

HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the, June 24, 2025 Meeting

1. **CALL TO ORDER** – by Chairman Dumont the meeting of June 24, 2025 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.
2. **PLEDGE OF ALLEGIANCE:** – Selectman Vurgaropulos.
3. **ATTENDANCE:**

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

Staff/Others: Town Administrator, Roy Sorenson; Town Engineer, Elvis Dhima; Police Chief, Tad Dionne; Police Captain, Steven McElhinney; Fire Chief, Scott Tice; Director of Public Works, Jay Twardosky; Paul Inderbitzen, Former Town Moderator; Christin Madden, Cemetery Trustees; Daniel Barthelemy, Cemetery Trustees; School Board Liaison, Daniel Kilgour; Executive Assistant, Lorrie Weissgarber.

4. **PUBLIC INPUT** – None
5. **RECOGNITIONS, NOMINATIONS & APPOINTMENTS:**

A. **Recognitions**

1) Police – Master Patrol Officer, John Mirabella

Chairman Dumont: I will recognize Mr. Sorenson.

Roy Sorenson: Thank you, Mr. Chair. Special recognition tonight, I'm going to actually cover a little of this in the TA report as well, but I'm going to turn it over to Chief Dion, and he can kind of bring up the speed on this special recognition for John Marabella.

Chief Dionne: Thank you, Mr. Sorenson. Thank you, Chairman. Good evening, everybody. So, John Marabella, some of you may know him. John was hired with us in 2010, and we had a vacancy at the high school, and we didn't have anybody ready to fill it, and John literally stepped up. He had been a police officer for a few years before, and agreed to take on that position. He's been the SRO at Albert High School for 15 years. I can tell you he did a remarkable job, interacted, and really got to know all the students throughout his time there. John did a lot of stuff on his own time, volunteered a lot of his time, and if there was someone in need, he probably pulled money out of his own pocket to pay for their gym shoes or whatever, and that's just the way John was, just the way he is there. But, alas, we have moved in a different direction, in the sense of trying to open up opportunities for other people. So, this year marked John's last year at the high school, and I just wanted the board to acknowledge all of his hard work, but I also want to take a moment to express my thanks from the school department. They invited us over during their senior awards day. They invited us over. They gave a special award to John Marabella in appreciation, and Mr. Beals did a really nice job with that, and it was great to watch. I think John was moved, and that's hard to do. If anybody knows John, he was definitely a little bit moved by it, but I just wanted the board to acknowledge that, and thank Mr. Beals as well for recognizing John for 15 years of outstanding service as a student resource officer, making great connections with the staff and all the students in that time. I'll take any questions you might have about that.

Chairman Dumont: Any questions or comments from the board? I'll just add that I think he's done a fantastic job. I've heard great things over there about him. He made, like you pointed out, a great connection with a lot of students, so very well-deserved, that's for sure.

Chief Dionne: We used to always make kind of a little joke about it. If John was on vacation, something would always go sideways at the school, and it's like, you know, not kidding. John definitely had his finger on the pulse over there, so thank you.

B. Nominations – None

C. Appointments

1) Kate Messner – Sustainability Committee, incumbent seeking member position

- One (1) member vacancy to expire April 2028
- One (1) alternate vacancy to expire April 2027
- One (1) alternate vacancy to expire April 2028

Selectman Jakoby: Just, I mean, Kate has been dedicated and really to the Sustainability Committee, and she's, I think, speaks very well and has some great ideas, so I would support her appointment.

Selectman Guessferd: I'll echo that. I was on the Sustainability Committee last year, and yeah, she certainly makes a lot of contributions to that committee and a lot of different initiatives, so I'd have no problem with that.

Chairman Dumont: Anything else? Motions?

Selectman Guessferd made a motion, seconded by Selectman Jakoby, to appoint Kate Messner as a member to the Sustainability Committee with a term to expire April 2028. Motion carried, 5-0.

2) Alyssa Hanley – Sustainability Committee, incumbent seeking alternate position

- One (1) member vacancy to expire April 2028
- One (1) alternate vacancy to expire April 2027
- One (1) alternate vacancy to expire April 2028

Selectman Jakoby: Again, Selectman Guessferd has served more with her. I'm new to the committee, but again, she comes and has a passion for the Sustainability Advisory Committee.

Selectman Guessferd: I'll concur.

Selectman Jakoby: So, I'll make a motion to appoint Alyssa Hanley to the one alternate vacancy to expire... Did she request 2028?

Chairman Dumont: That's what I have on my paper is April 2028.

Selectman Jakoby made a motion, seconded by Selectman Guessferd to appoint Alyssa Hanley as an alternate member to the Sustainability Committee with a term to expire April 2028. Motion carried, 5-0.

Chairman Dumont: Next we will move right into consent items. Does any board member wish to move any items for separate consideration? I will pull out the donations. Letter D, we'll pull that out. And I'll make a correction under assessing items, it's number two is supposed to be blind. Would any other member like to pull anything out?

A motion to approve consent items.

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

6. CONSENT ITEMS

A. Assessing Items

- 1) Certification of Yield Taxes Assessed/Timber Warrant
- 2) Blind Exemptions Requalification
- 3) Elderly Exemption Requalification

B. Water/Sewer Items

- 1) Water Abatement: W-UTL-25-04 (05/19/2025) DML Properties, LLC. Acct. #3505055804.
- 2) Water Abatement: W-UTL-25-03 (04/15/2025) Lowell Road Properties Acct. #3508144000.
- 3) Sewer Abatement: S-UTL-25-06 Lowell Road Properties Acct. #2734

C. Licenses & Permits & Policies

- 1) Block Party Permit – Willow, Sycamore and Tamarack Streets
- 2) Pole License – Griffin Road (four new poles)
- 3) Pole License – Webster Street (one new pole)

Selectman Guessferd: I just want to make sure it's clear that we're approving everything but D, right?

Chairman Dumont: I will recognize Selectman Jacobi just to speak to the donations if she would.

Selectman Jakoby: We just want to take a special moment to thank that we received a check for donation of \$1,000 from the Rotary Club of Hudson/Litchfield. The donation was for the land use division. And we just really appreciate that donation. Also, we received, the Fire Department received a donation of \$200 from The Bar. And the Board of Selectman would like to accept that on behalf of the Fire Department. And that's a general donation. And we do appreciate anyone who takes the time to donate to the town. Because it's all of us in the community that help keep things moving forward. So, thank you.

Chairman Dumont: Any other discussion?

Selectman Morin: What's the land use, is that for the industrial?

Selectman Jakoby: Oh yes, I apologize. It's for the 9 Industrial Drive, the recreation area that's being developed. So that's, we'll probably hear more donations coming through for that moving forward.

Chairman Dumont: Terrific. Any other discussions? Motion to approve that item. Motion by Selectman Morin, second by Selectman Guessferd. Make the motion to approve both donations.

Chairman Dumont: Both donations under D1 and 2. Yes. We'll go with the seconder.

Selectman Morin made a motion, seconded by Selectman Guessferd, to approve Consent Item D. Motion carried, 5-0.

D. Donations

- 1) Land Use – Rotary Club of Hudson, Litchfield, \$1,000
- 2) Fire – The Bar, \$200

E. Acceptance of Minutes

D. June 10, 2025

F. Calendar

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|------------|-------------|--|---------------------|
| 6/24 | 7:00 | Board of Selectmen | BOS Meeting Room |
| 6/25 | 7:00 | Planning Board | Buxton Meeting Room |
| 6/26 | 3:00 | Supervisors of the Checklist | BOS Meeting Room |
| 6/26 | 7:00 | Zoning Board | Buxton Meeting Room |
| 6/30 | 7:00 | Sustainability Advisory Cmte. | Buxton Meeting Room |
| 7/2 | | Budget Committee - <i>CANCELLED</i> | |
| 7/4 | 7:00 | ** Fourth of July - Town Hall Closed ** | |
| 7/8 | 7:00 | Board of Selectmen | BOS Meeting Room |

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on June 10, 2025

- 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.

B. Purchase of New Voting Machines – Administration/Decision

Chairman Dumont recognizes Town Administrator, Mr. Sorenson.

Roy Sorenson: Alright, thank you Mr. Chair. This continued discussion from the May 13, 2025 meeting. At that point we had the moderator here, Mark Edgington. He has since resigned. There were some questions asked by the Board that night, including either machine, which is being offered or has been approved by the State, including cost, other quotes, and the actual process of these machines being approved. I did include in the packet the information that was asked for, which was the additional quote from Voting Works. We also included a spreadsheet and or breakdown. Michelle Brewster, our Town Clerk, put that together to kind of give you the breakout of one cost versus the other. And I also included all of the items from the previous meeting, the memo, the PO, and just some information on the actual machine that's being recommended. At this time, it is my recommendation, along with the Town Clerks and our former Town Moderator, Paul Inderbitzen, who's here tonight, regarding the LHS, working through LHS, that's currently who we work through now, and purchased the voting machines through them. That machine is one of the two listed as approved that the State has authorized Cities and Towns to use. With that, we can take questions. I will ask Mr. Inderbitzen if he could come up to the table here, perhaps, to take any questions, as he will be the resident expert on this item tonight.

Selectman Morin: So, to refresh my memory, you look familiar. No. You just can't get away.

Selectman Jakoby: Well, thank you so much for being here and taking the time to answer any questions we have.

Chairman Dumont: Questions from the Board? Paul, I sent you an email earlier today. I don't know if you got a chance to go through.

Paul Inderbitzen: I did respond to it. I don't know if you got it.

Chairman Dumont: Oh, I hadn't know, actually. I didn't see it.

Paul Inderbitzen: I didn't have a lot of time, because I didn't open it until, like, 4 o'clock.

Chairman Dumont: I apologize, yeah. I just had a couple of questions, basically, concerning the costs and to run through with everybody. When I look at it, basically, it looks like they're pretty close, as far as purchasing the machine goes. And the big difference actually comes in maintenance costs over the years that kind of lead on. And eventually, it ends up wiping out, I think, around, like, year 7, where it ends up becoming almost a complete wash. Was I understanding that correctly? I'm sorry if you spoke to it in the email, but I feel like it would be best to do it in public, as well.

Paul Inderbitzen: Right. The difference, if you look at just the capital costs, which were approved in this year's budget and approved by the Budget Committee and, actually, a PO was signed by members of the Board. The difference between the Voting Works and the ImageCast for purchase, the capital costs, is \$3,200 difference. Where it comes into would be maintenance costs per year, a little higher on VH, on Voting Works than LHS. And we've had a long

history with LHS, so since 2020, the maintenance costs have only gone up, like, \$100 a period. And I think that goes even back further. So there's a difference in that. LHS provides training when they sell us something, like they did with the poll pads. They don't charge us. It looks like Voting Works charges you by the day, so they must have to send somebody in or, you know, get somebody in from out of town. They are an out-of-town company, and so with the difference in price, it just didn't, I couldn't justify that with the limited that Voting Works has, trying to get the, their, now I'm losing my support. The relationship we've had with LHS has been very long. And, you know, Voting Works is very good. In fact, the town of Londonderry went with Voting Works. There were some questions about having a, you have to buy a computer with Voting Works. Theirs works off their computers. LHS, the Dominion ImageCast does not. You can get one, and the state is in the process of authorizing that, and I think it would be worthwhile. Um, to do the computer eventually, because it certainly helps at the end of the night. Instead of printing your tapes and totaling them up on a sheet of paper, you take the chip, you put it in the computer, and it totals it all for you. Milford, Pete Basselier at Milford said that what he usually takes in, they have one location, they had four machines. What usually took them about 90 minutes to do the totals at the end of the night, he said, with the chips and the computer, it took them 10 minutes. So we could do that a lot better. And I think once the state is comfortable with what the Dominion ImageCast, that, I would recommend that we get that. That would be something I think would be very helpful for the end of the night. Um, the difference in price, you know, it's just the um, the service, I don't think there's a problem. They say they're going to be bringing in people and having a division in New Hampshire. They're only in two states, besides New Hampshire. So, they're a very new company. And I just thought with, uh, maybe later on, they might be, you know, we might say, in the future, when we have to do something, they might be okay. But they just don't have the track record that we've had. They don't have pole pads. I think they're coming up with one, or they're going to have one for electronic check-in. But that's a separate issue. That's all, doesn't count in anything. You don't have to go with both. But it's just, to me, a recommendation that's why we did this, uh, when we did the budget for FY25, uh, which ends next week, or towards the end of next week. Um, that I thought that we should stick with the ImageCast precinct.

Chairman Dumont: And I'm glad you brought up the computer, because that was one of the other things I was looking at. I figured time-wise, and I know we've all been there, where you're spending countless hours, and I know finding volunteers is harder and harder to do. Um, so I thought that was kind of a benefit of the vote.

Paul Inderbitzen: And their quote was for two. Their quote, we need two of them, because we have two locations. They didn't realize that we come back to the central location to do all our totals. We don't even need one. But, uh, that was one of the things in their quotes that I couldn't figure out, except for that. So really, the only thing that the Board needs to do, and they have to do this, is authorize the use of the ImageCast precinct two, uh, for all Hudson elections. Because that has to be transmitted to the Secretary of State. Because they prepare the ballots for the state ones, and they need to know who's using which machine, so that they can print the right ballots. So, but that is a requirement into the RSA. I think you have a copy of it there. It says that the Board has to authorize the use of the ImageCast precinct two tabulators for all Hudson elections. Like I said, we are, there is already in the office of the clerk a PO ready to go. It's been signed. I don't think it needs to be redone, because the person who, you know, Mark was the moderator and he filled it out. They could have sent it in right away. But, uh, we don't pay until they deliver. But we could get started on the delivery process, and I would work whoever the Supervisors appoint, um, work with them on setting up training schedules and figuring out how we're going to get them and what we'll do with the old boxes and that sort of thing.

Chairman Dumont: And my final question, and I'll open it up to anybody else. Longevity. How long for either one of these would you foresee that we have before we are having to purchase new ones?

Paul Inderbitzen: It's hard to say. I don't know, because it's a digital. It's a whole different thing now. The AccuVotes, when I took over as moderator in '08, we were still using them. You know, that's the ones we've been using right along. The only thing we've done is purchase some additional ones over the year. So, we end up with five, and we rent two when we split into two locations, because they weren't selling them anymore. So, hopefully with being digital, the upgrades would be a lot easier. But, who knows? You know, if they last that long, it's a pretty reliable company. Their background is reliable. It's digital instead of optical. That's the big difference.

Chairman Dumont: Questions by any other board members?

Selectman Morin: I just have a question for clarity. At this point, unless I'm wrong, we do not have a town moderator, correct?

Roy Sorenson: That's correct.

Selectman Morin: So, when we word the motion, do we word it in Paul's name, or do we make him temporary town monitor?

Paul Inderbitzen: You don't need one.

Selectman Morin: You don't need one? It says Town Moderator. We don't have one.

Selectman Jakoby: Right, but the PO's already signed.

Paul Inderbitzen: The PO has been signed by, I think, four of the Board members. What you need to do is do the authorization.

Selectman Morin: So, we'll strike town moderator then?

Roy Sorenson: Yeah, I think that makes sense. And then I would include, if you want, in the motion, whoever reads it, saying, including the use there of Hudson elections, as Paul mentioned. Does that make sense?

Chairman Dumont: And before I ask for a motion, I'll just say that after reading through everything, the evaluations, I lean Voting Works. I know that that's not the way this board's going to go, and that's completely fine. I just think, longevity-wise, looking into the future, that that's the route to go. So, with that, I will be looking for a motion.

Selectman Morin: If the Town Administrator can just read the motion with the change, I'll make that motion.

Roy Sorenson: Alright, to authorize the purchase of eight ImageCast voting machines, including the use there of the Hudson elections from LHS in the amount of \$38,500.

Selectman Jakoby: I just want to say I appreciate the chairman's thoughts on the other company as well. I see your point there and recognize that, and for me, it's really going, being swayed by the previous town moderator. And that's really the only reason I'm going the way I'm going. So, thank you for that.

Chairman Dumont: Thank you.

Selectman Vurgaropulos: I'm going to similarly vote. Obviously, everybody knows the name Dominion. I don't particularly have a fondness for it. But, Paul brought up some valid points, so I will support this, even though I don't particularly like it.

Chairman Dumont: And that's fair enough, and I want to take nothing away from Mr. Interbitzen, and he's done this a long, long time, knows everything about it.

Selectman Vurgaropulos: I trust Paul.

Chairman Dumont: So, any other discussion?

Selectman Guessferd: I just want to say, for me, the decision has a lot to do with the support. The local support, the time, the response time, things like that that make these sort of things very good to have. If you need, something happens, you can take care of it quickly and hopefully.

Selectman Jakoby: Can I just reiterate on that? And I know that there's experience here with things that have happened previously, so that, you know, I don't necessarily know those experiences, and that local support is what I'm hearing as well.

Selectman Morin made a motion, seconded by Selectman Guessferd, to authorize the purchase of eight ImageCast voting machines, including the use there of the Hudson elections from LHS in the amount of \$38,500. Motion carried, 4-1, Dumont opposing.

C. SAFER Grant Application – Fire/Decision (presentation)

Chairman Dumont recognizes Fire Chief, Scott Tice.

