



HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the October 28, 2025 Budget Review 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 October 28, 2025 at 7:06 p.m. in the Selectmen Meeting Room at Town Hall.

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

3. **ATTENDANCE**

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

Staff/Others: Town Administrator, Roy Sorenson – Police Chief, David Cayot – Police Captain, Patrick McStravick – Fire Chief, Scott Tice – Deputy Fire Chief, Francis Enos – Finance Director, Laurie May – Town Accountant, Dan Thibeault – Human services Specialist, Kathy Wilson – State of NH 457 Deferred Compensation Executive, Erin Zayac – Executive Assistant, Lorrie Weissgarber.

4. **PUBLIC INPUT**

Chairman Dumont: At this time, we will go to public input. Does anybody in the audience wish to address the Board on any issue which the Board has control of at this time? Seeing anybody who will open and close the public input at 7.08 p.m.

5. **RECOGNITIONS, NOMINATIONS & APPOINTMENTS**

Chairman Dumont: Next up will be recognition, nominations, and appointments, which there are none. We'll go to consent items, and real quick for an update, I will turn it over to Mr. Sorenson.

6. **CONSENT ITEMS**

Roy Sorenson: All right, thank you, Mr. Chair. I did hand out to the Board, it's an item I would like to add to consent. This is just going to be for the fire department, and this is just going to be doing some transfers of line items, and the reason they want to request to do this is you remember some of the discussion we had in 27. This is just to make 26 read a lot better so we alleviate some of those concerns or questions. This is not because a line is overdrawn at this point or anything of that nature, all right? It does require, obviously, the Board that sees it, hears it, and then you'll have to sign off on it. I do have that with Ms. Weissgarber as well afterwards.

Selectman Jakoby: So, this would be Consent Item 6?

Roy Sorenson: We will call it G.

Selectman Jakoby: Okay.

Roy Sorenson: 6G, and we'll call it Reallocation of Funds, Fire Department.

Chairman Dumont: All right. With that, does any Board member wish to remove any other item for separate consideration? I'm going to remove item C2 for separate consideration at this time. So, with that, the motion to approve consent items, if there's no objection, would be to approve consent items 6A, B, C1, D, E, F, and G.

Selectman Guessferd made amotion, seconded by Selectman Vurgaropulos, to approve Consent Items 6A, B, C1, D, E, F and G. Motion carried, 5-0.

Chairman Dumont: To speak to C2, I'm going to recuse myself from voting on this item as to not create an appearance of a conflict, and I will have Selectman Guessferd Chair for this item. After a vote on this matter, I will go back to my role as Chair and proceed to New Business. So, with that, I will turn it over to Selectman, Vice-Chairman Guessferd.

Selectman Guessferd: All right. Thank you, Mr. Chair. All right. So, we have consent item 6C2. If anybody wants to take a look at it, I'll give you a second to do that. And then I will entertain a motion to approve it or not.

Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to approve Consent Item 6C2. Motion carried, 4-0. Dumont recusing.

Selectman Jakoby: Abstention, right?

Selectman Guessferd: Yeah, not an abstention, a recusal.

Selectman Jakoby: So, the vote would just be 4-0.

Chairman Dumont: It'll be 4-0.

Selectman Guessferd: Okay. So, having done that, I will now turn the chair back over to our Chair.

7. OLD BUSINESS

Chairman Dumont: All right. Thank you very much. We will go right into New Business since we do not have any old business.

8. NEW BUSINESS

A. Water Acceptance

Chairman Dumont: First up is water acceptance. I will recognize Director of Development Services, Elvis Dhima.

Elvis Dhima: Thank you, Mr. Chairman. The first item for you tonight is Ledge Road eight-inch water main acceptance. This is related to a four-lot subdivision. We're getting a water main extension, basically, and a fire hydrant that comes with it. It comes with a one-year warranty and a bond in place for \$10,800. It's going to be serving, basically, for domestic and fire protection for these particular lots. It's gone through MUC, Public Works and Engineering. It's good to go. And with that said, upon acceptance, that becomes town property. I'll take any questions you might have.

Chairman Dumont: Questions, comments from the Board?

Selectman Guessferd: Just so you're aware, I was on the Planning Board meeting when we approved this, so there shouldn't be any issue here.

Chairman Dumont: All right. Do we have any motions? A motion would be to accept the eight-inch water main for 34 through 40 Ledge Road as recorded on as-built plan for map 166, lot 11, as constructed in accordance with town standards, as recommended by Public Works Director, the Municipal Utility Committee, and the Development Services Director.

Selectman Guessferd made a motion, seconded by Selectman Jakoby, to accept the eight-inch water main for 34-40 Ledge Road as recorded on as-built plan for Map 166 – Lot 11 as constructed in accordance with Town standards, as recommended by the Public works Director, the Municipal Utility Committee, and the Development Services Director. Motion carried, 5-0.

B. Sewer Acknowledgement

Chairman Dumont: Next up, we have a sewer acknowledgement, and I'll turn it back over to Mr. Dhima.

Elvis Dhima: Thank you, Mr. Chairman. So, along these four lots, there's also sewer that was installed. It's through a force main, which is not your typical, what you see out there, so it's going to remain private. But for everything that we connect to the town sewer, we require them to meet our standards. So, you have an acceptance of a

sewer main, and then you have an acknowledgement of a sewer main. The difference is accepting a sewer main becomes our property, just like a water did. Acknowledgement of a sewer main means that it remains private, but it still meets all the town standards, because they're discharging into our system, therefore they need to meet our standards. So, with that said, this is going to become a responsibility of the association that's going to be established between these four lots, and with the acknowledgement tonight that this is done into town standards, we'll be able to issue COs for these four lots that basically are going to be served by this. With that said, it went through the works, passed everything, engineering, public works, and you see it's ready for you tonight to acknowledge that this is the town standards.

Chairman Dumont: One quick question that I had on this one, just because my map is a little bit small. That sewer line that will remain private, does that stay within private property, or does it stay within the right-of-way?

Elvis Dhima: That is within private property. It's a good question. So, they have an easement for that, and all these four lots are going to share, and they're going to maintain it, so they're going to have their own services, and then they're going to be responsible for this forcement that goes from one lot to the other, and eventually discharges it into our system. And within that system, within that service, there's also drainage they're also going to be responsible for.

Chairman Dumont: And I can see, barely, it looks like there's a manhole in the center of Ledge Road underneath Lot 11. Is that manhole where that easement ends, or does it end at the right-of-way?

Elvis Dhima: It ends at the right-of-way, but the sewer manhole that you see is where the pump system converts to a gravity system, and then it comes gravity to ours. We don't like to have forcement discharged directly to ours, so it's basically a conversion, and it gives us the ability to go in and check basically from the sewer manhole to the sewer manhole without touching the forcements.

Chairman Dumont: So, if any work is needed on this system, there's no need for them to go in the right-of-way. It can all be completed within the easement on private property.

Elvis Dhima: Correct. And if we need to go somewhere in there to check between our sewer manhole and the other one that basically connects those two systems, that will be it. So, we can go either way.

Chairman Dumont: Sounds good. Any other questions or comments?

Selectman Jakoby: You clarified my questions, so thank you.

Chairman Dumont: The motion would be to recognize that the private sewer force main for 34-40 Ledge Road, as recorded on As-Built's plan for Map 166 - Lot 11, was constructed in accordance with town standards as recommended by the Public Works Director, the Municipal Utility Committee, and the Development Services Director.

Selectman Guessferd made a motion, seconded by Selectman Jakoby, to recognize that the private sewer force main for 34-40 Ledge Road as recorded on as-built plan for Map 166 - Lot 11, was constructed in accordance with Town standards, as recommended by the Public Works Director, the Municipal Utility Committee, and the Development Services Director. Motin carried, 5-0.

C. THAC Update

Chairman Dumont: All right, next up we have a THAC update. I will turn it over to Development Services Director Mr. Dhima again.

Elvis Dhima: Thank you, Mr. Chairman. As most of you have seen the movies, the meetings have been interesting ones, and I think we finally came through. I think you have a reasonable recommendation made by THAC, which was due by November 1st. I think it does not commit to any financial expenditure, but simply gives you an idea to what the next steps could be. With that said, the recommendation is related to basically the Board of Selectmen to further evaluate town-owned properties that are approximately about three acres in size, served by municipal water and sewer and gas, adjacent to the main intersections, within two miles from the current locations, and also evaluate ADA compliance and take action on improvements on the town hall, in addition to

initiate a decluttering and consolidation effort across town hall and other municipal services buildings, and then with the Board of Selectmen to take action on these items within six months of November 2025. That is basically what came out of THAC for you to consider, if you wish to do so. And with that said, I think it's open for you to discuss and see what you want to do next. I think it's my take on it, talking to Mr. Sorenson, I think it's prudent to kind of do a second thorough look at what we have. I think we did a quick eval to what came up. Three properties just came out. I think it's warranted to issue staff to have a good second look at exactly what we have for inventory, bring it back to you to see if there's anything could be utilized that we already have. I think that's for free. You can have staff do that for free.

Selectman Vurgaropulos: So, you said you already have three that are on the list already?

Elvis Dhima: Three came up, yes. There was one on Bockes Road, and I think that was due to Selectman Jakoby asking for an inventory to the Chief Assessor. And just looking at it very quickly, came up 78 Highland. It was 36 Windham Road, I think, came out. It wasn't Bockes. And then there was another one on Ferry, 162. A second look at Ferry, it looks like there was sewer about 700 feet away. It's not right next to it, so I was wrong on that. It's adjacent to the sewer district, but U.S. commissioners for town property can extend that if you wish to do so. But three of them appear to be worth a second look. We did this at the last minute, so I want to make sure that I didn't miss anything. So, I think it's probably worth an exercise to go back and just kind of do a quick double check of everything, bring that back to the Board for consideration to see if there's anything that could be utilized that we already own, and then go from there. And also, anything that you want to do related to ADA compliance here, which is probably at a minimum, the vertical wheel, we call it. We had a cost about that for about \$36,000 if you wanted to take any actions, but there's not really much more we can do here without tearing walls down. So, that's for you to consider. And then decluttering, I think that's something Mr. Sorenson probably can assign staff to do or look into any ways that could be done. I think that's an easy one. Again, doesn't require any financial commitment from your end. But those are the three things you could dive into tonight and see what you want to do.

Selectman Jakoby: So, I just wanted to reiterate. So, as we were going through this process and looking at whether to build or reconstruct, there were many things discussed. And the list of properties that are owned by the town is quite extensive. And it was really intriguing to have Mr. Dhima take a look to see if any of our properties fit the hopeful requirements of near here with sewer and water. So, I do recommend we look at all the properties. I spoke to Chairman Dumont and Mr. Sorenson about even having an opportunity to look at all of our properties to see why we're keeping what we're keeping or any of those properties can be sold or not needed or other uses for them. So, that's kind of the first thing here. Minimally to look at, have Mr. Dhima look at all the possible properties because he may have missed some and where that's at before we consider purchasing property.

Selectman Guessferd: So, I'm a little, I just want to clarify some of the terms here in this recommended motion. It says are located adjacent to or near one of the main quarters.

Elvis Dhima: Corridors.

Selectman Guessferd: Corridors, all right. That's what I thought it was trying to say because I didn't quite understand the word quarter.

Elvis Dhima: We're thinking along, you know, Lowell Road, you know, Derry.

Selectman Guessferd: Yeah, yeah, the main roads. But that's, yeah, I just, I wasn't ...

Elvis Dhima: I'm sorry. Yeah, corridors.

Roy Sorenson: Yeah, it's just a type of, yeah, it should be corridors.

Selectman Guessferd: I didn't know we had quarters.

Elvis Dhima: We have corridors.

Selectman Guessferd: No, I think somebody said it real quick. I think somebody said it real quick, quarters.

Elvis Dhima: So, it sounded like quarters. Nope, that's on me.

Selectman Guessferd: Within two miles. Okay, so that's not terribly far of the current location being this location.

Elvis Dhima: Right. Yeah.

Chairman Dumont: The idea behind that was centralized location.

Selectman Guessferd: Oh, absolutely. Yeah, I mean, you don't want it on the edges of town.

Selectman Jakoby: Well, some of us do. Well, we have no sewer, so you can't even.

Selectman Guessferd: Right, right, and then you've got, you can always bring sewer.

Selectman Vurgaropulos: You can always bring sewer down.

Elvis Dhima: You could always bring sewer, that is correct.

Selectman Guessferd: There's Windham, which is a little closer in, so it's got to be right around the two-mile limit. I mean, it's not, it's not, but it is actually the geographic center of town over there by. Right next to Benson's.

Chairman Dumont: Right next to Benson's, yeah.

Selectman Guessferd: Okay, all right, so that clarifies that piece for me. I just want to make sure if somebody reads this, they don't scratch their head like I did.

