



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

June 10, 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. **Recognitions** - None
 - B. **Nomination**
 - 1) Timothy Lyko – Zoning Board of Adjustment, *seeking member position*
 - One (1) member vacancy to expire December 2027
 - Two (2) alternate vacancies to expire December 2025
 - One (1) alternate vacancy to expire December 2026
 - C. **Appointments** - None
6. **CONSENT ITEMS**
 - A. **Assessing Items**
 - 1) 2024 Abatement Application
 - 2) Elderly Exemption Requalification
 - 3) Disabled Exemption Requalification
 - 4) 2025 Disabled Exemption Application Requalification – Denial
 - B. **Water/Sewer Items** – None

C. Licenses & Permits & Policies

- 1) Tag Day Permit – Knights of Columbus

D. Donations

- 1) Recreation – Family of Paula Graves, \$1,000
- 2) Fire – Carole Day, \$100

E. Acceptance of Minutes

- 1) May 13, 2025
- 2) May 27, 2025

F. Calendar

6/10	7:00	Board of Selectmen	BOS Meeting Room
6/11	7:00	Planning Board	Buxton Meeting Room
6/12	1:00	Trustees of the Trust Fund	Buxton Meeting Room
6/14	9:00a	Planning Board - Site Walk	9 Alvirne Drive
6/17	7:00	Municipal Utility Committee	BOS Meeting Room
6/18	6:00	Library Trustees	Hills Memorial Library
6/19	7:00	Benson Park Committee	Hudson Cable Access Center
6/19	7:00	** Juneteenth - Town Hall Closed **	
6/24	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on May 27, 2025

- 1) Selectman Jakoby made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to recognize and award Lieutenant Roger Lamarche, Executive Coordinator Sherrie Kimball and Animal Control Supervisor Jana McMillan with a merit award of \$333 each. Motion carried, 5-0.
- 2) Selectman Morin made a motion, seconded by Selectman Guessferd, to authorize the Police chief to implement a two-week suspension, without pay, for Officer Sithoeun Prak due to failure to follow Department policy and procedure. Such action to be reconsidered at the June 10, 2025 Board of Selectmen meeting following a legal review. Motion carried, 5-0.
- 3) Selectman Morin made a motion, seconded by Selectman Guessferd to hire Richard Daughen for the position of Firefighter/AEMT in the Fire Department at the contracted salary of \$31.30 per hour (step 6). This will increase to \$33.85 effective July 1, 2025. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief. Motion carried, 5-0.

- 4) Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to hire Parker Berube for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$23.80 per hour (step 1). This rate is effective as of July 1, 2025. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief. Motion carried, 5-0.
- 5) Selectman Morin made a motion, seconded by Selectman Guessferd, to approve an increase in hourly salary rate by 5.0% for Executive Coordinator Erika LaRiviere, for a period time through the absence of the Administrative Aide II, including retroactive to March 7, 2025, with such action rescinded upon the return thereof. Motion carried, 5-0.
- 6) Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to seal the minutes of the May 27, 2025 Board of Selectmen meeting. Motion carried, 5-0.
- 7) Selectman Guessferd made a motion, seconded by Selectman Morin, to adjourn at 11:32 p.m. Motion carried, 5-0.

B. Policy Sub-Committee – *Administration/Informational*

8. NEW BUSINESS

- A. Community Media (HCTV) Update – *HCTV/Informational (presentation)*
- B. Town Hall Renovations, Status Update – *Engineering/Informational (presentation)*
- C. Road Striping Contract Extension – *DPW/Decision*
- D. SAFER Grant Application – *Fire/Decision*
- E. Revenues and Expenditures – *Administration/Informational (presentation)*

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

10. REMARKS BY TOWN ADMINISTRATOR – *(presentation)*

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 Wednesday, June 18, 2025.**

5B1

BOS Agenda 6/10/25

AA

TOWN OF HUDSON
Board & Committees Vacancy Application
 (Hudson, NH Residents Only)

Date: 5/30/2025

Name: Timothy LYKO 8 Daniel Webster Dr
 Street Address

978-761-2895
 Home Phone Number Work Phone Number

Technician at Raytheon
 Occupation (or former occupation, if retired)

HS Hiking History
 Education/Special Interests

Town meetings
 Professional/Community Activities

To help Hudson out anyway I can
 Reason for applying

Tim Malley Dillon Diment
 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 ☐

☐ Benson Park Committee
☐ Cable Utility Committee
☐ Municipal Utility Committee
☐ Sustainability Committee
☒ Zoning Board of Adjustment

☐ 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

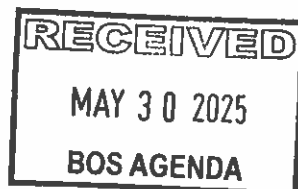
was on Planning Board and ZORC

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. For additional information, call 886-6024. Appointees are required to complete a Financial Interest Disclosure Form (FIDF) in accordance with the Town Code.

Hudson Resident: ☒ Yes ☐ No

Signature of Applicant

LYKO8412@gmail.com
 e-mail address



6A1

1315 Hudson 6/10/25

[Handwritten signature]



TOWN OF HUDSON

Office of the Assessor

Jim Michaud
Chief Assessor, CAE
email: jmichaud@hudsonnh.gov
www.hudsonnh.gov



12 School Street · Hudson, New Hampshire 03051 · Tel: 603-886-6009 · Fax: 603-598-6481

TO: Board of Selectmen
Roy E. Sorensen, Town Administrator

June 10, 2025

FROM: Jim Michaud, Chief Assessor *[Handwritten signature]*

RE: 2024 Abatement Application – Eversource Energy
Map 100 Lot 8; Map 100 Lot 8-1, Map 100 Lot 8-2; Map 167 Lot 9; Map 190 Lot 192; Map 179 Lot 31; Map 107 Lot 30; Map 208 Lot 11; Map 107 Lot 3-1; Map 144 Lot 8; Map 175 Lot 153; Map 182 Lot 181; Map 162 Lot 80; Map 138 Lot 36; Map 179 Lot 11; Map 195 Lot 5; Map 175 Lot 6; Map 171 Lot 30; Map 171 Lot 31; Map 162 Lot 16; Map 135 Lot 7; Map 135 Lot 2; Map 171 Lot 46; Map 138 Lot 56; Map 175 Lot 153-2; Map 138 Lot 86

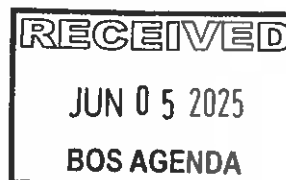
Please approve the signing of the attached form denying an abatement on the above referenced property. The property owner, Eversource Energy, owns a distribution & transmission network of telephone poles, electric wires, transformers, substations and associated taxable real estate, in addition to land rights, throughout Hudson. The property was collectively assessed at \$118,746,900 for the 2024 tax year in accordance with an appraisal received on the same from the Town's public utility valuation contractor, George E. Sansoucy. That contractor letter recommending denial is attached.

The taxpayer representative, Richard C. Heitz, represented that their opinion of market value was based on the DRA's allocated value opinion, \$64,703,8883. The information provided within the abatement application did not provide a credible value, nor a credible basis for the requested value. That value is essentially book value, an approach to value that does not represent market value for public utility property according to the recent decisions of the NH Supreme Court. The taxpayer has not proven that their property assessment was disproportionate relative to the marketplace.

Draft Motion:

Motion to deny a 2024 abatement for map/lots as in this memo, as recommended by the Chief Assessor.

2024AbateDenyEversource



RECEIVED

JUN 05 2025

TOWN OF HUDSON
SELECTMENS OFFICE



**SANSOUCY
ASSOCIATES**

Complex Utility and Property Valuations, and Regulatory Consulting

May 30, 2025

Sent via email; jmichaud@hudsonnh.gov

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

RE: 2024 Eversource Abatement Application

Dear Selectboard:

We have received and reviewed the 2024 abatements requested for Eversource.

We recommend that the abatement be denied. Eversource has presented no information or appraisal to support their request and Eversource relies upon the Department of Revenue (DRAs) value for its abatement which has been found to be not reliable as a valuation of public utility property by the Board of Tax and Land Appeal (BTLA).

Should the taxpayer provide new information, or if the company has misinformed the town as to the inventory of property, we will consider those issues when and if they arise.

Should you have any questions about our recommendation, please feel free to contact us at

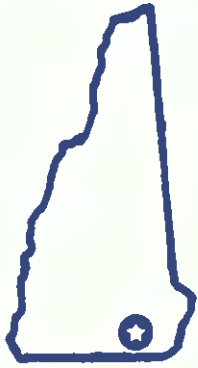
603-788-4000.

Very truly yours,
SANSOUCY ASSOCIATES

George E. Sansoucy, P.E.
NHCG-774
GES/mk

Sansoucy Associates

148 Main Street, Lancaster, NH 03584 Tel: 603.788.4000 gsansoucy@sansoucy.com
101 Gulliver Street, Fountain Inn, SC 29644 Tel: 864.408.7988 msansoucy@sansoucy.com
Remittance Address: 86 Reed Road, Lancaster, NH 03584



TOWN OF HUDSON

Board of Selectmen



12 School Street Hudson, New Hampshire 03051 603/886-6024 FAX 603/598-6481

Eversource Energy
PO Box 270
Hartford, CT 06141-0270
Attn: Richard C. Heitz

June 10, 2025

Re: 2024 Abatement Requests ; Map 100 Lot 8; Map 167 Lot 9; Map 190 Lot 192; Map 179 Lot 31; Map 107 Lot 30; Map 208 Lot 11; Map 107 Lot 3-1; Map 144 Lot 8; Map 175 Lot 153; Map 182 Lot 181; Map 162 Lot 80; Map 138 Lot 36; Map 179 Lot 11; Map 195 Lot 5; Map 175 Lot 6; Map 171 Lot 30; Map 171 Lot 31; Map 162 Lot 16; Map 135 Lot 7; Map 135 Lot 2; Map 171 Lot 46; Map 138 Lot 56; Map 175 Lot 153-2; Map 138 Lot 86; Map 100 Lot 8-1; Map 100 Lot 8-2

Dear Richard Heitz:

This will acknowledge your request for a 2024 property tax abatement on the above referenced property. The abatement application cited that you believe that your assessment of April 1, 2024 is too high, is disproportionate, and cited a Department of Revenue allocated value of \$64,703,883.

The property was assessed for \$118,746,900 for 2024 in accordance with an appraisal received on the same from the Town's public utility valuation contractor, George E. Sansoucy. The information provided within the abatement application did not provide a credible value, nor a credible basis for the requested value. That value is essentially book value, an approach to value that does not represent market value for public utility property according to the recent decisions of the NH Supreme Court.

The data that was provided did not show a disproportionate assessment. The Town hereby denies your appeal for abatement. If you wish, a further appeal to the State Board of Tax and Land Appeals, or Superior Court, may be made, the filing deadline for that next level of appeal is September 1, 2025.

Very truly yours,

HUDSON BOARD OF SELECTMEN

Dillon Dumont, Chairperson

6A2

BOS Agenda 6/10/25

[Signature]



TOWN OF HUDSON
Office of the Assessor



Jim Michaud
Chief Assessor, CAE
email: jmichaud@hudsonnh.gov

www.hudsonnh.gov

12 School Street • Hudson, New Hampshire 03051 • Tel: 603-886-6009 • Fax: 603-598-6481

TO: Board of Selectmen
Roy Sorenson, Town Administrator

DATE: June 10, 2025

FROM: Jim Michaud, Chief Assessor *[Signature]*

RE: Elderly Exemption Requalification:
10 Regina Ave. – map 191/ lot 010

I recommend the Board of Selectmen sign this memo approving an Elderly Exemption for the property owners listed above. The residents have provided the proper documentation and have shown that they continue to qualify for this exemption.

DRAFT MOTION: Motion to approve an Elderly Exemption for the property owners referenced at the above address.

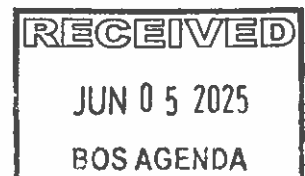
Dillon Dumont, Chairman

Bob Guessferd, Vice Chairman

David S. Morin

Heidi Jakoby

Xen Vurgaropoulos



6A3

Bis Agenda 6/10/25




TOWN OF HUDSON
Office of the Assessor



Jim Michaud
Chief Assessor, CAE
email: jmichaud@hudsonnh.gov

www.hudsonnh.gov

12 School Street · Hudson, New Hampshire 03051 · Tel: 603-886-6009 · Fax: 603-598-6481

TO: Board of Selectmen
Roy Sorenson, Town Administrator

DATE: June 10, 2025

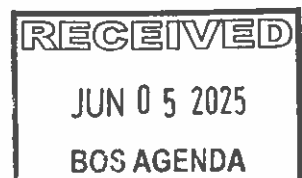
FROM: Jim Michaud, Chief Assessor 

RE: Disabled Exemption Requalification:

I recommend the Board of Selectmen sign this memo requalifying Disabled Exemptions for the property owners listed below. The residents have provided the proper documentation to show they continue to qualify for this exemption.

This requalification is in accordance with NHDRA's 5-year Assessment Review process. Although this is a necessary requirement, we understand this process can be laborious and we very much appreciate the understanding and cooperation of our applicants.

33 Mobile Dr. – map 178/ lot 013/ sub 082
14 Winnhaven Dr. – map 197/ lot 058



DRAFT MOTION: Motion to requalify a Disabled Exemption for the property owners referenced in the above request.

Dillon Dumont, Chairman

Bob Guessferd, Vice Chairman

David S. Morin

Heidi Jakoby

Xen Vurgaropulos

6A4

BOS AGENDA 6/10/25
[Signature]

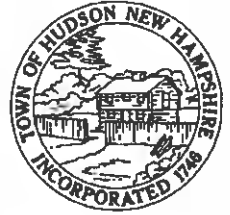


TOWN OF HUDSON

Office of the Assessor

Jim Michaud
Chief Assessor, CAE
email: jmichaud@hudsonnh.gov

www.hudsonnh.gov



12 School Street • Hudson, New Hampshire 03051 • Tel: 603-886-6009 • Fax: 603-598-6481

MEMORANDUM

TO: Board of Selectmen
Roy E. Sorenson, Town Administrator

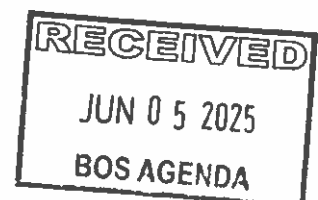
DATE: June 10 2025

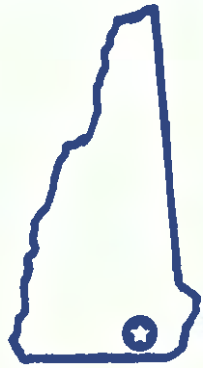
FROM: Jim Michaud, Chief Assessor [Signature]

RE: 2025 Disabled Exemption Application Requalification - Denial
Tax Map 152 Lot 005 – 107 Barretts Hill Road

The Assessing Department is recommending that the Board of Selectmen deny the disabled exemption application requalification for the owner of the referenced property. The voter-adopted asset limit for disabled exemptions is \$160,000, the applicant exceeds that limit for the 2024 calendar year, in accordance with RSA 72:37-b.

Draft Motion: Motion to deny the disabled exemption application for Tax Map 152 Lot 005, 107 Barretts Hill Road, as recommended by the Chief Assessor.





TOWN OF HUDSON

Board of Selectmen

12 School Street Hudson, New Hampshire 03051 603/886-6024 FAX 603/598-6481



Karen A. Brown
107 Barretts Hill Road
Hudson, NH 03051

June 11, 2025

Re: 2025 Disabled Exemption Requalification Application

Dear Ms. Brown:

This letter acknowledges your request to the Hudson Board of Selectmen for a Disabled Exemption on your property at 107 Barretts Hill Road.

The Assessing Department has found, based on information that you provided, that you are over the asset limit in order to continue to receive the Disabled Exemption. The voter approved Disabled Exemption asset limit is \$160,000, your submitted documentation indicates that your assets for the 2024 calendar year exceeded that limit.

If you wish, a further appeal to the State Board of Tax and Land Appeals, or Hillsborough County Superior Court, may be made and the filing deadline for that next level of appeal is September 1, 2026.

Very truly yours,

HUDSON BOARD OF SELECTMEN

Dillon Dumont, Chairman



6C1

Bos Agenda 6/10/25

AA

Knights of Columbus

REV. ROBERT FAUCHER COUNCIL, No. 5162
P.O. Box 42
Hudson, New Hampshire 03051

To: Hudson Board of Selectmen
Date: June 2, 2025

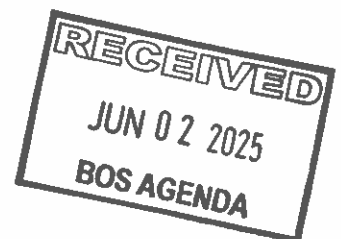
On June 20-21 and September 19-20, 2025 the Hudson KofC Council # 5162 would like to solicit donations to benefit the mentally handicapped of New Hampshire.