Chief Tice: All right, thank you. So tonight, I'm here to discuss again the possibility of applying for a SAFER grant. I will explain why we want to apply for the SAFER grant, the timeline for the application process, and explain the costs associated with the grant. This is a continuation from the June 10th Board of Selectmen meeting. SAFER stands for Staffing for Adequate Fire and Emergency Response. It's a grant through FEMA that assists local fire departments increase their staffing by paying for a portion of salary and benefits for new firefighters, new firefighter positions for the first three years of their employment. Previously, the Board has approved the fire department to apply for this grant back in November. We have received two SAFER grants in 2018 and in 2020. This grant, the application period opened May 23rd, it closes July 3rd, and it is a three-year grant. Staffing is our number one resource. We can only do what we have people to do with. So, staffing and increasing staffing is important to us. The benefits of increased staffing is primarily it's going to allow us to provide better service to the community. It's going to allow us to handle our emergency situations more safely and more effectively. Safe, more safe for the firefighters and more effectively and safer for the public. It's going to help reduce response times, which is also important in an emergency. It's going to help us handle the number of simultaneous calls we have or calls happening at the same time. In 2024, so with the data we have available for to us with the current computer system, we were able to run numbers 2024. We used 25 minutes, calls within 25 minutes of each other, which represents the average time of the call to the time the last unit cleared the scene, and we use 55 minutes, which is the time of the call, the average time of the call, to the time the ambulance went in service. Within 25 minutes, 1,113 times we had another call. Within 55 minutes, 2,012 times we had another call. That means during those times, at least two of our units were committed to calls, two of our four. That's half of our staffing. Other benefits of increasing our staffing, we will be working towards meeting industry standards, namely NFPA 10. NFPA stands for the National Fire Protection Association. They have a lot of codes and standards that we try to follow that guide our profession. 1710 is the standard that talks about staffing and operations for full-time fire departments. Increased staffing will also allow more training time for our people, which also increases safety and effectiveness for our people and for the public, and it reduces burnout and will increase job satisfaction for our employees. As I mentioned, in 2018 we received the SAFER grant. At that time, the funding mechanism was the same as it is now. It was 75 percent of the usual first-year costs, and I'll explain that in depth in a few minutes. 75 percent for the first two years, 35 percent for the third year. In September 2020, it was a three-year grant that paid a hundred percent for all three years. So, in grant funding for the August 28, 2018 grant, we received \$570,144. For the September 2020 grant, we received \$987,487, so it's about a million and a half dollars of grant funding that came into the town to help pay salary and benefits of firefighters. We're on a bit of a time crunch here based on when these grants came out, when the timeline to apply, and when this is all going to wrap up and when we would have to accept the grant. This is why the Board needs to make this decision and we don't have time for it to go to the voters. Being able to do this will also help us recruit as soon as possible, and honestly it's not worth applying. If the Board isn't going to accept it, it's not worth applying. This is a lot of work and a lot of time to apply for this grant. There's a lot of other things we could be doing in that time, so if we know now whether the Board's going to accept the grant or not, we can make a better decision of where we invest our time and effort in the next couple weeks. So as I said, the application closes July 3rd at 5 p.m. This whole grant process, and this is an update from the last meeting, has to be wrapped up by September 30th. So all the awards, all the review of the applications have to be done by September 30th within the federal fiscal year. From the time of an award to the time the community has to officially accept the grant is 30 days. So, the longest we would have to accept the grant if we got the grant at the last minute would be the end of October. So that puts us well before budget process in the town vote. We would have 180 day recruitment period up to 180 day recruitment period after that to find new firefighters to fill these positions. As I said, this is a time-consuming process. If we aren't going to accept the grant, it's not worth moving forward. And if we are willing to accept the grant, it can help the department. It shows commitment to current employees. It shows ability, it could increase our ability to attract new employees because new employees are looking for departments that are moving forward and making progress. And it allows us to move forward with a plan. Okay, so the grant funding is based on usual first-year cost. Okay, that's a base salary for the firefighter at step one, health insurance, life insurance, Medicare, and retirement or pension contributions. It's split, as I said, 75 percent for each of the first two years and 35 percent for the third year. We would base our, in the application, we would base the first year salary at step one AEMT effective July 1st, 2026. So this is one of the things we, we checked with the FEMA. Because most of the first year for these positions would be in FY 27, we would try to use the FY 27 salary instead of the FY 26 salary. If we were to receive an award when they figure out all the final specific funding, that could change and they could make us use the FY 26 funding. But we will certainly try for FY 27. Another limitation to establishing all the correct costs or specific costs is we have to use the benefit cost in 2025. We don't know what the benefit cost in 2026 will be because they

change. We don't get that information until November time frame and they change after the first of the year. So, if you just look at what the grant is going to be based on for funding. Step 1 AEMT at \$27.58 an hour for 2,300 hours. So that's their base salary, base schedule of 2,184 hours a year and then their paid holidays. That's \$63,434. Benefits and we used family plan for medical because that's the highest we can do that, base it on the highest plan they could possibly take. Those benefits would come to \$56,554 for a total annual total of \$119,988 times four firefighters would be \$479,952. In years 1 & 2, SAFER would cover \$359,964 and in the third year they would cover \$167,983 for a total of \$887,911. There's some things that FEMA doesn't cover. If you just stay on this slide for a few minutes I'll catch up. It doesn't cover any overtime, it doesn't cover paid time off, it doesn't cover protective clothing, uniforms, it doesn't account for COLAs or step increases or changes in benefits or incentives that would start the second year. Some other fluctuations, we give credit for a full-time experience to applicants that come in from other departments when we put them on the pay scale. So, if we brought somebody in at a higher step it wouldn't be able to be counted towards the grant. Insurance could be more or less based on what plan they actually took and costs in the second and third year are, we're not able to calculate that not only because we don't know the benefit costs but the firefighters contract hasn't been, it will expire in June of '27 so we don't know what if they if they get a new contract we don't know what those costs will be. We also have some other ancillary costs up front and then annual continuing, physicals, both pre-hire which include drug testing and then annual physicals, pre-hire screening and background checks. The first year they do a pump class on overtime partway through their probation. They're required to do by contract four hours community service. So, there's some other costs that aren't included but this is what this slide breaks down. So, the left columns show what the SAFER would be based on between the town and the SAFER grant and then the ancillary costs there each of their first three years. Overtime, projected overtime, the costs in the second and third year are not actual overtime costs. We don't have a way to calculate how much money they would make so what we calculated was the cost of their earn time. If they were to take all their earn time and it had to be covered by somebody with overtime that's what the cost could be so that's, that's all their overtime so that's estimated very high. So, when you break that down the town's portion for the first year would be a \$165,193 and then estimated a \$177,642 for year two and \$369,623 for year three. Even the most expensive year it's still considerably less than our Warrant article was for four positions last year which was \$527,686. So, it's still a cost savings for the community. Okay we talked about existing vacancies we had seven vacancies last, last Board meeting we hired two people which dropped it to five. Tonight we will be discussing four candidates so I am hoping when I walk out of here tonight I currently have one vacancy so I think we've done pretty well recruiting. Recruiting still does you know represent a challenge we don't have I'm not concerned about a lot of vacancies coming open we have a couple people potentially looking at retirement a couple other people they are looking at positions in other departments higher positions not going firefighter, firefighter but looking for other for higher positions. One thing we're still watching and we don't know the effects of yet is what's happening with the pension system. There could be a significant impact based on what happens with the state budget and the pension system and how that affects individual people. But, that could definitely lead to not just some other people leaving Hudson who are not prepared to leave or what didn't want to leave but might feel they need to based on the potential changes that would now affect them. If you look across the state there could be a massive impact based on what they do which will affect us so that's yet to be seen and that's very personal. Everybody's individual situation and those vacancies I discussed that was to bring us to 12 a shift so, we will have staffing to fill the new positions. So, when we talked about last year going through the Board in the budget process we discussed going to 14 a shift. Why I wanted to go to 14 a shift I think we were probably pretty clear with the Board, we discussed it several times. The Budget Committee discussed it several times, I think they were pretty clear that the goal was to get the 14 a shift. The Board supported that one article 5-0 if I remember correctly, the Budget Committee supported it 9-0 and the people supported it roughly 70%, I think it was like 69.5% percent. So, I think there's a lot of support for this but from the community again, this is to allow us to provide better service to the community. Okay we're talking about 1710 and what the standard actually says. For the most minimal hazard a 2,000 square foot house with no basement and no exposures means there's no other buildings around it that you have to worry about the fire spreading to this is the most basic single-family house. Recommended is 14 to 15 members depending upon whether you need to use an aerial truck or not and that does not cover the rapid intervention team which is a team of firefighters that stands by in case there's an emergency with the firefighters in the building, it does not include any EMS coverage. So, we would still be even at 14 a shift relying on mutual aid for those things. That gives us an incident commander with an aid to help manage communications, help manage the incident and help keep accountability. A safety officer, one person to operate the fire pump, two hose lines with three people on each to move hose around and to control the hose lines that gives us one crew to do search-and-rescue and one crew to

do ventilation and put ladders up. That would be the goal getting to 14 a shift provided everybody was in service. So, if we have an ambulance out of service you know an ambulance tied up in a call or two ambulances tied up on a call, we wouldn't meet that but we also might get some daytime staff during the day or those of us that live in town come back off duty which helps boost this as well. And, this is also in a hydrant district if we're out of the hydrant district that adds another layer of complexity having to deal with water supply and adds the need for more people. Again, that was a single-family home, the most minor risk really we face. You thought start talking about these commercial buildings we have in town, apartment buildings, a medium hazard type of building, you're looking 28 to 29 people. Because everything is increased and an amount of people to do those same objectives, the amount of people you need is increased. Time is also important, emergencies get worse over time they don't get better and they don't typically fix themselves. Whether it's a medical emergency, whether it's a fire, it gets worse. By the standard they talk about four-person companies, for a person under four-person ladder, it doesn't matter if you come on one vehicle or two vehicles they're really looking at the complement of people with the minimum apparatus. So, the standard is to have an engine four-person engine on scene within four minutes ninety percent of the time. To have a ladder or apparatus capable with tools capable of doing that type of work with four members within six minutes and the balance of the full are full alarm assignment which is what we were just looking at with the 14 plus the RIT and the EMS, within eight minutes. This is tough to meet in a community like this. When you think of Hudson our response times can be very long our main north-south route is all the way on the west side of town. And then we have a nice east-west route right through the center of town but when you try to go northeast or southeast you start getting into delays. We also get into significant delays when we have calls in the north end or the south end or particularly a second call in the north end or the south end because the way we're currently staffed, we have one unit to respond out of Robinson Road and we have one unit to respond out of Lowell Road. So, once they go on a call there's nobody left in that end of town. So, the second call in that district is either coming from central or it's coming from the complete opposite end of town thus increasing the response time. So, we talk in here in a couple places hiring four versus hiring eight. We're currently or with the new positions that we were fortunate enough to receive through the last budget process will be at 12 a shift. We have four shifts that work a rotating schedule to cover the town 24 hours a day seven days a week. So, every four positions adds one position on duty 24 hours a day seven days a week. We have set our staffing standard at three person engines and two person ambulances to tried, as a minimum staffing that is an effective company. Currently, we run three on the engines and the north and south and cross band the ambulance with three people so whatever call comes in they take. At central we have two companies will have a third person on the engine will get these new positions in place and two people on the ambulance. Adding one person per shift is a stepping stone. It will help, it gives us more people to do handle calls with but it doesn't add another unit unless we're breaking them up into two-person units. And again, our fire crew a two-person unit is very limited in what they can accomplish so that's why we're trying to keep three on an engine two on an ambulance. When we get the 14th shift we would be able to staff three three-person crews and two two-person crews that would allow us to keep an engine in service in each district with two ambulances. The engines have a lot of equipment on them and they have people who are trained and they can respond to whatever type of emergency they have and even if they need to wait for an ambulance to transport they would have that ability to take care of the patient until the ambulance gets there. That's how we can reduce response time so those outer districts maintain those companies in service for multiple calls in their districts. So, that's why we're to get two more per shift. I know eight is a lot to ask, I don't know that you would actually consider that at one bite, but, I put it up there because that's where we're trying to go ultimately and why we're trying to go there to get the 14. It also helps us get closer to meeting the NFPA standard again. Help us provide better service to the community, increase job satisfaction, help us handle simultaneous calls, help us handle the serious and significant calls. It's going to lead to more training of our personnel, more opportunities to train while they're on shift, it's going to increase job satisfaction by allowing them to spend more time with training and with doing fire-based stuff and not only running ambulance calls because it will break off the ambulance so they can have some shifts where they concentrate on fire rescue and some other disciplines. I think the primary question for the Board, where this this is a Board decision, I know you would all be all rather let this go to the to the vote and let the people decide. I'm asking you to make the decision for the people and the real question is do you think the community wants us to increase our staff? Because if you think that's what the community wants this is a cost savings. It's not it's not added cost to the town, it's an opportunity to save money, to do what we would be doing anyways. And with that, I would be happy to answer any questions.

Chairman Dumont: Thank you Chief.

Selectman Morin: We have numerous times, three ambulance calls at a time, what are you going to do in that case? You're talking manning two, what are you going to do in that third?

Chief Tice: We would use an engine company to cross-staff and ambulance if we need to.

Selectman Morin: Okay.

Chief Tice: Yeah if we if we if we needed to because I with this staff and we still got to be able to handle those multiple calls. We would, we would have to just be less companies in service available for that. But, would still at least leave a couple at this point if three ambulance calls and typically one of them is more labor-intensive and requires two units to respond, leaves us with nobody. You know we've had times in the past where the squad has shown up to a building fire, you know with two people and 300 gallons of water, it's you know, all but useless. We've gotten very lucky on several occasions with multiple companies being assigned to different calls and having a building fire come in and having you know one engine or the squad show up and if it wasn't for the good work of the guys, what was it could have been a significant situation.

Selectman Morin: If you get a fire situation, and when I say fire situation, I'm talking box alarm anything to that effect and the two ambulances are in service what are you going to do with those personnel in a fire situation?

Chief Tice: They would continue to cross that fire apparatus like a lot of trucks as they do now, so.

Selectman Vurgaropulos: Thank you is there any penalty from the state for not being the 1710 standard?

Chief Tice: There is no penalty it's a standard, it's a guideline, it's an industry standard that's it. It's not a law. I've never heard of anybody being sued for not meeting it but, I also know that there is places where they can use a consensus as a national standard to base civil suits on.

Selectman Vurgaropulos: I got you. No, no I get, I understand that obviously barring the safety aspect of it I just want to know if there was anything that the state came down on. So thank you

Chief Tice: No, no there's no penalties, no fines no requirement by law that we followed

Selectman Jakoby: When was the last time we were in, we had met the standard?

Chief Tice: Never.

Selectman Jakoby: Okay, I want the public to know that

Chief Tice: We've never met the standard in the history.

Chairman Dumont: Just yeah I'm sure as Chief's well aware, there are a lot of communities in New Hampshire because of their size and budget that don't they don't ever meet the standard.

Selectman Morin: Just brought up a good point, if we accept this grant and then we for some reason can't budget it what happens to us?

Chief Tice: If we accept the grant and then we don't follow through on the performance of the grant, we would we would have to we would lose the grant and we would be marked as a poor performance from FEMA which could affect future grants. And a lot of communities in the communities around us we've always relied on a lot of mutual aid. A couple problems with mutually a couple shortfalls one is a response time because it can be very long response times and to everybody's getting busier it's not just Hudson. Everybody around us is getting busier they're less available to respond mutual aid, as well. So, there's times that we've called mutual aid and they're not available and then we have to go to the next town and typically once you know we do that we're going two towns away.

Selectman Vurgaropulos: Yeah, thank you. You're inside my head, reading my next thoughts. I was gonna ask you, what did you say in the last year how many times do we have to call for mutual aid?

Chief Tice: I would guess off top my head, I can get this number for you 20 or 30.

Selectman Vurgaropulos: I mean every estimate like, seeing the offset because if we came up to full staff that would help reduce the amount of mutual aid calls, right?

Chief Tice: Correct. There's also times that we just because the amount of time it takes mutually to get here, the ambulance is leaving the hospital responding back on a call.

Selectman Vurgaropulos: Yeah, it just increases the time.

Chief Tice: Yeah, they're just coming from the other side of Nashua.

Selectman Vurgaropulos: Yeah, thank you.

Selectman Jakoby: So, when we talk about, I mean you talked about a, I don't know a typical fire or the least scenario, I think a lot about the regions without hydrants and how much of the town is that and is it is that like either end? Like is it the furthest from a station?

Chief Tice: It's yeah, it's typical the Robinson Road area north of 111, east of, once you start so off of Robinson Road once you start getting out past like Old Derry doesn't have hydrants. So you have typically, really, you have part the lower part of Old Derry. You have the very end of Robinson Road on the 102 side...

Selectman Jakoby: And so often those places take longer to get to even take from within the ...

Chief Tice: They take they take longer to get to and then without water, now we're in some sort of a tanker shuttle which is then taking people away from firefighting because they're working on water supply.

Selectman Jakoby: Which takes more people.

Chief Tice: It takes more people.

Selectman Jakoby: It's just it's just an interesting dilemma you know where we have to balance all, all of that with you can't predict where the fires and the needs gonna be.

Chief Tice: No it requires us to be very, versatile very agile, you know. Because they have to take depending upon the call so they jump between trucks quite a bit yep which then causes a lot of confusion and kind of helps makes it difficult to have a consistent operation. But, like you said between what we have going on for calls and other activities we have going on then what the call is that comes in we have to be flexible to be able to address all of that.

Selectman Jakoby: And send what's needed. And I'm sorry, just one other follow-up. I know there was a fire on the side of the road, there's been more brush fires, has there been more brush fires in town? That's a whole another different type of call.

Chief Tice: Yeah I would...

Selectman Jakoby: And we have a lot of open land.

Chief Tice: We also had a lot of rain this spring so in the spring. It's funny because as soon as it stops raining and the sun comes out, we'll start having brush fires because a lot of them are on the surface anyways so they don't burn deep they're usually a lot easier to take care of. If we have a dry summer we start getting into , September and we have brush fires they're typically a lot more serious because they'll burn deep into the ground because the ground is dry.

Selectman Jakoby: Right. Just trying to think about all the things you have to contend with and in our town. Thank you.

Selectman Vurgaropulos: I concur with your concerns about the infrastructure growth in the way of a town is growing. How do you foresee, God forbid something happens, that obviously the new biggest project the Logistics Center, we respond to that? How do we, how we're gonna handle that? Obviously, we're gonna mutual aid everywhere we can.

Chief Tice: Yeah. There'd be a lot of mutual aid. The benefit is we have there there's a lot of access around the building it will be a sprinkler building there'll be a lot of fire protection it's a non-combustible building itself, I don't know what the contents will be yet at this point. It's down the main road down, down Lowell Road but, it is down one end of town.

