



# TOWN OF HUDSON

## Board of Selectmen



12 School Street • Hudson, New Hampshire 03051 • Tel: 603-886-6024 • Fax: 603-598-6481

### BOARD OF SELECTMEN MEETING

March 4, 2025

7:00 PM

Board of Selectmen Meeting Room, Town Hall

### AGENDA

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **ATTENDANCE**
4. **PUBLIC INPUT**
5. **RECOGNITIONS, NOMINATIONS & APPOINTMENT**
  - A. **Appointment**
    - 1) **Building Board of Appeals** – Tim Malley, *incumbent seeking member position*
      - One (1) member vacancy to expire April 2028
6. **CONSENT ITEMS**
  - A. **Assessing Items** - None
  - B. **Water/Sewer Items** - None
  - C. **Licenses & Permits & Policies** - None
  - D. **Donations** - None
  - E. **Acceptance of Minutes**
    - 1) February 25, 2025
  - F. **Calendar**

3/04	7:00	Board of Selectmen	BOS Meeting Room
3/05	8:30a	Highway Safety Committee	BOS Meeting Room
3/05	7:00	Planning Board Workshop	Buxton Meeting Room
3/05	7:00	Budget Committee	BOS Meeting Room
3/06	7:00	Zoning Board	Hills Memorial Library

3/10	7:00	Conservation Commission	Buxton Meeting Room
<b>** 3/11 7:00am – 8:00pm TOWN &amp; SCHOOL ELECTION **</b>			
3/12	7:00	Planning Board	Buxton Meeting Room
3/18	7:00	Municipal Utility Committee	BOS Meeting Room
3/19	6:00	Library Trustees	Hills Memorial Library
3/20	7:00	Benson Park Committee	Hudson Cable Access Center
3/24	7:00	Sustainable Committee	Buxton Meeting Room
3/25	7:00	Board of Selectmen	BOS Meeting Room

**7. OLD BUSINESS**

**A. Votes taken after Nonpublic Session on February 25, 2025**

- 1) Selectman Morin made a motion, seconded by Selectman Jakoby, to hire Alexander Borghetti with a starting salary of \$28.82 (step 1), all in accordance with the Hudson Police Employee Association Contract, as recommended by the Police Chief. Motion carried, 5-0.
- 2) Selectman Dumont made a motion seconded by Selectman Morin, to appoint Public Works Supervisor, Jeremy Faulkner, as the Acting Public Works Director until such time current Public Works Director, Jay Twardosky, returns to work. Further, to increase his salary by 7.5% during this period including retroactive to January 6, 2025. Motion carried, 5-0.
- 3) Selectman Roy made a motion, seconded by Selectman Morin, to adjourn at 8:52 p.m. Motion carried, 5-0.

**B. Proposal for Legal Services – *Administration/Decision***

**C. Policy Sub-Committee Second Read – *Administration/Decision***

**8. NEW BUSINESS**

**A. CPCNH Update – *Public/Discussion***

**B. Annual Public Health Update – *Fire/Discussion***

**C. Winter Operations Update – *Public Works/Discussion***

**D. Job Descriptions – Informational – *Administration/Discussion***

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

**10. REMARKS BY TOWN ADMINISTRATOR**

**11. REMARKS BY SCHOOL BOARD**

**12. NONPUBLIC SESSION**

**RSA 91-A:3 II (a)** The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. **(b)** The hiring of any person as a public employee.

*THE SELECTMEN MAY ALSO GO INTO NON-PUBLIC SESSION FOR ANY OTHER SUBJECT MATTER PERMITTED PURSUANT TO RSA 91-A:3 (II).*

**13. ADJOURNMENT**

**Reminder ...**

Items for the next agenda, with complete backup, must be in the Selectmen's Office no later than **12:00 noon on Thursday, March 20, 2025.**

AGENDA 3/11/25



# TOWN OF HUDSON

## Board & Committees Vacancy Application

(Hudson, NH Residents Only)

RECEIVED  
FEB 26 2025  
TOWN OF HUDSON  
SELECTMENS OFFICE

Name: Tim Malley Street Address: 4 Saint John Street

Home Phone Number: 603-765-2086 Work Phone Number: 603-595-2970

Occupation (or former occupation if retired): Electrician Email Address: Tmalley@HudsonNH.gov

Education/Special Interests

Professional/Community Activities

Reason for Applying: Re appointment

Reference(s)

Please check the area in which you are interested in serving, then return this form to:  
Selectmen's Office, 12 School Street, Hudson, NH 03051

Member  Alternate  Reappointment

**APPOINTED**

- Benson Park Committee
- Cable Utility Committee
- Municipal Utility Committee
- Zoning Board of Adjustment
- Sustainability Committee
- Building Board of Appeals
- Conservation Commission
- Nashua Regional Planning Commission
- Recreation Committee

Area(s) of Expertise:

- Architecture/Construction
- Information Technology
- Finance
- Environmental Planning
- Communications
- Other: \_\_\_\_\_

Information contained on this form is available to the public and will be given to the press. The Town of Hudson exercises affirmative action in its employment/appointment practices. Applicants must be Hudson, NH residents. Appointments are required to complete a Financial Interest Disclosure Form (FDIF) in accordance with the Town Code.

Signature of Applicant: [Signature]

Date: 2/26/25

## HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

### Minutes of the February 25, 2025 Meeting

1. CALL TO ORDER – by Chairman Guessferd the meeting of February 25, 2025 at 7:01 p.m. in the Selectmen Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE – Police Captain, Pat McStravick.

3. ATTENDANCE

Board of Selectmen: Bob Guessferd, Dillon Dumont, Dave Morin, Kara Roy and Heidi Jakoby.

Staff/Others: Town Administrator – Roy Sorenson; Police Chief – Tad Dionne; Police Captain – Pat McStravick; Town Engineer – Elvis Dhima; School Board Representative – Gary Gasdia; Executive Assistant – Lorrie Weissgarber.

4. PUBLIC INPUT

Nancy Sudsbury – 18 Windham Rd.

Do you have an ER in case I pass out? I'm already starting to shake, so. What I want to talk to you about tonight, and I went to Town Hall today and I delivered a protest petition that a lawyer drafted up with regards to Article 33 being on the Town ballot. And I do know that you cannot take it off the ballot. But I also know that Mr. Boyer gave a big long speech to the Planning Board and he talked about why my area should already be zoned business. And I haven't had the opportunity to rebut or talk about that. So, I'd like this opportunity to speak to that, if that's OK. Article 33. Chairman Guessferd: The only thing I'll say is that the Board of Selectmen doesn't have a lot of jurisdiction specifically over Planning Board members, Planning members or Planning issues. But, you're certainly, it's within the Town and it is certainly something that falls within the Town's purview. Nancy Sudsbury: I think there's a Planning Board meeting tomorrow that I'll probably, if I live through this, I will attend tomorrow. Chairman Guessferd: I assure you you'll live through this. Nancy Sudsbury: Really? Because you can't see my heart beating, right? I can feel it. I appreciate you listening to me so I'm going to read this so that I don't go off topic. OK? Hello, good evening members of the Board, Chairman. Thank you for the opportunity to speak with regards to protest Warrant Article 33. I watched the Planning Board from January 8<sup>th</sup> of this year online. Mr. Todd Boyer goes to great lengths to describe the lots in and around Warrant Article 33 area as commercial/business and non-conforming. I would like to correct a misconception you might have regarding that area and make you aware of its historical significance. In that zone there are eight homes, some of which are duplexes with two families. One business, one old Town Hall currently known as the Grange Hall. There were many statements I didn't agree with so I'm going to review some that stood out to me. Now I listened to that recording probably 50 times and tried to type as fast as I could hear it. So, I don't have exact words but, I tried to do the best I could. Mr. Boyer tried to portray the Grange Hall as a business mentioning things like Boy Scouts selling hot dogs, donation boxes and the public use of the building. He stated this is similar to a business. What is true is the Grange building is available to the community without cost and is not a business. The Board members of the Grange would like it known it is not a business and they don't sell anything. The Grange does not sell anything. That was stated several times to me. They are 100% charitable organization whose goal is to serve the community in any capacity they can. The entire Board is against the zoning change. He also mentioned the pump house which is on Norm Boyers property as an easement. I agree, the little building and the fence are not the prettiest, but

assuming the Town deemed it necessary for our water pressure and so to that I would say, thank you Town of Hudson. To you I would say the pump house is in no way or shape to make that a business zone. He referred to the Boyer family duplexes, there are four. Referred to as commercial businesses, they are permitted in R2 zone. I'm sure the argument to build these duplexes was they are residential so they should be allowed. Now since he wants many more apartments they are being portrayed as a business. I live in a two family on Windham Road, it is not a business. We are two neighbors sharing a common wall and a growing friendship. When asked by the Planning Board member, what does changing the area to business offer the community? One of the responses he gave was it would make some of the uses that are non-conform, conform. Truth is there is one lot legally operating a business at 168-122 all other lots in the zone are residential and currently have families living in them. I heard in a February Town meeting these homes would be labeled as non-conforming. If he changes our zone to business then those homes become non-conforming, right now we have one that's non-conforming. One lot becomes conformed and eight homes, possibly the Grange Hall, become non-conforming. Mr. Boyer also stated he currently has business surrounding this property, those were his words. What we actually have surrounding that piece of property is a church, a playground, a baseball field on one side, a neighborhood of homes on two and a half sides of that area and a Civil War cemetery. We don't have business around there. One business in the zone, that's it. Mr. Todd Boyer said it doesn't really fit as residential. I live on Windham Road a stones throw from this area and I know it is perfectly zoned as residential. I believe what he meant to say is the residential zoning doesn't fit his plans. Mr. Boyer mentioned he and his dad could put up to 22 apartments in the area his father owns. Currently there are eight families living in those residentially zoned duplexes. It's likely some if not all of these families would become casualties of the zoning change along with us residents. Mr. Boyer stated the abutters would be protected in the event the area was developed for retail use. They would be protected by the 100 foot buffer. I and some other concerned residents have spoken to what I believe are all the abutters and they do not want the rezoning. They do not want to live within a 100 feet of an apartment building or retail shops which business zone would allow either. I believe the 22 apartments he mentioned is his phase one. The 50 apartments he mentioned is his phase two. And some of the owners of the oldest homes in Hudson would be pressured to sell back, sell because of the development in their back yards. After Warrant Article 33 was added to the ballot, Norm Boyer, owner of the duplexes, called the owner of lot 168-125, and she would be here tonight except she's in Hawai'i. So, I'm here. She lives at 8 Windham Road and asked if she would be willing to sell her home. He asked her that. His plan would be to demolish it and created a retaining pond, those are his words. This home he wants to buy and destroy was built in 1947. When were we incorporated as a town? [1747 from the room was said] 1747, sorry. That's my husband. This home he wants to buy and destroy was built in 1747 and is known to be one of the oldest homes in Hudson. The preservation of this home and the area around it is important. Some other facts, 7 Greely Street, 168-118 residents were unaware of the Article and do not want it rezoned. I have proof, by the way. He did not. 168—125, 8 Windham Road, the family has owned this property and several others around the Article zoned 33 for generations. They are against the rezoning. I have proof. 10 Windham Road, 168-126, formerly the home of Dr. H. O. Smith. Does that ring a bell with anybody in this room? The old junior high, now an elementary school was dedicated to him as an act of appreciation. Currently, living in this old homestead is a multi-generational family with dogs, cats, chickens, ducks, it's not a business, it's in the zone. They are against the rezoning. I can't pronounce this name but you guys will know this person, Mr. Ed Vand der Veen? I need you to know that I and several other concerned residents have spoken to what I believe to be every owner, or, legal representative of a lot in the zone and all the abutters with the exception of the Boyer family members. None were aware of his articles petitioned to rezone. I have signatures from over 50 residents who oppose the rezoning. Most of which would be impacted by this area being rezoned. I didn't bother submitting the petition to the Town but I do have a copy of it with the signatures because of an email from Timothy J.

Malley, Chairman of the Hudson Planning Board dated February 24<sup>th</sup>, 2025. He stated that I would not be removed from the ballot. However, I'm taking this opportunity to prove property owners in this area are not in favor of the zoning change. We did review the signatures Mr. Boyer provided with his original petition and determined none of them live in that area or near it. All of my signatures with the exception of a couple friends live in that area. Windham Road, up the hill, Frenette Drive, these are the people I talked to, the one's that it would hurt. Mr. Boyer stated, somebody from the Planning Board asked Mr. Boyer if he had discussed the zoning change with the current property owners, he referred to the green box, or whatever. Mr. Boyer stated I can only take my father at his word when he put this together, he absolutely went over and knocked on all the doors and that is why he chose the properties in this block. He further stated every property owner in the green block is in favor. Unfortunately, I believe there was a big communication issue between Todd Boyer and Norm Boyer, because I and several other concerned residents did talk to all the residents in the zone and the abutters. I believe we hit everyone. Not one of them knew anything about the proposed zoning change and I have the signatures to prove it. The vast majority are not in favor of it. I would argue the area mentioned in Warrant Article 33 is perfectly zoned as residential and is more value as a vital part of this town's foundation. I would like to publically thank Victor Oates and James Crowley, because I hope they'll watch this, for seeing Article 33 as a walking reservation to destroy our neighborhood quality of life and our history. I think there's more but I think you get the point. Oh, the people in the zone because they didn't receive the notification, and I learned this I think watching I think one of the Selectboard meetings after January 8<sup>th</sup>, that those homes will become non-conforming, the homes in the zone. Do they know that? Did anybody tell them? I think that's it. Thank you.