The times would be 9:00 AM to 7:00 PM at the Market Basket in Hudson. Our members will stand outside wearing aprons and holding donation containers. In return for a donation, we would offer them a "Tootsie Roll." All monies collected will be distributed to New Hampshire local charities like Plus Co; Gateway, and New Hampshire Special Olympics.

Thank you for your consideration in this matter.

Sincerely,

Bill Reilly
KofC Council # 5162
Hudson, NH
Ph: 603-305-5209





May 30, 2025

Bill Reilly
Knights of Columbus
Breilly47@aol.com

Dear Bill:

This letter is to inform you that your organization has been granted permission to hold a fund-raising event at the store listed below between the hours of 9:00AM – 3:00PM. **However, it is the responsibility of the organization to acquire the appropriate permits if required by the town.** At the request of our customers, we have put into effect the following guidelines your volunteers are required to adhere to. DeMoulas Super Markets, Inc. has the right to curtail any fund-raising events we feel necessary.

1. Upon arriving at the store you must check in with the store manager.
2. Children under the age of fourteen are required to have adult supervision with them at all times.
3. There should never be more than two people from your organization at the store at any given time.
4. Fund-raising events should take place outside the store at least 10 feet away from the entrance/exit doors. Do not interrupt the flow of traffic entering and exiting the building.
5. All volunteers representing your organization must be well groomed and properly attired. They should present themselves in a courteous and friendly manner at all times.
6. Volunteers must allow the customer to approach them.
7. The person representing you should be located at the entrance door only.
8. If a table is being set up, discuss with the store manager where it should be located.
9. **Due to the numerous requests we receive to fundraise, if you must reschedule the dates you were approved for you will need to resubmit a new letter with new dates at least 2 weeks in advance.**

If you have any questions pertaining to this notice, please contact Lori Page at (978) 851-8000 or fundraising@demoulasmaketbasket.com. We wish you luck in your endeavor!

DeMoulas Super Markets, Inc.

STORE LOCATION: Hudson #33

DATE(S): June 20-21, September 19-20

6D1

BOS AGENDA 6/10/25

AK



TOWN OF HUDSON

Recreation Department



Community Center

12 Lions Ave

Hudson, NH 03051

Phone: 603-880-1600

TO: Roy Sorenson

FROM: Chrissy Peterson

DATE: 5/29/25

SUBJECT: Selectmen Meeting Agenda Item

Could you place the following item on the agenda of the next Board of Selectman Meeting:

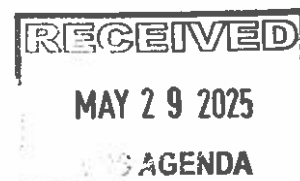
Paula Graves, a member of our Senior Center, passed away recently. Her family would like to donate \$1000 in her memory. Request the BOS accept this donation to be put in the Recreation Department's Senior Center donation account.

Thank you,

Chrissy Peterson
Recreation Director

1 Attachment

Copy of donation check



6D2

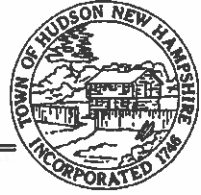
BOS AGENDA 6/10/25
AA



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

TO: Dillon Dumont
Chairman, Board of Selectmen

FR: Scott Tice
Fire Chief

DT: June 4, 2025

RE: Donation Acceptance – June 10, 2025 BOS Consent Agenda

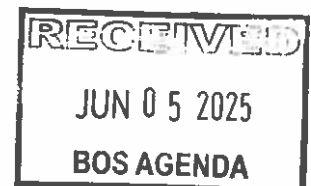
Please place the following item on the above-indicated agenda from the Fire Department:

We received a check for donation for \$100.00 from Hudson resident Carole Day. We would like to recognize Master Firefighter/AEMT Tom Henley and FFOP/AEMT Ryan Richard who she expressed her thanks to on the note that accompanied the check.

We would request the Board of Selectmen accept this donation with thanks. Upon your acceptance, we will send Ms. Day a thank you note for the donation.

Motion:

To authorize the Fire Chief to accept the \$100.00 donation from Carole Day, to be deposited into the Fire Department's General Donation fund (4557) for future use.



HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the, May 13, 2025 Meeting

1. CALL TO ORDER – by Chairman Dumont the meeting of May 13, 2025 at 7:01 p.m. in the Selectmen Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE: – Town Engineer, Elvis Dhima.
3. ATTENDANCE:

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

Staff/Others: Town Administrator, Roy Sorenson; Town Engineer, Elvis Dhima; Police Chief, Tad Dionne; Police Captain, Patrick McStravick; Police Captain, Dave Cayot; Fire Chief, Scott Tice; Town Moderator, Mark Edgington; School Board Liaison, Maureen Dionne; Executive Assistant, Lorrie Weissgarber.

Chairman Dumont: If the Fire Chief could come up and speak to something.

Roy Sorenson: If I may Mr. Chair. I asked the Fire Chief to come in just to kind of give us an overview of the incident this past weekend regarding the gentleman that was fishing and was caught in the water and ended up drowning.

4. PUBLIC INPUT:

Fire Chief, Scott Tice

Chief Tice: Yes. So, this was a good combined effort between Hudson Fire, Hudson Police, Windham Police, Windham Fire, Pelham Fire and then Nashua Fire came over with their dive team. Also involved was New Hampshire Marine Patrol who ended up with the investigation, New Hampshire Fish and Game, I know they were on their way and I don't know if they actually made it to the scene where they ended with their investigation. But what we know is the gentleman was fishing near the brook, what I understand, caught a fish, lost his balance and went into the water. Water can be deceiving when it's moving. It's a lot more powerful than people think. Also, with the real cold water doesn't take, you know, falling into it you kind of get a shock, you can lose control of your coordination pretty quick and he was not able to get himself out and he was found in very shallow water under the water about 400 feet down stream. So, unfortunately lifesaving measures were taken and then terminated on scene based on the down time. So just a couple of things that I think worth noting in the future. Maybe as I said, you know water is deceiving, people don't understand how powerful the water can be. It only takes six to eight inches or so to wash out your feet at two to three miles an hour. That's three to four feet per second if you're trying to judge something in the water. In moving three or four feet per second, it doesn't seem like it's pretty fast but it's a lot of power that can wipe you off your feet. Also, don't try driving through water on the roads. One, because you don't know how much current there is that can take your car away. You don't know the condition of the road underneath the water. It could cause damage or be damaged and lead to a problem. He had somebody with him, he tried a couple things to save him. The last thing you want to do if you see somebody in trouble is to jump in the water with him. You know try to throw something. His friend got a rope, tried to throw it to him, tried to reach something out there. Use a boat to go get him before you go in and try to get him. And, if you're going to go in after them, if there's people around try to get help. Because if you go in after somebody now, you're in the same environment that they're in. So having help on the way that can help get you out of it would be very important. Otherwise, you can have two people in there and if you ever find yourself in that type of water, don't try to swim against the current go with the current and try to swim at an angle towards shore because you're not going to be able to fight the current, you're going to get very tired, go with the current and just try to angle yourself towards the shore. And if anybody has any questions of the call or the incident, I'd be happy to answer them.

Chairman Dumont: I'd just like to say thank you for yourself and your men's work. I know it's a very difficult situation to go through, I just want to say thank you.

Chief Tice: And, it is, I think a good example of how mutual aid worked where the brook runs right between Hudson and Windham so jurisdiction can be questionable. It flows into Pelham. We had no issues with the mutual aid partners, we all worked together to try to hopefully bring it to a happy ending which unfortunately didn't happen. But again, everybody on scene did a great job.

Selectman Jakoby: Chief, I appreciate you giving us some guidance. The other thing that I understand is like all our water ways are very high right now and that can last for a while even without rain. Is that correct?

Chief Tice: That's a good point because it takes time for the water shed to fully empty so it's draining. It's draining right now. The weather's beautiful but everything is still draining days after.

Selectman Jakoby: And going fast.

Chief Tice: And going fast, and going deceptively fast. It doesn't look, the water doesn't look like it's going that fast. It's easy to underestimate how much power there is but, it does not take much to get washed away. Accidents happen, he wasn't trying to go in the water. But, just being near the water, if you're going to do that have a life jacket, have something to at least keep you up. Accidents happen. Just don't assume nothing's going to happen.

Selectman Jakoby: And this will be true in the summer, too. If it was summer and a hot day, if there was a lot of rain everything is moving a lot faster.

Chief Tice: We're starting to see more weather extremes and not whatever peoples' political views are, nobody can deny the weather is much more extreme from draught to flood to draught. If you remember three summers ago, we were having a draught. If you remember two summers ago all summer the brooks were running pretty fast. Springtime is when you see it pretty fast because you have the snow melt along with spring rains. This is all from the rain we just had and if we go through a period like this during the summer, during the fall, you can see this as well.

Selectman Jakoby: Thank you. I just wanted to reiterate that it's deceiving and we have a lot of water ways.

Chief Tice: We do. People don't stop to think about it but, we do have a lot of water in Hudson. More than people realize at times.

Selectman Guessferd: Only one other question for you. Your staff. They do OK, after the event? After the incident?

Chief Tice: Yes, we constantly monitor them for that. This is just one of many calls like this.

Selectman Guessferd: I just want to make sure they're getting any help that they need.

Chief Tice: Yes.

Chairman Dumont: Thank you Chief.

Chief Tice: Thank you, have a good evening.

Chairman Dumont: Anybody else in the public that would like to come up and speak? With that I will close the public input at 7:09 and move on to recognitions, nominations and appointments.

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS:

A. Recognitions – None

B. Nominations – None

C. Appointments

1) Brendon Sullivan – Zoning Board of Adjustment

- Two (2) alternate vacancies to expire December 2025
- One (1) alternate vacancy to expire December 2026
- One (1) alternate vacancy to expire December 2027

Selectman Guessferd: Just to clarify for anybody watching, I guess. So, this is the gentleman we had here a couple weeks ago, a few weeks ago, last meeting, right? You recommended him, you thought he was doing a good job there to continue.

Chairman Dumont: This is the new gentleman that came forward looking for a position, he was pretty much looking to volunteer anywhere. So, with that looks like he chose for an alternate. My personal opinion I think that's a great place for him to start. He'll be able to join the meetings, get the packets, understand what's going on and then hopefully if he does well and takes a liking to it we'll see him back here for a member position.

Selectman Morin made a motion, seconded by Selectman Guessferd, to appoint Brendon Sullivan as an alternate member of the Zoning Board of Adjustment with a term to expire December 2027. Motion carried, 5-0.

Chairman Dumont: Does any Board member wish to remove any consent Item for separate consideration?

Selectman Jakoby: I'd just like to pull out 6D and 6E.

Selectman Guessferd made a motion, seconded by Selectman Morin, to approve Consent Items 6A, B, C and F. Motion carried, 5-0.

Selectman Jakoby made a motion to remove Consent Items 6D&E for consideration.

Selectman Jakoby: Yes, items 6D just because we had talked earlier about recognizing donations separately. So, this was a donation from Judy LaMont, owner of The Bar, in the amount of \$250 for a donation to the Police Department. I just want to say thank you and recognize that donation. Can we do them both together in the end or do we have to do one at a time?

Chairman Dumont: Do you have anything else for the minutes?

Selectman Jakoby: Yes, so the question on the minutes. I had mentioned the letter that I had referenced and wanted to just add that to either the packet or to the minutes, the two letters that I had read portions of. So that's, so I just wanted to bring that. So that was the Department of Environmental Services that I quoted and the actual response to the landfill response just so it's in one place. When anyone looks back on this it will all be there. So I just wanted to add that, those two items.

Roy Sorenson: If I might Mr. Chair. Was that the actual application as well? Is that what the second one was?

Selectman Jakoby: I did not have the application, I just had the response. Here you can take it.

Roy Sorenson: These are actually the ones you want?

Selectman Jakoby: I tried to make sure I had the copy of exactly the two things that I referenced.

Roy Sorenson: That's fine, we'll add them in.

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

6. CONSENT ITEMS

A. Assessing Items

- 1) Gravel Tax Warrant: 53 Old Derry Rd. – map 122/lot 2.
- 2) Solar Exemptions: 3 Shoreline Dr. – map 147/lot 001/sublot 001. Current Use Lien Releases: map 151/lot 059/sublot 004 – 31 A & B Windsor La.; map 151/lot 059/sublot 006 – 39 A & B Windsor La.
- 4) 2024 Property Tax Abatement Application: map 243/lot 033 – Richman Dr.
- 5) Certification of Yield Taxes Assessed/Timber Warrants: 30 Richman Dr. map 237/lot 57; 75 Barretts Hill Rd./Windsor La. Map 151/lot 059; 89 Greeley St. map 141/lot 001.
- 6) Elderly Exemption Requalification: 33 Chagnon Ln. – map 111/lot 056; 33 Beechwood Rd. – map 124/lot 069; 22 Oliver Dr. – map 142/lot 007/sub 021; 60 Lawrence Rd. – map 144/lot 018; 49 Lexington Ct. – map 147/lot 017/sub 001; 47 Lexington Ct. – map 147/lot 017/sub 002; 48 Lexington Ct. – map 147/lot 017/sub 033; 50 Lexington Ct. – map 147/lot 017/sub034; 18 Westchester Ct. – map 147/lot 022/sub 013; 28 Westchester Ct. – map 147/lot 022/sub 018; 11 Berkeley Dr. – map 147/lot 022/sub 039; 56 Glasgow Cir. – map 149/lot 001/sub 067; 9A Taunton Ln. – map 156/lot 006/sub 051; 6A Doveton Ln. – map 156/lot 006/sub 034; 8 Madeleine Ct. – map 156/lot 008/sub 017; 16 Phillips Dr. – map 156/lot 039; 31 Bonnie Heights Dr. – map 158/lot 001/sub 009; 11 Clement Rd. – map 161/lot 052; 12 Federal St. – map 165/lot063; 1 Summer Ave. – map 165/lot 131; 105 Highland St. – map 167/lot 062; 33 Krystal Dr. – map 168/lot 002/sub 021; 40 Greeley St. – map 168/lot 057; 214 Pheasant Run – map 168/lot 068/sub 014; 8 Newton St. – map 174/lot 071; 8 Nottingham St. – map 174/lot 147; 88 Ferry St. – map 174/lot 185; 58 School St. – map 174/lot 223; 10 Pond View Dr. – map 175/lot 034/sub 016; 7 Pond View Dr. – map

175/lot 034/sub 028; 16 Mobile Dr. – map 178/lot 013/sub 011; 79 Speare Rd. – map 178/lot 021; 33 Library St. – map 12/lot 126; 14 Karas Crossing – map 187/lot 024; 20 B St. – map 191/lot 040; 39 B St. – map 191/lot 081; 3 Nevens St. – map 191/lot 170; 16 Nevens St. – map 191/lot 180; 11 Spruce St. – map 197/lot 170; 13B A St. – map 198/lot 030/sub 002; 7 Wayne St. – map 198/lot 101; 7 Lorraine St. – map 198/lot 119; 56 Pelham Rd. – map 199/lot 007; 89 B Pelham Rd. – map 200/lot 003/sub 002; 327 Fox Hollow Rd. – map 204/lot 006/sub 327; 925 Fox Hollow Dr. – map 204/lot 006.sub 925; 6 Woodridge Dr. – map 205/lot 034; 17A Holly Ln. – map 216/lot 018/sub 010; 19B Holly Ln. – map 216/lot 018/sub 027; 23A Holly Ln. – map 216/lot 018/sub 050; 69 Wason Rd. – map 217/lot 019; 11 Rena Ave. – map 228/lot 046; 12 Ridgecrest Dr. – map 229/016; 21 Ridgecrest Dr. – map 229/lot 023; 102 Musquash Rd. – map 242/lot 054; 53 River Rd. – map 246/lot 002; 20 Williams Dr. – map 253/lot 053; 120 Dracut Rd. – map 254/lot 019.

- 7) Disabled Exemption Requalification: 7 Mobile Dr. – map 178/lot 013/sub 014; 38 B Barretts Hill Rd. – map 151/lot 005/sub 002; 11 Belknap Terrace – map 198/lot 128; 259 Webster St. – map 138/lot 027; 20 Kimball Hill Rd. – map 117/lot 004; 34 Mobile Dr. – map 178/lot 013/sub 067; 7 Cottonwood Dr. – map 203/lot 131; 58 Wason Rd. – map 217/lot 014; 60 Highland St. – map 174/lot 113.
- 8) Tax Deferral Application: 38 B Barretts Hill Rd. – map 151/lot 005/sub 002.
- 9) Disabled Exemption Application: 431 Fox Hollow Dr. – map 204/lot 006/sub 431.
- 10) Veteran Tax Credit: 23 Beechwood Rd. – map 133/lot 051.
- 11) 2024 Elderly Exemption Application – Denial: Tax Map 147/lot 026 – 8 Derry La.

