what happens. So, we're just going to continue to monitor that. In the meantime, we're going to continue meeting residents on new media platforms outside of cable and budgeting for infrastructure and capital improvements with the decreasing revenue to support our usual coverage for our residents. **[Slide 19]** So some of our infrastructure needs that I took a look at this year, and this is, again, going back to what I was saying about some of how we plan on addressing certain things. One of the number one pieces of equipment I feel we need right now, when you see us at Deliberative Session, it's that little computer, it's a TriCaster Mini. That thing is about, I want to say, nine years old now. And I'll tell you, out of all the equipment we have, starting to see some bugs with it. And I don't want us to ever be in a spot where I'm disrupting one of our town meetings because the thing overheats and crashes. So we're looking at potentially replacing that TriCaster with another one to kind of build on our existing infrastructure. We're continuing to research what types of switchers might meet our needs. That's approximately the price range, what we've been looking at. So, they're very costly units, but they last quite a while, as you can see. Canon XF605 cameras. Those are cameras that have quite a bit of push. So, what does that mean, right? When we're at an event, sometimes you'll see a setup in the back of the room. You need a camera with a good zoom. Currently, we have Canon XA65s, and while they're good, sometimes they don't quite give us what we need when we're at an event like that. And we have the best camera we have in terms of range right now. We have one Canon XF405. So, if that goes down, we'll be in a little bit of trouble. So, what I plan on doing is budgeting for those cameras, taking the XA65s, putting them in our studio, and replacing the cameras that are about 10 years old. And they're essentially revolving things out where we'd have those two cameras and the 405 when we're on the field and need them. I think that makes a little bit more sense that way. And then we could keep the XA25s for loaner cameras and just as backups. So, we're looking at another wireless video transmission system. Our current GhostEye unit, the frequency just isn't working that well. It's another device that we've had for about 7, 8 years. So we've had trouble with it talking to our switcher over the years. So, it's something we're eyeballing right now. We'd like to get a new projector for when we're using the projector at the community center because that one's also aging. We are exploring prices for video editing PCs because I have exploring prices because it varies. It's always changing a little bit. But we've had days where we're working on stuff, and I'll hear one of my production coordinators, oh, it crashed, and

it keeps happening over and over again. I've tried upgrading them cheaply. It's not quite working. So, it's something I think we need to look at to make sure we're working efficiently with our time and not wasting time. So approximate cost, \$22,462 for those items. That being said, this would come from our revolving fund and not taxpayers. I think that's important to mention right now. It would come from our revolving fund. [Slide 20] Moving forward, something I'd like to do for the long term, maybe not this year, is rebrand to Hudson Community Media from Hudson Community Television to meet current times. Continue working with you all and the town administrator concerning decreasing franchise fee revenue. Continue developing our equipment replacement. Monitor department staff and volunteer needs for efficient workflow. I've been in this role in this capacity for about nine months now, so I'm always looking at what can we do better, what can we do to make life easier. And I actually ask my staff that sometimes too. What do you feel about this? I had an exit interview with my previous production coordinator and asked about that. What can we do good, what can we do better? I want to hear about those kind of things. It's very important to us. Continue providing information like this to the public about our funding. I should have put there what we do as well. I think it's very important. For those who want to see our truck this year, we will be at National Night Out and Old Home Days, so keep an eye out for us. If you have any questions, walk up to me, please. I'm happy to answer. [Slide 21] This is my final slide for 2024 coverage. We did 145 government meetings, 82 Alvirne athletic games, news programs and stories, 53, concerts and events, 42, municipal programs, 44, studio productions, 52, and video PSAs, 14. Before we get into the ScreenWeave app, if you have any questions on that presentation, I'd be happy to answer them.

Chairman Dumont: I just want to say thank you very much. This presentation was great. You mentioned at the end that you've only been in this position for nine months, and I've got to say I'm very impressed with what you were able to put together and what you're looking for in the future. Very nice job. Any other questions or comments from anybody?

Selectman Guessferd: With the \$22,000, I think you said it was? You've been kind of figuring that you're going to be able to handle that within the franchise fees that you're getting for this coming year?

Mike Johnson: Yes, yes. So, I would, out of those items and numbers...

Selectman Guessferd: All your salaries and everything, yeah.

Mike Johnson: Yes, yes. Out of those items, I'm going to monitor it quarter to quarter, obviously, to make sure we have that money available in our revolving fund. I believe currently we have \$120,000 in there, which we actually built up from last year, where I believe we started the fiscal year, I want to say it was \$88,000. So we're continuing to see the effects of some of those changes we're making. If I have to, I can wait on a few of those things. But we're going to continue to monitor what we're spending, obviously.

Selectman Guessferd: And you're streamlining your staff as well. So that's all in the same thing. It seems like it's a keen budgeting process that you're going through, which is excellent to hear. One thing I do want to mention you said is about talking to Mike. Mike is extremely approachable. I don't think anybody would ever have any concern of coming and talking to you. He would be very friendly and very open to new suggestions, ideas, things like that. That's what I've found in the past.

Mike Johnson: Thank you.

Selectman Morin: Working with HGTV a lot, I've seen how their equipment is, and there is definitely a need in the future, especially if they're going to keep up with the services that they provide the town, that we've got to keep them up. As Mike stated, they're the ones that bring the information from the town, what's going on, and people get to visually see it. The Town departments seem to be using it a lot more than they have in the past, and I think that's a huge thing. If you take the Melendy Road project, the Veterans Bridge project, that was huge information that would have never got out to the community if we didn't have the television. And I think it's very important that our departments keep using that to sell themselves because now the taxpayers get to see exactly what they're doing and where their money is going. So HGTV in itself is definitely worth keeping up and making sure that they continue to get this information out to the residents.

Selectman Vurgaropulos: Yeah, I would just echo what everybody said. I always enjoy having conversations with you. You're very approachable. Your team is great. They're the same as you, very approachable, always willing to do an

extra little thing if it makes everything better. Yeah, we definitely got to keep up, and that way you continue providing the great service you do. So, thank you.

Mike Johnson: Thank you.

Selectman Jakoby: I just had a question. You talk a lot about the opportunities for volunteers and the need for more volunteers. Can you speak a little bit more to, you know, the history of that? Because I know some of your volunteers then became production people years ago, because I knew one years ago. And just trying to get an understanding of where we are now. I know you wanted to get a better relationship with the school, but I'd just like to hear a little more about that, because I think that's about creating community. And when you talk about Hudson Community Media, that sounds like the core.

Mike Johnson: No, I think that's a great question, actually. And I want to actually go back to the Cable Committee. If you talk to a lot of members on that specific board, they have been very dedicated to HCTV in a lot of different capacities, right? Michael O'Keefe is the chairman of that board. He actually supports a lot of our IT infrastructure in our building. We're very thankful for him for that. And Stu Krohner, Diane Cannava, Pete Lanzillo, Len Siegel, they're always right there when you need something from them. But I guess in the terms of volunteering, a lot of people will do things in a lot of different capacities. I've had people reach out and they say, hey, I want to run a camera at an event, and we'll have them do that. We had a gentleman help us at the Memorial Day Parade this year, and he had his son actually interviewing people. It was awesome. But I guess any way that a resident is looking to get involved with us, we'll try to support. Whether someone wants to edit something for us and submit it to us, whether they want to learn to run a camera at our events, we're happy to teach them.

Selectman Jakoby: And I think that one thing that might be really helpful, because at the Memorial Day Parade, it was really cool to see the resident going around with his camera and stuff. But to highlight those as much as possible, because I think it's hard sometimes to think of how you want to volunteer without seeing some definitions. So just a thought.

Mike Johnson: Absolutely. And I think to that token, we want to – this year especially we were talking about doing more behind-the-scenes content of what we do, right? Maybe doing a time lapse of what we do for a set. Stuff like that.

Selectman Jacoby: Thank you.

Mike Johnson: You're welcome.

Mr. Sorensen: I just want to echo, I think, what much of the board said and myself. I think you did a great job tonight. It was a fantastic job. I think you're doing a great job in your position. I've seen a lot of stuff Mike's done. I've actually challenged him, and he's been very receptive to all that, this notwithstanding. So, excellent job tonight.

Mike Johnson: Thank you very much for all the support. Appreciate it.

Selectman Vurgaropulos: Yeah, just one last quick thing. I remember we were at a cable committee meeting, and we talked about the franchise. I can't remember the full name. Franchise contracts or whatever it is. Did you ever touch base with Alvin High School about community service to get them to volunteer more?

Mike Johnson: No, I think that's a great idea. I'll talk to Principal Beals and the CTE director about that.

Selectman Vurgaropulos: Yeah, I think Mr. Beals would be a good point of contact to start with. He's very energetic and 110% engaged with the kids. So, start with him and have him just walk you right over to the media center and sell you. I think it would be good.

Mike Johnson: Absolutely. He's always been very supportive of HCTV as well. We appreciate that partnership.

Mike Campbell: I just would like to echo what everyone else is saying from the school perspective. It's invaluable what you do to present everything. I mean, this is – I've seen you at a lot of events in the past couple weeks. It's your busy season, and it's all able to – some parents can't make it to everything, and it's always just right there online. Family might be far away. It's always right there online. I got into following the local politics through HCTV and decided to run for school board and stuff. I can't thank you and your crew enough for all that you do. I just wanted to say.

Mike Johnson: Thank you.

Selectman Guessferd: You've got a big day coming up, right?

Mike Johnson: Yeah, graduation this Friday. I often refer to that as our Super Bowl, even though we do the football games. It's kind of a hands-on deck thing for us, full-day adventure for us.

Selectman Vurgaropulos: You don't have any secret agents at the prom tonight?

Mike Johnson: No, no secret agents tonight. No, no. In conclusion, I'm going to show the board how we use our Cablecast ScreenWeave app to stream on those devices I mentioned earlier. Very briefly, very briefly. I actually have a Roku stick hooked up here. On Roku, this is the same for every device, whether you're watching on Fire TV, Amazon TV, or Apple TV, or Roku. This is the Cablecast ScreenWeave app. You can access not only our channel, but if you're ever looking for something that other Cablecast users have, it's on there. I'm going to go right to the home page. You'll notice all these different public access stations. You can either search Hudson up there, or I believe we're the third row down. You'll find Hudson Community Television. I'm going to scare you all for a minute and put the Selectman meeting on here. You can watch things live. You can watch live content there, and you can also pull up recorded content. If we go down to public education, this was a scholarship night that we streamed last night. Watch it right on demand there. It's in HD. For those who only have standard Def Comcast, you'll notice the picture is kind of a little grainy. You'll get a much clearer picture on this app. I think it's important to inform residents about that. If you have any questions about that, I'm happy to answer anything.

Chairman Dumont: I appreciate it. Glad you gave that information out there, because I know you've been talking quite a bit about getting more into streaming, so hopefully people start utilizing that more and more.

