



HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the September 9, 2025 Meeting

7:00 PM

Board of Selectmen Meeting Room, Town Hall

***Non-Public Session pursuant to RSA 91-A:3, (a) & (b) beginning at 6:00 p.m.**

Regular meeting will begin immediately after Non-Public Session

1. **CALL TO ORDER** – by Chairman Dumont the meeting of September 09, 2025 at 7:14 p.m. in the Selectmen Meeting Room at Town Hall.

Chairman Dumont: We had a nonpublic session prior to tonight's meeting, any motions made during the initial nonpublic session held prior to tonight's meeting will be read in public, along with any motions made after the nonpublic session that follows the regularly scheduled meeting.

2. **PLEDGE OF ALLEGIANCE** – Selectman Jakoby.

3. **ATTENDANCE**

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

Staff/Others: Town Administrator - Roy Sorenson; Police Chief - David Cayot; Police Captain - Patrick McStravick; Fire Chief - Scott Tice; Town Engineer - Elvis Dhima; Administrative Aide - Brooke Dubowik; Executive Assistant - Lorrie Weissgarber.

As my first order of business, I'm actually going to change the order of business. I'm going to ask Brooke Dubowik to please come up.

One of the items in our non-public session was related to the position of Town Planner for Hudson, where Brooke was a part of that discussion. And I would ask if any of the Board have any comments.

Selectman Guessferd made a motion, seconded by Selectman Morin, to appoint Brooke Dubowik to the position of Town Planner with effective date and terms of salary to be negotiated by the Town Administrator to be finalized upon a signed conditional offer of employment executed through the signatory of the Chairman of the Board of Selectmen. Motion carried, 5-0.

Chairman Dumont: Congratulations, Mrs. Dubowik. As Chairman of the Board of Selectmen, I would like to welcome you as our new Town Planner of Hudson, New Hampshire. A brief overview of Brooke's path to this point, from a nationwide pool of more than 20 applicants, seven advance to the first-round interviews, with Brooke moving on to the second round. There, she completed a detailed interview before the Town Planner Interview Committee, and completion of a practical essay exercise previously used in prior searches. Through this process, Brooke Dubowik proved to be the most qualified candidate. And I would ask if the board has anything else to add? Comments? And I would ask, Brooke, if you have anything to add, and maybe introduce yourself to the public.

Brooke Dubowik: Sure. Thank you. Thank you very much. Chairman Dumont, members of the Board, I would like to thank you for your continued support during this transition into Hudson's Town Planner. I would also like to express my gratitude to my family and my co-workers for the encouragement and support they provided along the way. A little about me personally, I am a proud Hudson native. Both my husband and I are graduates of the Hudson school system. After college, we returned to Hudson and settled into one of our neighborhoods that we always loved. We made it our home. We now have two wonderful daughters, Emily and Whitney, who are following in our footsteps. They are here with me tonight, along with my husband Tim, sitting just behind me. For those of you who may not know me professionally, I'm sorry, I've served as the Administrative Aide to the Town Planner for over 10 years. During that time, I have had the opportunity to work alongside three different Town Planners, and I have gained valuable experience and insight into the planning process. In between those transitions, I provided consistent support, not only to the Planning Board, but also to our residents and

professionals that we work with every day. As your Town Planner, I am committed to preserving Hudson's unique character with honesty, transparency, and respect. Beyond my professional role, it is also deeply important to me to set a strong example for my daughters by showing them the value of public service and giving back to a community that we love. Once again, I just want to thank you guys for this opportunity, and I look forward to continuing to serve the town.

Roy Sorenson: Mr. Chair, if I may.

Chairman Dumont: Yeah, Mr. Sorensen.

Roy Sorenson: Personally, I'd just like to congratulate Brooke. Obviously, she's played a big part within the planning department over the past 10 years. There's been a lot of movement there. I would say maybe even some instability, but she's been kind of stable over there ever since. So, there's a lot to thank her for for that, and I think she's ready to move on to this next big step in her career. And I have complete confidence that she can fulfill that role for this community.

Brooke Dubowik: Thank you. I appreciate it.

Chairman Dumont: I agree. I'm going to come over.

Board thanks and congratulates Mrs. Dubowik.

Chairman Dumont: All right, with that, we will return to the normal order of business, rolling right into public input. With that, does anyone in the audience wish to address the Board on any issue which the Board has control of at this time? If you do, please come on up. Sit down. State your name and address for the record. I'm not seeing anybody. I will open and close public input at 7:19 p.m. And we will roll right into number five, Recognitions, Nominations, and Appointments. We have no Recognitions. We have no Nominations or Appointments, actually. So, we're going to go right over that. We're going to go right into Consent Items. Does any board member wish to remove any item for separate consideration? We have a motion to approve the consent items.

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

4. PUBLIC INPUT – None

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS:

A. Recognitions – None

B. Nominations – None

C. Appointments – None

6. CONSENT ITEMS

A. Assessing Items – None

B. Water/Sewer Items – None

C. Licenses & Permits & Policies – None

D. Donations – None

E. Acceptance of Minutes

1) August 26, 2025

F. Calendar

9/09	7:00	Board of Selectmen	BOS Meeting Room
9/10	7:00	Planning Board	Buxton Meeting Room
9/11	6:30	Nine Eleven Observance	Benson Park
9/16	7:00	MUC Committee	BOS Meeting Room
9/17	6:00	Library Trustees	Hills Memorial Library

9/18	7:00	Benson Park Committee	Hudson Cable access Center
9/22	7:00	Sustainability Committee	Buxton Meeting Room
9/23	7:00	Board of Selectmen	BOS Meeting Room

Chairman Dumont: We'll go right into Old Business. Mr. Sorensen, could you please read that into the record?

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on August 26, 2025

- 1) Selectman Guessferd made a motion, seconded by Selectman Morin, to approve the settlement agreement on Consolidated communication's property at Tax Map 100, Lot 10, as recommended by the Chief Assessor and legal counsel. Further, said agreement to be placed on file at the Town Clerk's Office. Motion carried, 5-0.
- 2) Selectman Morin made a motion, seconded by Selectman Guessferd, to accept the resignation of Police probationary dispatcher Lucy Elerath dated August 26, 2025, as presented by Chief Cayot. Motion carried, 5-0.
- 3) Selectman Vurgaropulos made a motion, seconded by Selectman Guessferd, to promote Lieutenant Patrick Broderick to Captain at \$115,123.00 in accordance with the Hudson Police, Fire, Town Supervisors Association Contract (Step 3). This elevation in rank would be effective on Monday, 01 September 2025, as presented by Chief Cayot. Motion carried, 5-0.
- 4) Selectman Jakoby made a motion, seconded by Selectman Guessferd, to promote sergeant Matthew Flynn to Lieutenant at \$112,301.00 in accordance with the Hudson Police, Fire, Town Supervisors Association Contract (step 6). This elevation in rank would be effective on Monday, 01, September 2025, as presented by Chief Cayot. Motion carried, 5-0.
- 5) Selectman Vurgaropulos made a motion, seconded by Selectman Morin, to promote Master Patrol Officer Tyler Merrill to the position of Sergeant at \$48.33 per hour according to the Hudson Police, Fire, Town Supervisors Association Contract (step 6). This elevation in rank would be effective on Monday, 01 September 2025, as presented by Chief Cayot. Motion carried, 5-0.
- 6) Selectman Jakoby made a motion, seconded by Selectman Morin, to hire Bjarna O'Brien for the position of Animal Control Supervisor with a starting salary of \$75,064.00 (step 2), all in accordance with the Hudson Police, Fire, Town Supervisors Association Contract, as presented by Chief Cayot. Motion carried, 5-0.
- 7) Selectman Morin made a motion, seconded by Selectman Guessferd, to hire Victoria Rackliff as a part-time Animal Control Officer with a starting salary of \$20.25 (step 1) per hour, all in accordance with the Hudson Police Employee Association Contract, as presented by Chief Cayot. Motion carried, 5-0.
- 8) Selectman Vurgaropulos made a motion, seconded by Selectman Jakoby, to approve the hiring of Duane Durand for the part-time Maintenance Technician position with the Hudson Police Department at a starting rate of \$25.00 per hour. Motion carried, 5-0.
- 9) Selectman Morin made a motion, seconded by Selectman Guessferd, to re-hire Alyssa Anderson for the position of Dispatcher in the Fire Department at the contracted salary of \$22.66 per hour step 1 and have her service bridged for purposes of computing Earned Time accrual. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by Fire Chief Tice. Motion carried, 5-0.
- 10) Selectman Guessferd made a motion, seconded by Selectman Morin, to adjourn at 10:47 p.m. Motion carried, 5-0.