Chairman Guessferd: Thank you very much. Nancy Sudsbury: Do you want the signatures? These are the signatures of the people in the zone and the abutters. Selectman Morin: Planning. Chairman Guessferd: If you're coming tomorrow night bring it tomorrow night. That would be great, I will be there. Dave did you want to say anything? Selectman Morin: No, no.

Chairman Guessferd: Thank you very much I appreciate your public input. Does anyone else in the audience wish to address the Board on any issue which the Board has control of at this time? Seeing none, we will move forward to consent items. Does any Board member wish to remove any item for separate consideration?

Selectman Roy: I want to remove 6F, the calendar.

Chairman Guessferd: Does anyone have a motion for the rest of the items?

Selectman Jakoby made a motion, seconded by Selectman Dumont, to approve consent items 6A-E. Motion carried, 5-0.

Selectman Roy: I just want to amend the calendar. The Cable Utility Committee meeting scheduled for March 10<sup>th</sup>, 7:00 p.m. has been cancelled.

Chairman Guessferd: OK, alright. I received that notice as well.

Selectman Roy made a motion, seconded by Selectman Morin, to approve 6F as amended. Motion carried, 5-0.

5. RECOGNITION, NOMINATIONS & APPOINTMENTS - None

6. CONSENT ITEMS

A. Assessing Items

- 1) Current Use Lien Releases: Map 193/Lot 55 & Map 193/Lot 56-25 & 23 Speare Road; Map 115/Lot 002 Sublot 006 – 5 A & B Acadia Drive
- 2) All Veterans Tax Credit: 8 Linden St. – map 197/lot 186/sub 002
- 3) Disabled Veteran Tax Credit: 25 Stoney Lane – map 116/lot 069
- 4) Veteran Tax Credit: 14A Chandler Ct. – map 177/lot 005/sub 150; 6 Campbello St. – map 165/lot 027
- 5) Elderly Exemptions: 15 Blackstone St. – map 175/lot 134; 12 Pond View Dr. – map 175/lot 034/sub 014

B. Water/Sewer Items

- 1) Water Abatement: W-UTL-25-01 (01/14/2025) California Burritos Acct# 3503847708
- 2) Water Abatement: W-UTL-25-02 (02/19/2025) Prestigious Investment Properties Acct# 3500879903

B. Licenses & Permits & Policies

- 1) Tag Day Permit – Humane Society of Greater Nashua
- 2) Hawker/Peddler License – The Blushing Rose
- 3) Outdoor Gathering Permit – British Car show
- 4) Outdoor Gathering Permit – Purrfect Thrift

C. Donations - None

D. Acceptance of Minutes

- 1) February 11, 2025

F. Calendar

2/25	7:00	Board of Selectmen	BOS Meeting Room
2/26	7:00	Planning Board	Buxton Meeting Room
2/27	3:00	Supervisors of the Checklist	BOS Meeting Room
2/27	7:00	Zoning Board	Buxton Meeting Room
3/04	6:00	Board of Selectmen	BOS Meeting Room
3/05	8:30a	Highway Safety Committee	BOS Meeting Room
3/05	7:00	Planning Board Workshop	Buxton Meeting Room
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3/06	7:00	Zoning Board	Hills Memorial Library
3/10	7:00	Cable Utility Committee	Hudson Cable Access Center
3/10	7:00	Conservation Commission	Buxton Meeting Room

**\*\* 3/11 7:00am – 8:00pm TOWN & SCHOOL ELECTION \*\***

7. OLD BUSINESS

- A. Votes taken after Nonpublic Session on February 11, 2025



- 1) Selectman Roy made a motion, seconded by Selectman Dumont, to approve the hiring of Cheryl Morin at \$21.61 per hour (step 3) of the Teamsters Local Union #633 contract, as recommended by the Interim Finance Supervisor. Motion carried, 5-0.
- 2) Selectman Dumont made a motion seconded by Selectman Morin, to accept Scott Stevens' resignation from the Public Works department, effective immediately, as recommended by the Public Works Supervisor. Motion carried, 5-0.
- 3) Selectman Morin made a motion, seconded by Selectman Roy, to post and advertise for the Truck Driver/Laborer position in the department of Public Works. Motion carried, 5-0.
- 4) Selectman Jakoby made a motion, seconded by Selectman Roy, to appoint IT Specialist Douglas Bosteels to the position of IT Director, effective February 16, 2025 with an annual salary of \$117,916. Motion carried, 5-0.
- 5) Selectman Morin made a motion, seconded by Selectman Roy, to post for the position of IT Specialist in the IT Department. Motion carried, 5-0.
- 6) Selectman Morin made a motion, seconded by Selectman Roy, to adjourn at 8:52 p.m. Motion carried, 5-0.

**8. NEW BUSINESS**

A. Public Hearing: DASH Treatment at Ottarnic Pond and Robinson Pond – Engineering/Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima. Thank you Mr. Chairman, good evening everyone. This particular grant is something we apply for every year and we've been very fortunate to receive it every year. This helps us with our water sheds and our water bodies that we have, Robinson and Ottarnic. This particular grant is going to be for the divers assistant suction harvesting. We will not be doing any chemical treatment this year, things are looking pretty good. So with that said, you can open up to public to receive any feedback and my recommendation, obviously, is move forward and take this money while we can.

Chairman Guessferd: Before we do that is there any Selectboard have any comments or questions? OK, so I will open up the public hearing on this matter at 7:19 p.m. Is there anyone present that would like to speak on this matter? Seeing none, I will close the public hearing at 7:19 p.m. Now, do we have a motion to accept the grant? Selectman Jakoby made a motion, seconded by Selectman Morin, to accept the Exotic Aquatic Plant Control Grant for up to \$12,800.00 from the NHDES for Driver Assisted Suction Harvesting services for Robinson and Ottarnic Ponds, for the spring, summer of 2025. Motion carried, 5-0.

B. Contract Approval for DASH Treatment – Engineering/Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima. Thank you Mr. Chairman. Now that we have accepted the grant the state has worked with different vendors about the work that needs to be done and they picked Aquatic, Inc. they have done similar work for us in the past and provided some of the best services and the most cost effective. With that said you have two motions in front of you tonight. First one is to assign me principal for the grant, because that's what the state requires. And the second one is authorize the execution of the contract which is going to be 50% covered by the state and 50% covered by the Conservation Commission. With that said I will take any questions you might have. This is, again, standard procedures like we have done in the past and it's good to be executed tonight. Selectman Jakoby: Just for clarification for the public, this contract was negotiated by the state and that's why it is presented as is. Elvis Dhima: Correct. It's something that, you know I tried to tell them lay back I'll do it myself. I got a tube I can go, it's only four or five feet deep and they're like no it needs to be someone qualified. So, the state handles picking the vendor. But because we co-work with them to do this they pick it for us, we do our match and it's basically like, it's a weird hybrid but they pick the vendor. Selectman Jakoby: They pick the vendor. I just wanted to clarify that for the public. Elvis Dhima: That's why you don't have a check list, you don't have the bid process because they did that for us. Selectman Jakoby: Thank you. Elvis Dhima: Thank you.

Good question, great question. Chairman Guessferd: Do we have any other questions or comments by the Board? Selectman Jakoby made a motion, seconded by Selectman Dumont, to assign the Town Engineer as the principal for this grant and contract. Motion carried, 5-0.

Selectman Jakoby made a motion, seconded by Selectman Dumont, to approve and authorize the Town Engineer to sign the attached 2025 contract for Aqualogic, Inc. for the DASH work to be done at Robinson and Otternic Ponds as needed, for up to \$25,600.00. Motion carried, 5-0.

C. Robinson Road and Christine Drive water Main Acceptance – Engineering /Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima. Thank you Mr. Chairman. The Planning Board awhile back improved a two-lot subdivision commercial related industrial development. It required a 12 inch water main extension. It was done in accordance with our rules and regulations, it passed all the tests, it's about 1600 linear feet. And with that said the developer is handing it over to us to become town property. That comes with a one year warranty and a bond guarantee in case something happens. And, once it becomes ours basically we control it, we regulate it, we maintain it and we can extend it further if we wish to do so down the road for further developments, further down the road. But, it's ready for acceptance. Chairman Guessferd: OK, do we have any comments or questions by the Board? OK, I will entertain a motion. Selectman Dumont made a motion, seconded by Selectman Morin, to accept the 12 inch water line extension, as recommended by the Town Engineer, Public Works Director and Municipal Utility Committee. Motion carried, 5-0.

D. 9 Industrial Drive Property, Status Update – Engineering/Decision

Chairman Guessferd recognizes Town Administrator, Roy Sorenson. Thank you Mr. Chair. As the Board may recall from our last meeting, it was item 8C actually, a topic came up on potential uses for the 9 Industrial Drive property moving forward. I actually met with staff shortly thereafter that meeting and I'm going to let Mr. Dhima speak to this more but, pleasantly surprised with the departments working together to come with some ideas for this property. So, I think it's a good place to start and I'll turn it over at this time to Mr. Dhima. Elvis Dhima: Thank you Mr. Sorenson. As the Town Administrator just stated, we had a meeting with Rec Director, Town Administrator, myself and we brought in the Zoning Administrator as well, Chris. Chris was very much involved in the previous life with zoning parks. So even though he sends letters out there telling people what not to do, he's actually been doing some fun stuff on the side too, as well. So with that said, we've been a bit proactive trying to figure out what we can do out there and I pleased to present some renderings for you to give us an idea to what we can and cannot do. But I just, before we get into it is just want to state that it appears from a Rec standpoint there's a need for six pickleball courts, two tennis courts and a basketball. And obviously we talked about a community garden on top of that and other things. As you also remember from the previous meeting, some of the issues we have is that we don't have any funds set aside right now in the coming budget, if it passes or not, hopefully it does. WE made some calls to see around town to, who's willing to help out and I'm pleased to tell you that about \$110,000 worth of funds between labor and equipment and material has been kind of pre-committed to it if you want to call it that before we get into it and we also have \$13,000 set aside to help us out with this project. So, it's a great start. I think the idea is to get it started and then if the people in town like to develop this further and develop this further into raising money further through donations or a warrant article, things of that sort. So that's kind of where we're at. Based on what you see you can make a decision tonight if you want to move forward with this to see if we want to develop plans further, or pause it or whatever your feedback is. [slide show begins] With that said, what you see in front of you is exactly what it looks like. On the left hand side you see a rectangle shape, that's the parking area we're going to be leasing. On the right hand side it the flood area we're trying to utilize right now the tiny road there in front of the building facing Industrial Drive. But that is basically the parcel in itself. This is basically looking at the parcel from basically 111, if you envision that and what you're seeing is basically the Cadillac version if budget wasn't a problem. This is a closer approach on the right hand side you see some busses there, that's basically the CDL business that we're going to be renting. So we wanted to give everyone an idea to what is being utilized out there and on the left hand side is what we're trying to develop. Closer look you're seeing six pickle ball courts, two tennis courts, the deep blue. The red area is basketball court and further in the back it's basically the garden area we'd like to use. On the very right hand side you see a playground, I'm sorry on the left side, and on the right hand