Chairman Dumont: I'll just echo what Selectman Jakoby said. I think that obviously it would be important to take a look at what the town owns before, you know, looking at the idea of purchasing something. I also am a firm believer that if we can get rid of any of those properties and get them back on the tax roll so the town can bring some money back in, I think that would be better than having them just sit there, but there is a lot of work to do that. You have to do a lot of due diligence and figure out old ownership and how we obtained it and where the money goes and all that, so, but nonetheless, we have the recommendation. I would advise the board to take a look at it, talk with Mr. Dhima, Mr. Sorenson, and we can try to put a plan together at a future date. If there's no other questions currently on this, I think there would be the action to formally dissolve the THAC. It met its obligations in the charter. It speaks of ending by November 1st anyways, but I think it would just be more formal if the Board of Selectmen put together, put a motion together for that. Do we have any questions, comments, thoughts?

Selectman Jakoby: Do you want that motion?

Chairman Dumont: I would.

Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to dissolve the Town Hall Advisory Committee, effective immediately, with thanks for their hard work and given that they achieved their goal of giving the Board of Selectmen a recommendation this evening. Motion carried, 5-0.

Chairman Dumont: I would ask just for a friendly amendment to put in there effective immediately, just so that we know what takes place.

Selectman Jakoby: Thank you. Effective immediately.

Chairman Dumont: And so, I'd give the same thing. Thank you and very much, thank you to everyone who helped. All the volunteers, including the non-voting member of NorthPoint put a lot of, you know, free time into this, so thank you very much.

Selectman Jakoby: And the draft minutes of the last meeting, I believe, will be up along with all the other minutes and the videos, just so everyone knows that if they want to see what occurred, it's all there for you.

Chairman Dumont: Thank you.

Selectman Vurgaropulos: Thank you very much, Mr. Dhima. Have a good night.

Elvis Dhima: Thanks.

D. Emergency Operations Plan

Chairman Dumont: Next up, we have item D, Emergency Operations Plan. I will recognize the Fire Chief, Scott Tice.

Roy Sorenson: Yeah, if I may, Mr. Chair?

Chairman Dumont: Go ahead, Mr. Sorenson.

Roy Sorenson: So, just real quick, this is a very large item. I'm sure you've seen it before and you're familiar with it. I did ask the Chief just to do an informational tonight, because just to save us a little time, because we are wrapping up budget, I envision him coming back in two weeks and maybe breaking this down with 10 slides. The document will be in the Board of Selectmen room, if you feel like you want to do some weekend reading and flipping through the pages, okay? So, with that, I'll turn it over to the Chief.

Chief Tice: And as the Town Administrator said, it is a very lengthy document, but this is the Emergency Operations Plan that we use to provide guidance to the town, to town government and emergency operations staff in the case of a disaster and EOC activation. So, I will be happy to answer any questions you have now, but I think it'll make more sense when you get a chance to look at it, I'll come back and provide a presentation on that.

Selectman Guessferd: So, I just want to basically kind of confirm that I'm certain that we probably took a lot of lessons learned from the last time it was activated during COVID?

Chief Tice: Yes.

Selectman Guessferd: And so those are incorporated?

Chief Tice: Yeah, it's a pretty comprehensive document. There's a lot of repetition because it goes through and you'll see emergency support functions and outlines potentially all the duties and responsibilities each emergency support function has, and underneath other so some incident support functions are on their own and some report up to other as primary and secondary. So, there's a lot of repetition in it, but it's a very thorough document.

Selectman Guessferd: All right, yeah.

Chairman Dumont: Just because again, it is a thorough document, we have a copy up in the Board Selectmen room, but where can it be found online in case if anybody wants to take a look?

Roy Sorenson: Once it's adopted by the Board, which I envision at the next meeting, we will post it online and they'll have it up there as an adoption as official document, and you'll be able to see it electronically. If you want to see it in physically, you can certainly come into town hall and do that. As I mentioned, we will provide a copy to do so, but it will be posted up online.

Chairman Dumont: All right. Any other questions or comments? No. All right. With that, we don't need a motion for it. We will roll right into item E, which is the ambulance billing policy.

Roy Sorenson: Let me just kick this one off again, Mr. Chair, if I may. So, for my selectmen Jakoby and selectmen Vurgaropulos, I'm going to consider this a first read and they'll be coming back and we'll start the process over again. This is to be in a very comprehensive project that we're starting. I'm calling it a project because there's a lot of pieces that have to be filled in. This is the first part, which is the adoption of the policy, not asking adoption tonight. We will review it with the policy subcommittee. We'll also have more folks coming in for that. We will actually have Comstar coming in. This will eventually get to schedule of fees. We're going to talk about state law and everything else. It's not going to happen tonight. I'm going to ask either the fire chief or the deputy chief just to kind of brief us on that, give us the cliff notes version, because I envision two or three more meetings in totality with this.

Chief Tice: Yeah, and this is an updated procedure from what we've been doing in a formalized policy, which will be a town policy because it affects the fire department, finance, Town Administrator, and it does concern

revenue. So, it will be a town-wide policy and it's coming to the Board and the policy subcommittee, and this will formalize the review of ambulance revenue and writing off bad debt, uncollectible debt.

Roy Sorenson: Deputy Chief Enos, if you could explain to us just a little bit of how I guess it's Medicaid or medical billing and things of that nature have changed.

Deputy Chief Enos: Certainly. So, this came about, the Chief asked me to take a look at this because the fire department had a couple policies and we weren't quite sure what former administration at town hall had for policies and stuff like that. So, I reached out to some former co-workers who are experts in this and I've drafted a policy that all of us would use. It would be identical for fire department, finance, and the Town Administrator. And what this would allow us to do is we all be on the same page to reconcile as revenue is coming in and revenue is going out. But the biggest thing is to write off the debt. It can easily get lost and stuff like that. To understand that, that'll be more in the presentation. Right now, our third party billing company is called Comstar. One of their legal people is actually going to come in and present to the subcommittee and make sure that everybody understands this because it is kind of complicated and it's a sub-business. This will allow us, we're going to change the policy so basically once a month the players involved will meet for 20 minutes and clean up any debt. So, all our books will look straight and stuff like that and we're not carrying this over. But we'll all have a much better understanding. The policy is also written that if one of us leaves tomorrow the next person can come in and understand this and pick right up and get going on it. And again, we'll all be on the same page. One of the things that's about to occur is you may or may not have seen it over the past couple years there's been a big talk about balanced billing, ambulance billing with the state of New Hampshire. So, a law was just passed and what the law basically does is we have ambulance rates that we set. We have not changed our rates since 2017. So, we're kind of behind. But this law is going to say that if you have blue cross blue shield and I send you a bill for a thousand dollars, all right, and your health insurance has worked in agreement says we're only going to cover eight hundred dollars of that, the responsible party being you, I'm going to have to send you the balance. That's going to come to a stop. This is, you've heard the term surprise billing as well, this is where it comes into that. In the state of New Hampshire, there were some bills put forth. One of the bills that was put forth and was passed was that it's agreed that the insurance companies are supposed to pay us three hundred and twenty-five percent of the Medicaid Medicare payments. Medicaid and Medicare are fixed rates by the federal government. So, they say it doesn't matter if you need twelve drugs, you know, we pay six hundred bucks and that's it and take it or leave it, that's it. So, now we're going to be able to get a fixed number. The problem is or the unknown is we used to rely on collecting that revenue, that other revenue. Some people have supplemental, co-pays, whatever, that goes away. So, we're not a hundred percent sure how this is going to balance out. There's actually no formula that works out. The insurance industry presented to the state on multiple occasions and hearings, this is what we expect. And the ambulance services presented with formulas and stuff, that's not the numbers we got. So, we're not going to know. The big hook on this bill is only good for two years. After that it dies. If that number three hundred and twenty-five goes down because there was another proposal of two hundred and two percent, we're going to collect a lot less. And that could impact us two years from now with the fact that if the ambulance revolving fund doesn't have enough money, we could be coming back to you and saying we need more money now to run the ambulance. And that's always been a great cushion, a great mechanism to keep our ambulance funded. So, we need to be ahead of this and prepare for this. So, what this policy will help us in consultation with Comstar, our billing company, that's going to help us as well. We're preparing for that as well. We would like to make a proposal to increase our ambulance rates. So, that will be all explained to you at a later point, what we are now and what we're going to propose that. A quick look around southern New Hampshire, and it's probably going to occur around the entire state, is everybody's probably going to default to the three hundred and twenty-five. That's the max you're going to get. So, why wouldn't you? So, that will kind of even out across the board. Right now, for Hillsborough County, we are the lowest charging. And again, this is, don't get me wrong, I'm not trying to make people poor

and stuff like that. This is what your insurance pays. After this bill goes into effect, January 1st, there's no more, like I said, bills or anything like that. It's just whatever they pay, that's what they're going to pay. The biggest caveat to this is this was supposed to encompass every insurance company out there, Blue Cross, Harvard, whatever. The insurance companies have found a loophole that may make them exempt. But nobody, right now, nobody knows whether an insurance company is going to be able to claim exempt or not until January 1st. And that's, we're using counsel from Comstar who, she just specializes in this. So, there'll be a pitch to increase the rates, nothing above and beyond what anybody else is going to be doing in the state. We're just going to be fair game across the board. We're going to have a policy that watches us like a hawk. So, every 30 days, we're going to be able to present to the Town Administrator if requested, this is exactly where we're at this time. You'll know when our revenue is coming in, what our debt is, and what we're writing off. You'll also understand some of the terms. The biggest thing that I'd like to let you guys know is the Hudson firefighters do a phenomenal job collecting the information required. When we bill, if we don't get a payment the first time the bill goes out, there's less than a 5% chance we'll ever see any money. Our guys, right now, it's close to 95%, consistently. That's unheard of. There's no high-pressure tactics. They're just doing their job getting this information. I've worked in EMS, I've worked private ambulance, that's amazing. They really do an outstanding job with that. This document, again, will help streamline this, but it will make sure that the Town Administrator knows. At any time, you want to know something, he'll be able to give you those answers. That will be the most consistent thing. And we'll be planning ahead now, because we'll be meeting to know what happens if something goes wrong. Again, in this package, you'll get it. It explains, if someone has a hardship, all of that will be laid out in this. Like I said, there'll be a formal presentation that will break this down. Does anyone have any questions that I could quickly answer for you?

Selectman Guessferd: Okay, so when you say 95%, they're collecting ...

Deputy Chief Enos: 95% of what we bill.

Selectman Guessferd: That's a good percentage.

Deputy Chief Enos: It's unheard of. So, a city like Manchester could be in the 30s. Some of that's our clientele. A lot of times, though, it's whether we can get the information right the first time.

Selectman Guessferd: Right, okay. So, getting all of that accurate information is what is helping to lead towards collecting all that money, rather than have somebody come in and follow up and say, well, we don't have this, we don't have that, and then having to go back out. And at that point, what you're saying is that the chances of then getting that payment are a lot less. Less than 5%. Yeah, okay.

Deputy Chief Enos: That's the national average. And Comstock can produce all of these numbers for us. When I went there, I asked them, show me, I want to see the factual numbers. And I took them all home and spent a weekend going through them. I didn't believe that we were 95%. And I went through the numbers. And for what we bill, it's very good. And like, there's no high-pressure tactics. They're just, they do an excellent job gathering this information. That really is helpful for the sustainability of our ambulance service through the EMS fund.

Selectman Jakoby: I just want to say, 95% is phenomenal. And I want to say on the three different occasions I've had to call the EMS, you didn't even realize that they were gathering the information necessary. Because once you said that, I'm like, oh, yeah, there was someone with an iPad and making notes. And there were a couple of questions. You know, in my case, I was the person with the person being there. And I could see how they gathered the information now looking back. And it's excellent. And I don't think we should underestimate that. That's an amazing accomplishment. And I know everyone I talk to, their experience is not one even knowing that information is being collected. And I think it's just phenomenal. So, thank you.

Deputy Chief Enos: Don't thank me, thank the guys.

Selectman Jakoby: Yeah, no, but the department.

Chief Tice: We'll pass that on.

Roy Sorenson: So, as I mentioned, I envision probably two or three more meetings to adopt the policy, walk through the fee schedule, and take a look at where we are as far as the books. We have some stuff that goes back to 17 and 18, right? So, I want to clean all that up. So, finance has a better idea of where we are. So, there'll be some decisions to be made. And then we move forward from there on a more routine basis.

Chairman Dumont: Any other questions or comments from the Board? With that, we'll move on to the next item. Thank you guys very much for coming in.

F. NH 457 Deferred Compensation Plan

Chairman Dumont: Next up is New Hampshire 457 Deferred Compensation Plan. I will turn it over to Mr. Sorenson.

Roy Sorenson: All right. Thank you, Mr. Chair. So, I have Erin Zayac, who's with the state of New Hampshire's town, actually, I should call it the State 457 Deferred Compensation Plan. Currently, our portfolio is managed by a company called Mission Square. Now, this is voluntary. This is not something the town contributes to. The employee has the ability to take some of the portions of their salary and place it in this. It's an investment, obviously, to help along with your pension. It's in addition to your pension. I did get some employees that came to me that say that the current manager of the portfolio has excessive fees. They weren't quite happy with that. We looked into it. We talked to some other towns. We formed a working group of myself, Kathy Wilson, Laurie May, and actually Lieutenant Matt Flynn from the police department. We gathered up information, as I said, and we ultimately spoke with the state. And I think it's wise at this point for the town to consider moving towards this. Erin will do the presentation tonight. I'm not asking for adoption at this time, because until we have complete sign-off by the employees that are enrolled in the program, once we get that, I did include in the backup what's called a joinder agreement, and this would just be a pass-through administrative item for, I'm going to say, a future meeting. At that point, we will transfer all the funds over to the state, away from Mission Square. We'll obviously notify Mission Square that we're doing this. So, with that, I will turn it over to Erin.