Mike Johnson: Absolutely, absolutely. I think it will be big for us for our outreach, for sure.

Selectman Vurgaropulos: Does the ScreenWeave – I know you have been talking about the ScreenWeave app. Does it give you viewership numbers so you can see if you're gaining viewership on it?

Mike Johnson: Not on the app, but I can see on our website what we get on there. I can see our social media, analytics, Google, website, stuff like that. I don't get Comcast analytics, which has always bothered me. But I think it's a thing where it's kind of on their end. It's something that's driven myself and the previous director crazy over the years, to be totally honest.

Chairman Dumont: Further comments or questions? All right. Well, thank you very much, Mike. Really appreciate it. Great presentation.

Mike Johnson: Thank you so much for all the support, guys.

#### B. Town Hall Renovations Update – Engineering/Informational (Presentation)

Chairman Dumont recognizes Town Engineer, Elvis Dhima.

Elvis Dhima: Thank you, Mr. Chairman. Good evening, everyone. Great job, Mike. So, as you know, we recently hired NorthPoint to help us out with what we chose to be Option 2, which is renovations in addition to the building. Tonight is about doing our due diligence right and kind of making everyone aware to what we're getting into. Another thing we like to do in this town is when we get into projects like this, we like to kind of take a step back and look at all the things that we're going to be looking at without, you know, getting to the nuts and bolts and then burning through the funds and then finding out that, oh, maybe we had a couple things there that we should have looked at before we dived into it. So, another thing is we are keeping our promise when we started this project to be transparent through the process, having meetings and kind of showing everyone to what we're getting into and making everyone aware of the challenges we're dealing with so we're not doing this in a vacuum. Those are the things we're trying to accomplish tonight. As we dive into this and, you know, following our process, NorthPoint, which has been great to work with, by the way, great hire as far as I'm concerned. We got Gary Thompson and Tina Walker, which are being basically the principals for the design team. And we're going to go over some of the things we're dealing with. But the main challenge, as you all know, is we are trying to renovate a building that basically does not have any space available. And the question becomes, how do we get all this work done while we continue to provide services for the Town of Hudson, while we continue to provide spaces for the residents that come in to get those services and, you



know, get an understanding to what those soft costs are, which is temporary work related to this project. So we talked about a cost related to doing the renovations. Now we're getting into what it will do to the project when we have to do temporary work, relocations, trailers, things of that sort. So the NorthPoint team is going to talk about those costs. Those costs are something that we're not going to be able to get back, So the question becomes, at the end of the day, at the end of the night hopefully, is this what we want to commit to? Right now we're engaged to this. We're at the point that we're about to say, I do. So it's one of those, like, speak now or forever hold your peace. So I'm going to be the priest tonight, and I'm going to ask everyone. And here we are. So it's supposed to be, like, an educational, but also giving you an understanding of all the red flags we have identified so far, and making sure that the public also understands the challenges with this building and what we're getting into. So without any further ado, I'd like to invite Gary and Tina in. They're going to go through the presentation. I'm going to be standby to take it from there. Before they come in, do you have any questions, or are we good to go?

Chairman Dumont: All right.

Elvis Dhima: Sit back, relax, and hold onto your wallets.

Gary Thomas: So as Elvis mentioned, my name is Gary Thomas, and I'm from NorthPoint Construction Management. Beside me is Tina Walker. She's our head of architecture at our office. For those of you who don't know about NorthPoint, we're in the south end of Hudson. I've been a townie all my life, Alvirne graduate, so part of this for me is concerns for the town and what direction this project is going to be headed. Because it's an occupied space, we've done tons of occupied spaces, but we started to dive into this not only from an architectural standpoint, but because we're a design-build firm. I started looking at it more of a logistics on how this is going to roll out. Ironically, the Police Department is here with us tonight. We built the police station over there. That's a 24-7 operation, same with the fire station next door. I can honestly say this is going to be a more challenging process than having to operate in a 24-7 police station or fire station, mostly because of the public access that's coming into the building all the time and having to remove some of the departments and put them elsewhere. That's a challenge that I think the town is going to have to take the burden on. I'm not so sure that we could help you out with that design piece of it, but it's obviously, as Elvis had mentioned, it's going to come with a pretty hefty expense in my personal opinion. When we did the police station, we were fortunate enough that we were able to do the addition on the backside, move the police department over into there, start to renovate the occupied space. **[Slide 1]** This is because the public access is going to be a lot more challenging, as well as the handicapped access. The building is already challenged with those elements. Being able to allow somebody to come in and register their vehicle or pay their taxes, you're already challenged with that burden right now with just that one handicap ramp, as well as getting down here into the basement. When we look at the board that you see up on the screen right now, some of the stuff that Tina and I were looking at is we're going to be struggling with handicapped access, getting people into when I show phase one as the orange areas there on the screen. Being able to get people into the building, we're only going to be able to get them into the front foyer, which still has another set of stairs. So how do we get them up to that level up into there? Can it be done? Sure, it can be done, but it's going to come with a pretty hefty cost. Part of our concern that we had met with Elvis and Roy about where this is headed, because I'm a little reluctant to continue to take this any further without speaking to everybody, because I don't want to – sure, we were awarded the project, but I don't want to just continue on a design that at the end of the day doesn't benefit the town that I was born and raised in, number one. Number two, by the time we're done, which could be close to a two-year process, how much growth are we going to be able to gain from this addition onto this building? I honestly feel like by the time we're done phase one, you're already going to be wishing we had more space. So some of the other bullet points that we talk about, no ADA restrooms, not that that is a huge deal or concern, but it has to be a concern for us if we start – no matter who starts the project, well, you're under construction. The temporary office locations for about 15 or more employees that's also open to the public could take about 12 months for that process, because when we look at doing the phase one addition onto the front end of it, we're pretty much going to own that whole space, including the building department area, which somebody is going to have to find a new home for them, which also includes the Buxton room for the Planning Board and things like that, because we can't have public in the space while we're trying to work, and there's going to be hammer drills going on, saw cutting, access into the extension of where the basement would be. It's going to be a pretty hefty amount of work going on. So pretty much phase one would include that whole end of the building being closed off, and we own that area. Employee parking, and remember, I know we already struggle with parking here on this site. You have to think about we're probably going to add 15 to 20 trucks and vehicles every single day, never mind



dumpsters and a temporary trailer for not only us, but potential temp office for you guys. The on-site temporary office space is going to be limited for who needs to access it too. So again, we could get a temp trailer for the building department, so if somebody needs to be able to pull a building permit or meet with building inspectors or anything, that's probably the easiest part of it. I think the other piece of it is everybody that's working out of the building department, where are they going to go? We know you don't have areas in this building that they can move forward to. So I think finding an off-site location would be more beneficial, as well as not only speed up the process of this project, but for public safety too is really going to be the biggest concern. I mean, we've done it a lot. We've seen a lot. I mean, I think the Police Department can probably contest to the fact that, even with their own people and the fencing that we had off, that's easy to train their own people to say, you can't go over here. It's tough to do when you've got public people just trying to get on site and be able to get into a building. So things to consider. So if we sort of flip the page. **[Slide 2]** I don't know how to do that. Does somebody have a mouse? All right, good. So for phase two, similarly, we're going to – I think this is probably even going to be more of a burden because it's taxpayer area, it's car registration, it's the accounting department. And this one is – correct me if I'm wrong, Tina – this is probably more heavy on a complete gut of the facility.

Tina Walker: It is.

Gary Thomas: To be able to get things moved around the building. What we're showing you here on some of these two, by the way, is not necessarily the proposed layout. Some of these are the existing layout, along with what phase one would look like when it's finished. But we're going to have the same challenges too, you know, the construction vehicles on site that are going to have to own part of the parking lot. Where would some of your temp offices go? I don't feel like on site here is going to be the place for it to be for vehicle registration, tax purposes, and all that stuff. So some of the bullet points that we have on here, we can't begin phase two work until phase one is completely finished, obviously. Get everybody moved into there. Have the handicapped access along with the elevator. Open up the Buxton room, as well as the basement area extension down there. The other bit of concern that I have, if you look at the phase one completion in this diagram, you can see that that whole area there is the main carrying wall for the whole building. So even when we do go to do a foundation, these basements are already a little bit on the low side. We're going to be holding up a pretty hefty wall structurally in that area. So we're a little bit concerned that the Buxton room is not going to be able to get you what you want, being able to open up that space, because I think we're going to be required to have quite a bit of structure to be able to hold up that end of the wall where you see those red dash lines. That's why we've highlighted those. So, again, things to be concerned about of what is this going to gain the town through all these renovations. Again, we'll need approximately, you know, temporary office for approximately 20 or more employees, as well as being open to the public during that process. You're going to lose this Board of Selectmen area during this process, during the renovation, mostly because we're going to be, you know, down here pulling wire and getting piping and everything. So to try to allow people to be in this room is going to be difficult. So, again, temporary facility for you guys. And then onsite temporary office space is going to be limited, mostly because of the parking. And we're trying to show you the best diagram that we can from what we can see of what could give you a temp office, but I'm concerned that you're going to run out of parking space here as well. And if that's a temp office, yes, we can put employees and public over on that yellow side. Well, we try to own jobsite parking and dumpster locations to be able to have us access that phase two, which is all shown in blue, because we'll be in and out of the building, mostly across the front at that point. And, again, the temp office is going to be hard to be able to get anybody in a wheelchair or an elderly person up these sets of stairs, things like that, for registering vehicles, et cetera. **[Slide 3]** So at the end of the day, we've got sort of the final layout, which is the proposed preliminary floor plan of what the space could look like. And this is where the concern comes out, is that we're adding a very small addition, going through a ton of renovations for not a lot of bang for the buck, so to speak. I think we're going to outgrow it as soon as we're done as part of the problem. I'm here to just say we'll do whatever you guys want us to do. We're just a little bit reluctant to continue, just because we were awarded a project. I don't want to just take the town's money and say, here you go, here's your plans, good luck. We're here to just kind of talk this through and see what might the next steps be, and if there's another location, or to maybe table it until you guys have more discussion. I just don't want my team to continue to spend time and town's money on things like this.

Tina Walker: If I can add, too, we weren't able to solve the storage issue, and so to provide you with additional storage, and so you still have that cost to incur off-site storage.

Chairman Dumont: Thank you very much. We'll go to comments from the Board.

Selectman Vurgaropulos: Thank you for that. We appreciate that feedback and transparency. Did you say your estimate right now for the proposed project is about two years?

Gary Thomas: Could potentially be about two years, yeah.

Selectman Vurgaropulos: Thank you.

Gary Thomas: With the various phases?

Selectman Guessferd: It looks to me like we're only going to be adding about 1,000 square feet for the rest of this renovation of what's here now. More efficient use of space, things like that, but really.