8. NEW BUSINESS

A. Public Hearing: Haselton Barn Donation – Engineering/Decision

Chairman Dumont: Thank you very much. We're ready for business, public hearing on the Haselton Barn donation. We recently had a Hudson resident that generously offered to restore the cupola on the Haselton Barn at Benson Park, and to assist with the logistics, S.L. Chase Steel of Hudson has offered to provide transportation of the cupola to and from the restoration site. So, I'll recognize Mr. Dhima to come up and speak to that.

Elvis Dhima: Thank you, Mr. Chairman. Good evening, everyone. As you recall in the last meeting, we had Mr. Lavoie come forward and undertake this massive project, and the only thing he asked for is obviously helping him out with transportation. I reached out to S.L. Chassis, Mr. Steve Chassis, and as always, he's just been a great asset for the town. And he basically said, and I quote him, anything when it comes to Benson Park. So, I'm going to hold him to it, I guess. With that said, we have the opportunity to pick that up at the site, deliver it at Mr. Lavoie's place when it's ready to go, and we'll have to bring it back to the site. There's two options when we bring it back. We have to figure out if we can put it on top of the roof or somewhere else. So, there is formal mobilization, if you want to call it that. Picking it up, dropping it off, picking it up, dropping it off. With a crane like that, you're looking at \$10,000 a day, so I felt like that was a good number to basically accept any labor and equipment. It's obviously a great donation, it's for a great cause, and I think it would be a great addition to what we're trying to do out there, which is trying to bring it to as close as it can to the original form.

Chairman Dumont: And you talk to him once we figure it all out, we're going to need a way to get it up there, right?

Elvis Dhima: Yeah, exactly. Well, that's exactly the crane that he has. I mean, he's got top of the line, best of the best. It's just a matter of trying to figure out structurally if that structure can handle it. But let's get it fixed first, and we'll go from there.

Chairman Dumont: Sounds good.

Selectman Morin: The only problem with that getting fixed, the rest of the barn looks terrible. We're going to have to do something about that.

Elvis Dhima: So, there's something very good in the works. I think you're going to see it in the budget. We're going to move forward with a capital reserve fund for Haselton Barn for \$25,000 a year. Hopefully the taxpayers feel like that's a good start. And the idea is let's do the front facade with historical siding. And I spoke to the state on the recent one. They're willing to work with us on the rest of the building, which is not going to be the historical one. Maybe it'll be something close to it, but not exact. So, they're now understanding that if we don't do anything, we're going to lose that. So, it's a very good sign. So, I feel like \$25,000 will get the ball rolling. And if we can do one side at a time, so be it. But we're going to try to do something about the sides as well. And then we're going to have a big party inside when it's all done. We'll see.

Chairman Dumont: There's no other comments from the Board. I'm going to open up the public hearing. We'll open the public hearing at 7:26 p.m. If there's anybody in the public that would like to come up and speak on this, now's your time to come up and say a couple words. Not seeing anybody, we will close at 7:27 p.m.

Selectman Jakoby made a motion, seconded by Selectman Morin, to accept the donation of \$10,000, pursuant to RSA 31:95-b, in labor and equipment from S.L. Chase Steel of Hudson, New Hampshire for the transportation of the Haselton Barn Cupola and to authorize staff to coordinate and assist with this project. Motion carried, 5-0.

B. Public Hearing: Melendy Road Bridge Unanticipated Funds – Engineering/Decision

Chairman Dumont: Next up is Melendy Road Bridge Unanticipated Funds. The town has agreed to utilize state bridge aid and ARPA funding available to assist in funding with the completion of the Melendy Road Bridge project. And I'll recognize Mr. Dhima to speak about that.

Elvis Dhima: Thank you, Mr. Chairman. The two items you have in front of you tonight has to do with the Melendy Road Bridge. Before we jump into the item, I'd like to go over a little bit of a timeline. Our budget, kind of what we achieved through this. And then we'll dive into the items itself. So, Melendy Road Bridge Replacement Timeline. January 2023. Board of Selectman approved Melendy Road Bridge replacement design and permitting phase. That basically initiated the Board of Selectman to have basically a shovel-ready project in case something like a great opportunity would come across. In October 2023, Town of Hudson made the case to Government Advisory Commission on Intermodal Transportation (GACIT). That's happening again, by the way, in October in town again. So that's the mechanism we're going to use to try to get Belknap in. At that meeting, we made our case that this should be on the 10-year plan. Why? Because it was a shovel-ready project. The town had the design done, had the right-of-way we were working on, and we had all the permitting in place, including the NEPA permit we didn't have to do. In January 2024, we received notification from the state that this project was added to the 10-year plan, which was a miracle in itself. I did play the lottery at that time. I did not win, but we did get this at least. So, in March of 2024, the town approved a \$100,000 warrant article related to this project. So, what you will see here is that we did not carry the full amount for this project because we did not know this was going to be in the 10-year plan. \$100,000 was related to additional design, permitting, things like that. What happened is in a perfect world, if we knew we were going to get in the 10-year plan, we would have carried \$1.49 million. We didn't do that because we didn't know if we had a project. So, what are we doing moving forward? We don't have this. We're going to do this for Belknap. Last year, or March of 2025, we approved a warrant article for \$2.5 million to do Belknap Road Extension. So, if we get into the program like we did, we won't have to worry about the financial piece. We would have that number carried in our books. So, this particular case, for the first time ever, we asked for something, and we got it. It was unbelievable. And the reason for that is, in a nutshell, there was money available, but not enough projects to go shovel-ready. This meant, basically, everything that we're looking for. So, in November 2024, the Board of Selectmen awarded the contract for the Contract of Designer Engineering for the construction oversight. Construction started this year, April of 2025. We completed the construction in August 2025. And the project is completed and will be accepted as of tonight. So, we were able to basically utilize about \$1.45 million in about three months, four months. We're very good at it now. When it comes to spending state money, we're as good as it gets. We can actually probably teach a class to one of the universities in New Hampshire. We're very good at it. We're very efficient. We know what we're doing. They see us at the state as a very reliable partner. So, if you want to utilize the funds, we're it. We're ready to go. So, that's basically the timeline. So, anyone that has any questions about what happened, there was a gap in there, this is the timeline. The next one is, I wanted to go down a breakdown to what we did for budget summary. So, the total New Hampshire DOT project for this was \$1.448 million in change. The contractor that did the actual work was about \$1.269 million. Out of that, the town portion, which is 20%, was about \$253,871. Out of that, we spent \$100,000 from the warrant article we raised, which the taxpayers voted for. We spent about \$128,000 out of State Bridge Aid funds that we got from the state, one-time payments. So, that wasn't a taxpayer, that was the state. And then, engineering funds were utilized for \$25,000 in change. For the third-party review, which was about \$142,000 in change, we used ARPA money and State Bridge. There was no taxpayer money on that one. And then, for the designer, which was about \$36,000, our portion, 20%, was \$7,000 and change. That was 100% Bridge Aid. So, in summary, we did a \$1.448 million project, and our portion was about \$125,675.29, because I know Selectman Dumont is all about the cents. So, what did it cost the taxpayers in this one? About 8.67% of the total cost. Why? Because this Board decided to take the aggressive approach of having a shovel-ready project and start looking ahead. Big win for the town. Big win for the taxpayer. And guess what? We don't have to worry about that one for the next 50 years. It got off the red list, and another one we got off the red list was Lowell and First Brook. We got the letter from the state saying, good job, you're off the list. So, we're in great shape. This was the last one we had, and it was a good one to put behind us. So, big win. This is what we were dealing with. On the left-hand side, this is what it looked like, and on the right-hand side, this is what it looks like now. Big change. You got the nice, fancy sidewalk rail, so no one can jump out of there. You got a decent bridge guard rail, and you got a great opening as well. That basically handles all the flow now, from now and in the future, versus what you see on the left. It's a much narrow one. That's right. So, what does it look like from the road? Not much of a difference at all. The only big thing you're going to see there is that we added a sidewalk on the left-hand side, which is a great addition. So, we had some folks out there walking, and they loved it. They're like, thank you for doing this, because we're walking on the road. Fun fact about this project, the last time they did the bridge, they were supposed to do the sidewalk, but I guess

someone had a bad day and decided not to do the sidewalk. So, here we go. So, they said, Elvis, are you going to do this again this summer on? I said, no, we're going to put the sidewalk like it's intended to be. So, not much of a difference when you look at this. The biggest thing is the cross-section, but it was very successful. We used this contractor for the first time out of Maine. There were some concerns, because they're far away. And I've got to tell you, I was very much impressed. I was very impressed, and they asked what our next project is. I said, stay tuned. Maybe we'll have something for you. And I'm thinking of Belknap Road Extension. So, two thumbs up. The state came in. They really liked what they saw. The abutters were very great to work with. They were very happy with the finished product. We took care of them as well. We did everything we could to make sure that they got decent driveways, you know, whatever they needed adjacent to it. And, you know, we put some additional control points for our water, which goes under the brook at that point. So, that was good. And believe it or not, it was on budget. Out of concept. On budget and on time. It was just like, how do you guys do it? I said, well, I'll tell you, but then we have to kill you. So, yeah, this was very, very much, yeah, on time and on budget. It was very good.