Erin Zayac: Thank you. Good evening. Erin Zayac. I'm the executive director with the state of New Hampshire's 457B Deferred Compensation Plan. And again, as Mr. Sorenson had mentioned, this particular plan is a supplemental retirement plan. So, it does, and the intent of the plan is to supplement New Hampshire retirement system. And so, this is completely, again, no state monies are in it. No town monies go into this. This is completely funded by participants. It's completely, um, everything is paid for by the plan. So, it's kind of a self-funded plan.

Selectman Guessferd: So, there's no matching?

Erin Zayac: There's no match.

Selectman Guessferd: Like for the 401k?

Erin Zayac: Correct. Yep. This would just be an opportunity for employees. We offer both a pre-tax and a Roth after-tax option, and this would process through payroll. So, there would be no additional costs to the town other than what you're already paying to process your payroll. So, this is just a quick outline of, uh, New Hampshire State Law Chapter 101B, which created the Public Employees Deferred Compensation Plan. It establishes the program. It allows for political subdivisions of the state to participate in this plan, limits the financial liability, um, of participants towns, cities, political subdivisions, um, and outlines how the plan, um, operates. So, again, without cost fully funded within the, within the program. The law also establishes a commission. These are our current members of the commission, but as you'll see secretary of state, public employee at large, attorney general, unclassified employee member commissioner of the insurance department, state treasurer, commissioner of administrative services. We have participants with the legislative branch as well as judicial branch as well. These members meet on a minimum quarterly basis. We go over how the fund, how the plan is performing, how each individual fund is performing, um, and kind of go over the operations, overall operations

of the plan. Oh, sorry. Nope, you're good. So, again, commission responsibilities kind of outlined here members appointed in statute or governor and council for very specific terms responsible for selecting and improving investment products. Currently we have, I think, about 38 or 39 funds for investment within the plan. We contract or the commission contracts with outside investment consultants, a third-party record keeper for day-to-day administration of the program. And that's all done through the state of New Hampshire competitive bid process and contracting process. Again, here, just some additional information, responsibilities maintaining a current and up-to-date investment policy overseeing and evaluating on a continuous basis, the performance of funds. We oftentimes will swap out funds that are underperforming or creating, you know, undue risk for participants. Again, adding or replacing funds, monitoring the reasonableness and competitive competitiveness of the fees. And again appointing, monitoring, replacing people with, with expertise including our consultants or other professionals. We do also, we're actually currently looking, um, but usually have a subject matter expert attorney outside of the Department of Justice who can help us with this plan as well. So, again, about this particular plan, it's a defined contribution plan authorized under section 457 of the Internal Revenue Code. So, it's a governmental defined contribution plan. It is voluntary employer-sponsored, and again, supplemental to the NHRS system. Traditional before-tax and Roth after-tax options are available to our participants. Current employees, so if they're in any status, truly, full-time, part-time, per diem, they would be eligible and there's no waiting period for them. They could, they could sign up as part of your onboarding process if you wanted to do it that way. So, again, our current record keeper, we have contracted with Empower. I believe that contract is through October of 2029. We, the state, have had a long-standing relationship with Empower and they have won several bids as the state has gone out. We've actually been with them since they were Great West Financial, so quite some time that we've been with Empower. While Empower does provide products and services, we truly branded this as the state of New Hampshire Deferred Compensation Plan. So, if in the future, the state takes the record keeping services out to bid and a different company were to win that bid based upon all the criteria that are established what you see at the top, like the New Hampshire Deferred Compensation Plan, that would carry along with us. So, truly, the branding would stay the same. A lot of familiarity for participants. We currently contract with NFP Retirement. They are our independent investment advisor for, firm. They are constantly watching our investments, constantly reviewing our investment policy, and at each meeting, we kind of go over how those investments are comparing to our investment policy, if any of those need to be placed on a watch list and or replaced or removed. So, again, some plan advantages for employees, immediate eligibility, uh, the simplicity of payroll deductions. So, they do not have to write a separate check. This can just be done through the payroll. We have retirement advisors within power that can provide, um, licensed advice to participants to help them determine how to invest their funds and help them reach their goals in retirement. Um, again, we offer a wide variety of investment options. We have about 38 or 39 funds without overwhelming a participant. We don't want to have hundreds of funds out there. We really try to stick with high quality funds and just enough in each type of, you know, a class of funds for them. We offer local education and there's some flexible distribution options available for employers. Again, the plan is available at no additional cost to the employer, very low cost to employees. And it really, the fiduciary responsibility falls upon the commission and my position. And so that's, that's a huge thing for especially for a lot of the political subdivisions that just don't have the resources to create a plan document, to create investment policies, to do these things. We're constantly monitoring it. So, we're taking that administrative burden off of your plate. And again, it exists, exists in state statute. So, we're, we're already doing the work. The next few slides, I'm not going to go over in too much detail. They're certainly there and available. It really just outlines the tools available to participants who are interested in joining the plan or if you are interested in, in having this plan. I will kind of, we do offer kind of a do it myself. You know, I just want to be able to put myself into some of my funds or funds that I want to invest in and just leave me be. We have online advice that's free of charge. So, someone can upload all of their information into the system and it's going to kick out kind of, this is probably how you want your portfolio to look. We also offer a full, it's called my total retirement, but that is basically full advisory services. There is an extra cost for that, um, but it is available to participants. And again, um, the fees are outlined for that my total retirement advisory services. And you can review that in detail that's there for you. Again, more education tools and resources. And again, so you'll see in each asset category, we offer a handful of investment options. Again, we really attempt to offer some options in several asset categories without overwhelming participants. So, we're monitoring these at least on a quarterly basis, if not, if not more our plan also offers, um, self-directed brokerage accounts. Um, those are offered through Schwab. So certainly this would be for the individual who's really knowledgeable investor

acknowledges and understands the risks associated with the investments that are going to be available to them in the SDBA. Self-directed brokerage just offers a little more. So, for the, you know, investor, the savvy investor employee that you have, that's like, this isn't cutting it for me. They could deter, they could go with self-directed brokerage as well. So, I think that's really everything. If you have any questions, I, I double check today. So, our current plan is standing at about, again, 633 million, and that's combined with state of New Hampshire employees, as well as the political subdivisions that are participating in our plan. An updated list is available under plan resources on our website. That's about 9,000 participants with a balance and of those participants, the average balance in an account is around 70,000.

Chairman Dumont: Thank you very much. Do we have any questions?

Selectman Vurgaropulos: No, I just have a comment. I've used Empower before. I think they have a really good product. I've done the total, the, the total plan.

Erin Zayac: Yeah.

Selectman Vurgaropulos: And my portfolio looks good now, even though, even though I'm not with them.

Erin Zayac: Yeah.

Selectman Vurgaropulos: I wish I still was, but they, I like their product. They do a really good job.

Erin Zayac: Good to hear.

Selectman Guessferd: No, I, I'm just, um, is there, is there a way to quantify like on average, like, like what we're doing now versus, um, you know, like the same, essentially the same investment sort of, you know, I know it's hard to do because, you know, everyone's different, right. And you're, you're investing in a different risk, risk, you know, and all of that. So, um, but it's in terms of the advantages of going with the new plan. Um, so they, I mean, I know the fees are higher on the, on the current plan, so fees will be less. So, you make a little bit more. Um, but in terms of the actual, you can let them do it themselves, right. They can pick your funds and do it for you, as you mentioned, or people can do it on their own. Um, yeah, we have a similar system at BAE, but, um, is there any data that, that kind of, you know, is there any, any comparisons, I guess, or is it just more, more, I'd say, anecdotal, um, you know?

Erin Zayac: I think the main comparison that you're really going to be looking at is, again, those fees. Um, we, we offer some of the similar investment options, some are different, um, some of the different options that we've gone into. I don't know if your current plan uses collective investment trusts. So, CITs are a new product that the commission has signed off into using. Um, they basically give us, uh, they give us exposure, um, into the market, um, with, with lower fees for the participant in those investments. So, we are able to utilize those, but I think you're going to mainly see that in the administrative fees, um, but, but also in the, the fiduciary capacity. So, that fiduciary responsibility, and, and I can send along, um, to Mr. Sorenson, I, I kind of have a document that outlines in a little more detail what that fiduciary responsibility ends up being, but it really lifts that off of the town and, and the state takes that over. And that's, that is a, a big thing. I think a lot of the political subdivisions of the state are either, um, passively, passively managing their 457 offerings, um, or they're just, they're trying to create the structure, but they just don't have the, the capacity and the resources to devote to having, uh, you know, a board of directors and having a smaller basically set up of what the state has to monitor the funds, to contract, to do all these things. And we've actually seen several political subdivisions simply have these evergreen contracts for their 457 plans. And that does expose them to a risk in terms of their fiduciary responsibility.

Selectman Guessferd: Okay. And does, and does the, um, when you have them invested for you versus you do it yourself, um, um, is the risk pro, do you, do you basically say this is the risk profile I'm looking for? I'm looking for a higher risk. Like if you're younger, you might want a higher risk program. If you get a little bit older toward retirement, you know, you might want more cash-based and bond-based.

Erin Zayac: We have, the target date funds. So, those are kind of the, a lot of people, um, participate in those and those are going to self adjust every year based on as you edge towards retirement. We also have, we also have participants that are going to go in and they're going to take their pot of money and they're going to split it up between the investments that we offer. Um, we do monitor with Empower. We try to, we try to monitor and see

the people who are, you know, based upon their retirement year, um, as loaded into the system who might be in higher risk. What we do find often when we reach out to those participants more often than not, but we do outreach, um, those participants are like, I know, but since this is a supplemental plan, I'm taking higher risk here. And so, I appreciate that you're concerned that you're looking at my balances and saying, well, you're being a little risky. Are you sure I'm all set? We do have people that are like, I'm so glad you reached out. And that's what we have. Our, our, uh, retirement plan advisors help us do. They help us reach out to participants and offer that help. Um, and those are available again, meeting with those RPAs. That is no cost. You can meet with an RPA, sit down and say, this is kind of my goal. This is what I want to do. Help me out now. They're not going to manage it in the long-term, but they'll help. Um, and again, we, we do for those, those people that are doing it themselves, we do try to monitor risk, but a lot of times they're like, I'm good.

Selectman Guessferd: Yeah. Yeah. Oh, I know what I'm doing.

Roy Sorenson: Yeah. So, I, again, tonight informational, uh, we'll come back with some action on the Board's behalf, probably at the next meeting. I'm going to kind of leave that to the working group. I think we can get sign off from the employees that currently in the plan. The only other question you didn't really cover it. So, you can take loans on this too.

Erin Zayac: Correct. There, we do have a loan program, um, available. It's one loan at a time. It's, it's relatively small. It's up to half of the amount, um, I believe. And I can send you the details on that. Um, we do offer emergency, um, withdrawals, things of that nature. Um, and I know the commission's going to look at, at reducing the, um, in-service age, um, because we can reduce that. And I know that's on the commission's kind of thought to look at. There's always concern that, Hey, you know, someone not yet to retirement is going to take their funds out. But, um, our advisors don't think that that'll be as much of a problem as maybe we kind of.

Roy Sorenson: And then administratively, the transfer from mission square to the state plan, pretty straightforward.

Erin Zayac: Yeah. Pretty straightforward.

Roy Sorenson: Staff's not getting involved to any complex.

Erin Zayac: Just the payroll people. So, they'll understand kind of what the files look like and how the, how your specific payroll system will integrate with Empower system. But Empower is going to have dedicated people to go through the process, um, draft, you know, they'll draft a letter for you to send to your current provider. And then they'll do mapping, you know, to map people to the closest investments that we have that are similar. Um, and then work with the payroll folks to know how to process that payroll.

Roy Sorenson: All right. Excellent.

Selectman Vurgaropoulos: Yeah. We'll say to piggyback off what she was saying, um, the tools that Empower offers, they're really like, it's not hard to understand at all for the normal person. So, like she said, like I've taken advantage of almost everything you listed out, like the loans, uh, my former employer, you know, like she said, it was one thing COVID hit and they were like, all right, well, we're going to give people a break. So, they changed the number to two. So, you could take two loans out, um, the risk profiles, you can select your risk profile. And what I really enjoyed was mapping out, like you said, as you're nearing retirement, you could choose your aggression and it gives you like a full color-coded breakdown of how it's like, this is what you have. This is what we pretty much think we can get you. And if you go really risky, you might be able to get this like, and it's, it's not complicated to understand. So, it, I like the program.

Chairman Dumont: Anything else? Selectman Jakoby did you have anything?

Selectman Jakoby: I thought I may. Nope. All good.

Chairman Dumont: Any other questions or comments? No. Well, thank you very much for coming in.

Erin Zayac: I appreciate it.