Tina Walker: With the assessment, we were hoping with the online billing that the policies and some of the intake for your customers would be reduced and that the number of people coming in may be reduced, and the windows, there may be some consolidation with that. And then in our initial meeting, we found that to reduce maybe staffing and to make those compromises wasn't the way we were moving forward. So if you look at this, in order to get the departments to stay where they are in a complete renovation, some of the offices are heavy in one area where we have more room, and then in other areas where we have a larger staffing demand, the offices are smaller. And so in our opinion, those offices, they're very consolidated and they're going to run out of room quicker.

Selectman Morin: Do you have a guesstimate of just the construction itself?

Gary Thomas: We had a quick summary that we had put together probably about a year and a half ago for the town. That has obviously increased with everything that's going on in our world today, but if I had to throw a quick number at this, I can imagine that this is probably going to turn into anywhere between a three-and-a-half to a four-million-dollar project for you guys with, especially even with some of the temporary things that you have to be able to, because moving 10 or 15 people to another location and with the appropriate server and Wi-Fi and data lines and phone lines and it's not cheap.

Selectman Guessferd: So that would include that, that would include the off-site?

Gary Thomas: Yeah, it would have to include the off-site stuff, yeah.

Selectman Morin: With three to four million, okay, just for something that you think will last three to five years, because you put this to where you thought the town was going, right?

Gary Thomas: Yeah.

Selectman Morin: So, three to five years?

Gary Thomas: Yeah.

Selectman Morin: So, \$4 million for three to five years. It will be the third addition on this building. It will last three to five years. We have two other buildings that we could sell if we build a new town hall. We have the fire department administration building, and we could give them this building, and we have the building on Oakwood we could sell. We could take those funds to put it towards a new building. We're hiring four new firefighters in July. That's going to limit parking even more than it is now, and we run into problems with that as it is. As we did with the Lowell Road Fire Station, we can take some money out of the general fund to add to that for construction of a new building. I think doing anything to this building is a total waste of the taxpayers' funds, and we should defer it and try to look into something new. I mean, this building has served its time. It was built in the 60s, early 70s. It's done its time. This will be a third edition, and we're going to be out of here again. We're going to be doing this three to five years.

Selectman Jakoby: Yeah, I think that's a really good point, but to give some of the public some perspective on what do you mean by a small office, because I see the smallest office, what kind of dimensions is that?

Tina Walker: You're about an 8 x 10.

Selectman Jakoby: So, about an 8 x 10 is a very tiny office. And even the other offices on the other side are still not much bigger.

Tina Walker: They're consistent with what they are right now.

Selectman Jakoby: Right now. Okay. So, to give the public an idea is like we're creating much more chopped-up space, and the flow seems tough too.

Tina Walker: The intent was to give a main lobby for the guests or the customers. Your windows are all the same, and they're all together so that they're coming into one spot, not having to go throughout the building or going up and down. It's all condensed into one area. They have the most space, and then it's the back-of-house support where they're, you know, with the adjacencies of who needs to be near each other. They're the ones that get packed in.

Selectman Jakoby: So possibly, you know, we feel crowded now. Our staff feels on top of each other now. This isn't necessarily going to alleviate that. It's just really to help the flow of the public in and out. And to Selectman Morin's point, you know, it's a lot of money for not a huge change. So I just wanted to point that out to the public because it is, you know, we can all look at plans, but until you start putting measurements to it and talking it through is really helpful. And then you had said that the addition to the room downstairs may or may not be able to be done.

Gary Thomas: It should be able to be done. I just don't think we're going to get it as open. We're showing it as large as we had hoped.

Selectman Jakoby: As large as we had hoped for. Okay.

Gary Thomas: So having some of that overflow for some of the larger, I'll say, Amazon or Target meetings, and I know those were held off-site, but even if there is something that you have 20 or 30 people showing up, we're going to be maxed out.

Selectman Jakoby: And that was one of the biggest goals was to have a larger meeting area so that we wouldn't have to move to the Community Center or somewhere else so that there could be more consistent open communication and HCTV would have an easier time. So we're not solving that delta either. I just want to point out some of the things that we spoke about previously, and I'm sure there are others, but those were the two that I really wanted to talk about. It would have the ADA access ultimately.

Gary Thomas: It would, but it's not great.

Selectman Jakoby: Would you speak to that? Because that was a really important piece, and I don't think this completely solves it.

Gary Thomas: Yeah, no, you're right. It solves it to get people into the building, but it's not very generous to the elderly who are having a tough time with a set of stairs. They still have to get on that small little elevator to bring them up a half of a flight, take it to go downstairs into the Buxton room. They'll be able to easily get down there now without the chairlift that's over at that stair. So it does solve that problem, but they still, in most cases, would either have to get on that little elevator to go up a half of a flight or take that set of stairs.

Selectman Jakoby: Oh, interesting.

Gary Thomas: It's not ideal.

Selectman Jakoby: No, not at all.

Selectman Guessferd: Would there be an elevator?

Gary Thomas: There would be. It's a small single-use elevator to bring them either up half of a flight or down into the Buxton room. So, yes, but for the most part, you still have that long sweeping handicap ramp coming up to the front to get you up to that level into the building.

Selectman Jakoby: Is the ramp at the opposite side of where the elevator is, or is the ramp bringing them right to the elevator? Right in the front there.

Tina Walker: The intent that would have to be resolved with this was to try and have the entrance at grade level so we could minimize the ramp, whether that was sloping with the site, and then they come into a lobby, get out of the weather, and then come up to the main floor or go down to the meeting room.

Selectman Jakoby: Right, so it's going to be a small lobby. They either have to go up or go down.

Gary Thomas: Correct.

Selectman Jakoby: I'm just, you know, having, I work with a lot of people with walkers. That's really hard.

Gary Thomas: It's very hard.

Selectman Jakoby: It's really hard, and that's a huge disappointment for me that that's not able to be solved with this much money.

Gary Thomas: And I think that's why we're here tonight.

Selectman Jakoby: I appreciate that.

Gary Thomas: Because we got to the point that we kind of like, hold on, time out.

Selectman Jakoby: Yeah, and I really appreciate that. You know, like I said, I think we'll have more and more people with mobility issues moving forward. And then there are more bathrooms. I do see that.

Tina Walker: And they are accessible.

Selectman Jakoby: Okay. Just figured I'd go the rest of the way. There you go. Thank you. I appreciate it. I love that. Okay. Men and women. Okay, good.

Chairman Dumont: So, real quick, I'm going to butt in. As far as the entrance there, you're talking about coming up a half a flight of stairs. We don't have that now when we come into that location of the building. Why would we have that on the new addition?

Gary Thomas: Because you have that very long ramp that's coming up. And it needs to get us up to that level of where the building department is now.

Chairman Dumont: And there's not enough run coming across the front of the building to bring that ramp up to grade or to change the grade out front to get that?

Gary Thomas: Not without some pretty serious challenges. I mean, talking about moving sidewalks and streets and as well some of these window locations that go around the perimeter of the building. Sure, anything can be done.

Chairman Dumont: Yeah, because I mean, this obviously is the front of the building. So, these are the windows that you're talking about that would have to be moved. Yes. Okay.

Elvis Dhima: I'll jump in real quick. The handicap ramps used to be a certain grade, right? The current one we have right now, I don't believe you mean it's code. So basically, you're running parallel with the building then perpendicular to it. And what they're saying is that that parallel run is going to disappear and you need to have now a perpendicular run from the road to the building. You're not going to be able to match it unless you meet somewhere in the middle and then take it from there.

Chairman Dumont: No, I get that. You have a longer run out and then back down across the front. I was just wondering if we extended it all the way to this front corner and brought it straight over from the parking if there was enough there.

Elvis Dhima: The idea is during the winter is trying to get people in and out as soon as you can, right? Because now you're shoveling during the winter, you're maintaining it. And somebody in a walker with a cane.

Gary Thomas: It's difficult with a walker or a cane, it's difficult.

Selectman Jakoby: Thank you. The longer ramps may solve an inherent problem, but they are not good for our people. Most people with walkers or canes cannot walk that kind of distance. So, the shorter that we can get them in, the more accessible it is. I just want to raise that because ramps are... You'll see people try the stairs when a ramp is halfway around a building because they don't have the stamina to do the ramp and then to do the business they have to do. So, thank you.

Chairman Dumont: But I will also add that what this Board has to balance between is the majority of those people that have those mobility issues are typically the ones that shoot down the budget. They come out and they tell us that they don't want to spend more money. So, I understand the concern, but they're also asking for us to do things on a very, very fixed basis. And so a ramp at 2% across the front, if it saves some money, I think it's worthwhile looking at. Personally, I don't struggle with those issues, so I'm not going to speak or act as if that's something that I know too much about. But I think it's worth looking at. I don't think it's much to ask to see if something across the front of the building would suffice that one little issue. Going forward, I think the other question would be, and this Board's talked about it in both directions, is where do we see staff going in the future? If we see it decreasing, a lot of the issues do go away. I'm not saying that that's necessarily my opinion, but it has been a conversation of the Board in the past as things become more and more things are done online, more and more jobs are done from at home. Do we need all of these additional offices? I just raised a question just for people to think about. But I will stop talking. I saw selectman Morin's hand before I interjected.

Selectman Morin: I don't work in this building, so I've got to ask can this group of people that are working here now stay here for three to five years if we decide to look at a new building for Town Hall? Can you survive three to five years in this building if we went? Because it's going to take that long to figure this out between votes and getting money and all that.

Roy Sorenson: So, you're asking me. You're looking at me. I would say if you can get a new building across the finish line, absolutely. All right. I think, Tina, you did yeoman's work here with this design. For the life of me, I don't know why they built a split-level town hall to begin with, but what's been done is done. I think the answer to your question is yes. I do have a question for you, Gary. So let's just say the overall value is, whatever, \$4 million, you said?

Gary Thomas: Yes.

Roy Sorenson: What is temporary measures? What's the value of that?

Gary Thomas: I mean, if I had to throw a solid number at it right now for you guys, between moving and temporary tell data and all that stuff, I would say it's going to be somewhere around \$750,000 to a million-ish, somewhere around that.

Roy Sorenson: Twenty-five percent of what we're doing, you don't get back. It's gone. I think that's something the Board needs to consider.

Selectman Guessferd: That's assuming renovation of a different space somewhere, right, that's existing?

Gary Thomas: Sure, yeah, that's existing. And, again, we're not talking about moving people temporarily for a couple of three months. I mean, we've done that for many projects, but it's a very short term. We're talking they'll be there for a year. So where is that space for you guys? Is it a place in a vacant plaza someplace that becomes your temporary home? And I think back to what comes with the fit-up cost, too.

Roy Sorenson: Just like Selectman Jacoby was talking about, I think the finished bathrooms, but in the interim, I'm not – how many bathrooms are even available during the phases for public and staff?

Gary Thomas: Like two.