Selectman Vurgaropulos: So, I imagine that would if a call like that was to come in that would consume at least 80 to 90 percent of your resources, if not the whole thing.

Chief Tice: If we're to have a fire in any of the commercial buildings of any significance it's going to require not only our duty crew but a lot of mutual aid.

Selectman Vurgaropulos: Yeah okay, thank you.

Selectman Morin: I'm gonna use yesterday's scenario with the exact manning to show you what everybody does, okay, from Hudson. We sent three chiefs, so the chief was in command he was in overall command. One deputy was the operations chief which stays outside the building runs the operation reports the command. The third deputy was the interior sector who ran the interior, so there's three people down. We had our three engines, each engine has a driver so that's one person that is missing like the fire which left two firefighters from each engine, which gave us six guys. So, according to the Chiefs numbers right there with our three engines, even if we man all three engines we're still not going to have enough to complete it the fire. Then our ladder truck only has two people at this point, so one's a driver. So that person has to go find a crew to work in because he can't work alone and not be safe. Then we had to wait for mutual aid from Nashua and Londonderry. Londonderry manned like us. They have one driver, two firefighters. So now we're up to seven, eight firefighters still not meeting the criteria that the chief showed. Then we got a Nashua engine company where Nashua has four people on their truck which you can see the difference between a Nashua fire and our fire when you go there because they have so many people that bumping into each other and the fire goes out because they're afraid. It's unbelievable how many people they have. We also got a Nashua ladder truck that came in and because we don't have the manpower on our ladder truck their ladder truck had to do that work which is search-and-rescue, ventilation on the roof, things to that nature and then we had to call a Nashua ambulance because we didn't have the crews. So, with what we got with mutual aid we were a little over the required manpower for that.

Chief Tice: We were but, yeah, given the heat yesterday...

Selectman Morin: But for us, we wouldn't we wouldn't have got close.

Selectman Vurgaropulos: Yeah, thank you.

Chairman Dumont: I'll run through my list real quick. You made mention that experienced firefighters if you're bringing somebody in obviously they come in at a different step, those are not eligible to be used towards this grant, am I understanding that correctly?

Chief Tice: So, they can be used but the grant the funding for the grant is going to be based on step one.

Chairman Dumont: The positions as you see, the ones that you're trying to fill, are they going to be, are you going to be taking anybody you're looking for new hires? Are you looking for guys with experience? Because, obviously that would drastically change what the town's portion is going to be.

Chief Tice: It is we're looking to find the best people we can find. Having a mix of experienced people from other departments with new people is good because if we're just bringing in new people they all our new people are doing a good job they're learning they're growing, but we're a very young department. So bringing in some people with experience from other departments helps boost that that experience level of the whole department.

Chairman Dumont: And I don't disagree I think you always want to look for experience, right? You want to find the best guy for the job but I just wanted it to be out there because that does change the numbers and what the town's going to be paying for. The other thing when the grant runs out, if I was reading the numbers based on that step, we're on the hook for about \$480,000 a year based on fiscal year '26 or '27. So after the third year we can't you know we come to the fourth year of all these positions being filled, what's the total cost annual for those positions? I think I saw \$480,000 but I just wanted to make sure. Because obviously the positions aren't gonna sunset they don't disappear after the grant we hold on to those

Chief Tice: I mean roughly \$534,716.

Chairman Dumont: So, a little bit a little over half a million. So, and it's comparable obviously to what the one article for the other four, but, I just want to make sure. But again, what's aware that that's a dollar amount that carries on after this one. So, another thing that you'd have to figure in for the budget when that comes up, when you get up to that staff level for, let's start with four, you talked about response times what you're aiming for, what would be the

difference between what your response time is today and what it would be adding for four firefighters? Do you have a rough idea of how much that would cut down? If it would change anything?

Chief Tice: If once we get to 14...

Chairman Dumont: So you have how many today?

Chief Tice: 12.

Chairman Dumont: You have 12, so if you had four positions you'd be at 16, correct?

Selectman Morin: But, I don't think it's a response time, it's available people respond to the calls. That where he is, right?

Chief Tice: I think I understand what he, Selectman Dumont is asking. So, if we got the 14 a shift, so we're at 12 a shift now, remember it takes four position for firefighters to increase staffing the clock. The goal with 14 we would be able to staff another apparatus or another unit which then helps spread out the calls. So envisioning kind of in the future if we staff two ambulances and three engines we have you know an engine in each district, we wouldn't have to cross staff the ambulance of the north end of the south end on the initial call. So, say there was a medical call on Robinson Road, right now that crew from Robinson Road is going to jump in the ambulance they're going on that call, nobody's left in that district. So the response time is the difference from, the difference people responding from Robinson Road to the next call or responding from central to that call. Whereas if we send an engine and an ambulance the engine can take care of the person the ambulance comes does the transport that engine stays in service in their district. That's where it helps with the answer.

Chairman Dumont: That response time only gets better with the eight members, adding the four brings you to 13 to shift it doesn't change anything?

Chief Tice: Adding four is a stepping stone. So it does increase the amount of on-duty staffing. In order to staff another unit, we're then drop dropping back to two multiple two-person units with minimal they have minimal effectiveness.

Chairman Dumont: So, four I wouldn't see affecting response time because that would give you another crew to go out. Just want to make sure.

Selectman Morin: In the case what Chief's talking about, right now those two ambulances at the Lowell Road station and the Robinson Road station respond with three people because we can't leave somebody back, the standard is two people on an ambulance. If you add the eight guys will have ambulances with two people and all the engines all the engines will have three people like we're doing with Central starting July. Well once that the new crews come on and get trained. We will always have three engine companies in service and two ambulances that are fully manned, is what he's getting with the eight. Versus right now it's a crapshoot.

Chief Tice: Yeah and it will never get, I say never but, I don't foresee us ever getting away completely from cross staffing which was still gonna have to have some flexibility depending upon current call volume, what type of call comes in, to be able to make sure we get the correct equipment to the to the scene for that type of emergency. But that's our basic day-to-day operation would be that the three engines two ambulances.

Chairman Dumont: And then my final thing is so when you get up again, I'll just use four cuz it's neat the easy example, if you add the four people one per shift, do you see any reduction in overtime that would be a cost savings to the town? So obviously you have you have higher salaries but if you're not paying as much in overtime I would see you know there's a little bit less of an hourly pay there, do you see any a savings?

Chief Tice: The intent would be to cover each position. When you start not covering it's day-to-day, it's confusing enough to try to manage emergencies with all the jumping around that we have going on. If your day-to-day, today we have 12 tomorrow we have 13, the next day we have 12 back and forth it gets different more difficult to manage and it would be a one year, one year if we said we weren't going to cover that position there's a one-year, one-year benefit to that. Because to go to then 14 a shift again if you're going to drop the 13 now you're losing one of your apparatus one of your units that you're relying on to help handle the call volume.

Chairman Dumont: Okay, any other comments or questions?

Selectman Guessferd: So to directly answer that question I think last time we asked the same question and the answer was no, in the end it really doesn't affect our overtime.

Chief Tice: Correct.

Chairman Dumont: What does the Board think? I'll come right out and I agree well with Fire Chief Tice, I think in a perfect world you want to you want the 14 you want to see all that happen and I think that everybody here wants the safety for the members. But I think a lot of the concern that the Board has and that we deal with is even negotiations is okay where can we find that happy medium that works for the taxpayer and that works for the department? For me I'm willing to go ahead with four, I think that that's a fair ask I appreciate the way that he put the presentation together. I will say though that the task will be on this Board and the department to see how we can budget those future items like Selectman Morin brought up. And then we will have to have a plan for what's going to happen when this grant runs out. We've run into default budgets before, I think it's better to look ahead and to wait till that sun sets and then deal with the problem there. So those are my thoughts.

Selectman Jakoby: I wanted to bring up the budget situation just to clarify or ask for clarification. So, if we go ahead with the four or the eight when we get to that point doesn't that have to go into the default budget, it's baked in?

Roy Sorenson: Correct. Because you have to cover that grant, you have to honor the grant. It's an agreement.

Selectman Jakoby: Right. So, so just for the, for the public that would become part of the default budget.

Chairman Dumont: Correct. What I'm referring to is all the other items that are above and beyond. Every year we have increases to the budget, this already increases our default budget which increases our spending so every other item that the departments come and ask for will be scrutinized more. So, if we don't plan for this now, you're not going to be able to help out other departments. And not taking anything away from the fire department but there's a lot of other things that come before us for asks. So, you have to make sure that you're looking at it across the board. Any other comments?

Selectman Vurgaropulos: Yeah, I don't disagree with you. I would love to do eight, I think four is a happy medium but, I think four has to have the caveat with we have to develop point how to get him to eight so that he can run his, how he wants to run.

Selectman Jakoby: So, I this isn't probably not a popular position, but I see the need for eight. I see the cliff that we would be creating. But I also see that this grant may not be available again. I mean we it was available 2018 in 2020 and now not again until this year of 2025 and with the development the increase in need the increase in aid, I am in the unpopular position probably of wanting to go for the eight. There's no guarantee we're going to get it, but I think at some point we as a Board need to think about some bold steps to ensure the future and if we had you know this is where strategic planning comes into play. Like if we had, if there was a plan for how we were going to get to industry standards we would know exactly where we are in that strategic plan. I don't have information regarding that strategic plan or how we were ever going to get to industry standards. I want to get to industry standards yesterday and if going with eight is how we do it that's where I am. I'm recommending eight.

Selectman Guessferd: And I don't necessarily disagree with you either, you know. It really is a balance right between the taxpayers and you know and accelerating if we do too much. Accelerating a default budget, now that won't affect this, per se, but again it will affect those other items that come before us and you know things some of those things that we always seem to be have to cut in a default budget will become realities. So unfortunately for me you know I'd love I would love to just say eight I'd love to but I think it's four. For me it's four.

Chairman Dumont: Comments, questions?

Chief Tice: I appreciate the support.

Selectman Jakoby: so I would like to make a motion so this way we can just do one and then the other. I would like to, okay where's my motions? And I'm okay with not getting a second but, I want to make the motion.

Selectman Jakoby made a motion to authorize the hiring of eight additional firefighters with EMS licensing contingent upon the successful acquisition of the fiscal year 2024 staffing for adequate fire and emergency response safer grant, as recommended by the Fire Chief. Motion failed, no second.

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to authorize the hiring of four additional Firefighters with EMS licenses, contingent upon the successful acquisition of the FY2024 Staffing for Adequate Fire and Emergency Response (SAFER) grant, as recommended by the Fire Chief.

Chairman Dumont: And I do have a question for discussion, if the Board is okay with me asking the fire chief, and now we have a motion on the floor. But one thing I just wanted to clarify, if you're not able to fill the positions all four of the positions, is the grant still able to be utilized let's say fill three and not four, is that acceptable? How does that part work?

Chief Tice: Yeah, yeah. It just starts the period of performance for each individual. It's, it's yeah no it would be all four. So, we have the three-year period of performance which start either at the end of the 180 day recruitment period or when we put in the paperwork saying we're filled the position. So, if we got to the 180 days and we hadn't filled three and not four, the period of performance we just start the three years.

Selectman Vurgaropulos: I'm not changing what I said. On top of this, I would like to make an amendment to it just to add a date to be determined I have to think of a date for maybe a meeting with the Chief and all of us to sit down and try to devise how we get to 14.

Chairman Dumont: What I would suggest it instead of an amendment is a conversation. If you'd like to send an email off either to me or the Chief, or if you want to be in communication with the time mystery and the Chief and you guys devise out a time for you to speak I think that would be a better way to handle it.

Selectman Vurgaropulos: That's fine

Chairman Dumont: And then you can send me something if you'd like to bring something back to the Board.

Chairman Dumont: All right I'm okay with that.

Roy Sorenson: Chief, but when you come back for your department update were you gonna kind of talk a little bit more in detail about your strategic plan?

Chief Tice: Yeah, yeah we'll have a lot of strategic planning process completed by that time.

Chairman Dumont: So, some of that may be answered in there but you can have that conversation with him online

Selectman Vurgaropulos: And I want to get you there Chief but we're going play the balance. I think we're going to be fair to both sides of the equation.

Selectman Morin: I guess I do have to talk on this for a bit because I'm probably going get in an earful for not seconding Selectman Jakoby. But I think the Chief's going make some progress with one additional guy per shift. There are positions that will be filled by this person that will make a lot of fire scenes safe and we can do stuff. But I have to agree with the Chairman and the rest of the Board that if we go for eight it's not going to pass. It will get we'll get a lot of feedback from the residents, I think it's too much in one shot. I mean they were generous enough to give him four last year and we're trying to make this as easy as on their taxes as possible by going with the grants. I think the four is the way to go versus the eight and just do a stepping stone. The optimum would be five guys per shift, five guys per station per shift so, we'd have an ambulance an engine manned at every station all the time. But that's I think we'll all be dead by the time the town gets there. I think the four guys is your best bet and it's going to be the easiest.

Chief Tice: I know four is a big ask given the situation. I only brought the eight up because the more it's more expense, it's also more grant funding. Believe me I appreciate the support you know.

Chairman Dumont: All right so with that motion on the floor any more discussion?

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to authorize the hiring of four additional Firefighters with EMS licenses, contingent upon the successful acquisition of the FY2024 Staffing for Adequate Fire and Emergency Response (SAFER) grant, as recommended by the Fire Chief. Motion carried, 5-0.

Chairman Dumont: Thank you Chief, appreciate it.

Chief Tice: thank you for the support.

D. Mosquito Program Bid Award – Fire/Decision

Chairman Dumont recognizes Fire Chief, Scott Tice.

Chief Tice: Thank you again. So, in the FY 26 budget process we did put forth a warrant article to reinstate the mosquito control program. The voters approved it so we have done gone through the RFP process, we posted on the website, we've advertised in the Union Leader and we direct solicited via email five potential vendors. We did get to two proposals on May 30th, both of these companies seem to be good companies, both have good reputations, both have done work in Hudson before. Northeast Vegetation and Mosquito Control came in at, and this is, sorry for the remainder of the 2025 season. I should have mentioned that earlier, they don't go by the fiscal year they go by the calendar year so this is a partial year. They came in at \$29,490 and Municipal Pest Management Services came in at \$24,320. Both bids were fairly comparable the biggest difference Northeast Vegetation said if we had to do any spring at the end, you know something was found, they would cover it whereas Municipal Pest Management is kind of a la carte you know as we need additional services. So I recommended Municipal Pest Management Services because we don't need the spring it saves us money. It's \$5,000 more as a gamble whether we would use it or not. So, that's why I recommended Municipal Pest Management. They've also were doing for several years when we were doing the pest management system control program they were the ones doing it so they're very familiar with town and with what needs to be done. At this point of the year they're primarily trapping adult mosquitoes and testing adult mosquitoes. After you know around the first the year we'll go through another RFP process for next season provided that the Board wants to continue this program but we'll figure it out through the budget process and then we'll be able to do full seasons.

Selectman Morin: Do they give you any information? They just spray, there's no counting of mosquitoes or checking for diseases or anything? They just spray?

Chief Tice: That's all right, no they the primary purpose of the program is they'll be testing so they'll put traps out around town and areas known areas for mosquitoes, they'll trap the mosquitoes they'll sort them out. I didn't know there were so many types of mosquitoes but apparently there's a bunch of types of mosquitoes and only certain types or species carry certain diseases. So, when they find adults that carries those you know Jamestown Canyon virus, Tripoli, West Nile when they find those adults they'll send them to the state lab to get tested and then if they find a positive batch in town then they'll look at spraying you know what areas need to be sprayed and it's the common areas typically in those areas.

Selectman Morin: So, we will have that report when budget season comes?

Chief Tice: Yes, we'll get annual, I'm sorry, weekly updates on their down their progress how many batches have tested and what if they find anything.

Chairman Dumont: And to follow up on that, so they're I understand they're only testing currently or for this dollar amount, you said if they find something that they believe to be carrying or that is carrying a disease they will come back and spray, or?

Chief Tice: Yeah, they will but it's not included in their price. So, Northeast Vegetation is a higher amount but they covered they would cover the spraying this season under that amount.

Chairman Dumont: They do the same testing?

Chief Tice: And they do the same testing. So, the testing is the same.

Chairman Dumont: Do you know if there was spraying needed, I'm sure it probably depend on the size but, I mean is it the full \$5,000, we're looking at the same?

Chief Tice: Yeah, I talked to would depend on how much spraying would need to be done.

Selectman Jakoby: So, what's the cost of spraying and what's based on?

Chief Tice: It's based on the size of the area

Selectman Jakoby: Okay.

Chief Tice: So it's like to say how much a couple hundred bucks for a ball field.

Selectman Jakoby: Oh, okay so we're talking hundreds of dollars not \$5,000 for a ball field?

Chief Tice: Yeah.

Selectman Jakoby: That's all I wanted to know.

Chief Tice: A real ballpark.

Selectman Vurgaropulos: I retract my hand, thank you.

Chairman Dumont: I gotta be honest, for me I didn't support it in the budget. I don't really support \$24,000 for testing so I'm probably nay and I'm sure I'm the only one like it was last time. I just don't, I don't see it so that that's just my two cents.

Selectman Vurgaropulos: Thank you. How do we, kind of a two-part question. Do you know how often we've actually had a positive in a population for any of the viruses?

Chief Tice: In our mosquito population? I don't know because we haven't tested since 2020 I think was the last time. Actually, I thought it was before that I was before COVID.

Selectman Vurgaropulos: I was just wondering, I guess where I was going was, how do we judge the effectiveness? Like are we actually fighting anything or is there nothing to fight and we're just doing crowd control?

Chief Tice: Um yeah, I guess it's that the insurance of where we can find something that comes locally or not.

Chairman Dumont: My two cents in that. Mass sprays all the time and they have a very high triple-e rate.