G. Lower Merrimack River Local Advisory Committee Update

Chairman Dumont: Thank you. All right. Next up is the lower Merrimack River Local Advisory Committee update. Mr. Sorenson.

Roy Sorenson: This confirmation is the Board appointed to local residents, Kathy Nardoni and Ruth Sessions. We did receive that confirmation from the state. So, they are actively part of that committee at this time. And they will be in touch with the state officials as necessary moving forward to attend the meetings. And at some point, I'll probably reach out to them. I think it's important that the Board understands what they're working on and things of that nature. So, I think between myself and probably selecting Jakoby, you know, maybe some point they come in and they tell us, you know, what's been discussed and what's been worked on.

Selectman Jakoby: I did have an opportunity to speak to Kathy Nardoni, who did attend the last meeting because she had the date and did indicate to her that at some point after their meetings, she may want to send us a memo on what they're working on. And she had some good questions for me about how everything works in town. And she's very excited.

Chairman Dumont: All right. Yeah, looking forward for an update. Any questions or comments? We'll wrap that one up.

H. FY27 Budget Wrap-Up

Chairman Dumont: We will roll into the fiscal year 27 budget wrap up.

Roy Sorenson: All right. Seeing as we have police and fire here, and I don't want to hijack what the Board's intent was here tonight, but I think some of the questions we had were involved involving the counseling and whether or not we can combine those. Are they similar? Are they apples and apples? What it might be. So, if I could ask the two chiefs to come up to the head table. And Chief Cayot, I'm going to start with you. If you could just talk to us about your well, your staff, your well-being that you submitted as part of your out-of-budget requests.

Chief Cayot: So, the well-being that we submitted was for every employee at our agency to get a one-hour check-in with a clinician. So, that was the, and I don't have the number in front of me, I want to say it was around \$11,000. So, the \$12,100, that included a one-hour check-in for every employee. And then that was for emergency check-ins. And that was in case we had some sort of event where we felt we needed to have a clinician on site, then in there to help the employees. So, that was the price you saw.

Roy Sorenson: All right. So, the name of that firm is ...

Chief Cayot: Shift, I believe?

Roy Sorenson: Yes, correct.

Chief Tice: Yes.

Roy Sorenson: All right. Now I'm going to go to you, Chief Tice. Do you utilize Shift currently?

Chief Tice: Yes, we do. Okay.

Roy Sorenson: Can you explain that?

Chief Tice: Yes. So, we run the same program. So, in FY25 and this year FY26, through the AFG grant that we were awarded, we're running the same program with every employee having a one-hour mental health consultation each year. And then we have money through the grant for either an emergency call-out or an extra, if we have somebody in a crisis, critical incident debriefing or training. All right. So, we have that as part of FY26. And what we're proposing for FY27 was the same, the one-hour consultation and then \$1,800 for either emergency calls, a debriefing, somebody in crisis, or if we didn't use it for any of that, it would be like a retainer would be able to do a training session.

Roy Sorenson: Do we know if, so the rate, I'm going to guess it's the hourly rate and then there's the emergency calls, right? Do we know if that is the same for each department?

Chief Cayot: \$150, I believe, for each department. And when we were talking earlier, I was reminded of, we actually met with Candace from Shift and we had actually asked her, was there any sort of discount if we added more people or if we combined? And the \$150 is the \$150, no matter what you do.

Roy Sorenson: Okay. And the other question the Board has was, is that a service that could be offered town-wide or is that just specific to police, fire, public safety type situations or employees for that matter?

Chief Cayot: That's not something I currently have the answer for. I don't know if Chief Tice does.

Chief Tice: We can certainly ask, but she does specialize. I believe we may have the answer. One up there, Chief.

Deputy Chief Enos: Sorry, I can provide a little insight in this. When I focused in a lot about writing the grant, so as part of that, we had to do some research. Quick background, two years ago, police and fire, the command staff both met with Candace. We talked about doing this at that time. We would have to come for an outside the budget request and stuff like that. Neither one of us really had that lined up. We had the opportunity and wrote a grant. We were blessed enough to receive that grant. Part of the grant was for mental health, so we could actually execute and go right into that. During that process, I did background checks and resumes and RFPs and stuff about who we were looking for, because we were specifically looking for first responder mental health, because there are just so many different types. Only so many people were evaluated. We ended up choosing the woman who runs this company, Shift, her name is Candace, because she has an extensive background in southern New Hampshire. She was vetted by Dr. Sawyer. Dr. Sawyer is from New Hampshire, and she's also a leading authority through the country right now. We've been very blessed to have her as well. As a result of this, our pool was narrow. To ask her, could she take on everybody in the town, that wouldn't happen. What she would do is she would refer us out to another company or another. They're looking for certain trigger questions when they speak to first responders, so that's why it works like that. Our rates were set, and we were able to lock in fixed rates for two years, part of the grant, and she agreed with that with the police. Those rates will eventually go up, just like everything else, and we were prepared with that, but we've been working with her right along. Unfortunately, it's just not a townwide type of situation. We would have to look for somebody else. We also inquired two years ago, and then as we went through it, what about a big discount? That profession doesn't work like that. That's not wholesale. It is what it is what it is, and when we shopped around and looked at the other people, they were all in the same ballpark. I'm a couple dollars here and there.

Chairman Dumont: Okay, so that company that you guys currently both use is Shift.

Deputy Chief Enos: Correct.

Chairman Dumont: The outside of the budget for the police department is to utilize that going forward for more exams, yearly exams.

Chief Cayot: Correct, for the one-hour yearly exams.

Chairman Dumont: In the fire, the outside of the budget request is \$38,000 and change through a company called LifeScan Wellness Centers. Is that just for the physical screenings, and the mental health will still be handled through Shift separately?

Chief Tice: Yeah, we might have confused this by putting this into one because it was going into one line item, so the ask includes the \$9,600 for the mental health consultations, \$1,800 for the emergency callback crisis type response for the mental health, and then \$27,512, which represents the difference to what we have in the budget currently proposed for FY27 and what it would cost to do the physicals through LifeScan. So, what we budgeted for was the physicals that we used to do that aren't as comprehensive, so the ask is the difference to be able to continue the LifeScan, which is a much more in-depth physical.

Chairman Dumont: So, the LifeScan will come up here, do those physicals and those cancer screenings for your guys, and you'll maintain utilizing the mental health through Shift?

Chief Tice: Correct.

Selectman Jakoby: So, what is the cost of continuing the mental health portion only? Is that the \$11,400? It was in your executive summary.

Chief Tice: Yes, yes, it'd be \$11,400.

Selectman Jakoby: So, then your \$11,400 is comparable to the \$12,100 that the police are asking for, and those are both Shift?

Chief Tice: Correct.

Selectman Jakoby: I'm just going to break it down. Okay, and then the balance of this, \$38,912, the balance, the difference between that and the \$11,400 is for the physical with other companies?

Chief Tice: Correct.

Selectman Jakoby: Okay.

Chairman Dumont: So, my question, so now that I understand that, I appreciate the breakdown, just because you guys are together, does the police department have any value in that same program? I know that things are different with what you guys are looking at, but I didn't know, again, you both utilize Shift. Is there any value to the LifeScan Wellness Center for the physicals on your side, Chief?

Chief Cayot: I would have to look further into it, but I believe there is. We have been looking at eventually moving that way and getting some sort of advanced physical for our employees, and when we were talking outside, it does sound like this is something that would also benefit the police officers, because it's not fire-specific. It's kind of health-specific, getting a baseline to make sure you have that baseline help.

Chairman Dumont: Right, right. Okay, and I'm assuming, but just for the sake of asking the question, the cost is probably what the cost is?

Deputy Chief Enos: No.

Chairman Dumont: Okay.

Deputy Chief Enos: So, that's the benefit with LifeScan and other companies like that, is that if we had more employees, we tried to look around to see if there was another community that was going to do that, but because they're coming remotely, we could get a better rate. What happens is, based on the number of people you're going with these types of companies, it's like an a la carte menu. You pick these are the tests we're going to have done. One employee costs \$900, and these are the tests we're all going to have. Perfect. Now, let's say we go from 56 people to 90 people. That might go from \$900 to \$700. And the benefit to this physical is these people, again, it's another company that's specific, started out with fire, but they already do police, because there's different requirements. The big thing, though, this is going to get people who either are too young to understand, people who procrastinate or whatever. You're getting in and you're getting these things checked out right away. It's all one-stop shopping, and they do more than just the NFPA physical, which we are required to. They do a physical fitness. The person who does the EKGs is also an exercise physiologist, so he's giving me exercises, telling me this, and it's catered to each individual one. Then you have all that information, and you can turn that all those tests over to your doctor. They email all of that. So, it definitely would, it benefits anybody. It's critical for firefighting, because we need those NFPA tests. The term cancer screening or cancer test, just so we're clear, in the a la carte menu, you can choose many different things. There is a certain type of blood test for cancer screening. Through the grant process, we were able to offer that to all of our members. That test is \$800 per person. We're not putting in for that. It's not recommended to do that every year, but they do other cancer screenings, ultrasound of all your organs, other certain types of blood tests. They're doing cardiac scans. These are things that you'd have to go and pay \$3,000 at the local hospital to get. They bring it all right here.

Chairman Dumont: So, if the employees wanted to choose to do that on their own, would they?

Deputy Chief Enos: They'd have to go through their insurance companies, and they'd probably be looking at a \$10,000 bill.

Chairman Dumont: I'm saying, so if you guys contract with them, would the employee have the option to increase what we as the town offer?

Deputy Chief Enos: Oh, no. No, because we have to choose it coming in. We would have to, right. So, we were very specific when we did ours. They had to meet the NFPA physicals. Then they offer some things just part of their package. So, they offer an exercise physiologist. They offered a hearing. They offer an eye test. They throw that in because they're trying to draw the clientele in. But they also, based on what they see, they may recommend, you should go see your doctor and follow up with that.

Chairman Dumont: Right, right. And then I guess just my final question is, okay, so if you had an increase in the amount of people, how long do you think it would take for you to get a quote based on the increase of the amount of people?

Deputy Chief Enos: We were very lucky. We made a good relationship with the, at the time he was an executive. Now he's the president of the company. And I have him in my cell phone. He also is working right now to try and contact with Nashua Fire as well. Nashua used them about 10 years ago. They're looking to possibly go back to them as well. So, but please understand if I get you the quote and next year it changes, it could be up a little bit.

Chairman Dumont: Of course, yeah.

Deputy Chief Enos: And we would also have to collaborate with the police chief in case he needs a certain thing that he wants. Like, oh no, we have to.

Chairman Dumont: I understand, yeah. It would be unique to the police. I was just curious, that's all. Any other questions or comments from the Board?

Selectman Jakoby: I just wanted to point out, I did find it interesting that the quote that you gave us from LifeScan Wellness Centers says a minimum of 45 appointments to come on site can combine multiple departments or use self-pay spouses and retirees to get to this number. So, it's actually kind of interesting that if they come on site that there's an opportunity for them as well. So, I just wanted to point that out. So, there's like a plus to having them come on site is the way I read this.

Deputy Chief Enos: Well, that's the biggest thing of having them come on site. We had to ship people over to Nashua to go get the physical that we're out of town, whatever. We had to coordinate all that. They come on site. We have a great relationship.

Selectman Jakoby: I love that, yeah.

Chief Cayot: With Pastor Hubbell.

Deputy Chief Enos: Thank you. So, there's no overhead to us. We're getting that facility and it's been a wonderful facility for us to use. But they worked with us, came in, came out, everybody was done and these people are getting their results right away. If there was a problem, we knew about it right after the exam and these people got their full email results to bring to their doctors within the days.

Selectman Jakoby: So, where were they holding the exams?

Deputy Chief Enos: We used, what's the name of the church?

Chief Tice: Pastor Hubbell's new life Christian church.

Selectman Jakoby: Okay.

Deputy Chief Enos: He happens to be our fire department chaplain, police chaplain and he's just worked phenomenal with us and because we're able to do this Monday through Friday, we have full use of the facility with privacy and stuff like that. It met all of our needs.

Selectman Jakoby: Thank you.

Laurie May: And just to mention too, all other employees or anyone who receives a paycheck from the town has the employee assistance program through HealthTrust that they are available, they can take advantage of for just normal occurrences.

Chairman Dumont: Thank you. Any questions or comments? Mr. Sorenson?

Roy Sorenson: All right. If you're going to continue the discussion or consider it, so each of these lines were zeroed out by the Board, you would have to rescind those motions if you want to put money back in. The police was \$12,100 apples to apples, that would be \$11,400 for fire, correct? That's for the mental health only?

Chief Tice: Yes.

Roy Sorenson: Okay. I don't, we don't have time in my opinion to do the life scan for PD because the budget books have to be to the budget committee by the 5th. I don't think you can get a quote in time to do that, correct?

Chairman Dumont: I would agree. I just wanted to ask the question so I would know how quickly they've turned around. One thing that I would ask and what I was going to say is if the police is considering this to take a look at it for next year. I think the Board's been adamant, I know from my position and I know how both chiefs look at it, health is probably one of the most important things or is the most important thing. So, I would appreciate at least looking into it for the next season.