Selectman Guessferd: No big dig?

Elvis Dhima: Yeah, no big dig this time. No. You get worried about it, because you never know what you get into. But, yeah, a big success story on this one. Glad it's behind us. A lot of effort into it. A lot of things that could have gone wrong, but I think we did very well on this one. It was good.

Chairman Dumont: I just want to add that I echo the fact about the sidewalk. I thought that was a huge improvement over there. The amount of kids that walk along that road, especially when schools open, that curve just before that by the telephone pole is pretty sketchy. So, anybody that's ever walked there, it just always pegs me as a dangerous spot. So, I'm happy to see that. Any other comments from the Board? I'm not seeing any comments. I'm going to open the public hearing at 7:35 p.m. So, if anybody in the public would like to come up and speak on this issue, please come on up, name and address. I'm not seeing anybody. I'm going to close at 7:35 p.m., and I'll be looking for a motion.

Selectman Vurgaropoulos made a motion, seconded by Selectman Guessferd, to accept unanticipated funds in the amount of \$1,159,093.32, 80% of the total project cost allocation and pursuant to RSA 31:95-b from New Hampshire Department of Transportation for LPA Project 44653 Melindy Road Bridge replacement.

Roy Sorenson: Nice job, Mr. Dhima.

Chairman Dumont: Very well done.

Elvis Dhima: Thank you for the support on that one.

Selectman Guessferd: Absolutely.

C. Melindy Road Bridge Replacement – Engineering/Decision

Chairman Dumont: And next up obviously to tie into that is the Melindy Road Bridge replacement. I'll recognize Mr. Dhima to talk about that.

Elvis Dhima: Thank you, Mr. Chairman. As I stated earlier, we were successfully completing everything. We had a walkthrough of the state. Everything has been basically accomplished to what we're trying to do. The paperwork has been submitted for official close-up. So, what that means is we need to sign off basically on this project and say this was done in accordance with the plans. We're satisfied and we can release basically the contractor from any further requirements. And this motion that you have in front of you tonight authorizes me to sign off all the paperwork we needed to close this LPA project.

Selectman Guessferd made a motion, seconded by Selectman Vurgaropoulos, to approve the certificate of final completion of work form as recommended by the town engineer for New Hampshire Department of Transportation LPA project 44653 Melindy Road Bridge replacement and to authorize him to sign and submit the forms to effectuate the agreement. Motion carried, 5-0.

Elvis Dhima: Thank you very much. Off to the next one, right? Let's get that next one.

Selectman Vurgaropulos: Get us another shovel ready.

Elvis Dhima: That's right. We're working on that.

D. Fire Department Update –Fire/Informational (presentation)

Chairman Dumont: Alright, next up is the Fire Department update. I will recognize Fire Chief, Scott Tice.

Chief Tice: Thank you, Mr. Chair and good evening, everyone. I appreciate the Board allowing me to come talk about the fire department. Something I generally like to talk about a lot so I will try to keep it fairly brief tonight. Alright, so tonight I'll give you kind of an overview of how the operations run, how the staffing works. We'll review some of our strategic planning with our SWOT analysis and our future goals and our strategic goals that we've established. So, the mission statement of the Hudson Fire Department is prepare, prevent, protect and this kind of sums up very succinctly, I think, what we're here for. Number one, we're here to protect the public, respond to emergencies, take care of people in their time of need. We're here to make sure we're prepared for that. We can't go out and take care of the public we're not prepared for. This comes into our training, our professional development, our equipment, taking care of our equipment and if we can prevent something bad from happening, it's a lot better than when we respond to it. So, this is how we look at how we try to approach our jobs. Our vision statement, organizationally we've set a vision to empower our organization with the knowledge, abilities and resources to meet the ever-changing challenges that face our communities. Now I look at this as the administration's responsibility to provide the rest of the organization with everything they need to be able to go do their jobs. I don't respond on calls every day. My job is to make sure those people have, whether it's the Inspection Service Division, Communications, or the Emergency Services Branch, to make sure they have what they need. Our value statement is P.R.I.D.E. which is an acronym, stands for Professionalism, Respect, Integrity, Dedication and Empathy and these are all values that we hold dear and all our employees exemplify. I won't go through this entire thing, I know it's kind of small, but one of the things I did want to point out on that, since we've been talking about paramedics recently, last time we met, kind of show you the paramedics highlighted in red down at the bottom, see how we have that laid out and you may or may not be able to see, we have one vacant firefighter position so just wanted to point that out that we've been able to close a lot of our vacancies.

Roy Sorenson: If I may Mr. Chair, that's with you for this fiscal year?

Chief Tice: Yes, that is with that for so that's at 12 o'clock a shift. The organizational chart, myself lonely at the top with the executive coordinator who reports directly to me. Underneath myself I have the fire marshal, the Inspection Services Division, they have an administrative aide, they have a building official whose primary duties relate to the building code, the state building code, we have a fire prevention officer whose primary duties relate to the state fire code fire prevention activities and then they have an inspector under them on the right hand side is the emergency services branch two deputy chiefs who report up to me, there's an administrative aide that not only works with them but provides most of the department wide administrative functions and then we have the four duty-crews, each with a captain that's a shift commander and they have various collateral duties and we have the training officer and then under each captain we have two lieutenants, the working supervisors and underneath them would be the firefighters.

Selectman Morin: What's the EMS lieutenant?

Chief Tice: The EMS lieutenant is our part time EMS officer or supervisor that helps with the administrative functions, that's Mickey's position.

Selectman Morin: Okay, so that's Lieutenant Rudolph?

Chief Tice: Yes.

Selectman Morin: So, what's the EMS supervisor?

Chief Tice: That's her position.

Selectman Morin: I'm sorry?

Chief Tice: That's her position, that's Mickey's position. Yes.

Selectman Morin: Okay, you just have it down twice that's why I was asking. You have EMS lieutenant and EMS supervisor that's why. Oh, okay, I apologize on that we've been doing some updating moving around, we must have forgotten to move it, we must have moved it and forgotten to delete it. I can see why you were confused now. The emergency services branch operates out of three stations, station one is at 52 Robinson Road we have one lieutenant and two firefighters that work out of that station 24 hours a day, seven days a week primarily to respond to emergency calls, other duties throughout the day they take care of their facility, they take care of their equipment, do equipment checks general maintenance, cleanliness those types of things what we call cross staffing, so they take whichever apparatus is appropriate for the call that we have so they can take either engine one, ambulance one or medic one, which is the same truck, we just, if we don't have a paramedic on board, we call signs a medic, if it has a medic if it doesn't have a medic, it's call signs an ambulance. Okay. And we have forestry one up there. Station two is our central station, it's located right here at Library Street, where we have one captain and five firefighters, and they staff engine two, ambulance two, ladder two, tanker one, and squad one, again dependent upon what the call is and what the appropriate apparatus is for that call. And then station four is 204 Lowell Road, again just like station one, one lieutenant, two firefighters and they'll cross between engine four, ambulance four, and squad four. What I wanted to show with this is try to give you a graphic representation while year to year, the types of calls we have will fluctuate you know, here and there but one thing that is a constant and I think that shows is the high level of EMS calls that we do, it's somewhere between 75% and 80% a year of our call volume is EMS call volume, and that's pretty consistent year to year.

Selectman Guessferd: It looks like 2024 was a much busier year so far, but we're not over yet.

Chief Tice: We're not over yet, and it's not, the holidays are coming. There's a lot of things that can happen between now and the end of the year. This is our fire alarm center it's staffed, so we're staffed by one dispatcher, we have four full-time dispatchers that rotate through there their immediate supervisor is the on-duty captain, and then one of the captains is also, their collateral duty is communications, of which includes the four dispatchers. Okay, so just so the public knows, because they may not know, we provide ambulance service to Litchfield, we also dispatch for Litchfield. What I'm trying to show in this graph is our calls that are dispatched in blue, the number of calls dispatched for Litchfield in the yellow, and then the green is the overall dispatch calls. Administration, that's where my office, two deputy chiefs, the training captain, the executive coordinator, the administrative aide, and the EMS officer are located all in the admin building. The inspectional services is a piece, they've got office space over with land use in the town hall where they're responsible for the state fire code, the state building code, they do a lot of the public health follow-up on housing complaints and that type of stuff for me, they do, the fire prevention officer does a lot of the forestry follow-up and work for me as well. Their activity volume, number of permits is in green and the inspections are in blue. You always see the number of inspections will always outnumber the number of permits because there's usually multiple inspections with each permit. We've taken a lot of information from a lot of different places to develop our SWOT analysis. What we've done, we've taken a look, we've got, you know, we decided what we're trying to go in the future, do a SWOT analysis of where we're at, and then we're putting a plan together to go from where we are to where we want to go. So, our strengths are our people, we've hired a lot of new people, we've hired a lot of good people that want to be involved, want to learn, want to grow, and want to move the organization forward. We get a lot of great support from the community, from the voters, from this Board, from the budget committee, a lot of positive comments back from the public, so I would say I think we definitely feel appreciated by the public, which is nice. The condition of our equipment and the consistency, I never thought I would see the consistency that we have today with the apparatus and the equipment and the setup, so that's a good strength for us. Lowell Road Station and Central Station, the condition of those stations is good. We're making improvements in our training and our development programs, we've made staffing improvements, and we're maintaining staffing, we've slowed down the turnover, which is an improvement, and the firefighters are in contract, in a good contract. Weaknesses, we've hired a lot of firefighters. We've hired a lot of firefighters, we've promoted a lot of officers, so we have a lot of inexperienced people right now that we're working to build and grow. We're also looking at our professional development program, not just for our current people, but we're looking down the road at building something to prepare the next generation of officers. Currently we have no spare engine, so whenever we have an engine out of service we have to run the tanker in place of an engine, which does not