B. Water/Sewer Items – None

C. Licenses & Permits & Policies

- 1) Pole License – Ledge Road
- 2) Pole License – Derry Road
- 3) Outdoor Gathering Permit – Walking Eucharistic Pilgrimage
- 4) Dance Hall/Places of Assembly Permit – The White Birch Catering
- 5) Dance Hall/Places of Assembly Permit – Backstreet Bar & Grill

C. Donations

- 1) Police – The Bar, \$250

D. Acceptance of Minutes

- 1) April 22, 2025

F. Calendar

5/13	7:00	Board of Selectmen	BOS Meeting Room
5/14	7:00	Planning Board	Buxton Meeting Room
5/15	7:00	Benson Park Committee	Hudson Cable Access Center
5//19	7:00	Sustainability Committee	Buxton Meeting Room
5/20	7:00	Municipal Utility Committee	BOS Meeting Room
5/21	6:00	Library Trustees	Hills Memorial Library
5/22	7:00	Zoning Board of Adjustment	Buxton Meeting Room
5/26	7:00	** Memorial Day - Town Hall Closed **	
5/27	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on April 22, 2025

- 1) Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to authorize the Director of Community Media to hire Christopher Robarge as part-time videographer with a starting salary of \$16.00 per hour for no more than 19 hours per week. Motion carried, 5-0.
- 2) Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to accept the resignation of Joshua Kippenhan with the Board's thanks and appreciation. Motion carried, 5-0.
- 3) Selectman Morin made a motion, seconded by Selectman Guessferd, to adjourn at 11:20 p.m. Motion carried, 5-0.

8. **NEW BUSINESS**

A. Public Hearing: Mansfield Drive Street Acceptance – Engineering/Public Works/Decision

Chairman Dumont recognizes Town Engineer, Elvis Dhima.

Elvis Dhima: Thank you, Mr. Chairman, good evening everyone. This is a single-family subdivision that was approved a while back. It required water, sewer in the streets, it was done in accordance with approved plans. We've taken ownership of the water and the sewer, the road was the last thing. There was some paperwork that needed to be done, the developer finally got everything in place. We got a two-year bond, performance bond. Obviously it's not (inaudible) tonight but this is ready for prime time. Once we take ownership of this, basically it becomes our asset, town property we get to maintain it, plow it and do all the fun stuff we do with all the other roads. With that said I'll tell you the neighbors are pleased that we're doing this and are looking forward to it. I guess the developer did a great job but nobody does a better job than DPW when it comes to plowing at night. So, I think everyone takes comfort that it's going to be done on time and they don't have to worry about it, everyone has been in a hurry for this to happen. So, with that said I'll take any questions you might have.

Chairman Dumont: Any questions from the Board? With that I will open up the Public Hearing with the Street Acceptance at 7:16 p.m. Is there anyone who would like to speak on this matter? Nobody jumping for joy out there, I will close at 7:16 p.m.

Selectman Morin made a motion, seconded by Selectman Guessferd, to accept Mansfield Drive as a Town road, as recommended by the Town Engineer and Public Works Director. Motion carried, 5-0.

B. Purchase of New Voting Machines – Police/Decision

Chairman Dumont recognizes Town Moderator, Mark Edgington.

Mark Edgington: Good evening everybody, thank you so much. As we all know, Paul Inderbitzen has done an exhaustive amount of work to purchase eight new ImageCast Precinct 2 voting machines. The original cost I think was \$7,000, I think they've been bumped up a little bit to \$8,500. We do get a state credit of \$3,200 per machine. We have no option, they have to be purchased by the next election. New Hampshire is dropping the Accuvote and so the sooner we get the, the sooner we can test them. I know a lot of people who contact me want to do tests on these to make sure they're functioning properly and they're not communicating to Mars and changing the votes or whatever. Any questions?

Chairman Dumont: Yes, I just have one question. The deadline is prior to the next election so obviously a little bit of time in there. Has there been any research into Voting Works?

Mark Edgington: Yes, as I understand it, Voting Works is an open source, I like that. They are out of the state and we can drive to Salem and with LHS. And if there's a problem, service is right around the corner and I think that that was the main reason that Paul liked them. The proprietary software that's inside the Dominion machines is vetted and most towns in New Hampshire are going to be using this. There are only, as I understand it, two companies ... what did you call it again? I've forgotten the ...

Chairman Dumont: Voting Works.

Mark Edgington: Voting Works. Yes, the Voting Works and the LHS, these are the only two that are approved. Again, I'm being handed this and told make it happen.

Chairman Dumont: Fair enough. I'm just asking because that was my only concern is that they're both still under evaluation right now. There hasn't been anything completed on either one at the moment as far as I know so that's why I was just asking.

Mark Edginton: I don't think that the, I think they'll become available the same time which will be very soon. And I think that the main point is that I went to the factory and we saw them and they had them right there and if they needed a part or something like that, they're right around the corner. You know something like that, they're right around the corner to service us. That's what was convincing to Paul anyway.

Selectman Jakoby: So, the decision was made not to go get a bid from both companies?

Mark Edginton: I believe that we got some kind of peace of paper from them in the past but not but I wouldn't call it a bid. Maybe it is a bid, I can't say, you know, I can't speak to that I wasn't expecting to.

Chairman Dumont: The Town Administrator can speak to that.

Roy Sorenson: So, Selectmen Jakoby, it's actually in the packet where the procurement waiver was produced. The Town Clerk, Michelle Brewster does a good job outlining the reasons why they chose that. I think as the moderator, Mr. Moderator said, primarily it's a support during an election. Where is the company? LHS is in Salem and they would be on site immediately versus talking to someone on the phone three hours away.

Mark Edginton: Often our volunteers aren't the most tech savvy individuals, and it might be difficult if we set up machines that require people to by proxy fix them.

Selectman Vurgaropulos: Thank you. You said they're still under evaluation, I read that in the packet. Do we have a timeline for that because obviously 2026 is going to approach faster than we think because if we want time to test it, vet it, and make sure we like it.

Mark Edginton: Every time I've talked to my friend at the state house. He keeps acting like it should have happened already. It hasn't happened?

Selectman Vurgaropulos: Well, I think that that's my concern. Granted I know the state has mandated only these two companies as appropriate. So, we have to select one, but we don't have a timeline on either of them?

Mark Edginton: If they don't go at the same day, I'd be very surprised and I can't tell you where it is in the process but I think it's just hanging right on the edge in order to fall over.

Selectman Vurgaropulos: OK I just want to make sure that the town has enough time to prepare the way we need to prepare appropriately

Mark Edginton: My intention is to move forward on it with the expectation that they will be done by the time we get them, I think they'll be here and I'm going to just test them out. I want everybody as confident as they can possibly be that the next election is going to be and have a level of integrity that all of our other previous elections have had. That's my main concern. Thank you.

Select Morin: When you say election is it the next town election, state or national?

Mark Edginton: Correct, it will be the town election. We should only have one during my term. Thank goodness there's a lot to learn and I didn't pick the year that had four to run. So it's not embarrassing enough that Paul has to hold my hand through the entire process.

Selectman Guessferd: He would have to hold anyone's hand because he's got all the knowledge.

Mark Edginton: Indeed.

Chairman Dumont: Just my view on it and I'll look to you for hopefully an answer. I appreciate all the research done. I'm a little cautious only because the evaluation hasn't been done on either one of them. If we put this off until the next meeting in the hopes that that evaluation was completed would that mess you up anyway? Or, worst case scenario, even for a month out from now would that mess you up at all?

Mark Edgington: I believe in getting my work done as quickly as I can get my work done. I turn in essays and assignments before they're due so that I can get whatever feedback I can get ahead of time so that I don't miss any deadlines. I don't want anything to happen on my side that might slow things down. I think that the caution is acceptable. I have no clue what's going to happen but when you're dealing with state government, you never have a clue what's going to happen.

Selectman Guessferd: Yes, and I want to definitely like the procurement waiver and what's there. It is qualitative versus quantitative information. I tend to like to see numbers as well and I don't know if it doesn't if we've asked for a quote from voting works? I didn't see anything in the packet or did I miss something?

Selectman Dumont: I don't believe so I believe that the reasoning it was stated was because of the prior work history with LHS, their service they provided felt superior in the previous moderator's judgment.

Mark Edgington: I think it's a reasonable request.

Selectman Dumont: I think that the procurement waiver is done correctly.

Selectman Guessferd: oh, I think it was done correctly, don't get me wrong.

Chairman Dumont: Just to his point.

Selectman Guessferd: But my point being that, just a kind of, maybe it's belts and suspenders.

Mark Edgington: We're waiting. Why not just get the quote?

Selectman Guessferd: Why not get a quote from them just to see and that might enforce this decision or cause us to think a little bit even more? And I get it, those are great reasons to go with them, but I would just like to cross that T while we're in the process of waiting for the evaluations to be complete.

Selectman Morin: Before we take our vote, what I don't understand is if we've got two recommended machines where are they getting the information to recommend if they can't approve them? I don't understand that.

Mark Edgington: I don't understand what's holding them back either but I can have something for you at the next meeting.

Selectman Moran: No, I'd rather wait until they're approved but I just don't understand what they're telling you. These are the two machines. Why don't we have some have you got some literature from them saying this is why we pick them or anything?

Mark Edgington: I've had this conversation if you'll give me just a moment. As understand it, LHS normally does business in New Hampshire and then they wanted to include the other company because they have an open-sourced software and that is a value but, I think they're out of Denver. I hesitate to call them at 5 o'clock in the morning.

Selectman Moran: I understand the states with them, that we're used to, they're recommending two machines, but they can't give us an OK? That's my concern.

Mark Edgington: I think that's a valid concern.

Selectman Vurgaropulos: I agree with the motion to defer it until we have more information. Selectman Guessferd was stating that we want to see that info, right? We don't want to waste resources ahead of time and then find out that the rug has been pulled out from underneath us. So, what I would like to see in addition as these get closer to their unknown due date, if the companies can provide how long with getting the quotes, they're validation methods, how they're going to do it, I'd be interested in seeing those if we could.

Selectman Morin: Knowing Paul, I'd get a hold of Paul. I'm sure he's got something somewhere because he put a lot of time and research into this so he may have something that may save you a little bit of work.

Selectman Guessferd: Yes, and maybe even other moderators around the state if there's some information that we can gather from that or they may all be in the same position. In terms of all this is new, whatever if anybody else has any experience, the other company, even though they're from further away sometimes it can work well.

Mark Edgington: I know we have literature on it and I'm happy to get that to you. I don't know if we have a quote and if you'll notice the quotes are only good for a very limited time. They'll probably raise the price on you just because we asked for the quote. Nonetheless, I think it's valid information, why isn't there packet here? You're right. A second question is then about the, I'm going to get the quote for you. Second question is, what's going on with the state and have an answer for you, is that right?

Selectman Morin: Because we don't want to make a decision until we have something that's approved.

Chairman Dumont: I'll speak to that one. I reached out to another representative in Hudson who's on the Election Law Committee and I'm waiting on some information back on that right now. I can help dig up some info on where the Election Law Committee is with that evaluation process. I'm hoping to get this all pulled together prior to the next meeting so that the quote is still good. I didn't see, when was the date on there? It was created on the fourth. Is it 30 days?

Roy Sorenson: July 3 is the expiration date.

Chairman Dumont: OK, so we should all be set. We'll be able to get it back in before the quote expires. If you are able to dig up the quote for VotingWorks in that time, then that would be extremely helpful as well. The only thing that I would suggest as a friendly amendment to the motion, is that we just defer to a future date depending on the information that's pulled together then this Board can decide to revisit this. I wouldn't make it specific to the evaluation. That would be my suggestion, but up to the motion maker and the seconder.

Select Moran: Yes, we've got the correct information.

Chairman Dumont: So friendly amendment, is that fine to the seconder?

Selectman Guessferd: That's fine with me.

Mark Edgington: How do I provide the information requested?

Chairman Dumont: Send it off to the Town Administrator.

Roy Sorenson: So, myself and/or Michelle. You can copy us both you have our emails.

Mark Edgington: I do.

Selectman Morin made a Motion, seconded by Selectman Jakoby, to defer the purchase of eight (8) ImageCast Precinct 2 voting machines in the amount of \$38,500, until evaluations of both voting machines have been completed by the state prior to the expiration of the mentioned quote. Motion carried, 5-0.

C. Police Department Update – Police/Informational

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: All right, thank you Mr. Chair. If you might recall at the last meeting, I talked about some of the exercises I'm working through with the departments town-wide and part of that is taking a look at your organization. How it's developed, your mission statements, your vision statements, the actual structure of the department, the budget, goals, objectives, strengths, weaknesses, opportunities. All that stuff which is, I consider is organizational development. We have our first installment tonight. It's going to be the Police Department and I'm going to turn it over. You guys do have the power with that mouse to change the slides all right?

Chief Dionne: So the colors were brought to you by the Police Department. Mr. Sorenson said he wanted to go with fire engine red but we said we couldn't do that. No offense. We got teal. We're going to introduce the Police Department to you tonight and I think this is a great idea when Mr. Sorenson gave us our marching orders. I really think this is a good idea for the Board changes in make up over a short period of time and I think it's always a good

idea to get back and tell you where we are, where we're heading and where we'd like to go. We're going to talk a little bit about structure of the police department. **[Slide 3]** Currently we have 52 sworn officers. I have one Executive Assistant, I have one Prosecutor, two Legal Assistant's, one Victim Advocate, two Animal Control officers, one being a supervisor, the other is part-time. I have two maintenance workers, a one intern total 72 employees on the books, and additionally, we have some seasonal crossing guards. That is our organizational chart as it stands today. There are three bureaus, you'll notice those three bureaus would be in the Special Investigations Bureau. So technically, we have two Operations Bureaus. We have our Operations Bureau and our Special Investigations Bureau, which both handled some operations of the PD and we also have our Services Bureau and that contracts it all, I'll leave that up there for one second so you can get a look at it. There's a lot going on there, a lot going on. Some of our positions which aren't on our organizational chart, I will say, our collateral positions like SWAT team members crime scene members crash, team members, etc. They're already within that organizational chart, they're collateral so they have, they're wearing more hats than one. **[Slide 4]** So just to talk to you a little bit about our funding now. We use a myriad of ways to fund the Police work that goes on. Obviously, the warrant articles, the budget comes out of the warrant article and the Police renovation that came out of a rant article. We have existing capital reserve warrant articles that we use for safety equipment, etc. We also have donations, we also exercise some federal assistance on command training. For instance, leadership like the FBI Academy leader, different programs like that as well all going towards funding, our police agency. **[Slide 5]** If you look up there, that's a nighttime picture of our newly reconstructed firing range. I think I've said it before to the Board, it's probably the best one in the state. Lighting that didn't exist before, new pavement, painted trailer on the side, reconstructed berms, the lead has been all taken out, and that was funded through asset forfeiture, through a grant and through a donation. Down to the left, just to put it on there because I love it, it's our new digital marquee, that was asset forfeiture. These are just some mechanisms that we're using that's actually not costing the taxpayer anything. It's very helpful. **[Slide 6]** Because our budget is the largest budget, the Police is the largest budget of all the town departments. So, we have to keep some creative mechanisms. Yes sir.

Selectman Guessferd: I think a lot of people know what asset forfeiture means.

Chief Dionne: Would you like me to explain just a little bit?

Selectman Guessferd: Yes, just for the viewing audience.

Chief Dionne: Sure. For the viewing audience out there, essentially we have a couple of our detectives that are assigned to federal task forces. One with the DA task force and one with the FBI task force. If they're involved, or this can work for the state too, the state has an asset forfeiture program as well. Just so happens that we deal with federal task forces. There is a mechanism in the state as well on state task forces. So, the federal task force that we're involved with DA, HIDTA, and also FBI, if for some reason during the course of an investigation, our officers involved maybe lead investigation or they're just involved in the investigation and a seizure is made of, for instance, drug assets. And that seizure is made and any of it is monetary, or, it could be a certain piece of equipment, it could be anything if the federal government sees it and the process because we're involved in, that we will get a small portion of that seizure. And I say small portion sometimes they are good sized portions because in many cases our Investigator may be the lead or one of the leads. It's funny because you might think about it and say wow is that really going on here in town? Yeah. Some of the investigations start in Hudson or have a Hudson element to them from time to time. And I think even Selectman Dumont gave me a call not that long ago about something that was kind of going on in town and I'm like oh, let me check. I contacted Captain Cayot, he's like yeah there was something going on between Nashua and Hudson that had to do with our federal task force and it was happening right here in town, so it can happen. As you know, our investigators have been doing pretty good job. I've been trying to send you some of the press releases as they're allowed. It's nice. It gives us some good recognition, too. It's a massive force multiplier for us because we deal with some of these federal task forces, and when we need them, it gives us additional resources we would not be able to get just through mutual aid.

Chairman Guessferd: Thank you.

Chief Dionne: No problem. So, we'll move on a little bit to the next slide. **[Slide 7]** I just want to talk about our direction, this is our motto, right? **[Slide 8]** Partners with our Community. And I think many people know our police department kind of sees that's how we do it. Our direction is our mission statement, our philosophy, our core values, our vision, strategic planning and through the strategic planning, we form our yearly goals. Slide. Here's our mission. So this was written by Hudson Police employees. **[Slide 9]** We wrote this a few years back, several years back. But I was here when we wrote it so it wasn't that too long ago: "To provide professional police service and partnership with the community through mutual respect and cooperation." This is our guiding force every day. If I wanted to tell an officer what they need to do I could just say hey take our mission statement and drive this home today no matter what you're doing. I don't care if you're mopping the floors, it doesn't matter if you were a dispatcher, it doesn't matter if you're a legal clerk, if you just take that and drive that home in your particular job, you'll be successful. That was written by us and it's reviewed annually just to see if we want to make any changes. **[Slide 10]** This is our vision statement also written by us: "To maintain the quality of life and reduce the fear of crime in our community." And also annually reviewed though we haven't changed it. That's still our vision at this point. That's not far from you that street right there, Selectman Morin. That's Central Street.