Selectman Jakoby: It comes down to again, that awareness and the public safety piece is if that we're aware of triple-e being carried or the other diseases being carried then it's, then at least it informs the public to be more alert to that and aware of that and to realize that if they're sick it might not be something minuscule it might be something more severe. But if we're testing and we know that we don't have that happening in our town then it can put a lot of people more at ease just because I've had some bug things and so and I was in support of this from the start, so.

Selectman Jakoby made a motion, seconded by Selectman Guessferd, to award the contract for the 2025 mosquito control program to Municipal Pest Management Services Inc. The contract is valued at \$24,320 and excludes any additional treatments that may be required at an additional charge, as recommended by the Fire Chief. Motion carried, 4-1, Dumont opposing.

Chairman Dumont: Thank you very much Chief.

D. Town Hall Renovations, Status Update – Engineering/Decision

Chairman Dumont recognizes Town Engineer, Elvis Dhima.

Elvis Dhima: Thank you, Mr. Chairman. Good evening, everyone. As you all know we had some feedback from NorthPoint related to what we're trying to do at the town hall. It was basically us doing our due diligence related to the challenges that we see coming up. And as you know we have dedicated \$50,000 to this but we have not used that money and we're trying to be smart about how we move forward so we have put a pin on this project as of now. So, with that said what are the you know options for the for the Board moving forward? We have a couple options and this is in line to what we've done in the past. We believe that maybe moving forward one way to do it is set up a town hall advisory committee. It will be consisting of two board members from this board, a member from the Budget Committee, a member from the Planning Board, a member at large from the community that will be appointed by the Board of Selectman, Town Administrator and myself as voting members and then we'd like to bring in also someone from NorthPoint as an advisory and on voting member to advise us through the process. We have a timeline of November 1st of 2025 to provide feedback to the Board of Selectman regarding to which we were going. We will be looking at the renovations, we're going to be looking at a town hall in space because we don't have a property for this yet to see if it makes sense or not. The idea is to stay true to what we have done in the past which is getting things right the first time because this town does not have forgiveness for doing things two, three or four times. So we're

trying to get this right the first time and I think it's fair to say that we might not be able to achieve that but the question becomes do we at least try to plan for the right thing.

So while we might not be able to do this and see it, do we plan for something that could be done from people behind us, right? Trying to look a bit ahead. We talk about planning, we talk about seeing in the future. So that's what we're trying to do. We're trying to do this the right way the first time and as I said on the last meeting, the roof is not falling off just yet so we got time, no rush on this. So, we want to make sure we get this right. So, you have a charter too that goes for the Town Hall Advisory Committee. You can also set up workshops too like you have in the past to talk to people. You can do a hybrid too when you can bring everyone together too as well. So, the idea is trying to get as much feedback as you can and then see what you want to do. So what is the wish of the Board?

Chairman Dumont: Comments, questions?

Selectman Jakoby: Okay, I have a bunch. So the first motion was to have a workshop meeting. A workshop meeting would be this Board possibly with or without the establishment of this group to have a preliminary conversation but in some ways we've had that preliminary conversation when NorthPoint was here. That kind of felt like a workshop. If we go forward with creating this subcommittee, I just have some notes on the charter and on the subcommittee related to who's appointing, how are they getting selected. I can go into that but I mean I'm neither feeling, I think if we establish a Town Hall Advisory Committee I think that's a great way to go. Just a question of how you know the Board stays informed, how that is recorded, how those meetings move forward and then just specifics on some of the members if you want me to go through that.

Chairman Dumont: So just touch on a couple of those, and I spoke to Mr. Deema about it. It's just kind of going about it two different ways. Either the Board feels as though we deliberate amongst ourselves in a workshop forum about what's going to happen next or we have the committee do that. The process is kind of the same, it's just do you want a full board or do you want a subcommittee of that. One thing that I want to point out throughout last time, I think public input should be involved in one of those. Either whether it be a subcommittee holding a public hearing and letting the public comments speak on it or soliciting that online to try to get feedback. Something along those lines and then I would recommend the same thing for the workshop if the Board of Selectmen is going to do that, listen to what everybody has to say about it.

Selectman Morin: Let me go first. To answer the Selectman Jakoby's questions, first of all is we'll have two Selectmen on the Board, so they need to keep us up to date. Reference to when I first heard this, I did ask the question to the Town Engineer, we should form a committee and then they should come in front of this Board and we should have a discussion as a group. My personal feeling is once we've had that meeting with them, we task them, get it done, come back to us and we're going to get updates on whoever the selectmen are anyway so we're going to know what's going on but let them get their plan and come back to us.

Selectman Guessferd: Yeah I was kind of heading down that same road, kind of like what we did with the Right to Know. They came back to us and gave us status updates. Yeah, and I think we should table, my view is table the workshop for now. Let's establish the committee, let's get moving forward with that and then we can have, we need to have a public hearing on this but let's get a little more information, let's have a little bit more collaboration with town employees, you know the town employees, the administrator and the engineer and somebody from the town and then we go from there and take it. I don't want to delay this at all, I mean I want to move it forward but I just think it's probably important that we just kind of not try to bite off everything all at once and we come down there and I'd also like to put in a plug to be on the committee.

Chairman Dumont: So I guess we'll do one thing at a time here. So, the three people that we've heard so far is in favor of subcommittee, Selectman Vurgaropulos, do you have a pick over one or the other?

Selectman Vurgaropulos: No, I'm in favor of the subcommittee. I agree with Selectman Guessferd where we should table the workshop and we definitely do 110% have to have public input and feedback but let's get our ducks in a row so we actually have something to do at the workshop.

Selectman Jakoby: So, if we're going with the committee, which seems to be the consensus, here are my questions about the committee. So, two members from the Board of Selectmen, one member from the Budget Committee and one member from the Planning Board. I would ask that that more specifically be that each of those Boards elect a

representative or select it unless we're going to select it. So I just want that whole committee to decide who's going to be the representative.

Roy Sorenson: The respective Board you mean?

Selectman Jakoby: Yes.

Elvis Dhima: Okay, we can ask that.

Selectman Jakoby: Yeah, that the Planning Board needs to decide which of them will be on the committee. The Budget Committee needs to decide who's going to be on the committee. Unless we're going to pick and appoint.

Chairman Dumont: As far as the Selectman goes, I think that that's pretty normal. I don't have a problem doing it the same with the other Boards. I will say in the past typically the chairman of those other boards has designated somebody. But for the Selectman, I envision it the same as any other subcommittee where someone made a motion to appoint, you know, these two Selectman members to the subcommittee.

Elvis Dhima: What I was envisioning to Selectman Jacobi's point was, you know, we reaching out to the chairman of both the committee and the board and basically saying we need someone from your board related to this. Please send someone over our way and let them figure out which way they want to do it.

Roy Sorenson: If I may, so I think I don't know what the meeting schedule is. We'll have to look at it. But we could certainly go to both of the boards and just like we're talking here, task them with that and then they take the vote accordingly.

Selectman Jakoby: I would ask that it would be an agenda item on each of those.

Selectman Guessferd: Ahead of time.

Selectman Jakoby: Well, just that it's an agenda item so that the whole board has a conversation.

Roy Sorenson: Yeah, I think one of us needs to be there to discuss the intent of this whole thing, right? As opposed to just saying we need one member.

Selectman Guessferd: Right, so for example with the Planning Board to tell them about tomorrow night, just tell the chair about it and then two meetings, another meeting after that.

Chairman Dumont: I think an easy solution to that is we have the liaison of the planning board and the liaison for the budget committee who can reach out to the chairs and get that added to their agenda to get a member selected from either one of those boards.

Selectman Jakoby: Thank you. As long as it's on the agenda, that's all I'm asking.

Selectman Guessferd: Make sure it's noticed.

Selectman Jakoby: Yep, that there's input from all the members of the board. Town Administrators. So, for the Right to Know Committee, as someone had raised, we did have two, I think we had two residents.

Elvis Dhima: We want to do one because of seven. I don't want to, you know, in case we have eight. I think I was going with a number basically like an odd number. Just in case we have to have a recommendation to the Board basically. We don't want to have a 4-4 if it comes down to it. So that that's where I was coming from. You can go with it.

Selectman Jakoby: Do you want to do one in an alternate?

Chairman Dumont: I don't. For the resident?

Selectman Jakoby: Just, I just don't know what the schedule will be if you're thinking you're meeting during the day or during the evening.

Elvis Dhima: It's going to be in the evenings

Selectman Jakoby: It will be evenings. Okay, that was my question.

Elvis Dhima: Yeah, like maybe like a 5:30 PM or something.

Selectman Jakoby: I just want to make it as easy as possible for the group to meet. Okay, and then my other question, just on the charter. So, we've made a commitment here already to having a public hearing once this committee comes forward. So I just want the public to know that. So that's, and the public's always available to write in.

Chairman Dumont: I would suggest that since we're going with the subcommittee, the subcommittee, it'll be up to them to withhold, to hold that public hearing.

Selectman Jakoby: So should that be in the charter

Chairman Dumont: To hold the public hearing?

Elvis Dhima: Yeah.

Selectman Jakoby: Just a question.

Elvis Dhima: It says the committee will be meeting bi-weekly, scheduled materials for review will be distributed in advance. So, for each meeting, department heads, people can come in. It'll be a public meeting, basically.

Selectman Jakoby: So it'll be a public meeting, so there'll be public input.

Chairman Dumont: The best way to put it is that it is envisioned that the charter will solicit public input.

Selectman Jakoby: Okay, great.

Roy Sorenson: Yeah, so it's a public meeting, public's welcome. There could be time to participate in the meeting, but there's certainly, I think the other thing we're gonna do is ask HCTV to record these.

Selectman Jakoby: That was my next question.

Elvis Dhima: Yeah, no, that's the idea. The idea is to get everyone involved, get as much feedback so we can get this right the first time. That's exactly it.

Selectman Jakoby: Okay, that was my...

Selectman Guessferd: And maximum involvement from...

Elvis Dhima: Yes, absolutely. I'll be running on the channel, our channel, local channels, trying to get everyone to think about at least the things where we're trying to think through the process.

Roy Sorenson: But back to like a typical of a public hearing or workshop, I think we get to a point where we feel pretty confident about the product that maybe the board has to make a decision on. You would open up a special meeting to the public at that point where you would get information out there and invite whoever's in the community that can come speak.

Chairman Dumont: Yeah, when you have a formal idea, this is what we're looking to get feedback on from that. And then obviously, like anything else, and I know we say it a lot, but it's very far and few between, at any point in time, any member of the public can email anybody here that's in this room, I think has a town email. So, we should be good to go for that.

Selectman Jakoby: And like Selectman Guessferd said, I too have an interest in this subcommittee

Chairman Dumont: So, I will move on to the point. We'll need a motion to appoint two members. I will also throw my name in there. I would like to be on the subcommittee. My background is in just that, building and real estate and development. So, I think that I would be an appropriate fit for that.

Selectman Jakoby: And I have quite a bit of history in accessibility buildings and served on various committees throughout my career. So...

Chairman Dumont: I'll throw Bob's plug in there. He is the Planning Board liaison.

Selectman Jakoby: Yes. But we have a Planning Board member. But there is a Planning Board member already on it.

Selectman Guessferd: I'll tell you what, given the passion with which you two explained yourselves, I will remove myself from consideration. I'll let... That's fine by me. Okay?

Elvis Dhima: I mean, that's obviously very nice of you. I will say this, Mr. Sorenson and I talked about this. There's nothing preventing you from picking a third person here, and that could be the Hudson resident appointed by the Board. I mean, technically speaking, it could be anyone if elected, appointed, or anybody else. So, if you feel strong enough about it, there's nothing preventing you from... You are a Hudson resident at the end of the day. So, it's entirely up to you as a board, but you do have that option if you choose to do so. Let's just say hopefully people are watching and they come forward, but let's just say no one comes forward and all of a sudden you feel like you need to have someone in, you meet that criteria.

Selectman Guessferd: I would be glad at that point, too.

Chairman Dumont: I'm glad to hear that everybody here meets that criteria.

Elvis Dhima: Thank God, right?

Chairman Dumont: There was a time where that didn't happen. All right. So, motion to appoint two members to the... What would it be called? Town Hall Advisory Committee.

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to appoint Chairman Dumont and Selectman Jakoby to the Town Hall Advisory Committee. Motion carried, 5-0.

Selectman Guessferd: The Town Hall Advisory Committee, the THAC.

Elvis Dhima: THAC, yeah. It's like Doge, but nicer, right?

Chairman Dumont: Yeah, nicer. All right. So, motion made by Selectman Guessferd.

Selectman Jakoby: So was that motion to establish and appoint?

Chairman Dumont: I was just gonna say, so probably did it a little bit backwards, but we have two members that are looking for a motion to establish the committee.

Selectman Guessferd made a motion, seconded by Selectman Morin, to establish the Town Hall Advisory Committee. Motion carried, 5-0.

Chairman Dumont: So, we have the committee, we have the members adopted to that committee or appointed to that committee. I think you're good to go for that

Selectman Guessferd: Charter, right?

Selectman Jakoby: Charter. We need to do the charter. So, there's no changes to the charter, because we've established how the representatives from those two committees will be selected by being put on the agenda, so.

Selectman Guessferd: I'm good. I'm good with that charter the way it is. Anybody else has any comments on it?

Selectman Jakoby: Nope.

Chairman Dumont: The committee has a charter, you're good to go.

Elvis Dhima: We need to make a motion though, right? To adopt it?

Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to adopt the Town Hall Advisory Committee charter as presented. Motion carried, 5-0.

Chairman Dumont: Excellent. Thank you.

Selectman Guessferd: All right, thank you. Thank you, Elvis. Mr. Chair, before we move into new business, could I lobby for a two-minute bio break?

Chairman Dumont: Yes, we will go into recess for a brief two-minute break at 8:41PM, we'll be back at 8:43PM.

Chairman Dumont: We are back at 8:45PM, we will roll into New Business, item number A or item letter A, Cemetery Trustees Rules and Regulations.

8. NEW BUSINESS

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

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. So, tonight we have Christina Madden and Daniel Barthelemy, part of the Cemetery Trustee members. I did get the opportunity to meet with both of them and take a look at our cemeteries, get a good understanding of what's out there and what the needs might be. As I mentioned, they're very involved and they wanted to take a look at the rules and regulations and they're offering tonight to kind of bring that back out and adopt these formally. We did some research on this, we're not quite sure if they were actually adopted formally and or accepted, so this is a good opportunity to do that and a chance for them to speak just in general terms of the cemetery as well.

Christina Madden: Thank you, Mr. Sorenson. Mr. Chairman, I was rooting around in the Cemetery Trustees files over the winter and found the proposed rules back from the '90s and there was no clear indication if the rules were ever adopted, plus they did not really seem to fit the way things are right now. So, at one of our Cemetery Trustee meetings we adapted these and made some changes which I believe you all have and we're happy with the way they are now. We're not proposing to post them at the cemeteries at this time, we just want to have rules that we can publicize and let people know. That's where we're at, we're just looking for approval on the new rules.

Chairman Dumont: Questions, comments on the Board?

Selectman Jakoby: So, I noticed that the gravestone rubbings policy and the gravestone cleaning policy, people are to contact the Cemetery Trustees. Is there a mechanism on the on our website in order for them to do that?

Christina Madden: Yes, there is.

Selectman Jakoby: Okay, that's what I'm letting the public know. So, there's a mechanism and is there a form or is it just a contact? If you could just explain to the public how it's just a contact form.

Christina Madden: It's just a contact form. You go on the page on the town website and go to Cemetery Trustees. There's a contact form and then people just write whatever it is that they want to know about.

Selectman Jakoby: Okay, and that would be how you would get permission for gravestone rubbings and gravestone cleanings. I actually have friends who do all that, so that's why I'm asking.

Christina Madden: The gravestone cleaning, a lot of people are very interested in that. We are going to be running a class on that in July, basically because if you do it wrong, use wrong materials, it damages the headstones rather than helps them. So, we want to kind of stay on top of that.

Selectman Jakoby: And that's what I appreciate. It really preserves the history and the cemeteries in our town, so I think that's really important. And then my other question was, in the old set, there were penalties indicated. So right now, if anything is violated, what then occurs?

Daniel Barthelemy: Well, we decided to leave that out because we are, as Cemetery Trustees, are not going to enforce any of these rules and we're not going to establish any or enforce any penalties. And I believe that anything that is unlawful, the police will respond to. We don't have security or anyone to enforce it.

Selectman Jakoby: Excellent. And again, this is for the public, because many people live near them or drive by them and might stop, so I just wanted to be some awareness. And then these rules will be posted on our website?

Daniel Barthelemy: Yes.

Christina Madden: We also have a Facebook page for the Cemetery Trustees.

Selectman Jakoby: Awesome.

Christina Madden: We'll put it on there. I'll also, if it's alright with everybody, I can send a brief notice to put into the Hudson Times, so it goes out to more people.

Selectman Jakoby: Excellent.

Selectman Guessferd: Yeah, that's a good idea.

Daniel Barthelemy: So one other, in the gravestone rubbings, it's mentioned that per the 2024 New Hampshire revised statutes, Title 26, Chapter 289-22, gravestone rubbings are prohibited without prior written permission from a Cemetery Trustee. The actual statute says either the Board of Selectmen or their delegates can give permission, so we're actually also asking that you give the Cemetery Trustees, as the delegate, to give permission for the gravestone rubbings.

Selectman Guessferd: No, I would absolutely, yeah. You're the experts.

Chairman Dumont: And I would agree with that, and by adopting these rules, in my opinion, that is exactly what we're doing

Selectman Jakoby: Correct

Chairman Dumont: I appreciate that clarification. If there's no other questions or comments, I'll be looking for a motion.

Selectman Guessferd made a motion, seconded by Selectman Morin, for the Board of Selectmen hereby adopt the rules and regulations for cemeteries as established by the Cemetery Trustees. Motion carried, 5-0.

Chairman Dumont: Thank you very much.

Selectman Jakoby: Thank you so much

Christina Madden: I want to say we really appreciate Mr. Sorenson's interest in the cemeteries and he had some great suggestions in there, so that's been very helpful for us.