operate and provide the same capabilities as an engine. Our space at Central Station is pretty full, we're pretty tight, we don't have a lot of room for expansion or anything additional to what we have now. Robinson Road, we've been doing little things here to fix it up, we've gotten it painted, we've got put new windows in it, but we'd like to at some point take a look at putting some more attention into that building. Right now, we have the captain at Central Station, we don't have a lieutenant who's a working supervisor, so his span of control and his real job really is supposed to be as a shift commander and kind of running the whole incident, so he's not working directly with his crew, so right now all those firefighters work unsupervised a great part of the time. Looking at our leadership and management styles and what's worked in the past doesn't work generally now as generations change and trying to build a strong supportive team culture is something we need to work on. Training facility is something that we use, the Burns Hill facility which we kept after we moved to Lowell Road, we're using it for storage now, we do use it for training, but we're somewhat limited there and a training facility would be something that we would like to see in the future.

Chairman Dumont: Is that considered Station 3?

Chief Tice: It's not, we really just consider it the Burns Hill facility or Burns Hill.

Chairman Dumont: I was going to ask, because in the packet it skipped over Station 3, what would that be or is that just...

Chief Tice: Yeah, they store it over there. So, when I came here we had Stations 1, 2, 4, we had Company 1 which was a call company at Station 1, Company 2 were the full-time guys at Central, Company 3 were the call guys at Central, and then Company 4 were the call guys at Burns Hill and that was Station 4. I don't know if you have a better explanation.

Selectman Morin: What happened to Station 3, Company 3 is when they got rid of that fourth engine that we are desperately in need of, that's when 3 disappeared. That's why we have 1, 2, 4, because 3 was put out of service and disbanded.

Chairman Dumont: Thank you.

Chief Tice: Low frequency events like the technical rescue that we're weak in right now currently, and community outreach, I think there's... I think we can do more proactive accident prevention, community risk reduction for the community that we just don't have the personnel and the time to do now, but I think that's something that would greatly benefit the community. Opportunities, engaging the public, explaining like tonight, having the opportunity to speak here, not just to you, but I recognize there's people at home that are listening to give them an idea of how we operate and what we're all about. Our new employees, every new employee comes in, they're like a blank slate. We have the opportunity to mold them and groom them and develop them in the way that we want. Grants, as you know, we're waiting to hear on the SAFER grant that we discussed at length a short time ago. We're in the middle of an AFG grant that's providing enhanced physicals and some mental wellness and a fire ground safety program that's coming up for all of our fire personnel. So, certainly grants and being able to take advantage of that and taking that burden off the local taxpayers and being able to do things that we wouldn't be able to fund otherwise. Powering our people, like I said, we have a lot of good people. We have people that want to be involved and do things and to have people that are willing to take on extra projects and do things to help us move the organization forward. We want to continue to engage those people and let them go with those projects. And technology, one of the things we've started going to is having the ability to push information out to iPads on the apparatus, which will that program will get better with the new CAD other than the way we did it now. But now we'll be able to have pre-planned information, building information, information about the utilities, you know, utilities in the street, city utilities with the firefighters where, you know, out in the street being able to use on emergency scenes. The other thing with the CAD, we're open to get better information out of it on the back end. You know, data, statistics, be able to provide better information to you folks, Budget Committee, and the people of what our activity is and be able to show that. The threats, the economy is always a threat. You know, if the economy is on a downward slide, people get even more concerned about taxes and then we look at, you know, budget constraints. Politics, you know, can affect grants, can affect a lot of different things of how we operate. And then other departments offering more. It's still a competitive market out there for firefighters. We've done a lot to slow down our turnover, but we've

got to keep working on those things that make people want to stay here because there is other opportunities elsewhere. So, our future aspirations, you know, is kind of where we're looking, where we want to go. Everyone wants to work in an environment that's supportive, where they can reach their goals, where they feel like their needs are being met. I look at it like I look at Maslow's hierarchy of needs and you get up to those higher levels where people feel self-actualized, where they've met their goals, they feel fulfilled. And that's, especially in a job like a fire department, people are looking to do something, giving back to the community, something where they're helping other people. It's not, you know, it's a different kind of career in that way and they really want to be able to reach their potential and succeed and achieve their goals. And that's something that we really want to work towards and help develop people and give them those opportunities. Everyone wants to work with great leaders and great management and that's one of the things, like I said, we've instituted some leadership development and our goals for the future is to continue to put those programs into place, not just for our current leaders, but to start doing a better job to mentor, develop the next generation. And it's a constant, it's a constant because we'll, you know, over the years you have people retire, you have other people move up into new positions and you've got to prepare them before they take those positions. Staffing fire apparatus, which is what we're working towards right now, until we went to 12-a-shift, all three engines were cross-staffing ambulances, now we're in a position where we can staff one engine as an engine at all time. As we increase the staffing, if we're able to do that, we'll be able to staff more engines and ambulances and keep better fire protection and also give the people a chance to be on fire apparatus more than just being on the ambulances, which is one of those things that will help keep people. We all want a well-trained, highly effective, very safe operation and we've talked about increasing staffing and retaining the staffing that we have. Retention is a lot cheaper than recruitment. So, one of the things we talked about when I reviewed this with staff is if we set goals and it says we want to be highly professional, does it mean we're saying we're not now? That's not how I look at it. I think the department is doing very well. I think we have a good department. It seems like the people are happy with the department. I know I'm proud of the department, but it doesn't mean that we're just going to sit back and be happy being good. We're always going to try to get better. My philosophy is that if you're not moving forward, you're moving backwards. So this is all about trying to get even better than we already are. So, our three strategic goals for this plan is to be a highly professional organization through strong leadership and management, skill development and practices, to be an operationally excellent all-houses fire department that protects the community against all emergency situations, and to build a culture that's supportive of our personnel, which allows them to achieve their goals and reach their highest potential.

Chairman Dumont: Very good job. Any questions from the Board? Comments?

Selectman Jakob: I just want to say I think it's very impressive and nice for the community to see everything laid out and to really give an idea of the volume of calls and what the new additional staffing can do. To have an engine available is a long time in coming recently. So, I think that's really good for everyone to be aware of. And also, I think being aware of the culture and the changes happening just with the next generation and things is very self-aware of the department. So, I just really appreciated the presentation and the focus. So, thank you.

Chief Tice: Thank you.

Chairman Dumont: I think it's good to obviously we see you in here quite often for different things, but to get a feel of the overall department, how everything flows, the layout, paints a better picture for us and the public. So, I really appreciate that.

Chief Tice: Yeah, I think this has been a great idea just to educate the public. Even as a department head, watching the other departments go and learn a little bit more about their departments has been good. So, you know, appreciate it.

Roy Sorensen: Alright, nice job, Chief. Just a couple things. So, you just have one vacancy now. That includes the four that you said were on the current fiscal year.

Chief Tice: That is correct.

Roy Sorenson: So, you've got one vacancy. The SAFER grant, do you think we'll hear by the end of September?

Chief Tice: We were told that they were supposed to be awarded by the end of the fiscal year.

Roy Sorenson: Alright, so you'll keep up with speed on that.

Chief Tice: It is the federal government. So, anything can happen. But I was just on the I-Chief's website the other day and they had a form and there was a lot of people asking if anybody's heard. I haven't heard of any awards and it seems like a lot of Chiefs were out there asking other Chiefs if anybody's heard anything.

Roy Sorenson: Alright, I get one more. The fire truck. What are we expecting that?

Chief Tice: The latest update I have is still on track for March.

Selectman Jakoby: That's the platform truck? Yes. Just for the public to know. That's the platform truck. That was ordered through the Target facility fees. So, if you can believe it, the truck's almost here.

Chief Tice: Well, fingers still crossed. It's still been a long time. I was just thinking as I was sitting here how long it's been since we went out to the factory to do the pre-con meeting. A couple years.

Chairman Dumont: On our end, everything was complete, ready to go. It's manufacturing that's taken this long amount of time.