Selectman Morin: Central and Ferry.

Chief Dionne. Yeah it's like five years ago. I took that picture. **[Slide 11]** Here's our department philosophy: "We the members of the Hudson Police Department, are committed to respect human dignity and maintain the public's trust with honesty. We will be vigilant and courageous in our pursuit of justice, we will preserve and defend the Constitution, and we will enforce the law with compassion. We will serve with pride and commitment, and mirror that nobility in our personal lives."

Selectman Jakoby: Can I just make a comment? I just really want to say that I really appreciate department philosophy and how well all of these go together. It's really nice to see them all in unison and I think that's really important for our community. So, I just want to really thank you for that. Because I think that, you know, especially the philosophy, kind of brings it all home from, you know who you are as a person to who you are as an employee to who you are in the community. It really struck me.

Chief Dionne: I can tell you I did not drink that Kool-Aid when I was brand new but I believe that 100%. Exactly what you said now having come forward this far in my career when I look back, that's exactly it. We didn't invent this, Captain Cayot and I did not invent this. This was, it's a collective right? It's collected from the agency and it's as far back as when I started and we've just been building on it. I think being accredited definitely helps that too because it kind of gives us those boundaries to kind of operate through and say hey these are good ideas. Have a philosophy, have a motto, have a good mission statement.

Selectman Jakoby: And I want to affirm that with all of my experience living here as many years as I've had, I've seen this and witnessed it. So just want to affirm that for you.

Chief Dionne: Thank you, I appreciate that. **[Slide 12]** So our core values. We use integrity, innovation, partnership, service, and accountability. And we also use these core values as part of our evaluation system as well. We value everyone on their job description and what their expectations are. But, through the evaluation process, we also look at hey, how are we meeting our core values each evaluation? We do evaluations once a year. So, are there any questions on our core values? **[Slide 13]** So I thought I'd show you a little bit of our workload and what we deliver year in and year out. It's not just operations, but I'm going to just start with that. And I'm not even going to get into the nitty-gritty, this is collective of all operations so this isn't just patrol, this isn't just CIB or SIB, this is all of the operations. Just last year we had almost 30,000 calls for service. We had from those calls for service we generated 1242 arrests. Those include not just full custody arrests, some of those are also like a hand summons arrest where we're actually forcing someone to a court date. And I say, forcing without physical force. The incidents you see, 2343 incidents, those comprise of criminal offenses, or investigations, as well as a non-criminal type incidents that

we would want to report on. Such as, a domestic disturbance that may not have an offense and that gives you an idea of kind of what the non-criminal incidents might be. Reportable accidents, that number is 606 reportable accidents. That is something that is generated a reason for it to be filed with the state so that could be damaged over \$1000, that could be any injury or death and it could also be a hit-and-run. So, those are the three factors that generate a reportable accident to the state. We have more than 606 accidents. However, 606 of them were reportable. Field interviews, 164. A field interview, it's not really an incident, right? It just may be an officer or a detective having a conversation with somebody. They're not always consensual, they may be consensual or to just to stop and talk, there's not necessarily anything wrong going on. But often it could be suspicious activity where an officer is just checking up on it. We may have a nexus for an actual minor detention. But it's something that doesn't rise, we don't have a criminal offense at the end of the day so we might just do a field interview. And then we have 10,306 motor vehicle stops that were resolved in either a citation or a warning. So that was kind of our operational workload for the year. I didn't include the animal control but, I should have because Jana, actually, and Andrew generate a lot of contacts and a lot of good education and from time to time even a midsize citation. **[Slide 14]** On the other side of our operation we have our community programs. This is kind of where our services bureau really has a heavy lift. So, some of our community programs are the Citizens Police Academy, Youth Police Academy, Coffee With A Cop. We have R.A.D., we have D.A.R.E., which is essentially in the schools both, middle school and elementary. We have Project Good Morning, Operation Safe Return, Piece of the puzzle is no longer called that, it's listed later though, Vile of Life. **[Slide 15]** We also have the HPD Lock Box Program, Piece of the Puzzle became the HPD Cognitive Alert Registry. That would be for, it could be for adults with children having some cognitive issues or people with autism. Child Safety Seat Inspections, Drug Drop Box program, Vacant Home Checks, Night Eyes, AARP, CHIPS, and the HPD Comfort Dog. It's a list that covers a lot of them. The photo that you're looking at is winter games Special Olympics, New Hampshire. We are, we deliver a lot there and we get a lot in return from the athletes. I'll tell you. So that is definitely a fan favorite for the officers. **[Slide 16]** So, we'll talk about our strategic planning. So, when I became Chief one of the things we didn't have, I think we planned well, I think we always did. But one of the things we didn't have was a written strategic plan. So, I got together with our command staff and we decided we've got to figure out how to deliver this. We had a little bit of extra money in 2022, so we utilize that, we hired MRI to help us create it. They didn't create it for us, they didn't write it for us, well, they wrote up a lot of it. But what they did for us was they definitely helped in end of it. We put it together and I guess they could say they wrote it up for us with our approval. **[Slide 17]** There were a lot of meetings, a lot went into it. Essentially, we took it in two phases where everyone but the command staff met and did a SWOT analysis and then the command staff met and did a SWOT analysis. Then we sat down as a command staff and took all of that together so looking at all of our strengths, our weaknesses, our opportunities and our threats and deciding where we needed to focus on. And so, from there we came up, these are just some of them, there are a lot more than this, but these are just some of them that came up. We had our strengths and our community, we have great strength in our community in CALEA, Wellness, hiring standards, specialty units. Some of our weaknesses were our work load, our vacancies, default budgets, unfunded mandates, succession planning. Some of our opportunities in grants, executive training, advanced training, social media. So these are some of the areas we definitely wanted to get to. And our threats, what are our threats? Retention, financial instability, technology, there's more than that and we have them all in the strategic plan which is on the website if you want to look at it. Anybody can look at it on the website. We review it annually, coming around September is usually when we review it. We'll probably be tweaking some of our objectives.

Roy Sorenson: Chief, if you can, tell us a little bit about CALEA. What is CALEA? Why is that important?

Chief Dionne: So, CALEA is basically the organization that, they accredit us. So, we're a nationally accredited organization, it's a law enforcement organization that is made up of prior law enforcement officials. How long has CALEA been, in the 70's? It started in the 70's so for us we've been nationally accredited since 2003. It's a heavy lift to get your accreditation but once you're there, it's all about maintenance, right? It's all about maintenance and so

it's all we know. Most of our employees, all they know is being accredited. So, all they understand is that hey, we this many policies that we have to adhere to and we have to prove that we're adhering to them and somebody's going to come into the Police Department and actually review them all. They're going to review that we're doing it. How are they going to do that? They're going through all of our records. They're going to ask for surveys, they're going to ask for members of the public to opine on how we're doing. And today it's cycled, right? Today it's four years and three of them will be virtual where we're actually uploading our data and our proofs and our records and they're going sifting through it to make sure we're in compliance. And then year four, they're here. Boom. They'll be in our face, they'll be talking with you and that's next year.

Roy Sorenson: That's the end of this year?

Chief Dionne: End of this year, sorry. You'll get to Roger Lamarche, Roger is our accreditation officer and technical officer. Because someone will be talking to our Board of Selectmen as well, right? And they may want to talk to our citizens. They certainly will be talking to our Police employees, they do that all the time. We just finished up with some interviews with that. So, that's where we are, that's CALEA, right? So, we always want to maintain that accreditation. It gives us an enormous advantage in understanding our industries best practices. We have someone to call that we trust and you know, they're vetted. When something happens, like right now, we're going through AI, what does that mean to law enforcement? Where should we land on that? Can we have an officer write an AI report? No, we can't. We can't have probable cause built off AI. So, we're trying to figure out how we want to navigate through AI. So, one of the crests I had, I just signed off on our last CALEA assessment, and they gave me an opportunity to ask for something, right? If I have any needs and I'd like to see them set a standard on AI. Right now there's not one but they're looking at it. So we'd like to see them set a standard to help us navigate through that coming up. I can tell you every other email I get is asking how, basically someone saying hey, we can help you write your reports with AI. And I don't want our police officers writing our reports with AI. Not yet. We've got to go a long way. **[Slide 18]** So anyways, here's some of our objectives. These objectives they can be modified. So one of them you'll see it to complete the expansion renovation of the Police Department, that one's going to be modified this year to infrastructure. We've been working on the other parts of the infrastructure of our PD. We renovated and reconstructed the range. We're working on the training building across the street, that's going to take a little bit of sectional work, right? Right now we're working on doors and windows, we're looking at face-lift later on and maybe outdoor painting of it. We're working on that. We're working on rebuilding the old HVAC system in the older part of the building. Infrastructures, that's we'll kind of tweak that one. Does anybody have any questions on our objectives? OK, so we have targetable measuring goals that we have to accomplish each year. **[Slide 19]** And so, from my strategic plan this is some of our Smart Goals that we would like to see happen over the next, in the future. Establish a position of Deputy from one of the captains so we have a clear succession. Reduce our three bureaus to two bureaus so we don't have two operational bureaus. That would also mean moving some of the subdivisions around. Establish an additional Lieutenant to Command Special Investigations. Establish an additional Patrol Sergeant so that would give us a Patrol Sergeant on every shift including when there's days off. So, we would have a Sergeant 24 hour a day on every shift. And last, we have a part-time legal clerk now, like to make that position into a full-time position. That I'll tell you, that is almost completely driven by body one cameras. We just don't have the time to review and we have to review them all and it's taking up so much time. Just administratively it takes up time and then we have to have our legal clerks actually review them all for court and before they give out discovery. A lot going on there. **[Slide 20]** As I was talking about those positions, I highlighted them yellow here so you can kind of see where they fit. Two bureau operational organizational chart with a deputy chief, you kind of see how that would fit in (inaudible). And to me, when I look at this one, it's more simple. Having two operation bureaus is difficult so this one simplifies that, it give a clear succession path and it helps us with some supervision issues on patrol. **[Slide 21]** I'm going to move back to goals and just kind of show you. So, yearly I set department goals. Those department goals are also measured to kind of work towards our strategic plan. We've been doing this as long as I've been here, this is accreditation issue, right? This is what CALEA makes us do, one more thing they tell us, hey this is a really

good idea. So how this works is once I set these goals the bureaus commanders get with their subdivisions and their subdivisions set goals there that they'll work towards accomplishing their department goals which work towards our strategic plan. If that makes any sense. So, these are our actual department goals for 2025. This is where they lie. Usually, we're heavy on the operational end, this year's going to be heavy on the services end, a little bit more heavy lift on the services end. Just they way it fits on our strategic plan. And I think that's about it. If there's any questions I will take them. **[Slide 21]** You can see that's Ron Cloutier right there standing in front of the Fire Department with the tug-o-war belt. I think he's egging them on, but too bad Chief Tice isn't here to see that. That is a wonderful picture taken by Selectman Morin of the department, the Hudson Police Department. That's our honor guard below and when we go to graduation, we usually get a lot of guys and girls go to graduation. And that's (inaudible) in the left corner where we're welcoming in Sherry Hues and Alex (inaudible) I believe. So, any questions?

Selectman Vurgaropulos: I don't have a question I just want to say thank you. I appreciate the info that you provide us. When you're available and I even enjoyed reading your report that I just got not too long ago.

Chief Dionne: Thank you. I will say, I will say this again, this is collective. That report is done by almost everybody in the Police Department. The one person who wasn't really, not really writing anything is me.

Selectman Vurgaropulos: No, I appreciate everything you guys do, you guys work hard. Doesn't go unnoticed.

Chief Dionne: Thank you. It's an honor to serve the men and women who work at the Police Department. If there's no other questions, we're all set.

Chairman Dumont: Any questions? Thank you very much, Chief.

D. Hudson Logistics Center Public Safety Account Withdrawal – Police/Decision

Chairman Dumont recognizes Police Captain, Dave Cayot.

Captain Cayot: So, I'm here requesting the approval to release \$6,029.12 from the Hudson Logistics Center Public Safety money. This \$6,029.12 will be used to buy seven Sig MCX Simunition bolt conversion kits, and two Kiwi RAT door breaching rams. If anyone has any questions about those, I'll be more than happy to answer any.

Chairman Dumont: Is this the same account that you guys pulled from last time. How much is left over in there?

Captain Cayot: So, we pulled approximately \$116,000 last time. We've only used about \$100,000 of that. Part of the reason being one of the drones we were looking to get, some of the tariffs going on, the price went up to a point where we decided we were going to wait to see what happened. Just because the price more than doubled for the drone we were looking at getting. Rough number, we had an agreement that we were going to spend about \$200,000 of the money that was in there.

Chairman Dumont: I was just curious, I think it's a great use of funds.

Captain Cayot: Just so you know, these Simunition bolt conversion kits, they go with the rifles that was asked for last time. It's just so we can use them for scenario training.

Selectman Jakoby: I think you had mentioned that when you talked to us about those. So it sounds familiar.

Chairman Dumont: Any other questions?

Selectman Guessferd made a motion, seconded by Selectman Morin, to release \$6,029.12 to the Hudson Logistics Center Public Safety money as defined by condition 61(d) of the Hudson Planning Board decision dated January 11, 2023, to the Hudson Police Department for the above-listed equipment. Motion carried, 5-0.

Chairman Dumont: I would just like to say fantastic job. I think it's great to see a private/public relationship benefitting the taxpayers. So again, great use of funds, great job by you guys utilizing it the correct way. So, thank you.

E. Policy Sub-Committee – Administration/Discussion

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. As the Board is well aware, we kind of reconvened the Policy Sub-Committee. It's actually going to remain myself, Selectman Jakoby and we added Selectman Vurgaropulos in place of Selectman Kara Roy. Given that and kind of initial discussions of what policies we might go after first. I thought it was best to couple things to take a look at the Finance policies and the reason I say that is because some of the questions we got within the audit, we can address with some policies there. As well as we have a new Finance Director starting next Monday. So, I think this is a good opportunity to take advantage of both of those situations and these are the four I'm recommending. I did talk to Selectman Jakoby a little bit in advance, I think a lot of this will be some table-work too as well. Right? (inaudible) We're thinking about the finance Director, certainly, right? But, there's some other departments that would play into this, we would bring that department head in as well. Once we feel like we're in a good place we'll put that into our current adopted format, which the Board has seen, and we'll bring them back for the full approval by this Board. No promises on these four coming back at the next meeting, these are just the four we're looking at right now.

Chairman Dumont: I'll just say you can have another four for us next meeting, right?

Selectman Guessferd: It was initially confusing, there was a couple of pages out of order. Wait a minute, what am I looking at here? But, I understand what they are.

Roy Sorenson: We did that so when we come back with the finished product it looks like we did a great job.

Selectman Guessferd: Not only that you're trying to make sure we're paying attention.

Selectman Vurgaropulos: I have a question. I too suffered the rogue pages, but I think I muddled through it so. As far as financing, I this as a monthly review of this. Is there an annual review that we do, or semi-annual for reviewing the charges? Because page two or, I'm on the credit card policy. I read through it and we do have some sort of accountability built in but (inaudible) is on the user. Is there not a ...

Roy Sorenson: Well, I think the transaction (inaudible) is on the user, per se. And then by the time it comes back to finance that's where it gets reconciled. So, if they're outside of what the policy might be, we would take action at that time. As an example, if you received the statement or the invoice at the end of the month, and it was for 12 invoices and you only had 10 prepared, there's obviously an issue there.

Selectman Vurgaropulos: OK, that might just be subject to the couple rouge pages, I'm missing something. I just wanted to make sure there was another higher-level audit, if you will, or reconciliation.

Roy Sorenson: Those will be some of the things we'll get into details on as a committee and chat about.

Chairman Dumont: Thank you to the Town Administrator, thank you very much to the Policy Sub-Committee, Selectman Jakoby and Selectman Vurgaropulos for getting into the weeds on those ones, that will be good. Any other questions or comments?

Selectman Guessferd: No. Glad to see we're doing it.