Selectman Guessferd: It's nice to see your newest member of the trustees. Thank you.

B. Fiscal Year 2025 Encumbrances – Administration/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: All right, thank you Mr. Chair. So typical of this time of year, we bring this item and the next one forward. As we kind of wrap up the year, get to some of those projects that aren't complete but they have started, we carry them into the next year. But it's using money from what we are going to call FY 25. FY 26 begins July 1st of this year. So this is what we would like to carry through. It is broken down in the spreadsheet. If the board has any questions or concerns, and you can kind of see it, the number typical of what's been done in the past. If you look at the overall total, it's actually a little bit lower. So, any questions or concerns? Any other comments

Selectman Jakoby made a motion, seconded by Selectman Morin, to encumber the not, but not to exceed the amount of \$1,697,222.01 for Fiscal Year 2025 as recommended by the Finance Director.

Roy Sorenson: Yeah, so we have to...

Chairman Dumont: There's an update.

Selectman Jakoby: Yeah, better number?

Roy Sorenson: Yeah, I'm gonna ask you to retract that motion and I'm gonna give you a new number. So, \$1,447,866.55 because we did have a couple come in late and we will get you the updated information on that.

Selectman Jakoby made a motion, seconded by Selectman Morin, to encumber the not, but not to exceed the amount of \$1,447,866.55 for Fiscal Year 2025 as recommended by the Finance Director. Motion carried, 5-0.

Selectman Guessferd: Yeah, I just wanted to mention that I had seen the difference in the numbers between the front sheet and the backup sheet, so I was going to inquire about that. You're good, okay.

C. Accrued Time Payouts – Administration/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Next item, so similar accrued time payouts, we come here just to ask for the authority to use the amount. In particular, you've kind of seen this, I did update in my report and it won't be the next meeting, it will be the following meeting where I kind of recap the whole year unaudited version of where we finished. Not quite sure if we will actually have to use any of this funding. Again, just asking to have the authority to do so if it's necessary. This is for accrued time payouts and or earned time. As the Board is well aware of our policy, and or employees retire or leave as well, we pay them out what they're entitled through their benefits package.

Selectman Jakoby: And this number is correct?

Roy Sorenson: That one is correct, yes.

Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to withdraw up to \$744,000 from the Employee Earned Time Capital Reserve Fund should it be necessary to cover accrued time payouts for Fiscal Year 2025, as recommended by the Finance Director. Motion carried, 5-0.

Selectman Guessferd: Just real quick, I noticed that you had said here, I just want to make sure folks know, there's a little bit of a difference because you might have something come through in the last week, right?

Roy Sorenson: Well yeah, so typically as I mentioned in my reports, you look at the overall salary lines because we've had vacancies, we've had overtime runs because of that, we have people come and go, leave and take their earned time with them. I don't foresee us having to use the fund, I think it'll all balance out, but it's the ability to do so.

Selectman Guessferd: Yeah, absolutely, okay, no problem.

D. Truck Driver/Laborer Position – DPW/Decision

Chairman Dumont recognizes Director of Public Works, Jay Twardosky.

Jay Twardosky: Thank you, Mr. Chair, members of the Board. Well, we were full staff for all of five minutes. As soon as we hired one, we had another one resign and I'm coming before you to, number one, accept his resignation and number two, request permission to advertise again.

Chairman Dumont: Any questions, comments, prayers? Motions?

Selectman Vurgaropulos made a motion, seconded by selectman Morin, to accept Christopher Alers resignation effective June 16, 2025. Motion carried, 5-0.

Chairman Dumont: You have a motion number two in front of you.

Selectman Vurgaropulos: Yep, I'll take it.

Chairman Dumont: Selectman Vurgaropulos, go ahead.

Selectman Vurgaropulos: I'm going to reword this.

Selectman Vurgaropulos made a motion, seconded by Selectman Morin, to request permission to advertise for the vacant Truck Driver/Laborer position until filled. Motin carried, 5-0.

Selectman Vurgaropulos: Sorry, the words just messed me up, the way they were reading.

E. Animal Control Position – Police/Decision

Chairman Dumont recognizes Police Chief, Tad Dionne.

Chief Dionne: Thank you again. So, Andrew Clayton's been with us since 2015, offered his resignation. Just want to say thank you to him. The spirit of volunteerism, 100%. Does a lot of stuff on his own time for the Police Department and the community. So, I'm here before you asking A, to accept his resignation effective June 29th, 2025 as our part-

time Animal Control Officer and in a second motion to request to post the position of part-time Animal Control Officer with a starting salary of \$20.25 per the HPA contract effective July 1st, 2025. Questions, comments, motions?

Selectman Morin made a motion, seconded by Selectman Guessferd, to accept ACO John Clayton's resignation from the Hudson Police Department, effective June 29th, 2025. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Guessferd, to accept Chief Dionne's request to post for the position of the part-time Animal Control Officer at the Step 1 starting salary of \$20.25 per hour, the HPEA contract effective July 1st, 2025 per the HPEA Contract (effective July 1, 2025). Motin carried, 5-0.

F. Town Planner Vacancy – Administration/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. So, unfortunately, the gentleman that we chose to become the next Town Planner no longer can do so. As you may recall, he was from Colorado and some things came up, I think, within his personal life that didn't allow him to it's unfortunate. There was a numerous people part of this process. It was a good process we ran, nonetheless. So, I think it was great to do it. He's not coming, so we've kind of moved on from that now and we start over, which is fine. That's what we do, right? And we'll continue this process. So, tonight I'm asking for the Board's permission to do so. I will follow the same process that we approved previously at the March 25th, 2025 Board of Selectmen meeting and begin this immediately starting tomorrow morning if it is the pleasure of the board.

Selectman Guessferd made a motion, seconded by Selectman Morin, for the Board of Selectmen to hereby direct the Town Administrator to reopen the search for candidates for the vacant Town Planner position following the previous process approved at the March 25th, 2025 Board of Selectmen meeting. Motion carried, 5-0.

Selectman Jakoby: Could you just clarify for the public why we're not going with any of the previous candidates?

Roy Sorenson: I would not say we're not going with any of the previous candidates. I think we're opening the search up. There's certainly viable candidates and they're certainly available to express their interest again.

Selectman Jakoby: Excellent.

Roy Sorenson: I'm not opposed to that. I don't want to restrict it, is my point. So, I think if we get out there and we take a look and continue all things considered and move forward from there.

Selectman Jakoby: It was just a question that the public had asked me, so I just wanted to put it out there. So, anyone who has applied previously can apply again. We're just gonna do a fresh relook at everything.

Chairman Dumont: And that was the exact reason that me and Mr. Sorenson had that conversation is you're opening this up to everybody, including those previous ones. Some time has passed, maybe we'll get some other people, who knows.

Selectman Guessferd: Yeah, I just wanted to kind of go down that road a little bit because I think we had, like you said, we had viable candidates. People's situations may have changed, you know, and it was successful after having a long period of time where we really didn't get some qualified candidates. This particular time, you know, when we reopened it, we did get some. I'm hoping and expecting that we'll get a few more, maybe people we haven't seen before. And so, you know, we'll consider all and go from there. But I think that makes sense.

We're gonna follow the same process. Same committee or same committee? Or are we gonna re-vote on the committee?

Roy Sorenson: It's the exact same process.

Selectman Jakoby: And what I want to say, I think also is having selected this candidate, I think it also was helpful to become clear to the committee what they were really looking for. I think that'll help mold this new search as well. So, I think a lot of lessons learned and opening it up again is a great option. I'm trying to be optimistic.

G. Fire Department Open House – Fire/Decision

Chairman Dumont recognizes Fire Chief, Scott Tice.

Chief Tice: Thank you again, Mr. Chairman. The Fire Department is going to hold our Open House on Saturday, September 27th from 10 a.m. to 2 p.m. Our theme will be in alignment with the theme for Fire Prevention Week, which is charging to fire safety lithium-ion batteries in your home. So, talking about the importance, you know, how to buy, charge, and recycle lithium-ion batteries because of the fire safety hazard that goes with them. We'll follow the same basic format. We're still planning, but last year's event hopefully will be as a big. It took a lot of space. We pretty much set up all around this building, required the use of Central School Street. So, we're asking to close School Street during the day on Saturday, September 27th between Chase Street and Library Street.

Chairman Dumont: Questions? Comments? It's a great community outreach program. I think you guys do a fantastic job.

Chief Tice: We were, we didn't know what to expect last year. We had a great turnout, so we're hoping to have that again this year

Selectman Jakoby: Yeah, I just want to say it was a great event last year, and I'm just so excited for it again, and yeah, I can make the motion.

Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to authorize the closure of School Street for from Chase Street to Library Street on Saturday, September 27th, 2025 from 9 a.m. to 2.30 p.m. for the Fire Department open house as recommended by the Fire Chief, as recommended by the Fire Chief. Motion carried, 5-0.

Chief Tice: Thank you.

H. Engineering Department Update – Engineering/Informational (presentation)

Chairman Dumont: We'll bring back up the Town Engineer, Mr. Dhima. Oops, sorry, go right ahead.

Roy Sorenson: Should we table this next item this time?

Chairman Dumont: We're doing good on time. We could throw them to the curbs.

Elvis Dhima: Yeah, until now. Now it's over. You just jinx yourselves. It's only going to be a couple hours, guys. It's going to be exciting. Exciting. A lot of pictures.

Selectman Guessferd: Sound effects?

Elvis Dhima: A lot of sound effects. Yeah, all right. Yeah, so yeah, the Hudson Engineering Department, what do we do? **[Slide 1]** Also known around town as the Board of Selections' favorite department as far as I'm concerned. You know, what do we do, right? So what do we consist of? Town Engineer, myself, main task, keep Hudson infrastructure running and in compliance. We got the Civil Engineer, Don. He's been with us about four years. He's in the field a lot. He does inspections, compliance, driveways, water, sewer, drainage, roads, bridges, you know, public and private, landfills as well. Then we got the Administrative Aide, Doreena, has been with us for 13, 14 years now. Does pretty much the heavy lifting, really. Financing, voicing, grant reimbursements, compliance, water, sewer, driveways, industrial discharge permit, drainage license program, bond inventory, performance bond for everyone that does work in our right-of-way or the private sector, and supports Conservation Commission. At any time during the presentation, if you have a question, don't wait for the, you know, at the very end. Just raise your hand and we can go from there. So, I don't want you to lose, you know, a question you might have because I'm, you know, moving along. **[Slide 2]** What does an average day for Engineering Department looks like? Well, we got the emergencies, right? We deal with the water, we deal with the construction, public and private projects. Then we have the legal obligations, you know, right-to-notes, permits, compliance overall throughout the town. We deal with the customer service, need for information, you know, you're looking for a septic, you're looking for a tie sheet, you're looking for, you know, anything you're trying to do in your property, if you're a resident, if you're a private owner, business owner, things of that sort. You know, we do our own projects that we have and the grants, you know, town runs their own projects, as you know, and we're going to get into that a bit later. We deal with inspections, invoices, payments,

reimbursements, you know, we deal with record-keeping every day. We provide support to all the other departments that reach out to us and then we provide support to all the boards that need support as well. All right, any questions? So then we make sure we have the phones on when we go home too, so it never ends. So that's one of those things that can never end. It's a never-ending commitment. **[Slide 3]** Engineering Department mission statement, you know, Engineering Department strives to provide services in an ethical and financially fiscal responsible manner, including maintaining and modernizing infrastructure, including water, sewer bridges, drainage, roads, and traffic systems. We ensure environmental compliance and protection, protecting water bodies and wetlands. You know, we conduct in-house peer reviews and inspections of all developments and redevelopments in Hudson. Collaboration with the residents, businesses, and communities to gather feedback and provide transparent communication on engineering projects. Delivering innovative, effective, cost-effective, and sustainable engineering solutions that enhance the quality of the life of the residents and businesses. In a nutshell, I mean, our main core objective is to keep Hudson great. That's it. That's it in a nutshell. Keep the wheels moving, make sure we stay out of trouble, make sure that everyone that's in town and is associated with the town stays out of trouble. That's it and that's really it. That's what it comes down to. **[Slide 4]** What do we do? What do we cover? We cover a lot, unfortunately. We cover traffic coordination, traffic capital improvements. We deal with the water utility, daily operations, capital improvements related to that utility, and state and federal compliance related to the water utility. We deal with sewer utility capital improvements, compliance, and industrial discharge permit programs. That's the state and the feds, right? New Hampshire DES and EPA. We deal with drainage capital improvements and compliance. That's the federal MS-4 permit that, unfortunately, we have to deal with that. We deal with the landfill annual reporting and compliance. We deal with the transportation compliance and support. And there's a lot of this in DPW and DPW is going to be covering a lot of this when the public works director comes in for his. But you're going to see there's a lot of overlap between engineering and public works because we work very well hand in hand. We're kind of connected to the hip. So, you'll see some of this. He's probably going to watch it. He's going to say, that's my stuff. It's like, no, Jay, it's our stuff.

But anyway, you're going to see a lot of this on his presentation as well. We do construction oversight, inspections that's in house. We charge \$85 an hour for my services and \$75 an hour for the civil engineer. So that helps us recoup some of the costs from when we... Basically our salaries, our benefits. So that takes the burden off the taxpayer by basically having people that are doing businesses now paying for that. So, we do GIS, internal and external upkeep and update. I don't understand how they landed on my desk, but we deal with that. And it's one of those things like, no one else is doing it, it'll be great for you, Elvis, so have at it. But we'll talk a little bit about that later too. That happens a lot, unfortunately. Just in general. We do bridge maintenance and compliance. We make sure all the bridges are up to date and making sure it's safe to drive through town. We deal with underground storage tank compliance. We deal with grant application and financial compliance, as you have seen. We deal with water, sewer and road acceptance. When everything gets done, gets handed over to the town, there's a process to it. You are the water and the sewer commissioners. You're ultimate decision makers for the road and right away. Everything comes to you. That's basically through us. Support and provide input to basically all the boards. Board of Selectmen, Planning Board, Conservation Commission, MUC, Benson Park Committee and anyone else that reaches out to us, including zoning and everybody else. We're available to everyone that's looking out for help. **[Slide 5]** What does a traffic cabinet look like? Well, here it is on the right-hand side. That's it. That's basically all the magic that you see when you see these boxes out there. You got the controls and a lot of wires. Very boring. We own 14 lights in town, believe it or not. 11 are state owned and operated. We coordinate with DPW and New Hampshire DOT all the time, the stuff that's happening out there. If anyone would like to see what we have and operate versus what the state owns, there's a nice, beautiful sheet that Lorrie put together at the DPW website that basically tells everyone who's responsible for what. Very handy, because we deal with a lot of that. **[Slide 6]** This is Hudson Traffic Maintenance and Operations Setup. We're a little bit fancy in Hudson. We got basically detection. They look like bells out there. We got controllers in. We got processors. Everything is connected from that operation point to the town of Hudson through fiber optic, which is basically not through a modem or a Wi Fi. It's basically hardwired. It's very difficult to get through it. It belongs to us. It's our asset. And it allows us the ability to see things that change things in a rapid time. And then we see things as they progress. We have two football cases, we call it one from DPW and one from engineering. So if we need to make a change, we can get access to them to our computer. It's very handy. We have 15 control points. So I said earlier, we own 14. We took over one of the state intersection, which is Kimble Hill and 111. We deal with that every day. They still own it. They still pay for things that need to happen there. But we make the changes if we need to. So we go in there...

Selectman Guessferd: It's you I have to blame.

Elvis Dhima: Huh?

Selectman Guessferd: It's you I have to blame.

Elvis Dhima: That's exactly it. If you're there and you're like, what is going on? It's me. I made a change. And we're supposed to reach out to them when we make changes. We don't have time for that. We just change it. The heck with that. It's working out great since we took over it. I just wanna point that out. It's been great. **[Slide 7]** The goal, keeping traffic moving, right? That's what... That's a screenshot. Look into Nashua if you wanna go over there in the morning. A nightmare. Basically, we gotta keep the traffic moving. How do you get that done? You increase capacity and you reduce delays. That's it. That's basically the magic formula that I think that works. **[Slide 8]** Major complaints. That's someone from Mass on the right-hand side there, that bunny over there. But major complaints we hear, too much traffic, right? Green light is not long enough, right? My turn got skipped, right? None of these complaints are applicable to Hudson obviously. This is something we hear from Nashua and Salem and all the communities. It's hard to relate to them, right? No problems. **[Slide 9]** So, some of the things you have heard is people come here and complain about, you know, it's too much traffic, what do you have you done, blah, blah, blah, blah. So we're gonna go over this. This is a great example to what we have done for the past 10 years. This is the library common, Highland Ferry Chase, and it's one of the biggest ones. We call it the Bermuda Triangle because you can't get in, you might never get out. It's just that dangerous. So what do we do? In 2019, we implemented a peer to peer approach. What that is, is like AI on steroids, basically. We have three intersections somewhere between 300 to 500 feet, all of a sudden working together. Before they were working independently, so you had a lot of stop and goes, and none of it made sense. Selectman Morin can refer to it, because he lives down the road, and he can tell you what it used to be versus what it looks now. So what do we do? We implemented this system between the three lights, and we start having all three of them talking to each other. **[Slide 10]** And we took a control point, basically looking at traffic along Library Street, which is basically a significant amount of traffic that goes through that. And what you see over here is the volume. What that means is, this is how many cars we're processing an hour. And this is at midnight, this is 7 o'clock in the morning, 10 o'clock. So as you can see, we were doing about 300 vehicles an hour during the peak hours, and we were processing about 73 vehicles out of 100 were getting in green, and then the rest of them were getting in red. So that's what that green 73, 65 means. This is before we implemented the program. After we implemented the program, we saw significant improvements by 30%. So now we're seeing that a lot of this traffic is being processed at a much higher green rate, but also if you look at the volume, we went from 300 to almost 400 and 500 vehicles. What does that mean? Well, it means that Selectman Morin can get out of his driveway if he wants to. So, what is the lesson out of this one? Well, it pays off to be a Selectman in this town, obviously, because you didn't let things happen, right? Obviously, this is gonna go away if he doesn't decide to run next year, so it's just putting it out there. **[Slide 11]** Another success story is Fox and Pelham. There was a lot of stop and go, and a lot of people come here and they talk about a lot of traffic on Lowell Road. I know, believe me, and the next number is gonna show exactly that. **[Slide 12]** So, what did we do? We did the same thing. Before that, we're not working together, so we start basically a process when they start talking to each other. Now, this is before, right? Phase six means that this is traffic on Lowell Road, the main drag. As you can see, from 6 o'clock in the morning all the way down to about 6 o'clock at night, we're doing about 500 vehicles, then it gets about 800, 900, then close to 1,000, and almost 1,100 vehicles by 4 o'clock. Those are highway numbers, everyone. Now, you're out there and you say, Elvis it's bad, it's a lot of stop and go. The reality is that when you go to Pelham Road, 88 out of 100 cars are getting on green, and it's 84 throughout that, and it gets to the 90, to a speed car. So, what do we do? When we implemented this, there wasn't a lot of improvements, but it was just enough to be noticeable. So, as you can see, we went from about 85 to 90, 95, 91. So, almost nine out of 10 cars that went through that were going on green, were arriving on green, which means we're getting the traffic moving. It's not going fast, but it's moving.