Chief Tice: It's across the manufacturers. All the manufacturers are behind the price increases. I will say that I haven't heard anything recently, but I know there was a couple of representatives or senators looking into there's a few manufacturers that have roughly 90% of the fire apparatus market. They're looking at them for potentially artificially inflating the wait time and then driving up prices. I've heard engines taking up to four years at this point. It's ridiculous.

Chairman Dumont: Do you have anything else? Selectman Guessferd?

Selectman Guessferd: Yeah, I just want to make a clarification. When you were talking about the SAFER grant and the fiscal year, we're talking about the federal fiscal year, which ends in September. So hopefully we'll hear something within the next few weeks.

Chief Tice: I'm hoping.

Chairman Dumont: Selectman Jacoby, did you have something?

Selectman Jakoby: Nope.

Chairman Dumont: Any other comments or questions? Thank you very much, Chief. Appreciate it.

Chief Tice: Thank you. Everyone have a good night. Actually, if you don't mind, a couple of things I would like to cover. We did find out two mosquito batches have tested positive for Jamestown Canyon virus. Trying to think of the streets now. I don't want to get into the wrong streets. Speare Road and Sir Isaac Way. One mosquito each of the pools. Talking to our contractor in the state, they're not concerned at this point, where it was just two mosquitoes. You've got the cool nights. They're not going to be very active. You've got the dry conditions. We're still monitoring at this point, but they didn't recommend taking any spraying or anything aggressive like that. We put some information out on the Facebook page and town website. I just wanted to put that out there. Just a reminder, best things you can do is limit your time outside during dusk and dawn. Wear long-sleeved shirts, long pants, put on some bug spray, it will go a long way. I know I was out last night, and there really wasn't any mosquitoes out because the temperatures are really dropping at nighttime. Just wanted to mention that. Also, a reminder that we're having our memorial service Thursday at 5:30 p.m. before the Nine Eleven memorial. Another shameless plug, but we have our open house September 27th from 10:00 a.m. - 2:00 p.m. Hope to have another great attendance like we did last year.

Chairman Dumont: Thank you very much, Chief.

Selectman Vurgaropulos: Thank you, Chief.

E. Route 111 Senator Robert Clegg, Jr. Dedication – Administration/Decision

Chairman Dumont: Real quickly, just for some info on our side, I don't know, a year or two ago, this came in front of us. We took some action. They're looking for us to recertify that, but I'll let Selectman Morin speak to the issue.

Selectman Morin: Senator Carson gave me a call the other day that they are moving forward with having the signs produced to name Route 111 in Hudson Bob Clegg Memorial Highway. She would like to know where the signs will be placed and then move forward with putting some type of ceremony together, so the Board just needs to make a decision. What we have for a motion so that can get forwarded up to the state so they can get moving.

Chairman Dumont: What we did at the last meeting when this first came about, the discussion was, which I think is pretty typical, one at the beginning of 111 where you enter in, and then one where you're leaving on the Londonderry end. I think that that would be appropriate. Like I said, I believe that the Board of Selectman, that was our recommendation last time around. I did speak to a couple of the Hudson representatives as well as got confirmation from William Cass at DOT. Everything's paid for. They're all ready to go. They just wanted to make sure that we were still good with those locations.

Selectman Guessferd: The state's going to put them in?

Chairman Dumont: My opinion, we really don't have much of any authority to it. It's more of a courtesy thing. So, I appreciate them looping us in on it.

Selectman Guessferd: So, the one end is by the bridge?

Chairman Dumont: Yeah, it'd be right here coming over the Twin Bridges.

Selectman Guessferd: And then the other on 111 down that way? Okay.

Chairman Dumont: Alright, so I guess then the motion would be to recommend placement of the signs along Route 111 at the beginning and end coming from Nashua and on the Londonderry side within the borders of Hudson in honor of late Senator Robert E. Clegg, Jr.

Motion by Selectman Guessford, seconded by Selectman Morin.

Selectman Morin: I'd just like to clarify that's the Windham line, not the Londonderry line.

Chairman Dumont: I apologize. Yes, you are correct.

Selectman Guessferd made a motion, seconded by Selectman Morin, to approve the placement of dedication signs honoring the late Senator Robert Clegg, Jr. along route 111, beginning at the Twin Bridge entering from Nashua and extending to the Windham town line. Motion carried, 5-0.

F. Policy Sub-Committee – Administration/Decision

Chairman Dumont: I will recognize Mr. Sorensen.

Roy Sorenson: Thank you, Mr. Chair. So, before you tonight, we have two policies that the Policy Sub-Committee has brought forward as second reads. That means we're going to accept them in kind as you see in your packet. And then we'll move on to our next batch. We still do have one outstanding one and this goes back to the August 12, 2025 meeting, which we'll bring forward. It has to do with regards to procurement and things of that nature. It's been an active committee, very busy. We've taken a little bit of a break, a week in there, just because we've got some things going on. But it's been very productive, so I've been happy with it. And you have those before you tonight. By the way, our focus has kind of been in the finance area and that's obviously done on purpose. I think we had some improvements to do related to some of the comments in the audit and that's what we're approaching first. And I think we'll stay within that realm. There are some other ones that may come up that are created through day-to-day operations, whatever it might be, and we'll address those as they occur.

Chairman Dumont: Questions? Comments?

Selectman Jakoby: I just wanted to make a comment. So, some of the things that you'll see as these policies come forward is we're really trying to create a consistent look and flow to each of them for the public to know that. And we do have our review frequency so that these will be reviewed on a regular three-year basis. And you will see some redundancy in some wording from policy to policy to keep consistency. So those are just some items in general that the policy committee is really looking at and making sure that is included.

Selectman Morin made a motion, seconded by Selectman Guessferd, to approve the following policies as presented by the Policy Sub-Committee. FIN-018 Petty Cash and FIN-027 Donations. Motion carried, 5-0.

G. 2026 BOS Meeting Schedule – Administration/ Decision

Chairman Dumont: Next up we have the BOS meeting schedule. I recognize Mr. Sorensen, again.

Roy Sorenson: All right, thank you Mr. Chair. So, you have the what I'm proposing for the schedule for next year. It's a little more dynamic and maybe complex given the elections. I try to explain that a little bit in my background. As an example, and Mr. Chair you may speak to this I don't know if the dates will change on the primary. We're hearing that they might in September. If that's the case we could kind of move those dates around. I'm offering to the Board since we have been very productive in our meetings and what we've done is perhaps just one meeting in July. Gives everyone a little bit of a break and reserving the July 14th as a workshop. So, if we have business that needs urgency has to be attended to we'll just push the 14th back out as a regular meeting. Other than that we would just hold the July 28th meeting. As you can see the March meeting was moved as well due to the town elections. So that's it in a nutshell. As I mentioned if we get word from the State regarding the primary and or the general dates being affected we'll have to adjust this somewhat.

Chairman Dumont: Just to add to that if anybody's not following there's been quite a bit of talk not just this past year but I would say 5-10 years back about moving primaries as well as town election dates. There's been bills that's come forward that have died there's been bills that's been amended. There's been nothing that's happened yet. I don't see anything changing but there's still a lot of talk about it so if something does we have the option in the schedule to move things around. But this gives us a general idea if something happens the bill filing period is in the next two weeks we'll have an idea and I can bring that to your attention and we can always update this going forward. Any other questions or comments?

Selectman Vurgaropoulos made a motion, seconded by Selectman Jakoby, to approve the 2026 Board of Selectmen meeting schedule as presented. Motion carried, 5-0.

H. 2026 Holiday Schedule – Administration/Decision

Chairman Dumont: Next up is the holidays schedule. Mr. Sorenson.

Roy Sorenson: Alright so similar in kind. Item 8H just a list of the holidays for this upcoming year and as a result the dates that town hall might be closed. You can see that on your memo and it's open for discussion.

Selectman Morin made a motion, seconded by Selectman Jakoby, to approve the 2026 scheduled holidays as set by approved personnel policies. Motion carried, 5-0.

I. Department Reorganization – Administration/Decision

Chairman Dumont: Alright, next up we have the department reorganization and again I will go back to Mr. Sorenson.