F. Consumer Advocate – Administration/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, once again. This another action item from the last meeting. I was tasked with reaching out to the Consumer Advocate. In particular, asking questions on the, I guess the events that took place with CPCNH, I guess from when they, the launch was up until where we are now. As everyone's well aware, the current contract rate we're going into is higher than Eversource's default rate. I did lay this out, there's a lot of backup in here, I had some really good conversations with him. And, you know you just mentioned into the weeds, I think I get into the weeds here, too because there's subsequent action. But to stay on the Consumer Advocate, he actually applauded the Town of Hudson for kind of reaching out, bringing CPCNH in here, asking them questions, having them provide answers. In fact, he actually attended their yearly meeting himself, he went there and brought some of our things he talked about. IN the lines that would be some of the things he would be looking at. Regarding the launch, there within their parameters when you look at that. So their first year they were lower than the Eversource rate, it's just at that tipping point pretty much right after their first year that they've kind of gone up. To that, of all of the electrical aggregates including Eversource, it's really volatile right now, the whole market is across the board, OK? So, what does the future hold? I don't know. I did talk to Henry Herndon as well. He is prepared to come back here and present their yearly report, back to this Board. So, that's one thing to consider. The Consumer Advocate, if

you want to speak with him more closely, he'd come back in and talk. That's again, under the purview of this Board. Getting into the weeds. So now I kind of bring myself back into the Sustainability Committee because this was always that topic in there as well. So all these things are intermingled, right? We had CPCNH, Sustainability Committee and Board of Selectmen purview, all of that combined into one. I did make some recommendations because I think at this point we should take action, in totality, so we're not having these discussions taking up time at subsequent meetings. If I'm looking at the Sustainability Committee's role in regards to CPCNH, whether you're on the committee and/or on CPCNH's representative. And, if I go back the role of that person, whoever this Board places on CPCNH, is just as Selectman Morin said, you go to those meetings, you should be coming back to report the information spot-on of what you heard at the meetings to this Board. There may have been some confusion there with Mr. Putnam, I don't know. But I'm just telling you what I've learned since that period of time. I think with the Sustainability Committee there's a lot of history there. A lot more history than I know about, the folks sitting in this room know more about it than myself. For me, I think, being involved in committees in my professional career up to this point, they are an advisory committee. Now, we know that, right? But typically, what I've done in the past, and we all know I came from Salem, that's understood. We actually would put the word advisory in the committee title, OK? Why do you need that? I just think because it's there and you always know it's an advisory committee. Alright, so that's number one. Number two, is there a clear charter? So, what's a charter? What does that mean? That's their road map. So, these are the members, here's the charge, here's what their direction is. Now that can either sunset, maybe the committee has a task to take care of and it sunsets. Or, they're there at the purview of the Board until such time this Board says no, we'll keep going. But, what are the primary objectives that they are tasked with specifically? And you could even get into the, I think CPCNH is a big thing they're doing now, right? They're active in that. Define that role a little bit more. So, I think you have everything within that document and that's their living document that you work off of. Those are kind of all the things, it's just all on the table here tonight. I did put a motion in here for consideration. This is a motion I wrote, the discussion to be had by the Board tonight on how they feel on how they might want to move if they want to take action on. I would say, I don't want to say reinvent, but maybe reestablishing the, what I would call, the Sustainability Advisory Committee. So, I don't know if I covered it all in a nutshell, there's a lot of information here and I'll take questions if you have them.

Selectman Vurgaropulos: I just want to bounce back one second. Obviously, we know we have CPCNH, we're trying to handle that situation. I know Selectman Jakoby sent out an email for the Eversource rates going up and I think they were going up to like 10.3¢ or something. So obviously higher than right now. CPCNH, do they have a plan for that or are they going to rise with them? Or, did they just rise prematurely to the rest of the market?

Roy Sorenson: So, CPCNH is locked in that six-month period. So, until they buy their next block, you don't know, depends on where the market is. Now, that market could be affected whether the Eversource's or the (inaudible) of the world get that, (inaudible) allows them to do that. They're also, as Selectman Morin mentioned, trying to offset some of their debt into distribution costs to throw it back at all of the groups. Including, the CPCNH's of the world and/or whether you're your own customer. To me, those items are the items that should be discussed in detail at the Sustainability Advisory Committee meetings. And then whoever that spokesperson is comes back here and reports that to this Board. Before it's the eleventh hour and the rates are going up and, you know, how did we get here?

Selectman Vurgaropulos: No, I like that. Thank you.

Selectman Jakoby: So, I wanted to dismantle some of this a little bit. Because we have CPCNH or really Hudson Power, was established, we made that decision. And my understanding was that then becomes separate from the Sustainability Committee. Because the Sustainability Committee does not have any, they're only advisory. So, we right now have Kate Messner as our rep to CPCNH, we have one vacancy so we have to fill that vacancy. And those two are the two people who would then report back to us directly from CPCNH and the Hudson Power for us as Hudson Power to advise or be with them. Like I don't see the Sustainability Committee in that role. Because from the mission statement that I see that's on the website, is they brought to the Town this possibility of creating this format for creating a more sustainable way of getting electricity. They recommended it, and then there was a sub-committee from Sustainability formed, separate from Sustainability. So that sub-committee then did all the work to bring it before this Board that then carried it forward. So, their work is done. So, I guess that's where my confusion lies is like Sustainability is a separate entity their mission to bring forward ways of, you know, saving money through green sustainable actions like they did with the Police Department and they did here with lighting. So, you served on that committee longer than I have. But, through my observations that's and through the mission statement that

is on the website, that's their charge, not to manage CPCNH. I mean the Sustainability Committee aims to increase energy efficiency, recycling and proper waste disposal throughout the Town of Hudson, New Hampshire. We promote sustainability best practices in our community through community outreach and public events. We advocate for the implementation of green policies, practices, and technologies to ensure a more sustainable town. And then, there's a separate place where there's Hudson Power information. So, I don't know if we've just defaulted to have them. Because they also help to make sure that the community knows about the waste issues. You know, have they just defaulted to inform us about CPCNH and the Hudson Power. Those are my questions. Just trying to slice this up the way it should be.

Selectman Morin: I gotta say listening to the rep from the power company, he did make a statement that every one of these towns has a representative from their committee on the Board. So, I'm going to go with they assumed that they were going to assume that role. Because...

Selectman Jakoby: Sustainability was assuming that role.

Selectman Morin: ... we just, here you go and that's where it went to. I agree with you, I don't after what's happened and what we're seeing this all involves, it's probably not a good idea to have because they cannot make a decision for us.

Selectman Jakoby: So, is there, and that was a question I had posed, is there a separate sub-committee of the, well our representative for Hudson Power is the Town Administrator, right?

Roy Sorenson: One of the representatives.

Selectman Jakoby: One of the representatives. So, is there, is there a separate charter or a separate charge for a separate group that reports directly here? Because I don't think it's, I don't think Sustainability has that responsibility.

Selectman Guessferd: I became the rep in the middle of that whole process. And they were going through the approval process and getting everything approved and the agreements and everything. And it always came across, it did come across as it was a, I mean the word sub-committee, right? Means ...

Selectman Jakoby: Part of.

Selectman Guessferd: ... subsidiary of a larger committee. So, it was always, I think, at that point treated like a part of or a subordinate to the Sustainability Committee. It probably shouldn't have, but they were reporting, they would come and report to the committee monthly and tell us what was going on and then they would prepare something for the Board here when we had decisions we had to make, they brought it forward. And those weren't necessarily regular reports. In other words, only when there was something that needed to be, decision made by us. So, I can see where this kind of evolved. I'll say maybe the assumption that they were kind of responsible for it as a committee. Maybe that wasn't, but that's how it kind of came across. It wasn't as if the Sustainability Committee charged them to go see us. It was always directly, essentially. He would brief us in the meetings and then we'll I'm going to go brief the Town with this information. So, it wasn't like there was an approval process within the Sustainability Committee. So, that's kind of where, but I think it's very easy to see that it looked as if they were subordinate to the Sustainability Committee.

Chairman Dumont: So, for me I think that they got too entangled. Whether it be the view point or by actions taken by certain members on the Board. I think that they meshed a little bit too much. So, for me I think that both parts need to be looked at, and they can be looked at the same time. I did have a couple questions about the Consumer Advocate just to start off with. The first one was, when you spoke about the, to him about the rate change, he said that their initial start up year it stayed the same. Well, we're still within that now, was he just talking about the calendar year? So, it was the same up until December then it changed in January but we've only been a part of CPCNH when it got stood up, I believe in May or June of last year.

Roy Sorenson: So, part of what Selectman Morin brought up at the last meeting was, and if you read the PUC decision, is what is the official launch? How do you decide when that is? And in this instance, once the Town signs that agreement, that piece of paper, as far as where that, and I think that happened a little bit in advance of them getting that first block of electricity. They did get it at the lower price anyway so there was never really, I don't think it was on anyone's radar is my point. As they winded up closer to years' end where they just bought this last block, that's where they tipped over to the other side. What he said was, and the town's that were mentioned I think it was Jaffery, Milford, and New Boston. He challenged the actual, well when did this take place and the PUC actually

went against the Consumer Advocate and went in favor of what the town said. This our launch date versus this is when it actually happened. And the rate did change, it did go up and it was above the default rate. But they still, the towns voted to accept it and they moved forward nonetheless. He just felt like it was, just as our concerns were, maybe somewhat deceptive and that you know the rate was supposed to be in there. In this particular case you could say it just didn't, maybe it didn't pass the sniff test and that actually happened. The generalized language that's in the warrant article, I think CPCNH met that language.

Chairman Dumont: I can understand the interpretation of the language, at least from that perspective. My perspective was within the first year I would have figured at least until March that rate would have held. That's fine, this is a difference of opinion.

Selectman Jakoby: I just wanted give feedback on that because one of the items, and I hope the public will read through this, one of the items that was in there was interesting. Is the launch, is it the day they bid on the electricity and the rate that Eversource is at on the day the bid is made. That distinction was fascinating to me because on the day some of the bids were made the bid, they took a lower bit than what Eversource was charging at the time. But then Eversource goes to bid at a different time and then went down. So that was one of the things in your documents. So, it's all about the loose language around launch is what I took away from this. And that's unfortunate for all of us. I guess a lesson for us going forward to be more cautious.

Chairman Dumont: And that's kind of what I was getting at because for me I think that the average person who signed up for that was simply reviewing what was in the warrant article. They're not looking at the launch date and what that could possibly be in their figuring. My opinion, at least a year from when I'm checking that box which at the earliest would be, would have been March of last year when they voted on it. So, just a little disappointed in that, nothing against anybody here. Obviously, just a difference from the documents that we got. Nonetheless, I think that going onto the next part of it, the charter, is much needed. Or, at least a direction from the Selectboard as to what that would be. We've done pretty much everything else as far as policies go. I think it might not be a bad idea to look at some of these committees, they're created by the Board of Selectmen and they're charged with a direction. I think that this would be a great place to start since we've already had a couple of issues here. So, for me I think that you could almost have that conversation along with this as well and see where it goes from there.

Selectman Guessferd: That's fair.

Selectman Jakoby: So, one of the things I had the opportunity to speak briefly to Mr. Sorenson before the meeting. We have a number of committees that are considered advisory. So, that if we add the word advisory here then as we, then I agree with you, to take the charge of going through each of the advisory committees, renaming them and creating that charter, in a charter format. I know Mr. Sorenson and I have both seen charters and there's a particular format there just like we did for policies and things. So, I think that, I don't think any committee would be, I think most committees would welcome that in creating some really good structure around the future of their volunteerism and their efforts. I think that's all really good.

Selectman Morin: Reference to the advisory title. I think we can do that all tonight. Every committee and then just get two ...

Selectman Jakoby: Oh, just change it for all the advisory?

Selectman Morin: All the advisory and so it's out there and we're done with that part and then take each committee as we go.

Selectman Guessferd: Get the charters, yes.

Selectman Jakoby: I think might be the charge of this Board to ask each of our committees who are advisory to ask if they would come up with a draft charter or take an outline from Mr. Sorenson to then flush out the first draft of it so that it's not put on our staff entirely. Just trying to make it work as efficiently and most quickly as possible. Because it all has to come through here anyway. And through the liaisons.

Chairman Dumont: I think it's important to get their feedback on it however, I would say I definitely think it's the duty of the Board of Selectmen to make sure that the direction is coming from us not that committee itself because it's just self-serving at that point.

Selectman Morin: And I agree with that because it gives some input. But, I think we need to set some benchmarks that this is where you are at and they can add to that. Because we just saw what the Community Power they went, so you won't be involved in. So we as the Board need to set the parameters that you're going to submit to us.

Chairman Dumont: Mr. Sorenson did you have something to add to that?

Roy Sorenson: No, I there's a lot of good points here. We can kind of give them the boiler plate, template, what it should look like, right? And just generic descriptions and then it's up to that committee to work through that process then. Whoever the committee that the Board designates, whether it's myself and a couple selectmen, then you sit with them and you finalize it, then it comes back here. And that's it, you approve it in form and in principle. And then they understand that, you're just not going to get lost in what is under your purview as that advisory committee and what's not. And in honesty, it should probably come back here once a year and report. I know the liaisons do a great job talking about the committees and that's great. But, bring them in, do a report. What has this committee done?

Selectman Morin: I think the Town Administrator has hit it on the head with the department heads, why don't we once we're done with the departments, do the committees with what we got tonight?

Chairman Dumont: I think that would be a good idea.

Roy Sorenson: The other thing I think if you do that, then the Board interaction to set goals for those committees.

Chairman Dumont: I like that. How's everybody feel about the charter for the Sustainability Committee for right now? Start with that one. Do we have anybody who would be willing to sit on that sub-committee to set those goals? Selectman Morin I see your hand.

Selectman Jakoby: Well, I'm the liaison.

Chairman Dumont: I saw his hand, I was looking right over. I figured yours would be going right up next. So that's fine by me, does anybody have anything else they'd add to that?

Selectman Morin: I've just got one more, Sustainability, just for clarification. When I watch that, sometimes they ask you to vote. We don't vote.

Selectman Guessferd: No.

Selectman Morin: We don't vote. I've seen it happen on other committees, too, and that's something they don't know either. We don't vote unless we're a member.

Chairman Dumont: Mark had asked me that when I first sat on there as well. I let them know the same thing. So I think, and another good reason I guess is to make sure they understand what the direction is and what our role is.

Selectman Vurgaropulos: There's only two other Boards that we vote on, right? Planning and Zoning.

Chairman Dumont: Planning and Budget.

Selectman made a motion, seconded by Selectman , for the Board of Selectmen hereby change the name of the Sustainability Committee to the Sustainability Advisory Committee and further charge Selectman Jakoby and Selectman Morin and the Town Administrator to create a draft form of charter for the Sustainability Advisory Committee to reviewed and adopted at a later date in which provides clear guidance on said purview thereof, moreover as it provides for the best interest of the Town via the authority of the Board of Selectmen. Motion carried, 5-0.

Selectman Morin: Before we go too far, we may want to make two motions. One to make all the advisory committees the advisory title. And then the second one to review.

Chairman Dumont: I was going to do that one next but I'm fine to separate them out.

Selectman Jakoby: I agree.

Chairman Dumont: That's fine to separate, I have no problem with that. So, the only difference it would be:

Selectman Morin made a motion, seconded by Selectman Jakoby, to charge Selectman Morin and Selectman Jakoby and the Town Administrator to draft a form of charter for the Sustainability Committee to be reviewed and adopted at a later date in which provides clear guidance on said purview thereof, moreover as it provides for the best interest of the Town via the authority of the Board of Selectmen. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Jakoby, to add advisory to the following committees under the authority of the Board of Selectmen: Benson Park Committee, Sustainability Committee, Recreation Committee and Cable Utility Committee. Motion carried, 5-0.

Selectman Jakoby: Just for clarification, so then, so just so that we make sure. Where will be publish that list?

Chairman Dumont: The website will be undated because all the committees are listed on there. That would be my guess, would be the best way to get it out there.

Selectman Jakoby: It would be also great to just add that list to these minutes. OK, thank you. Always try to think ahead.

G. Town Accountant Position – Administration/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you. So, again as the Board is well aware we've had two vacancies within finance. I won't say for an extended period but for a good amount of time and we've been able to fill the Finance Director position and Laurie May, who's accepted that position, will begin Monday, which is exciting. In the meantime, the Town Accountant position has been vacant since Beth McKee had resigned and moved on to different job. Given that, and I've got to say, by the way, the former Town Administrator who's been helping out as well as the two senior accountant clerks, Kim Brooks and Magdalena Whittemore, Steve Malizia, really picked up the pieces here. Even Barbara Boulley, everybody's been a team for this because we're all trying to learn as we go. Alright, which has been great. So given that, Finance Director position is getting filled, I'd like to advertise this one in advance and maybe as we talked about with Finance Director search that we could already have a candidate, potentially. However, due diligence is to advertise either way. We'll do that, we'll advertise for it and then we go through that process. And I think given that this lower-level position so a department head at that point I think it could work through the Town Administrator's office makes sense as well.

Chairman Dumont: I'll agree with that and that's what we've done with our past practice with these types of positions. Any discussion from the Board?

Selectman Morin made a motion, seconded by Selectman Guessferd, for the Board of Selectmen to hereby direct the Town Administrator to post and advertise for the Town Accountant position including all necessary steps to fulfill the position.

Chairman Dumont: Any discussion?

Selectman Guessferd: Yes, I just wanted to, I guess a point, but the ad or the positing shows a Bachelors degree required. But, the, and I don't even know if it belongs in actual department job description. But typically, a job description in many cases would have an education department. I don't know whether we're just talking about the skills, (inaudible) there is other considerations and requirements. Do we want to, and I'm not saying we should, put in there under other considerations and requirements, that they must have a Bachelor's degree? Or do we want to leave that out?

Roy Sorenson: I wouldn't use the word must. That's absolute.

Selectman Guessferd: Preferred.

