



**HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN**  
**Minutes of the November 10, 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

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1. **CALL TO ORDER** – by Chairman Dumont the meeting of November 10, 2025 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.

2. **PLEDGE OF ALLEGIANCE** – School liaison, Ethan Beals.

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; Fire Chief: Scott Tice; Director of Development Services: Elvis Dhima; Director of Public Works: Jay Twardosky; School Liaison: Ethan Beals; Executive Assistant: Lorrie Weissgarber.

4. **PUBLIC INPUT**

Chairman Dumont: At this time, we will open up to public input. Does anyone in the audience wish to address the Board on any issue which the Board has control of at this time? If you do, please come on up and state your name and address for the record. I don't see anybody jumping for joy out there. I will open and close at 7:01 p.m., and we will move on to Recognitions, Nominations, and Appointments.

5. **RECOGNITIONS, NOMINATIONS & APPOINTMENTS**

**A. Recognitions**

- 1) Steve Dube – Fire Prevention Officer
  - o 45 Years of Service Recognition

Chairman Dumont: First up, we have a recognition of Steve Dubie, 45 years of service. The Board would like to take a moment to recognize Steve Dubie for his 45 years of dedicated service to the Town of Hudson, and at this time I'd like to invite Chief Tice and Mr. Dubie to come on up and speak on this matter.

Chief Tice: Thank you, Mr. Chair. I appreciate the Board's time in doing this, because Steve has done something that's truly exceptional, not just within the Town of Hudson, but in any line of work. You don't see people who commit 45 years working for one organization, but that's what Steve has done, and I think it's truly remarkable. Steve joined the Department October 10, 1980, when he became a call firefighter. On July 11, 1984, Steve became a full-time firefighter and EMT. In July of 1990, he was promoted to the position of Fire Inspector, and then promoted again on July 17, 1995, to the position of Fire Prevention Officer, which is the position he continues to hold today. From all of us at the Town of Hudson and the Hudson Fire Department, thank you for 45 years of incredible service. Congratulations, this is a huge milestone. We're grateful for everything you've done for the Town and what you continue to do for the Town, and you're an inspiration for those of us that aren't even close to 45 years to keep going. So, on behalf of the Board of the Town, I just want to thank you for all your service. Thank you, Steve.

Chairman Dumont: I have a certificate for you, so come on up, give you that, and get a picture with everybody.

Steve Dube: Absolutely.

Board thanks Steve Dube for his 45 years of services and poses for photos.

2) Citizen's Service Award – Fire Department

Chairman Dumont: All right, well, next up, we do have a Citizen Service Award. Once again, the Board would like to recognize and extend our sincere gratitude to two Hudson residents who courageously risked their lives saving another during a recent fire structure. And at this time, I will recognize Fire Chief Scott Tice to speak on it.

Chief Tice: Thank you again, Mr. Chair, and I'd like to read a synopsis of what happened that morning and then present Mr. Reed with a plaque. On the morning of October 19th, at 934 in the morning, the Hudson Fire and Police Departments were dispatched to a structure fire at 33 B Street in Hudson, New Hampshire. Kyle Reed, a neighbor, witnessed the fire and responded. Mr. Reed was able to identify that there was an active fire on the front porch, and he could hear barking and realize there were animals in the house. So, Mr. Reed ran into the house to see if he could gain access. He was able to gain access to the house through the north side, the opposite side of the house, which the fire was not on. Mr. Reed entered the house and saw heavy smoke and fire coming from the living room area. He ran through the smoke and fire and was able to locate the two dogs and get them out of the house safely through the back of the house. Another neighbor, Don Tessier, arrived moments later and made contact with Mr. Reed to see if there was anything he could do to help and if anybody else was in the house. At that time, Mr. Tessier saw an elderly woman in the window of the burning house. That woman was the mother of the property owner, Jerry Cloutier. Her name is Laura Lee Ellis. Mr. Reed knew how much fire and smoke were in the house and that the only way to get Ms. Ellis out was through the window she was knocking on. Mr. Reed picked up a brick and instructed Ms. Ellis to move back and then broke the window with the brick, suffering a severe cut on his right hand which later required stitches. In the meantime, Mr. Tessier moved the yard decoration over to the window, got up on top of the window, and climbed into the window to assist Ms. Ellis out of the house. Ms. Tessier said Ms. Ellis appeared to be in shock, was reluctant, and she began to withdraw from Mr. Tessier who was in the window. Mr. Tessier climbed into the house and was able to grab Ms. Ellis's robe and pull her towards him and assist her out the window to where Mr. Reed and other residents were waiting. Mr. Tessier was able to climb out of the window, falling to the ground, suffering an injury to his right elbow which also required medical attention. I think this is something pretty amazing for civilians to do. We have the training, we have the equipment to do this and this is what we do. But I think what Mr. Reed and Mr. Tessier did on this morning, they ignored the danger to themselves. And I think this is a testament to strength and courage that we all have within us. And I think these actions of what these two gentlemen did on this morning exemplifies the best of Hudson. I would also like to read a statement prepared by Ron on behalf of the Cloutier family. I am profoundly grateful for the quick thinking, action, and sacrifice of Mr. Reed and Mr. Tessier to put themselves in harm's way to save my mother-in-law's life, the life of someone they hardly knew. Words cannot adequately express the depths of my wife Jerry's and my gratitude for their bravery and selflessness. I can tell you their actions will never be forgotten and they will both always hold a special place in our hearts. God bless the Cloutier family. And we present to you the Citizen's Service Award from the Hudson Fire Department on behalf of the Hudson Fire Department and the Town of Hudson. Presented to Kyle Reed for his actions of bravery that saved a human life on October 19th, 2025. So, congratulations and I hope you enjoy this and display this proudly in your home as an example of what people can do to help each other out. That's awesome, thank you.

Kyle Reed: I really appreciate that.

Chief Tice: You're welcome.

Ron Cloutier: It's truly a role model, I believe. A hero. You are a hero.

Kyle Reed: Thank you.

Board thanks Kyle Reed for his bravery and poses for photos.

Chairman Dumont: Seeing what happened was truly amazing. To hear it again, detailed account of the events, just truly makes you think and appreciate what everybody's able to do and what a neighborhood's able to come together. So, absolutely amazing story.

**6. CONSENT ITEMS**

Chairman Dumont: With that, we will move on to consent items. Does any Board member wish to remove any item for separate consideration?

Selectman Jakoby: I would like to remove item 6E, as I did not have an opportunity to review the three sets of minutes.

Chairman Dumont: All right. We will remove item 6E.

Selectman Jakoby: And I just had... There's one correction to item 6F, which doesn't have to be removed, but the Cable Utility Committee meeting tonight was canceled.

Chairman Dumont: We will update that. All right. We have a motion to approve the items as amended. A, B, C, D, F.

[Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to approve Consent Items 6 A, B, C, D and F. Motion carried, 5-0.](#)

Chairman Dumont: Acceptance of minutes. So, obviously Selectman Jakoby wasn't able to review them. Does the Board feel as though they'd like to move ahead with a motion to approve or would they like to wait until everybody has a chance to review them? How do you guys want to handle it?

Selectman Guessferd: Well, has everybody else reviewed them? Is everybody else okay with them? Yeah, I didn't get through all of it, but from what I saw, I'm okay with approving them here.

Chairman Dumont: Okay. Do I have a motion from somebody?

[Selectman Morin made a motion, seconded by Selectman Guessferd, to approve Consent Item E. Motion carried, 4-1. Jakoby opposing.](#)

**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. 9 Industrial Drive Lease Extension**

Chairman Dumont: All right, next up will be New Business. We have the 9 Industrial Drive Lease Extension. I will recognize the Development Director, Director of Development Services, sorry. New title, I can't get it out. It hurts me to call you Director. I'll call you DSD.

Elvis Dhima: You can always go by the old Town Engineer too, if it gets to be too much.

Chairman Dumont: Mr. Dhima, take it away.

Elvis Dhima: Thank you, Mr. Chairman. As you recall, about nine months ago, we had an opportunity to set up a contract with a third party. I think their contract is related to basically providing a lease to a business that provides training for CDL licenses. It's been working out really well. I think we've been raising about \$1,500 a month, plus about an expectation of about \$500 a month in taxes. That particular business has asked us to extend this until March, which is basically the deadline where we have to ask the Hudson voters to vote on this for a five-year lease. They've been paying their rent on time. They've been good tenants, not complaining. I think we should extend it for another three months and see what the people want to do in March. It's a revenue item. It's a no-brainer. That's it. I'll take any questions you might have.

Selectman Morin: Are they going to take care of their own plowing?

Elvis Dhima: Yes, absolutely, yes.

Chairman Dumont: After the extension, when we go to the voters, have you talked to them how long of a term of lease that they're looking to do?

Elvis Dhima: Five years. We're going to go for five years with a five-year extension. You get to be the agent to basically extend it further or not. If they walk away, there's no penalties, no harm. We can get to somebody else, but that's probably going to be something we're going to utilize in the future. We're probably looking at five years.

Chairman Dumont: Increases to rent?

Elvis Dhima: 2.5 percent after the first year, yes.

Chairman Dumont: Every year?

Elvis Dhima: Every year. We've got to eat too, right? I think that's fair. 2.5 percent is fair. I think it's very fair. I think it's in line to what we're charging Verizon on the south end on the tower. I think that's something that we don't want to push them away. They've got to live too, but I think that's a good number.

Chairman Dumont: I think 2.5 is fair. I was going to suggest you tie it to, you can always tie it to an index, but either way, it normally averages out pretty similar.

Selectman Jakoby: Just a question, Selectman Morin mentioned the plowing. There's the access road. It's the same road to ...

Elvis Dhima: The Pickleball Court.

Selectman Jakoby: To the Pickleball Court, which probably won't be used if it's snowing. Will they just plow themselves to the parking lot?

Elvis Dhima: Yes.

Selectman Jakoby: We won't have to do that either.

Elvis Dhima: They can get out to where the ...

Selectman Jakoby: Their entrances.

Elvis Dhima: Yep, a little bit further out, and then they can get in and out.

Selectman Jakoby: So, we don't have to worry about ensuring that they can get in and out of the space.

Elvis Dhima: Correct.

Selectman Jakoby: Just wanted to take it that next step. Thank you.

Elvis Dhima: No, that was one of the things we had to work out with. We don't want DPW to be utilized to plow for them.

Selectman Jakoby: Correct.

Elvis Dhima: They'll take care of that. Best tenant ever, right? Take care of their own plowing.

Selectman Guessferd: Do they have any temporary buildings or anything like that?

Elvis Dhima: No, they brought in a portable trailer so they can have training inside or students sign up for the classes that day, and that's about it. They have their own port-o-potty. They don't use ours. Basically, that's about it, but there's no buildings there, nothing of that sort. They got some signs out there saying, not for private, open to public or whatever, because they don't want people to walk in. They still have a lot of folks walking through there when they have equipment, so that's something that they have to deal with. But no, no buildings. And they won't need me there. Still open to gas work.

Selectman Guessferd: Yeah, so if the voters for some reason don't vote for this, they'll be able to just pull everything out.

Elvis Dhima: Yeah, I mean, the only thing they need is they'll have a truck, they'll put this trailer on, and off they go, that's it.

Selectman Guessferd: I think this is really a good thing for the town because it gives us an opportunity to get some folks trained as well, right here in our town.

Elvis Dhima: Yeah. Or the communities around us.

Selectman Guessferd: And the communities around us, too, because I know it's always been an issue the last several years.

Elvis Dhima: It appears from what I'm gathering is that they're doing very well, and I think being adjacent to Mass, they're getting a lot of both of the southern New Hampshire and Mass, so everyone is coming in, getting the training they need, and winning in Hudson. Okay.

Chairman Dumont: All right. Motions, comments? Where are we at?

Selectman Jakoby made a motion, seconded by Selectman Guessferd, to extend the existing lease agreement between the Town of Hudson and Drive 4 CDL Academy, LLC, for 9 Industrial Drive, otherwise known as Map 161-Lot 040 and Map 161-Lot 039. Such extension will be through February 28, 2026, moreover, a plus period until the March 10, 2026, town vote. Such action as recommended by the Development Services Director, including authorization of the Town Administrator to sign the extension on behalf of the Town. Motion carried

Chairman Dumont: Motion carries 5-0.

Elvis Dhima: Thank you.

#### **B. Emergency Management Director Appointment**

Chairman Dumont: Thank you very much. All right. Next up, I will recognize Fire Chief Scott Tice to speak on the Emergency Management Director appointment.

Chief Tice: Thank you again. In Hudson, we utilize the Police Chief as the Deputy Emergency Management Director, so with the retirement of Chief Dionne and the promotion of Chief Cayot, we need to appoint Chief Cayot as the Deputy Emergency Management Director.

Chairman Dumont: I like it. Give him some more work. Perfect.

Chief Tice: He was very excited about this.

Chairman Dumont: I'm sure he was. Do we have any questions from the Board? Motions?

[Selectman Guessferd made amotion, seconded by Selectman Morin, to appoint David Cayot, Chief of Police, to the role of Deputy Emergency Management Director for the Town of Hudson, NH. Motion carried, 5-0.](#)

#### **C. Purchase of Utility Vehicles**

Chairman Dumont: Next up is the purchase of utility vehicles. I will recognize the Police Chief David Cayot.