Selectman Guessferd: Elvis, I have to say, that intersection, that was a huge success. Yeah. With no light or anything there before, it was just...

Elvis Dhima: A lot of accidents. Brutal. A lot of accidents, a lot of nasty ones, a lot of T-bones, because people in Pelham could not get the light. When they did the... What's the school next door over there? Memorial?

Selectman Guessferd: Nottingham.

Elvis Dhima: Nottingham. They identified when it was done in the 80s, I think, or the 90s, it says, you need a traffic light, and they just put it off. So, it just always got worse and worse. And one of the things we noticed is that it went from 1,500 vehicles a day to 3,200 when we put the light in, because people basically found it was safer to take that left turn now. **[Slide 13]** So, we increased it by about 5%, and you would think, oh, that's not a lot of traffic, Elvis. It's about 40 vehicles an hour we're pushing through now because of that improvement. So, we were able to squeeze from 88 or 85 to almost 90%. And we're doing now close to 1,200 vehicles an hour instead of 1,100. Yay, Hudson. So, when you were there and you're saying, we don't want a highway through the town, guess what? You already got one. A nice one, too, if you ask me. **[Slide 14]** So, what else we got? Traffic improvements for the past 10 years. So, we talked about, Hudson needs to do more, we need to do more, we need to be more effective. So, let's take a step back and see what we've done for the past 10 years. So, Board of Selectmen and the Planning Board have utilized corridor funds for most of these projects that will be listed right now. Route 102 and Chase Intersection, which is basically right before you go to Nashua, this was one of the first projects, we added an additional lane added to Nashua to start pushing traffic through from 102 to the bridge. That was about \$400,000, was through an 80/20 federal project, LPA project. We modernized all the intersections throughout the town and one state intersection, which is Kimball Hill and 111 for about \$650,000. We put brand new cameras from... We went from the loops, which is World War II equipment, to basically visual detection and then controls that we can make improvements to and push in, basically, peer to peer, AI that can basically have different controllers talk to each other. That was \$650,000. Kimball Hill and 111, if you're familiar with that intersection, we added that left turn. That was a state intersection, we put our own money into it. We spent about \$350,000, again, all corridor money, through the Planning Board that gets it from the developers. Pelham and Lowell Road light, that was a nightmare, a lot of accidents, it was an absolute disaster. \$300,000 corridor money, again, from the Planning Board and the Board of Selectmen, we put that in. We did Lowell Road widening. A lot of people are like, is it gonna work? Is it not gonna work? It's been working great. It's been a great addition. About \$1.5 million there. By the time it was done, it was about 1.75 through an 80/20 split, and the 20% match came from corridor fees. So state funds received for the past 10 years, about \$1.52 million, about \$152,000 a year on average. And Selectmen Dumont would say that's 3 cents per thousand, Elvis, and per year that you basically taking away from a burden from a taxpayer, times 10, you do the math, big deal, and you're gonna see that that number is gonna add up. So total traffic improvements for the 10 years, \$3.2 million everyone, \$320,000. So again, you can sit there and say we can do more, and I agree, but I don't think anyone else is doing \$320,000 a year average on traffic improvements out there, communities our size. And you know what? Most of it is state and federal, and the other 20% is from Planning Board corridor fees. So \$3.2 million and no impact to the taxpayer. You tell me who's doing that out there? Not a lot. If you do, let me know. Let this board know. **[Slide 15]** Traffic takeaways, this is the bad news now, right? Traffic improvements typically result in operation efficiency and safety improvements, not volume reductions. A lot of people think that, well, traffic goes away if you do the improvement. Not really, it's the opposite, really. Traffic improvements typically result in traffic volume increase. Why? Because traffic is like water, it'll follow the path of least resistance. Also, as I've said in the past, everyone has a cell phone, you put it on, you're gonna find a way to save yourself about a minute or two through your commute, and that's just how it is. So the more improvements we do, the more traffic we're gonna invite through Hudson, that's just how it is. Traffic needs moving forward, DPW, and as I said, Public Works Director is gonna cover this. DPW is gonna need about \$50,000 a year to start replacing this equipment we already have in. So we use corridor funds to put all these improvements in. To replace them, we cannot use corridor funds. We need to basically come up with a number to start replacing the cameras and the processors and the controllers in them. We say \$50,000 a year is gonna replace three cameras and the processors, in addition to that one controller per year. That's gonna get us back on track for the next five years, hopefully. Most cameras and processors were installed 10 years ago, and as I said, quarter funds were collected or were used, they were collected by the planning board, and again, we cannot use those funds to do replacement. We can only do that for new projects and capital improvement. So that's something you're gonna see coming up in July 2026. **[Slide 16]** Water infrastructure. We have about 115 miles of water, 850 hydrants, three storage tanks, four booster stations, over 6,600 users in Hudson, about 16,000 people in total between Pelham, Wyndham, Litchfield and Londonderry. Hudson pushes water to other communities. We're responsible for that water quality. We're responsible to make sure they're getting the domestic and fire suppression if they need to. They're going through us. And that adds a lot to our system and it's gonna... We're gonna talk a little bit about it later. We support residential, commercial, industrial businesses out. Budget, over \$4 million a year. It's a big number. There's a lot going on over there. **[Slide 17]** That's a water main in Nashua, obviously, or Salem, I think, New Hampshire. I think Mr. Sorenson was kind enough to provide this picture from his previous life.

Selectman Vurgaropulos: That's his yard, isn't it?

Elvis Dhima: Yeah, it's right in front of his house. I don't know. He was doing some irrigation. Obviously, something went wrong. Coordination with other departments, public works, water, fire. We deal with the repairs. We deal with the capital improvement projects, daily operations, compliance with New Hampshire DES and EPA, budgets, grants and then customers. So that's kind of... That takes a lot of the time and we're gonna get a little bit into it later, but Hudson Water Utility gets a lot of love and dedication and burns a lot of our resources manpower wise as far as keeping an eye on things. And I think we're at the point where we can use a water superintendent. It's getting to that point. And some of these are covered under engineering jurisdiction. It's fine, it works. My concern is the next guy might be like... Or the girl might be like, I'm not doing this. We've talked about it with, I think, individually or before, but we're at the point that we need to start separating it or we need to have additional support to support that, because it's putting a lot of pressure on staff already that's covering it. And we wanna make sure we provide the best services. So that's why the need is there, to continue to provide top level services for the current rates that we provide right now, which has been the same for the past 20 something years. **[Slide 18]** Water infrastructure, what does it look like? We deal with control systems. This is at my...

In my office, we have a second system at Whitewater, which is our operator. We got this guy over here in the trenches, looks like me. So this particular year, I think the budget was tight on the water and I had to go in the trench and fix it myself. Someone took a picture. Who's posing for a picture? They made fun of me. They say, budget cuts, forced the town engineer to do his own hand shoveling, digging. Not very nice, making fun of the Town Engineer, obviously. But the best repair I've ever seen done for the water main, hands down. Case study, really. On the right-hand side, we got the biggest water tank in town, 2 million gallons, Marsh Road, and it's an absolute beautiful piece of infrastructure. We serviced it a couple of years ago when we sent a diver in to make sure that the bottom didn't have any sediment, and it was in great shape. The guy said, you know what, just leave me here. I'm all sad. I said, you need to come out. Come on. So he did eventually. Over here, this is our biggest generator, bigger than my first apartment. This is in Litchfield. Does anyone know who this gentleman is? This is the previous town planner, Mr. Groth. He's smiling, he's got his fingers up. Yeah, obviously this picture was taken before Amazon came to town. There wasn't a lot of smiling after that, but I figured we'd bring that up. **[Slide 19]** Gordon Tank Repair, 2018. This needed some work since 1997. Why they waited 20 years to do this? I don't know. It was a great project, though, for me, so I couldn't wait to get my hands in here. We stripped this inside and out. We brought this up to standard, and this is me inside the tank. That's how dedicated I was to that particular one. It was a great project. It was amazing to see this built from the inside out. By the time it was done, we could not afford to do this in one piece, so it was a perfect lesson for us to really understand that if you wanna get things done in this town, it has to be slow and steady through a process. So we did this through a five-year approach. \$750,000 spread over five years, and we put in ladders, we got the proper vents, we put a mixer in there to improve the quality. We stripped it inside out. We got rid of anything that we had to, and it's good for the next 30, 40 years. In great shape. No wear and tear on the thickness of the steel. It's just a paint. It just needed to work. So yeah, we had a lot of people in the tank, too. We cleaned our feet, obviously. It was... We put chlorine when we were done, so I don't really want to worry about it. Like, where am I drinking? Elvis over here? What's going on? It's all set. **[Slide 20]** It was great. This is a water infrastructure, Booster Station. I'm in great conditions. I will say, I really think it's the crown jewel when it comes to infrastructure in Hudson. It's, as I said, it gets a lot of love, and it's something to be proud of, really. But we take care of the system. They look in great condition now. Everywhere we go, we're just proud to have the system and own it and operate it, really, with a little bit of outside help. **[Slide 21]** This is what the installation looks like. No one can see it because it's underground, but a lot of work into it, a lot of money to put it the proper way and the right material. We use only made in the USA material. It's just that simple. We don't use other stuff. We're worried about some of these qualities that are coming from other countries that don't have quality control, quality assurance, and we've had failures in the past, we've heard. So we just have ordinance in place, adopted by the Board of Selectmen, that only requires made in the USA stuff. So that's been the case. **[Slide 22]** This is kind of what it looks like. We wrap everything up to make sure they'll last 100 years. Again, top of the line, zinc coated stuff, things that will last 100 years. It's that simple. So we build things to last. **[Slide 23]** We provide, obviously, repairs as well. We inspect everything. We make sure everything is right. We make sure we find where things are if we have to go back. So a lot of reporting. **[Slide 24]** Sewer, as I said, Public Works is gonna cover a lot of this, but in a nutshell, you've got 5,300 users in town, a lot of people. About 85 miles of sewer mains and forced main maintained by Public Works. We support commercial, industrial, and residential. We do construction oversight. We do septic systems, Selectman Jakoby. She didn't make the cut for the town sewer, so she's on septic.

She's on her own. I think Selectman Vurgaropoulos, you're the same way, right? You're on a septic? I'm on the same boat.

Selectman Jakoby: But he has water.

Elvis Dhima: But he has water. He's got that going for him. Almost there, but not quite. We deal with the wastewater treatment, right? We deal with Nashville a lot. All that stuff goes over there. We're reviewing plants in house. We deal with the inflow and infiltration program, which is basically stuff we don't wanna come into our system. We deal with capital improvement projects, and then we deal with sewer allocation and capacity in town, also known as black gold. So how much sewer allocations do we have, Elvis? I'm not telling you that. That's a state secret. That's like... It's almost like a Coca Cola formula that people have it in their... They have it in their wallet and they just take it with them. That's it. It's in a safe place. I know, right? The original formula. But we're in great shape. We've done a lot of work, and I will say the numbers haven't moved much, even though we have good users. And our average sending to Nashua, it's been very steady, which tells me that we're doing very well. I think it's been a combination between the work that Public Works has done, us with infiltration inflow and lining the sewers, but also I think we're seeing some efficiency in industrial side of things when they recycle a lot of water, especially for the cooling process versus just dumping it out. I think they got smarter about that. And also, I think we're seeing a lot of change in toilets and urinals when there's a lot of efficiency there from five gallons down to half a gallon now. So that makes a big difference as well. We're also disconnecting a lot of people, roof drains, things of that sort, or illegal parking drainage connected to the sewer. We've done a lot of work there to disconnect them. So we have quite a bit of capacity available. **[Slide 25]** This is what a sewer main looks like when you're doing installation before it gets used, obviously. After it gets used, we call the Public Works to deal with it. Said the engineer, he's not gonna get into it, that's it. **[Slide 26]** It passed as far as I'm concerned. Sub surface, we deal with septic systems, so if Selectman Jakoby, God forbid, our system fails, we'll be there inspecting it and obviously failing it. So... That's it, no sewer use for you. **[Slide 27]** It's good. We get to meet a lot of people. I love it. I love it. I'm a septic system designer myself, and we saw a lot of failures during COVID because a lot of people staying home. That was an eye opener. Drainage, again, Public Works will cover a lot of this, but we have over 1,000 catch basins, over 50 miles of drainage mains, over 100 detention basins, over 1,000 outfalls that we need to keep an eye on as part of MS4 permits compliance and requirements. We deal with residential, commercial, industrial drainage. We do public and private, and it's mostly maintained by DPW. If you see the vac truck out there on a catch basin, they're cleaning the catch basins right now. DPW is in full force. **[Slide 28]** This is what a drainage looks like. You got an outfall on the right-hand side, you got a drainage pipe on the left, we inspect these, making sure they're perfect. And then, again, more pictures of that, a lot of work put into it, and sometimes it's easy, sometimes it's not. A lot of ledge on both pictures that you can see, so it's brutal going. **[Slide 29]** This is what a detention basin looks like before and after, during work and after, but this is basically where all the water goes, ends up, gets treated, and then it gets back into the ground. The idea is the water that we get, we put it back into the ground, it's recharging that water table. And we have a very good rules in place, adopted by the Planning Board, I'm sorry, and it's very robust. **[Slide 30]** We deal with the landfills and the transfer station, as you know, two closed landfills and one transfer station, both have restrictions and compliance requirements on them. Ground water and surface water sampling required by New Hampshire DES, post closure monitoring and landfill cap done on a yearly basis, that's done in house, we save about \$40,000 a year on that. So we do the sampling and we send out the testing, we spend about \$10,000 to \$12,000 on that because we can't do our own testing, obviously, when it goes to a lab, but we do our own sampling. But putting the reports together and dealing with the compliance, we're saving quite a bit every year. **[Slide 31]** Transfer station, on the left-hand side, that's what it looked like over there. It wasn't pretty, I'm just gonna leave it at that. It was a mess, right? There was some... They put a... I don't know, I don't know what it was, something, and I'm like, what is it? But anyway, in 2024, that's kind of what it looks like. Top of the line, retaining wall, we have a lot more containers, we have two canopies in there, they're basically right in here, they cover the metal and the cardboard that basically cannot get wet, right? Because that adds weight to it, so they need to be dry. And much easier, as you can see right here, people can back up on the same container and basically take care of their dump things. Over here, they would just come in here, back up, and you can only serve one cart at a time. So you can only imagine what it used to look like over there before and when they set up, and now we spread them all out, it's just much more safer, and you basically... You're providing more services during the same hours, so it was a no brainer. A lot of work by Public Works, this was a perfect hybrid between a contract that we hired and Public Works, it worked out very well. Town was able to save a lot of money there utilizing Public Works. **[Slide 32]** This is what the master plan looks like. So Hudson Solid Waste Infrastructure for Recycling, it's almost... It's called grant application. We got

the green light the other day, I think a couple of weeks ago, saying, yep, you're in through the first step. This is the EPA number that was granted to us, it's about \$4.8 million. Now, it's not a required town match, it's 100% EPA, it's unbelievable. If we get it to the next step, which will be huge for the town, we're looking probably at partnership with Casella, which means we build it, we own it, they operate it in return, they pay for our trash. It's a win win. That is the master plan. So it consists of a massive building in the back here for future transfer station. It still leaves the infrastructure that we put in place, but it adds a scale here too. So if anyone that brings stuff in, well, they gotta pay for it, right? So you don't have to pay for it, because right now everyone is paying for whatever people are bringing in. So you wanna bring stuff in, have at it, but you're paying for it. That's a plan, we'll see where it goes. **[Slide 33]** We do construction oversight, new roads, new culverts, new bridges, that's through engineering. **[Slide 34]** We got GIS, a lot of information on the GIS, water, sewer, all our infrastructure is in there. If you need anything, we do flyovers every couple of years, because we can't afford it every year. Quite a three-inch resolution, very, very useful. We even have street lights for crying out loud. You can see what we own and don't own, it's amazing. So we loaded that up, and it was done after DPW had that LED program out there to replace everything, so we loaded those up on our GIS, so that's very helpful. **[Slide 35]** And we utilize it for our water system. I can basically keep track of my operator to what they're doing over there, how many hydrants we've done, how many hydrants have issues, what is the exact summary on the valves we have out there, how many water main breaks we've had, how many bad ones, how many good ones. It's record keeping is something we do as a government, and it's very helpful, and the visuals help me understand where the weakness are on the system or which one need to be replaced if it comes down to it. **[Slide 36]** And now the bad news. Currently, we're in need of a full time GIS specialist to be placed under the engineering department. This position will be utilized by all departments and expand and modernize the following tasks, improve preventative maintenance and asset management. We talk about asset management a lot. By what does that mean? Someone is putting all this together. We're doing out an Excel sheet right now because that's what we got audited for, but you wanna take that to the next level. We talk about emergency management and planning. This is a big part of it right now. I'll talk about keeping up with technology. We talk about economic development and planning all the time, right? All the things we wanna do. Well, are we willing to pay for it? Are we willing to actually have staff that's gonna do that? I don't know. They'll be up to you and the taxpayers. Efficiency and cost saving on data collection and reporting. You have a data center now where all your stuff goes in. Regulatory compliance and grant support, that's a big thing. And then setting up for the future, that's the bottom line. A lot of communities our size already done it. I find some of the communities smaller than us have this. I don't understand that. I think it's something that we always had it in the background, but it's picking up a lot of traction now. So the question Selectman Dumont will ask, well, how are we gonna pay for this, right? Now we get into the weeds, right? I think it's... Right? I think it's fair to say that probably 60% of this position get paid by utilities, water and sewer, because a lot of it's gonna be utilized for that. How are we gonna pay for the rest? I think the rest can be split up between the departments that actually utilize it, which is assessing DPW, police, fire, planning and engineering, about 6.7%. What does that look like?