Roy Sorenson: Alright, thank you Mr. Chair. As the Board is well aware I've been here roughly 7 months now. Maybe a little bit more but in that general area I've obviously identified some areas that I would say might need some changes or improvement. One might say well it's awfully quick to do that after only 7 months. I think it's fair to say that I've spent a significant amount of time observing and talking with staff. I think you see that with some of the updates that are coming in. Staff themselves have their own ideas. One area of concern I think that kind of hinders not just my ability to do my job at the best capacity I can and I'm not deferring any work. Trust me I'm not. I'll take on plenty of work. But when you can't, it's not fair to the employees if I can't give them

everything that they need. And that one area is the land use department currently as you know. Now a big part of that was the planner. The absence of the planner over the past two years and the boards, anyone who's been on the Board for a period of time and or active within the town knows that this division itself has changed many times over the years. There could be reasons for that. But to me the engineering planning and zoning which are in that same central area within town, they're lacking leadership. I can't dedicate 100% of my time to give them the leadership they deserve. I think it's and for the work that comes out of there given the town of Hudson, the changes, the growth of Hudson and what's happening I think now more than ever is an opportunity to take a look at that structure. So that's what I did. This is the current land use division org chart as you can see up on the screen. Basically, there's myself at the top. Here's your division and then you have three separate departments down here. Engineering, as we all know Mr. Dhima is the town engineer. It's himself, an administrative aide too and a civil engineer. Planning, we just appointed Brooke so she is officially the town planner. This is where she was as the admin aide too. And we have the associate planner, a position that was added I believe two years ago to help obviously with that part or that section of the land use division. Zoning, we have the zoning administrator and we have the admin aide too. Associate planner kind of fills the role too, crosses over and tries to help out zoning and code as much as they can. Again, kind of split duties but fills in the gaps. What I'm proposing to the board tonight for consideration is to create the director's position. I'm also proposing changing the name land use to development services department and what you're going to have is basically a horizontal structure of engineering, planning and zoning. When I say horizontal, what does that mean? You might say well the last one you showed us is horizontal, is structured horizontally too. Yes and no. This is more true horizontally because you now have a director in place that's going to enforce that horizontal relationship and to encourage and or have the staff work together in similar areas. In order to do that adding positions is always a tough ask so we look at the positions what can we do internally perhaps given that we now have a planner in place. So, I'm going to just jump to planning right now. We have the town planner in place as you know, that's Brooke. I'm looking at the engineering division. This is the civil engineer. That position is going to stay. I'm going to ask the Board to consider elevating the town engineer and or Mr. Dhima. We're going to elevate him to a department head level position which I believe for the most part his role has served in that capacity but not in name. I think in spirit certainly over the past 10 years you've seen that with the productivity that's come not just from him but his ability to have his department get the projects done. He would come up here and he would be the director of the development services department. I would take the administrative aid that's currently in engineering. I would elevate that position to business administrator. So, what does that mean? That means that this position would be doing more detailed things along with grants MuniSmart which is our financial based software, planning purposes, documentation Mr. Dima presented an LPA project before you tonight. While you heard his presentation, I can tell you from experience there's a lot of administrative work that goes into an LPA project. If you want to go and that's a state project taken on federal money if you introduce a federal money project you're talking even more so. So, there's a lot of paperwork in there. The policy subcommittee if we go back there we adopted a new federal grant policy. It was something we were lacking in. We have the policy in place now. We have to follow our own policy and make sure that we can meet the standards that are set forth by GASB and or our auditors when they come in. I'm going to leave the associate planner in planning and that relationship will still connect to zoning as you can see. So that tie in stays the same. Zoning administrator stays there. I'm going to take the administrative aid position that's in zoning and I'm going to give it a horizontal connection to planning and zoning. And that will be elevated as well. I'm looking to contract out our minutes in total capacity. Right now, zoning is contracted out. Planning, Brooke was doing that previously. I'm going to take all those minutes, package them up. I think we have enough in the budget to contract those services out including the determinations. The position that Brooke's currently in, the admin aid 2 position, I'm not going to fill that right now. Who would pick up the slack there? That's something that I will work with everybody that I'm showing you on the screen tonight to figure out some of the gaps and how we might pick that up. You still will have the associate planner that will play a pivotal role horizontally between planning and zoning as well. I think this structure itself is open to potentially getting looked at 2-3 years to see the productivity that we get out of it and how we move forward with that. I didn't put it on here but we've talked about it and I think you're going to see it come budget time. A GIS position. A full-time GIS coordinator. That will be in here somewhere but that position will fall under developmental services even though it will be a town-wide position. It will report to the director. That's kind of it in a nutshell. The financial breakdown will still have to be determined and I will present that back to the board at which time once these positions are ironed

out and we have people in place, I think in fairness to the staff I would have to brief them on that and make sure they understand what their role might be, how their role might change and what it might look like moving forward and kind of the plan moving forward. If Mr. Dhima is appointed tonight, I would offer him the time and the opportunity to not only take a look at it himself but what would his vision be for that as well. Those things still need to happen. I do have three motions before you tonight. Mr. Dhima is still here. The first motion would be to approve the reorganization. The second motion would be to appoint the town engineer as the new director of development services. These will all have to be read into the record. Motion number three would direct the town administrator to speak with staff, unions and everything else to make sure the reorganization is something that's going to work both from a staffing standpoint in recognition of CBAs and then the salaries thereof, I will typically as I've done in the past is work with the chairman of the Board of Selectmen to establish that and set those salaries as we go forward. I'm not going to take up too much time and I will open it to any questions you might have.

Chairman Dumont: I'm just going to lead off with that. I appreciate everything that you've put forward. This Board, obviously when we were going through the hiring process we asked for some change and you've brought that forward and you've brought forward a lot of updates. I just want to say thank you and I appreciate that. Do we have any questions or comments from the Board members?

Selectman Jakoby: I have a couple. Can you reiterate to the public why you picked Development Services Department?

Roy Sorenson: I did some research on this and I looked at it. Let's back up. Let's go to my professional experience. I came here from Salem as the Municipal Services Director. That was a newly established department and what that is, that connected your engineering division, your public works division, utilities division. A little bit different here. Engineering is still in place there. I think the engineering department here plays a more active role on the planning side and zoning side. More so than what took place in my previous employment. Researching this countrywide, as many folks would ask me all the time, what does a municipal services director do? It was a new philosophy or a new take on how to create horizontal relationships with large departments. I think that's the case here. Researching that, development services came up many times nationwide and I think it's applicable to what we're trying to do. I think it relates to not just, as I mentioned, the strategic goal and or planning brought forward from this Board, but other boards that play a role in that. You're actually connecting the Board of Selectmen, planning and zoning. It's all there. Not just building a horizontal structure here, but the boards as well. I think that's something that's tough to achieve, but if you can do that by creating what I would call development services, because you are. You're central to development. Whether it's your infrastructure, private property, whatever it might be. That's kind of how I can't. And I didn't come up with a name, by the way. I'm not taking that.

Selectman Jakoby: But I thank you for that. I think it's important for the public to be aware. The other thing that I really appreciate about the restructuring is one, that there's a clear flow chart and clear responsibilities moving forward and it gives another place for the employees to go. I do also commend you on really looking at the gifts and skills of our current staff and realizing that they can be given new opportunities for growth. So that's what I see in this and that's what I really appreciate. And I want the public to know that's where I'm coming from when I say I'm in full support of this effort. And as you had said, Mr. Dhima really was acting when there was an issue in different areas or something at the counter, he was stepping in to do those things. So, we've seen that leadership in action. Again, also why I'm in very much support of this.

Selectman Guessferd made a motion, seconded by Selectman Morin, to approve the reorganization of the Land Use Division as presented. Moreover, renaming the section Development Services Department. Motion carried, 5-0.

Chairman Dumont: Next up, obviously, we have a couple of motions in front of us. Next would be to appoint the Town Engineer to the Director of Development Services.

Selectman Guessferd made a motion, seconded by Selectman Morin, to appoint the Town Engineer as the Director of Development Services with the effective date and terms of salary to be negotiated by the Town

Administrator to be finalized upon signed Conditional Offer of Employment executed through the signatory of the Chairman of the Board of Selectmen. Motion carried, 5-0.

Chairman Dumont: Motion made by Selectman Gessford, seconded by Selectman Morn. Do we have any discussion?

Selectman Jakoby: I just want to let the public know also that we've had this conversation with Mr. Dhima and that all went really well and there was a very positive response from Mr. Dhima and from all of us. Again, just letting the public know because there's a lot that went into this. This didn't just pop up today.

Chairman Dumont: Mr. Dhima could just come on up. I know everybody knows you've been up here quite a few times but just congratulations on the new Director position. Well deserved.

Elvis Dhima: Thank you very much everyone. It's a big to do. I think it's a great thing that Mr. Sorensen and his Board has been looking forward to. I'm very pleased to see that this is happening tonight. Not just for me but I think for everyone there trying to basically better serve the town. I think this structure will be a better sync between the departments. I think a lot of folks are there. I've been there over 10 years so I think the intent is to basically build it in such a way that we continue that longevity. There is a significant value there. I know that everyone is replaceable obviously. We're all expendables but I think there's a serious value there when it comes to someone's been here for a while and have that institutional knowledge. I think the town will benefit a lot from that and basically, we're in a good place but I think this structure will get it to that next level. The biggest thing is I think we're in a very good place right now. I think this is going to allow us to better plan in the future. I think we talk about that all the time. Planning, planning, planning and where we need to be 10 years, 25 years from now. I think this is going to allow us to work better together to basically get the information that you need to make the decision that you need moving forward. I am looking forward to it. It will be 11 years for me in October and I will tell you I remember the first night I was here being interviewed for this job and I'm looking at the calendar because they would say when can you start and I'm like I didn't think it was going to go this well and here I am in the blink of an eye it's been almost 11 years best 11 years ever in my career as far as I'm concerned. And I would do it all over again even though everyone said who are you sure? But it's been good. I think we're in great shape. We're doing good things. As you all said I think the development services department drives for good, better or indifferent drives where we're going right? And because of what happens in this division it will drive to what you need for all the other services land use, I mean public works, DPW police, fire, things like that. It's very important that you have a good understanding to what we're dealing with and where we're going.