Chief Cayot: I'm not sure that felt the way I wanted it to, but... So, as you know, every year we come here asking to purchase new vehicles, we have them on about a four-year cycle, and we try and purchase three every year, so we use them for four years, and then they are first-line vehicles, so they do come to end a life. They have a lot of miles on them, they have a lot of hours on them, and we want to make sure that they're in the best condition possible so that we can respond to emergencies. So, there's two parts to this motion. The first part is I'm asking the town to waive the competitive bidding requirements outlined in Hudson Town Code 98-1C. The reason I'm asking for that is that we use the Greater Boston Police Council, we pay them a nominal fee every year and they actually go out and do the bidding process and get the best prices, so it saves us from having to do that part of the process. So, the first part of the motion would be I'm asking you to waive that. I don't know if you want me to continue on for the next part or wait for that?

Chairman Dumont: Anybody have any questions with that? Speak to the whole thing and then we'll go from there.

Chief Cayot: So, then in waiving that, we're asking to purchase three police utility vehicles from McGovern Municipal HQ in the amount of \$182,013. Like I said, it is part of the competitive bid, I was actually looking at the website and so everyone's giving the same price for the cars. The reason we actually chose MHQ is they actually have the cars in stock and available and ready for us to get as soon as we get approval for it. So, that's the reason we're looking to go with MHQ. The one other thing you will notice on the motion is that this is a little more than \$2,000 over what we have budgeted for cruisers. We are waiting for reimbursement of \$24,800 because one of the cruisers we're replacing was actually totaled in an accident. Not the fault of Hudson Police Department. So, I'll answer any questions if anyone has them.

Selectman Guessferd: Is the officer okay?

Chief Cayot: Yes. There was no officer actually in the car. The car was parked when another vehicle rolled into it.

Chairman Dumont: So, one thing I'll just ask you to speak to just because you gave me some information I think it would be helpful for the public and the board if you could just speak to MHQ, their ability to be the one-stop shop as you put it and the benefit of going with them.

Chief Cayot: Absolutely. So, like I said, MHQ has the vehicles in stock and ready to go and they will also outfit the vehicle. So, it is a one-stop shop. We buy the vehicles. They're actually at MHQ right now. As soon as they get word that we're buying them, they'll start the outfitting process so they can hopefully have them to us as quick as possible. Some of the other agencies that were on that bid, they're not one-stop. You have to buy the car and then bring the car to them. You're still going to get the same prices, but it's adding a few extra steps into that process. So, with MHQ being able to do everything all at the same place, we're hoping to get these cruisers out onto the front line quicker.

Chairman Dumont: And I think one other important thing that was mentioned to me is that the cars become uniform. They're all very similar. So, no matter which one you're getting in, they're all the same. There's no differences. The officer's able to hop in it and go.

Chief Cayot: The other thing MHQ just recently did was they just opened a satellite office in Merrimack. So, it's just right across the bridge up near the Anheuser-Busch plant. So, it's pretty easy drive for us to get cruisers back and forth to pick them up and if they need any service.

Selectman Guessferd: That's where you service them?

Chief Cayot: Just if anything goes wrong with any of the equipment that's put into them, yes, we would bring it back there.

Chairman Dumont: I love the idea of a local business working with businesses in New Hampshire and local to Hudson or Sentinel or close by.

Selectman Guessferd: So, the company, are they a New Hampshire or a Massachusetts company?

Chief Cayot: So, their main, and I don't even know if their main base is in Massachusetts, but that's where they're, the satellite, that's where we used to go to get the cruisers was down in Marlboro, Mass. But now they have the satellite up here in New Hampshire.

Selectman Guessferd: So, there's no, and they're delivering them here, well...

Chief Cayot: They're already actually in Merrimack, those cruisers.

Selectman Guessferd: Right. So, there's no tax issue or anything like that as well. So that's good.

Chairman Dumont: All the benefits of being in New Hampshire.

Selectman Guessferd: Exactly. Correct.

Chairman Dumont: No taxes and a great workforce.

Selectman Vurgaropoulos: Thank you. Chief, no trade-ins?

Chief Cayot: So, we have three trade, or two trade-ins. One of them was totaled, so we don't have that one as a trade-in. The amount they'll give you for trade-ins is so small. What we're going to look to do is we're going to

offer them out to the town to see if anyone's interested. If not, we do have a partnership with another dealership that will actually take them in and they'll wholesale them and give us the full value for them. And then they'll allow us to put that towards one of our administrative cars.

Selectman Vurgaropulos: Okay. Thank you.

Roy Sorenson: Yeah, so if I may, the Policy Sub-Committee, we currently do have the purchasing guidelines after first read. This would be one of the items we talked about. Not necessarily this one for police, but in general, any type of consortiums, be it through states, nationwide, or whatever it might be, just to expand on what we have the ability to do and streamline a process. This one's important, as the Chief mentioned, because the vehicles are there. You're not waiting. And they go right to the outfitters and they package them through and get them down back to the departments.

Selectman Guessferd: So, yeah, and along those same lines, in terms of the waiver, I think the major thing for everybody to understand is they are already competitively bid. So, it's as if somebody's doing that competitive bid process that we would do ourselves. So, to me, this is one of those items where a lot of times we'll waive it. We'll waive the competitive bid process, but there really is a competitive bid process. So, it's kind of just waiving our piece of it. I think it's important everybody understand this isn't another one where we're just kind of just waiving it. It's there, it's competitive, and we're just getting and taking advantage of that competitive price that is in place. So, I like that idea.

Chairman Dumont: Either we have staff do the vetting for the bids or we have somebody else do it for us. I think either way works just fine.

[Selectman Jakoby made a motion, seconded by Selectman Morin, to waive the competitive bidding requirements as outlined in the Hudson Town Code 98-1C and allow the Police Department to award the bid to McGovern Municipal HQ. Motion carried, 5-0.](#)

Selectman Morin: Do we actually have to do that where it already was a competitive bid?

Chairman Dumont: Real quick, is that a second first of all, and then we'll discuss it?

Selectman Morin: Yeah, I'll second.

Chairman Dumont: All right, so motion seconded by Selectman Morin. Do we have any discussion? Go ahead, sorry.

Selectman Morin: Do we have to actually do this vote where we just said we do?

Chairman Dumont: So, I would say until that policy gets updated, this would be the correct way to do it. But going forward, I think there would be a wise idea that this could be in lieu of the bid process a similar way. And it could be a form that's drafted up and you put the information.

Selectman Jakoby: Once the new policy is adopted.

Chairman Dumont: Correct.

Selectman Guessferd: Yeah, I think that'd be important.

Chairman Dumont: I think that'd be a good way to do it. Thank you very much. Next up, we got one more motion for you.

[Selectman Jakoby made a motion, seconded by selectman Vurgaropulos, to accept the Police Department's recommendation to purchase three police utility vehicles from McGovern Municipal HQ in the amount of \\$182,013. Motion carried, 5-0.](#)

#### **D. Underwriting Policy Presentation**

Chairman Dumont: All right. Next up, we have the underwriting policy. I will recognize Director of Community Media, Mike Johnson.

Mike Johnson: Good evening, everybody. Thank you guys very much for the opportunity to allow me to present our upcoming underwriter program. This is the first read of this policy, but I do want to state that this policy has been through many hands, the town attorney, the cable utility committee, and the school board's legal as well. So, I just want to start off this, I'm going to go through a brief slideshow explaining just what underwriting is so it doesn't get confused with advertising, which is something that HCTV can't explicitly do per our contract with Comcast and our franchise agreement. But underwriting is something sort of different. So, underwriting in community media is a form of sponsorship where businesses or organizations provide financial support in exchange for a brief non-promotional acknowledgement on air. They're not meant to persuade, but to recognize the support of the sponsor while maintaining adherence to the station's non-commercial rules and regulations. And we'll kind of show in this presentation, I have a couple of examples of what that's going to look like if this policy is to get approved by this board. So, our timeline for our first year, right now this was based off prices at other stations charged and what I felt would be a good starting point for us with this policy. We're looking to potentially get seven underwriters annually at \$2,000 a year. They would get a minimum of 44 broadcasts, most likely a lot more than that, but I wanted to keep it somewhere manageable at first. They'll also get shout outs on our social media, so we'll see what that'll look like. But if you guys ever follow our Facebook page, you'll notice we do like, we promote the meetings, sports games, whatever we're going to be live streaming. So, people that might not be on cable will know, okay, this is going on, I can watch this from home. So, that's a good place for us to post this. This policy shall be reviewed and reaffirmed on a regular basis, no less than every three years. For this launch, I'd like to do this annually. I think this is going to be something we continuously develop. We're going to, we'll launch it this year, see how things go, see how we feel about everything. So, this is an example of what one of our graphics would look like. You would see this on our cable carousel, Facebook, Instagram, different formats. This one would most likely go on our cable channel with that aspect ratio. You can see it tells the detail of when the meeting's happening, where you can watch, and then just a simple thank you to the businesses that would be interested in doing this. I use just fake logos as an example here.

Chairman Dumont: I like Al's Toy Barn, that's nice.

Mike Johnson: Hey, got to give Toy Story the representation. So, this is a short video. Theoretically, this would be for a sports game. I would air this on our social media and in between things.

Video playing: It's game day at Hudson Community Television, and we'd like to thank our station's underwriters. Al's Toy Barn, the best deal for a buck, buck, buck. Paul's Pizza, the best slice in Hudson, New Hampshire. And Hudson Family Dentistry, providing quality patient first care. Thank you again for your support, and let's go Broncos.

Mike Johnson: And that's just our general graphic we use on our Facebook page during game day. So, we would post that every time we have a live broadcast, they would get that mention and that show of appreciation from us. And we would do that essentially any live event we have. Meetings, sports games, community events. Even as an example, when we do these government meetings, you have that little title slide we keep up. I would put at the bottom that thank you to our underwriters, all their logos on there. I'm also going to be making a requirement, you'll see in this video, what it might look like. So, during our games and our meetings, I want a lower third like that.

Video playing: As advertised, Joseph and Avery Littlefield were excellent.

Mike Johnson: That's kind of the idea of what that would look like during a sports broadcast.

Selectman Jakoby: I like fun stories.

Mike Johnson: Wayne Enterprises. I know, I know.

Selectman Vurgaropoulos: That was nice of Bruce to support us.

Mike Johnson: That was made by our former production coordinator, Cam McDonald. That specific demo before we first pitched this. So, this is kind of the post that we're planning on running around the community, giving to businesses that would be interested in this. That QR code goes to the town's website right now, but if this gets finalized, I would put a link to the actual policy that I'm proposing that I sent out in the packet to you guys, as well as that sign-up sheet where they would sign up for the contractual agreement. So, before I get to the next part of this presentation, do I have any questions?

Chairman Dumont: Questions from the Board? Comments?

Roy Sorenson: You're going to get into the actual Warren article?

Mike Johnson: Yes.

Roy Sorenson: All right, so let's have Mike walk through this. We'll come back to this if we have to once we cover the warrant articles, but since he's here, let's have him introduce this, all right?

Mike Johnson: So, I think something that was really important when introducing this warrant article, I want the community to know this is something that HCTV is specific for being active about it. We don't want to just see the revenue decline and we're not acting when we have equipment needs, staffing needs, and maintenance needs. So, something this year, I was asked by this board earlier in the year what percentage I believe we would need from the 20% that the town gets. I believe with union contracts, all the cost-of-living adjustments, we are going to need the full 20% back, and that gives us wiggle room with what we have in our revolving fund right now to purchase equipment. As many of you know, like the cameras in this room, they're turning 10 years old. These were installed when I started working here. Knock on wood, we haven't had failures with them. It's electronic equipment, though. It could happen any day. So, I want to make sure we're ready. If there is something we need to do, we can start getting quotes for gear like that. I'm very thankful for the board's support on the out-of-budget requests we had for that switcher, but that's just one piece of equipment that's going to continue to age over the years. I see this being, this warrant article being a band-aid for a couple of years. We did, I got our payment from Comcast last week, and we did lose another \$2,500. So, it's, the trend's continuing downward. When I budget and plan, it's off of that trend right now. And next year, you'll see it at the end of this slide, but the portion we'll be taking in will be, it's going to be tight with what we have in our revolving fund for our operating costs. The verbiage for this warrant article, I am very thankful to Jennifer Pappas from Goffstown TV. They did the same warrant article last year in their community for the same exact reason, where they were getting the decreasing franchise revenues. So, I based the verbiage off of what they did, but I also based it off the verbiage from what we did in 2015 when we established the revolving fund for HCTV. And I kind of merged the two together. I'm open to any input from this Board on this. I don't have the exact RSA, so I do apologize on that, but we'll get that for you.

Roy Sorenson: Yeah, 53C maybe, but I'm not sure either.

Selectman Vurgaropoulos: Mike, we've had a couple of different discussions about the underwriter program and the decline in franchise fees. With the 20% coming back in the underwriter program, if you cap out the 7, that gives you \$14,000 plus the 20%, where do you, how long do you see that being sustainable? Because that'll put you at where you're at currently, which you're able to operate in.