side you're going to be seeing a splash area. As we get closer there's actually a corn hole set up there as well on the right hand side. We get into the parking area right now, you see in the pickle ball courts it's going to have about a six to eight foot fence around it. A playground, a possibility for a playground area. Again, more pickle ball court. We're seeing four people on one, two on the other. See benches there as well, I don't know if they're going to make the final cut or not. But just gives everyone an idea to what the potential is out there. This is a basketball court area, tennis court area, the community garden. Another picture of the community garden, basketball court. This is another feature like a water feature there, again, I don't know if this is going to make the final cut or not. But, we just want to give everyone an idea to what could be taking place out there. So with that said, the features that we identified to put in there were basically the pickleball courts, six of them, two tennis courts and a basketball court. There's a descent area there that we can utilize. As I said in the past, the Public Works will have to be involved because this will have to be with internal forces. Based on the discussions we had the people that want to participate, they were willing to provide material and labor. I'll say Northpoint is one of the people, businesses. Brox, Continental and the list goes on and on. T-Bones is even willing to participate as well. So Chasse Steel, it just goes on and on. And you'll see that if you guys decide to move forward they'll have to come in and actually hand over the donation one way or another. So with that said, what is the wish of the Board, is this what you envision? Is this something you want to entertain? And then we can take it from there. Selectman Roy: So are there phases to this project? Elvis Dhima: What I envision the money that we might raise, Selectman Roy, will probably only get us so far. So I envision the first phase it the parking area and maybe the pickleball court. And then, we can develop the area for the tennis and the basketball and the list goes on and on. But what I envision is starting it and seeing how far these funds are going to get us. I know that the word is out there, maybe other people with participate as well. But as I said, we don't have any funds dedicated to this. Maybe we can use a little bit of a paving program, you know, to do some pavement out there. I just want to make sure that what you're seeing is a multi-million dollar project. What we'd like to see is something happening, the Board dedicating this to someone you feel should be dedicated to. And I'll take it from there. I personally don't know, I can't tell you how far that \$130,000, if that's going to be the commitment from everyone that already committed. How far that's going to take us. Selectman Jakoby: I just want to commend everyone who was involved in this process. I think, you know, something that I heard and I even commented on before I was elected, was the idea of partnerships. The Town partnering with businesses and people, volunteers, what have you, to make and create wonderful things in our Town. So I really commend you, I think the vision here is tremendous and I think there's a variety of items here that maybe different sub-groups could get around and things. So, I just want to thank everyone who was involved in this, I think it's an excellent opportunity. And to have the, some money already pledged and some commitments from businesses and people in town, I want to thank all those who have been a part of this, as well, and all those who have made those commitments. So I think it's a great opportunity. So thank you. Elvis Dhima: Thank you. Chris did a nice job, Mr. Sullivan did a nice job here with the renderings here, he really took it to the next level. We actually have a petition out there to rename him Michelangelo Sullivan. The Picasso of Hudson we're going to call him. He reacts too, when I call him Picasso, he turns his head now. Chairman Guessferd: It gets his attention. Elvis Dhima: He took it to the next level. Selectman Jakoby: This is more realistic than a Picasso. Elvis Dhima: Mr. Sorenson asked him what's the budget of this rendering? He's like there's not budget, I put everything in. I'll bring it back to reality. But, it just gives an idea of what the potential could be. Selectman Dumont: I would like to say also to everybody he obviously did a very good job. I know I've talked to you about it a couple of times. The first phase, let's call it that you talk about, the parking lot and the pickleball courts. Do you have any estimates? Or, can you pull together some estimates as far as what maintenance would cost? Because it's good that everybody wants to participate in getting it built but obviously it becomes a line item somewhere, most likely DPW's budget. It's something that everyone will have to consider going forward. Having these things are nice, they are a cost. Hudson tends to be pretty frugal, I just want to make sure the information is available and we're not getting into something that people are going to be upset with later on. Elvis Dhima: It's a great question. I mean that's what it comes down to, right? What is the long-term cost to us? So, what I envision, and again, this is subject to your final blessings. What I envision is the parking area to be a reclaimed pavement asphalt. So it's basically we're not burning the money on paving parking lots. And then the rest of the area, pickleball courts, tennis and all that, depends on how far we get to the hard surface witch is gravel and two and a half inches to three inches of asphalt. I don't envision to be utilized during the winter, it's only going to be during the summer. I envision to have a shed there so we can put stuff in and out of there. It's hard to tell. I think one thing we could do is ask Public Works to what their cost for maintenance is right now to the current pickleball court we have on Melendy Road. And then just basically say whatever that number is times six. But there

is going to be a cost, I don't envision it being open during the winter. I envision this being open eight out to the 12 months. But, someone will have to go there open, close the gate, things like that. Make sure there's a trash can, trash barrel. If you put in a community garden you're going to have someone bring in water and things like that. I don't know, but I think we can put something together. Might be a soft test, I can do that on the next meeting or by the next meeting to kind of bring in a more fine-tuned realistic to what we really think we can put out there.

Chairman Guessferd: Next meeting is next week. So you're thinking... Elvis Dhima: Oh, I'm sorry. Well I'm thinking maybe in March. Chairman Guessferd: Yes, the last meeting in March. Selectman Dumont: You should be able to get it done in a week. Elvis Dhima: I could actually get it done, I accept the challenge. I don't think I can make the agenda but, it shouldn't be that hard to get an estimate from Jay to what he uses out there for the existing one. Selectman Dumont: Especially using the Melendy one. And just because I think that that's going to be the real tell-tale. Whether or not it's something that we can bite off or not. Elvis Dhima: I don't envision us plowing this so people can use it during the winter. But during the summer I guess the question becomes, are you going to have a port-o-potty out there? What does that cost? You're going to have water, I mean I don't think that's a lot of money. You can bring in the Vac truck to fill up. As far as opening up and closing, the DPW is right next door. I don't know, I think the biggest thing is once you paint it, you need to probably do it every ten years or so because it's going to have a special rubber paint on it. But, I don't see anything beyond that. But then again I don't do this for a living. I think there's a cost, indirect cost there. And you dealt with this in the bathrooms, Benson bathrooms. Selectman Dumont: That's what I was going to bring up. That would be worthwhile to talk to is Benson and have them take a look at it. And just get their idea, maybe problems that they run into. Because I remember when I was on the committee that was one of them, was just vandalism within the bathroom. I mean they do a lot of on a little budget over there. Elvis Dhima: One thing I envision is maybe, you know, staff was maybe put lighting out there, have it lit up at night, I'm not sure. I mean PD is right next door, it's not like it's far away from them. Chairman Guessferd: A security camera. Elvis Dhima: A security camera, something of that sort. I mean with everything else that you do out there comes a risk of. Some bad apples out there either in town or out of town that might do it. Chairman Guessferd: And you've got maintenance for things like the nets and things like that. And the hoops and all that. Elvis Dhima: For something like this you are going have some cost, but, we can come up with an estimate. Selectman Jakoby: Yes, as the motion that is proposed at the bottom of this, we're really looking at today saying that we would want this idea to be further developed. And I think as part of that I would like to see a full cost break down from phase one to infinity, you know, to what you're thinking about. As far as maintenance cost and initial startup cost. And what does that committee look like and what is the process? Do we need a public hearing? At what point is the public a part of this? So there needs to be a plan and that's my understanding of the motion today is to say. Personally I want this to go forward, I definitely want more planning, more details to Selectman Dumont's point. Because there is the maintenance and maybe it's not, maybe we don't have a bathroom house on there, maybe that's more realistic, I don't know. But I think we need to move this forward and is that a committee of our staff? Is it a mixed committee? Or, is it just letting our staff move this forward and bring back more details? I don't know. Chairman Guessferd: I think that's really kind of part of what we're working to. Is say OK, let's get this, let's go to the next step. Let's start that plan. You probably already have involved Rec in this, Rec Department. Who knows, there may be even some funds that they, because they bring funds, they're a funding source in town. Selectman Jakoby: There's a commitment in the letter, I think. Elvis Dhima: \$13,000. Selectman Jakoby: \$13,000 from their budget. Elvis Dhima: Actually from the Planning Board/Rec side, I'm sorry, that's not from the Rec itself. I'm sorry. So this is the Planning Board, again, just like they bring corridor funds, so that's \$13,000 without touching Rec Department's [inaudible] It's very easy to mix up. Selectman Jakoby: So just to clarify for the public, because I missed that. So the \$13,000 in recreational account is a recreational account that is through the Planning Board much like corridor funds. Selectman Dumont: It's a fee paid on all development. Selectman Jakoby: It's a fee paid to all development for the public... Selectman Dumont: From developers. Selectman Jakoby: From developers so it is no effecting the budget line of the recreational department. Thank you. I missed that. Selectman Dumont: Personally, yes I agree, the next step is to move forward. I don't think that we need a committee. I think that what staff has done, quite frankly in the past couple weeks is pretty impressive. You know maybe as we go further along when it comes to costs of things that we can break down. But for this, I think it would be appropriate to let staff continue the way they've been doing it. Get some of those cost analysis breakdowns and then revisit back in March, I think. If we put a committee together that might slow things down a little bit in my opinion. Chairman Guessferd: And eventually, like you said, we might. But at this point I think it's really moving forward a little bit to determine what that looks like as well as everything else. So, I agree. Selectman Morin: Back in the spring I got a call from

people that play pickleball on our courts now. That is a shame that that course, they're falling, they're going to get hurt. They are very excited with they heard about this. And I understand the first phase, what Mr. Dhima's talking about, is taking that donated money and getting those built right away so that pickleball group can move over there and get to a place that's safe. Chairman Guessferd: And expand. Selectman Morin: Talking about maintenance, Selectman Dumont has a very good point, so we got grass that's got to be cut, we know that. But I believe the playground will have a permanent surface not a bark mulch so, they have to do the painting. Talking to Chrissy about the court because I was going to bring forward that we replace it on the budget this year, but the expense just to make that one, to repair our court was thousands of dollars. Thousands for just that one, so we got donations now. And the second phase, or three phases, whatever we do, they're going to have to go the voters. So they're going to have their say and that's the important part. You know, we're talking committees and stuff. We'll have a plan, we'll present it to the voters, it's their choice if they want to move forward. And you've got to remember we've encompassed five different sports that the town said they wanted. We've heard this before, we need more recreation, well we're trying to provide that. I think we should move forward and get this started because once people see the pickleball courts, now they can understand and have a visual to move forward. Elvis Dhima: So, that's the plan. What I can do is, if you move forward tonight with authorizing us to move forward with plans, start doing some realistic layouts, we can bring that to you in probably a meeting or two showing some cost as well for maintenance. Selectman Dumont: First question, only because I think it would be appropriate and you can correct me if I'm wrong, I don't think should staff be named as the principal. Quite frankly it should be, in my opinions, one of you two, but I'm not going to do that without asking you, between the two of you who do you think would be more appropriate to be named as the principal for this? Roy Sorenson: So from a technical standpoint, obviously, that's going to be Mr. Dhima, right? He's going to be the one developing the cost items and all that. I mean if you're looking at a person that can call the people together, because at this point here we're looking at multiple departments, right? So you're looking at Engineering, you're looking at Recreation, Public Works. OK, and then community outreach. So I think someone to gather those people, I mean I could certainly do that. So, depending on how you're going to define the principle in this instance, if that's what you're saying, I'd more than happy to do that. The point person I guess, for the details, concepts, and the layouts and things to that nature would certainly be Mr. Dhima. Chairman Guessferd: Right. The way this is written I know exactly where you are here. Just authorize someone as the principle for this project and direct staff. I think it would be logically the Town Administrator because he's overseeing those departments. Selectman Jakoby: That's what I was going to reiterate. I do think it is the Town Administrator because there are many departments involved in this and each department needs to be communicated to consistently. And then also for the Board of Selectmen to be communicated to as well. And I think it's a perfect project for our staff to move forward and I just think that our Town Administrator is in the best position to do that. Chairman Guessferd: Yes. And, it provides the ability for the all the departments to own it. To own this as a town. To be a collaborative effort. Elvis Dhima: This is all on him now, let's be clear about that. I'm kidding. Roy Sorenson: As I mentioned, I was pleasantly surprised with the discussions we had had and when I was shown this I was like wow, this is great, this is fantastic. So I have all the confidence in the world that staff can get this to where we need it to be. Whether it's phased or becomes a warrant article at some point. Selectman Dumont made a motion, seconded by Selectman Morin, to authorize Town Administrator, Roy Sorenson, as the principal for this project and direct staff to further develop the plans, evaluate potential grants and donations for this recreational project. Motion carried, 5-0.

Selectman Jakoby: Just one discussion point for the public. So this by no means doesn't, this gives you an opportunity as the public to write to us and write to our Town Administrator to let him know what your thoughts are on this project. You always have an opportunity to give input and I would encourage you to do so. Chairman Guessferd: And also, to let the Selectman know as well. And that way we can, and again, to me this is a great project for our town. Our Rec Department right now is kind of a jewel and this would just expand that sort of town image. However this turns out. Roy Sorenson: Absolutely, you are 100% correct.

#### E. Finance Director Interview Committee – Engineering /Decision

Chairman Guessferd recognizes Town Administrator, Roy Sorenson. Alright, thank you Mr. Chair, members of the Board. So you may recall, as you know, long before I actually started my tenure here, the Finance Director pursuit of a finance Director was put on hold that was conducted through MRI. At this point here given that I am here officially now in my capacity, I would like to move forward with this and we would do so in the spirit of what

has been done traditionally with a position at this level. And that is to create a sub-committee, alright. And that's to be discussed here tonight. I do have all of the information from MRI at this time so we have a place to start this process. So I am looking for action tonight through the Board to designate two Selectmen as well as myself to create an internal committee to look at the candidates and best ways to move forward and bring that back to the Board for consideration. Selectman Jakoby: Yes, I would ask that I be appointed to this committee as liaison to the Finance Department. Chairman Guessferd: That makes sense. Selectman Morin: And I'll be the other one if that's what everybody wants. Chairman Guessferd: Yes, I really think there's only three of us that could really kind of commit to this tonight. So, that's fine. Who knows where I'll be. Selectman Dumont: I think that's more that appropriate. Selectman Dumont made a motion, seconded by Selectman Jakoby, to appoint Selectman Jakoby and Selectman Morin to the Finance Director Interview Committee along with the Town Administrator. Motion carried, 5-0.