Roy Sorenson: Well, it could be preferred. To me if you're looking at a candidate that has significant government experience, has a good resume, and has been, I think that that counts very well for any type of candidate that may be shy of that degree.

Selectman Guessferd: I mean you could say, again, just throwing ideas out, we don't have to add anything there. You know Bachelor's degree or comparative...

Selectman Vurgaropulos: Equivalent.

Selectman Guessferd: Equivalent work experience. You know something like that. I don't know, do we want to...

Roy Sorenson: Yes, we can reword it a little bit. I think you're right, if you prefer, that makes sense. Some of the wording is in there, maybe it's just not laid out the way it should be.

Selectman Guessferd: Yes, like I said, the ad, the posting that you want to put shows a Bachelor's degree. It says required, though in that description. Hudson is hiring Town Accountant, it does say required. Or, a similar discipline with a minimum of five years.

Chairman Dumont: I think Mr. Sorenson's correct, I think Bachelor's degree preferred or similar discipline. Could be something easy way just kind of moving that wording around a little bit.

Selectman Guessferd: Or, equivalent experience in the field.

Chairman Dumont: Yes, with a minimum of five years of equivalent experience. So, I think if you just remove the word requires and put, after Bachelor's degree, put preferred. If you continue to read on it does have in there any equivalent combination of education or experience that demonstrates possession, I think you kind of meet all that and that keeps it a little bit more simple.

Selectman Guessferd: Yes, a Bachelor's degree in finance or similar discipline preferred.

Chairman Guessferd: So, make that change. A friendly amendment to the motion maker and the seconder. Any other discussion?

Selectman Morin made a motion, seconded by Selectman Guessferd, for the Board of Selectmen to hereby direct the Town Administrator to post and advertise for the Town Accountant position including all necessary steps to fulfill the position including said amendment to read: A Bachelor's degree in Finance, Accounting, or a closely related field is preferred. Alternatively, a minimum of five years of progressively responsible experience in municipal accounting or a comparable combination of education and experience that clearly demonstrates the required knowledge, skills, and abilities will be considered. Motion carried, 5-0.

H. Revenues and Expenditures – Administration/Informational

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Alright, so we'll go up to the big board and I'm going to, I produced this at the last meeting. It's basically a dashboard on where we are. **[Slide 1]** General fund right now, by the way, you have all the data in your packet, the backup is with you, you have all the numbers, I don't need to dive into the details or things to that nature. Right now the General Fund is at 89%. The actual budget itself is 83%, OK? 83.33% I should have said I missed the first one there but, General Fund itself is at 89%. You can see there, and I separate these out by the way. When I say 89% you'll see in the packet, I'm not including the warrant articles and I'm doing that on purpose because that can really send things awry. Right, so I'm taking those out and I'll actually report on those at the next meeting. The sewer budget is at 66%. Doing obviously extremely well with giving the expenditures to date. And the water fund is at 94%. Much of that, as you can see, and I'll show you that right here, we throw that up there. So there's your comparisons and it's kind of color coded so you have the overall versus expended to date and then you can see the encumbrances on the right. If you look at that totality and we say OK the encumbrances is money that's reserved, it's earmarked, we talked about that last week. It's not spent yet, in fact some of those may be closed out. So, if we take those out and you look at the expended to date at 83% on the far right-hand side, how does that match up with where we are currently? We're actually in good shape. So, you can see how they balance out. In fact, your water and sewer in really good shape, alright, as far as that offset goes. So, 83% at this point, even though some of those numbers are high, 89%, 94%. A lot of that is high encumbrances and other items that kind of really throw those off. Any questions on this here?

Selectman Guessferd: No, that looks nice.

Roy Sorenson: **[Slide 2]** Alright, this is the slide I brought up last time. I did a comparison March versus April. So, March is the dark green, April is the light green. So, last report we were at 75%. What I want you to look at here are the dark green above that red line to kind of show you, OK, we were trending higher on some of those. Now we'll get to the middle one there in a second so don't pay too much close attention to that. We'll put the 83% in, you can see any of those boxes are typically, there's only a few that are above that red line at this point in time. Which means things are starting to balance off as we get closer to the end of the year. Now, the line in the middle is Engineering, we talked about this, this came up at the Budget Committee meeting. Selectman Vurgaropoulos was there, that's the Melendy Road Bridge. It's actually in the Engineering budget, it's a little under \$1.3 million. You take that out of there, the Engineering budget, fine. That will be a almost like an offset in the budget as we get to the end of the year we'll have to take that money and put it in a different spot because that's a larger project that will be reimbursed. So that's going to certainly offset what you see currently in the Engineering Department budget. But, as you can see a lot of the things that are balancing out. Not non-departmental, I'll get into that in the next slide in Water Fund. They are above where we should be, those again are encumbrances. One of the encumbrances

right now is solid waste. We have two months left and we're keeping an eye on it, we just got the latest billing which is kind of where we thought it would be and we still have two months to go. **[Slide 3]** So, what we're seeing is an estimate, and the Board understands it. I think this came in pretty much over budget the last three years. By a good amount as well. And that's not saying we did anything wrong, it's just the projections, the tonnage, whatever it might have been. This year it looks like it's tracking right where it needs to be. Alright, so if I was going to look at the budget and say we're going to be short somewhere, where can we make money up or what should we be watching for? This is one of those areas that we say pay close attention to this because we could have a major shortfall here. I don't see that happening right now with the data, and then if you look at the tonnage it looks like it's just going to balance out in the last two months unless something catastrophic happens and people are just taking all kinds of things up there. So that is tracking right where it should be based off of what was put together last year.

Chairman Dumont: Quick note on that because this was a discussion that this Board had not too long ago with the DPW Director. They were trying to implement a couple of effective measures, I guess, at the dump as well as around town solid waste. Could you, do you believe some of that is helping with offsetting this?

Roy Sorenson: I don't have a definitive answer for you but, I would say it's certainly helping it. I will actually talk to Jay on that, Jay Twardosky or DPW Director. Because they do a good job tracking this as well and he's not seeing those spikes or irregularities in the billing per month that you may see some of that.

Chairman Dumont: I'm glad to see this because it was a concern that he brought forward to us, he was looking for some help here. Basically, we gave him the go ahead to implement a couple of his recommendations and just happy to see it looks like it's working out.

Roy Sorenson: You can see '22, '23 and '24 all finished in the red and by a good margin, that affects the whole budget. **[Slide 4]** Police Chief brought this up a little bit earlier in that his department is the largest budget in town. Well, if you take the three largest budgets in town, PD, Fire and DPW, and I had this slide at the last one set up a little bit differently, 50% of that is salary based at this point. In fact, if you go town-wide and you look at our town-wide, pretty much 50% of that is salary. When you have movement or uncertainty in positions and salary, as an example, vacancies create overtime and things to that nature, which are certain things you have to staff. This is where the numbers start to move around and you hit these gray areas. So, from my perspective, I just look at it in totality. 30,000 feet down, what is the total value of the salary lines currently spent versus what might be available to those vacancies. So, as you can see this is your largest percentage up here, PD at 38% and Fire is at 32%. Now bring up Fire because they've had a series of vacancies this year and we're paying close, I am alright, moving forward. The other thing is sometimes your overtime you may over expend your overtime but the money you have in your full-time that's available may offset it. So that's the other thing you're looking at, where is that balance. If we go in Fire is at 88%, as you can see right now. So, remember we're at 83%, you can see that at the bottom of the screen. Police is at 82%, DPW is at 90% and the general fund, which is everybody else, we're at 75%. Now each department is different, they're budgeted different. DPW is at 90% because of the winter we had. Jay was in here earlier this year, he talked about that. So, now let's kind of take another look at it, we'll put the next scale in, we'll actually single out, and this isn't totality by the way this actually fully benefitted positions in what you'll see. There's a big deficit in Fire, we know that, you can see it right there on the screen. PD is in the black by more than \$100,000. DPW, they're trending in the red about \$129,00, again from the winter. And then if you look at the general fund you can see what's in the black, that's a significant number. Why is that? We'll talk a little bit what causes this, these vacancies, so let's look at our current vacancies right now. While Fire has made up some ground, they still have three vacancies. PD is doing well, they actually have five vacancies but the chief did tell me they have some in the queue. So that number could offset before the end of the year. DPW is down to one vacancy so they may actually level out here in the next two months. And then in the general fund, what are significant positions? Think of the positions that have been open since I've been here. You have the Town Planner, right, you have the Finance Director, you have the Assistant Town Administrator, the Town Accountant, these are all large-scale positions that have been open. Now we're working on filling those but, they create that. If you look at those numbers in totality, salaries are offset, they're balancing each other out. So that's good to know because now you can get away from the salaries and get into the rest of the budget and kind of see where it might finish. And for the most part, it's kind of balancing out but again, we won't know until after the next month when we get into more of the details and we bring in some of the other funds. What are the other funds? Is our revenue that's coming in. **[Slide 5]** Is the revenue tracking where it should be? And for the most part it's still tracking very well. I think we'll hit the numbers our expectations

and/or exceed them, which is good. And you can see that there. Now some of these numbers didn't update, you'll see them, they're the same as the last report and that's just because we didn't have the data in time. So, you'll see those numbers rise as we move forward. [Slide 6] Talking about moving forward, I did talk to Barbara Bouley, she will be in at some point to do a dashboard of her own on the Treasurer's Report just to show you how our funds are doing, the interest in that fund and how she's managing those funds. Which is something we'll take a look at in our policy sub-committee thing as well and she'll be a big part of that. Large expenditures, I have all the departments looking at those as we move forward because those could potentially be some capital reserve reimbursements if we need to. Grant reimbursement, former Town Administrator Steve Malizia is actually working on some of these right now within the budget. I'll come back with a slide next week on the warrant articles to show you where those stand and how those will kind of lay out. The directive has already been given to close out any purchase orders that you currently don't need anymore. So that money will come back into the budget, right, encumbrances go down. I just went over the large department salary lines and any type of retirements and/or accrued time payouts. Those are the big ones and that's what we're really looking at here over the next two months as well. So, that's kind of it in a nutshell. 83.33%, we're hovering right in that area. But, it's going to be, as we talked about before, bottom line budget. You're low here, it's being made up (inaudible). Questions?

Selectman Guessferd: Roy, I just want to say great job. The visuals, putting everything together, looking ahead to where we are, I mean it's kind of a good thing. But I think it's going to help us stay ahead of these and understand exactly what's going on especially as we get toward the end of the year.

Roy Sorenson: We'll have some work to do here at the end of the year just as we bring new staff in and get everyone acclimated. We'll get it done either way.

Chairman Dumont: Any other comments, questions? Thank you very much Mr. Sorenson.

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

Selectman Vurgaropoulos: Since our last meeting I just had the Budget Committee with any significant (inaudible). They had a lot of debate about job descriptions and employee numbers and stuff like that. Some of it I felt was relevant, some of it I felt would create a bias so I didn't agree with a lot of it. Still got to learn more about it and figure out exactly what their goal is with it. But, I'll come back with more on that. But during the meeting they did review, instead of talking about the Target concessions and town gifts, if you will. The way they described it to me, which I'm not fully vested in all this information, is the town didn't necessarily receive the town's portion of the money (inaudible) because it wasn't actually written into the contract, per se. So, kind of like a side deal between two parties rather than from the Target Corporation to us. So there was concern there that that could come back to get us. But since we already received a big chunk of that we're kind of already in it. On the flip side of that, they brought up the school concessions and stuff like that to stem grants and all that. They were concerned that the school committee, the school board doesn't have any representative or nor did they have any representation during that whole process when that played out. They still don't have a point of contact not do they know what the list of potential concessions or gifts or whatever we're calling them from Target was. So, there's a big information gap there.

Selectman Guessferd: We're talking impact fees here, right?

Selectman Vurgaropoulos: No, so that was one part of the meeting, that was pretty much it. They're concerned about how we accept it on the town side and then they're concerned about accepting in the future for the school board and stuff like that.

Chairman Dumont: Real quick, just for clarification. There was no side deal. So, I want to make that very clear to everybody.

Selectman Vurgaropoulos: I'm not saying there was.

Chairman Dumont: I know what's been said at those meetings and I strongly disagree with a lot of the assertions that's been made. I feel like a point of clarification is needed. There was a formal agreement, they was also part of the stipulations of approval that were recorded at the county registry of deeds that's been vetted by our attorney, the information has been sent to that Board time and time again. I don't know where the discrepancy lies over there. All I have to say is I strongly disagree with it and I understand you're coming on board, there's a lot for you to learn over there but, I want to make sure for whoever is watching at home, which I'm sure is a very large audience, that

they understand that all that information is available if they would like to be provided it. And with that I did see Ms. Dionne's hand.

Maureen Dionne: I just would like to provide a little bit of clarity related to the school district. No person from the school board or the SAU were involved in those conversations with kind of when that was occurring so complete agreement there. To be clear though, the school district has received no funds from Clayco or otherwise. Those will not be provided until the certificate of occupancy is gotten, is received rather. And so to the Budget Committee's questions of how has the money been spent, the school district has received no money.

Selectman Vurgaropulos: They weren't concerned how it was spent.

Maureen Dionne: There have actually been some questions at some of their recent committee meetings regarding how money was spent. So, to be clear, the school district has received no money. We will not receive any money until a certificate of occupancy is procured. At that time, and we will certainly have conversations about STEM and where that is appropriate and what we will use those funds for, none of those conversations have occurred because we are still so far from that point. I just want to provide a little bit more clarity there, too.

Selectman Jakoby: I just wanted to, having served on the Budget Committee last year, I know for a fact, because I was there, that they have all of the documents per Chairman Dumont and they understood that and how it came forward and where we are now. So, to raise it yet again is unfortunate. Because that was very clear, clearly stated that.

Chairman Dumont: None of this is targeted to Selectman Vurgaropulos because I just want to make sure because it's a huge learning curve to go and hop over there so I hope you're not taking these clarities the wrong way. All of these members including myself have been listening to this for quite some time.

Selectman Vurgaropulos: No, that's perfectly fine. Like I said, I was just bringing back what...

Chairman Dumont: No, and I appreciate it because...

Selectman Vurgaropulos: If they're beating a dead horse then what do we have to do to get the information across to them because, you know, (inaudible) and we have it obviously. I just hadn't seen it myself. If they've been provided this then I'm going to bring that back to them and say hey, you guys been provided information.

Chairman Dumont: I would ask that, I think it would be appropriate because Mr. Sorenson has also been part of some of these conversations, he could provide you with that information and give you an update and probably go from there before the next meeting.

Selectman Jakoby: I would recommend meeting with Mr. Walsh of the Budget Committee because he is very good and has all the documentation and I personally had some really helpful conversations with him.

Selectman Vurgaropulos: That actually, Selectman Jakoby, actually those main comments were started by Mr. Walsh.

Selectman Jakoby: Yeah, but he has the documents. What I'm saying is ...

Selectman Vurgaropulos: So, that's what I'm saying. So, giving this information, and he has the information, so he's presenting not the correct stuff. So, I'll need to address that. Only a couple other things. They asked us, this is kind of moot, they asked us, actually I'm not even going to talk about this. They wanted us to start looking at warrant articles to make sure they get accepted properly. It's all moot now because you guys just explained it to me, it's all kosher. The other quick two things unfortunately still has to do with the Target site, some of the residents are reaching out. A lot of residents seem to be, that have contacted me, seem to be getting frustrated like they're not getting the answers they want about the Mr. Ulery comments that we've all been seeing and why they're being denied access to the soil samples for the Target site. My question is, who oversees those requests/complaints and who is the point of contact to control those issues?

Chairman Dumont: So, you stole a little bit of my thunder, I was going to bring that up towards the end here. So if you don't mind what we'll do is we'll go through the other comments and that stuff will be addressed at the end.

Selectman Vurgaropulos: OK, that works for me. That's all I have, thank you.

Selectman Jakoby: I want to thank you for updating that because I have some questions around that as well. But, I will be the cheerleader that I usually am. So, Benson Park Committee met and they are grateful to DPW and all the help that DPW continues to give them and the communication from all of our departments and they were really just feel that it's a great relationship. There is a cleanup day on May 17th, just a reminder anyone who wants to join us come on out. There is a form you need to fill out and there are QR codes on some signs that make it easy for you

to fill out those forms. And they have also reached out to various businesses to help fund and sponsor these work days. So, for May 17th Eric Auben, Quality Driver Exteriors, is providing lunch and Expressed Art provides cookies. So you can have lunch and cookies and those are provided by other community members which is a really great opportunity, again, for the partnership between our groups. I also wanted to just do a little shout out to the Women's Club. They're honoring Marion Muskowicz and she's been going to be honored at their meeting, national meeting this week. She has been a member for many years, since 2012 and she is the garden extraordinaire who really helps with the butterfly garden. If you don't know the butterfly garden at Benson's, it's sponsored by the GFWC of Hudson and I just thought that was a really great shout out. They are also continuing working with the schools on the tours of the School House and some other things that the women's group does with the schools and also helping with the raining program and the libraries. So, I just thought that was really great information. And as far as the Sustainability Committee, even though I did not attend the last meeting, just a reminder that they had a great cleanup, I don't think we mentioned that last time. They had a really good turnout and collected lots and lots of garbage along the streets. And that the transfer station, just in case people don't know, it is fully open. The next day that it is fully is May 31st from 8:00a.m. to 12:00p.m. I know sometimes it's hard to find those dates. So, I just wanted to raise that. That's all I have for today, thank you.