Tina Walker: During phase one, you have the two that you currently have on this side of the building and the one downstairs.

Roy Sorenson: That's for public, employees, everybody.

Tina Walker: You lose the two in the Buxton. And then when phase two starts, you have the new restrooms, which I think maybe two or three each, but then you lose everything on this side.

Gary Thomas: Right. So once the building department in Buxton side is completed, to Tina's point, there will be four toilets available at that point that would be newly renovated, but then you have nothing over here. Not that you guys would need anything over on that side, but you would basically have four toilets available for that half of the building.

Selectman Jakoby: Yes. I just want to reiterate that I think the people who are handicapped and in walkers could be of any age and of any socioeconomic demeanor. I do not believe that those are the people not voting for our budget or for these renovations. I think if we're able to sell these renovations, there are many people in this town that would be encouraged by them and also want to have a new building or whatever we decide, as they did with the police department and other buildings throughout our community. I want to say that more and more handicapped individuals have full-time jobs, have houses, and come and go and even do construction, not to mention the fact we may be hiring them in the future, so we would need that access for our employees. So I just want to reiterate, I believe that this community is smart, that they're taking into account what we're talking about and looking at all these options. And again, to Selectman Morin's point, is if we could come up with a plan for a new building that meets the needs, the future needs, with our strategic plan and why we want to do that and we can educate everyone in the community, I think it is viable and that we can do it, as we did for the Police Department and in other times in this town, because I have talked to community members about this proposal and they agree that this is not the best solution moving forward, that doing possibly a new building in a new location makes more sense. So that's who I'm talking to, but we need a really clear plan with a really clear strategy on how to do that and how to communicate with the community. Thank you.

Gary Thomas: So, if I may, again, I'm typically here for a few things at the town hall, usually the Planning Board end of things, and it's usually pretty packed and sometimes it's standing room only. And then as well, registering vehicles, we have a lot of trucks. And there's been many times where somebody from my office, my wife included, might come down to register some of the vehicles and there's no place to park and she turns around and leaves and comes back later. So even with those things, and especially the Planning Board piece of it, even if that's something that I feel like the town can resolve with moving forward with this, including the parking or lack of here, I think is going to be a huge benefit, including handicapped accessibility of somebody being able to park at a handicapped spot, get on the sidewalk and just walk right into a single-story building and maybe if it is a two-story and maybe we accomplish the storage piece of it that you're missing. So with that, and I think this is part of the reason why we're here tonight, is rather than continuing on a bunch of construction drawings or permit drawings to just be, in our opinion, wasting some of the town's money, does it make sense to try to go into a preliminary schematic design, very schematic because you don't have a piece of land yet, but at least give the town some sort of indication of what could a new building look like.

Selectman Guessferd: And cost.

Gary Thomas: And cost.

Selectman Guessferd: Because I don't think you could probably give us an accurate number right now.

Gary Thomas: Not until we know the square footage, but I can give you a rough, accurate number of, you know, these days we're seeing about \$350 to \$400 a square foot, depending on the site. The site is a big unknown. Dylan, you know, you're in the industry too. Site work some days is a bit of a crapshoot, you know. So depending on what site you can grab and how the grades and everything are over an existing building that can be added on to that's a single-story or something. But I feel like that is money better spent, you know, to be able to produce something that, okay, in a perfect world, what could the new town hall look like? You know, we did that with the police station at one point, and thankfully everything I think worked out well, hopefully. Yes?

Selectman Guessferd: I would agree.

Chairman Dumont: To wrap things up, because I don't want to take any more of their time, obviously, the Board needs to have a discussion about this. And I will point out, I think you said it perfectly, and I appreciate your guys' thoughts and how you're bringing this forward to us, because that's why we went to you guys. You know, you worked out very well with the Police Department. You've offered a lot of insights and a lot of important information, and I think you hit it perfectly, is that in a perfect world, that's what we're looking for. However, I think we all know government is not perfect. It doesn't operate that way. It doesn't function anywhere close to that. It's very much imperfect, and we have to look at that reality. As well, I'm sure all of us would love a brand-new building. There was plenty of voters that came out to say that this is what they wanted. And I'm not saying that I'm looking to go forward in that direction, but you have to go through these exercises, what we're doing here tonight, and have that discussion. You can't just close the door on it and say, that's it, we're done, and I'm moving on to the next one. Because if you're looking for a



new building and you're looking to put something up, before you even acquire the land going through the process we have to, you're three to five years out. There's no planning involved in that. That's just getting it across the finish line to the voters to buy the piece of land that you're looking for. Then you're probably another three to five before you get something standing. And that would be kind of a perfect scenario. If you had something within five years, I think it would be pretty amazing. And so you've got to keep in mind, if you're seeing a lot of these issues now and your concern is to address them now, you're not going to get any of that with a new building for five to ten years. Just something to throw out there. And then by that point, well, is your assessment worth anything? Are you going to be in the right situation at that point? All of the same arguments come back up. So if anybody has any comments for them or questions for them, I think now is the time. Other than that, this Board will have to either schedule a special meeting. I think obviously the will sounds like right now we're going to table everything based on the conversation that we've had. But if there's any specific questions for them while they're in the room, I think now is the time.

Selectman Jakoby: I just want to say thank you very much. I think this is very eye-opening. And I do agree with you, Chairman Dumont, that it's a conversation we need to have and to go forward. But I appreciate the amount of effort here and your commitment to Hudson as a town for bringing this forward because I think I want to just really commend you for doing that. And I personally really appreciate it, as I'm sure the rest of the members of the community do.

Gary Thomas: Chairman, well, thank you.

Tina Walker: If I could just add one more thing, sorry, is that our assessment was what we could see. And so what I think everyone should also keep in mind is, during the construction process, the infrastructure, that's an unknown, and so that could incur additional costs with the age of the building and just something to consider as well.

Chairman Dumont: It's a can of worms.

Selectman Jakoby: I do have one other question for them. So in this process, though, you weren't given the opportunity to think about the other buildings or places that the town owns for some of this off-site things, right? I just wanted to let the public know that that was a limitation to what they've presented here because that was the other thing some people said to me is that we have some other locations that we might be able to put people and things, hence why we need that additional conversation.

Chairman Dumont: The Morin article and the direction of the Board was specific to this building.

Selectman Jakoby: Correct.

Gary Thomas: And Chairman Dumont's not wrong either about the fact that that other process about getting a piece of land, that's easily five years down the road by the time something is finished.

Selectman Jacoby: There's no easy answer.

Chairman Dumont: All right. If there's nothing else. Thank you guys very much. Really do appreciate the hard information and the hard questions.

Gary Thomas: Thank you very much.

Selectman Jacoby: Just for clarification, Mr. Chairman, so they are now on pause until we come forward and until we have a conversation and tell them to either move forward or not.

Chairman Dumont: That is correct.

Selectman Morin: I just wanted the public to be clear.

Chairman Dumont: I will talk with Mr. Sorensen. We will get together as a Board and have a conversation either as a future agenda item or possibly a workshop.

Selectman Jacoby: Thank you.

C. Road Striping Contract Extension – DPW/Decision

Chairman Dumont recognizes Director of Public Works, Jay Twardosky.

Jay Twardosky: Thank you, Mr. Chair, members of the Board. I was approached by our existing striping contractor with an offer to extend our existing contract in prices for the next three years. So it's last year's prices. He will be extending them for the next three years if we choose to. I thought it pertinent to bring it to the Board given today's climate with everything that's been going on. Prices are just going to keep increasing if we don't lock something in now. In the past, we've worked very well with this contractor. He's done everything we've asked. He goes above and beyond. He works well with us. I believe that that show is in the pricing to begin with. Questions from the board?

Selectman Jacoby: So, when does their contract end, June 30th?

Jay Twardosky: Correct.

Selectman Jacoby: And what is your policy for going out to bid when you know that a contract is ending? Like how much before the end of a contract would you go out for a bid in order to get other options?

Jay Twardosky: So, in the past few years, it's been in the June area, June, July. With other contracts, it's months before. As far as this one goes, we just the last number of years have gone out around this time for it. So, we reached out to him, and we were talking about what was going to happen. And he offered to keep these numbers.

Selectman Jacoby: Follow-up? So, is he on a one-year contract currently?

Jay Twardosky: Yes.

Selectman Jacoby: OK. I was confused.

Jay Twardosky: And we usually hit it at the beginning of the fiscal year before winter.

Selectman Jacoby: OK.

Jay Twardosky: So, he's already done everything for fiscal year 25. So, this would be for fiscal year 26, 27, 28.

Selectman Jacoby: OK. That's what I wanted to clarify.

Chairman Dumont: Mr. Twardosky, you just touched on a little bit. So, when do you typically utilize this contract? Like what months?

Jay Twardosky: July, August into September.

Chairman Dumont: OK. So, while the contract may expire, the services are a couple of months out that you would be needing.

Jay Twardosky: Correct.

Selectman Guessferd: OK. Yeah, so it doesn't just stop. They don't just stop working at the end of June.

Jay Twardosky: Right. Correct.

Chairman Dumont: I saw your hand first.

Selectman Vurgaropoulos: Thank you, Mr. Chairman. Jay, this is your field, so I'm just asking, what kind of price differences do you notice year over year on the contracts? And do you think that this is a good value?

Jay Twardosky: So, I've been doing this personally for a number of years. I've been going out and getting the bids and the prices. And years ago, we started off at like \$0.02 a foot, and just everything's increased. I've looked at comparable prices, and the contractors tend to be close. Last year, this contractor, he came in right at about where the other ones were. In the past, those have been the other contractors have been significantly more. Everybody's been getting more competitive. But at the same time, a lot of your paint comes from Canada, from Ennis paint, some of it from Franklin paint, right in mass. But you're getting it imported from Canada. A lot of the materials that go into the paint originate from China and other places in Asia. So, you're going to be looking at substantial cost increases in the future, in the near future. But they typically stay around the same. These prices are still less than what I've been seeing recently.

Selectman Vurgaropulos: Okay. Thank you.

Selectman Guessferd: Yeah, along those same lines. I mean, that was kind of where I was looking at as well. There has to be some industry standards for what's going on. What they're doing here is they're offering to hold that price. I just want to make sure I understand, everybody out there understands. The same price that they're offering is now for three more years.

Jay Twardosky: That is correct.

Selectman Guessferd: And without an increase at all.

Jay Twardosky: No increase, same quality, same thickness of paint. It's in the contract, and we're out there with them while they're striping, keeping the control.

Selectman Guessferd: Do we know if there's any – there probably isn't, but I know our attorneys looked at these contracts before. I know in the government contracts that we have, there's sometimes tariff clauses that says that if there's a tariff, then the price can go up. Is there any sort of caveats on that increase whatsoever?

Jay Twardosky: The contract we've utilized has no provision for price increases.