Roy Sorenson: The other thing I would just ask too is if we can still get that quote because just in case any other options come available where we could get some of our employees through that.

Chairman Dumont: Yeah, definitely. All right. Do you have any announcements?

Roy Sorenson: No.

Chairman Dumont: How would the Board like to proceed on those two items? So, obviously we were looking for a town-wide initiative with this person for a Shift for mental health that's not capable, that's not a possibility and then the other screenings pertain mostly to fire department, at least the way the quote is built right now. What would you guys like to do? You got two different outside the budget requests.

Selectman Jakoby: I have one other question. So, you had said that the \$38,000 was the difference. So, you're doing physicals now which are in the budget?

Chief Tice: Correct. We budgeted for the regular physicals that we did before the grant.

Selectman Jakoby: Before the grant?

Chief Tice: Yes.

Selectman Jakoby: Okay. So, there are still physicals that are in the budget that we did not eliminate. They're just not these comprehensive physicals that you've been able to fund through a grant?

Chief Tice: Correct.

Selectman Jakoby: Okay. I just wanted to make that clear.

Selectman Guessferd: All right. So, I think, you know, my preference would be let's put the mental health in.

Chairman Dumont: So, let's start with, let's go department by department. Let's start with police only because mine's open to it right now.

Selectman Guessferd: Yep. Police works.

Chairman Dumont: So, that's the yearly wellness consultations for \$12,100.

Selectman Jakoby: Correct.

Chairman Dumont: You making a motion?

Selectman Guessferd made a motion, seconded by Selectman Jakoby, to allocate \$12,100 to Police Department Account 4210-5671-252-000, Support Services – Outside Hire, to fund police mental health services for FY27. Motion carried, 5-0.

Roy Sorenson: All right. So, I made Mr. Chair, that number, the \$38,000, if you're going to stay on that, would be \$11,400.

Selectman Guessferd: Just the mental health piece and then \$20,000 for the rest. Okay.

Chairman Dumont: So, how does the Board feel about that? Are we looking to separate the mental health out? We were going to make considerations over everything, so I think now would be the time to talk about if you're going to separate it out or look at it as a whole. So, \$38,912 was the whole ask. The \$11,400 pertains just to the mental health, which is not currently funded whatsoever in the budget.

Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to allocate \$11,400 to Fire Department Account 01-4220-5710-244-000, Medical Exams, to fund firefighter mental health services for FY27. Motion carried, 5-0.

Chairman Dumont: So, just for the sake of asking so nobody's confused, do we have any reasonings for the other studies we're looking to get to do this more? Is it town-wide? Is that the reason for excluding those? Do we need more information that we can give to them and bring back for next budget season so that we can give them some sort of directive?

Selectman Jakoby: Excluding what?

Chairman Dumont: The comprehensive screenings.

Selectman Guessferd: \$27,000 for that.

Selectman Jakoby: So, my reason for doing the \$11,400 is because it was clear to me with Shift on site that we need to continue that process. And so, I thought this was a good step. My hesitancy for the physicals is one, we do have physicals in place. Two, I would like to see police and fire and that contracting together. I'm sitting here not sure whether we lapse that year. We put it aside. We see what they come back with. We see where we end FY26. I don't know. The other I was clear. This one I would like to hear the other board members thoughts. Sure.

Chairman Dumont: I'll be honest. I'm not one to normally add things that initially I was after hearing all this discussion, I was in favor of the total amount. And the reason being I think is because as Deputy Chief Enos pointed out, if police came back with a need for those screenings, we would look at a reduced cost per person. And we'd work it in that way. I personally do think that the screenings are necessary and are important with what they deal with. I know we were in favor of it with the grant. However, in saying that, I also know \$24,000 is a lot of money and I understand. I do very much appreciate at least the mental health part going in.

Selectman Guessferd: So, we are doing it now, the screenings using LifeScan?

Chief Tice: Correct.

Selectman Guessferd: If we took it out of the budget it would be a year. We wouldn't be able to do it for a year?

Chief Tice: Correct.

Selectman Guessferd: Okay. For that for FY27 and then we would put it back in. I'm kind of inclined to leave it in. I mean it's because the employees are now going to be like, oh we can't do these anymore. And now they're okay with it. I mean I do think we have to really look hard at the reduced amount. I do like your rationale, Mr. Chair, on if we have it in there and police needs to, wants to do something, we'll be able to get that rate lowered. Progression. Yeah, so it would reduce the amount for fire. I mean it would add in police but fire's numbers would go down to that \$700 or whatever, the lower amount. I think it's important for firefighters to get those screenings and to maintain kind of a baseline and a history now that they've started doing this. That's just my thought process. I'm also willing to hear from other Board members.

Chairman Dumont: So, one other question I had on it. So, the grant, how many years have you used this life scan company? Just the one year with the grant, correct?

Chief Tice: Yes.

Chairman Dumont: And who does the screenings currently? Or who would you go back to for the screenings that's figured in for your budget?

Deputy Chief Enos: We would, I'm sorry, so when we went from St. Joe's to LifeScan, we had established St. Joe's for I don't know how long. When we did LifeScan, I actually went out, we went out to RFP because there are many options now. Before there weren't options. So, we would probably do research and figure out who we're going to go with, who's going to give us the best bet.

Chairman Dumont: Do you feel as though if this doesn't get added in with what's figured in your budget for these scans, are you able to find somebody for that dollar amount to cover the department? For the basic scans, not the comprehensive ones?

Deputy Chief Enos: Nope. And not to pull at your heartstrings, but for those of you that know me, I'll tell you like it is. Early detection is what makes a difference. There is a current Nashua firefighter who was formerly a Hudson firefighter who was recently diagnosed with an extremely aggressive form of cancer. Early detection makes a difference. What we're exposed to, involved with, stuff like that. Sometimes trying to explain that to a 25-year-old that it's important to get checked. I know everything. And these people that are doing these scans are specifically looking for issues that have to deal with firefighters or first responders. You go in to see your primary care doctor, you might get blown off, glanced over, see a PA or whatever. That's not the case here. The doctors that read these reviews are specifically trained to do NFP exams.

Selectman Jakoby: So, the grant covered fiscal year 25 and 26?

Deputy Chief Enos: Yes.

Selectman Jakoby: Okay. So, you're good through the fall fiscal year of 26?

Chief Tice: Yes.

Selectman Jakoby: It wasn't like half year. Okay. And so now we're looking at fall FY27?

Chief Tice: Correct.

Selectman Jakoby: Excellent.

Selectman Guessferd: Thank you for asking that because I was thinking I was just going to make sure.

Selectman Jakoby: Because if it was in the middle, was it a half a year here, half a year there, but it's fall 25 and fall 26. Those are your two years of grants. So, now 27 is bringing it into the budget.

Selectman Guessferd: Yep.

Selectman Jakoby: Okay.

Deputy Chief Enos: And just so you know, if the grants exist, that doesn't mean we can't go and apply for the grant again.

Selectman Jakoby: Of course.

Deputy Chief Enos: There's nothing. I mean, we were successful. It's been valuable. We would try again as long as the Chief says yes and doesn't fight it.

Chief Tice: I would.

Selectman Jakoby: I'm ready to make a motion.

Chairman Dumont: Go right ahead.

Selectman Jakoby: I'd like to make a motion to add, I believe the \$23,514 back into the firefighters.

Chairman Dumont: Uh, the firefighter medical exam line 5710-244.

Selectman Jakoby: Thank you so much. Yes, I move that 12 not 14.

Chairman Dumont: So, we have a second just for clarification. So, from the amendment, it's, it'll be the \$27,512.

Selectman Jakoby: Thank you. I accept that amendment.

Selectman Jakoby made a motion, seconded by Selectman Guessferd, to allocate \$27,512 to Fire Department Account 01-4220-5710-244-000, Medical Exams, to fund firefighter mental health services for FY27. Motion carried, 5-0.

Chairman Dumont: All right. Any other discussion?

Deputy Chief Enos: Mr. Chairman, before you move on, I'd just personally like to thank all of you for supporting that.

Selectman Guessferd: Well, we haven't all supported yet.

Chief Tice: They haven't voted.

Selectman Jakoby: Hold that thought.

Chairman Dumont: No discussion. All those in favor?

Chief Tice: Now we'd like to thank you for your support very much.

Deputy Chief Enos: I will share with you. I am a cancer survivor. And it does mean a lot. It's personal to me. And just like the chief, the other deputy myself, we look at these people as our family and we're going to advocate for them every time. So, I greatly appreciate you guys also advocating for them.

Chairman Dumont: Absolutely. Yep.

Chief Tice: Thank you. Thank you very much.

Deputy Chief Enos: Thank you guys.

Chairman Dumont: All right. And I apologize. I was writing. I couldn't tell who raised their hand first, but Vurgaropulos or Guessferd. I was looking both ways. I saw both of you.

Selectman Vurgaropulos: I can't have it. It doesn't matter as long as we get it in.

Chairman Dumont: There was a second. Either way, I just want to make sure that we have it for the record.

Selectman Vurgaropulos: Yeah, it's very, it's very important. I agree. I'm tired of the fight if you wait.

Selectman Guessferd: Well, it's, it's, you know, it's important no matter what you do. I mean, like military, for example, you know, you're exposed to things that folks that were exposed down in Camp Lejeune and stuff like that. So, it's, it's important to, we take care of them.

Selectman Vurgaropulos: Yeah. And you never know when that stuff's going to rear its head and it's better to be prepared.

Selectman Guessferd: I bet I've had too many people I know that have gotten aggressive forms of cancer.

Chairman Dumont: All right. We have a couple of things to just circle back to that. We didn't finalize last time that I had some question marks on and I'll check with Mr. Sorenson, make sure I'm not skipping anything. But one for police was also their software was an out of budget request. Nothing against police. We did approve a large software for finance. So, for me, biting off more, more than that one for this go around is hard to ask. So, quite frankly, I'm a no on that one. Where's everybody stand?

Selectman Vurgaropulos: I'm kind of in the same boat.

Chairman Dumont: That's Essential Pro Suite software.

Selectman Vurgaropulos: Yeah. I would love to see this, but it's a big chunk. And I say we bring it back next year, but I think this year that's just too big of a piece of the pie to try to find it in there.

Selectman Jakoby: Where are we on the tax?

Selectman Vurgaropulos: On page six.

Chairman Dumont: On the tax rate.

Selectman Vurgaropulos: Oh, sorry.

Chairman Dumont: So, before that, that money, we had about a 5% increase or .05¢ increase. If you add that in, you're probably somewhere around six.

Roy Sorenson: So, with all the decisions you made previously.

Selectman Jakoby: Yep.

Roy Sorenson: That's your tax rate impact right there. That's just the general fund.

Selectman Jakoby: Yeah.

Roy Sorenson: Does not include the Morin articles, includes everything you've either cut and or ...

Selectman Jakoby: And what we just added.

Roy Sorenson: ... endorsed. Nope. Because that's going to come back in this line here. Uh, now this is with the warrant articles You're at \$6.134. So, let's just do this. Let's go ... what was the number now? So, I'm going to leave Central Square in there for now. Okay. \$5.75. Now that's with no warrant articles.

Selectman Jakoby: Right.

Roy Sorenson: Okay.

Selectman Jakoby: Yep. Mm hmm.

Roy Sorenson: Okay.

Selectman Jakoby: And that's with the police.

Roy Sorenson: It's with what you just, it's what you just confirmed with the wellness and staff wellbeing. It also includes the Dell Storage Array, Central, uh, Suite and the Mutual Aid response team, which those are the outstanding items for tonight.

Selectman Guessferd: Yeah, with regard to, um, I'm on a similar place with both of you with regard to the police. I mean, I think we do need this. It is something that's going to be important. But we do have to make hard choices. And you know, it's, it's one of those things where we are, we gave them a two and a half percent, uh, you know, ask for their, uh, their budget this year. All of them. And I just think this one's, this one's a tough one because it is a, is a significant amount. We've already increased with the, uh, the other items, a couple of the other important items as well. This is important. I just want to make sure it's understood. And yes, I think the instruction to him should be bring it back next year. Let's take another look at it. Uh, that would be my thought.

Selectman Jakoby: So, we, we did put power engages in there, the time ready. And so, then we're just leaving out Central Square. Um, it's, it's hard for me not to include it for efficiency and the number of calls they're getting in the volume, um, the increased volume. So, that's my hesitation. Because it makes so many things more efficient. So it's a struggle, but I can, I'm just trying to figure out the other things to me. This is more important than the Dell Storage Arrays at this point. And, um, that's what, that's what I'm looking at with the things we have left. Um, and then I was also looking at the director's salaries and just asking some questions. I have some questions around, um, the non-union employees and the percentage increase there. So, that's where I'm thinking. I, I always think the more efficient our, um, police and fire can be, um, the better it is for the safety and health of our entire community.

Chairman Dumont: With that, not hearing any motions at this time, we'll take no action and we'll move on to a couple of the other ones that I, that, uh, we have questions on that haven't made a decision. Um, the next one on my list is that storage array. And let's see if Mr. Johnson, it's, uh, it's next on your list. Yeah, that one's up top. Let's go, let's go with that one. So, the Dell Storage Array for IT.