Mike Johnson: So, I see that sustaining us, I want to say, about three years. Say in theory we're able to fill those underwriter slots every year, that gives us \$14,000 to work with for equipment, staff costs to go cover the events that we do. And I think it's, to me, it's been the expectation since around 2020 that we cover all the sports games. As many as we can, we've always tried to get to. It's kind of become the thing, people turn on HCTV and they want to see the hockey game, basketball. Trust me, I will get the phone calls if we're not at one of those games. And I went to the CT center at Alvirne, I've often talked about this, they had an advisory meeting today, and I talked to their digital media teacher. We're hoping to partner and hopefully get students to help cover some of that stuff as well. So, there's a lot of good stuff in the works right now. But to go back to that, it depends on the rate of that, and that's a challenging thing for me planning for the future right now. You never know that the cable franchise fee rate could level off at a certain point. I do know of people that are hanging on to cable, but I also hear a lot of people are switching to streaming. So, it's definitely a generational thing right now. And it's something we're just monitoring quarter by quarter.

Selectman Vurgaropoulos: Okay. I had a follow-up, but I lost it. I'll come back.

Selectman Jakoby: I'll do a follow-up. So why cap it at \$7,000?

Mike Johnson: So, I capped it at \$7,000 because I didn't want to overwhelm the screen and made sure that people doing it would get the value for their money. Because I think if we have too many underwriters, what will happen is some of those businesses might get drowned out by each other. Because if you look at that demo, you'd be reading off like \$15,000, \$20,000, and that might get a little bit too much for people watching where it might not be getting its value.

Selectman Jakoby: The follow-up to that, and why the \$2,000? Because that seems like a really good economical place to be, for someone as an underwriter.

Mike Johnson: So, I actually picked \$2,000, and I based that primarily off of what Bedford was charging. They have a TV station and a radio station, and they were doing \$5,000. We only have the TV piece, so I felt \$2,000 was a good starting point for us. We can revisit that as contracts expire, whether it needs to go lower. Depending as a Board on different policies. But it's something we're going to be revisiting often, and something that Zen brought up at the Cable Committee level. It wasn't ready for this particular policy, but maybe we explore different tiers down the line. You could have a platinum tier with different benefits, and maybe a lower tier for smaller businesses in different ways. But we wanted to keep it streamlined for this year. It's going to be something that's living and breathing, and we work on as a team. But we'd be very appreciative of anyone that's willing to participate in it this year. For sure.

Chairman Dumont: That's one thing I'm glad you brought up, the different tiers. Because that was one question I had. I completely understand, and I can appreciate only wanting to put so many logos up there so people get their value out of that. But another possible idea would be during game or halftime, you give a shout-out along with that, right? You pay X amount just to get your name shouted out. You're not going to get the logo on the TV. But you could list off a couple more businesses, maybe bring in some extra revenue that way. Just a thought.

Mike Johnson: Something that we were talking about in the background, and it's very early stages in that way, if we did a platinum tier, while we can't advertise, we could certainly do a story on the owner or something like that that we could roll. It may be a little bit extra, but it would be something more of value we could give to a business owner that would be interested in that.

Selectman Vurgaropoulos: I remember what I was going to say. I think Kobe touched on it a little bit. So, you said you looked around at all the other neighboring towns, and I was just wondering what those costs were. You mentioned Bedford was at \$5,000, but what do they have that we don't have?

Mike Johnson: They're at \$5,000 right now. They're actually looking into their program right now at doing different tiers. I spoke to some of their staff members, but a lot of other stations are just beginning to explore this right now, but we're kind of ahead of the curve on it right now. We figured it was a very good opportunity for us to get involved.

Selectman Vurgaropoulos: Where would you say you would put us in comparison in general?

Mike Johnson: I'd say about where a lot of the other towns are that do this.

Selectman Vurgaropoulos: That's fair.

Mike Johnson: Thank you.

Selectman Vurgaropoulos; You're welcome.

Selectman Morin: How many times do you plan on showing this per game?

Mike Johnson: Per game, I would say three to five. During the meetings, say somebody's watching this meeting right now, you'd have that lower third graphic, and occasionally we'd flash thank you to our station's underwriters. That's going to be a requirement of our folks working. You'd be surprised. We get a lot of viewership on our Selectmen meetings, school board meetings, because residents want to find out their information in the community. About three to five times. I might make a minute requirement, too, like every 20 minutes or

something like that, but it'll be on the beginning and ending slide, too. Does anyone have any? Because I can keep going.

Chairman Dumont: No, go ahead, Dave. Any other questions?

Selectman Morin: No, I'm good.

Chairman Dumont: Keep on rolling.

Mike Johnson: So just a background for this warrant article. This article provides funding to support Hudson Community Television's operational costs. When the revolving fund for public education and government operations were established in 2015, cable television generated sufficient revenue for HCTV to operate at its current capacity. With the continued trend of cord cutting and the growing shift to streaming as the primary way, people are watching our content. We have, like we mentioned before, we've had an increasing revenue. This helps us get some temporary relief in FY27 and 28. So one thing that I did is I talked to a few other station managers around the state, and these are the ones that got back to me. Bedford TV's currently receiving 100% of the revenue that comes in the 5% franchise fee cap. That was something that the former director Jim McIntosh did in Hudson, that he switched the franchise fee cap from I believe it was 4% to 5%. And that's what actually, it helped us immensely the last few years. I mean, when I was looking back at our expenses and kind of feeling my way through budgeting, it helped us immensely survive the last few years. Goffstown TV switched to 100% last year. So they went through the same process that we're going through right now.

Selectman Guessferd: And the citizens voted for it?

Mike Johnson: Yep. Yeah, went to the voters, and the voters ultimately made that decision. Nashua TV, they're at 50-50 right now. Now, granted, they're a city, so it's a little different with the amount of revenue that comes in. But they're at 4% right now. So, it's a little, I think when you get to those larger communities, some of the decisions like that can be a little bit different. And Granite Town Media in Milford is 100%. Those are the stations that I spoke to in regard to this that got back to me, so. And then I mentioned this previously with the current allocation, this is what I'd be speculating next year. So, we would receive \$283,000 in revenue, which is significantly lower than the first year I worked here where we got \$340,000 from cable franchise revenue. And the town would get \$70,000. So, with that together, that would help us maintain our operational costs with the rising union contracts we have to meet. Just general operational costs. And this is obviously a number that's subject to change. It just could go higher, lower, depending. Happy to take any questions about that as well from the Board.

Selectman Guessferd: So just to kind of level set this whole thing. So, if we didn't do this, right, and you had a deficit, that deficit would have to come out of the taxpayer.

Chairman Dumont: I mean, the way I would look at it, and I was going to say the same thing, it'd be an outside-of-the-budget request. He'd come to us and say, hey, I have a shortfall here. Do you guys want to make it up or not? And we'd have to determine whether or not we find the value in that, which I think obviously everybody here sees the value in HCTV. So, I would imagine, yeah, it would then be put back into the budget and we'd be in the same spot.

Selectman Guessferd: Yeah, I mean, the 70% goes to the general fund, but this way it could be utilized just right there from the franchise fees that come in. It's a simple approach that would allow them to meet their budget and we wouldn't have to do any maneuvering. I'll say.

Chairman Dumont: And that's the way that I would look at it. To me, it's basically a wash, right? I mean, they need X amount to run their facility. Right now, it's covered by the 80%. If we move over the other 20%, it's just a more streamlined, simplified process.

Selectman Guessferd: Yeah, I agree.

Chairman Dumont: Any other questions or comments?

Selectman Jakoby: I'm going to make one comment. I think you should ask for \$3,000 for a sponsor. You know, you said Bedford was doing \$5,000 and they have radio and HGTV. Our viewership is quite substantial in town.

You know, and you're just doing \$7,000. I just don't want you to undervalue what you have. And hearing what Bedford's doing, I think the value is in their video, you know, in their online, not in their radio necessarily. So, yeah, I'll just throw it out there.

Roy Sorenson: So, you'll get a second bite of the apple. This is the first read for the policy.

Selectman Jakoby: Yeah, I know.

Roy Sorenson: That's a good point. And I think what we'll do is, obviously, if the Board's okay with it, consider this the first read of his policy, take it to the policy subcommittee, we'll look at it more closely, and then he'll come back.

Selectman Guessferd: Yeah. In addition to that, we've had a test on the waters here with Hudson. And Hudson does tend to be, well, a little bit more, I'll say frugal, but at the same time, our businesses, you know, they'll certainly benefit from. One theory here would be to, let's try it, see what happens. If we fill it up quickly, and the demand is, I mean, if we go to \$3,000, even if we go to \$3,000, and we stay at \$7,000, we just say, okay, you know, it was a lot of demand, so, you know, every year we can take another look at it. Or every year, however you decide, you know, that would work. And we could always increase it if we wanted to. No matter what we decide. Whether it's one, you know, \$2,000, \$3,000, or tier it. We can even tier it.

Selectman Jakoby: I just wanted to follow up. Go ahead. I think \$7,000, I understand the \$7,000 not a problem. And the other reason why I said the \$3,000 was because of the hard work of our town employees and what happened with the pickleball court. that's what I'm basing it on.

Selectman Guessferd: No, that's a good point. It is a good point. Thank you.

Selectman Vurgaropulos: Mike, yes. So, I know you're doing a generalization saying in the last year about three years. Do you think you could develop for us what you think an action plan might be as, like, before the three years, obviously. Like, maybe you and I get together after instead of maybe a time frame where we could develop that where you think our options are.

Mike Johnson: Oh, absolutely.

Selectman Vurgaropulos: So, we can maybe look at that to try to I know you can't really forecast it right because everybody's got a cable, but see if we got a game plan.

Mike Johnson: Absolutely. And I think something that we've been talking about at an internal level that even with the cable committee I'd like to do is build a long-term strategic plan for the community media department and CTV, the building. And I think that absolutely falls in line with that.

Selectman Vurgaropulos: Okay. Perfect. Thank you.

Mike Johnson: We'll touch base about that.

Selectman Vurgaropulos: All right. Thank you.

Selectman Morin: It's standard across the board. You're using a number of seven, but only those seven for the whole game or for the whole event. So, you couldn't take like, you know, a football game or something with four quarters do seven for the first two quarters and seven for the second two quarters or, you know, a baseball game.

Mike Johnson: That's not a bad idea either. I'm I kept it at seven just to keep it a little lower, but I mean if I think it really it depends how much interest we get where we could look at something like something like that.

Selectman Morin: I think no, I think that's the board standard. It's just whatever they got for the whole game. They don't split it up at all.

Mike Johnson: Right. Yeah. Yeah. We would keep it as even as possible. It's like kind of back to the like the sports graphic where you saw all the logos. I would try to keep it very consistent like that so no one thinks we're favoriting one or the other. You know what I mean? We'll keep it very fair to anyone that's willing to do this and just try to give people the best bang for their buck if they're supporting us.

Selectman Guessferd: I see where you're going with this. You watch a baseball game or something and oh, we're going to have the seventh inning stretch sponsored by or things like that.

Selectman Morin: You've got a hockey game with four periods so the first two, this group of basketball you know. First period sponsored by. That's why I was asking what the standard was.

Mike Johnson: Yeah. Right now, it'd probably be quarterly to be honest if we were doing like a football game for example, you'd put that graphic up in a quarter halftime beginning end. Something that we were also talking about internally with this as well would be I know a lot of this is focused on live events but we do a lot of events that are pre-recorded that get a lot of viewership so the Alvirne concerts we don't stream those live we get a lot of viewership on those. We would still do the same thing there even in post-production as well so that's something I wanted to share just kind of make me think of that.

Chairman Dumont: Any other questions or comments? We'll move on thank you very much.

Mike Johnson: Thank you, guys very much for your time tonight.

Chairman Dumont: Thank you for coming and presenting it.

#### **F. Human Resources Generalist Position**

Chairman Dumont: All right next up 2025 Tax Rate Use of Fund Balance I'll recognize Mr. Sorenson.

Roy Sorenson: All right Mr. Chair if I may can we swap out E and F just for I think quarterly keep the financing in one area so we'll cover 8 F first.

Chairman Dumont: Do we have any objections from the Board? I will change the order of business. We will hear item F first the Human Resources Generalist position Mr. Sorenson.

Roy Sorenson: All right thank you. As I talked as you discussed previously, we're going to create a Human Resources Generalist position I did bring that to the Board. The Board didn't endorse that. At this time, I do have a draft job description attached to this memo. I would like to follow the same process we did previously with the Finance Director as well as the Town Planner to have a committee which includes two select men. I will be on it as well. I will name two department heads. I haven't done that yet. As we did in the previous processes, we'll run through a sequence of questions related to the position and try to get to understand the candidates and have some hypotheticals put in there to see their background and human resources. This would be internal first. If we have candidates, we'll start the process and or get ready to advertise externally. With that I'll take questions if you have them.

Selectman Jakoby: Will this position have administrative support?

Roy Sorenson: The position will sit in the Town Administrative office. It will be myself, Lorrie, the Executive Assistant, Eve, the Administrative Assistant and HR person. That will make it up. The administrative support will be designated in that umbrella. Similar to what it is now.

Selectman Jakoby: There is a lot of detail and record keeping. There would be some administrative support for this person. The position is a strategical manager. There is strategic thinking within this description. There is a lot of communication and time spent in person with people. There is a lot of documentation. That was not clear to me.

Roy Sorenson: To your point, the position will be tasked with trying to take all the information we currently have, index it, maybe compress it to where it should be. They will definitely have administrative help.