Selectman Guessferd: Wanted to ask a question on, where did they clean up this time? Where did they decide to clean up?

Selectman Jakoby: I wasn't at that meeting, was it, what was it?

Roy Sorenson: Webster Street.

Selectman Jakoby: It was Webster Street. And police and everybody helped out greatly and it, I heard it was a really good turnout and lots of garbage. That's all I heard.

Selectman Guessferd: Appreciate that community, everybody's involvement in that.

Selectman Jakoby: Yeah, because it's safety. It's really important to be safe while doing that.

Selectman Guessferd: Yes. So, we have a Planning Board meeting tomorrow night. Last Planning Board meeting we did some additional work on driveways and sidewalks. Putting together a new policy or town ordinance for that. We have a few plans tomorrow night. If anybody really wants to go through that ahead of time, it's always up on the website under Planning Board, agendas, packets are up there so you can get a real good look at what the Planning Board is looking at. It's always good to understand what's happening around town with regards to Planning. As far as library, library is next week so I'll have more to report at their next meeting, at our next about the things the library are doing right now. And then finally, rec. I do the cheerleader thing, too for rec. Just a couple of updates. So, I mentioned last time there was going to be a Father/Daughter Dance. This is the second year they've done it and it's been a great success. It's so popular they do it for two nights. There were 215 attendance each night. Both nights were successful, a lot of fun for everyone and they're going to continue to do this. It's a great community event. And then soccer, believe it or not, fall soccer registration is open. So, if you want to sign up your children, get them out there signup will end on the 22nd of June. So, don't be late get them signed up by June that's right around the time school ends. So, they'll be out there in the fall. It's a great soccer program. And then of course, the summer program, the summer rec program is going to be again going this summer which is always a great, again a great community benefit that we get. Got counselors and they're going to take a lot of great field trips, that sort of thing. I just have a couple other notes. This coming weekend, so we're entering into the time frame for Memorial Day coming up and there's a couple things going on. The VFW is sponsoring, and they do every year, they sponsor flags for our veterans and if you want to, if you want your name on a flag, and they put them over in Library Park, they're all lined up in rows and we get more and more every year. If you don't have a flag there contact the VFW, or contact me, I can get the information to them as well, and they'll reach out and we'll...

Selectman Morin: Legion.

Selectman Guessferd: Oh, I'm sorry, it's the Legion. You're right. You're right, the Legion right here. Thank you. The Legion is also sponsoring the, they are the ones sponsoring the parade? I just want to make sure. All the veterans organizations I greatly support. There's going to be a parade and I don't have the exact step-off time, it's typically 2:00 p.m. on Memorial Day itself. If you feel like doing a lot of parades that day there's one in Nashua that morning at 10ish. And so, we'd love to have everyone come out on Memorial Day for the parade and they do basically a, they

come down from the Hannaford Plaza and they stop at Library Park, do some speeches. The Selectmen have all been invited to attend. And then they reassemble, they do some, they play some music and American Legion band and Alvirne High School. It's a very nice event. Again, a community event and we encourage everybody to come out and I wouldn't call it celebrate, it's a remembrance of those who have made the ultimate sacrifice for our country. So, those are the things I've got.

Selectman Morin: Several of us attended the VFW Awards. Several of our employees from Police, Fire and Town Hall received awards and just congratulations to all of them. Last night we had Conservation, what they covered they did a conditional use permit for 140 Derry Road, that's ongoing. They talked about grants which they're going to try to apply for next year, they've got to build a 75 foot bridge to connect Hudson and Pelham down on Musquash. So, that's going to actually, because it's so long, need engineering and things like that so they're going to apply for a grant next year to do that bridge. They're going to work with HCTV. We had a meeting today quickly at the TV studio, they're going to do a short segment on every trail in town and once they're done the trails they're going to take on other conservation things. They're going to do on story a month. They're going to be doing a clean-up day at the new Tiger Road property that we recently acquired on May 31st. That's pretty much for that. The other thing with the HCTV is that they're working with Hudson Community Food Pantry to do a telethon in December so they're working close together with that group to get that done. And I did attend the school board meeting but I will pass that off to the chairman of the school board when she's ready. Thank you.

Chairman Dumont: As far as myself, not a whole lot. I did have a Zoning Board meeting, but I did get some information from the Assessing Department I'd like to pass along. Which is just a Low and Moderate Income Homeowners Property Tax Relief depending on income. Tax payers may be eligible for a refund on some prior tax years under the Low and Moderate Income Homeowners Property Tax Relief program. To find out how or to obtain a refund call the New Hampshire Department of Revenue Administration at (603) 230-5920 or visit the departments website. Applications for refunds begin on May 1st and they go through June 30th. Again, apply to the New Hampshire Department of Revenue. So, I'd just like to throw that out there if anybody is eligible for that to get the assistance where it's needed. One thing I'd like to add is I know there's been a lot of concerns and we've all received some emails over comments that were made. I replied to those emails with the same statement that I'm going to offer you tonight. Is that the Planning Board in of itself is a separate elected Board. One of which this Board has no authority over and our staff has to act within those decisions made by those Boards. However, to the comments made by a member on there as someone who is part of those meetings, I would say that I believe that there's a misunderstanding. Now staff is working to correct some of the issues that was raised and I'm hoping that that member of that Board will clarify that so I'm not going to speak for them. But with that, I will turn it over to Mr. Sorenson to speak on some those issues that were raised.

10. Remarks by Town Administrator: Thank you Mr. Chair. So, we did reply back to some of the inquires that were put out there. And I think to date a lot of the information, any of the information really that the Town has on the Target site is up on our website. Any public information that we have on that site is certainly open to the public. I think some of the confusion, and I'm not going to get into what some individual said, I'm just going to talk about soil sampling testing. If you go on the website the project itself has to apply for what's called an alteration of terrain permit. Because of dredging, excavation and things to that nature. One of the primary things that first step that happens is what is the site that they're doing this to? And they're not New Hampshire Department of Environmental Services is very aware of this. They have what's called a stop data base. It's basically knowing of contamination throughout the state of New Hampshire. Known contamination. Reported contamination, whatever it might be. So that's the first part of due diligence for any type of permit there. And this site does not register on that. It has some monitoring wells on it but there's no know contamination on it, OK? And again, I'm just speaking on factual information I'm not speaking on behalf of the developer or anything else. I'm just putting facts out there. The other part of the, some of the confusion is soil sampling. So they have to do soil sampling throughout that site as part of the AOT permit. They have to do that for storm water purposes, state regulations, state regulations. They have to understand what the (Inaudible) and what the makeup of that site is. So, when you're talking about soil sampling, that's the soil sampling that's done on the site. And that's all online. It's under the purview of the AOT permit. I think in talking with staff and because the information is there. If you go there you'll find it, it's there. Is there a way to put together what I would call a Cliff Notes version of this? I don't know, maybe and that's something I could work with

staff on doing. Just to kind of break it out because honestly, the AOT permit it's 250 pages. You going to go through it? But break it down time line and the sequence of events that had to happen, whether it came through as the first application to the Planning Board as the Amazon project to current day to where we are today. And just try to get that information I guess front-facing than perhaps it might be and try and alleviate some of the concerns. If that's something the Board would like us to do, we can certainly do that.

Chairman Dumont: I appreciate that and I've spoken with you as well as other staff members. I think it would be important to have a more user-friendly version of that so that way some of these concerns can be easily answered by the members of this Board and easily found by the public. You have my 100% support.

Roy Sorenson: If I might, there were some requests and complaints last year. They did not get addressed or answered in what I would say formally or by what I think this Board expected. Not blaming anyone, so those complaints were answered after the fact. Just to say yes, we did answer them. We did talk to the about the importance of making sure that that is handled accordingly moving forward and that's what we'll do.

Chairman Dumont: I appreciate that. I think it's very important for the Board to own those things. And, I know that you weren't here during those situations so, again, I appreciate you rectifying those as you're coming on here and dealing with all these little fires we've got going on.

Selectman Jakoby: I really, I think the key here is to have that data because I think when I was reading through it the data has to exist and it's a matter of finding it. So, thank you for finding it at stating that when it started that's where it was. Because, I didn't recall this ever being stated and I thought, I always heard great things about that site. So, I appreciate that and being able to find it in short order would be helpful to everyone. But, it shouldn't be a burden either to the staff. So, I don't know how you balance that. Some of the software and things in order to pull this data is very difficult to manage.

Roy Sorenson: The other thing is so, the site did get a letter of deficiency again, from the New Hampshire Department of Environmental Services and that's when the Town took action. That's when those monitors went into place and everything else. So, we are reacting to situations as they happen. I don't know if the disconnect is just because it's coming from different directions as far as people remembering incorrectly, I don't know. But, I think if we just say hey look, here's three pages of a breakout and we'll continue to add to it. And I think that's what you have to point to every time. If you want to go further with your research, absolutely, go ahead.

Selectman Jakoby: And I think you know one of the things I always appreciate, Mr. Sorenson, about what you do is you do the research and then we do the links and I think the more we can link people or point people to where they can go its very helpful. So, thank you for that.

Selectman Morin: Just make sure it's understanding that none of this is the Town's responsibility. That we have nothing to do with this. This is state and federal. And that has been said numerous times to answer the emails and they've been given direction where to go because it is not us. I want to make that clear. This is not a Town problem. It's not a Town responsibility.

Chairman Dumont: We don't have the authority over the jurisdiction.

Selectman Jakoby: We don't have the authority but the more we can help our community to be...

Selectman Morin: We can and we did because in the emails, I saw the emails from our employees this is where you go and this who is responsible and this is what got done. So, that information was passed on, that needs to be clear, too.

Chairman Dumont: Alright. So, I hope that gives everybody a little bit of solace on what has been going on and we will continue to work on that. Do you have any other remarks you'd like to throw out there?

Roy Sorenson: Yes, I don't want to take up too much time. I did hand out that notice that came from the American Legion. You did a good job on it. Melendy Road bridge, even with all the water, you heard tonight the Fire Chief talking about the water levels being up by the bypass stayed in place. It still worked and they're currently going to be working on the second footing and the pre-cast arches will be going in place next week. Talked to the Town Engineer on that which is great. Twin Bridges same thing, they're continuing to work over there. It looks like the street lights have been compromised as we know one of them was in the river last winter. So, we're working with the state and obviously Nashua to replace the ten, five per side. So, it could be a change order there, we think we have the funding for that. We talked about the Target site. We met today up in Concord with New Hampshire Department of Environmental Services regarding the crossing in Hudson and getting an update on that and talking with them in where Pennichuck

maybe we're looking to have some news on that hopefully in the next month. And the other thing I talked about, Selectman Jakoby mentioned, the Sustainability Committee who did a great job on Webster Street. One thing I've done in the past, obviously I wasn't in Hillsborough County, I was in Rockingham County, we used to work with the Department of Correction to bring in community service for the inmate's program to pickup roadside litter. Driven Wason Road myself, Musquash, all up in there, I think they need some attention. I reached out to the Police Chief and said who do you know in Hillsborough? Five minutes later I had a contact to the Superintendent at the Department of Corrections, Joseph Castanzo, replied right away and we're setting up, if the Board's OK with that, to bring them in to do roadside litter pickup. Right now, the date looks like May 21st, could be multiple dates. So, what that means they'll come in, they'll pick the litter. We'll provide protection on the road, obviously the bags the pickers, the flea and tick spray any of that stuff and certainly feed them lunch for the day. If the Board's OK with that we'll work on getting that set up. That's all I have.

Chairman Dumont: I think that's a fantastic idea and I appreciate you bringing it forward.

Remarks by School Liaison: Thank you for having me tonight. I too want to start, this has been a really interesting meeting. You've actually given me a lot of ideas to bring back to the school board, interactive financial dashboard, charters for committees, my wheels are spinning over here. Deep dives on departments, I have all kinds ideas. So, this has been great tonight so thank you. Actually, a couple of things tonight. So, I want to start with school safety and security. Right before April break, all of our schools went through a number of emergency management drills. And so, I would like to thank both Hudson Fire Department and Hudson Police Department that were involved in all of those. It was a real collaborative effort, students and staff in the schools and then folks from HPD and HFD were involved and provided some feedback and that was really productive and so I wanted to kind of start there. In February, if anyone has kind of watched a couple of our recent meetings, the Nottingham West fire panel actually failed over February break. Hudson Fire Department immediately provided some assistance and our facilities department in the district responded and we were able to do a phase one fix for that fire panel immediately. So, there was never an issue in terms of safety and security for the building. Recently at our most recent meeting we actually approved a quote for phase two of that. So, we've been working closely with Fire Marshal and others to get quotes only wiring, beacons, alerts throughout the entire building over at Nottingham West and that work will begin soon and then continue throughout the summer. Voters may recall in March there were three facilities type warrant articles to come out of year end spending. We recently approved the quotes for two of those. Again, related to safety and security, additional emergency alert beacons throughout the district and the science labs at Hudson Memorial. The phase three of that for tow more labs so that work will begin over the summer and we are certainly hopeful and particular that the emergency alert beacons will be done before school begins in late August. Speaking of the Budget Committee, folks may recall that there was an \$800,000 budget motion made to reduce the budget on the school district side. And, at our meeting this coming Monday, the school board and the school district are going to be having a public discussion about ways that we are going achieve that bottom line dollar at get to that \$800,000 mark. So, we've been considering a number of things throughout the entire district. And so, we are going to have a conversation on Monday and then bring that information to the Budget Committee. Little bit, just about hiring, so that everyone kind of, this has a big impact on our year end kind of budget number. We currently have 11 teacher vacancies in the district, those are in three of our buildings. But on top of that, we have many, many other non-teacher vacancies. Everything from administrators to paraprofessionals, substitutes, lunch and recess monitors and a variety of positions. The district is actively hiring, spring is a very, very busy season for us in terms of hiring. I will always thank the voters that teach er contract, we are seeing a direct impact on our hiring, we are in a much better position than we were in my three years on the Board. And, we're getting a really great mix of both new, fresh out of college and long tenured teachers coming to Hudson. And that's not the way that it was for the last several years. So, that's really nice to see so I just want to mention that. And then, just kind of a couple of other recent events. Might have seen pictures of kind of a long-standing community tradition. The H.O. Smith first graders just got their class of 2036 t-shirts last week. Can't believe we're thinking that far ahead but they just got those. ROTC cadets and National Honor Society students were helping out both at the Post Office and the Food Pantry this weekend for the mail drive. We had fifth graders up at the CTE center. And then I actually wanted to, so interesting you mention the Youth Police Academy, it's taking place this year from July 7th-11th. It's for Hudson residents that are ages 10-14 and it's really a great program we always hear great things from those students that able to participate and so we're really looking forward to that again. Kindergarten registration is open, ongoing. I just would say that there are many, many events taking place in the next four weeks. Our last day of school is June 17th for students, June 18th for staff. All really kind of culminating with

Alvirne High School graduation is Friday, June 13th this year. So, everyone is welcome many concerts and art activities and open houses and different things. So, the public and community are more than welcome at any of those.

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

12. NONPUBLIC SESSION

Selectman Morin made a motion, seconded by Selectman Guessferd 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. (d) Consideration of the acquisition, sale, or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.

Nonpublic Session was entered at 9:14 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 10:09p.m.

Motions made after nonpublic session:

- 1) Selectman Morin made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to advertise for a part-time custodial/maintenance assistant position, effective July 1, 2025, with a maximum of 29.5 work hours per week and annual compensation not to exceed \$34,141.00. Motion carried, 5-0.
- 2) Selectman Vurgaropulos made a motion, seconded by Selectman Morin, to authorize the Police Chief to hire one (1) full-time Police Officer, Stephen Sanchez, with a starting salary of \$34.33 (step 4), all in accordance with the Hudson Police Employee Association Contract. Motion carried, 5-0.
- 3) Selectman Morin made a motion, seconded by Selectman Guessferd, to appoint John Stoll to the position of Town Planner, with effective date and terms of salary to be negotiated by Town Administrator Roy E. Sorenson to be finalized upon signed Conditional Offer of Employment executed through the signatory of the Chairman of the Board of Selectmen, Dillon Dumont. Motion carried, 5-0.
- 4) Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to approve an increase in hourly salary rate by 5.0% for Kimberley Brooks and Magdalen Whittemore, each respectively, for a period time through vacancies of the Finance Director and Town accountant, and such action contingent upon the new Finance Directors assimilation date, as determined by the Town Administrator, including retroactive to March 21, 2025. Motion carried, 5-0.
- 5) Selectman Guessferd made a motion, seconded by Selectman Morin, to adjourn at 10:12 p.m. Motion carried, 5-0.

13. ADJOURNMENT

Motion to adjourn at 10:12p.m. by Selectman Guessferd, seconded by Selectman Morin. Carried, 5-0.