Selectman Guessferd: To that point I think it also recognizes and acknowledges and we acknowledge it kind of supports this notion or this idea and not even an idea the facts and the reality that Hudson is no longer a small, small town. And that we have to have the infrastructure and the resources to support a larger town. And this is on that road to that kind of recognition and understanding of who we are.

Chairman Dumont: Larger than a few of the cities in New Hampshire. Congratulations.

Elvis Dhima: Thank you very much.

Selectman Jakoby: Congratulations.

Elvis Dhima: Thank you very much for all your support. This is great. Thank you.

Chairman Dumont: All right. We have one final order of business in here which would be to direct the Town Administrator to communicate with any and all employees directly impacted with this reorganization including finalizing all aspects related to the position, titles, job descriptions, salaries thereof, moreover with respect to collective bargaining agreements, bargaining units to be affected through the signatory of the Chairman of the Board of Selectmen.

Selectman Morin made a motion, seconded by Selectman Guessferd, to direct the Town Administrator to communicate with any/all employees directly impacted with the reorganization including finalizing all aspects related to position titles, job descriptions, and salaries thereof, moreover with the respective collective

bargaining units, to be effectuated through the signatory of the Chairman of the Board of Selectmen. Motion carried, 5-0.

Chairman Dumont: One thing I think would be appropriate would be to handle the other motions. We would typically handle those after we come back from non-public where we don't have anything else at this point. Yeah, I think that would be appropriate. If you could read those into the record.

Roy Sorenson: All right. Motions made in non-public session starting before the public session this evening.

Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to approve the hiring of Suzanne Smith for the position of full-time dispatcher at the Hudson Police Department with a starting salary of \$25.05 per hour, step one, all in accordance with the HPEA contract. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Guessferd, to accept the resignation of Master Patrol Officer Cecilio Ortega from the Hudson Police Department, effective September 22, 2025, with the Board's gratitude and appreciation. Motion carried, 5-0.

Chairman Dumont: That takes care of our motions made in the non-public session. With that, we will roll into Selectman liaison reports. Selectman Vurgaropulos, you're up first.

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

Selectman Vurgaropulos: All right. Thank you. I don't have much. Everybody's starting to come back in session now, so that's nice. Give me some liaison duties. I did have a cable committee meeting just yesterday. They are doing some good stuff over there. Mike Johnson, he's working on media underwriting policy because the declining subscription fees we're getting from Comcast is going down and the fees are going up. So, he's working on that to try to subsidize. So, we'll be seeing a policy come to the policy committee sometime in the future. And then there's a couple other things in the work. Talking about how we do the funding between HGTV and the town and the tax impacts and stuff like that. Potentially to help balance for next year so that they could survive. That'll be forthcoming. We'll have more information on that later on. And then that's pretty much it. We've got some, obviously, budget seasons upon us, so that'll be coming forward too. That's all I have today.

Selectman Morin: ConCom was cancelled this month because they had nothing to talk about. Attended the school board meeting last night and what they did was they started off with a budget transfer to fund a new culinary class at Hudson Memorial. They talked about the opening day enrollments for the schools. New business. They had some nominations for district-wide positions. The retained fund balance, I do not have the exact amount, but they did vote to return that to the voters. I don't have the exact amount of how much that was, but they had a long conversation on to that and they will be returning that to the voters. To the taxpayers, I'm sorry. They did first discussion on two policies. A second reading on one policy. Under Selectman's comments, I gave a brief update on the status of our process with the Hills Library. I told them that will be coming in the future and we will sit down with them and the town administrator will talk to the superintendent when we figure out what we're going to do. They will be interested in that. On September 4th, the town organizations met to put a group together called the Hudson Community Network. This committee came together as a result of the fire we had earlier in the spring on Lions Ave where a large amount of our residents were put out of their homes. This is not a committee that's going to make any decisions or do any events of that nature. What it is, is basically if we have some type of disaster or fire or something or we have somebody in need in town, they're going to have an email network that they're going to bounce this out to every organization within town to see what they can do to help. That's what this is about. There will be quarterly meetings they talked about just to keep it moving. You probably won't hear much from them unless something takes place in town where we need them. At some point we're going to have to figure out in the town how we can notify somebody when the need is there because they won't be aware of something that took place. Somebody needs to notify them so they can get this into action. That's all I have. Thank you.

Chairman Dumont: Just two things to add to that. First, on the community program, I did have somebody reach out to me looking for information and I'll get you their contact but from the Knights of Columbus, looking to try to be a part of that as well. I don't know.

Selectman Morin: Gary Gasdia with the Lions. He would be the one to contact.

Chairman Dumont: Okay. I'll put him in contact with him then. As far as the retaining fund balance from the school, I know I spoke about this with Mr. Sorenson. He'll be speaking with the superintendent to gather some information. Once we have more information, we'll make sure it's available to the board as well as the voters as to what's going to happen with that. We just don't have any hard information at this time to make a decision or to provide an accurate answer to people.

Selectman Jakoby: Thank you. I just wanted to update everyone that the Town Hall Advisory Committee didn't have its second meeting last night. Again, for the public, if you have any recommendations or questions, please let us know as we move that forward. You may have noticed that there's at least one video up of Mr. Dhima and I going through Town Hall. There'll be some more so that you can see what's happening in this building. I hope you'll enjoy those. We did them in short segments. Thank you to Mike Johnson of HCTV who spent the day with us doing that. I wanted to also note that the Sustainability Committee is meeting next week. Their first draft of the charter is on the agenda for them to approve and hopefully finalize for that to come before the Board shortly. Then Benson Park, of course, is meeting next week. Their workday is this Saturday, the 13th. This Saturday is the fall workday. If you'd like to volunteer, please go to the Benson Park website or just come on down. There'll be people greeting you. If you want to help in any way, please come and help us out. Last night, one of the members of the VFW asked me to just remind people that there's a picnic for veterans and their families on this Saturday, September 13th. It's VFW Post 5791. It's their 9th annual Veterans Appreciation Picnic from 11:00 a.m. to 3:00 p.m. It's open to anyone who has served in any branch of the U.S. military, active duty, reserve, National Guard, retired, and widows and widowers. You don't have to be a member of the VFW, American Legion, or any other veteran's organization to attend. Bring your family. There'll be games. Governor Ayotte is due scheduled to attend along with some representatives and games and food and everything is available. If you want to come, join us.

Chairman Dumont: Just for the info, that is located off of Bockes Road, correct?

Selectman Jakoby: Yes, it is. Thank you. Bockes Road.

Chairman Dumont: Thank you for that.

Selectman Guessferd: Okay, let's see. The Library Board of Trustees is meeting next week. I don't really know what's on the agenda for them at this point, but they will be meeting next Wednesday night. Let's see. The Planning Board is meeting tomorrow night. We have one subdivision plan on the agenda. I know that Selectman Jakoby will be happy to hear this. We're going to be doing a public input section for non-agenda items during the meeting. We're trying it out, seeing how it goes. The chair is going to have a lot of work. He's going to be busy trying to make sure that people are commenting on things that they should be commenting on. If they're not, then they'll be told. The thing is, we're trying this. We're trying to see how it goes. We want to listen to the voters. At the same time, we also want to preserve the semi-judiciary goal and role of that committee to make sure that things are very much in order. Sometimes those cases go to court, and you've got to make sure that if somebody sues because they don't like a decision, we have to be doing things very, very much right. Anyway, that's going to be happening. If you want to tune in for that, that'll be the first one that they're going to do. In addition, I always have some fun things to say about the Recreation Department. As we know, the summer program is over. Kids are back in school. There really wasn't a lot to report this time, but Chrissy did give me a couple of awards that they made at the end of the year. They have a counselor of the year, and they have a camper of the year. The summer program staff votes on the Barbara Hamilton counselor of the year. Barbara was the former recreation director years ago, since passed away. This year the staff voted on Maddie Bowen, who she says was a great choice. She'd been working for the Rec for four years, has been a recipient of their annual scholarship for a graduating senior, and even was a referee. Outstanding with the children, and they felt lucky to have her. Then they have a camper of the year award. I would just like to make sure we recognize these citizens, even these junior citizens. Annually, the Rec staff votes on a camper of the year. The recipient has to be in the 6-year to 14-year age group, and has to have attended the summer program for more than two summers, and of course must be just an amazing kid. This year, Landon Gagnon, a 7th grader, was the recipient. Those were the awardees for the summer program. Since we're talking about awardees, we also want to