Selectman Jakoby: Excellent. Can I keep going?

Chairman Dumont: Sure.

Selectman Jakoby: I will do all my questions. I noticed knowledge, skills and abilities. I like what you have here. I was just curious about I didn't see what experience you are looking for necessarily within this. You want the

bachelor's degree and skills and ability. I didn't know if you were looking for training and development experience or municipal experience or what are some of the things you would be looking for on a given resume.

Roy Sorenson: That is a good question. Obviously municipal experience probably counts a little bit more.

Selectman Jakoby: More than a lot of others, right?

Roy Sorenson: Particularly when you have your CBAs at play, you need that experience. I think in general we will look at who the candidates are and formulate those questions. The job description itself we can expand upon that in the future. Limited to what we believe the requirements are and should be and take a look at the candidates and go from there. Similar to what we did with the other two processes.

Selectman Jakoby: That was the only other thing I was curious what experience you are necessarily looking for. Otherwise, I thought it was comprehensive. It is clearly a Generalist Human Resource position. And it takes someone who can juggle a lot of things all at once and be flexible. I appreciate those skills that you have listed. Thank you.

Chairman Dumont: Any questions or comments?

Selectman Guessferd: I'm just trying to see if there is a way we can, we have one category, knowledge, skills and abilities, then you go down and there's abilities.

Selectman Vurgaropoulos: I saw that, too.

Selectman Guessferd: And I'm just wondering if there's a way we can describe that differently. The F category is really more about communication, like writing and speaking skills, those sorts of things. Is there a way to segregate that as its own category and not call it necessarily abilities?

Roy Sorenson: This could be a good test for the candidates, huh? How do you rewrite this job? No, I don't disagree with you guys. I think one of the things we have been trying to do is with the policies in general. Develop the template we are going to use and how we set it up. I think we are still doing that, this position will play a lot into that.

Selectman Guessferd: I'm not going to nit-pick.

Roy Sorenson: You bring up a good point. It could be a little bit redundant and certainly we could clean it up so it reads better. Absolutely.

Selectman Jakoby: So, to that point, thank you for making it because I didn't want to nitpick all of it.

Roy Sorenson: We have your first comments on record.

Selectman Jakoby: I know. F to me is skills. Those are skills that you have. And knowledge I would suggest, possibly knowledge base and skills. Just off the cuff.

Selectman Guessferd: Just something. And take skills out of D.

Selectman Jakoby: They could be better defined.

Roy Sorenson: This is why the Town Administrator needs a HR.

Selectman Guessferd: Exactly.

Selectman Jakoby: Thank you. You warm my heart.

Selectman Guessferd: I'm right there. It's part of my job.

Roy Sorenson: I think your comments are well deserved and well taken I should say. Obviously, we will work to do that. Part of what this position is going to do is take all of our jobs.

Selectman Guessferd: Just something to maybe consider as we move forward.

Chairman Dumont: I like the idea of the first task being that person to design their own work description.

Selectman Guessferd: How can you upgrade and improve the job description that you're going to be doing?

Chairman Dumont: Yes, tell us what you're going to do.

Selectman Jakoby: It was my first thought.

Selectman Guessferd: One other comment, I would be interested in being one of the two selectmen.

Chairman Dumont: Good that was going to be my next question. Do we have any volunteers? So, we have one, Selectman Jakoby would be a second. I think that would be a fine pair. Do we have anyone else who would want to be involved? Do we have a motion? If not, I'll make one.

Selectman Vurgaropoulos made a motion, seconded by Selectman Morin, to appoint Selectman Guessferd and Selectman Jakoby to the Human Resource Generalist Interview Committee along with the Town Administrator and Department Heads to be determined. Motin carried, 5-0.

#### **E. 2025 Tax Rate Use of Fund Balance**

Chairman Dumont: Alright, so we'll go back to the normal order, back to E, Tax Rate Use of Fund Balance, Mr. Sorenson.

Roy Sorenson: Alright, so we jump into all our financial items here. We'll kick it off with the tax rate. We do have our preliminary tax rate, you have the memo in front of you from our Finance Director. I'm covering this tonight for her she could not be here. You do have the break-down, I also came with additional backup just so the Board could understand 24, 23, 22 and 21. So what is the easiest way, or, how is the easiest way to look at this? If you want to compare and contrast the tax rate you could just look at the previous tax rate. Now this is the full town, this is not municipal so keep that in mind. Also, the Board pledged, I would say, to use \$1.1 million of the unassigned last year to offset the tax rate. I believe that that is a wise choice to continue to do that. I wouldn't go more than that, I wouldn't go less. I would hold it there because I think with the \$17.15 vs. the \$16.45 last year, if you look at the trend line over the past five years, it is steady. So, you're not having high spikes or valleys and peaks as they say. So, with that I will take any questions you might have and if the Board concurs, we will send this off to DRA and we will have a tax rate and bills will go out over the next two weeks.

Chairman Dumont: So, I guess my first thing is, I was going to advocate for \$1.3 million. So, to me it just seemed like a fair number, it still left a healthy chunk in there. The general fund is obviously excess funds that tax payers might to begin with. It's our jobs to try to level things out as best we can and as time goes on obviously things get more and more expensive. So, I was at \$1.3 million, I do appreciate, obviously, Mr. Sorenson, he spends a lot more time on this than probably all of us combined, so I don't take his words lightly. But, how are your feelings on that? I know you already stated you probably wouldn't go any higher, but ...

Roy Sorenson: So, I'm proposing, so remember now, this is not easy to do, projecting, right? So, we're going to be talking about FY27, this is the 2025 tax rate. The unassigned fund balance we did have more in return at this time last year. You were talking about an unassigned fund balance of \$9 million, maybe \$700,000 in that area. So, there is money in there based off of what the unassigned fund balance is right now, so you could support that. I am proposing to do \$1.3, which I discussed with the revenues at our previous meeting for 27. I think the unassigned fund balance, if you look at that over the past three of four years it has been rising. You go back five years, we're only around \$6.5 million so we've done very well there. I don't think it's a deal breaker, if that was your question, I think you could support it. I wouldn't go higher than \$1.3 and I wouldn't go lower than \$1.1, so, I guess I'm on the fence, that's my answer. Are you at \$1.2? I don't know. You could support \$1.3 if the Board so chooses.

Selectman Jakoby: Chairman Dumont, I agree with you, that was my number as well looking at this tonight. So, thank you.

Roy Sorenson: And I should say we're well within our fund policy if you do either.

Chairman Dumont: Yes, and some background on that. That was where I kind of found my justification and we'd end at about \$8,757,000. I thought that was more than enough of a healthy balance obviously with other revenues coming in and seeing where things are going.

Selectman Guessferd: I wouldn't disagree. I just wanted to, I don't know if you've gone back that far, 2022 was the year that we revalued. So that's why we went from 21 to 14. I remember that year very clearly. Before 21, I'm assuming that was a similar rise as we got to 21 from 19, 20, 21, that we had a similar kind of line along the trend line.

Roy Sorenson: Trend line, yes.

Selectman Guessferd: Because it kind of goes like this, and then it goes down like this, and then it's going back up again. So that would be my assumption, that 20 would show probably somewhere in the middle, like high 20, you know, 20-something. So, I'm in support of that. Now, \$1.3 brings it down to what?

Chairman Dumont: So right now— It would be another four cents.

Selectman Guessferd: Four cents?

Chairman Dumont: Yeah. So, \$17.11, approximately. We'll use that wording that's in there.

Selectman Guessferd: Yeah. I think I'm good with that. I'm in support of that.

Chairman Dumont: All right. Do we have any motions?

Selectman Vurgaropulos: I'll make a motion. Did you have your hand up?

Selectman Guessferd: I did, but it's okay.

Selectman Vurgaropulos: All right. Have it. I'll support you.

Selectman Guessferd: All right. I hope so.

*Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, that the Board of Selectmen authorize the use of \$1.3 million of the Town's \$10,057,373 Unassigned Fund balance in support of the tax rate, being approximately \$17.11 per thousand. Motion carried, 5-0.*

Selectman Morin: Second.

Chairman Dumont: There's a motion by Selectman Gessford.

Selectman Morin: Second.

Chairman Dumont: Seconded by Selectman Vurgaropulos. Do we have any discussion?

Selectman Jakoby: So, it would not be as recommended?

Selectman Guessferd: Yeah.

Roy Sorenson: I was just thinking about that, yeah, as— I would strike that last line, so just strike as recommended by the Finance Director.

Selectman Guessferd: Yeah, I thought about that. I was just wondering if ...

Selectman Jakoby: Yeah, you just leave that off.

Chairman Dumont: I'm sure you don't want to put words in her mouth. I mean, people do it all the time. I'm just kidding.

Selectman Guessferd: No, we don't want to do that.

Chairman Dumont: No, I'm just kidding. I'm just kidding. A little bit of humor. All right.

Chairman Dumont: Motion carries 5-0.

### G. Warrant Articles Update

Chairman Dumont: All right. Next up, we will go through the warrant articles, and then we'll turn it back over to Mr. Sorenson.

Roy Sorenson: Again, an additional handout. You have a 11 x 17. This is your—I think we talk about warrant articles tonight. If the Board wants to get into some discussion, that's fine. I think your decisions maybe shouldn't be here tonight, other than what you're hearing. We do have some department heads here. And then we take this up for formal action at the next meeting. This is your cheat sheet. Okay? This is going to—this has all the warrant articles on it. It's what you see up here on the screen. It also shows you the impact of the cost of those warrant articles and what it would do to the tax rate. Some of them are color-coded. As an example, if you look at the screen and or your handout, the green items, these are projects where we will have funding given to us for those projects. So, you'll see that there'll be no impact to this Route 102 New Sidewalks. It's a \$1.5 million project, Mr. Dhima? Is that correct? Sidewalks, \$1.5?

Elvis Dhima: You mean the one that's coming up?

Roy Sorenson: Yes.

Elvis Dhima: It's \$2 million.

Roy Sorenson: Okay, so \$2 million.

Elvis Dhima: The 102 sidewalk is \$2 million. The reason for that is that it's on the books with the state at \$2.5. We think we can do it for \$1.5, so we're splitting the baby in half at \$2 million.

Roy Sorenson: My point on this one is there's no tax impact.

Elvis Dhima: Correct, zero.

Roy Sorenson: The 20%, he's going to use local funds to make up the 20%.

Elvis Dhima: From the Corridor Funds.

Roy Sorenson: Robinson Pond Improvements, that's a \$500,000 project. There will be a true \$250,000 local contribution impact. The purple ones that you see up here, these are new CRFs that we're looking to create. And obviously you see some staffing at the top here, which would be through Fire and PD. The chiefs are here to talk about those as well. I did get some late ads, and I'm not blaming anyone for being late. You could blame me as well, but the Sustainability Advisory Committee asked about the Energy Efficiency Capital Reserve Fund, and then the Conservation Land Capital Reserve Fund. There already is one in place for conservation. It's got a \$1 million balance, and there is a revenue stream that comes in for that. The energy efficiency one is at \$3,000. And you see various other ones. I guess my point is the Board, with the out-of-budget requests, which are over here, and now live in the budget, we have a municipal tax rate of \$5.797. If you approved all these warrant articles, that would bring you to \$6.197. So, you have some consideration to do here. Again, as I mentioned, since we're talking about unassigned fund balances, this actual budget's built off of using 1.3 of unassigned. That would be part of your revenues you would take in. Compare and contrast. Here's your 25 and 26 numbers at this time. But this is overall. This is with your warrant articles included, all right? So, you haven't put any warrant articles in yet. You're at \$5.797. If you're wondering what the impact is, here's your impact. So, here's the total cost of the project, and here's what it would add to the tax rate on the right. With that, I can open it up for questions. Actually, I do want to talk a little bit at length. I'll come back to it, and I'll ask Chief Tice to come up for the purchase of a fire engine. Right now, there's no monetary impact there. I would say, for discussion purposes, let's open it up with the ones that are here, and we can go from there.

Chairman Dumont: So, I had asked Mr. Dhima just to stay seated, because I wanted to bring up the Robinson Pond improvement, have him speak to that. That was one that we had on last year. I think it's extremely important with the obligations that we have to meet for MS-4 permit and a few other grants that he has found to try to offset some of that stuff. So, I'm going to ask him to speak to it. Hopefully, we'll start the conversation here tonight, and people will pay attention as we go along and get closer to voting season. So, if you could just speak a little bit to that and why we need to do that.

Elvis Dhima: Thank you, Mr. Chairman.

Selectman Guessferd: When do we have to have the warrant articles to the Budget Committee?

Chairman Dumont: These don't go to Budget Committee.

Selectman Guessferd: These don't go to Budget. Okay.

Roy Sorenson: No, they do get to see them, the warrant articles.

Chairman Dumont: They get to see them, but I thought that these expenditures... they get a recommendation.

Roy Sorenson: It's under the purview of the Board.

Chairman Dumont: They go to warrant no matter what, but they just get a recommendation.

Roy Sorenson: But back to your question. So, Budget Committee starts next week, the week after. So, they have what they're going to call wrap-up meetings after Thanksgiving. I would expect that we would send it to them at that point. If we can make decisions by our meeting before Thanksgiving, we're fine. And then once the Budget Committee weighs in, we'll read them into the public record and have them ready for the warrant.