Selectman Vurgaropulos: Not that I hope we have to do this, but is there any provision in there to protect us if we do lock in for three years that we could terminate out?

Jay Twardosky: I believe there is. I'd have to go through it to see the specific language again.

Selectman Vurgaropulos: Okay.

Jay Twardosky: But we usually have clauses in our contracts for that, for paving. It'll protect us.

Chairman Dumont: One question that I had, and you did it for us with paving, do you know roughly ballpark what other towns are paying, just to give us kind of an idea?

Jay Twardosky: With striping, it's a bit different, because it depends on how far away they are from the contractor. Like one contractor comes from Barry, Vermont. Another contractor is from Rockland, Mass. Another one is from North Shore, Mass. And then there's another contractor way up in Maine. And there's not very many. And it really depends on each town and each contractor based on mileage. I've seen anywhere from \$0.16 to \$0.19 for the double yellow lines and anywhere from \$0.08 to \$0.11 for single white lines. So everything I've seen is more money than what this contract is right now.

Chairman Dumont: Okay. And then just to follow up, and, you know, I hope you don't take anything away from this, but just for the public who always questions us bidding, Mr. Sorenson also comes from that field. Can you speak to this at all?

Roy Sorenson: Well, I think first and foremost is reliability of the company. I think Jay will tell you that. These companies tend to be transient at times, especially the ones on the outskirts, the Vermont's, Southern Mass. They typically win the state bid, so they have many masters. I'm sure you've gone through this before where you'd have a crew set up for an evening waiting for them to come in. They don't show up. I don't think this company does that. In fact, this company does day painting, which you do not see a lot of that. They're right next door. Given that, and if they can get their work done in two months, to me it's a no-brainer. It's a straight-through pass. As long as we're protected, I think, in the contract, as some of the selectmen mentioned, I think that's important.

Jay Twardosky: Absolutely. And with this particular contractor, like you said, he's right next door. When you're painting these lines, it's inevitable you're going to have some mistakes. With the other contractors, it could be days or weeks before they can come back and fix them. We had one mistake last year where the truck hit a trash barrel and it moved a laser that actually sets the line, and they had the line off by like six inches for a good half a mile. He had a crew here that afternoon grinding it back off and repainting it, where other contractors, they have to schedule a crew to come from up to 100, 150 miles away. So, it'll take sometimes a couple of weeks for them to come back and fix any of those problems that he can get fixed, like, same day.

Selectman Jakoby: What's the total value of the contract approximately?

Jay Twardosky: Right around \$70,000.

Selectman Jakoby: Per year? Yes. Okay. Thank you, because I just wanted to get that round number.

Jay Twardosky: It's about 850,000 lineal feet of line.

Selectman Jakoby: That's a lot less than I thought. I thought it was less. That's less lines than I thought.

Jay Twardosky: It's, you know, it's when you drive town, it looks like there's a lot. I mean, it is, 850,000. You know, especially we have right around 360 lane miles of road in town.

Selectman Jakoby: Thank you. All right.

Chairman Dumont: Well, one takeaway I have is we need to get paint manufacturers in the U.S., I guess. I don't know. Maybe the feds can help us out with that at some point.

Jay Twardosky: Or the EPA would just crush us. In this area, other than Franklin Paint, Franklin, Mass., you have Enos Paint in Canada, and then they have another location in, like, New York. But even their location in New York is still getting the paint out of Canada.

Selectman Guessferd. Time for a motion.

Chairman Dumont: If there's no other comments or questions.

Selectman Jakoby: One other comment and question. As we look at policy moving forward, the thing that this raised for me was just looking at, you know, like Mr. Sorensen said, this is a contractor that's local, which definitely is a huge consideration for this contract. It's not, you know, relatively within the budget. It's \$70,000. It's not make or break money. I hate to say it, but it's not. You know, so I feel really comfortable moving forward with this. But I also just wonder, you know, at what point do we at least make sure we're reaching out to some of our vendors early enough? You know, we've had a lot of vendors come to us, which is great, but just looking at policies around contracts and renewals and things like that, and how do we keep the vendors that are really good. So, I just raised that. So, thank you.

Selectman Guessferd made a motion, seconded by Selectman Morin, to waive the competitive bid process and award Industrial Traffic Lines a three-year contract extension at the previously established rate for the duration of the extension. Motion carried, 5-0.

#### D. SAFER Grant Application – Fire/Decision

Chairman Dumont recognizes Fire Chief, Scott Tice.

Chief Tice: Thank you, Mr. Chairman, and good evening, everyone. So, as we discussed through the last budget process, the Fire Department has the goal to get to 14 emergency services personnel on duty. Through the last budget process, with the support of the Board, the Budget Committee, and the voters, we were able to get four positions, which is going to take us to 12 per shift, leaving us eight positions short of that goal. Back in November we discussed the SAFER grant, and the Board authorized me to apply for that grant. We also thought that grant was going to be opening in the pretty near future from that time. Here we are, seven roughly months later. So I wanted to discuss this again, see where the Board is at, and I also think it's important before we apply for the grant to know if the Board is going to support accepting the grant if we get it, because I'm concerned that if we apply for the grant, we're awarded the grant, and then we don't accept the grant, it's going to look bad for the town. The big question, the big problem that the Board has, or I should say the responsibility is this is not something that's going to be able to go to the voters because of the time frame. So just so everyone knows, SAFER stands for Staffing for Adequate Fire and Emergency Response. It's a grant through FEMA that helps local fire departments hire additional staffing by paying for a portion of the base salary and benefits in their first three years of employment. So this grant is not like a 100% grant like the previous grant. This is more like the first grant that we applied for and accepted. So it would cover 75% for each of the first two years and 35% for the third year. Okay, so in rough numbers, there's some variables that we can't account for right now, but to give the Board an idea of what the budget impact would be, the town's portion for years one and two is in the neighborhood of 124,000, and the grant would cover 374,000, and that would be for four positions. The third year of the grant, the grant would cover 124,000, and the town would be responsible for 324,000. Applications close July 3rd, so we're coming up on that. The review process is an unknown amount of time. Being the

federal government, I don't anticipate this moving fast, but we have no idea. So if we were to apply, it goes through the review process. If we were to be awarded the grant, the Board would have 30 days to officially accept the grant, and then we would have a six-month period that we could recruit. That would push us off if it was, say, a three-month period before we were awarded the grant, and we push it off as far through the six months as possible before we started the positions. That puts us springtime 2026 with a few months left of the fiscal year, which we would have to cover this within the budget. We have not budgeted for this, so that would be one challenge, but we would look at that within the department. And we would have the opportunity through the budget process to budget for this, for the town's portion in FY27. But again, the big two big questions for the Board, where this can't go to the voters, is the Board willing to put it out there that you would accept this without the voters' approval and accept this grant? And then if so, would you want us to put in for four positions, or where it's a grant, would you want us to aim for the fences and put in for all eight positions? So those are the two things that I ask of the Board, and again, I recognize that's a lot to put on the Board, but I did say I would come back and we would discuss this when SAFER opened, and now it's open.

Chairman Dumont: So I have just one quick question before I turn it over to the Board, and I'll let them go. This grant can't be used for current positions. It has to be utilized for new positions.

Chief Tice: Correct. Anybody that's hired before we accepted the grant would not be eligible. And it has to be. So if we were to accept the grant at the beginning, we would have to declare how many positions we currently have in the department, and then we would have to maintain those positions plus the new positions awarded under the grant.

Chairman Dumont: And how many positions are open currently?

Chief Tice: On the department?

Chairman Dumont: Correct.

Chief Tice: We currently have, minus the two employees that you hired last time, five positions. I anticipate coming to the Board next meeting with four or five candidates to fill those positions.

Chairman Dumont: Board members?

Selectman Guessferd: Over and above that.

Chairman Dumont: Correct. Board members?

Selectman, Jakoby: Sorry. So, the first flush, you're suggesting four, but your goal is eight.

Chief Tice: So, our ultimate goal is eight more positions. We've been doing it in chunks of four because we have four duty shifts, so every four positions gives us one more person on duty 24-7.

Selectman Jakoby: Okay.

Chief Tice: So that's why I said either four or eight. Right. Depending upon the Board's tolerance of if the Board wanted to go for this, if you would want me to go for all eight positions and try to get them all under the grant or stick with the four positions.

Selectman Jakoby: And then once we accept the grant, then it's vital that we keep our employee amount at that number.

Chief Tice: Correct.

Selectman Jakoby: In order to move that forward. And is this an all-or-nothing grant?

Chief Tice: It would be all-or-nothing based on how many we ask for, yes.

Selectman Guessferd: How likely is it that if we applied for the grant we would get it?

Chief Tice: That's a tough question. It's a very tough question. The best I can go by is our past history. We've applied for this grant twice, and we've been awarded this grant twice.

Selectman Guessferd: That's the kind of information I was looking for. Okay.

Selectman Jakoby: And that was four, twice?

Chief Tice: That was four each time, correct.

Selectman Jakoby: I'm sorry, a follow-up. So, and in those cases, were the voters able to vote on it or that was, again, the Board's decision?

Chief Tice: In those cases, the people were able to vote on that.

Selectman Jakoby: Oh, interesting.

Chief Tice: Because of the timing.

Selectman Jakoby: Okay, because that's why I thought that was something I voted on. Okay.

Chief Tice: Yeah, in the time they did the Morin articles, that was how the Morin article was written.

Chairman Dumont: And that was what I was basically just going to bring up, is this Board, since I've been here, and from prior recollection, Selectman Morin was the most senior member. He could probably speak to it. But any new position we've created has always gone to the voters. I believe the Board has the authority to create those positions, but it's just been practiced that it always goes to the vote in March. So, I do got to say I'm a little skeptical of changing that because of what we hear time and time again is taxes, taxes, taxes, especially with everything going on right now. I understand that this grant takes care of a big chunk of that for the first two years, but that third year you start to bite off a decent number. So just something to keep in mind. Is there any other comments or questions?

Selectman Vurgaropulos: What's the overall cost of the program per year? I didn't see that in here.

Chairman Dumont: 25% town match for the first year.

Selectman Vurgaropulos: No, I saw that. What's the dollar number?

Chief Tice: It's about \$594 per year. So the match would be 75% for the first two years. I'm sorry, the match would be 25%. Yeah, so roughly. So, yeah, for the first two years, the town's portion would be roughly \$124, and the grant would be \$374. \$124,000.

Chairman Dumont: That's all benefits as well.

Selectman Jakoby: \$374.

Chief Tice: Yeah, that's our portion. That's our portion. So, it doesn't cover any protective clothing, and it wouldn't cover any overtime.

Chairman Dumont: So just salary and benefits.

Chief Tice: Just salary and benefits.

Chairman Dumont: And is that figuring the max benefit package if someone was to take the family package, or is that?

Chief Tice: It's going to be based on what the employees we have to fill those positions come in at.