Selectman Jakoby: So, oh, can I just share the memo? Um, so I did reach out to Doug just asking him to tell us a little bit about whether there are companies, I found two companies that, um, will, um, cover service for our current storage arrays. Even though Dell is not going to, there are a few companies that still do. One of which he was planning on, uh, contracting with anyway. So, it was kind of funny because, um, I don't know my stuff, but apparently, I hit the company that he was going to use once Dell stopped supporting it. So, there is support out there, um, even though they are old arrays. I know there's a risk with that. Um, and I had asked him also about, um, his long range, um, plan for IT infrastructure. And, um, he talked about his plan. It involved the replacement of our phone system, which also consisted of replacing all of our switches in town. That's already completed. This makes up the backbone of the town infrastructure. The last piece of this would be to replace storage arrays. Um, I talked about it at our budget request and I said, so I didn't get a chance to speak with him. Yes, he spoke about storage arrays, but there's a continuous change where a lot of companies are no longer buying storage. They're doing it in different ways and in new ways. Um, so that's what makes me hesitate on this one. Um, and he said he will check with the vendor regarding the purchase of just one array to see what the advantage or disadvantage might be. But we haven't heard back on that at this moment. So, I just share that, you know, like he said, if we were really stuck, um, and something happens in 2027 or before, um, we'd need to figure out what to do. But there are companies out there that are stockpiling these types of storage equipment, this type of hardware and one of the companies he selected was one of the companies I had heard about as well.

Selectman Vurgaropulos: Uh, just quick question. So, did you have to get see any pricing on those arrays from those companies?

Selectman Jakoby: I did not look at pricing. He's getting a service contract with them. So, there are companies that specialize in servicing things after the initial company, like Dell in this case, stopped servicing it. They backfill and they take this as an opportunity for a niche to service those because it is expensive to replace arrays. And so, I haven't talked to Doug, this is just the memo I have, so, I'm not going to speak for him. I'm just telling you where I stand.

Selectman Vurgaropulos: Okay. Thank you. Yep.

Selectman Jakoby: Because not my expertise in any way, shape or form.

Chairman Dumont: So, a couple of things that I'll add to that. Um, I'm not sure. I know that they will do the servicing, but I don't think that that handles if there's any, any kind of bugs or fixes like that or updates. Um, so I did get Doug's email as well. Uh, he did mention a couple of companies that Selectman Jakoby had mentioned, um, in going forward in the future. I definitely think this is something that we need to take a look at. I'm not sure if I'm ready to support it for this year. I personally am not a hundred percent sold on cloud for municipal or governmental storage, uh, just with some of the things that need to be kept. Um, and then also there's still failures on that end as well. Nothing's ever perfect. Even with storage arrays. I know that that problems can happen with that as well. I'm not an it expert. Um, I've talked to, to Doug and Vin. They seem to prefer this method. We have, you know, we put them into that position for a reason. So, I'm a little on the fence, but I'm also not ready to fully support this this year, Selectman Jakoby.

Selectman Jakoby: Yeah. And, and I don't think I'm talking cloud because there's like three other versions of how you can do this. Um, and I guess I didn't know enough to ask when he was one of our early presenters on his goals and long-term plans. And I feel remiss in not asking deeper questions about it at that time. And that brings me here to not support it for FY27. And I apologize for not having the questions at the time.

Selectman Vurgaropulos: Thank you. Um, I'm in the same vein, like is another big-ticket item. If there was no support, I would say we have to handle it. But since we have support out there, I don't know if your statement is factual, nothing against you. I just, I would like to hear from Doug to see if there is any kind of backend service support for and stuff like that. Um, with, if there wasn't, that might be something to consider, but since there's support for the physical arrays themselves, which from this outline seems to be the primary concern, I would be content with holding off until next year to revisit this. Unless Doug presents new information, like physical support, it's just the physical devices or something along those lines. I'd like to hear more about it.

Chairman Dumont: Sure. And that was, um, just so you know, that was my recollection from when he did, uh, come in here and speak was that the bugs and the updates would not be included in those. So, that's not my personal opinion. That's just what I remember from him being here.

Selectman Vurgaropulos: You're right. You know what? You're right.

Roy Sorenson: I think I do remember I'm saying that Mr. Swanson, uh, just, just verify that I actually did talk to Doug today. He's not here. As I mentioned earlier, he's not feeling well. So, fortunately can't be here. It is, it's just not supporting the updates. Um, so, you know, whatever the board chooses to do here, you also have the CRF available. It wouldn't cover two of them, but it would cover one of them anyways if something did happen and you have authority on that.

Selectman Guessferd: And that that's, that's kind of like one of my, one of my concerns is that is the pricing different? For example, it's \$85,000 right for two. Now that's hardware, right? It's not just software and the prop, the thing, my initial concern was, okay, well, um, it's, it's the drive itself that, that bothers me in terms of if we lose a drive, um, then that, that's a major issue, you know, in terms of our files. Um, so that, that's a concern of mine. And the other one, like I said, it's really more, if it's 85, is that, you know, 42, five per, or if we just get one, is that going to be like \$50,000? You know what I mean? And I don't, we don't know, we don't know that.

Roy Sorenson: Um, I actually, I'm sorry, you can't cover them both actually. I was looking at it as 85 per, you have 102 in that account.

Selectman Jakoby: So, yeah, that account covers it. I did check that.

Selectman Guessferd: It covers both.

Selectman Jakoby: Yeah.

Chairman Dumont: One thing that I was just going to throw out there, Mr. Sorenson confirmed, so we have enough to cover both of it. You have an option to do it that way. You have an option to do one budget for one and use the CRF for the other. Um, I'm almost inclined to kind of go that way. It meets in the middle and then that's figured for FY27. Keep in mind, we still could direct Doug to find and maximize the use of that money. It's in the line item, doesn't necessarily mean that it has to go for that specific item. We could make some changes if something comes up, if there's a better storage, uh, if there's a better system. So, just take that into consideration.

Selectman Vurgaropulos: Thank you. Yeah, I would support a 50/50 split between the CRF. I'm not, I don't want to deplete the CRF because we might need it for something else, but I think that's reasonable.

Selectman Jakoby: Is that a motion?

Selectman Morin: Need a motion on that?

Selectman Guessferd: No.

Selectman Vurgaropulos: Okay, uh, let me see.

Selectman Guessferd: I'm assuming that the, uh, before I say that, that the, um, that the support is half the price as well. So, in other words, if it's 85, it's 42.5.

Chairman Dumont: So, in other words, if it's 85, it's 42.5. Reoccurring support is \$15,000 per, for a year after. That's what, uh, his, his executive summary says.

Selectman Guessferd: Right, but is that for two or one? That's for two, right? That's for two.

Chairman Dumont: Yes.

Selectman Guessferd: Question is, is it, is it correct? Is it seven, five? Seven, you know, seven, seven thousand.

Roy Sorenson: Probably, I would say, probably safe to cut it in half. For each, yeah.

Selectman Jakoby: I would just, I wouldn't, I would cut it in half.

Selectman Guessferd: Yeah, yeah.

Selectman Vurgaropulos: If I did my math right. What is that? \$42,954.

Chairman Dumont: Yeah, I have \$42,854 bucks.

Selectman Vurgaropulos: 854, that was a little bit off.

Selectman Guessferd: Yeah, that makes sense.

Selectman Vurgaropulos: All right, um, let me make a motion to add \$42,854 dollars for one, uh, Dell Compellent Storage Array Unit to support IT. Sorry, I don't know the line item to add it to.

Chairman Dumont: 5330-204, is that correct, or is that the actual?

Chairman Dumont: 533, yep, 204, yes.

Selectman Vurgaropulos: Add it there. Do we need to include the CRF part, or that's just?

Chairman Dumont: No, we have the ability to expand that at a later date.

Selectman Vurgaropulos: Okay.

Selectman Vurgaropulos made a motion, seconded by Selectman Morin, to allocate \$42,854 to IT Department Account 01-4150-5330-204-000, Lq. Equipment Maintenance, to fund one Dell Compellent Storage array. Motion carried, 4-1. Jakoby opposing.

Chairman Dumont: Nay. From Selectman Jakoby. The motion carries 4-1.

Selectman Guessferd: Okay.

Chairman Dumont: 4-1 with Jakoby opposed.

Selectman Guessferd: So, they respect your opinion on it.

Selectman Jakoby: Yeah, it's fine.

Selectman Guessferd: I get it, yeah.

Selectman Jakoby: Not a big deal.

Chairman Dumont: All right, um, Mr. Sorenson, I believe that handles all the outside of the budget requests.

Selectman Jakoby: No, we still have Central Square.

Roy Sorenson: We didn't, we can end there.

Chairman Dumont: Oh, I apologize.

Roy Sorenson: You have this one here, the Fire Chief's still here, Mutual Aid Response Team.

Selectman Jakoby: Oh, I thought we put that in the budget. We voted that into the budget.

Chairman Dumont: I thought we did.

Dan Thibeault: He said he wanted to check about the overtime.

Selectman Jakoby: Oh, yes, we were checking about the overtime. Otherwise, we were going to put it back in the budget.

Chairman Dumont: Well, Fire Chief Scott Tice, are you able to speak to that?

Selectman Jakoby: Thank you for remembering.

Chief Tice: Yeah, I did confirm that if we had an employee that was a part of the team and they went either on a call or to training, their expenses would be reimbursed. So, if we had to call in overtime coverage to cover them, or if we paid them overtime to go, we would get reimbursed.

Selectman Guessferd: Okay. All right.

Selectman Vurgaropoulos: Overtime and backfill.

Chief Tice: Either one. So, if they were already on Shift and they went on a call and we covered them, that overtime coverage would be covered.

Chairman Dumont: Selectman Morin, does that answer your question?

Selectman Morin: Yep.

Chairman Dumont: Would you like to make a motion?

Selectman Morin: Yeah. How much is it? Just the \$7,000?

Selectman Jakoby: \$7,499.

Roy Sorenson: \$7,499. Line item is 5710.

Chairman Dumont: 5710 -217.

Selectman Morin: Make a motion to add \$7,499 to 5710.

Chairman Dumont: 5710-217.

Selectman Morin: What he said, that one.

Selectman Morin made a motion, seconded by Selectman Vurgaropoulos, to allocate \$7,499 to Fire Department Account 01-4150-5330-204-000, Admin. Association Dues/Fees, to fund the Mutual Aid Response Team. Motion carried, 5-0.

Chairman Dumont: Do we have any other discussion? Motion carries five to zero.

Chief Tice: And again, thank you for your support.

Selectman Jakoby: Can we revisit Central Square? Was this, now I'm getting them all confused, was this the one that Nashua was starting and it's cheaper now if we go with it?

Chairman Dumont: They're starting the portal through the Sheriff's Department and it would be cheaper to tag along, but Chief Cayot can speak to that.

Selectman Jakoby: Yeah. I just, that's why I can't go back to it.

Chief Cayot: Chairman Dumont, you got it correct. It's the Sheriff's Department. The Sheriff's Department is building this hub that they have been funded for. And this cost would allow us to connect onto their hub. So, one of the reasons we were looking to do this now is we're not sure if in the future, if there's a different sheriff, or as they move forward, they may change their mind and say, we want to recoup some of that cost from the hub. As of right now, it's, hey, we're going to build this hub. Anyone in Hillsborough County police agencies can join onto this hub. So, that would be the cost of getting the Central Square Pro Suite, building the infrastructure that we would need internally, which is downloading our current records into this, and then going into this Pro Suite. Going forward, this cost would actually drop down into the \$50,000 range because that's just the first year cost to get us onto it. So, I don't know if that helps answer the question.

Selectman Jakoby: And I just had a note that weighting could increase this by double.

Chief Cayot: So, it will increase no matter what, just because that's what we're seeing with all of these different items. But it could, because if we now have to incur any of the cost of building that hub. So, when we were originally looking to do this as a group of agencies, where we were all going to contribute to the hub, this cost was going to be double. We're going to be about \$250,000 for our initial upfront cost to go to Pro Suite. Right now, like I said, the Hillsborough County Sheriff's Department is building that hub and offering to let us join in.

Chairman Dumont: Have any other questions or comments for the Chief on that?

Selectman Jakoby: So, then where are we now with the hour tax rate? I think that because we put everything, we just dropped half of that.

Selectman Guessferd: While we're getting that, can I ask a question while we're getting that? So, what would be the consequences of not doing it this year?

Selectman Jakoby: For fiscal year?

Selectman Guessferd: Besides being costing more next year, likely. You mean as far as what we currently have? As far as your operations, I'll say that.

Chief Cayot: So, what we currently have, we're using IMC. They're only doing the mandatory updates so that they can stay compliant with state and federal. So, they're updating it once a year. When I was speaking to the rep, he said nationwide they have a couple techs who are working to keep it upgraded because they're moving away from it. So, it's not necessarily end of life. It's not disappearing, but they're not upgrading it. So, you're just going to continue to see that you don't get the upgrades. Is it going to stop what we're doing now? No. It's not going to give us the benefits of obviously going to this newer program, but it's not going to stop the operations we're doing now. But as was brought up, the other issue is going to be is this is going to keep going up and we don't know if we're going to be able to get in on this at this price again.