Selectman Guessferd: Okay. Sounds good.

Chairman Dumont: Mr. Dhima, take it away.

Elvis Dhima: Thank you, Mr. Chairman. So last year, what we presented to the taxpayer was the boat launch, rehabilitation, and also the beach area. A lot of feedback about both. It appears that we got a lot of support about the boat launch, but not as much about the residential or the beach area, if you want to call it that. So, we're carving that out this year. We're not pursuing that anymore. We kind of learned what the feedback was, responding to that feedback. And all we're going to focus on this year is the boat launch. What's happening at the boat launch area is a lot of runoff is going from the road straight into the pond. We're having some significant issues about the dirt, the gravel, whatever you want to call it, going into the pond, and we cannot launch boats. It's being used for recreational use, for training, for first responders. It's taking everyone going further into that pond to drop their boat. The intent is to get a grant, which we're filing for, get \$250,000 out of that, so the impact will only be \$250,000 for the taxpayers, even though we have to raise the full amount. And the idea is we raise the parking area, we have a real boat launch that you can actually just back up, not having to worry about driving two miles into it with exhaust buried into the water, and then treat all the runoff by best management practices, rain guard and things of that sort. And basically, what that does is it reduces the pollution into the pond. What that also does is provides us with what they refer to as a project that you get credit for, for improving watersheds. Robinson Pond has been one of those watershed areas that we've put a lot of resources into, because we can't focus on everything in town. We have to pick our battles. Robinson Pond is one of them. It appears to have a lot of folks that care more than maybe some other areas like a tonic, for example. So, we think this is a great project to put it in, get credit for, and hopefully keep up with it. But every year, the intent is we are supposed to be doing something to improve the watershed in Hudson. And when the watershed improvements are happening in town, that means that the runoffs going into Merrimack River are better than they currently are. And therefore, we get credit for that as well, because eventually everything ends up in the river. River is owned by the Feds, and that's how they tell us how it is. If we can put some check dams and we don't dump everything in the river, we're all set. But until then, we're going to have to comply with it. That's what that MS-4 is all about. What are you dumping to the river, and what are allowing you to do that? And it's a good project. We've got the design done. We've got all the permits, believe it or not. Army Corps has signed off. DS has signed off. We've got the AOT permit. We've got the dredging field permit. This is good to go. This is a shovel-ready project at this time. So, we're working with the State and Parks Department again. We're going to put this in the queue. We have the DOT signing off on work that we need to do in there right away, because that boat launch is kind of like a shared space. And I'm hoping we get it in, and then we're good to go.

Chairman Dumont: I appreciate that, and you spoke to it. That's one of the reasons why I'm in favor, that there's a mixed benefit here. Obviously, recreation, I think, is always great when you can find that. But the other one is our obligations with the MS-4 permit and the pollution that's going in there right now. It satisfies two things, and there's also a grant available for it. So, whether we want to do it or not, at this time, eventually, we will have to

take care of that, and things will get more expensive. And as we've seen, this grant is significantly less than the one that we had last year lined up for the project. So, the free money out there gets used up by one community, if not another. So, for me, this is a no-brainer. I'd like to see it be put on there.

Selectman Jakoby: I just want to agree with that. I was in favor of all the improvements last year for Robinson Pond. I think it's an asset to this town that we need to maintain and make sure that we're meeting the requirements. And at least this will give us the step in the right direction. So, I fully support this as well.

Chairman Dumont: Any other questions or comments? All right, thank you, Mr. Dhima.

Elvis Dhima: Thank you.

Chairman Dumont: How would the Board like to handle everything else? I know I had him speak to that because he was already sitting up there. But do you just want to go in order, ask questions if you have any? Like Mr. Sorensen said, I think it'd be best if we make a decision for these. We can take motions at the next meeting. But for right now, we'll do kind of a Q&A. So, if there's any questions from one of the department heads, we'll see what the Board wants to, what do you guys want to start? Slept in the morning?

Selectman Morin: I have a question on the five-station learning system. That's green. Are we getting money with that?

Roy Sorensen: No, I just highlighted it because it's a new request.

Selectman Morin: The learning system is?

Roy Sorensen: Yep, this isn't. You want to have the chief come up and speak to it? Yeah, this isn't.

Selectman Morin: I thought we saw that before somewhere in the budget.

Selectman Vurgaropoulos: Yeah, I thought we just approved that, too.

Roy Sorensen: Not in the budget, no.

Selectman Vurgaropoulos: I thought you said the green was what they had funded.

Roy Sorensen: Yeah, well.

Chairman Dumont: Stuff happens.

Roy Sorensen: I hope my review's not tonight. I don't know.

Chairman Dumont: Go ahead, Chief.

Chief Tice: All right, thank you, Mr. Chairman. So, the station learning system would be an alerting system. So, we currently have a system now where the firefighters are alerted to a call by bells and the lights coming on the station, which are the bright lights. This has been shown to cause stress on the firefighters, physiological stress, emotional stress. The cumulative, it's a small amount of stress because when that happens, it's an adrenaline rush. So, these cumulative effects they're finding over the course of years, and we're going to talk about a firefighter's career, 25 years or more, the cumulative effect causes long-term health issues. So, both the United States Fire Administration and the National Fire Protection Association are recommending what they call a ramping system. And a ramping system would be the lights would come on. They'd be red instead of the bright white fluorescent. They would come on low, start low, and increase in intensity. They'd be directed towards pathways out to the apparatus. There'd be a, you know, the chimes or the bells would come on low and gradually get louder. And there'd be soft voice pre-alerting. So currently now, the dispatcher rings the bell, the lights come on, the bells ring, and the dispatcher announces what the call is and where it is. This would be an automated voice alarm that would come on also low. The idea is to not startle the firefighters that adrenaline rush to reduce the long-term physiological stress on the heart and on the nervous system. They also have shown that it's easier to process the information when the firefighters are getting that jolt, particularly in the middle of the night. They've got the adrenaline rush. They're not concentrating what the pre-alert is, what the type of call is. And they're finding with these types of systems, they're better able to process the information. So that's why we were asking to go to this type of system in place of what we currently have.

Selectman Morin: I did see it in here. That's why I was asking, how come in the book it says .25 cents and it says .49 there?

Chairman Dumont: .025.

Selectman Morin: Yeah.

Chairman Dumont: Two and a half cents.

Selectman Morin: Correct.

Chairman Dumont: So, for every .50, yeah, so every .50.

Roy Sorenson: This would be the number right here. I wouldn't, we can, thanks for bringing that to our attention, but this is gonna be the number here.

Chairman Dumont: Yeah, .49 is the correct, yeah, it's correct.

Selectman Morin: So, which, it's the number that's on this one that we're looking at? OK.

Chairman Dumont: Yeah, for every 50,000 is a penny.

Selectman Morin: Okay.

Chairman Dumont: Easiest way to figure it. So, let me ask you, so how did this come up? And I hate to be blunt, it just seems a little odd to me, the alert system thing. For me, I would've figured that, what is in place today is working. So, this is just one of them and something that I was thinking about. So, I guess, how did it come up?

Chief Tice: This was brought up as a health and safety long-term to reduce stress long-term.

Chairman Dumont: Who brought it up?

Chief Tice: It came up through the Deputy Chiefs.

Chairman Dumont: Deputy Chiefs, yeah. Was it information or a conference that they went to or a study that was done?

Chief Tice: This is just research that has been out there that has come out publicly. It's in the new, the 2024 version of NFPA 1550 on station facilities. It's also the recommendation of the U.S. Fire Administration.

Chairman Dumont: And I'm not trying to put it down, I'm just asking bluntly because I would've never, never expected the alarm like that to be an issue. That's all.

Selectman Jakoby: I just wanna read a couple of the points into the record. So, in our executive summary on this item, it says, this new form of alerting provides for ramped cardiac-kind tones and ramped night vision red lighting, which is the opposite of what our members currently experience. And it has the recent studies have identified how these loud sudden sounds used for alerting can negatively impact firefighters' health. And that's why the NFPA 1550 standard for emergency responders' health and safety incorporates a section on station alerting which focuses on modernizing station alerting to reduce the physiological stress it may cause. So, if not now, I think it's something that we're gonna need to address at some point. And I just thought that was a really clear statement. And it does interface with both the dispatch, which helps. And the point here that, the other point is that it makes the ability for the firefighter to process what the call is more effectively. And I think that's, to me, that was the biggest reason, that they're able to process that audio, that call much better. But if anyone takes a look at the executive summary online, it's item number 13 under the firefighter's summary.

Selectman Vurgaropulos: Thank you. Chief, not that I think it's drastic, just curious. So basically, this is like a soft wake up. Like if you were to use your watch to wake you up where it vibrates and that increases.

Chief Tice: Yes, exactly.

Selectman Vurgaropulos: So, something similar to that. I don't imagine this being a great length of time, but how much time does that add to call response?

Chief Tice: It won't add any.

Selectman Jakoby: According to this, it shortens it, right? It provides, it kind of, because they're awake, isn't that, doesn't it say that in here? Of individual companies and stations, currently we notify pre-alert all the stations on duty. It's difficult for them to hear dispatch now, and this would make them even better at responding, according to what you wrote up.

Chief Tice: Yeah, I think that was pointing to the apparatus bay where it's loud if you have a screen that shows what the call is, as opposed to trying to hear it because you can't hear it over the speaker. So, then you have to go find out what the call was.

Selectman Vurgaropulos: Oh, okay.

Chief Tice: So that does, but as far as the soft wake up.

Selectman Vurgaropulos: Yeah, okay, I get it.

Chief Tice: Yeah, so as far as the soft wake up versus what we do now, won't increase the response time.

Selectman Vurgaropulos: Yeah, so it's balanced enough because instead of a sharp wake up where they're not paying attention to anything that's going on. And it's hard to focus. They get to the bay, they look at the screen before they go and then they process it while they're deploying.

Selectman Jakoby: And it sticks.

Selectman Vurgaropulos: So, with a soft wake up though, that portion, these are all micro time pieces, would be a little bit slower because it would be kind of more of a gradual wake up, ramped up over a short amount of time, just instead of a sharp, abrupt wake up. And then they could process it as they're getting ready.

Chief Tice: Right, but they'd also be able to process it and think faster to get ready faster as opposed to dealing with the adrenaline rush.

Selectman Vurgaropulos: Gotcha, all right, thank you.

Chairman Dumont: Any other questions or comments on that? All right, where would the Board like to jump to next?

Selectman Jakoby: Can we do the other fire?

Chairman Dumont: Go right ahead, yeah, which one would you like to start with?

Selectman Jakoby: Might as well. So, if I flick my page back, we have the Capital Reserve Fund, that one on here.

Chairman Dumont: So, the first one would be the Funding a Fire Department Related Capital Reserve Fund.

Roy Sorenson: Fire Apparatus Equipment Capital Reserve Fund, 225.

Chief Tice: Okay, so this would actually be, there's three separate Capital Reserve Funds. Last year, they put all these together as one warrant article, trying to cut down the number of warrant articles. But there's the three Capital Reserve Funds is a Fire Apparatus Capital Reserve Fund, which we would use to purchase new apparatus. There's a Fire Apparatus Refurb and Repair Capital Reserve Fund, which we would use for either major repairs, or as we discussed earlier, if we go short in our budget with repair costs, we could go to that Capital Reserve. And we're looking at, our plan with the apparatus is we're trying to get 20 years out of them to extend the life. At 10 years, we're looking to do some refurb work to extend that life, invest some money in them to extend their life and that's what the refurbishment and repair line would be. And then we have a Fire Equipment Capital Reserve Fund that could go for any kind of large equipment, SCBAs when they need to be replaced, fire hoses, we could go to protective clothing for that. So, we're just trying to put money away for that each year, building up, because we know we'll have those costs coming down the road.

Selectman Jakoby: So just to clarify for the public, so this \$225,000 request is actually split between three funds.

Chief Tice: Three, so.

Selectman Jakoby: Yeah, so if, as we look at this and go to motions at another meeting, you know, do we, is that how we want it broken out? Do we want to decrease it? Then we would have to decrease it according to each of those subcategories.

Chief Tice: Yes, what we proposed this year was \$100,000 for the Fire Apparatus Capital Reserve Fund, \$100,000 for the Fire Apparatus Repair and Refurbishment Fund, and \$25,000 for the Fire Equipment Capital Reserve Fund.

Selectman Jakoby: Excellent.

Selectman Guessferd: Yeah, so the question is to, you know. Well, it would make more sense.

Chairman Dumont: So, to speak to what we spoke to about outside the budget request, the thought process we were utilizing was the fleet replacement program of the utility truck. We're gonna be utilizing this Capital Reserve Fund for that.

Roy Sorenson: This is for new vehicles, correct?

Chief Tice: Yes, this would be to put money into the Capital Reserves. And then what the Chairman is talking about was using the Fire Apparatus Capital Reserve Fund to purchase the utility, the utility tube.

Chairman Dumont: Which I believe has to go to a vote.

Roy Sorenson: Correct.

Chairman Dumont: So, you have the option, obviously, to add it in. It would be my recommendation that we focus on the utility truck this year, get that across, and then revisit that for the following year. Either way, you gotta give them one vote. I wouldn't overwhelm them with adding money as well as taking money out, but that's just me.