Chairman Dumont: No, your number that you're figuring now. Your estimate.

Selectman Guessferd: That you're talking about. Yeah. Is that based on full benefits?

Chief Tice: Yes, that we figured on step one, AMT, full benefits.

Selectman Guessferd: Full medical, family.

Chief Tice: Yes, but the way they're going to. The reason I say roughly is because when they figure out what the exact numbers are, would be based on those employees when they start. What their salary is when they start is what they figure the match out throughout the life of the contract. The same with the benefits.

Selectman Morin: Our last four firefighters we hired brought a great benefit of always having an engine company available to respond to calls. What are these four firefighters going to do for you?



Chief Tice: Another ambulance. My goal is to be able to staff two. Really, because we were still, I don't foresee us getting rid of cross-staffing at least at some level at any time. So, if we could staff two ambulances and then staff even one of the engines would have the ability to cross-staff with multiple calls, which is one of our big problems is the number of multiple calls we have. So, we would also be able to staff the ambulances and then also staff, cross-staff additional ambulances with fire companies.

Selectman Morin: Follow-up. What's your percentage of ambulance calls versus fire?

Chief Tice: 70-ish percent when you include service calls roughly.

Selectman Morin: How many times do we have all three ambulances out? And I know we did it twice last week. We had to call mutual aid.

Chief Tice: It's tough to bring up those stats with our current dispatch software, but we were in the neighborhood of I think we were just over 2,000 calls, what we could estimate last year of having multiple calls. So, it's almost every time we have a call, we have multiple calls and multiple companies committed to calls.

Selectman Morin: And sometimes that could be a 15-minute, 20-minute delay. And if we don't have any people, well, we will with this new engine company. We'll have somebody respond as a first responder per se. Thank you.

Selectman Guessferd: Do we anticipate that this would cut down on overtime?

Chief Tice: I do not anticipate it would cut down on overtime because my intention would be to continue to cover personnel.

Selectman Guessferd: I had a feeling I knew what the answer was, but okay.

Selectman Jakoby: I'm just going to go here. I don't think asking for eight is an option. I think the question is do we go forward with four. That's where I'm at. That's where my question is.

Chairman Dumont: So real quick, you have the motion here of November 26th of when we allowed you to apply for it or we authorized you to apply for it. When did you actually receive it?

Chief Tice: We haven't received it and we haven't applied for it. The grant just opened.

Chairman Dumont: No, no, the previous year.

Chief Tice: So last year we went through the same process. Oh, we received it in, I believe, 2020. I believe it was 2018 and 2020.

Chairman Dumont: Okay. Do you remember how long from authorization to receiving it, how long that time period was?

Chief Tice: I do not. It is no guarantee that that would be the same. I can tell you other projects that we've had that have gone through FEMA have been very lengthy.

Selectman Guessferd: So, while I think eight is an option, I'm not sure it's a good option. You know, I understand. My position is I do think that four, I know it's a departure from what we normally do, but I do think it's, you know, we're talking public safety here, and based on the stats that we just heard, you know, my view would be I'm in favor of the four, but no, not the eight.

Chairman Dumont: So, while I think I've been very vocal about it in the past, I always think it's key to support both police and fire. I think it would be wise in this situation, if the Chief is amenable to it, for us to think about it and bring it back for the next agenda item, which is prior to the July 3rd closing date. And the reason why I say that is purely because it took us a while to get those four positions. You know, the Chief had brought it forward both years that I was here. I'm sure it was a conversation prior to me being here. I'm very happy that the voters overwhelmingly approved it, but I think it's something that we definitely need to consider, as every position we add here increases the tax burden, and it's not something that I think that we should make a decision on that quickly. If the will of the Board is that, then so be it. But we've got to keep in mind the four positions hopefully do get filled. I know that you've talked about possibly some departures as people are aging out with the department. That will open up other positions. People will have to move up, so just something to think about and maybe some conversations we can have

with the Chief between now and the next meeting is what is the likelihood of all this being filled if this grant is accepted and given to us. You know, are we going to be looking for four positions and then needing to backfill two or three that are open when that happens? And then we all know that it's been pretty slim pickings as who's available for those positions as well. So, I just want to put that all out there, but obviously whatever the will of the Board is.

Selectman Morin: If we go that route, I would just like this Board to give him the permission to write the grant and have it ready.

Chief Tice: And we would have to start writing it.

Selectman Morin: Yeah, that's why I'm asking.

Chief Tice: But if the Board feels you need that time to consider this, because I understand the gravity of what we're talking about, we'll invest the time and effort to start preparing that application just so it's ready to go. So, if the Board does feel that we should accept this, we'll be ready to go.

Selectman Jakoby: So, Chairman Dumont, what specific additional information would you need or want the Chief to bring forward? I mean, we've asked our questions. We have a lot of the information here. I just want to get really specific on to what are those other items that you feel are important for the public and for us to know in order to make a decision.

Chairman Dumont: Possible departures that are coming forward is a concern of mine. I will say I am concerned, and nothing against the Chief, but I'm concerned about filling the positions that we have now. You guys have seen it the entire time that I've been on the Board and even further. It's not an easy task. And so, I think if we had four positions open, or even two of those, and then we apply for another four, and now we're looking for six candidates, are we in any better of a situation? And what message does that send to the taxpayer that we're changing the process on what will be a very big expenditure after this grant expires?

Selectman Morin: And I fully agree with you, absolutely. But I believe the Chief has enough people to fill all the positions that we got open, and moving forward this wouldn't be for another year anyway, correct?

Chief Tice: Yes, six months to a year, depending upon how long it takes him to go through that review process.

Chairman Dumont: And don't get me wrong, nobody has a crystal ball, quite frankly. That's why I have these reservations, because we just don't know what position we'll be in that year. And I don't take anything away. And I think what the Chief brought us here is exactly what we've asked him to do. We asked him to fill a position and to run the department the best way he can. It's just up to us whether or not what direction that we want to go in. If the Board wants to make a decision here tonight, so be it. I threw out my recommendation. Motions are available.

Selectman Guessferd: To that point. Is there any detriment to waiting two weeks? In other words, if you apply first, you get considered first, or is there anything like that? Once July 3rd hits, they look at everybody who's applied and treat them equally?

Chief Tice: Yes, yes. After the application is closed, they look at everything. They have a very objective scoring criteria.

Selectman Guessferd: It's not timing-based. So that supports the two weeks, yeah.

Selectman Vurgaropulos: No, I agree. We don't want to miss the opportunity. But since we will be making a decision that won't make it to a warrant, then we should move it forward to the next meeting just before we make a decision, especially since we don't have the time restriction. But I do support what Selectman Morin said and would ask the Chief to get it going and be ready to pull the trigger. That's what I would agree with. I think that's fair to the community, and it puts us in a decent position.

Selectman Jakoby: So, what I'm hearing we need is to have a better understanding of your staffing now and moving forward so that we have those specific numbers so that we can make an informed decision next time. Also, it gives the opportunity for the public to let us know what they think. So, by this delay, it really gives an opportunity for you, the public, to let us know what you're thinking to both the issue of applying for this grant or not. So, I hope people do reach out to us.

Selectman Guessford: You took the words right out of my mouth because I think that's exactly where I was heading was going to say people, anybody, that's going to be a valuable piece of information if people come to us in the next two weeks and say we fully support or we don't support hiring or applying for the grant. So I think that's a great idea from that perspective in terms of the two weeks.

Chairman Dumont: I completely agree, and while I would hope that everybody is sitting at home with their popcorn watching us, I think it's our job and where my goal would be over the next two weeks is to talk to your constituents, talk to the people that you know in town, see what people feel about this, get some information, put your feelers out there.

Selectman Guessford: There you go.

Chief Tice: I'm happy to discuss if the board has anything over the next couple weeks, anything you want to discuss that would help give you the information you need or anybody in the public. I'm happy to have those conversations. If they were going to reach out by phone or by email, I'm happy to answer everyone's questions.

Chairman Dumont: So with that, do I have a consent? It seems like we will defer this until our June 24th. We will defer item D until June 24th, 2025.

Selectman Vurgaropoulos made a motion, seconded by Selectman Guessford, to defer Item D, Fire SAFER Grant Application, until the June 24<sup>th</sup>, 2025 Board of Selectman meeting. Motion carried, 5-0.

#### E. Revenue and Expenditures – Administration/Informational (Presentation)

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: All right, thank you, Mr. Chair, members of the Board. Typical of my last presentation. **[Slide 2]** I did modify it a little bit, I think, to kind of be better. I watched the last one. I wasn't overly excited about it. Right now, 92% of the year, that's where we should be. If you look at our general fund totals to date, roughly 94%. Our soil fund, 68%. And our water fund at 97%. So we talked last week, that includes encumbrances. One of the things we like to do is, obviously, let's take the encumbrances out and kind of see what happens. You kind of see the general fund levels right off. In fact, we're actually beating what should be expended at this point. Soil is doing extremely well, if you look at it from that perspective. And water is kind of charting the same way. So overall, despite the numbers of being high, 94%, 90%, particularly in general fund and water, higher than 92%, we're still in really good shape as we trend towards the end of the year. **[Slide 3]** Three-month comparison here. The big thing with this exercise is kind of looking at the bars above the line. So that's your March, 75%. You can kind of see what's above it. All three categories are listed there. The meeting after, or it was in April, was 83%. And as we jump forward, 92% in May. You can see the bars above that blue line, they've leveled off. So, you're kind of seeing us bouncing towards the end of the year. The anomaly right there, that's the Melendy Road Bridge. Once we make that adjustment, we're in good shape across the board. Very close to the 92%, but trending probably right where we should be. **[Slide 4]** Solid waste continues to be a big one. I've been actually chatting with Jay on this over the last couple months. Looking at our tonnage, which if we do the projection, the estimate on that, and plug those values in, including the latest payment we made, we're at 93%. So, we're projecting here to probably come in a little bit over budget, but not as extreme as the last two years. So that delta won't affect, I think, the overall line as much as it has in the past. **[Slide 5]** Here's the big one. This is kind of where you're playing a chess game and trying to figure out or balance out just the salary line alone. When I say change some things here, this is kind of good because it goes back to our last discussion. Salary benefit. This is going to be for full time. This does not include overtime as I walk through this exercise. So fire is at 93%. We have police at 87%, DPW at 95%, and general, which is the rest of the positions, town offices and things of that nature at 84%. I will point out because of the fiscal year that this took place and obviously you had CBAs being negotiated, so that's kind of why you see fire and DPW trending high. Those numbers offset. Money does go back in via warrant articles, but it's never perfect, particularly in a negotiating year. We throw in our other access data to take a look at what is the differential to date. Again, this is just straight time. This is not overtime. So you can see the deficit with fire. Police is in the black, which is good. DPW is in the deficit, and we have the general fund in the black. So let's talk about vacancies. Why is that happening? Fire, I have one. I did take the chief's new numbers, so he mentioned that tonight. If we go through the process tonight, you're at one. I did not take that into account for police, even though they're coming forward. Five vacancies there still. DPW, one. Again, this could be filled. I did update the general, the finance