recognize our Recreation Director, Chrissy Peterson. I don't know how many people out there know this, I wasn't really too much aware of it myself, but Luk's Bar & Grill, a great community partner restaurant here in town, has established a hometown hero program, where they have folks write in, email in, comment in on who they want to vote for as a hometown hero. So, I just want to read a little something that the owner, Jay, said. It says, "We, have a hometown hero. We are incredibly blessed to live in a community where we've received multiple nominations for so many deserving people. It's clear our community is filled with everyday heroes who make a difference. But one name came up again and again, and it's clear the community has spoken. Chrissy Peterson. Chrissy is the Hudson Rec Director and the heartbeat of this town. She's touched the lives of residents of all ages, from organizing youth sports and summer camps to caring deeply for our senior citizens and leading town-wide events like Santa's sleigh, rides, dances, and more. During the height of COVID, when she didn't have to, she stepped up, delivering care packages to seniors, running virtual contests to keep families engaged, and creating safe, meaningful ways to stay connected." A couple of the comments that citizens made. She's the most genuinely nice person you'll ever meet. She works weekends, stays late, and never stops giving. Hudson is lucky to have her. And then Chrissy, we're so grateful for you. So, please message Luk's directly so they can highlight a dish on the Luk's menu for the rest of September with a portion of proceeds donated to the organization of her choice. So, everyone who is nominated knows someone deserving. So, this is just the first, this is just the beginning. So, if anybody out there knows of somebody who is deserving, and so, get in touch with Luk's and make that nomination. And, who knows, you might be the next one. So, I think that's all I got.

Chairman Dumont: Thank you very much. I do have one question for you about the planning board public input, just so I can kind of understand it. So, each case receives a public hearing. The public input will be related to cases that aren't on the agenda?

Selectman Guessferd: The public input, yes, will be, it was very, very clear and specific to the policy that we've put together. Basically, in addition to the bylaws. That if anything is on the agenda, or has been submitted, or is known to be on an agenda, any particular, these are for general comments, about planning in general. It has nothing to do with specific plans, or specific site plans, or subdivision plans, or anything like that. And, like I said, the chair is going to have a lot of latitude to decide, if somebody comes forward and makes a comment that is inappropriate, to make sure that that is basically nipped in the bud.

Chairman Dumont: Will the chair be asking what the comments pertain to before the person begins speaking? I'm just trying to see how you set up a situation.

Selectman Guessferd: It's going to be interesting to see how this all, I don't know exactly, but I'm certain that he probably will. He was very clear that, you know, it was going to be very much regulated. But, the idea was to balance the desire of the citizens to get some public input for planning, and the needs of the board to maintain its, essentially, rules of propriety with regard to cases. Again, this is not necessarily a permanent decision. Right now, we're doing it to see how it works. And, the board voted to do it.

Selectman Jakoby: I just want to put some words to this. So, my understanding is that any case that you're hearing has actually a time that it has a public hearing. And, that has to be done at the time that that item is brought on the agenda to the board. And, any comments or input that the public wants to have related to anything coming before the board, or that is within the board, has to be done during that public hearing.

Selectman Guessferd: That is correct.

Selectman Jakoby: And, this is for general things around master plan, other planning items, comments that they would like to make towards or the board.

Selectman Guessferd: And, anything that even kind of, I think, touches, that could possibly touch a particular piece of property or plan will not be allowed.

Selectman Jakoby: Thank you for that clarification.

Chairman Dumont: I'm just going to throw out, I'm a little skeptical of it because I don't know, I don't think it's a bad idea. I think that the hard part is just trying to educate the people that the topics that the planning board has control over typically all have a public hearing. You know, I was trying to think in my mind, well, maybe they

talk about ZORC. ZORC holds public hearings, and then when the ordinance changes get voted on by the board, they hold a public hearing for that. I'm just trying to wrap my head around it.

Selectman Jakoby: I can comment on a couple of things that I know people. One, sometimes people can't attend ZORC or that they want to place a seed of a thought about different possibilities moving forward to that. You know, one of the points that we made was that at one point when I was not a selectman, there were some ideas for some zoning changes or some ideas for planning that there was no place for the public to bring that forward. And we were told, you should have brought that forward. And it's like, well, where are we supposed to bring it forward? So, this just gives another place for people to bring that forward. I don't see a lot of public input happening.

Selectman Guessferd: We may get very little in general.

Selectman Jakoby: We don't know. But it's just another place for people to...

Selectman Guessferd: But if anybody has, I would say, if anybody has any uncertainty as to whether or not their potential public input is going to cause, is going to be of any issue at all, then contact the board. Contact the board chair or contact the planning department.

Selectman Jakoby: Come early.

Chairman Dumont: It would be what's available already, emailing the chair. And that's my only thing, is I just don't want to discourage or have somebody come and speak and then they're speaking at the wrong time. You know, it's just very difficult to educate people which is fair. So, I just wanted to make sure the process is clear.

Selectman Guessferd: I'm in that kind of same place. But for the purposes of trying to be, I guess, supportive of the desire in the voters, I said, you know, okay, let's try this. But like I said, it's going to come back before us after a little while and we're going to then take another look at it and see how it's gone.

Selectman Morin: Planning board has an outlet for people to speak when it's related to cases. As everybody sitting in all these tables know, we have some very sly people in this town and in a roundabout way, it's going to get directed at what they're talking about. And it's going to cause problems. I can see it coming. We've seen it in the past already.

Chairman Dumont: I will move on. I wasn't sure. I was just...

Selectman Guessferd: I brought it up because I wanted to make sure that we all are aware of it and understand it. And yes, those are very real possibilities.

Selectman Jakoby: And can I just say thank you? Thank you because there's been a lot of public asking me about this. So, thank you for addressing it. And if it doesn't work, then we have an answer that it was tried and it didn't work. And that's a valid answer.

Chairman Dumont: Okay. All right. So, my final comments, I'll be very brief. Selectman Jakoby already spoke to THAC. So that's moving forward. The only thing I just want to add is to reiterate what the fire chief had spoke to earlier. I hope everybody attends the Nine Eleven Memorial at Benson Park this coming Thursday. Also, they have their rededication ceremony at 5:30 just prior to that. I think that's a very important thing for everybody to keep in mind. And I think participation is extremely important for that. So, I urge everybody to come out and show support. So, with that, I will turn it over to Mr. Sorensen.

10. REMARKS BY TOWN ADMINISTRATOR

Roy Sorenson: All right. Thank you, Mr. Chair. I'm going to be real quick as well. So, this is item 8H of the 8-12-25 meeting. Lower Merrimack River Local Advisory Committee. We haven't received any nominations, so that might be something where we have to start reaching out to some folks. All right. See if we can't get that filled, okay?

Selectman Jakoby: I have a name. Oh, perfect. I was going to email you today. So, I will do that. I will email that.

Selectman Guessferd: And we did bring it up at the last planning board meeting.

Roy Sorenson: All right. Great. So, if we have any names, send them off to me. Perfect. Appreciate it. We'll get that moving. Inside our information, tagging along on Selectman Guest Food, congratulations to our Recreation Director, Chrissy Peterson. The two smash burgers, caramelized onions, bacon, fried jalapenos, garlic, aioli, and fries. That will be the Peterson Parks and Rec smash burger.

Selectman Vurgaropulos: I like that.

Roy Sorenson: By the way, 20% of the proceeds go to the Hudson Food Pantry. Fantastic on that. On that note, I will be at the Food Pantry myself tomorrow night for their open house. Looking forward to that as well. And pictures worth a thousand words. If you haven't been up to 9 Industrial Drive, I suggest you take a ride by there. Seeing is believing. Those are the pickleball courts. And they painted them today. I was there myself with the New Development Services Director, and we saw some two very interested people come up. Said, oh, the courts aren't ready yet. Are you excited? Where do you live? Well, they live in Londonderry. But anyways, they're excited.

Selectman Guessferd: Yeah, I went by last week. They weren't painted.

Roy Sorenson: So, they're very excited. I must say, it's coming along great. We'll set up for a ribbon cutting on that. Finally, I will congratulate the Chair for running a very efficient meeting tonight. And I may get some sleep tonight.

Chairman Dumont: No, that's great.

Selectman Guessferd: We appreciate that, too.

11. **REMARKS BY SCHOOL LIAISON** – Excused

12. **ENTER NONPUBLIC SESSION** – N/A

13. **EXIT NONPUBLIC SESSION** – N/A

14. **ADJOURNMENT**

Chairman Dumont: We have all of the orders of business taken care of. Like I said, the school board liaison is excused tonight, so I'll be looking for a motion to adjourn.

Selectman Guessferd made a motion, seconded by Selectman Morin, to adjourn at 9:14 p.m. Motion 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