#### F. Proposal for Legal Services – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Roy Sorenson. Thank you Mr. Chair, once again. So, this item is obviously to extend and or how the Board may want to consider legal services. I should say extend because it's going to be part of the discussion tonight. As you know, Tarbell and Brodich has been the legal counsel for the town on many items for the past ten years. This is before you tonight, I have reached out to their principal, David LeFevre that works for them, that represents the town on many issues and has for the past ten years. Particularly if he would move forward holding his rates, you have that in your memo with your backup. There is a consideration here for the Board whether you have the discussion to extend. If you do, I could certainly bring back, I did have a discussion that perhaps put a procurement waiver in here at some point. And or, do you want to go out to bid for a new firm at this time? So that's what's before you tonight and I'm happy to answer any questions that you might have. Chairman Guessferd: Do we have any comments by the Board? Selectman Roy: I just want to say that I think Attorney LeFevre does an excellent job for us. And at this rate that's well below market rate. I can tell just from experience that we're well below market rate now, I think going out to bid. And even if we did get somebody less, we have to transfer everything over and there's a process in that and a cost associated with that. So, I'm all for renewing Tarbell and Brodich. Selectman Jakoby: I'm just, I just want to be consistent because it's one of the positions I ran on. Is that I think we should go out to bid, I think we should consider other law firms, I don't think it's only a matter of cost but, a matter of overall reviewing regularly different contracts. So, that's where I stand firmly that we should back out to bid. Thank you. Selectman Dumont: Personally, I don't think that going out to bid is necessary for this one. However, I did have a conversation with Selectman Roy today about this. I do think there's merit in taking a look at what some other communities at what they pay and what their contract structure is like. The formal bid process, I don't think will really show a lot if we can reach out to a few municipalities and see what their experiences with other law firms and what their paying for. I think we'll get some more information. I can tell you that I think that the rate, as Selectman Roy pointed out, is well below market rate. I think that that is a very good deal for the town of Hudson. This law firm knows the town of Hudson very well and has done a very well job as we have seen in the past. But, I think that there is some weight there to see what other people are paying and what they're getting for their money as well and just not let it slip by. Nothing against the law firm at all, I think they've done a fantastic job, but I think it's just something that we should possibly look into. Maybe table this until the next meeting. Selectman Morin: Selectman Roy works in that field, she's got a good idea of what costs are and what lawyers charge. I mean \$145, you can't beat that and I don't think anybody's going to beat that. I really don't. And if you take our past history of cases that the town has been, had Dave as a lawyer and what we've won, its well worth just keeping him as we are now. Chairman Guessferd: Everyone else has said their views on this. I will chime in here and all good points. OK? Anybody who know me knows that I am a strong proponent of the bid process. And the only way that that bid process should be waived is if there are, like not multiple bidders, if there's only certain sources. And another part of what I typically do is we look at does a company provide a unique service? A unique ability that no other firm can provide? And we look at this and I know what we're saying here is a lot, why we don't think. Guaranteed we will not find a law firm that will be able to provide a \$145 rate and know the principles here, understand the history of certain litigations that have been ongoing for a long time with this town. The success rate that he has had with the some of the cases. He's protected this town in many cases so I personally believe with the proper justification and looking at other sources, other municipalities, and looking into those things, unless we find something that is, you know, we're just not seeing, I think what we need to do, and it sounds like there's largely consensus, and I get it I understand your point as well, that we see what you could do in the next week. Come back next Tuesday with a bid form filled out with the

justification to put in the file so we have it documented and we look at that. If everything goes the way I think it's going to go, then we make the decision at that point on the contract. Selectman Jakoby: Yes, I want to thank Selectman Dumont for acknowledging that. I think having more information and having some data is really helpful and will also help the public in affirming whatever decision we come to. So I just wanted to thank you all for that. Chairman Guessferd: So I think given that, we don't need to make any motions tonight. We're just going to defer and table until next week and we'll make the decision next week. Is that a consensus? OK.

#### G. Firefighter Annual Boot Drive Schedule – Administration/Decision

Chairman Guessferd recognizes Selectman Morin. I was just going to say they had a fire so he wasn't going to be here tonight, but he just walked in. Chairman Guessferd: Not too far from where I live. Adam Lebor: Hi, my name is Adam Lebor I am with the Fire Department. I am the Vice-President of the Local and I'm also the Muscular Dystrophy Coordinator for the Fire Department and the MDA region of New Hampshire. I had sent Selectman Morin the dates of the Boot Drive which we're looking to do. We do it right out here at the Town Common, you see the firefighters all over the country holding the boot collecting money. 100% of the proceeds go to muscular dystrophy, nothing come into our pocket, it's a great fund raiser. It's something that's been going on for 17 years since 1954. It's raised as much as \$700 million dollars. Last year we were fifth in the state, we lost a few days due to weather and a few other events on the town common that just effected our being out there. We added a few more dates in this year hoping to beat Salem and Portsmouth and be number one this year. Any questions? You guys need the dates? Chairman Guessferd: We have them in our packets. Adam Lebor: Any questions about the dates or anything else? Selectman Jakoby: I have a question. For those who don't necessarily drive by that area, is there a method for others to donate to this drive? Adam Lebor: There is once we get into April. Through the Hudson Fire Fighters Facebook page. There will be a Venmo account, like a QR code that will link to the Venmo and then we scan it into the Citizens account that goes right to the MDA. Selectman Jakoby: Does that contribute to you being in first place? Adam Lebor: Yes, absolutely. Selectman Jakoby: For all those like me who don't drive through there, there will be an opportunity for you to donate. Adam Lebor: Check as well if you don't want to pull cash out of your pocket you can always come by the station and drop off a check made out to the Hudson Firefighters and we'll put it in the correct account. So, there's many ways to get the money to us. Chairman Guessferd: Just putting a little note there MDA, you know. Adam Lebor: Whether it's a penny, whether it's a hundred dollar bill. Money is money, we'll take it all. So, whatever you have every little bit helps. It really is a great cause, it's phenomenal. They do a great job and I'm going down to Connecticut in May to actually meet some families in New Hampshire that have muscular dystrophy so it puts a face to it and makes it real so it's always good. Chairman Guessferd: Excellent. I don't think we have to make a decision. This is just notification and we're full in support. Adam Lebor: Awesome, thank you. Thanks guys. Chairman Guessferd: You did great.

#### H. 9 Industrial Drive Property, Status Update – Engineering/Decision

Chairman Guessferd recognizes Selectman Jakoby. So one of the things I asked Selectman Roy if there were any policies that we wanted to at least move forward that were pretty straight forward that we felt there weren't many changes to. And these were two of those policies. So, we talked about the fact that we usually have a first reading and a second reading so this is the first reading. And of course, now our new Town Administrator will also be a part of that sub-committee as intended. So, these were tow that were easy to take a look at. If you have any questions or any changes, we can take those from you and go from there. Chairman Guessferd: And did you make any changes at all on this? Selectman Roy: No. Selectman Jakoby: No. We thought they were pretty. Selectman Roy: But I think it's important that we review the policies. Chairman Guessferd: Absolutely. Selectman Roy: From time to time. Make sure that they still fit. Chairman Guessferd: Looking through these I didn't see any issues. Anybody else? Roy Sorenson: If I may, Mr. Chair. The only thing I might suggest is if you look at the top box, the dialogue, the call up box, at the very top of the policies. Given that we are reviewing these it says review frequency is needed. Perhaps we just note that they were reviewed and we would designate this meeting as that date so we can make that change. Selectman Jakoby: Yes, that's what I would like to do. And at some point maybe even the policy committee create a term for how long we should wait to review in the future. But I agree. Chairman Guessferd:

Yes, and that would be helpful. That would be helpful because right now if you look at this you'd be like oh, this hasn't been looked at since 2001. But, it has been. So we put that review date on it. Selectman Roy: And this is still a first read. So, if anybody wants to make any changes for the next meeting. Chairman Guessferd: Next Tuesday. Roy Sorenson: Do you want this for the next meeting next week? Selectman Roy: Yes. Selectman Jakoby: Seeing that there's not to many [inaudible] for consent, we can make the changes to the review date. Roy Sorenson: I'll do all that and we'll submit that as such and take a second read next week. Selectman Roy: That's something I hope that continues after the election. I think it's important. Chairman Guessferd: We'll have to appoint somebody to that committee to replace yourself. Obviously Selectman Jakoby would like to remain on that committee. Selectman Jakoby: Absolutely, yes.

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

Selectman Morin: The only thing I've got there is, I watched the Sustainability, and please clarify this for me because I want to try and stem some phone calls to Town Hall if we can. Did they say that the rate that the residents are getting their group went up .01¢ over public service? Chairman Guessferd: No, no. It's a .01¢ savings. Selectman Morin: It's a .01¢ savings. Chairman Guessferd: It's always going to be at least what Eversource... Selectman Morin: Because I was kind of confused with going back and forth. Chairman Guessferd: This time it wasn't, with the rate changes, it wasn't much difference. And I think that quite frankly Mr. Putnam is going to come in soon and talk to us about this. Do we have him on the agenda for next week? Roy Sorenson: I'm going to be speaking with him this week. Chairman Guessferd: I told him to come talk to you. Roy Sorenson: We can certainly, I can chat with you if you want. If you want to add it or not. Because we will have a gap there before the next meeting. Chairman Guessferd: If he wants to, if he want to come in or if he wants to come in, I think he had wanted to come in for this meeting but, I think we decided to hold off. It's up to him. If he wants to come in next week because it's going to be a little bit of a lighter agenda. So, there's been, there's been a lot of movement with regard, I means it's interesting how this has occurred. Over time things are coming closer together. I think with these additional options for people has done is to create more competition that companies like Eversource are seeing now so they have to be more competitive. So, we're that the difference is between the Community Power and other companies and Eversource is shrinking and that's overall good for the public that the rates have come down. But, not being an expert, I would let him come in and talk to us a little bit about it. OK.

Selectman Roy: So I have nothing tonight.

Selectman Jakoby: For the public, I have been diligently recording vignettes about our warrant articles with various staff and chair people. So, please if you want to be informed about the various warrant articles, I encourage you to take a look at HCTV. They're all like ten minutes, approximately. So if there's a particular article that you need more information about, please take a view of those. And ask questions. If you don't understand a warrant, please come to one of us and be informed. Again, we have two voting locations and voting happens on March 11<sup>th</sup> so I hope to see you all there. I appreciate everyone who is willing to speak to me and take the time out of their day to record an explanation of their warrant.

Selectman Dumont: I attended the first, or at least my first, PFAS Commission on the 14<sup>th</sup>. Good amount of knowledge that came out of that about soil contamination and different spikes during the year. A lot of conversation about the old St. Gobain facility. There was not any action taken during that because we did not have a quorum. But still was able to learn a lot and got to hear about some different experiences that they've been going through since the start of the commission. Which segued nice into my NRPC meeting on the 19<sup>th</sup>. We had about a 45 minute detail about PFAS, again. So very interesting stuff, but this time it was about different facilities that are making products that contain PFAS and what to look for and how to handle that in future development. So that was a lot of information there that was pretty good. Again, there was no real decision made, just more information to see how things go forward in the future. The other thing was that we discussed the 10 year plan that will be coming up. Obviously, we just finished the previous one that you guys know about we rolled right in other projects and those projects are going to start to be getting rated as well. Zoning Board is coming up for me on Thursday. Just a couple of small rehearings and then obviously like Selectman Jakoby said, we have the Town elections coming up on the 11<sup>th</sup>. I hope everybody does their due diligence and comes out to vote. I'd love to see the same turnout that we got during the November election. I'll be crossing my fingers. Chairman Guessferd: Did the other representative for



Hudson attend on the... Selectman Dumont: I did see Dan's name on there as well as Selectman Jakoby attending as part of the public.

Chairman Guessferd: On my part the Sustainability Committee met last night. Nice to see people tuning in. And in addition to talking about, we always have an update on the Hudson Community Power situation. But, we're getting close now it seems like it's only February right, but April's right around the corner. And we are having our clean-up on Earth Day, which is an appropriate day to have it on April 19<sup>th</sup>. We're kind of trying to identify a couple of roads that would be appropriate. Because the main state roads we can't really do and there's other roads that are just too dangerous for people to be cleaning up on. So, we've identified a couple potentials, we need to talk about them, talk to the DPW, Police, Fire make sure that there are places where we can clean up. And again, those are the organizations that will be helping as DPW, Police and Fire, it's really a collaborative sort of scenario. They all help, they all collaborate and it's a wonderful situation. We'll keep everybody apprised, our next Sustainability meeting will be on the 24<sup>th</sup> of March and that will be the meeting right before we have the clean-up. There will be some Boards and things at the election to kind of show/tell people when it's going to be and the timing and that sort of thing and people can sign up on line. We'll have more information on that in March. And the last one we had was really well attended and it was a lot of fun for those who attended. Selectman Jakoby was there, so. That being said, one more thing, well a couple things. Rec, the Rec update. We are, the Senior Citizens programming continues on at a brisk pace. We're offering patrons a tax assistance program. I personally witnessed this the other day. I was over at the library on a Saturday morning and they had, the parking lot was packed. And I was like what's going on over here, we went inside it was all these people working their taxes and things. So, it was really well attended. And it's a good amount of members utilizing the program. I've talked before about the Sneaker Ball, the Mother/Son Sneaker Ball is sold out. So there's no more tickets available. If you still would like to go you can get on the waiting list on the Rec website and you may want to do that. It's only the second time we've done it and it's, obviously, it's very much needed and wanted. And then the Summer Program, guess what? It's February and we're starting to talk about the summer program. They are accepting counselor applications for the eight week summer program, interested parties can check out the website for more details or email Chrissy Peterson. The deadline to apply is March 30<sup>th</sup>, so it's right around the corner. That is our Rec update and then finally, Planning Board. We are having a meeting tomorrow night and one of the main items that we're looking at tomorrow night is the site application that's been submitted by T-Bones and their developer to relocate to the southern part of town near the Walmart property. And we've had a lot of, the Planning Board has had a lot of input on that over the course of last week. So, we are eagerly looking forward to a good meeting tomorrow night with lots of public attending. And if anybody wants to come it's here in the building in the other room over there, the other conference room. What do we call that room? The Buxton Room. So if you're interested in that come on over and be reviewing that plan. I can't guaranteed you there will be actions tomorrow night because it's a detailed plan. But, we'll be looking at that. Selectman Jakoby: There'll be public input on that plan tomorrow? Chairman Guessferd: I believe so, I'm not sure. Selectman Jakoby: I wasn't sure. Chairman Guessferd: They're going to be presented a plan and every time we have a plan, you know that been presented and accepted the public has an opportunity to provide input. Selectman Jakoby: I wanted to let the public know that. Selectman Dumont: Every single plan that's submitted to the Planning Board is a public hearing. Selectman Jakoby: Correct. Selectman Dumont: Every single one. Chairman Guessferd: There's public input on every single one of them. Selectman Jakoby: But sometimes it goes over two meeting and there's public input at one and not the other. Chairman Guessferd: Right, I think tomorrow night there will be. Because they'll be bringing it forward, we'll be deciding whether or not to accept the plan. And then usually they'll present it and then the public will have an opportunity... Selectman Jakoby: I just want to continue to remind the public to watch the projects and if there's a project you want to voice... Chairman Guessferd: Absolutely. I don't think we get enough public input at those meetings. And I just want to remind citizens, as Selectman Dumont said, I probably am steeling your thunder as well, next week we are having a Selectboard meeting. We typically will not have the Selectboard meeting on the first Tuesday of the month. But because of the election on the 11<sup>th</sup>, we're switching the meeting to, we don't want to skip a meeting, so we're having the meeting next Tuesday and then the next meeting won't be until the 25<sup>th</sup>. So three weeks between that means, please come out for the election on the 11<sup>th</sup>. All day long, polls open at seven, they go 'til eight at night. We'd love to have everybody come out. As Selectman Dumont said, you know the pipe dream having everybody come out and attend and vote and participate in the process that affects your wallet the most. So, we're looking forward to that and you'll be seeing lots of colorful signs around town, I think I've seen them start already. So it's important to understand what's behind those signs. And I will now turn it over to the remarks by the Town Administrator. I recognize Roy Sorenson.