director is here, so that number is now three. I want to pay attention to the lower box here as we put the rest of these in. That big line there, that is what our deficit would be. Based on overtime charges and vacancies. If we looked at part of what else creates that, the earned time, you see the green line there. I'm just going to blow this up a little bit. And then if we add in the next one in. If you take that in totality, you see earned time, overtime, fire, PD, DPW, general fund, that's straight time. In total, we're still good roughly a little bit under \$500,000. That's including benefits, all inclusive. So that's kind of the swing you're looking at with salaries. Like I said, it's a significant chess game, especially when you're in a year where you had two CBAs negotiated. This was my biggest concern with the budget, but to date, as I mentioned, it seems as though it's going to balance out. It will be close. I am going to come next week either way with that asking for the earned time if we need to go to that pool if we can't make it up in the budget. **[Slide 6]** All right, revenue snapshot. Revenues are doing good. We're trending high all across the board, motor vehicle permits, building permits, general property taxes, very much in line with the previous years. Some of our revenues, if you look at your report in more detail, is just about accountability and bookkeeping. Because of our deficiencies in finance, we haven't been able to make those journal entries. As an example, you'll see some of the ambulance billing and things of that nature seem lower than they should be. That will get caught up over the final month as well. **[Slide 7]** Here's an interesting slide, and I will have the town treasurer come back in at some point. Our general fund interest, if you look at what we're going to project out at this year, we're going to probably finish the year making about \$411,000 on our general fund interest. This is part of our investment policy and how our funds are being invested. At that point in time where I drew that black line, that's when our new treasurer, Barbara Bouley, came on board. So, if you're looking at the gains, the long bar, the remainder of 23, 24, if I just put these numbers in historically, that area there that I encompassed is what I'm calling the Barbara Bouley era. She's done a fantastic job. You're almost at \$500,000 in interest. I did talk to her about this, and she will be in again to do her own dashboard. She's got a great past with Fidelity Investments and things of that nature, knows our funds very well. That money I would like to take a look at potentially, obviously utilizing some of that interest. I know it can go back to the general fund as well. We have needs in finance. We have budgeting software needs across the board. So just keep that in mind. I'm not proposing anything tonight other than throwing, putting down a seed tonight, and that's it. But she's done a fantastic job. **[Slide 8]** Morin Articles pretty much are all balanced out. This is not including prior year encumbrances and or the library transfer. Again, those can throw things off. All of these are in line. Typically, Morin Articles should balance out. They should never run over where they are. These will all be paid out by month's end as well. **[Slide 9]** So looking ahead, the big thing is we're just balancing right now, and that's about it. So you'll see a couple things coming in next meeting. One of them will be the accrued time and or earned time. In capital reserve, we have some items going before the trustees. That will offset some costs in the budget as well. In the end, where will we be? Can't make that prediction now. I think this Board understands how Hudson does things, very fiscally responsible. We'll be very tight, but I think we're going to be fine, and we'll continue to update that. So, by July, August, before we get into planning for the next budget season, we'll have some sound numbers. We'll do a total review of this, and we'll move forward on what we might feel like might be some of those projections. Any questions?

Chairman Dumont: That was fantastic.

Selectman Guessferd: I appreciate it. I love this. I absolutely love this.

Selectman Jakoby: I just want to say thank you, and, you know, actually as we're coming to the end of the year, I think there's a lot to be celebrated here in those numbers and in the management and our understanding. And I think for the public to understand exactly where we are. So, thank you very much.

Roy Sorenson: Yep. Thank you.

Chairman Dumont: No other comments or questions? With that, we will move right into Item Number 9, Select and Liaison Reports and Other Remarks. This week I'll start over with Selectman Vurgaropoulos.

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

Selectman Vurgaropoulos: Thank you, Mr. Chairman. Not much going on my liaison positions and stuff. A lot of them are wound down and setting up for a short little break, especially before we start the next budget season. So, there will be more to come on that. Anticipate a lot more activity in July. But other than that, I just want to say thank you to Jay and the DCW team. They've been working very hard in the south end of Hudson. I'm not just saying

it because I live down there, but I do drive there most often. They did some great work at their intersections down there. It really made it much nicer to drive through. I also want to say thank you to Elvis for assisting me. I had some reports come to me about Life is Good and trucks turning left onto Friars and then additionally turning left onto the main road going north. Both actions are not permitted, and that's part of their site plan. I reached out to Elvis just to verify the site plan and just to make sure that everything was good. I went there and saw the signage, and there was signage in place. It wasn't the signage incomplete for the site plan, as noted to my knowledge. So, Elvis reached out to them. They're very receptive. They're going to pop up some additional signage, whether it needed to be there or it's just addition, or it's kind of a big update. And they're sending notification across to the trucking companies, and Life is Good is working with us, and they're going to brief their teams to make sure that nothing goes on there. So that's all I have. I just want to say thank you to them.

Selectman Morin: The ConCom meeting last night, they finished up a site review of 140 Old Derry Road, and they put their stipulations forward to the Planning Board. They did an update on their trail and video updates. What they did, they went out with HETV, and they did the Pelham Road conservation area. It should be coming out very shortly, and they're going to do every trail in town so people get to see what they look like. They also talked about meeting and getting some items to move forward to ZORC for possible warrant articles for next year. And they have two bridges that they want to work on for next year at two of the conservation sites. One of them was about 100 feet long, so they're going to have to get some engineering help with that one, but that's their plan for next year to get these two bridges built. Also attended a school board meeting, but I will yield to the school board member for that report. All right.

Selectman Jakoby: Oh, so right now the Benson Park Committee hasn't met since our last meeting, but they do have the cleanups coming up, and I know that there were a lot of people there tonight taking pictures for the prom I heard today. So, it's nice to hear that the space is being used and is often a lot of people out there. I did want to ask Chairman Dumont, from our e-mail exchange, I know that you made a decision about the alternate to the Planning Board, and I would just ask that in your report you let the public know who you appointed and the rationale behind that as well. And I know the other position that I had gotten an e-mail concerning it, I wasn't sure what had occurred with that, was that for the Cemetery Trustees. I believe Selectman Morin was on it and might still be on it, but I know that was another question that was left over from our previous meeting of assignments. So those are two items that I'm curious about for the public. And then also for Selectman Guessferd, just is there an update on public input for the Planning Board? So those are just the outstanding questions when you do your report that I had. Thank you.

Chairman Dumont: Selectman Morin do you have a comment or question?

Selectman Morin: Reference to the Cemetery Trustees, we have never had a liaison. It's just I assisted them when they needed it. They would send me a question. That's how that went. There's never been a liaison for them, never in the history of the town. Okay.

Selectman Jakoby: It was on one of the sheets and there was an e-mail that went around, so I was not how that was reconciled.

Selectman Morin: If they have a question, I've taken care of it for them.

Chairman Dumont: And just to speak on that, so the Chair had reached out asking for a point of contact or a liaison. I just reaffirmed to her that her point of contact, if she wanted to continue with Dave Morin, then that was more than fine. She said that that was what she was hoping for, left it alone, didn't need to go any further.

Selectman Jakoby: Okay. I didn't get that e-mail because I got the first e-mail, but did not get the reconciled e-mail stating that that's what occurred.

Chairman Dumont: Yeah, I typically don't e-mail the Board as a group because that's not allowed. So, what I will do is the communication was between me and her really wasn't a Board issue. She was merely asking a question.

Selectman Guessferd: Yeah. So, we have, to answer your question first regarding planning, I'll go over planning first. But there really hasn't been an update. I mean, I know we covered it a few meetings ago, and it was left basically as it is. Public input is provided for each site plan that is presented, and we were pretty much operating under the same set of rules that we were. But you certainly can reach out to Chairman Malley as well if you want to provide any input on that.



Selectman Jakoby: Oh, excuse me. I just had a question because I know that they had guidelines for it that never went fully through that you guys had discussed.

Selectman Guessford: I guess what I'll just say is there's no update.

Selectman Jakoby: Okay. Thank you.

Selectman Guessford: Okay. Other Planning Board items, we're meeting tomorrow night. We have two site plans, and we're going over lighting regulations and the master plan, the last chapter. So this is the population and housing chapter that we've been eagerly waiting for to report, the final report from NRPC because the previous contractor who was selected to do it, they dropped the ball, I'll just say that. And so, we had to kind of scramble to get that housing study done. So now here we are, hopefully, after a lot of time, hopefully with the last chapter. And again, this will put it to bed for now, but we're not going to put it in a drawer for 15 years like we did last time. This is going to be a constant update. We're going to try to update a chapter at a time. We'll bring up every year or so. If there's updates, we'll make them. This is kind of something we really need to do to stay current with our master plan. So that will be discussed tomorrow night. So anybody who wants to listen in or come over will be in the Buxton room. Two other Planning items. Saturday there is going to be at 9 a.m. a site walk for the -- I'm going to butcher the name, the Tabor site near Albert Drive. So, if anybody wants to come out and provide any input, we'll have abutters there, we'll have the Planning Board, and people will have a chance to take a look at it who are interested in that particular site. And then Friday, this coming Friday, there will be a groundbreaking for the new T-Bones site, which was approved, the plan which was approved. So that's exciting. They're moving out quick. My understanding is that they really want to get themselves up and running as quickly as possible. So, they're working hard to get that site developed and the new restaurant in place. So those are planning. What else do we have? Libraries next Wednesday. We haven't had any library meetings since the last meeting. And REC, the update is basically -- I'm going to give a little update, but I understand that our town administrator has a slide in his presentation, so I won't steal all of his thunder. But just in terms of the summer program, the online signups are over. Oh, no, this coming Friday. And then after that, you have to be in person. But that's one of our most successful REC programs all year long, and everyone's looking forward to that. Senior citizen programming, they have the Hudson Memorial School Swing Choir, Jazz Band, and Woodwind Choir put on a concert today for our members. Huge hit. They really greatly appreciate it. Another example of town and school, the school department's working together to make this a great community. So, thank you for that. And pass my thanks along to the school department for that. And then, oh, yeah, one other REC item is -- so last night was scholarship night. I think it was mentioned earlier, I think, maybe before we started the meeting. It's the Alliance Club Scholarship Night, where scholarships are provided to all these seniors who are selected for these scholarships by all kinds of organizations in town, private, public, charitable. It can be a long evening, but it's a very successful and rewarding evening, especially for those kids that get the scholarships. So, there were two scholarships of \$2,000 last night, and because of all the things that the REC department does, they awarded two \$2,000 scholarships to graduating seniors who have been involved in the REC programming. The recipients were Avery Willard and Chloe Zink. So, congratulations to them. And with that, I will turn it over back to the Chair.