Chairman Dumont: The unknown would be obviously the cost of that hub or that portal. They decide to increase fees or whatever for that.

Selectman Jakoby: And was I correct that this increases efficiency?

Chief Cayot: It does. It does give us some added benefits. It will allow us to do some of our forms that we don't currently do online. It will build them into our online record keeping system. So, it will increase efficiency.

Selectman Jakoby: And then it makes the searches more comprehensive.

Chief Cayot: They're much more robust. Yes, the search is because now we'll be connected into everyone else who's connected in through Pro Suite. So, when we do those searches, we'll get a lot more information.

Selectman Jakoby: That's the piece that is the safety. Because that gives you the ability to act more quickly.

Chief Cayot: Correct.

Selectman Guessferd: And that's why I'm asking that question. Because I want to understand from an operational perspective, what does that do for you?

Chief Cayot: Yes, it does increase the efficiency. We do have limited access to that now. This would give us increased access. It would also, depending on what permissions other agencies give, they can decide how much they're going to share. So, it may just say, yes, we've dealt with this person before or may give us the full access to everything that we've dealt with before.

Selectman Jakoby: Can I make a comment? It's just with the number of people coming through our town and the ability for the police to be able to access things quickly. That's why I support putting this in this year's budget. I'm just going to leave it there.

Selectman Morin: I just got to say, we saw what a full price of software was for finance. We're getting a deal here. Let's not be Hudson again and put it off when we can get it cheaper. Just get it and get it done.

Selectman Jakoby: I agree.

Chairman Dumont: So, you have the adjusted tax rate, figuring what we've already priced in that includes this already in there. Is that, am I saying that correctly?

Roy Sorenson: Yeah. Again, no warrant articles. You're at roughly \$575,000. That's municipal only.

Chairman Dumont: And for the estimated tax rate for FY26 was what, sorry? What did you have over there?

Roy Sorenson: So, FY26 with, at the end of everything, with the warrant articles, you were at \$578,000. So, depending on what warrant articles you endorse and where they come in, you know, if you compare and contrast FY26 to FY25, you have a, I don't know, \$0.60 difference.

Chairman Dumont: And now, I must be missing something because I really don't believe that we decreased by \$0.04.

Roy Sorenson: We what?

Chairman Dumont: Going by the estimate, and I understand it includes warrant articles, but going by the estimate of FY26.

Roy Sorenson: No, because if you, no, because watch, if you put the warrant articles back in, you're probably around \$6.25.

Chairman Dumont: I know, but forgetting warrant articles because that's additional spending, right?

Roy Sorenson: This includes warrant articles.

Selectman Guessferd: Well, we did the calculation. I think what you're saying is \$575,000 versus \$574,900 or whatever, right?

Chairman Dumont: I understand, but every other time or every year we've looked at before, and not that I'm against it, trust me, I'd love to see the tax rate go down. I think people would love that. I feel as though something's being missed because I don't, we've always figured our total including warrant articles prior, the year prior, and then we work off of that, and we have an increase typically off of that. Well, we have a 4%. We have a 4%.

Roy Sorenson: Well, you want, do you want to put the warrant articles back in?

Roy Sorenson: Let's do that.

Chairman Dumont: Well, that's additional spending. I mean, normally those would, you know, normally what I'm used to seeing, at least the past two years, is we always have an increase, and then the warrant articles add additional money on top of that.

Roy Sorenson: So, if you put, if you put the warrant articles in, say you approve them all, you're at \$6.134.

Selectman Vurgaropoulos: Chairman Dumont, what you might be seeing is, remember, there was a lot of departments that actually had negative on their expenditures.

Chairman Dumont: Well, I know, but it's not reflective of salaries, and a lot of other items that we know went up by a significant amount.

Roy Sorenson: Laurie, can you pull up FY26 master and give me this number right here?

Laurie May: Yeah.

Roy Sorenson: Please.

Laurie May: What's the heading on that, tax?

Dan Thibeault: Tax rate impact.

Roy Sorenson: It's probably going to be this here.

Laurie May: Tax rate impact, \$4.938.

Roy Sorenson: What is it?

Laurie May: \$4.938.

Selectman Guessferd: That was FY 25.

Roy Sorenson: That's FY25. Can you give me FY26's?

Laurie May: Oh, yeah.

Roy Sorenson: Say 5, it's \$5.307, right?

Laurie May: \$5.31.

Roy Sorenson: Yeah, \$5.307. So, if you just want to compare this number, and again, you've already, this number includes the stuff you've, this includes your out-of-budget requests.

Chairman Dumont: Right.

Roy Sorenson: OK. These numbers include your out-of-budget requests, whatever they were for that year.

Chairman Dumont: Right.

Roy Sorenson: So, if you just compare that, and you forget about this stuff over here for now.

Chairman Dumont: Yeah.

Roy Sorenson: OK. We're at \$5.705.

Selectman Guessferd: \$0.40 more.

Roy Sorenson: That number in FY26 was \$5.307. \$0.40 difference, roughly.

Chairman Dumont: So, I guess what I'm, and you know, we don't have to go into this detail tonight, warrant articles, sometimes they hold on year after year. Obviously, they create something that increases. Obviously, sometimes they're one-time hits. Maybe that's what I'm seeing as the difference there.

Selectman Jakoby: So, the difference between FY26, the \$5.3, and our base for FY27 is the number of hires we did, and the course correction, and salaries. And the increase.

Chairman Dumont: Yep. Contractual obligations.

Selectman Jakoby: And the actual obligations. Because, you know, I asked Mr. Sorenson to chart that out, and you all have it. You can see there's a significant change. And I just asked for non-union salaries. And some of these increases, you know, are quite substantial. And I think that's part of what's bumping us up for FY27, which I think will be questioned.

Roy Sorenson: So, you have two very large CBA union contracts that came through last year.

Selectman Jakoby: Yes.

Roy Sorenson: I would say that's more of a driver than what you're looking at.

Selectman Jakoby: No, I think that's both drivers. But this is the part that we, this Board, has the most control over, and what people have asked me about, at least. So, that's why I just wanted us to know that it's here. The contracts, yes, were huge. And the taxpayers passed them. And I think we were really clear when we presented those contracts that that would increase our tax rate every year moving forward. And I think we need to continue to reiterate that to the public. And I do agree with you, Mr. Sorenson, that it is the biggest driver of the increase. And that's also why I think it's critically important to include the efficiency of the software for the police in order to, again, promote retention and to ensure the safety of our community.

Chairman Dumont: So, I guess I'll bring that back around. We've increased salaries significantly to take care of the people that's here. We've added in quite a bit, in my opinion, of outside the budget requests already. You have a \$0.40 increase year over year, however, you want to look at it, and that's without the warrant articles. It's for that reason that this time around, I can't support that. I don't think anybody's against efficiency or against supporting employees. I think this Board does a pretty good job at that. I think we've all been pretty vocal about it. I just think at the end of the day, what people look at is not line by line, you know, how did you squeeze this and how did you squeeze that? And they look at, you know, what that tax rate impact is. \$0.40 or \$0.45, whatever it is, is a significant amount.

Roy Sorenson: Laurie, do you have the number of the out-of-budget requests that have been put back in as part of that number?

Laurie May: In just a second, I can have that.

Selectman Jakoby: So, either way, we need a motion at some point.

Chairman Dumont: Either a motion to put it in, or if there is no motion, it stays the way it is.

Selectman Jakoby: I'll make a motion, if you want that now.

Chairman Dumont: I would, I mean, you're more than welcome to make the motion. I would like to see what Laurie has for this number, but you're more than welcome to make it.

Selectman Jakoby: Oh, I didn't know that. Okay, I missed what was being asked.

Selectman Vurgaropulos: Chief, currently you said we have some level of access to this data.

Chief Cayot: To some limited data, yes.

Selectman Vurgaropulos: Okay, that's all. Sorry, just trying to think through my head.

Selectman Jakoby: Can I ask an odd question? So, is this the kind of thing that can also be done as a warrant separately? Just to go into the...

Chairman Dumont: In theory, yeah, you could ask for any additional spending.

Selectman Jakoby: Because I keep thinking about the deliberative session last year. And also, some of the out-of-budget requests that ended up being warrants. So, I didn't know if, I'm just putting it out there, you know, we don't all have to agree, I realize that. You know, I'm ready to make a motion to put this back in. But I'm open, you know, I just think it's better to do it sooner rather than later.

Selectman Guessferd: I want to make sure and clarify kind of with regard to budget, with warrant articles. So, if you do a warrant article and the citizens vote it down, you can't do it, right?

Chairman Dumont: Correct.

Selectman Guessferd: At all. So, that's the danger.

Selectman Jakoby: That's the danger. Okay, thank you for the clarification.

Selectman Guessferd: Yeah, as a warrant article. So, yeah, you have to be careful.

Selectman Jakoby: I want to keep it here.

Chairman Dumont: Yeah, I mean, well, I guess you could still put in the budget for the next year.

Roy Sorenson: Oh, you can always come back with it. I mean ...

Selectman Guessferd: Right, the following year, but this year we could not.

Roy Sorenson: It would, yes ...

Chairman Dumont: Take advantage of debt at that point for this year.

Selectman Guessferd: Right.

Chairman Dumont: Unless if you found a different way to fund it somehow.

Laurie May: Just one question. On the fleet maintenance for fire, was that put in the budget or was that taken out?

Roy Sorenson: No, that'll be CRF.

Laurie May: Okay, all right.

Selectman Guessferd: Right. We put the \$175,000 in, right, for the finance?

Chairman Dumont: Finance.

Roy Sorenson: That's a big one.

Laurie May: \$546,050.

Roy Sorenson: So, that's what you've put in for out-of-budget requests. I don't know what the average has been, but.

Chairman Dumont: So, Laurie, so that \$546,000 is inclusive of that \$574,900 tax rate. That's inside that final number.

Laurie May: Yes.

Chairman Dumont: OK.

Roy Sorenson: Do you believe me, Mr. Chair? He doesn't trust my spreadsheet.

Chairman Dumont: Well, your spreadsheet, yeah, I looked at it. You changed it up on me. I didn't realize that you zeroed something out and then you added it back in.

Dan Thibeault: You just want to make sure of the number crunches.

Chairman Dumont: Exactly, yeah.

Roy Sorenson: I don't blame him.

Chairman Dumont: Just wanted to make sure.

Selectman Jakoby: Can I make my motion?

Chairman Dumont: Yes, go right ahead.

Selectman Jakoby: I would like to make a motion to add in the out-of-budget request of \$126,220.17 for the records management system for the police department. Line number, I don't know what it is.

Chairman Dumont: Line number, it's not in the ...

Roy Sorenson: It's not in there?

Chairman Dumont: It's not in the [inaudible] line.

Selectman Jakoby: Sorry, it wasn't in the descriptor.

Chairman Dumont: No, it's not. You're right.

Roy Sorenson: Got a budget book.

Selectman Guessferd: All right, let's see who gets to it first.

Chairman Dumont: Would it be, so computer software 5677-412 would be accurate?

Roy Sorenson: That sounds right, yeah.

Selectman Jakoby: Thank you.

Selectman Morin: I'll second it.

Selectman Jakoby: Thank you.

Selectman Jakoby made a motion, seconded by Selectman Morin, to allocate \$126,220.17 to Police Department Account 01-4210-5677-412-000, IT, Police Software Maintenance, to purchase Central Square ProSuite. Motion carried, 5-0.

Chairman Dumont: All right, motion by Selectman Jakoby, seconded by Selectman Morin. Do we have any other discussion? All those opposed?

Chief Cayot: Thank you very much.

Selectman Jakoby: Thank you.

Selectman Jakoby: For the public record, could I just ask one more question about the contracts? Sure. So, the contracts have, just so the public knows, have different increases over the years coming forward. Is FY27 a larger increase? Because I know there was like the second or third year of one contract.

Chairman Dumont: We have contracts that will come due and they'll go back to negotiation.

Selectman Guessferd: But I don't remember the exact numbers per year.

Roy Sorenson: The next one up would be the firefighters, which is actually FY28.

Selectman Guessferd: I think you were asking about the current ones that we have in place. Does it go up more?

Selectman Jakoby: Yeah, there wasn't anything major change that I recall. They were pretty consistently.

Chairman Dumont: They're normally about, depending on the contract, 3% to 5% per year.

Selectman Jakoby: Thank you. I just wanted the public to know that.

Roy Sorenson: But the supervisor's one had kind of a double, 3% and 3.5% set in there. So, you've got to remember that as well. And then I think there was quite a bit of incentives in the latest HPEA contract.

Selectman Jakoby: There were. And that's all coming to bear on this budget moving forward. And we did, and I really want to commend again our new Town Administrator, the past Town Administrator, and this Board for really reconciling a lot of our non-union workers and their salaries in the past fiscal year. So, that has all come to bear. And it will also be seen on a, what's that D word again?

Chairman Dumont: Deliberative session. No, default.