Selectman Guessferd: It actually adds up to 100.

Elvis Dhima: How about that? Right. It does, right? So it does add up to 100, right? Math is good. I did the math on that one. I was like, I wanna get it right. Expected salary somewhere between 80 to 90 grand, including benefits, you're talking about \$110 to \$120, right? To have someone really that you can call the GIS specialist. You don't want someone that can just draw lines. I don't need that. We're beyond that, I think. So what does that mean? Projected cost, we're talking about \$34,000 a year out of the sewer utility, \$34,000 and change out of the water, and then about \$7,800 for each department to pay for this position. So that's it. Can all of us absorb that? Can the sewer and the water absorb it? Can we do it? I think that's the way to do it, instead of putting it on the Hudson taxpayer directly, the full amount.

Selectman Guessferd: How soon until we see this coming forward?

Elvis Dhima: I think you're gonna see this is fiscal... I'm sorry, budget season coming up. I have to ask for it. If you don't wanna do it, I understand, but I'm at the point that, again, like you, I wanna make sure that we're set up for success in the future, and we have all the tools that we need to do what people keep talking about when they come in front of this Board. Planning, setting it up right, looking in the future. This is what it's going to take. Now, if you don't wanna do it, I don't have a problem with it, but you can't come here and complain about it. Right?

Selectman Jakoby: Absolutely.

Elvis Dhima: Either one or the other. We're gonna have you both ways. So you wanna do it? Great. I'm all for it. I'm sure you're all for it. This is what it's going to take. And here's how to do it. If they say no, then have at it. **[Slide 37]** So this is coming up. We got the bridge repair program, right? We own nine bridges in Hudson. Can you believe that? Nine bridges. What is going on? So Melendy, that's being done right now, about 1.5 million. It's been done through state funds and ARPA/\$100,000 from the Hudson taxpayer. We got Tayler Falls Bridge happening last year to this year, 1.5 million. We got Veterans Memorial Bridge last year to this year, \$1.5 million. Lowell and First Brook, you did that last year, ARPA funds, \$0.5 million. Central and Lowell, 150 grand in 2016. I can't even get a culvert done now. Forget about a bridge. It just tells you what things have... What they look like. Pelham Road Bridge, 2015, about \$750,000. Total bridge rehab improvements for the past 10 years, \$5.9 million. You guys have been busy. We have received \$4.2 million from the state over the past 10 years. That's \$420,000 average a year that you have saved the Hudson taxpayer. Total between the federal, state for traffic improvement and bridge aid, \$572,000 a year. Again, as Selectmen Dumont would say, well Elvis, that's about 12 cents per thousand per year.

Chairman Dumont: You got it right the first time. You messed up the first time.

Elvis Dhima: Yeah, I was nervous. I was like, I don't know if it's gonna call me on it.

Chairman Dumont: I thought it was six cents. We weren't supposed to put in six cents.

Elvis Dhima: Yeah, no, it's more than that. I told you. I said, wait for the last one.

Chairman Dumont: Penny for every 50 grand.

Elvis Dhima: \$572,000. Again, tell me what other community is getting that on average per year. That's a lot going on. And that's because of previous boards and current one being aggressive of chasing certain things, getting it right, focusing on things that we are good at, and building relationship with the state and federal agencies, which has paid off. It's all about relationships, right? And making sure you have that shovel ready project and get you in line and being very good at elbow action, get you in the front. It's a big deal. Those are real. I was actually surprised myself. **[Slide 38]** Alright, quiz time. Does anyone know which bridge this is?

Chairman Dumont: Original Taylor Falls.

Elvis Dhima: Right, that's right. As you can tell, nothing wrong with this bridge. Why they had to take it down is beyond me. I would feel very comfortable sending Mr. Sorenson down there with his own vehicle, not a town vehicle, obviously. He'll be fine. **[Slide 39]** So we replaced it with these two beauties right here. Beautiful, done in the 70s, 70 and 73. This shot was taken by our legendary staff at the HCTV, so beautiful footage. Obviously, they know what they're doing. We're done with one bridge. We're working on the other one right now. One lane is done. We're working on the second one. Overall, I don't know. Very painful, I think, but whatever. That's just me picking on Nashua, because they're running the project, but whatever. It is what it is. Almost there. We got some minor change orders. It hasn't been very bad. I think it was gonna... I was expecting it to be much worse, because the deck was looking very rough, but overall, the new bridge has much less scars, I guess, if you wanna call it that, than the other one, which was 1970. So I think we got there just in time.

Selectman Jakoby: Oh, good.

Elvis Dhima: And we'll be all set for another 30 years. So, as I said, Selectman Dumont will probably be the only one here talking about this. You know, wartime stories, but the rest of us probably be gone. **[Slide 40]** Melendy Road has been done right now. This is what it looked like. You got a nice piece of wood over here on the right-hand side. They were too busy. They're probably trying to leave early, and it's just like, leave the wood there, it'll look good. **[Slide 41]** But that's what it looked like, and this is what we're replacing with, an absolute monster, a real bridge. This was brought in in pieces, prefabricated, including the footings. Unbelievable. I'm thinking they're gonna pour concrete in there, it's gonna be a total mess. Nope. It was like a puzzle. It was unbelievable. This is what it looks like, finished product. They're back filled it all right now, but that's it. You got the bypass, that black pipe going through, getting the water from A to B as they're putting the bridge in. So just working around that, and then on the right hand side, they removed that pipe, so now the water is getting through, but that's what that bridge looks like. Very good. **[Slide 42]** Bob Ground, thanks. This is the DPW new facility, 14,000 gallons. Again, DPW is gonna cover this on theirs,

accessible to all town staff except me. I never got a key code. I don't know what that's all about. Approximately 800 grand, mostly opera funds, two super-fast pumps. So Jay will probably talk about this, but the guys would sit there, I don't know, 5, 10 minutes waiting for this thing. And trying to do that in the middle of the winter when you got a snowstorm, this thing will charge in no time now. It's just, we got the fastest pumps you can get. And as I said, mostly ARPA funds, it was very well done. Again, a lot of work from Public Works here to get exactly what they wanted, and they did. So we got two diesel bays, we got two fuel bays, four vehicle capacity, which brings me to the next one. **[Slide 43]** This is kind of what it looked like, what they were working with. This needs to go next year. We have it on closure. It looks like it came from, I don't know, Ukraine after it got hit, I think, from a missile. And here you go, guys, you can use it. I don't know. Very tough looking, rough looking. But anyway, it needs to go, and it's gonna be about 50 grand, and they're gonna bring this up to you. Right now, we have it from New Hampshire DS on a red tag, basically, but they need to empty it out. They need to get all the fuel lines out of it, all the communications from the pumps to the tanks. It's a process. We've been trying to see if anyone would take it in exchange of closing it. We haven't had any luck. So that's coming up this budget season, 2026. **[Slide 44]** Another one that's coming up in 2026 is the Robinson Boat Launch. As you all remember, we tried this last year between the beach area and the boat launch. We got close, but we were short 200 votes, so I think the voters were not ready for that kind of project. So we're gonna scale it back by 50% by only focusing on the boat launch now. And unfortunate part, we lost the grant opportunity that we had, which was a million dollars, but it is what it is. It's nothing we can do about it, but this needs to happen. Again, as you can see, there's a lot of runoff from the road to the pond. This area is where they launch the boat right now. You can see it's all basically so shallow in here, they have to walk halfway to the pond to get the thing. And we're having some water quality issues with that particular launch there. So it needs to be addressed. The design is in place. The permitting's are pretty much done. We're gonna try it again. **[Slide 45]** Another one is Belknap Road Extension. Selectman Jakoby, we can write a book about this, I think, when we started with the process, right?

Selectman Vurgapoulos: I'm excited about this one.

Elvis Dhima: Design and permitting are underway, working on inserting this project on a 10 year plan in September. Selectman Dumont is gonna be working with the state reps, doing his magic. Hopefully, he can deliver this for all of us. It'll be a nice Christmas present. This is all I want for Christmas, really.

Chairman Dumont: That's it?

Elvis Dhima: Just this one project, \$2 million. What is that among friends? Nothing, right? Beautiful thing about this project, 80% state fund if we can get in 10 year plan and 20% corridor fees. So you get in a \$2 million project at no cost to the Hudson taxpayer, and it's gonna have a huge, huge impact on safety. It's that simple. So it's not gonna do anything about the volume of traffic, but you taking your life on County Road, probably, except Selectman Dumont, he really is probably still gonna take that particular... He loves it. Yeah, he's gotta look for that opening, right? Unbelievable. So that's a 2026 project. If he gets in, we're gonna break ground. Probably next year, if we can get it this year. So in September, they're gonna go around and look for a shovel ready project, what this is. We're actually working on the right of way right now with both owners, the Sousa on one side and new owners for the Mike's... Is it Mickey's or Mike's?

Chairman Dumont: Mickey's.

Elvis Dhima: Mickey's. The new owners, nice people. They've been very, very cooperative so far with everything we've needed. So I think it's gonna work out well. We just have to come up with a number for the cost of that easement. Again, both easements are gonna be purchased with corridor fees, so I don't want anyone to worry about it. We got plenty of corridor funds available to do that, and we're gonna make sure it's fair. **[Slide 46]** Another project that's coming up, 24-inch transmission line from Nashua to Hudson. So what you're looking at here is Nashua right here, Merrimack River, and then this is Hudson. This black line is the basically town line between Litchfield and Hudson. So meets Hudson and regional needs now and in the future. If Hudson option is picked, it will be run by the engineering department. Project cost, about \$9 million. Intended to provide water to Pelham, Windham, Londonderry, and everybody else that needs water on the south end due to the PFAS impacts that we've had. Route to be decided in a couple of months. It appears as of now, and I'm gonna jinx myself, it looks like the red line, which is the Hudson line, seems to make the most sense from a financial standpoint. Of course, Pennichuck wants it to land in Litchfield, but let's just be honest here, it's gonna land in Hudson right now. It makes financial sense it lands on us. So St. Cobain is gonna get involved, the state is gonna get involved, I think it's gonna be a good regional project. At the end of the

day, what we're gonna get is water to everyone that needs it, water to everyone that's been impacted by the PFAS. It's that simple. So another exciting project. **[Slide 47]** Another one that's coming up, I think everyone forgot about this, is Benson Hazleton Barn.

Selectman Guessferd: I see it every day.

Elvis Dhima: We got a nice visit from the state a couple of weeks ago. They came in, the DHR, which is Department of Historical Resources, and we need to do some work over there. And as you know, we did the roof, but nothing about the siding. We tried to do siding that did not match the historical. They shut us down twice. Once was with vinyl, and the other one was the hardy plaques, I think. So this time around, they're actually saying they're willing to work with us with the siding in the back, but the front's gotta be cedar. So how do we get that done? I think we need to establish a Benson Hazleton Barn Capital Reserve Fund this coming year, \$25,000 a year, when we have enough money, then we do it. We'll do the front the proper way, and the back, we'll use other materials that's cheaper, that makes sense. And then we'll wrap this thing up, and we'll put it behind us. Allow the taxpayers to decide if they wanna do something or not. We do have a legal obligation to make sure that the condition of this barn does not get any worse. I think it is getting worse because water is getting to it, there's no denying it, but it's one of those things like, what do we wanna do when I feel like \$25,000 a year is just enough to get the ball rolling, and then we get to do this every year. So it'll be up to you and the Hudson taxpayers to decide, but this is something that needs to get done. **[Slide 48]** Another project that's coming up is County Road. This is currently a seven, but it's too tight at the bridge. So if we need to do something on Lowell Road, and I'm gonna cover this on the next slide, we need to make sure County Road can handle traffic on both sides for a proper size vehicle.

So we got the design and the permitting done for this project, and it's scheduled for 2027, it's about \$250,000. It's surface work, it's not that bad. We're just gonna widen the road about a foot to two feet on each side of the bridge, and then put proper railing, because if you drive through there, it's not gonna look good, does it? It's hanging in there, it looks sad, right? It's like, help. Yeah, it's asking for help.

Chairman Dumont: That railing's been floating in the wind for a while, I'm wondering when it's just gonna fall off.

Elvis Dhima: It is, just hit it. Next time you drive by, it's a Town Engineer, just hit it, put it out of its misery, right?

Selectman Guessferd: It's gonna mess up this project.

Elvis Dhima: No, no, I think just one kick to it will do, he wears boots. The problem is, it cannot be anchored to the face of the bridge. So it was bolted, it snapped because it got hit during winter plowing, because it's so tight, it's very, very narrow, and you cannot put it back. So we wanna extend that bridge deck out a couple feet on each side, put the proper... Instead of putting it and mounting on the side, we wanna mount it on the top, like it should be. That way, it allows us the opportunity now to do some work on Lowell Road if we need to, and use County Road to basically bypass all the traffic. **[Slide 49]** So this is in 2027, and then in 2028, we have a bridge on Lowell Road, as you know, heading to T-Bones property, the deck needs to be reworked. It's currently a five. If it gets to a four, we gotta talk about that. Obviously, we can't close Lowell Road, right? We can, but we'll probably all be let go. So the proper way of doing it is doing one lane at a time. What it means is, if we need to utilize County Road, we'll do exactly that, but we need to widen it first. So we're thinking ahead, right? Like, how are we gonna do this? But once these projects are done, then I think we're in good shape as far as the bridges goes, because those are the really two that need some help right now. County Road is much from a rating standpoint, but more for making sure that it can handle all the traffic if we have to do something on Lowell Road. And that's about it, and this is it, my favorite one. Trust me, I know what I'm doing, right? Any questions?

Selectman Guessferd: No questions, but I got just a comment. I don't think that most regular citizens in this town know exactly, know how much that you do, and how involved your department is in every other aspect of the town. This was a very good briefing tonight. Anybody watching, if they're not watching now, hopefully they'll stream it, at least this part of it, if nothing else. Because I think it's an eye opener for a lot of people, that all the different places that you're reaching into that you're supporting around the town, it's truly a town support in general organization. And you're doing it with three people, and that's astounding.

Elvis Dhima: It's getting to them. I see them sometimes, they don't look right, right?

Selectman Guessferd: Thank you for what you do. I appreciate that.

Elvis Dhima: Absolutely. No, it's good. It's good. But yeah, if you have any questions, reach out. Overall, we're in great shape. We've done, I think, all the right things that we can do. We're very aware of what things take to get done, the cost related to it, but at the same time, there's an urgency of certain things that need to get done. And as a messenger of bad news, I'm gonna have to continue to do that, right? And so with the department by saying, we need this, and then it'll be up to the Board to prioritize. But we have caught up. We're in good shape. And the idea is to do something every year. And that's why I had those three years out, like this year we'll do this. I think the key in Hudson is, slow and steady wins the race. You put too much, too fast, too soon, you're gonna... We don't do home runs in this town. I mean, it's just that simple. It's just do one base, like baseball, right? One first base, second, and then eventually make it around. But I think the way we have projected how we're gonna do things hopefully makes sense. And people driving around town don't have to worry about driving through a bridge that's not gonna be... Like some other communities, it's like all of a sudden, it's like, what the heck is going on? So we're not there, and we wanna keep up the good work. And because things are getting so expensive, I think it's very important to stay with that. So you're not putting things off because... I mean, we're seeing project estimates doubling over a year or two. It's unbelievable. It's just like, what just happened? It's like, nah, you missed the train, sorry. So anyway, if you have any questions, let me know. That's it in a nutshell.

Chairman Dumont: Did you have a question?

Selectman Vurgaropulos: Yeah, no, I'm not questioning, just a statement, which is pretty much what Selectman Guessferd said. I just wanna say thank you. I enjoy these briefings, and I enjoy Mr. Sorenson really pushing for these kind of briefings. It kind of pulls the curtain back. Yeah. And really lets the residents know what we're doing, because they only see the face value, right? So when you see behind the curtain a little bit, hopefully, it gives them a little perspective and a little... Maybe a little appreciation sprinkled over. I think they can go... Yeah.

Elvis Dhima: They can go back and look at the numbers and everything, but yeah, it's important to, I think, remember everyone, some of the success stories, instead of just basically what we're not doing. I think once in a while, we need to remind ourselves too what we're doing. Yep.

Selectman Jakoby: Yeah, I just wanted to comment to the public. The slides that are here are a lot of really good information, but I thought some of your comparisons from 10 years ago, and you could see just in that one slide, the difference in cost from a bridge 10 years ago to today, to really give people perspective. And I think understanding that the goal is moving cars through, I think those charts are very eye opening as well for people who are questioning what's happening with that. So I like the projections, I like the data that's here. I think it gives us all an opportunity to point to something concrete, and hopefully answer many questions for the public. So thank you for the detail and for the data. I know that's the main thing for your department is data, but to be able to synthesize it to something that I found very understandable, and I hope the public does too. So thank you very much.

Elvis Dhima: Absolutely.

Chairman Dumont: Any other comments?

Roy Sorenson: Do you need the cable back and the mouse?