10. Remarks by Town Administrator: Thank you Mr. Chair. Just a couple of items here. First of all I just want to recognize Public Works for the job they did the last couple weeks. Winter kind of was lingering not doing much and over the past two, three weeks it came in pretty strong. That last storm was obviously very challenging for them, they worked long hours so kudos to them. Two positions we talked about last week, the IT Specialist and the DPW Truck Driver/Laborer those are both posted, they are up online. Myself and the Town Engineer met with Pennichuck last week regarding, as I think Selectman Dumont talked about the impacts of PFAS to this community and the plan in place to develop that connection back over to Nashua coming over by the bridges as well. That's still in the works and the study that has been issued for that project itself should be in my March at some point so we'll be back to talk about that. Just an Assessing note. So filing application deadline for property owners who are seeking veterans, disabled veterans tax credits, elderly, disabled, blind, and solar tax exemptions that deadline is April 15th. So that's coming up so keep an eye on that. And that's pretty much it. One thing we are doing, I will meet with staff more tomorrow. Is we're taking a look at, you're talking about the policies, job descriptions and all that. So we're going through those as well and just the website in general. So these are some action items with the departments that we're working on. I'll give kudos to PD, they're here tonight. If you look at their, the way they work their web page, they do a great job. Something to keep an eye on. That's all I have.

Selectman Jakoby: Just one correction. At the bottom of the agenda which was published, it says that thee, our next meeting is next Tuesday, so the deadline is February 27th for agenda items at noon. Correct? Just a correction for anyone looking at that.

11. School Board Liaison Gary Gasdia: Great, thank you. So, it is school vacation week so everyone can sleep in an extra two minutes without having to worrying about getting stuck behind a bus. So enjoy it for the next few days. Couple events, last week pretty cool. Junior ROTC was over with the help of the Civil Air Patrol, was able to take some flights. This is something done the past few years which is a great experience for them. We also had visits from the Education Commissioner Edleblut about the CTE's Explore Your Future series. And we also had a visit from Maggie Goodlander, again visiting the CTE Department. And in sports we had a couple of wins this weekend, HMS Cheer won the tri-county championship. We had three boys in wrestling win their weight class for the state and high school senior Shawn Beaudroux repeated and is a two time Division II state champ. So some good wins before vacation. Chairman Guessferd: And then they go on to the total tournament with all the schools together. Wrestling is near and dear to my heart. That's awesome. I'd love to see that. OK.

Roy Sorenson: If I may Mr. Chair. I want to piggy back on something Gary said. We actually had a good meeting, too. Myself, staff members, Selectman Jakoby and Selectman Morin with Representative Goodlander, as well. That was last week, I thought it was a very productive meeting. So, we were thankful that.

Selectman Morin made a motion, seconded by Selectman Dumont, to enter into non-public.

12. NONPUBLIC SESSION

*Selectman Morin made a motion, seconded by Selectman Roy to enter into nonpublic session under: RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. (b) The hiring of any person as a public employee. (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests and open meeting. This exemption shall extend to any application for assistance o tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant.*

Nonpublic Session was entered at 8:16 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public was asked to leave the room.

The Board entered into public session at 8:47 p.m.

Motions made after nonpublic session:

- 1) Selectman Morin made a motion, seconded by Selectman Jakoby, to hire Alexander Borghetti with a starting salary of \$28.82 (step 1), all in accordance with the Hudson Police Employee Association Contract, as recommended by the Police Chief. Motion carried, 5-0.
- 2) Selectman Dumont made a motion, seconded by Selectman Morin, to appoint Public Works Supervisor Jeremy Faulkner as the Acting Public Works Director until such time current Public Works Director Jay Twardosky returns to work. Further, to increase his salary by 7.5% during this period including retroactive to January 6, 2025. Motion carried, 5-0.
- 3) Selectman Roy made a motion, seconded by Selectman Morin, to adjourn at 8:48 p.m. Motion carried, 5-0.

13. ADJOURNMENT

Motion to adjourn at 8:48p.m. by Selectman Roy, seconded by Selectman Morin. Carried, 5-0.

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

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Bob Guessferd, Chairman

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Dillon Dumont, Vice-Chairman

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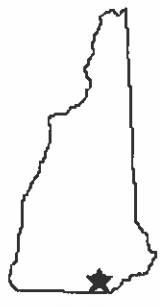
Kara Roy, Selectman

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Heidi Jakoby, Selectman

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Dave Morin, Selectman



# TOWN OF HUDSON

## Office of the Town Administrator

12 School Street  
Hudson, New Hampshire 03051



Roy E. Sorenson, Town Administrator • rsorenson@hudsonnh.gov • Tel: 603-886-6024 • Fax: 603-598-6481

To: Board of Selectmen

From: Roy E. Sorenson, Town Administrator

Date: February 27, 2025

Re: Proposal for Legal Services

**RECEIVED**  
FEB 27 2025  
TOWN OF HUDSON  
SELECTMENS OFFICE

The following is offered regarding Item 8F of the February 25, 2025, Board of Selectmen Agenda which was tabled.

As directed, I have reached out to three nearby communities inquiring about their current legal services and/or cost thereof. The following table below gives a brief description of the information requested including relative community information (est. population) less specific identification for confidential purposes.

COMMUNITY	POPULATION	FEE (average per hour)
Hudson	25,394	\$145
A	31,000	\$225
B	15,000	\$300
C	34,000	\$250

In addition, I have reached out to Attorney David Lefevre and asked if he would extend the current services and rate through June 30, 2028, which he has agreed per the attached letter. Understanding the following, and upon conclusion of discussion, three motions have been drafted for perspective action per the pleasure of the Board:

- 1) **Motion:** To enter into a contract for legal services with the law firm of Tarbell & Brodich, PA for the period of July 1, 2025, through June 30, 2028, for the terms as specified in the Proposal for Legal Services 2025-2028 letter as prepared by Attorney David Lefevre.
- 2) **Motion:** To enter into a contract for legal services with the law firm of Tarbell & Brodich, PA for the period of July 1, 2025, through June 30, 2026, for the terms as specified in the Proposal for Legal Services 2025-2026 letter as prepared by Attorney David Lefevre.

***3) Motion: To authorize the Town Administrator to request proposals to provide legal services for the Town of Hudson for fiscal year 2026 (July 1, 2025 through June 30, 2026).***

Should you have any questions or need additional information, please feel free to contact me.  
Thank you.

MOTION 1

Eaton W. Tarbell, Jr.  
Eaton W. Tarbell, III  
Nicholas Brodich

Friedrich K. Moeckel  
Shane R. Stewart  
David E. LeFevre

Caroline K. Brown  
Ashley K. Sheehan  
Kaylee M. Howard

February 27, 2025

Board of Selectmen  
Town of Hudson  
12 School Street  
Hudson, NH 03051

RE: Proposal for Legal Services 2025-2028

Dear Chair and Members of the Board of Selectmen:

Please accept this letter as my revised proposal to continue to serve as general legal counsel for the Town of Hudson.

My office will continue to provide legal services to the Town at the present reduced rate of \$145.00 per hour, which is the same rate for all attorneys, will not vary between litigation and non-litigation services, and will not be increased after a certain number of hours. Non-attorney paralegal time will also be charged at the current reduced rate of \$60.00 per hour. As always, no retainer is requested. Fees for legal services will continue to be billed in increments of 1/10 of an hour and invoiced on a monthly basis.

Routine overhead and expenses will not be billed to the Town. Out-of-pocket expenses such as filing fees, sheriff's service fees, registry recording fees, etc., will be billed to the Town and itemized separately on the monthly invoices, as would other non-typical costs such as excessive postage or copying charges.

This proposal would be in effect for a period of three (3) years following the date of acceptance.

I would like to convey to the Selectmen my thanks for being given the opportunity to work for the Town, and I hope to continue to represent the Town in the future.

Sincerely,

TARBELL & BRODICH, P.A.



By: David E. LeFevre, Esq.  
e-mail: [dlefevre@tarbellpa.com](mailto:dlefevre@tarbellpa.com)

MOTION 2

Eaton W. Tarbell, Jr.  
Eaton W. Tarbell, III  
Nicholas Brodich

Friedrich K. Moeckel  
Shane R. Stewart  
David E. LeFevre

Caroline K. Brown  
Ashley K. Sheehan  
Kaylee M. Howard

February 14, 2025

Board of Selectmen  
Town of Hudson  
12 School Street  
Hudson, NH 03051

RE: Proposal for Legal Services 2025-2026

Dear Chair and Members of the Board of Selectmen:

Please accept this letter as my proposal to continue to serve as general legal counsel for the Town of Hudson.

My office will continue to provide legal services to the Town at the present reduced rate of \$145.00 per hour, which is the same rate for all attorneys, will not vary between litigation and non-litigation services, and will not be increased after a certain number of hours. Non-attorney paralegal time will also be charged at the current reduced rate of \$60.00 per hour. As always, no retainer is requested. Fees for legal services will continue to be billed in increments of 1/10 of an hour and invoiced on a monthly basis.

Routine overhead and expenses will not be billed to the Town. Out-of-pocket expenses such as filing fees, sheriff's service fees, registry recording fees, etc., will be billed to the Town and itemized separately on the monthly invoices, as would other non-typical costs such as excessive postage or copying charges.

This proposal would be in effect for a period of one (1) year following the date of acceptance.

I would like to convey to the Selectmen my thanks for being given the opportunity to work for the Town, and I hope to continue to represent the Town in the future.

Sincerely,

TARBELL & BRODICH, P.A.



By: David E. LeFevre, Esq.  
e-mail: dlefevre@tarbellpa.com



# TOWN OF HUDSON

## Office of the Town Administrator

12 School Street  
Hudson, New Hampshire 03051



Roy E. Sorenson, Town Administrator • rsorenson@hudsonnh.gov • Tel: 603-886-6024 • Fax: 603-598-6481

To: Board of Selectmen

From: Roy E. Sorenson, Town Administrator

Date: February 27, 2025

Re: Policy Sub-Committee – Second Read

This will be the second read for the following policies:

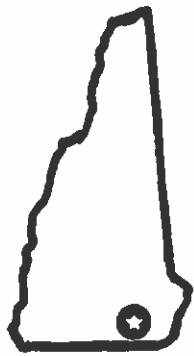
- Policy IV J: Conduct – Discipline
- Policy IV K: Conduct – Grievances

The attached documents are highlighted in those areas that were discussed at the first read on February 25, 2025, for formatting purposes only, including a recommendation of five (5) years as the basis of frequency. The following motion has been prepared for your consideration:

***Motion: “Move that the Board of Selectmen, through the Policy Sub-Committee, hereby accepts Policy IV J: Conduct – Discipline, and Policy IV K: Conduct – Grievances, to be placed on file as reviewed here, and to brought forward again in five years, or shortly thereafter, for further review.”***

I look forward to the discussion and please feel free to contact me if you have any questions or need additional information.





**TOWN OF HUDSON**  
**Office of the Town Administrator**  
12 School Street  
Hudson, New Hampshire 03051

*AGENDA 2/25/25*



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Stephen A. Malizia, Town Administrator - [smalizia@hudsonnh.gov](mailto:smalizia@hudsonnh.gov) - Tel: 603-886-6024 Fax: 603-598-6481

To: Board of Selectmen

From: Roy E. Sorenson, Town Administrator

Date: February 20, 2025

Re: Policy Sub-Committee

As you may recall from the September 3, 2024, Board of Selectmen Meeting, a Policy Sub-Committee was formed to include Selectmen Jakoby, Selectman Roy, myself, and the department head for any policy that is being addressed.