Chairman Dumont: All right. So first off, I just want to throw it there from the Assessing Department. They wanted me to give a little information. Depending on income, taxpayers may be eligible for a refund of some or a prior year taxes under low and moderate income homeowners property tax relief program. To find out how to obtain a refund, call the New Hampshire Department of Revenue Administration at 603-230-5920 or visit the department's website, [revenue.nh.gov](http://revenue.nh.gov). Applications for refunds begin on May 1st, 2025, and are due by June 30th, May 2025. So if you're looking to get one in, you're running out of time. You just got to try to get that submitted before the 30th. Apply to the New Hampshire Department of Revenue, and the assessing department also has the forms available in person and on our assessing webpage. Meeting coming up for me is PFAS Commission. We'll be meeting on the 13th at 2 p.m. on Friday. If anybody's interested in the wonderful world of PFOAs and PFAS, it will take place on Zoom, and that is located also on the Department of Environmental Services website for the link for that as well. Another thing coming up that I just wanted to let people know about is the Hillsborough County is going to be holding a public hearing on budget items next Wednesday. I believe that would be the 18th. So that will be at the delegation office that's at the corrections facility in Goffstown. If anybody's interested in hearing about the county budget, it does affect your tax rate. Everybody here pays a portion of it. I know some people have had questions about it in the past.



That's your time to go out and speak on some of the budget items for that meeting as well, and the delegation will be voting on that budget the following day after the public hearing. Not a whole lot other than that for me. I will speak to Selectman Jacoby's concern. I had assigned Selectman Morin as the permanent alternate for the Planning Board after conversations with the chairman of the Planning Board, our town attorney, and I had gotten a few e-mails from the public as well, not looking for a rotating member, so taking all that conversation into consideration. I figured it was best to stick with what had worked in the past, and that was that assignment. I will say that I don't think that everything is necessary to come in front of this Board. If people have questions, there's plenty of ways to contact our administration as well as us individually. I know some people here like to talk a little bit, but I don't always feel it's necessary to air everything out. So, with that, I will turn it over to the town administrator, Mr. Sorenson.

**10. REMARKS BY TOWN ADMINISTRATOR:** All right, thank you, Mr. Chair. So, I'll do my quick update up here on the screen. **[Slide 1]** Kudos to the PD, Special Olympics. The torch run was last Wednesday. They did a six-mile run from the Londonderry Town Line back into Hudson. It's part of the statewide effort, as you can see, May 17th through the 6th. The games rolled out this past weekend, and again, just a great, great event, and I think it's something real special. I know that PD spends a lot of time supporting Special Olympics, so kudos to them on that.

Selectman Guessferd: I got folks that can run six miles, huh? Huh?

Selectman Vurgaropulos: Dr. Bull is a friend, and he had a blast. I can't.

Roy Sorenson: **[Slide 2]** This is interesting. The town engineer sent this to me. UNH does some wildlife monitoring. I don't know if you folks have seen this before. I found it very interesting. This is part of the conservation area in and around Benson's Park and some of the trails, the Acorn Trail, I think it is, and the Oak Park Trail as well. You can kind of see the stats there of some of the stuff that camera picks up. Biggest one on the bottom, I took it off the graph because it was completely put, this graph, in a separate area. The gray square is 1676. But some interesting numbers up there. I can't confirm or deny there may have been one Elvis sighting on there, but we do not know. **[Slide 3]** Town-Wide Paving, I get this update from DPW and the director, Jay Twardosky. You heard Selectman Vurgaropulos mention this a little bit, Chalifoux at River Road, which I know has been extremely bad. They're doing some patchwork in and around that area. But the road program is well underway. You can see the overlays. The road is being done in reclamation. The ones in the bottom will probably come later this month, and this will continue throughout the summer. It is the season for road repair. **[Slide 4]** Twin Bridges Project. Just to back up a little bit as well, and I should have mentioned this, because HCTV does a great job. This is part of their drone footage as well. And I think if you recall the presentation from NorthPoint, we had them send the drone out and get aerials of Town Hall as well. And they're great. We send them out, and they do this right away. This project is interesting. We did have some minor change orders with some of the street lighting, or bridge lighting, I should say. As you recall, the engineer mentioning this past winter, one of them actually ended up in the river, which is probably better than on the roadway. So, we're going to replace all of those on either side, and we'll make up the difference between ourselves and Nashua. But projects come along, I think, for the most part. I don't sit in the traffic, so this is going to be easy for me to say. I think it's being managed pretty good overall. But the work is progressing. The work is progressing extremely well, and hopefully this will be wrapped up this year, and we'll be moving on from it. **[Slide 5]** This is a big one, cybersecurity training, mandatory training, townwide June 26th. Primex is going to help us run this, and that's our insurance carrier. We're going to do this over at the Hills Memorial Library, and obviously everybody can't attend. However, we will film this, and then we will ask the department heads to follow up on their staff watching that video. I think it's very important. You can see the stats. By the way, if any of the select board wants to go to this as well, just let me know, and I'll certainly let you sit in on it, obviously. Since 2022, you can see the stats. One big one, I didn't put it on here, but a town not that far from us lost over \$2 million on their ACH payments. Those are the automatic payments. One of them was the check payment to the schools, and the other one was a bridge project. So got to be extremely careful. So this is training. This was talked a little bit, not necessarily how we handle it, but it came up in our audit. It's kind of one of our action items and something we'll continue to work on moving forward.

Selectman Morin: When does that start?

Roy Sorenson: I will get all the details out. I believe it starts around 10 a.m. I will send that out. All right.

Selectman Guessferd: What day?

Roy Sorenson: It's the 26th. So here's what Selectman Guessferd was talking about. I'm only putting the June slide up, but if you go online to Recreation, you'll see their full summer events calendar. Director Peterson does a great job with this. There's a ton of activities out there for the public that you can sign up for, enjoy, or attend. Great diversity included in that as well. So go on and check that out. **[Slide 6]** And finally, this is a great one. I got a chance to do the History of Hudson tour with the Nottingham West Elementary third grade. And I must say, I had a great time with the folks from Nottingham West. Thank you to Superintendent Moulis and Mrs. Rybrek, Mrs. Breen, third grade class that we went with. We got to check out many places that I list up there. We also went down to the schoolhouse number nine. Lori Jasper gave us that overview. Alvirne Chapel, obviously the Hills House, the Memorial Library. I really had a great time doing this. I didn't get to spend the time with the kids at Benson's. I had to get back to work, so I can only do most of the morning. I will kind of revisit that as we go through. History of the town is very important, and I'm just getting my feet wet with Hudson. And I think little snippets of this as we move through my TA report throughout the year, I'll kind of plug some of these items, because I think it's extremely important to do so. And that's it. I think just one other thing. I don't have it here, but we did mention it. Next Thursday, Juneteenth, Town Hall is closed, so folks should keep that in mind. And again, we'll keep plugging along with our department updates. Mr. Dhima will be in next week, or actually in two weeks, on the 24th for his presentation on the engineering department.

Remarks by School Liaison, Mike Campbell: I just want to chime in on the third-grade trip. I was lucky enough to chaperone last year, and that was a very fun trip, and I'm glad that you got to go experience it. As has been mentioned before, last night was the scholarship night, and I just wanted to say that I believe the total was \$140,000 were given out last night. So that's incredible. It's the busy season of the schools. The prom is happening tonight. They got to go to Benson's. It was a little rainy, but the community center also decorated each corner of the community center. So, in case you wanted to go and take pictures there, they could do that. There's been multiple awards, and there was the CTE awards, sports awards. The majority of them were broadcast on HGTV, if you haven't seen them. Friday at 7 o'clock at the SNHU Arena is the big one, the graduation for the class of 2025 will also be broadcast on HGTV. And then we have our last day of school is Tuesday the 17th. It is a half day, so just make a note of that. At the School Board meeting on, I think it was last Monday, we had a visit from the eighth-grade field trip. They always go to Washington, D.C. It's a tradition. A couple of students came and talked about it. Heard some feedback about maybe the bus ride's a little bit too long and we should look into flights, but I think we'll keep continuing with the bus, I'm sorry to say. They also, in 2023, there was a STEM day. Part of it was in the CTE center at Alvirne's parking lot and then some was at the Hills House lawn. That's coming back September 23rd. We had a Black Hawk helicopter come and land last time. I don't know if that will be happening again, but that was super cool. And that's about all for me.

Chairman Dumont: Thank you very much, sir.

Roy Sorenson: I don't want to get myself in trouble. I forgot to mention the Salem Historical Society folks. Leona and Pauline were great, and the rest of their group as well. They've been great coming in to see me. I don't think I said their names. I don't want to get in trouble.

Chairman Dumont: You got to plug them in there.

Selectman Guessferd: Hudson.

Roy Sorenson: Did I say Salem? I'm really panicking now.

Selectman Morin: Hudson, thank you.

Selectman Guessferd: You're in Hudson now. I had to call you on that, Roy.

Chairman Dumont: All right, so with that, we come to our non-public session. I will ask for a motion to enter into non-public.

Selectman Morin made a motion, seconded by Selectman Vurqaropoulos, to enter into non-public at 9:33 p.m.

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 9:33 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public was asked to leave the room.

The Board entered into public session at 10:03 p.m.

Motions made after nonpublic session:

- 1) Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to authorize the Director of Community Media to hire Kristen Parziale as an on-call staff member at a rate of \$16.00 per hour, not to exceed 20 hours per week. Motion carried, 5-0.
- 2) Selectman Morin made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to hire Cameron Feely as a full-time Police Officer, with a starting salary of \$31.27 (step 1) per hour, all in accordance with the Hudson Police Employee Association Contract. Motion carried, 5-0.
- 3) Selectman Jakoby made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to hire Lucy Elerath as a full-time Telecommunication Technician, with a starting salary of \$23.09 (step 1) per hour, all in accordance with the Hudson Police Employee Association Contract. Motion carried, 5-0.
- 4) Selectman Vurgaropulos made a motion, seconded by Selectman Guessferd, to approve an increase in hourly salary rate by 5.0% for Valerie Marquez of a period time through the vacancy of the second Water Utility Clerk including retroactive to May 19, 2025, notwithstanding training thereof, and such action contingent upon the Town Administrators decision to rescind when appropriate. Motion carried, 5-0.
- 5) Selectman Morin made a motion, seconded by Selectman Jakoby, to authorize the Public Works Director to hire Rosario Parisi effective June 16, 2025 at \$24.25 per hour (grade 8, step 1) in accordance with the Hudson Public Works department Teamsters Local 633 agreement. Motion carried, 5-0.
- 6) Selectman Morin made a motion, seconded by Selectman Guessferd, to adjourn at 10:07 p.m. Motion carried, 5-0.

13. **ADJOURNMENT**

Motion to adjourn at 10:07 p.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