Roy Sorenson: Would it confuse people?

Chairman Dumont: I would think so.

Selectman Guessferd: Yeah, that would be my concern.

Chairman Dumont: I think it'd be a lot clearer to say, hey, we have a decent enough saved up. Here's a need that we've identified, which is what the savings accounts for. We're looking to expend that amount.

Selectman Jakoby: Well, and then.

Chairman Dumont: Go ahead.

Selectman Jakoby: You know, then the other question is, is just that where we might be backing into a larger request the following year, which is fine, or not. But hopefully, if we're putting everything in place, we won't need it. You know, if we fund it now, I think that's a fair point.

Chairman Dumont: I think the money is more valuable this year.

Selectman Jakoby: Yes.

Chairman Dumont: I mean, if you figure in the way that the vehicle cost is increasing, and inflation, that dollar amount that's sitting in there, you're gonna lose value on that, where you could get a bigger bang for your buck this year. And if we wanna add more to it next year, we can revisit that. I'm not against that, but I think out of the other requests that we're trying to balance out, that would be a wise way to do it.

Selectman Jakoby: Yes.

Chairman Dumont: Personally. Any other questions or comments? All right. The other one you had is the communications.

Chief Tice: Communications Capital Reserve Fund. We have not put money in this in several years, but we know that hardware, electronics, these types of stuff are gonna become outdated. They're gonna need to be replaced at some point. So, we suggest starting to put some money into that now to start building that up. For reference, and we wouldn't need to do, at least I don't predict we would need to do quite an extensive overhaul as we did

four years ago when we did the, because that included building towers and added microwaves, that was a lot. I don't expect to have to do that. That was a million and a half dollars four years ago. So, this is equipment that is expensive. It's the entire town. So, it's police, fire, and public works, our radio system. So again, I think with a lot of this stuff, we start putting money away. If we have an issue, we'll be able to take care of it. We'll have the money available to do it. Obviously, this is also pretty critical equipment that if we have a failure, we need to be able to get it repaired quickly.

Selectman Guessferd: Yeah, we'll be able to reach out and grab the money, yeah.

Chairman Dumont: Questions or comments on that one? All right, so we spoke to a couple of the other ones at the other meeting. There's the 25, there's the 50, and we spoke to the alert.

Roy Sorenson: So, it was the higher, the full firefighter?

Chairman Dumont: Oh yeah, but the top. Yeah, why don't you speak to that real quick. Yeah, the big ticket one.

Chief Tice: And this is the same proposal as I did with the SAFER grant. I do not believe we got the SAFER grant. They were supposed to be awarded by September 30th, and I do know some departments did receive SAFER grants. We have not been able to verify that because on October 1st, the government shut down. There's nobody answering the phones or the emails. So, we will reach out as soon as the government opens to try to find out if there's more grants coming or not because it would not be both the SAFER grant and the warrant article. This warrant article is in place of the SAFER grant that we don't believe we did receive. So, I'll highlight what we talked about back earlier this summer. We have a goal to reach 14 firefighters per shift. We base this on our current call volume, the number of simultaneous calls we're having, and the number of people it requires for a larger scale incidence. For 2024, and this is the last year we have full data, we'll update this again if this moves forward for 2025, but this is a manual process right now of literally going call by call to figure this out. So that's why we don't do it very often. But for 2024, I don't believe anything has really changed much. If you look at our average incident time of being 25 minutes, we had within 25 minutes of one call, we had a second call 1,113 times. If you look at 55 minutes, which is our average in-service time, which also accounts for ambulances transporting the hospital and their total time out of service, within that 55-minute time frame, we had a second call 2,012 times. So, we have a lot of simultaneous calls. The more simultaneous calls we have going at the same time, the more manpower we need to deal with those calls, and then the less manpower we have ready to respond to the next calls. Okay, this takes people out of their stations. This increases response times to the outside ends of town. And even at 14, for a building fire, we would still be, you know, looking for mutual aid. We're not looking to get rid of, you know, this is not gonna replace, you know, our reliance on mutual aid, okay? But this would beef up our staffing to deal with multiple calls at the same time and to start dealing with, you know, a more major call. Because time, the more time that goes by, the more damage is done, the more bad things that happen. At 14, a shift, that would give us two ambulances and three engines. The ambulances would be able to cross staff or for fire calls, take a fire apparatus, so they don't just stay on the ambulance. Same thing with the engines. We wouldn't just keep them as engines. Primarily, that would be their position, but if we needed the staffing to take an ambulance, because we have that many calls going on, they would be able to cross staff and take an ambulance. That's one of the benefits of the type of service that we run where everybody does everything, their firefighters, their EMS personnel. They can take whatever apparatus they need and deal with whatever type of call they have. So, this ask is \$587,542, and that's broken down. \$288,812 for base salaries, holiday pay, and contractual overtime. \$268,436 for benefits, \$23,884 for protective clothing, and \$6,410 for uniforms.

Chairman Dumont: Questions or comments on that one? No?

Selectman Jakoby: I just have, I just wanted clarification for the public. So, we had approved for the fire department to go out for the SAFER grant. We don't have the results of that officially, but the chief suspects that we did not receive it. So, our next step would be have it go out to the public. Maybe, we have to decide that and see if we want to support going out for another SAFER grant.

Chairman Dumont: Well, to see if they would support the positions in totality without the grant.

Selectman Jakoby: Without the grant, okay. That, I just wanted to clarify that. So, and if the SAFER grant does come through, how does that impact this?

Chairman Dumont: So, the SAFER grant, Chief, you can speak to it, but it was a tier, right, based on a number of years that they would cover for payment of those.

Chief Tice: Correct, but I think, are you asking that if we did find out we were awarded a SAFER grant? I would think once we found that out, if we got the grant, I would think there'd be some way to cancel this warrant article.

Roy Sorenson: Just to receive any unanticipated monies would offset the cost.

Selectman Jakoby: So, I would, just to note that, hopefully government will open soon and we'll be able to get that information prior to everything being finalized.

Chairman Dumont: Hopefully they're good to go tomorrow morning, we'll find out.

Chief Tice: Watching the news, hopefully they're close, so. Yeah.

Selectman Jakoby: I just wanted to point that out, that they are related.

Chairman Dumont: Yeah. Anything else on that one? All right, I think that covers you, Chief. Thank you very much.

Roy Sorenson: We have one more. So, you also have an additional handout here, Scott, but this is actually your memo regarding, you can speak to it. I don't know what truck it is, I'm just gonna call it a fire engine, but this is the one you were looking to replace. Currently we have funding in the budget, a lease purchase, which was done on previous vehicles. Given the lead time on fire engines, you would want to obviously order a fire engine three, four years in advance. Is that a four-year build? Is that what we're expecting?

Chief Tice: Yeah, so this goes along with what we discussed about purchasing a used fire apparatus to try to get us from now until we could get a new engine. What I've been attempting to do, and back up a little bit, we used to have four engines. One for each station plus a spare. So, if we had an engine go out of service, they'd go out of service for repairs, they'd go out of service for maintenance, we'd move that spare engine to that station so they'd be able to run an engine. At one point we got rid of two engines when we only got one engine. So, we've gone several years without a spare engine. So, we're trying to get to a point where we can get a spare engine. But right now, the three engines and the latter that we have all have current lease payments. So, we're paying, and I forget the exact amount, but it's in the neighborhood of \$350,000 a year on lease payments. So, I'll be trying to get to a point where we can pay some of those off and then roll it into the next engine to try to level out that part of the budget. So that's what I've been waiting for. But it's getting more and more apparent that our operations are suffering by the lack of having the spare engine. So, that's why I'd come forward with the possibility of getting a used engine. But what we've looked at is if there's a way that we could order an engine now, assume the payments when it comes in, and that would get us to the point where we would have those other apparatus paid off and would be able to roll that payment into the new payment and try to keep the budget level. It is, at least, and we worked with what we know, which is what the Seagrave product that we have now in all three of our engines, the ladder and the tower Seagrave, there's a great benefit to staying with the same manufacturer, having the consistency, and having what I've seen so far is the quality of that apparatus. When we say we wanna try to look at the apparatus the last 20 years, you gotta start with a quality apparatus. And this, so far, has been a quality apparatus. So, for budgetary reasons and their lead time, if we were to order an engine from them right now, it is a four-year lead time.

Roy Sorenson: So, with that, you can do this, by the way. We could put a warrant article up for a lease purchase with no tax impact. The correct wording, I'm still trying to work through and then pinpoint. If you look at the chief's memo, you'll see when his payments come off. And to match those payments in line with whatever the new purchase payment might be. DRA will have to review this and approve of it. So, right now, it's simply conceptual, but I think it's something that we could entertain and do and there would not be a tax impact this year or the year after, depending on how you write that warrant article. The other thing is he may, if you order in advance and you start your lease payments in advance, you could potentially get a better price on the actual engine, correct?

Chief Tice: It's typically, I know with Seagrave, there is a prepay discount. So, if you pay up front, you get a discount on the price of the apparatus.

Roy Sorenson: So, we have still some work to do as far as how the warrant might be written.

Chairman Dumont: I appreciate that. I do want to give credit to the Chief and Mr. Sorenson for working on that. I think that that's a great idea. I think, you know, and I commend them for trying to make use of the used apparatus, but personally, I think this is a better route to go. Gets you the engine that you need, hopefully within a timely fashion and keeps the budget level, which I'm always in favor of, so.

Roy Sorenson: I think that's it for fire.

Chairman Dumont: All right. No questions or comments on that from the Board? Thank you, Chief.

Selectman Vurgaropulos: Thank you, Chief.

Chairman Dumont: Chief Cayot, would you come on up? We'll go back to the top of our list here. The first one up would be to convert a part-time legal clerk to a full-time.

Chief Cayot: Absolutely.

Chairman Dumont: Give us some background information on that and then see if anybody has any questions.

Chief Cayot: So, like we discussed earlier, a few meetings ago, when we were getting ready to present the budgets, we talked about the arrest numbers and the call volume and everything that's been going on at the Hudson Police Department. And I showed you that our arrest numbers have gone up and they're the highest they've been since we came out of COVID. So, one of the things that comes along with that when we're arresting people is obviously, we get court dates and we have a lot of paperwork that has to go over to the court. So, on top of the additional arrests, we also have body camera footage now. And we just rolled out our in-car cameras as well. So, when you have arrests, a lot goes into that. There's a paperwork that the police officer does, but then as they're preparing to bring that to court, they have to view the body camera footage. They have to get all the paperwork ready, file all the motions. So, there's a lot of extra work that's going into that. And our legal division hasn't expanded in a while. So, they're getting really bogged down. Another thing that happened is they rolled back what's called Felonies First recently. So, what's happening is felony cases were going straight to the county attorney's office and they were handling the probable cause hearings for that. That got rolled back, that's not happening anymore. So now our prosecution team has to deal with that as well. So, there's a lot more work going into this and there's a memo that was done by Attorney Clay that was attached with this as well. Just showing it's getting to the point where she's afraid we're gonna start not being able to get justice for all of these cases because of the amount of workload at the station and at the court that's going into these cases. So, what this would do is we currently have a full-time and a part-time legal clerk. This would take our part-time legal clerk and convert that to a full-time position.

Chairman Dumont: Do we have any questions or comments on that one?

Selectman Jakoby: You said there was a memo in our?

Chief Cayot: There should have been, it was.

Selectman Jakoby: From?

Chairman Dumont: Department head.

Chief Cayot: So, it's just a ...

Chairman Dumont: Department head book. In the ...

Chief Cayot: It might not be in that, I'm sorry, it was included when I sent the warrant articles down. I don't, maybe it wasn't included.

Roy Sorenson: I can get that, I can get that off to the, if it's not in there yet.

Selectman Jakoby: Oh, did I miss it? I thought it might be in the executive summary.

Chairman Dumont: So, it lists it in there, but there's no memo.

Selectman Jakoby: Let me see.

Chief Cayot: Okay, I didn't see the memo. Yeah, it's a two-page memorandum from Attorney Clay. Okay. I apologize for that, it's not in there. I'll get that out to the Board.

Selectman Jakoby: No, no, I would just like, I think it'll just help inform me better.

Roy Sorenson: Yeah, so the other two might not be in there. You have a memo for each one, Chief?

Chief Cayot: So, that same memorandum would go along with the next one as well, is the hiring the part-time prosecuting attorney. It would be the same memo for both of those.

Roy Sorenson: You wanna speak to that one next?

Chief Cayot: Yeah, absolutely. So going along with everything we just talked about, there's certain things over at the court that have to be handled by an attorney. So, we currently have Attorney Clay who is getting bogged down with all of that. So, what her ask would be is that she would like a part-time attorney that could work under her to handle a lot of those other cases that need an attorney present to deal with them. There's other agencies that do this. I spoke to Derry, kind of figured out how they work it, and they pay them an hourly rate. There's no benefits or anything that come with it, but they hire them on a part-time basis to come in and help over at the courthouse prosecuting those cases. So, this is also putting out different offers to attorneys and dealing with that aspect of it. Okay? Any questions on that?

Selectman Jakoby: So, then that's an estimate of the cost?

Chief Cayot: That would be the top level. So, we estimate on the top hourly rate that we would use based off the attorney pay that we currently have, it would be based on experience. So that would be if we brought someone who had that amount of experience. If it was someone with less experience, it would be less than that amount.