At this time, Selectman Jakoby has asked to bring the following policies forward for a first read and review:

- Policy IV J: Conduct - Discipline
- Policy IV K: Conduct - Grievances

Each of these respectively are attached for discussion. Please be advised that these policies do not supersede items provided for in those active Collective Bargaining Agreements effectuated through the Town.

I look forward to the discussion and please feel free to contact me if you have any questions or need additional information.

**Town of Hudson, NH**  
**Policies and Procedures**



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**Section: Conduct**  
**Subject: Grievances**

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<b>Policy Number: IV K</b>	<b>Review Date: 03/04/2025</b>
<b>Approved By: Board of Selectmen</b>	<b>Revision Dates:</b>
<b>Origination Date: 05/07/2001</b>	<b>Review Frequency: 5 Years</b>

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**IV. CONDUCT**

**K. Grievances**

**Purpose:** The purpose of this policy is to establish procedures for employees to appeal issues that affect their working conditions or other aspects of their employment.

**Statement of Policy:** The provisions of the relevant collective bargaining agreement for filing of grievances guide represented employees. The provisions contained herein guide non-represented employees. "Grievance," for purposes of this section, is defined as a claim or dispute by an employee with respect to the interpretation, meaning or application of the provisions of these policies and procedures.

1. Grievable Issues. Employees may file grievances concerning:
  - a) The interpretation or application of the provisions of these policies and procedures;
  - b) Departmental rules and procedures;
  - c) Working conditions;
  - d) The relationship between the employee and his or her co-workers and/or supervisor;
  - e) The interpretation or application of Federal law as it relates to the employee's employment and working environment.
  
2. Excluded Issues. The following matters shall be excluded from this grievance procedure:
  - a) Any matter for which there is an adequate remedy at law;

b) Any matter which, by law, is beyond the scope of the Town's authority;

c) Matters affecting the authority of the Board of Selectmen, Town Administrator or department head to determine and structure the goals, purposes, functions and policies of the Town.

3. Non-reprisal Policy. The presentation of a grievance will not subject the employee to restraint, interference, discrimination or any reprisal in the course of his or her employment with the Town.

4. Time Limits. Unless waived by mutual consent of the employee and the Town Administrator, an employee must submit a grievance no later than 14 calendar days following the occurrence of the alleged action, incident, event or condition that gives rise to the grievance.

5. Procedures.

a) Step One. An Employee must present a grievance within 14 calendar days of the alleged occurrence of the action, incident, or condition giving rise to the grievance to the employee's immediate supervisor, who shall attempt to resolve it within 10 working days after it is presented to that supervisor. In the instance where the immediate supervisor is the department head, the matter shall go to Step Three.

b) Step Two. If the employee is not satisfied with the solution by the supervisor, the employee must submit the grievance, in writing, to the department head within five working days of receiving the answer from the supervisor. This written notice shall include the following:

- 1) Statement of the grievance and relevant facts;
- 2) Remedy sought;
- 3) Reasons for dissatisfaction with the supervisor's response at Step One.

The department head will respond, in writing, to the grievance within five working days after it has been presented to him or her.

c) Step Three. If, after receipt of the department head's written response, the grievant is not satisfied with the results of Steps One and Two, the employee may appeal to the Town Administrator. The appeal shall be submitted, in writing, within five working days of the receipt of the response of the department head, and shall state the elements of the grievance as perceived by the grievant. The employee may request either a review of the written submittals by all concerned parties, or an administrative hearing with the Town Administrator wherein all concerned parties are allowed to present their case relative to the grievance. In the first instance, the Town Administrator will make a determination and respond, in writing, to the grievant and the department head within 10 working days. If the grievant chooses an administrative

hearing, the Town Administrator will conduct such hearing and respond to the grievant and to the department head within 15 working days.

d) Step Four. If, after receipt of the Town Administrator's written response, the grievant is not satisfied with the results of Steps One through Three, the employee may appeal to the Board of Selectmen. The appeal shall be submitted, in writing, within five working days of the receipt of the response from the Town Administrator, and shall state the elements of the grievance as perceived by the grievant. The employee may request either a review of the written submittals by all concerned parties, or an administrative hearing before the Board of Selectmen wherein all concerned parties are allowed to present their case relative to the grievance. In the first instance, the Board of Selectmen will make a determination and respond, in writing, to the grievant, department head and the Town Administrator within 15 working days. If the grievant chooses an administrative hearing, the Board of Selectmen will conduct such hearing and respond to the grievant, department head and the Town Administrator within 20 working days. The Board of Selectmen is the final authority within the Town on grievances presented by non-represented employees.

*No part of the above procedures shall be in conflict or violation of State or Federal laws and regulations.*

**Town of Hudson, NH**  
**Policies and Procedures**



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**Section: Conduct**  
**Subject: Discipline**

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<b>Policy Number: IV J</b>	<b>Review Date: 03/04/2025</b>
<b>Approved By: Board of Selectmen</b>	<b>Revision Dates:</b>
<b>Origination Date: 05/07/2001</b>	<b>Review Frequency: 5 Years</b>

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**IV. CONDUCT**

**J. Discipline**

**Purpose:** The purpose of this policy is to establish procedures for the administration of disciplinary action when and if such actions are warranted.

**Statement of Policy:** It shall be the policy of the Town of Hudson to administer discipline fairly, reasonably and impartially. The Town and its employees are best served when discipline is administered to correct actions rather than to punish.

In the instance of conflict between the provisions of this section and the provisions of an applicable collective bargaining agreement, the provisions of such collective bargaining agreement will prevail.

The authority to initially undertake disciplinary action normally rests with the department heads or the Town Administrator. Department heads may delegate such authority to supervisory personnel reporting to them, provided actions imposed that are more severe than verbal warnings will require the approval of the department head. Demotion or dismissal will require the additional approval of the Board of Selectmen.

*Exception: Supervisors are authorized to impose an immediate temporary suspension of an employee under his or her supervision when the supervisor determines that the action(s) of that employee jeopardizes the health, safety or welfare of that employee or others. Such temporary suspension will remain in effect until the department head, Town Administrator or Board of Selectmen can determine the appropriate disciplinary action.*

1. **Determination of Appropriate Action.** The disciplinary action to be imposed shall reflect the degree of severity of misconduct by the employee and will be imposed following an investigation into the circumstances of the misconduct to determine the appropriateness of such action. In all instances, every effort will be made to protect the disciplined employee's due process. Disciplinary action is not primarily intended to be punitive, but rather to preserve and maintain the efficiency and integrity of Town service. The nature and severity of the offense, and the employee's past record, will be taken into account.

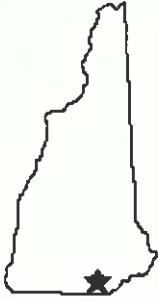
2. **Record of Action.** With the exception of verbal warnings, written notice of any disciplinary action imposed will be served on the affected employee, setting forth the reasons for such action, the effective date, and the employee's right to be heard. A copy of such notice shall be forwarded to the Town Administrator for review and inclusion in the employee's personnel file. The employee shall acknowledge that he or she has received and understands the notice. In the instance where an employee refuses to acknowledge that he or she has received and understands such notice, the supervisor and at least one witness will note the employee's refusal.
3. **Progressive Discipline.** The following types of disciplinary actions may be imposed for misconduct, and will normally be taken in the order listed:
  - a) **Verbal Warning.** A verbal warning is an oral reprimand given by the employee's supervisor. This type of discipline should be applied to infractions of a relatively minor degree or in situations where the employee should be counseled because of his or her performance. The verbal warning should be given in private and in a constructive manner. The supervisor should inform the employee that a warning is being issued, that the employee is being given an opportunity to correct the condition and, if the condition is not corrected, the employee will be subject to progressively more severe disciplinary action. A notation that a verbal warning was given will be placed in the employee's personnel file.
  - b) **Written Warning/Reprimand.** A written warning, which may also be imposed as a Letter of Counsel, is issued in the event that an employee continues to disregard a verbal warning, or when such employee's infractions are sufficiently severe to warrant such action.
  - c) **Special Probation.** A special probation is a trial period of a specified length of time during which the employee is given an opportunity to fulfill a specific set of conditions, or to manifest improved work performance or on-the-job behavior. Failure to fulfill the required conditions will result in additional disciplinary action. A special probation may be imposed in conjunction with another disciplinary action. The written notice of such special probation will include the reasons for such action, the length of time that it is being imposed, and the actions that are required by the employee to fulfill the conditions of the special probation.
  - d) **Suspension.** A suspension is the removal of an employee from his or her position for a specified time, without pay. A suspension will be imposed in the instance of severe misconduct or repeated violations. For minor infractions, a suspension may be imposed after an employee has received a written warning, reprimand or Letter of Counsel. The length of the suspension will reflect the severity of the employee's misconduct. Suspensions may be progressively applied, but in no instance shall a suspension exceed 30 days.

- e) Demotion. A demotion is the placement of an employee into a class in a lower pay range or to a lower pay step. A demotion may be imposed when an employee has exhibited an unwillingness or inability to perform the responsibilities of the employee's current position. A demotion is not to be used as a substitute for dismissal, when dismissal is warranted.
  - f) Dismissal. A dismissal is the removal of an employee from the service of the Town. A dismissal is warranted in the instances of serious insubordination, theft, illegal or destructive acts while on the job or other particularly egregious actions. An employee may also be dismissed after repeated offenses of a less serious nature, where the previous offenses have been documented and appropriate behavioral changes have not resulted from previous progressive disciplinary action. Probationary employees may be dismissed without cause and without the right of appeal.
4. Effective Date. Changes in rate of pay, employee status or other requirements that result from a disciplinary action will become effective following the approval and execution of the relevant personnel forms. The employee may file an appeal from and after this date, in accordance with the provisions of §IV, K, Grievances.
5. Causes for Disciplinary Action. Disciplinary action may be imposed when the actions of an employee bring discredit to the Town, fail to meet reasonable standards of job performance, or fail to meet reasonable standards of personal or professional conduct. The acts or offenses that may constitute grounds for disciplinary action include, but are not limited to:
- a) Acts of disobedience or insubordination;
  - b) Acts of disrespect toward the public, Town officials, or other Town employees which include uncivil or discourteous attitudes, insolence, or the use of indecent or inappropriate language or conduct;
  - c) Use of alcoholic beverages or drugs while on duty;
  - d) Participating in, or inducing or attempting to induce any Town official or employee to commit an illegal act;
  - e) Acts which violate any lawful and reasonable departmental or Town regulation, or the provisions of these and any relevant departmental policies;
  - f) Acts which violate Federal or State law, or Town ordinances, depending on severity and frequency;
  - g) Gross carelessness or neglect of duties, or a frequency of simple carelessness or neglect;
  - h) Misuse, misappropriation, destruction, theft or conversion to personal use or gain of Town property, equipment, material or services;

- i) Soliciting or receiving cash, gifts or other thing of value that is tendered by any person or persons in the hope or expectation of preferential treatment;
  - j) Acts of horseplay, fighting, harassment or molestation of other employees to the extent that it impedes or impairs the efficient and effective provision of Town services;
  - k) Acts of vandalism that result in willful damage or destruction of public or private property;
  - l) Failure to report a loss of, or damage to Town property, as a result of accident, theft or misuse;
  - m) Knowingly falsifying information on personnel records or other relevant forms;
  - n) Frequent tardiness, excessive absenteeism, or unauthorized absence. An unauthorized absence from work may be construed as abandonment of the position and serve as grounds for dismissal.
6. Expunging of Records. Absent any additional disciplinary actions in the interim, references to verbal warnings, or written warnings, or Letters of Counsel, will be removed from the employee's personnel file one year after the date of such action.
7. Appeal. An employee shall have the right to appeal any disciplinary action in accordance with the provisions of §IV, K, Grievances.



Agenda 3/4/25 8A



**TOWN OF HUDSON**  
Office of the Town Administrator  
12 School Street  
Hudson, New Hampshire 03051



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Roy E. Sorenson, Town Administrator · [rsorenson@hudsonnh.gov](mailto:rsorenson@hudsonnh.gov) · Tel: 603-886-6024 · Fax: 603-598-6481

To: Board of Selectmen  
From: Roy E. Sorenson, Town Administrator  
Date: February 27, 2025  
Re: CPCNH Update

**RECEIVED**

FEB 27 2025

TOWN OF HUDSON  
SELECTMENS OFFICE

Mr. Putnam has requested to be placed on the March 4, 2025 Board of Selectmen agenda to give an update on the status of CPCNH.