Elvis Dhima: I do.

Roy Sorenson: Nice job. Thank you.

That's gonna be five bucks. Nice job. Thank you.

Selectman Guessferd: Thank you.

Selectman Morin: Nice job. Absolutely.

Selectman Vurgaropulos: Yeah, but he can't figure out the wires.

Elvis Dhima: No, it's just I can't. Where's the manual for this? What's going on? Alright, have a good night, everyone.

Chairman Dumont: Alright, and with that, we finished up our new business. We'll move into Selectman liaison reports and other remarks, and I will start with Selectman Vurgaropulos.

Selectman Vurgaropulos: You should have started with somebody else. I've gotta get my notes.

Chairman Dumont: I can bounce to the other side of the table. Selectman Morin, would you like to start off?

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

Selectman Morin: Had a school board meeting, but I'll yield to the school board member to go over that. I'd like to... It's really not under our purview, but Ruth Parker served on the Elvin Trustees for 40 years, and she just recently stepped down. She did it for 43 years, so I just wanna recognize that. That's a long time to serve as a volunteer, and she's done a lot of great work there and in a lot of other places, so I just wanted to recognize her. Let's see. As we had talked about earlier a little bit yesterday, we had a fire yesterday, and I just wanted to talk a little bit about how the citizens came out to assist the firefighters. We had a off duty firefighter from Pelham who lived in the neighborhood who actually slowed the fire down until the firefighters from Hudson got there, saving a lot of damage to the home. I believe it was his wife or girlfriend, if you wanna... And she's a police dispatcher in Pelham. Yeah, I believe it was his wife.

Chief Tice: Wife. So I'm pretty sure. I'm hopefully not mistaking in getting him in trouble, but...

Selectman Morin: That's why I said you.

Chief Tice: Yeah, I believe it was their wife, because we were talking about the house. I didn't realize he lived there, and he's lived there since 2018, so I didn't realize he'd been living there that long. So I believe it was his wife. Yeah, there was... Not to interrupt, but I mean, they were setting up chairs and an easy up, and other neighbors came through with Gatorade and water and ice water, and it was greatly appreciated to see the public support. And Hudson is pretty incredible. The support we've gotten as a department, and then you see something like that, and the neighbors all there helping each other out, was pretty great. So pretty special. And I'll just... Not to point fingers, but it is grilling season, be careful with your grills, keep them away from your house. Not 100% that that was the cause, but it certainly seems like it. And it's... I wouldn't say common, but I mean, it is a common thing. You get the grease, you get it too hot, it gets burning, and especially if you're not paying attention to it. We've seen them catch the sides of a lot of houses, so please keep that in mind.

Selectman Morin: And there was a third resident, she was a mom, she loaded all her kids in the car, one of those big orange coolers they use at construction sites, she filled it up with ice water and water, put it in her car herself, drove to the fire scene with cups. So the citizens really came out to help the firefighter. It was a tough day for them, I tell you. The last thing I wanna talk about is basically gonna be directed at our state representatives. As the Chief had talked about a little bit earlier, there's a big, big decision coming up in Concord in reference to the retirement system in New Hampshire. This started out as a self-funding program, and once the state in their ultimate wisdom saw that there was a lot of money, they took a lot of money out of it, and then they decided they were gonna cut the benefits of what was promised to the employees. When I was a firefighter, we went through this in 2011, I believe, and I can tell you several of us put in our retirement papers at that time because we weren't sure what was gonna happen, and we were gonna retire before we lost our benefits. As the Chief stated, we have probably half or more of our command staff that could fall under that and retire. Police...

Chief Tice: One chief level and a couple of captains.

Selectman Morin: Right. We got police officers, we have senior firefighters, and we all went through the problem we had getting firefighters when the fire department was down, all the manpower and how many hours the guys had to work and the beating they took, and that's the situation we will be in again. But the only problem is we had our senior guys to carry the department through. If we lose all these senior guys with the young department we have, we're going to be in big trouble, big trouble, and we have a hard enough time finding police and firefighters now, it is gonna put a real impact on the town. And I wanna make sure, again, I'll say again, our state reps need to step up and support the legislation as it originally was to make sure that this happened because talking to some of the guys, we will be losing some of our senior members and it's gonna put us in a real bind, real bind. And thank you.

Selectman Vurgaropulos: No, I'm ready. I only had one meeting since our last one. I went to the MUC. There wasn't much to talk about there. Everybody's kind of in vacation mode, so all the smaller subcommittees are at recess.

They did do a chair change, so the new chair is David Shaw, the new vice chair is Daniel O'Brien. Interesting subject came up while we were talking, when we decided we were gonna look at changing chairs and all that, well, there's only three of them. So if anybody gets a comment call, they can't quorum, so the meetings are instantly no. So they're trying to figure out how can maybe the BOS help support them in recruitment. And I took that and I said, okay, I'll bring it back to the board and see what we could do, but I figured maybe we could do something to look at all the boards and stuff like, do we need to put the Town Crier, you know, update the homepage, HGTV or Hudson Times or something like that to maybe try to generate some interest? I know it's not glorious being a volunteer all the time, but we need it. That's what makes our town run. So it's... I'm open to ideas if we can. I don't know what our purview is on that, how we can assist, but that was one thing that we brought up there. That's all I have for my committee updates, my liaison updates. One fun thing I did, I got to go to the T-Bone groundbreaking with Elvis. That was fun. I never saw you. We had a good time.

Chairman Dumont: Got the nice gold shovel.

Selectman Vurgaropulos: Yeah. That's good. It was pretty fun, so I enjoyed that. That's all I got.

Selectman Guessferd: Yeah, I got a few things. Tomorrow night we have a planning board meeting. We're gonna be actually going over a couple of plans, but also looking into a possible... We'll call it a moderate income expansion program, trying to basically... As we all know, it's not easy to live in Hudson these days in terms of affordability, so there's some discussion we're gonna have. If you wanna find out more about it, I'm gonna find out more about it too. Watch the meeting tomorrow night, come to the meeting, provide your input, and it should be an interesting discussion, and we'll see where it goes. We're not really sure exactly. It's basically like three-bedroom housing, sort of, how do we do that? How can we get there and do a better job of making affordable housing, bringing in people of moderate income to buy homes in Hudson and contribute to the community and all of that. So that's happening tomorrow night. I attended the library meeting last week, and I'll tell you what, we have a gem there. There's all kinds of things going on. Not only did I attend the library meeting last week, but I attended a ukulele workshop on Saturday that they held, that they sponsored, and they provided the ukuleles and gave us a lesson, we can all play a song now. You know, it was really very, very good. I enjoyed it, and that's just one example of a lot of the different programs that they do over there for adults, for kids, everybody. The only other thing I wanna mention about the library, well, there's... Obviously, there's National Night Out's coming up, first Tuesday in August. It's become bigger and bigger every year. It takes place over at the library, the Rogers Library. Police are very, very much involved at the library as library folks themselves, and it's become a really, really big event. So I encourage people to come out for that, have a lot of fun. They have food trucks, all kinds of different things, activities and things for the kids, really good event. And just wanna plug for this, this is called the Summer Event Calendar. They have these over at the library, one per family, you can come by and pick it up. It tells you about all the events. There's pages and pages of summer events here, adult events, kids' events, all kinds of stuff. And it also highlights the summer reading program for the kids. It's gonna be from June 14th to August 9th, so it's already underway. So something for your kids to do this summer with their parents. It's a lot of fun, and there's just a lot of things there. It's another... I call it a gem of our community, one of those things that really helps to bring our community together. So that's the things that are working right now, they're getting ready for night out, and that's good there. Rec Department, summer program kicked off yesterday. So there was 500 kids registered, they maxed out. And what a week to start the program, right? 95-degree temperatures, but they're getting through it. And HFD came by today with a fire truck, what I understand, and cooled the kids off with a hose. So everybody loved it. So Senior Programming, they held their second annual senior car show last week for members. There were 20 vintage cars on site, we'll have to make sure there's 21 next year, I don't know who that would be. Great turnout, the seniors are really enjoying the events over there, and they're going on a trip to Rhode Island tomorrow to see the Rhode Island lighthouses. So they're doing all kinds of fun activities and everything else for them. It looks like the weather will be maybe just a little bit cooler tomorrow for that, and they'll be down on the coast. So anyway, the only other thing I wanna say is that between this meeting and our next meeting, we have the 4th of July. I just wanna encourage everyone to enjoy yourselves, be safe, stay hydrated, and just remember, I'm not sure... I don't think we allow fireworks in Hudson here, so just be responsible and just go by the rules, have fun. There are plenty of fireworks displays around the area that you can go see, and there'll be some for Old Home Days in August. So anyway, I just wanna wish everybody a happy 4th of July, celebrate the birth of our country safely. Thank you.

Selectman Jakoby: So the Benson Park Advisory Committee met, and they're moving a lot of things forward. We know that the lions were donated, they're working on enclosures, there's been benches, new benches put at the dog park, and new picnic tables under the A frame, so lots of things happening. And also a lot of things with the Friends of Benson's, the non-profit group. So they have scheduled their 5th annual family fund day for September 20th, from 11 to 3. So if you're interested, they're looking for sponsors and volunteers for that. They had their spring fundraiser and raised \$3,300. They worked a designated partner with the Nash Casino, and they are going to pick up their check for \$162,000 approximately, sometime next week. Their week was April 22nd to May 5th, where they were the non-profit for that week. So they're excited about that opportunity. Barney the Gnome is coming back July 25th, so if you don't know about Barney, check out their website, and you can learn more about that contest. Friends of Benson Park is in need of a new board member. Their board treasurer has moved on, and so they're looking for someone who might be interested in joining their board of directors, and they'll be doing an information session about that. Let's see. For the museum, I don't know if people knew this, but NorthPoint is also helping the contractor that they selected for the museum, and we know NorthPoint has done many things in town. They're working with the DPW on figuring out how to put in a new memorial tree, so that'll be big news to see a new tree go in. And there was a break in at the train station, but that's been taken care of, and they're looking into new policies around no trespassing and motion activated lights. It was interesting to see where there were cameras in the park already, and there's not a coordination, so it'll be interesting to see where that leads, so much more conversation about safety and security. The last... So just a reminder that the next clean up date is July 19th, so every month there's a day that you can go volunteer and help at Benson Park, yet another gem of our community. And for the July 4th holiday, Elvis's presentation reminded me of my quintessential recommendation, please be careful and abide by red lights and yellow lights. I've made a concerted effort, so if you see me, I'm stopping.

I'm slowing down on the yellows and stopping on the reds now, so please be careful out there and be safe. Thank you.

Chairman Dumont: I didn't have much to speak on tonight, but I will touch on a few things briefly since they were brought up. I do have an upcoming ZBA meeting on this Thursday. As far as the funding that Selectman Morin was alluding to, I'd be happy to answer any questions. There's a lot of conversation going on out there, but I would like to point out as far as the Hudson Representatives go, the House budget had the funding in there for group two. The Senate budget did not. Both of those bodies have to concur to send a budget up to the governor to sign, and that's what ended up creating the situation that we're in now. I'm not on the Committee of Conference, I'm not privy to that vote. The vote on the total budget will happen on Thursday, but in a nutshell, the House started over here, Senate started over here, and they tried to end up somewhere in the middle, and it was a struggle from what I was told. So again, I'd just like to point out that the House did support group two in our budget. One other thing I'd like to point out, not a positive thing, but just so everybody is aware, we had our county delegation meeting last week, which affected the taxpayer of the budget, increased by 22 percent. I'm not happy about that, but that's the way that that meeting had went. We did, again, to speak to Hudson representatives, I was thankful, Representative Jeremy Slottje, when looking at cuts, started with ourselves and made a motion to cut the per diem for the state representatives that go to that, and that passed. So hopefully that sends a message to everybody that while we're looking at these tough things, we're willing to start with ourselves. That's kind of it. I know that's not anything everybody wanted to hear, but figured I'd throw it out there, and I will echo the same message for everybody to have a happy and safe Fourth of July. Thank you very much, and I will turn it over to Mr. Sorenson.

10. REMARKS BY TOWN ADMINISTRATOR: All right, thank you, Mr. Chair. A quick TA report. I promise I won't take as long as the Town Engineer. **[Slide 1]** We'll try to get through this quickly. A quick update here for PD, Kirby, buildings, windows, they are complete, they're in place. You remember this came to the board actually February 11th. I remember that was my first first meeting here, so obviously that's a date I'll always remember. Money came from, some of the money anyways, came from the energy efficiency CRF, 15 windows, I think they did a great job, and the staff is very happy with the finished product. **[Slide 2]** Staying on PD, and the chief talked about this, but John Mirabella, they had a great ceremony for him at the school.

Principal Beals there in the picture with him, just celebrating him and his service at the school. Selectman Guessferd, you mentioned this, a couple of their updates as far as community events coming up. You can see National Night out

there, and they kind of got a full slate right up until into Labor Day as well. **[Slide 3]** Cyber security training, this is just a repeat of the last live, it is June 26th again. This is offered to the board, if you want to come, come on by, we will videotape this either way, and we would ask that you watch that because this is mandatory training for all the staff, and whether you go there in person, you will certainly be tasked with viewing the video as well. **[Slide 4]** CPCNH, so busy week here, I won't be able to, I mean, these meetings you can zoom in, and this is up on their website. One of them is actually coincides with cyber security, that's when they're going to take a look at the rate changes and rate setting. Either way, I'll come back and report on this, I think at one of the upcoming meetings. We also, I do plan on attending the Sustainability Committee meeting on the 30th. Myself, Selectman Jakoby, and Selectman Morin, still have some work to do there with that charter, so we'll kind of reconnect on that, and work through that, and kind of get them in a good place. Not to compare the two or relate them, but they are kind of interweaved, as you know. Either way, at some point when we get through this, I will speak with Henry Herndon as well from CPCNH. **[Slide 5]** Selectman Guessferd mentioned this, the two-month calendar's up for recreation, they do a great job. I encourage anyone from the public, obviously, to participate, take a look at what they offer, and certainly get involved with those activities. **[Slide 6]** I had the fortune of going to the Hudson Food Pantry. I talked to Selectman Morin, he invited me to attend. You see the picture there with Len and Eve as well. Great time. I couldn't believe what I saw there, just simply one word, astonishing. I was blown away what they do, how they do it. I mean, you just can't say enough. If people don't know what this food pantry does for this town, and for anyone, really, that shows up there and is in need, it's simply amazing. And the way it's organized, the food they have, fantastic, fantastic for the community. So can't say enough about that. **[Slide 7]** This isn't a presentation I had to add this because I had missed it the first time, but June recognition, I'm going to try to do this each month. We'll talk about the employees and when they were here and the years of service. Also, public service day, I did not know this, this is worldwide. It was actually yesterday. Just giving thanks to everyone who participates as public servants. That's everybody here tonight, right? This is volunteers, elected folks, all of those people. So that's pretty big. And then a fun fact. Did you know the history of public services stretches back to Ben Franklin of all people, who started the first garbage collection and street cleaning service in 1757. Pretty amazing, huh? A man of many talents. **[Slide 8]** And then finally stick it on the history a little bit. I figured since I had such fun on my historical tour to kind of dive into some of the stuff, reading some of the talent books, but our talent sale, I was very interested in what our talent sale is here on Hudson. And there's just a little bit of history of it and how it was created. It came about based off of just the Garrison homes in the area at the time and the drawing. And it obviously incorporates Hudson today, previously Nottingham West, which is pretty amazing. So found that part of it interesting as well. That's all I have.

Remarks by School Liaison, Daniel Kilgour: Thank you for having me tonight. Just a few things I want to talk about. The new business administrator for the school district, Jenny Graves, starts in July, and we are beyond thrilled to have her on the board. Sticking with the theme of new people to kind of the school board team, so to speak. The new student liaison to the school board is Jane Markovia. The school district is very appreciative of the generous support and donation by the Alvern trustees, supporting \$319,000 towards requests at Alvern High School and the Alvirne Farm. The school district has completed the hiring process for many teaching, administrative, and staff positions. There are still a few positions open, but this year the district has completed the majority of the hiring with very few vacancies. The Alvirne graduation was a success with 240 graduates. Alongside that, other year-end activities and moving on ceremonies that are fine, elementary schools and middle schools were carried out as well. And I would like to thank the Hudson School staff on a successful school year, acknowledge Officer Mirabella for his service. The next school board meeting is July 14th, and we'll be having a workshop on July 24th from 9 a.m. to 3 p.m. Thank you very much.

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 Guessferd, to enter into non-public at 10:20 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 (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 11:03 p.m.

Motions made after nonpublic session:

- 1) Selectman Guessferd made a motion, seconded by selectman Jakoby, to hire Bryan LaBarge for the position of Firefighter/AEMT in the Fire Department at the contracted salary of \$33.85 per hour (step 6). 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.
- 2) Selectman Vurgaropulos made a motion, seconded by Selectman Jakoby, to hire Joshua Chase for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$23.08 per hour (step 2). 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.
- 3) Selectman Guessferd made a motion, seconded by Selectman Guessferd, to hire Ryan Senior for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$26.08 per hour (step 2). 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.
- 4) Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to hire Tyler Burgoyne 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.
- 5) Selectman Jakoby made a motion, seconded by Selectman Guessferd, to appoint Daniel Thibeault to the position of Town Accountant, with effective date and terms of salary to be negotiated by Town Administrator Roy E. Sorenson, to be finalized upon signed Conditional Offer of Employment executed through the signatory of the Chairman of the Board of Selectmen, Dillon Dumont. Motion carried, 5-0.
- 6) Selectman Guessferd made a motion, seconded by Selectman Morin to adjourn at 11:06 p.m. Motion carried, 5-0.

13. ADJOURNMENT

Motion to adjourn at 11:06 p.m. by Selectman Guessferd, seconded by Selectman Morin. Carried, 5-0.

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

Dillon Dumont, Chairman

Bob Guessferd, Vice-Chairman

Xen Vurgaropulos, Selectman

Heidi Jakoby, Selectman

Dave Morin, Selectman