Selectman Jakoby: Did you indicate how many hours you were thinking they would need?

Chief Cayot: Twenty-nine and a half.

Selectman Jakoby: Okay. Yes, I see that. Thank you.

Chief Cayot: You're welcome.

Chairman Dumont: All right. Any other questions or comments? The next one up would be the part-time prosecutor position.

Roy Sorenson: No, additional sergeant. Sergeant.

Chairman Dumont: Oh, did I skip over that? I apologize. Yes, I did. Sorry. Yeah, the sergeant position.

Chief Cayot: So, the final one is to hire an additional full-time police sergeant. This would be hired from within. So, it'd be promoting someone from our patrol division or from who's an officer to a sergeant position. This sergeant position would go into the patrol division. The reason we're looking to do this is we currently have four sergeants assigned to the patrol division right now. We work, it's a six-day rotation for patrol. So, what that means is you work four on, two off. So, with four sergeants and then using that rotation, there's two days where there's a shift that's not covered by a sergeant. So, we end up filling that with a lieutenant. A lieutenant covers that shift. We're looking to have this sergeant so that we'll have that sergeant as a first-line supervisor on every shift. It'll allow us to now move that lieutenant into more of the administrative duties that we're trying to get the lieutenants into, which is part of succession planning, getting them to do some of those projects, but having that first-line supervisor on every shift.

Roy Sorenson: This is plus one as well.

Chief Cayot: Correct, because we would move someone up to sergeant, but then we would also backfill that patrol position. So, it would give us, it would increase us from 52 to 53 sworn personnel.

Selectman Vurgaropulos: Chief, I think we went over this, the... When you tapped, I slipped my mind.

Chairman Dumont: That's all right, we can circle back.

Selectman Vurgaropulos: Circle back.

Chairman Dumont: Do we have any other questions or comments?

Selectman Jakoby: So, just to, so on, so you're going from 52 to 53?

Chief Cayot: Correct, it would be ...

Selectman Jakoby: Sworn individuals. And, okay, and that's with, that doesn't include, so those are all full-time. That's your, that's the list that's in the budget.

Chief Cayot: That's full-time for sworn officers, yes.

Selectman Jakoby: Okay, sorry. Should I give you an update?

Selectman Vurgaropulos: Yeah.

Selectman Jakoby: Okay, good. I tried.

Selectman Vurgaropulos: Chief, when a lieutenant covers, I think we spoke about this, but when a lieutenant covers, that's typically overtime coverage?

Chief Cayot: No, that's not an overtime. It's a lieutenant who's working, but now they're doing the lieutenant duties and the sergeant's duties on that same shift, yes.

Selectman Vurgaropulos: All right, thank you.

Chief Cayot: But bringing up overtime, this would make it so now we have that sergeant every one. This could help decrease overtime when people go on vacation and...

Selectman Vurgaropulos: Yeah, that's what I was thinking about. Thank you.

Chairman Dumont: Any other questions or comments on that one? All right, I think that covers all yours.

Chief Cayot: Thank you very much.

Chairman Dumont: Thank you very much, Chief. So next up on my list would be public works, so I'll bring up Mr. Twardosky, if you want to speak to the dump truck replacement capital reserve fund. Just give us a little bit of background.

Jay Twardsoky: Thank you, Mr. Chairman. So last year we started the public works trucking equipment capital reserve fund, and we funded it at the same time. This year we're asking to add a little bit more funding to it just to keep the reserves up. That's..., our equipment's starting to get real expensive to replace. We're really, we have quite a bit that's aging out, so this is, this fund is to help us keep up with replacing equipment, and by having the money already there, it'll ease up on tax rates further along down the road. So that's why we're asking to add more money onto that one.

Chairman Dumont: Can you speak to, obviously, so we received the clean diesel grant to help with this as well. Can you speak to how those two would work together?

Jay Twardsoky: So, once we receive the new trucks through the clean diesel grant, then the state will reimburse us, the 25% reimburse, it's right around \$225,000, I believe. And then utilizing that and money from this capital reserve fund, we would be able to replace that fourth dump truck that's in dire need of replacing right now. And then with the money that's already in here, that fourth truck would be no impact on the tax rate.

Chairman Dumont: Is that including the \$50,000 that you're asking for, or just the \$150,000 that's in there now?

Jay Twardsoky: That's, we actually, we don't, I think we'd utilize about \$75,000 of the \$150,000 that's in there now.

Chairman Dumont: Okay, so we have enough in there now for you to, with the clean diesel grant that we were fortunate enough to get to cover the four trucks that you originally set out for. Correct. Any questions or comments on that one?

Selectman Vurgaropulos: This is just to help backfill the CRF, that way you don't deplete it completely?

Jay Twardsoky: Correct, it's also for if we end up needing a major repair during the year that would deplete our budget.

Selectman Guessferd: Could be, could happen, I mean, with the way that you have trucks.

Jay Twardsoky: Just an engine replacement's \$100,000.

Chairman Dumont: All right, the next one that I had was, I believe it was the VacCon truck? Yeah, VacCon, yeah.

Jay Twardsoky:

Yes. So that's a fund that was set up a number of years ago. The VacCon truck, which is our vacuum truck, we use for cleaning sewer lines, drain lines, catch basins. That truck's one of the most important vehicles we have to keep sewer and drains flowing in town. The average life of that truck expectancy is about 10 years. So, by putting money into it every year, once it comes due to replace it, it's not a big hit, because that's gonna be just about a half a million dollars to replace that.

Selectman Guessferd: And that would bring us up to \$210,000, it looks like.

Jay Twardsoky: Correct.

Chairman Dumont: That's the amount that we did last year.

Jay Twardsoky: Yep.

Chairman Dumont: What's the year of the current one?

Jay Twardsoky: It's three years old now.

Chairman Dumont: Yeah, that was a new purchase. All right, questions or comments on that? All right, next up would be the drainage. Drainage Capital Reserve Fund. Ask for \$100,000.

Jay Twardsoky: Yes, Drainage Capital Reserve. We set that up two years ago?

Chairman Dumont: Yeah.

Jay Twardsoky: And we have been utilizing it to help offset costs for renewing, replacing storm drains in town, culverts. One of the biggest ones was on Adam Drive. It was with the failed head walls and everything. Without that, it would have just depleted the budget entirely, but it's something we have to keep working towards, because we have an aging drainage system that's not keeping up with current rain storms to begin with. And then once it starts to really fail, it's very costly to replace.

Chairman Dumont: So, I had a question, and I think me and Mr. Sorenson spoke to it a little bit about, but I'll ask it again. We have another ask to create and fund the Extreme Weather Capital Reserve Fund. Can we put these two together? I know drainage is considered its own item, but.

Roy Sorenson: You mean as far as the same CRF?

Chairman Dumont: As far as the same CRF, but put the funding all together under one, utilize extreme weather for drainage or no?

Roy Sorenson: I wouldn't, I think if we talk about a road program type warrant article next year, that's where you would do it. I wouldn't mix it in with the extreme weather.

Jay Twardsoky: Yeah, this one we use for, we utilize for engineering also.

Chairman Dumont: And the only reason why I ask is because I think it was last year we had those significant floods, and obviously our drainage was very much overwhelmed. So just trying to tie the two together would give us more leniency with it being utilized, so.

Roy Sorenson: I'd keep them separate, but I think you're right. I think you could use the extreme weather one if you needed to for something like that. I just wouldn't, I'd keep them separate.

Chairman Dumont: Okay, that's fine.

Selectman Jakoby: So, are, I don't know if I asked this before, are the drainage coverts and stuff rated? Like do we know which ones are?

Jay Twardsoky: So, we ...

Selectman Jakoby: Is there a list? A failing list, yeah.

Jay Twardsoky: Yeah, we have that camera system that we TV sewer and drain lines on a regular basis. So, we know which ones are aging and are going to need a replacement.

Selectman Jakoby: You've done a lot of work on that. So just a question of whether you're getting ahead or if we're, because I think we were in worse shape a couple of years ago, so.

Jay Twardsoky: Yeah, we still have roads that are in need of repair and upgrade, like one of the big ones out here, Library Street, we have to, we've got to start. That's going to be an expensive one.

Selectman Jakoby: That's one of the big ones?

Jay Twardsoky: Yes. So that's one that we're probably going to utilize quite a bit of engineering service on to help all the infrastructure.

Selectman Jakoby: I think it's important to let the public know that there are some major ones coming up that still have, in need of repair soon.

Chairman Dumont: Well, and I think to your point, right, so we have a lot of ones that are needed and they've been doing a fantastic job of getting to those, but then you have ones like you mentioned, Adam Drive, that come out of the blue and absorb almost all the funding that we have in there. Right, so it's always important to make sure that we're taking care of that. Otherwise, when they don't, the residents are the ones that pay the bill, or foot the bill, especially the ones around there. The homes getting damaged, further issues, vehicles and whatnot, so.

Jay Twardsoky: Yeah, I know some residents wonder why we add more to our reserve if we're not currently utilizing it. It's just, it's, you know, it's a safeguard.

Chairman Dumont: Yeah.

Jay Twardsoky: When it's already there, it's not an ask later on.

Chairman Dumont: It's a rainy-day fund.

Jay Twardsoky: Correct. I hate using that term, but that makes it seem like it's a slush fund and it's really not.

Chairman Dumont: No, no, I think depending on how you expend the money, that determines whether or not it's a slush fund. I think you guys have expended it very well, so.

Jay Twardsoky: Excellent.

Chairman Dumont: Any other questions or comments on that one? All right. So, yeah, we'll bump down to the extreme weather.

That's why I'm missing one here. A little bit split up on the list versus what's in the executive summary. Or sidewalk replacement.

Roy Sorenson: I'm sorry, yep, it's right here. So, this would be a new CRF. I think one of the things I talked about with Director Twardsoky on this was just to establish this number one, whether we put money in it, that's fine. I guess we could consider that. But if there's money coming back from what we did in the budget, if we get through the budget process and that all passes, you could be putting money back in via that way as well. But either way, if we can get the extreme weather part of the budget through the process, I think this is a good idea.

Chairman Dumont: Mr. Dhima, do you have a comment, you wanna come on up?

Elvis Dhima: Just want to add this real quick. Public Works Director and I are working with a Planning Board trying to establish a quarter of fund for sidewalks. Trying to give the developers and businesses the opportunity to give

back. They don't wanna build a sidewalk at a 75% of the original value. We're hoping to use that money for new sidewalks, replacement and repairs. We don't know if it's gonna happen or not, but this is something that needs to be established, so it's also in the works. Just like we do the quarter of funds for the roads, we can't use them for repairing the roads. This is gonna be a little different. So that's also in the works as well. We don't know where it's gonna go, but this will be parallel to that.

Jay Twardosky: Absolutely.

Elvis Dhima: It will help. We have a lot of work. Not a lot has been done on the sidewalks.

Jay Twardosky: Correct.

Elvis Dhima: But if we find out that we're raising enough funds for the planning board mechanism, we can establish this, but not asking the taxpayers in the future for funds. If we have enough there that we can piggyback on, just like you do with the quarter of funds between the Planning Board and the Board of Selectmen. So, we're trying everything we can not to put the burden on the taxpayers. And if that works through the Planning Board, you might not see this next year. We will establish it, leave it in there, but we won't be asking to add money to it if we have another mechanism to get the work done. Without impacting everybody.

Jay Twardosky: Right, this is just to get it started.

Elvis Dhima: Yes.

Jay Twardosky: Yeah, to get it on the books. Not necessarily funded yet.

Chairman Dumont: All right.

Roy Sorenson: So that's very similar.

Chairman Dumont: Yeah. So, any questions for either the extreme weather or for the sidewalk? Everybody all set with that? All right. I think that takes care of everything for you, Mr. Twardosky. Unless I missed one. We already went through a couple of the fire. We spoke earlier to the nine industrial park drive lease agreement.

Roy Sorenson: Yep.

Chairman Dumont: We spoke to the cable franchise already. Yep. Totally and permanently disabled vet, we've already spoken to that. Solar Exemption. We could talk to it if we want, but that one was scheduled to come back on the 25th.

Roy Sorenson: Correct.

Chairman Dumont: And then we have the two new ads for the Energy Efficient Capital Reserve Fund and the Conservation Land Capital Reserve Fund. Which there's nobody here to speak to those. I don't know if anybody has any questions or comments on that, but I would like just to add that Mr. Sorensen's point, Conservation land, they already get from the current use tax that comes into the town. There's a petition warrant article that changed things a little while back, a few years back now. So, they get 100% of that funding. Anytime there's a change of current use, it's a 10% fee that gets levied on the value of that property. So, they have a constant revenue stream to go into that pot as well.

Selectman Jakoby: Do we want to address the Haselton Barn Capital Reserve?

Chairman Dumont: Yes, thank you.

Selectman Jakoby: Yes, go ahead. Yeah, because that I want to change.

Chairman Dumont: I hope it's the same thing that I've written down here. So, I'll let you speak to it. Go right ahead.