Selectman Jakoby: Just so everyone knows, those contracts and our commitments to our employees all come through on the default budget number. So, I just wanted to review that, because I'm in full support of all of that.

Selectman Guessferd: No matter what happens. And this is a much smaller portion of the budget, what we do here.

Selectman Jakoby: Is very tiny.

Selectman Guessferd: Than those, than the salaries and benefits.

Selectman Jakoby: Yes. But I do appreciate the Town Administrator's hard work on getting me that information.

Chairman Dumont: All right. So, with that, Mr. Sorenson, do we have anything left unturned?

Roy Sorenson: Well, so I just, let's, we can do this quick. I mean, it's just revenues. I just want to kind of tell you how we laid that out. They're pretty much in lock and step with the previous years. I did put 1-3 for use of fund balance versus 1-1 and 1-1 the last two years. I think just kind of what Selectman Jakoby was saying to kind of keep that, to offset that a little bit. Now again, we don't even know if we're going to use the 1-1 here or here yet, right? We just, they're placeholders. We have to set the tax rate first. This can always be changed too. So, keep that in mind. And then whatever monies are returned will help, will help do that. But that would include as part of the offset. So, if I just, and that would be the big driver here. I mean, the other big drivers is, you know, automobile, vehicle registrations, things of that nature. Everything else is pretty much standard. But if we, so let's take a look at this number, which is, so that's \$5.705 right now, right? I'll just show you because this would be a, this would be a impact on the tax rate. What did I do with it? Use of fund balance.

Selectman Vurgaropulos: scroll down you just missed it, down to the black line.

Roy Sorenson: Did I pass it?

Selectman Vurgaropulos: Keep going down. Right there.

Roy Sorenson: Yeah, thank you. Thank you. Selectman Vurgaropulos. So, that's another \$200,000, right? So, see how much that jumped up? Four cents almost. So, just keep that in mind. Um, but really that's, if you're okay with the revenues, that's, that's where we are with revenues. So, and again, you know, you don't know what you're going to get for meals and ...

Selectman Guessferd: bringing back up to one, three, or are you leaving?

Roy Sorenson: Oh yeah, yeah, we can do that. Yep.

Chairman Dumont: And with that one, three, what does that, what would I leave in the, uh, the general fund after that?

Roy Sorenson: So, on audited right now, well, unofficial audit, I should say we, what is the fund balance? A \$10 million something, I think. Okay. Which is, well, it's above our policy.

Chairman Dumont: Above the policy, it's also what the state recommends.

Roy Sorenson: Correct.

Chairman Dumont: By a significant amount. I think they're between six to eight is what they recommend.

Roy Sorenson: All right. That's pretty much it. I think if, if you're not going to jump back into the budget, we've covered everything and, and we'll prepare books for the budget committee. And then we'll come back and discuss warrant articles on the 10th. We'll also cover the, um, default budget on the 10th, by the way, as well. All right.

Chairman Dumont: Any other questions or comments?

Dan Thibeault: I have a question. Go ahead. There was a question, I believe last time about the F, uh, Ford F-250.

Roy Sorenson: Oh, thank you.

Chairman Dumont: Did we?

Dan Thibeault: Yeah, because they were going to use the old one and we weren't sure if the F-150 would be able to do the plowing.

Roy Sorenson: Did we include that though? Either way ...

Chairman Dumont: Our plan to do, our plan with that was to use a CRF, so we didn't take a motion on that. Thank you. What the goal was, was to see, and I guess Fire Chief Tice, if you don't mind coming up for one last question. Sorry. What we had decided was to use the CRF for that, for that dollar amount. But a question was raised about rotating the vehicles down. So, you purchased a new F-250, and I believe then you were going to rotate the F-150 down, Selectman Morin raised the question, are you confident that the F-150 will be able to plow the areas you need to? Because I think the one that you're replacing is currently the plow truck.

Chief Tice: Correct. We would be able to plow with that. I think you mentioned it the other night. The idea, you got to keep up with it. You know, you don't try to let it build up.

Chairman Dumont: Right.

Chief Tice: The forestry is also equipped to plow, so that's still an F-250 up at Robinson Road, so we would have a backup if we got into a problem.

Selectman Morin: You're transferring the plow equipment, or do you have to buy a new one?

Chief Tice: I believe we'd be able to, uh.

Deputy Chief Enos: We would actually have to kind of look at that.

Chairman Dumont: Just come up to here so nobody, yeah.

Deputy Chief Enos: Thank you.

Chairman Dumont: So, nobody will be guessing who's talking.

Deputy Chief Enos: I apologize. We would actually have to look at that because of, I don't know when the plow kit was purchased to make sure it's going to fit on a new model. And stuff like that. We'd evaluate that. But the other option, too, is we also have the old Squad 4, which is a backup for forestry as well. That also has a larger plow. We were actually just talking about this today. We got it thinking the bad weather would come, and it just didn't because we got it. That's got a huge plow. Someone can jump in that and come up into Central, take care of that in a couple minutes.

Selectman Jakoby: So, not an issue?

Deputy Chief Enos: No, not at all. Even if we had snowmageddon, forestry, the Squad 4 would be staffed and come right up and take care of that.

Chairman Dumont: One question to your point, the quotes that you guys got for these trucks, was that F-150 purchased with a plow package? So, normally, general wiring.

Deputy Chief Enos: The F-150 was before I was hired, so I'm not sure.

Chairman Dumont: Has there ever been a plow on it?

Chief Tice: It's never had a plow on it, no.

Chairman Dumont: Yeah, but well, and not that it means...

Deputy Chief Enos: Standard, you mean?

Chairman Dumont: Yeah, normally you can buy your standard wiring and things like that that comes figured on it. But I was just curious because the horns that the plow hooks up to, you can interchange those on just about any truck, but the wiring sometimes can be a little bit different. But nonetheless, as long as you're confident with it, it doesn't change my plan with using the CRF. Everybody still good?

Selectman Jakoby: Yes.

Chairman Dumont: Thank you very much. Any other questions?

Dan Thibeault: I think I'm good, sorry.

Chairman Dumont: You're good. You guys are the ones that are putting it all down on paper, so we need to make sure that you're clear.

Dan Thibeault: So, we approve that for the \$96,000?

Chairman Dumont: So, that'll be for the CRF. We'll have to put those together for...

Dan Thibeault: Oh, okay, gotcha.

Chairman Dumont: Is that one a vote? Or is that BOS?

Roy Sorenson; No, it's BOS.

Chairman Dumont: That one's BOS?

Roy Sorenson: Wait, I'm sorry. That one is a vote, I believe.

Chairman Dumont: So, that'll be up on the... The fire apparatus, right?

Roy Sorenson: Warrant article. Yeah, fire apparatus, CRF.

Chairman Dumont: Yeah, so that one goes to vote. So, we'll put that forward to the warrant. You'll see that on November 10th. The other one that is Board of Selectmen is the apparatus for furb and repair. Yeah. Which that doesn't fall under, so.

Dan Thibeault: Yeah, I'm good. Thank you.

Chairman Dumont: No problem. All right. Any other questions or comments about the budget before we close the books? All right. Do you have anything, Mr. Sorenson?

Roy Sorenson: I don't think so.

Chairman Dumont: All right. With that, we will roll into Selectman liaison reports. I will turn it over to Selectman Vurgaropulos.

Selectman Vurgaropulos: I have nothing to report at this time.

Chairman Dumont: All right. Jump on over to Selectman Morin.

Selectman Morin: At a Conservation meeting, they talked about their request they're going to put into the ZORC. They're doing a trail challenge. They're working on that. They actually had a resident come in and suggest about having a patch made for the people to complete the trail challenge. And they would put it out to the schools and things and let the kids design it. Still working on the bridge for Musquash Pond that will connect into Pelham. They had a student from Alvirne come in, do a capstone project. And what she's going to do is clean up Robinson Pond and the trails. That's all I have for tonight.

Selectman Jakoby: I had the Benson Park Advisory Committee has begun their process for working on their charter. And with the Friends of Benson, they had a lovely event thanking their volunteers at the Elephant Barn this past Saturday, where I had an opportunity to really talk about how our staff is so integral to the maintenance of Benson Park. The role of the Friends of Benson and the role of the Benson Park Advisory Committee. So, you'll see a lot of activity around plans for next year and moving forward. So, there was great excitement around all of that. And I'm hoping some new volunteers for a variety of things. So, people spoke about a number of things that evening. The Sustainability Advisory Committee, I think Mr. Sorenson should see that charter shortly. They approved their draft charter. That will be moving forward to us. Their goal was to get it to us by November 1st. So, that's been completed. So, that I'm sure will come to a future agenda moving forward for our review. There was good, robust conversation around the Pumpkin Smash. So, what was interesting, and I just wanted to share with this group, was that part of their efforts in the Pumpkin Smash and Button Up New Hampshire and even some of the other things they're looking at doing is, what are the items that we can keep out of our landfill and out of our tonnage? So, the Pumpkin Smash apparently came about by making sure we keep the pumpkins out of our transfer station and things like that. So, there's a lot more to it, and we'll see how it goes. But that's November 8th. So, join us for that. And Button Up New Hampshire is November 12th, and that's a program through the state where many people may not realize that there is funding to help make your home more efficient. On November 12th at the library in the evening, come out. You can get assessed. You can learn all about all the money available from the state of New Hampshire and that program. I think it's a state program. And that program of Button Up New Hampshire and one of our members has had just really great success getting people through it and getting some efficiency happening in their homes. So, I invite you to come out to that. So, that's what I have for this evening. Thank you so much.

Selectman Guessferd: Let's see. Our next Library Trustee meeting is going to be on the 19th of November. So, we got that coming up next month. And our Rec Department, as I mentioned before, we have a comedy show coming up on the 15th. Tickets are almost sold out. So, if you want to go to the comedy show at the community center on the 15th, get your tickets now. Pumpkin carving contest is through tomorrow. Basically, it's carving a pumpkin, sending a picture in to Chrissy Peterson at Rec by tomorrow. An email can be found on the website. It's for five years through 13 years. So, I'm sorry. You can't participate. And I think that's pretty much it. I think I'll let the Town Administrator talk about trick or treating so he won't steal his thunder there. But I do want to say with Halloween coming up on Friday, my message is be safe. Drivers on Friday night, please be extra, extra watchful. There'll be all kinds of ghosts and goblins and assorted monsters and things walking around on the streets, especially in neighborhoods. So, keep your speed down. Be safe. And everybody have fun, though. Have a good time doing trick or treating. So, that's what I got.

Chairman Dumont: Thank you very much. Simple for me that we already talked about. I didn't get to go to my zoning meeting because I was here with you guys until I don't know what about 11 o'clock talking about the budget. But I do just want to remind everybody, if anybody's still watching to please ask questions about the budget. Reach out for information. I don't want to overwhelm the staff, but I think the more that people ask questions before we get to Deliberative and before we get to March, hopefully the better informed they can get and vote appropriately. So, please, if you have any questions, reach out with that. I will turn it over to Mr. Sorenson.

Roy Sorenson: All right. So, back to Selectman Guessferd, 6 to 8 p.m. Friday night. Do we know what the weather? The weather is going to be OK, right? It's going to be all done.

Selectman Guessferd: It's showing no, huh?

Roy Sorenson: It's supposed to rain today.

Selectman Guessferd: I don't know how I think it's showing. It's going to be OK that night.

Roy Sorenson: That's so just be careful. But 6 to 8 is typical of what the Selectmen have endorsed. Town halls closed on Veterans Day, which is coming up on the 11th, which is a Tuesday, I believe. And I just want to say thanks to the staff getting through this budget sequence, Laurie May and Dan Thibeault, and just really everyone down in finance. Kim Brookes putting the payroll together, working with police, Erika Rivere and Sherry Kimball, the whole reorganization with development services. There's a lot of moving pieces here. It did some stuff to the book, which was good, I thought. I thought it was very productive. I might have put a little bit more pressure on the employees doing those changes. But in the end, I think it's worth it. And we'll keep moving forward. We'll head off to the Budget Committee. We'll get the books ready for them. And we'll continue to move on through the process.

Chairman Dumont: Thank you very much. We do not have a School Board liaison, so we will move on to motions made during non-public. Would you like to read those into the record, Mr. Sorenson?

Roy Sorenson:

Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to accept the resignation of Police Officer Adam Royston, as recommended by the Police Chief, from the Hudson Police Department, effective October 27, 2025. Motion carried, 5-0.

Selectman Jakoby made a motion, seconded by Selectman Guessferd, to hire James Lake as a full-time police officer with a starting salary of \$31.27, step one per hour, as recommended by the Police Chief, all in accordance with the Hudson Police Employee Association contract. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to hire Nicholas Michailides as a full-time police officer with a starting salary of \$31.27 per hour, step one, as recommended by the Police Chief, all in accordance with the Hudson Police Employee Association contract. Motion carried, 5-0.

Selectman Guessferd made a motion, seconded by Selectman Morin, to accept the resignation of Telecommunications Technician Matthew Drillett, as recommended by the Police Chief, effective December 5th, 2025. Motion carried, 5-0.

9. **ADJOURNMENT**

Selectman Guessferd made a motion, seconded by Selectman Morin to adjourn at 9:24 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