*Alvina 3/4/25*

*AS*

**RECEIVED**

FEB 27 2025

TOWN OF HUDSON  
SELECTMENS OFFICE

# **Community Power Update to Hudson Board of Selectmen**

**March 4, 2025**

# Updates

- **Change to Hudson's Principal Executive Officer for CPCNH**
- **CPCNH Rate Increase**
- **Important Legislation**

# **Change to Hudson's Principal Executive Officer (PEO) for CPCNH**

- **The PEO is the person named by the town's legislative body who is empowered to make certain decisions regarding Hudson Community Power<sup>†</sup>:**
  - **Specify default vs. optional products:**
    - **The default rate class may be either Granite Basic (current) or Granite Plus**
    - **The non-default rates are then available as opt-up or opt-down as appropriate**
  - **Whether to set Discretionary Reserve adders (not implemented to date)**
- **The BOS had previously named Steve Malizia as the PEO**
- **A new PEO needs to be named and communicated to CPCNH**

<sup>†</sup> **CPCNH Joint Powers Agreement, Article VIII**

# CPCNH Rate Increase

Updated CPCNH Supply Rates March 3 <sup>rd</sup> – July 31 <sup>st</sup> , 2025 For Residential, General Service, & Outdoor Lighting			
Power Options	Renewable Content †	Rate (¢/kWh)	Estimated Cost of Supply per Month *
Clean 100	100%	13.1 ¢	~ \$85/month
Clean 50	50%	11.1 ¢	~ \$72/month
Granite Plus	33%	10.4 ¢	~ \$68/month
Granite Basic (Default Power Option)	25.2%	9.7 ¢	~ \$63/month

\* For an average residential customer (assuming 650 kWh/month)

CPCNH works to provide the lowest rates possible while covering costs and maintaining financial stability. CPCNH adjusted rates to ensure rates cover costs.

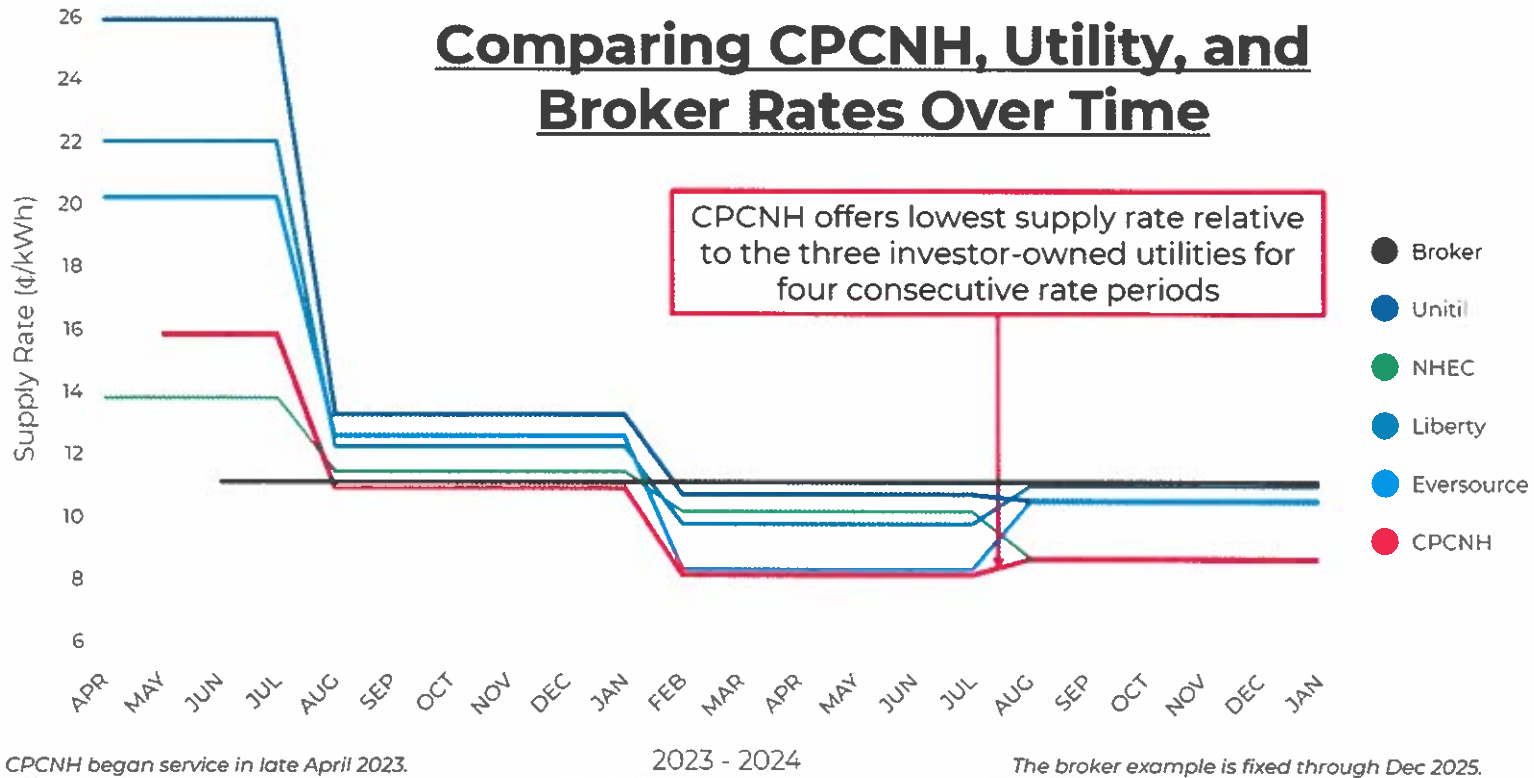
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**CPCNH works to provide the lowest rates possible while covering costs and maintaining financial stability. CPCNH adjusted rates to ensure rates cover costs.**

# Recent Rate History

## Comparing CPCNH, Utility, and Broker Rates Over Time



**Community Power has flexibility: active power portfolio mgmt.; adjust rates to maintain discounts; deposit net revenues into community reserve funds for long term rate stability and public benefit.**

# Bottom line on rates

- **As of the end of December, Hudson residents have saved over \$475,000 due to the work of CPCNH to keep their rates as low as possible. That's fantastic!**
- **The updated rate will erode the savings a little for those who stay with Community Power; the supply part of the bill for residential customers will be ~ \$5/month higher (~\$25 for remaining 5 months of the period).**
- **Through July 2025, Granite Basic customers will still see ~8.7% savings relative to Eversource's supply rates since HCP launched in April 2024.**
- **We expect CPCNH will provide rates lower than the Utilities much more often than not – especially if we can influence several bills going through the legislature!**



# CPCNH Legislative Activities

- **CPCNH is actively monitoring and working to influence important legislation in Concord**
- **Many PUC dockets are being monitored as well as the most important bills in the House of Representatives & Senate<sup>†</sup> :**
  - **HB 460:** Utility investments in distributed energy
  - **HB 692:** Relative to utility companies adopting advanced meters
  - **HB 755:** *The Energy Forward Act* – enable local energy projects through free market competition to lower NH energy costs
  - **HB 760:** *Preserving Fair Market Competition* – protect competitive electricity choice from utility cost shift
  - **HB 761:** Relative to customer energy storage
  - **HB 759:** Relative to community energy generators

<sup>†</sup> 20+ PUC dockets; 50+ House & Senate Bills

# **HB 760 – Preserving Fair Market Competition**

- **Protects consumers and the competitive market from emerging threat posed by regulators and monopolies to shift costs from utility default supply service to all customers through non-bypassable (i.e., compulsory) wires charges**
- **Bipartisan sponsorship**

# PUC Ordered Changes in Default Supply Procurement (before)



Supply

- **Utilities were 100% hedged (fixed price)**
- **Exposure to spot market was limited to variations in demand**
- **Over/Under collections were refunded/recovered in a future default supply rate for the class of customers incurring the rate discrepancy**

# PUC Ordered Changes in Default Supply Procurement (after)



- Utilities are <100% hedged; 30% of Eversource load is open to spot market pricing
- Over-collections are proposed to be refunded in a future rate period (same as before)
- **Under-collections are proposed to be shifted to the Delivery side of bill and paid by all Eversource customers**

This cost shift would allow Eversource to underprice their default supply rates and recover any losses from all customers who are served by Eversource – even if customers purchase their supply from Community Power or a competitive supplier.

# Key Points & Benefits for NH

- **Utility default supply rates should reflect the cost of serving those customers**
- **Any cost overruns from utility default supply service should be borne by the utility default customer group(s) that caused them**
- **Shifting cost overruns from utility default supply undermines the consumer and the choices they've made through the competitive market**
- **Market competition and customer choice results in cost savings and additional value that benefits NH**
- **HB 760 benefits New Hampshire by protecting competitive market options and choices for customers, which drive cost savings**

# What can we – and the Town of Hudson – do?

- **Make your individual voices heard:**
  - Let our representatives in Concord know how you feel about these bills
  - Use <https://legiscan.com/> or <https://gc.nh.gov/house/committees/remotetestimony/> to search for the bill, select support and monitor to have your position on the bill entered into the system
- **The Town could make its voice heard too:**
  - The BOS could reach out to the appropriate committee (House Science, Technology, & Energy) and bill sponsors to let them know the Town's position; same for our local House representatives; individuals can do this too
  - See the letters in the packet from the Town of Rye

# Questions?



Graphic generated by OpenAI's  
DALL-E (part of ChatGPT)

4/4/25

AGENDA 3/4/25  
*[Signature]*



# TOWN OF HUDSON FIRE DEPARTMENT

39 FERRY STREET, HUDSON, NEW HAMPSHIRE 03051



Emergency 911  
Business 603-886-6021  
Fax 603-594-1164

Scott J. Tice  
Chief of Department

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FEB 27 2025

TOWN OF HUDSON  
SELECTMENS OFFICE

TO: Bob Guessferd  
Chairman

FR: Scott J. Tice *[Signature]*  
Fire Chief

DT: February 27, 2025

RE: March 4, 2025 BOS Public Agenda, Annual Public Health Update

The Fire Chief in Hudson has the collateral duty of being the Town's Public Health Officer. Together with the Board of Selectmen, we make up the Local Board of Health. The Local Board of Health is required to meet at least annually per RSA 128:3 to review the state of the local public health.

Public Health Officers investigate public health nuisances, enforce local and state public health laws such as RSA 147 Public Health Nuisances and RSA 48-A Minimum Housing Standards, work to resolve local public health issues, respond to requests for inspection assistance and work with State agencies such as the Department of Health and Human Services and the Department of Environmental Services to provide resources to residents to resolve health issues, and coordinate with the Greater Nashua Regional Public Health Region.

The Public Health Officer is assisted by Deputy Public Health Officers. The Animal Control Officer assists by handling animal related health issues, and the Town Engineer assists with technical support related to septic issues.

Public Health activity in 2024:

- Worked with two landlords of multi-family properties to remedy severe hoarding and unsanitary living conditions.
- Worked with two landlords to remedy mold issues.
- Worked with one landlord to remedy mold, rodent, and electrical issues.
- Worked with one retail property to remedy unsanitary bathroom facilities.
- Assisted NH DHHS with follow-up communication with educational and childcare facilities related to their requirements for drinking water testing.
- Facilitated the testing of the swimming water at Robinson Pond and posted the status of the testing after results were received.
- Conducted eight school health inspections, required every three years.
- Conducted two foster care inspections.





# TOWN OF HUDSON

AGENDA 3/4/25  
AK 8C

## Public Works



2 Constitution Drive Hudson, New Hampshire 03051 603-886-6018 Fax 603/594-1143

To: Board of Selectman

From: Jay Twardosky, Director of Public Works

Date: February 27, 2025

Re: Winter budget update

The information listed below represents current expenditures based on 2024/2025 winter events.