Elvis Dhima: Thank you. So, at the Board's request to trying to compress things and utilize what we already have, we removed the Haselton Barn Capital Reserve funds and we're asking the taxpayers in March to rework the existing capital reserve funds we have for Benson Park. There's over \$100,000 in there. We're expanding the language to say not just the Benson Park, but Benson Park, the grounds, and the buildings within that parcel. And basically, what that does is allows you as the agent to expand the existing fund we already have in without asking

the taxpayers to raise more money. We're just changing the language that's already in there to allow us to use it for more things within the park. I think the intent was to use it for the park, but it's very limited. So, we're expanding that to basically say for all the buildings within that. If we get the green light from the taxpayers, you can utilize some of the funds to address things such as the Haselton Barn or other buildings. So that's the plan of attack. That way we're getting rid of capital reserve funds because we already have one. It just needs to be reworked. That's what you have on the books.

Chairman Dumont: Yeah, I think it's important to be reworked that way. That's what I had in my notes as well because we have a lot of obligations that we have to meet over there besides just Haselton Barn. And then we have certain restrictions too as far as to how all that can be done. It can be very costly. So, I think the savings account, as I'll call it, is a very important thing.

Elvis Dhima: And \$100 grand, it's quite a bit to work with. So, I think that's what you have in front of you. So that was reworked.

Selectman Jakoby: Excellent. Thank you.

Chairman Dumont: You got it. Thank you all. Thank you. Any other questions or comments?

Selectman Jakoby: I brought it up.

Chairman Dumont: All right, Mr. Sorenson.

Roy Sorenson: If the Board's good with that, what the department heads, just real quick, we are currently working on how we present these warrant articles. And one of the things we're looking at doing is, it's a little bit different, but as an example, to Chief Cayot was just up here. You would have your typical warrant article, and then we would have backup. So, these would be slides that, now these still need a lot of work. So, this is just draft form. And this information would be the same in the deliberate session guide. So, you'd have the warrant article, and then you'd have backup, all right? And I think as we get to a point where we could add some things, and as an example, I recommend a Board of Selectmen, recommend a Budget Committee. You put things of that nature up on the screen. But this is still in development. I'm just putting it out there tonight. And once we get to the Board's final warrant article that they're endorsing, we'll put these together, all right? So just a little bit there. Any other questions on warrant articles?

#### **H. October FY26 Revenue and Expenditures**

Chairman Dumont: Seeing anybody? All right. We will flow into the October Fiscal Year 26 revenues and expenditures.

Roy Sorenson: Before we do that actually, we're gonna cover the default budget. I apologize, correct? Yes.

Chairman Dumont: Yes.

Roy Sorenson: Yes, sir. So, you have an addition to your packet. I'm gonna start with the main page. You can see I've traced it all down on the main page, which is gonna give you the 26 budget, and how we would set up the 27 default budget versus proposed, and what the differential might be. So based off of what we know now, again, we don't have the warrant articles. It'd be separate anyways. We basically built the budget. Budget Committee still has to weigh in, obviously. But you're looking at a, this would be the deficit we would have to make up if we went to default. So, it's actually the other way around in this minimal impact in water and so on. But you can see it's pretty significant in the general at \$817,000, say \$818,000. Here's the detail, which is all part of your packet as well. And you'll see what would be kept, what would be taken out, what would be placed in. And the adjustments are made accordingly, for obviously for water and sewer as well. So, you have that here. It's pretty much in place at this time. Once, obviously once the Budget Committee, this is exclusive obviously to the Board, but once the budget committee makes their changes, it would affect this number, or these other two numbers as well. We'll make those adjustments accordingly. Questions on that?

Selectman Vurgaropoulos: So, the way this is written, Mr. Sorenson, is we go to a default, to go to a default, unless we remove these items, but the add is what we have to have in it.

Roy Sorenson: Yes, those would have to go in, yes.

Selectman Vurgaropulos: So, I wanted make sure I was reading that correctly.

Roy Sorenson: Yep.

Chairman Dumont: Do we have any questions or comments on that? Typically, I don't know if we've done it at the same time. Maybe Selectman Guessferd or Selectman Morin can remind me. Typically, we accept the general fund, obviously we make a motion for that, we accept it, we put it forward. Did we do that with Warrant Articles last year, or did we do it before the Warrant Articles?

Selectman Guessferd: Default?

Roy Sorenson: Yeah. It'd be listed under the general fund anyway. So, I guess when you get to the Warrant, we could do it on the next meeting, would make sense, yeah. I think it's, yeah.

Selectman Guessferd: Right around the same time. Okay. I think you can do it ahead of time.

Chairman Dumont: No, I think, I mean, well, yeah, we could do whatever we want, I was just trying to figure out how we've done it in the past, for some reason I thought we did it prior to, but I'm fine with waiting until the 25th.

Selectman Guessferd: Yeah, I think it makes sense.

Chairman Dumont: You get to have the general fund number anyway.

Roy Sorenson: You get a chance to look at everything. You have to have all of them, so.

Chairman Dumont: All right, any other questions or comments? None? All righty. Revenues and Expenditures

Roy Sorenson: All right, revenues and expenditures. All right, so bring the Board up to speed as far as where we are now. I do have a Budget Committee here because I did present this to them, but I'm gonna run through it again. Currently, we should be at 33%. If you're looking at the calendar, that's obviously through October. General fund right now, we're at 44%. Sewer fund, we're at 56% and the water fund, we are at 41%. Obviously, these numbers are higher. We've talked about this before because of your encumbrances. So, in the general fund, we got roughly \$2.7 encumbered right now, \$2.7 million. Sewer fund, roughly \$414 and then water, we have a little bit under \$700K. So, we'll break it down even further and we'll kind of lay out each department and we'll show you where those numbers are and what the encumbrances might be and why the trends are higher or lower either way. But basically legal, I talked about this at the last meeting, we have the PO cut in place. We'll just work it down. So, as this bar comes up, that's gonna stay basically static. Engineering services, talked about this as well. Mr. Dhima gets out ahead of it, gets his contracts procured and again, pays those down off as the year works through. Solid waste contract, same thing. Director Twardosky gets that established, pays it down. Sewer fund, that's the payment to Nashua that we have to pay up in the beginning of the year. And then water, that's for Whitewater to maintain our water system as well early in the year. Revenue snapshot. Again, we're at 33%. Currently, where are we at? 32% if you look at the overall. Some of the areas we pay close attention to, motor vehicles still doing really well in 26 versus 25. And then we'll throw in some other ones where we're either running a little bit behind or kind of close where we were last year. Don't get too excited over this. We do have to do some reconciling of the ambulance billing, which finances in the process of getting caught up on that. So, this number should come up and be in this general area. Cable franchise, just throwing that in there. You can kind of see how it's dipped and it continues to trend down. Investment continues to do well, our interest on investment. You have a much larger report in your backup and you also have the full report in the Board of Selectmen's room if you really want to dive into the detail. But that's pretty much a snapshot of where we are at a point in time. I think as we get moving forward into the coming months, we'll start to dip into the salary lines and kind of show you the areas that we're paying attention to there. And we'll continue to work that way through the rest of the year, obviously. Questions?

Chairman Dumont: Anybody? All righty, thank you very much, Mr. Sorensen. All right, next up is our liaison reports.

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

Selectman Vurgaropulos: I currently have nothing. All my meetings have been wiped through the budget season. But I would ask the public, if you're not getting into crunch time with the budget, or any other issues you might have, please reach out to anybody. Anybody on the Board, and ask your questions. We can't hear you unless you reach out to us.

Selectman Morin: My other committee is actually meeting right now, so I don't have a report from them. So, all I'd like to do is thank all the veterans. Tomorrow's Veterans Day, and thank you for all that you've done for our country.

Selectman Jakoby: I just wanted to thank everyone who came out to the Pumpkin Smash this weekend. We had over about 50 people, families, children, and everything. And it was a lot of fun. And there'll be some video up, HCTV did cover it as well. And I wanted to remind everyone that Button-Up New Hampshire workshop, or seminar, or information session is on Wednesday, November 12th at the library, beginning at 6.30 p.m. This is an opportunity for you to get more information about funding that's available to help you with energy efficiency in your homes. So, come on out. That's also part of the Sustainability Advisory Committee. Benson Park Advisory Committee is working on their charter. I've seen some first drafts of that, which I'm very excited about. And they had an appreciation dinner for volunteers. And there's just really good new energy around the Friends of Benson Park, the nonprofit, the Benson Park Advisory Committee, and how we're working with the various departments. So, just really great energy around all that. And I just wanna thank everyone for their work. And I think there's always volunteer opportunities for all of our committees. So, just encourage people, as you're looking at the new year, where might you volunteer in our community? So, thank you very much.

Selectman Guessferd: Let's see, I'll kick it off with Rec. We've got a comedy show on Saturday. There are a few tickets available. If you're not doing anything Saturday night, you still haven't bought a ticket. You can get them on the Rec website. It's a lot of fun. They're always a lot of, they're a great community effort. If you're not aware, you can bring in your own snacks and things, and alcohol, and if you wanna bring in something to drink. And it's a lot of fun. It's very, very much community-oriented. And you'll see various neighborhoods, various folks come in and get tables, and they really kind of do it up, do it up right, tablecloths and everything. It's just a lot of fun. It's a nice atmosphere. And they're raising money. They raise money for scholarships from the money that they receive. So, get your tickets if you haven't already gone. If you have your tickets, we'll see you there on Saturday. Tomorrow night's a Planning Board meeting. We have a site, a subdivision plan. We have a site to plan. There's three things on the docket tomorrow night. So, watch or come by, and learn a little bit, and provide your public input if you would like to do that. And then library next week. There'll be a library meeting next week. Hopefully I'll have something back to report from that at our next meeting. Beyond that, yeah, please, if you're, some businesses are off tomorrow. Of course, the government's off tomorrow. Of course, they've been off anyway, but. But there's a parade in Nashua, a Veterans Day parade. Kicks off at 11:11 a.m., which was Armistice. This was Armistice Day as well. Turned to Veterans Day in the 1950s, but it was originally commemorating the end of World War I, 11/11. And thank a veteran tomorrow. Not just tomorrow. Thank a veteran every day, but tomorrow we really kind of emphasize the service of all veterans. And so, there'll be ceremonies around, and actually at the American Legion, just right over here, there's a ceremony at 11:11 a.m. The firing detail will be there, I think they'll play taps. So, if you get a chance to stop by there, that's another opportunity. And that's what I got.

Chairman Dumont: Thank you very much. I don't have a whole lot. I do have one correction that I forgot to mention on the calendar. I don't know how I missed it, but ZBA is actually canceled for this week on the 13th. We didn't have a full docket, so that meeting is canceled on the 13th. So, we'll have to update the calendar on that one. It's online. It's on the town website, but just wanted to make sure if anybody's paying attention in our minutes. I just want to echo Selectman Vurgaropulos and Selectman Jakoby on the volunteers and the budget support. We're looking for support on all sides here. And just a quick thank you to all the veterans out there too. With that, I will turn it over to Mr. Sorenson.

**10. REMARKS BY TOWN ADMINISTRATOR**

Roy Sorenson: All right. Thank you, Mr. Chair. So yeah, I have up on the screen here. Again, everything that we've talked about, thanking veterans is very important. We do have a number of veterans that currently work for us. This does include the folks that were veterans that work for us. So, this is current. So, I want to thank them. We actually, I know we have some veterans in here. Selectman Guessferd, Vurgaropulos, and Fire Chief Tice. So, I believe that's, just say thank you to them as well. I did have the opportunity to attend the Firefighters Awards on Saturday night, I was there with Chair Dumont. I thought that went very well. I think we'll have some pictures and some updates at the next meeting for that. I thought Chief Tice did a good job there. And just to the Board, I think at this point, a great job on the budget to date. We can get these warrant articles ironed out and get us to where we want to be. And I think we are very productive with our due diligence on it. So, looking forward to that. We kick off our budget meetings Wednesday and Thursday night, I believe. Right Selectman Geussferd, Vurgaropulos?

Selectman Vurgaropulos: Yes, sir. It's gonna be a wild ride.

Roy Sorenson: All right, so we're getting ready.

Selectman Guessferd: You got a full week.

Chairman Dumont: That's all I got. Thank you very much. And I will turn it over to Mr. Beals, the School Board rep.

**11. REMARKS BY SCHOOL BOARD**

Ethan Beals: The School Board's been busy on budget and really that's been our only focus. So outside of that, I have nothing further to update.

**12. MOTIONS MADE IN NONPUBLIC**

Chairman Dumont: Thank you very much. All right, our final order of business is to go over the motions that were made in non-public prior to this meeting. So, we have one motion that I will ask Mr. Sorensen to please read into the record.

Roy Sorenson: Thank you. Let me just get my memory straight here. All right, non-public agenda of a fire request to hire.

[Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to hire Danielle Barnett for the position of Firefighter/Paramedic in the Fire Department at the contracted salary of \\$37.11 per hour, step 6. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 as recommended by the Fire Chief. Motion carried, 5-0.](#)

**13. ADJOURNMENT**

Chairman Dumont: Motion carries five to zero. That takes care of our non-public motions. Next up is everyone's favorite motion.

[Selectman Guessferd made a motion, seconded by Selectman Morin to adjourn at 9:12 p.m. Motion carried, 5-0.](#)

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

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Dillon Dumont, Chairman

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Bob Guessferd, Vice-Chairman

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Xen Vurgaropulos, Selectman

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Heidi Jakoby, Selectman

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Dave Morin, Selectman