9 snow plowing events equaling 45" snow

24 total events including snow plowing and road treatment

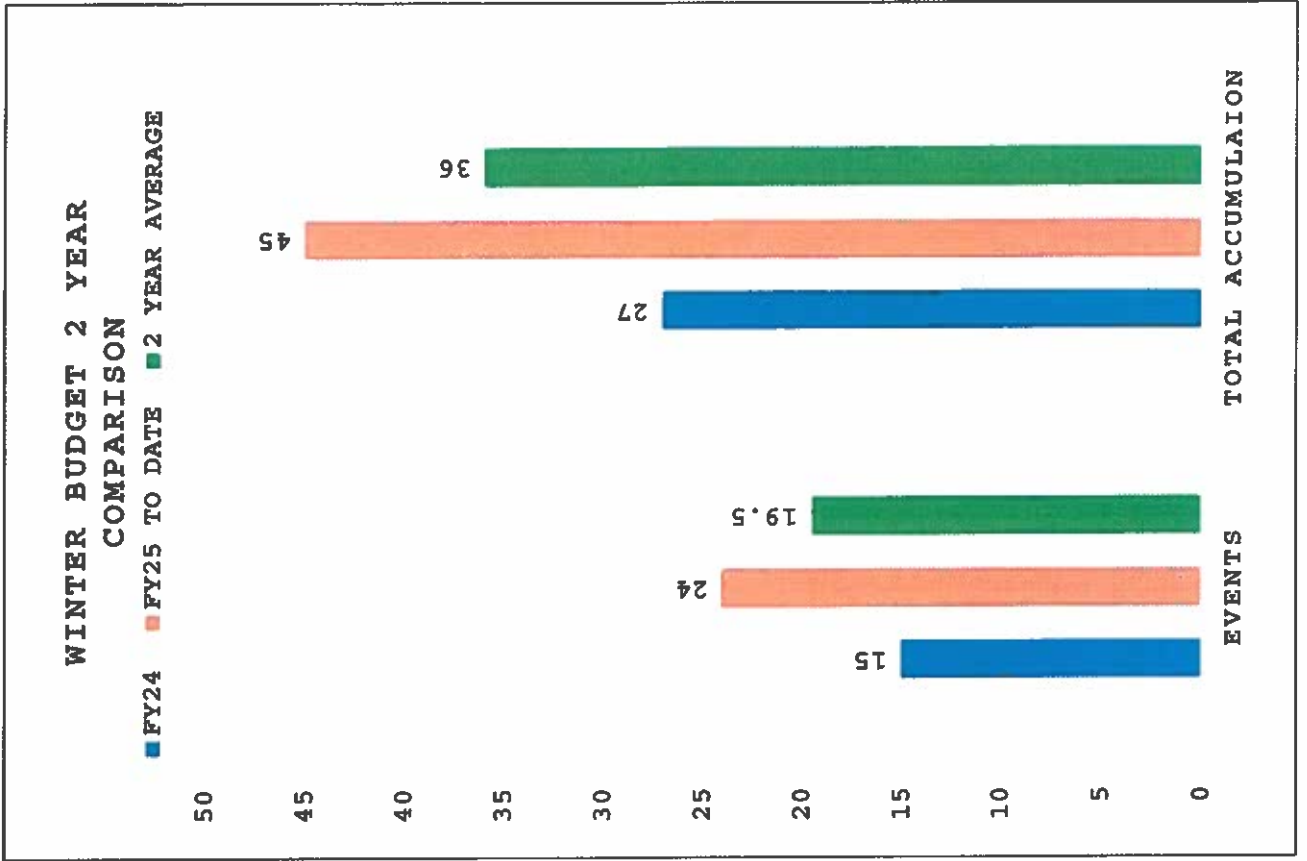
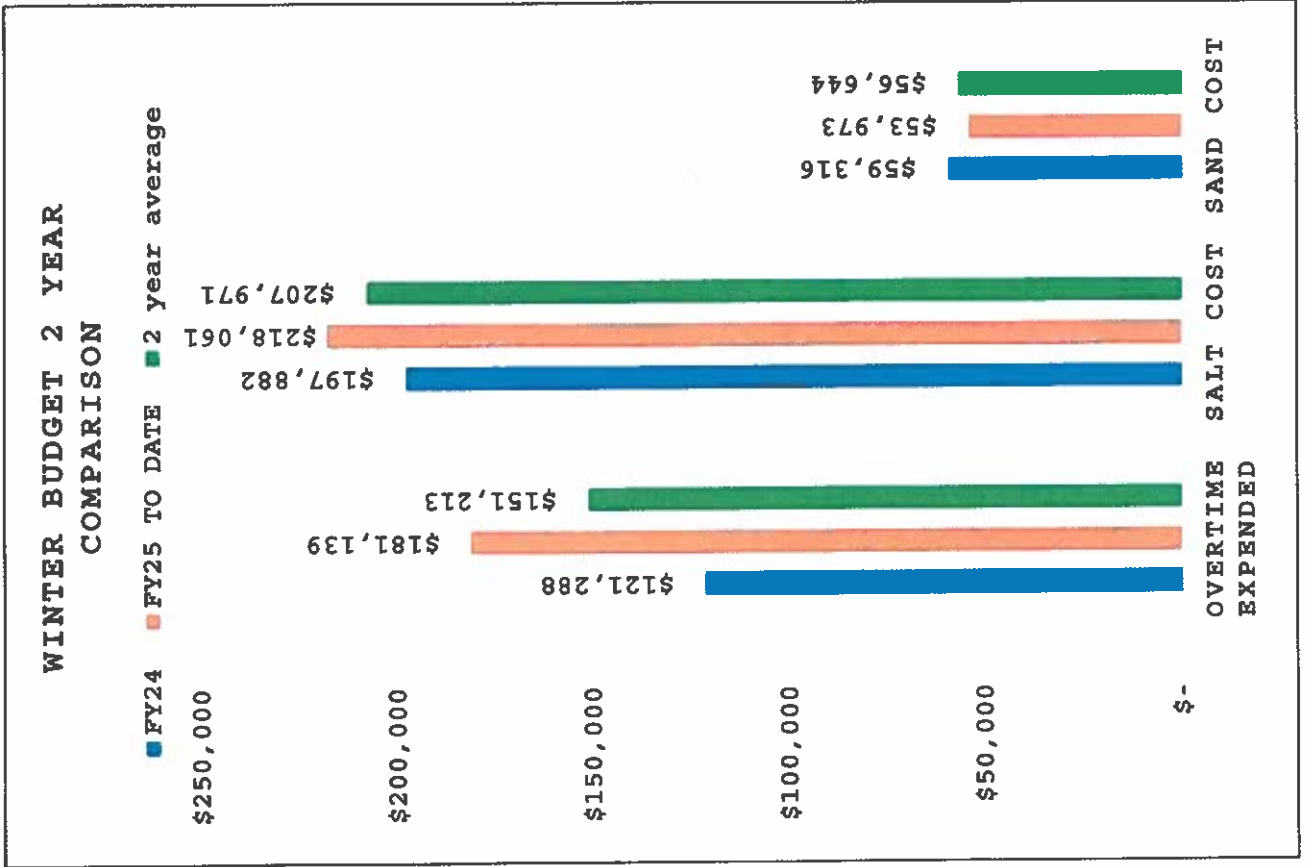
\$181,139.25 in overtime costs

2873 tons of salt totaling \$218,060.70

3084 tons of sand totaling \$53,973.00

Total spent to date \$453,172.92

I have also included a 2 year comparison, see attached.



AGENDA 3/4/25



**TOWN OF HUDSON**  
**Office of the Town Administrator**

12 School Street  
Hudson, New Hampshire 03051



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Roy E. Sorenson, Town Administrator • rsorenson@hudsonnh.gov • Tel: 603-886-6024 • Fax: 603-598-6481

To: Board of Selectmen  
From: Roy E. Sorenson, Town Administrator  
Date: February 27, 2025  
Re: Job Descriptions - Informational

**RECEIVED**

FEB 27 2025

TOWN OF HUDSON  
SELECTMENS OFFICE

As you may recall from the February 11, 2025, Board of Selectmen Meeting, moreover upon final recommendation of Doug Bosteel as the IT Director, there were some questions regarding the process of review for job descriptions. Since that time I have been working with the Department Head's as positions come forward for review and/or revision of respective job descriptions to align them with current operations. The general format or templates for the job descriptions have been realigned to that which we currently use for our policies. I have attached two job description samples illustrating the intent of this process moving forward.

I look forward to the discussion and any questions you may have. Thank you.



# Town of Hudson, NH

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**Department:** Information Technology (IT)

**Subject:** Job Description

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<b>Title - IT Director</b>	<b>Revision Dates: 2/20/2025</b>
<b>Department Head – Non Union</b>	<b>Review Frequency: Upon Hiring / 3 years</b>
<b>Origination Date: 5/01/2007</b>	<b>Review Dates: 2/20/2025</b>

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A. Accountability

Under the direction of the Town Administrator through the Board of Selectmen.

B. General Duties & Responsibilities

Information Technology (IT) Director works independently performing director level work in planning, organizing and directing the Town IT function in support of the Town's business requirements.

C. Supervision

Manages and/or supervises the IT Specialist (2), and IT Technician II.

D. Specific Duties & Responsibilities

1. Manage the IT function for the Town and define the goals of the IT department.
2. Manage the IT staff, review and evaluate work performed to assigned personnel providing necessary training, instruction, guidance and motivation to assigned team members.
3. Manage the installation and updating of the Town's authorized software and hardware. Ensure all software and hardware complies with all copyright laws and guidelines.
4. Responsible for the security and management of the Town's computer systems and files including remote sites and mobile computer.
5. Direct the effective delivery of computer networks and quality of service to the Town's users.
6. Develop disaster recovery plans and processes.
7. Regulate operations of electronic data transmissions and LAN operations. Endure 24/7 on-call accessibility to the Town's infrastructure.
8. Administer the Town's phone and voice mail systems, implementing programming changes as necessary and training users.
9. Oversee technical projects in alignment with organizational goals.

10. Develop a thorough knowledge of Federal, State and Town regulations, requirements and policies.
11. Chair the Town IT Steering Committee.
12. Liaison to department heads, town boards and committees, Rodgers Memorial Library IT, and the school department for matters related to municipal government IT in order to leverage potential saving from collaboration and information sharing.
13. Attend meetings, conferences, workshops and training sessions. Review publications and materials to become and remain current on principal practices and new developments in assigned work areas.
14. Perform other duties as assigned.

E. Knowledge, Skills & Abilities

The employee must be able to demonstrate proficiency in the performance of the following essential job functions:

1. Thorough knowledge of the operations and functions of Microsoft Windows and related servers, networks and LAN management.
2. Understand Cyber-Security and its impact including methods of protection thereof.
3. Knowledge of Town Code, regulations, standard operating procedures, directives, and written policies as they relate to the duties and responsibilities of the position.
4. Effectively communicate.

F. Minimum Qualifications

1. Bachelor's Degree in Computer Science and/or other related fields of study; Master's Degree preferred, or a Technical Certification with a minimum of 5 years related experience, or an equivalent combination of training, experience and education.
2. Must undergo and pass a background check and credit check.
3. Experienced in preparing, presenting and managing multiple budgets.
4. Possess a service oriented attitude, patience and the ability to troubleshoot and resolve end user issues.
5. Must completed a probationary period of 6 months.

G. Abilities

1. Written/Electronic Comprehension: the ability to read and understand information and ideas presented in writing/electronically including platforms and coding.
2. Written Expression: the ability to communicate information and ideas in writing so others will understand.
3. Inductive Reasoning: the ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
4. Oral Comprehension: the ability to listen to and understand information and ideas presented through spoken words and sentences.
5. Oral/Electronic Expression: the ability to communicate information and ideas in speaking so others will understand.
6. Deductive Reasoning: the ability to apply general rules to specific problems to produce answers that make sense.
7. Category Flexibility: the ability to generate or use different sets of rules for combining or grouping things in different ways.

8. **Information Ordering:** the ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations, and algorithms).
9. **Mathematical Reasoning:** the ability to choose the right mathematical methods or formulas to solve a problem.
10. **Problem Sensitivity:** the ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing that there is a problem.
11. **Physical Requirements:** the ability to lift and carry up to 50 lbs. including bending and kneeling as necessary for installation of computer related resources.



# Town of Hudson, NH

Department: Hudson Community Television (HCTV)

Subject: Job Description

Title: Production Coordinator	Revision Dates: 2/20/2025
Union: Hudson Support Staff Local 1801	Review Frequency: Upon Hiring / 3 years
Origination Date: 10/20/2018	Review Dates: 2/20/2025

A. Accountability

Under the direction of the Director of Community Media.

B. General Duties & Responsibilities

The Production Coordinator works as an integral part of the HCTV Production Team. The Production Coordinator is responsible for editing, content creation, scheduling, video production management, and driving HCTV's broadcast truck.

C. Specific Duties & Responsibilities

1. Responsible for creating & editing content for Cable Channels and HCTV social media platforms with Adobe Creative Cloud.
2. Assist & Produce Bi-Weekly News Program Hudson Happenings.
3. Review all schedules for meetings including but not limited to: calendar, videographer schedules, meeting record dates and airing.
4. Produce Studio and offsite Productions.
5. Responsible for equipment disbursement, collection, maintenance, and inventory
6. Must be able to drive HCTV production vehicles to and from events when necessary.
7. Assist with creation and scheduling of bulletins on cable stations and social media
8. Update Town of Hudson meeting graphics (Names, Titles) as needed and after election cycle.
9. Provide staff, students, and volunteers video production and editing courses.
10. Train part-time staff on Government meeting broadcast procedure.
11. Other duties as assigned by the Director of Community Media
12. Assist in staffing Access Center during regular scheduled hours of operation and after hours, when necessary.

D. Knowledge, Skills & Abilities

The employee must be able to demonstrate proficiency in the performance of the following essential job functions:

1. Knowledge of Adobe Creative Cloud or relevant editing experience
2. Understand camera layouts and interface. Experience with Canon and JVC cameras preferred but not required
3. Mid-level knowledge of broadcast signal flow and experience directing live multi-camera and single-camera broadcasts
4. Experience with lighting and audio mixing required
5. Highly driven self-starter with the ability to work independently as well as contribute to a team environment
6. Good time management and prioritization skills
7. Ability to troubleshoot audio-visual disruptions
8. Ability to take charge of live-broadcast productions

E. Minimum Qualifications

1. Bachelor's Degree in Film, Television Production, Communications or related degree preferred but not required: 3 years related experience, or an equivalent combination of training, experience and education.
2. Possess a service-oriented attitude, patience and the ability to troubleshoot and resolve broadcast issues
3. Experience with Tightrope Systems cable recording, playback, and scheduling system helpful but not required.
4. Driver's License and clean driving record required
5. Must complete a probationary period of 6 months
6. Flexible schedule is required.

F. Abilities

1. Near Vision: the ability to see details at close range (within a few feet of the observer).
2. Oral Comprehension: the ability to listen to and understand information and ideas presented through spoken words and sentences.
3. Information Ordering: the ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
4. Oral Expression: the ability to communicate information and ideas in speaking so others will understand.
5. Problem Sensitivity: the ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing that there is a problem.
6. Visualization: the ability to imagine how something will look after it is moved around or when its parts are moved or rearranged.
7. Far Vision: the ability to see details at a distance.
8. Written Comprehension: the ability to read and understand information and ideas presented in writing.
9. Originality: the ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.
10. Visual Color Discrimination: the ability to match or detect differences between colors, including shades of color and brightness. Possesses sufficient corrected vision to see monitors and the ability to distinguish colors and read.
11. Physically: the ability to carry up to 50 lbs. and to climb and work from a ladder with tools and other objects is required.