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

Dillon Dumont, Chairman

Bob Guessferd, Vice-Chairman

Xen Vurgaropulos, Selectman

Heidi Jakoby, Selectman

Dave Morin, Selectman

DRAFT

HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the, May 27, 2025 Meeting

1. **CALL TO ORDER** – by Chairman Dumont the meeting of May 27, 2025 at 7:01 p.m. in the Selectmen Meeting Room at Town Hall.
2. **PLEDGE OF ALLEGIANCE:** – Director of Public Works, Jay Twardosky.
3. **ATTENDANCE:**

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

Staff/Others: Town Administrator, Roy Sorenson; Town Engineer, Elvis Dhima; Police Chief, Tad Dionne; Police Captain Steven McElhinney; IT Director, Doug Bosteels; Fire Chief, Scott Tice; Director of Public Works, Jay Twardosky; Finance Director, Lori May; Director of Community Media, Mike Johnson; Department of Public Works, Tim Greenwood; School Board Liaison, Maureen Dionne; Executive Assistant, Lorrie Weissgarber.

Chairman Dumont: And we also have in attendance tonight our new Finance Director Lori May, and I would ask if Lori, if you don't mind, to please come on up and introduce yourself to the board.

Lori May: My name is Lori May. I've been in the municipal world for about 30 years. I started in Peterborough. I worked, came in to do payroll for the Town of Peterborough. At that point they had about 30 full-time employees, and then through my years in Peterborough, I did work my way up to the Town Accountant, and then after that I moved on to the Town of Bringe as their Finance Director, and I'm thankful to be here in the Town of Hudson. Thank you very much.

Chairman Dumont: Thank you very much. I appreciate you coming. I appreciate the help.

Selectman Guessferd: Thank you very much for coming.

Selectman Vurgaropulos: We've been waiting for you.

Roy Sorenson: Thanks, Lori.

Selectman Dumont: Next up is public input. At this time, I will ask if anybody in the audience wishes to address the board on any issue they have control of at this time, to please come on up and state your name and address for the record. With nobody out there, I will open and close the public input session at 7.03 p.m. And we are going to move on to item number two under our recognitions for Mr. Tim Greenwood of the Public Works Department, and I will recognize the Town Administrator, Mr. Roy Sorenson.

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

A. Recognitions

- 1) Tyler Merrill – Hudson Police Department
 - o Hudson Grange Police Officer of the Year
- 2) Tim Greenwood - Department of Public Works
 - o 20 years of service

B. Nominations – None

C. Appointments - None

Roy Sorenson: All right, thank you, Mr. Chair. So, recognition tonight, Tim Greenwood, he's been with Public Works for 20 years. One of the Town policies is to, after 20 years, to offer that employee a \$50 check as well as a certificate of appreciation. With that, I'll turn it over to the Public Works Director, Jay Twardosky, to talk a little bit more about it.

Jay Twardosky: Thank you. So, Tim has been with us for 20 years now. He started in 2005. In 2017, he was promoted to equipment operator on the sewer and drain division. Tim is always, he's one of the guys, when you call him, he's there. When you need him, he's there. He can take on any task. He's a goal-oriented person, always has positive interactions with fellow workers and with the general public. His positive attitude, hard work, and dedication to the Public Works Department and the Town as a whole is a testament to Tim's character. And he's just, he's got a pretty exemplary record.

Roy Sorenson: With all his 20 years of plowing, too.

Jay Twardosky: 20 years of plowing, he's never missed a storm. He's a keeper, that's for sure.

Selectman Guessferd: Congratulations, Tim. You look kind of familiar.

Roy Sorenson: So Mr. Chair, if I may, we do have a nice certificate of appreciation, as you know, that I signed, yourself, as well as Jay Twardoski. So, if we could present that to Tim up here at the front.

Chairman Dumont: Yeah, of course.

[Presentation of certificate]

Tim Greenwood: Thank you so much.

Chairman Dumont: That's another very easy accomplishment, but I think a very important one. I appreciate everybody recognizing the efforts that are put in by the DPW and everybody that works down there. So, thank you very much. With that, we have no nominations or appointments. We will move on to item number six, which is consent items. Does any member of the Board wish to remove any item for separate consideration?

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

6. CONSENT ITEMS

A. Assessing Items

- 1) Certification of Yield Taxes Assessed/Timber Warrant
- 2) Elderly Exemption Requalification
- 3) Disabled Exemption Requalification
- 4) Elderly Exemption Requalification Denial

B. Water/Sewer Items – None

C. Licenses & Permits & Policies – None

D. Donations – None

E. Acceptance of Minutes – None

F. Calendar

5/27	7:00	Board of Selectmen	BOS Meeting Room
5/28	7:00	Planning Board	Buxton Meeting Room
6/02	7:00	Minor Site Plan Review Cmte.	Buxton Meeting Room
6/04	8:30a	Highway Safety Committee	BOS Meeting Room
6/04	7:00	Budget Committee	Buxton Meeting Room
6/09	7:00	Cable Utility Committee	Hudson Cable Access Center
6/09	7:00	Conservation Commission	Buxton Meeting Room
6/10	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on May 13, 2025

- 1) Selectman Morin made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to advertise for a part-time custodial/maintenance assistant position, effective July 1, 2025, with a maximum of 29.5 work hours per week and annual compensation not to exceed \$34,141. Motion carried, 5-0.
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- 5) Selectman Guessferd made a motion, seconded by Selectman Morin, to adjourn at 10:12 p.m. Motion carried, 5-0.

Chairman Dumont: No questions, we will move on. I do want to take a quick second to apologize. I forgot to mention somebody that's out in the public, and one member of our staff, Mr. Michael Johnson, Director of Community Media, does have an item in front of us tonight, but I missed him in the first round, so I just want to say thank you for being here.

8. NEW BUSINESS

A. Target Site Status – Engineering/Informational (Presentation)

Chairman Dumont recognizes Town Engineer, Elvis Dhima.

Probably a favorite item for tonight. All right. It's all right, I'm sure they're watching, everyone. Hopefully it's a good opportunity for everyone to kind of go over everything. So let me get this fired up real quick. **[Preparing slide show]** I tried this earlier, and the mouse wasn't working, so I thought Mr. Sorensen was trying to sabotage my presentation today, and I could not be—I did not trust him any further, so I took my own laptop today.

Selectman Vurgaropulos: Well, there's a non-compete clause for presentations.

Elvis Dhima: Right, yeah. No, I don't have the Excel sheets he does, but we're going to get there eventually, I think. So, before we start, as you all know, we have a significant size project in town. There's been a lot of questions, you know, concerns at some point. I think you have received a lot of emails. I think the way you have handled it, it's been the proper way, which is submitting those emails to staff to handle them. We're going to go over, you know, who is responsible for what. I think that's something that Selectman V. actually brought that up in the last meeting, to who is responsible for what. And I think it's a good question, and hopefully we're going to go over it tonight. As we go through this, please ask any questions you have. So don't wait until the very end. I think that's important to answer it as it's fresh on your mind. We'll take five seconds, answer the question, and move on to the next slide. So that's basically the theme in a nutshell. As I said, tonight is not about opinions. You know, this is just about facts, timelines, information we have available, information that the state has available, and then information that's available on the town website as well. And then we'll go from there. So hopefully it turns out to be a productive item for tonight. So, with that said, let's see if we can get this going. He's already struggling. There we go. So, Target site status as of May 2025. **[Slide 1]** So, what we know about this so far is the wetlands and non-specific permit was

issued in May 2021. This is basically the wetland crossings within the site. Department of Transportation approved the project or all the off-site improvements related to this project in December 2022. Alteration of terrain permit for on-site with the AOT number that was issued in January 2023. The town approved the project in January 2023, and then a pre-construction meeting was set up for on-site activities in August 2023. There's also alteration of terrain permit for off-site improvements, work that you've seen out there on Lowell Road. There's drainage related to that particular off-site improvement. That has a separate permit. As you can see on the slides, there's an AOT permit, so anyone that's interested can actually go out there and find more information about this. We put quite a bit online, and I'm going to go over this through the slides. That's basically kind of the timeline as far as when we got the permits from different departments, most of the state. **[Slide 2]** As this project started, we started having some dust events. You all got the emails. I got the emails. Everyone else got the emails. It started in early March of 2024. Now, they had something in place there related to fugitive dust mitigation that originally was dated of December 20th of 2023, and it was updated as of March of 2024. What happened is there's not much you can do in March during winter conditions, so there was a perfect scenario where the ground was exposed, and they could not apply water because you had below 32 temperatures, so the lines froze. They could not keep, basically, the site under control, and you basically saw a site out there that looked from the Dune movie set. It was the real deal. What did we do after that? After that, they updated their mitigation, and they added an additional organic layer that's basically applied to all the exposed areas on the ground so you would not see all those particles fly out if they didn't have a chance to apply water because, as I said, you really can't apply water during winter conditions. It's very tough. You assume that there's snow out there, and that's what holds it together, like this year, but that wasn't the case in 2023. So, part of these mitigations, the additional mitigations that they added, they added a second water tank to that. **[Slide 3]** This is a blown-up of that document that I just showed related to, basically, dust mitigation, and they talk about utilizing mist systems, water tanks, how they're going to spray the ground, how they're going to deal with extreme dry conditions and what they need to do, how they're going to handle stockpiling materials, things of that sort. So that's all into that document, and if you want to get the document, just let me know, and I'll e-mail it to you as well. We probably can upload it on the website as well as I'm talking about it. **[Slide 4]** What do they look like at the site? Those two things that you see up there, those are mist control devices. What they consist of is, basically, it looks like a glorified fan. It takes water and basically breaks it up in the air and then shoots it up about 20, 30 feet. What that does is if there's any dust, it's catching it and bringing it down, so it does not basically go further. We're looking at a residential area here, which you can't see, but this is the tree line here, and I don't know why it's not showing, but it's in the background. I can see it here, but I don't know why it's not showing. Why is my mouse not showing? One second. I think this is important. Right over here, you see the tree line? Below that, it's very, and I have better pictures further down, but right here, it's what we refer to as the sound wall. So, this mist devices were prior to that, somewhere between the significant, the majority of the construction event that was happening at the site or the building, if you want to call it that, and the sound wall as well. So that's where they were kind of placing, trying to catch most of that before it got into the sound wall. Let's see here. **[Slide 5]** This is the storage tank that I have out there. It's basically a 10,000-gallon truck. It's been elevated. It takes water from our system, and then it basically feeds the water truck. This is one of them. There's two of them at the site right now. **[Slide 6]** The next one is, you've got the mist, close up. You've got the water truck. It's pushing basically water in the front and in the back. This particular case is just the back, and then this is where the storage tank is at the site. **[Slide 7]** Fugitive dust events continue to occur when strong winds are present. So even though they're out there doing basically, you know, watering the site with the mist, you still have certain days where there's very strong winds and you're still having dust leaving the site. We reached out to the Department of Environmental Services at DS, and we asked them to get a second opinion. I think residents as well were recommended to go out there and reach out to the state as well because most of the permits related to alteration of terrain are state regulated. It's not town regulated. So, with that said, DS did go to the site in August of 2024. They brought their own staff to get their own assessment of the situation, and what they found out of it is the only thing that they didn't have and they should have was an earth processing plant was out there. They needed a permit by notification. So, what is an earth processing plant? It's basically a big sieve machine that's sorting out different soils. So, the loam goes here, the stone goes over there, fueling goes over here. So, a lot of stuff that was at the site was reprocessed for the purpose of using it for fill. It was a very balanced site. So that's what that was. It appeared that the permit by notification, which is not any different than if we have a fill culvert and we need to fix a culvert, we don't need a permit by the state. We're just simply telling them, hey, I'm fixing this. This is what I'm doing. I'm just giving a heads up, and that's the end of it. That's why it's called permit by notification. You kind of get the permit just by notifying them. With

that said, in October of 2024, a permit by notification application was submitted to DS by the contractor. On November 7th of 2024, a permit was issued by New Hampshire DS related to that plant. Five days later, the contractor tells DS, I'm done with that plant. I no longer need it. It's not even in New Hampshire. And a letter of deficiency was issued in December 2024 by DS saying, hey, if that plant ever comes back, you need to let us know. But no further action is required. **[Slide 8]** So, the next slide is basically what that looked like out there. This is not from the Target site. This is kind of pictures from the web. But that's kind of what it looked like out there. They had different belts, and they were moving stuff around. And that's basically it in a nutshell. Go ahead.

Selectman Guessferd: So, with regard to the letter of deficiency, the deficiency, I just want to make sure I understand it and the folks out there do too. This wasn't necessarily a deficiency by anybody in particular, right? I mean, what does exactly that mean?

Elvis Dhima: The letter of deficiency basically meant that they went to the site, they looked at everything, and the only thing they found is that they should have had a permit notification for processing material at the site. And the threshold was 150 tons a day. When the contract went out there, they thought they were under the threshold. When the state went out there, it says, no, I think you're processing more than 150 tons a day. Therefore, I think you need a permit. Can anyone really measure it going out there and saying, I brought my truck over, I put 150 tons on it, and it was 150? Not really, but I think the state kind of felt that it was on the conservative side to say, you know what, why don't you put a permit notification in just in case and then go from there. So that's what. It was a full assessment by the state about the operational terrain permit that they issued. And what they came up with saying is, yeah, you should have one in place just in case. It's not any different than if I go out there and they got silt fence out there and they're missing a portion or a portion needs to be redone. And I say, you know what, everything looks good, but when you get a chance, can you please put that up when you get the chance, because it's kind of looking down or you need another layer of it. That's kind of in a nutshell, but it did not conclude in any further action from the state. If there was an issue from them, they would have said, that's it, shut it down, you can't do it anymore. They said, listen, just submit it because it's by notification and that's the end of it. So that's basically it. Is there any follow-up?

Chairman Dumont: Yeah, real quick. So just to clarify a little bit further, all of these permits that are state regulated, the process that runs the state, the approval that's given by the state, those are all required in the site plan approval, correct?

Elvis Dhima: That is correct, yes.

Chairman Dumont: Required through the Town of Hudson for them to obtain these permits?

Elvis Dhima: No, we are required to have all the state permits that are applicable to the site. So, for this particular case, that is correct. So, for this particular case, we know that the state permit was required for alteration terrain. So, basically our process kind of ends at do you have a state permit, yes or no? Yes. Anything beyond that as far as sweep and every monitoring and all that, that kind of falls on the state.

Chairman Dumont: Correct.

Elvis Dhima: We're being basically a good partner with the state by saying, hey, we have an issue here. Can you come out and look at it?

Dillon Dumont: But because we as the town don't make the final say whether or not it's necessary, our approval covers the applicable ones.

Elvis Dhima: That is correct.

Chairman Dumont: If it becomes necessary, it's part of our approval as well that that is a requirement, correct?

Elvis Dhima: Yes, but we can't enforce those. We have to have the state enforce those just so we're on the same page.

Selectman Guessferd: That's a general stipulation with the plan, correct?

Elvis Dhima: That is correct, yes. That is correct. So, for this particular case, and it's a good question. For this particular case, we require that the state approve the wetland crossing for the road. We require that the state approve the alteration terrain permit for the site, approve the alteration terrain for offsite, and also DOT approved all the offsite improvements that are not within our right-of-way. We have all those. And when that basically got locked in, if you want to call it that, then that's when this project was complete as far as I'm concerned. So, we had

an approval with all those conditions. When those conditions got approved or met, then we're good to go on the construction.

Chairman Dumont: How long, and maybe it was in the timeline before, but how long from notification to when they provided that permit by notification?

Elvis Dhima: It wasn't long. **[Slide 9]** So, yeah, so in August they were notified, the site contractor got notified that they need a permit by notification. And in October, so September, so within two months they applied for the permit. And then within a month the state actually gave them a permit. And then within five days they said, we no longer need the permit because this is no longer in. It was kind of like after the fact.

Chairman Dumont: No, no, that's fine.

Elvis Dhima: But I think here, because we kind of talked about it, I think the main thing was we're not using a certain amount. I think the threshold is 150 tons. If you look at the permit, and by the way, the letter of deficiency is available on the town website if anyone wants to look at it under the target. So, you can dive into it. But I think the threshold is 150 tons. So, I think when they started the process they thought they didn't have as much. And as I said, when the state went out there like, well, it's one of those things you probably should have it and not need it versus the other way around. But that was the only thing that really they found that should be addressed.

Chairman Dumont: Last question, do you know when in August they inspected the site?

Elvis Dhima: I don't know. I don't know if it's in the middle, but I think it was a result of the March event of the dust. So, we were dealing with a dust event and we're like, can you come in and have a second look at this? And as we got into the April and May, and I think residents were also advised to reach out to the state as well because it's their permit, because we were doing our part. And then the state came in in August. I can't find out, but it's somewhere in August. And actually, if you look into the letter of deficiency, it might be stated there when they actually came in. So that's in there as well if you want to get a date. I don't know if they actually had an actual date or not. They just said in August. And I spoke to them and they were very pleased with the way erosion control was in, how the whole setup was in place, and that was the only thing. And my experience with them is that they can only find one thing that's not a bad thing because they usually come in and they have a whole list, but there wasn't us. But that was it in a nutshell. That's the only thing they were able to find when they came out there. We were trying to address the same issues we were doing. **[Slide 10]** So, the letter of deficiency, as I said, it's available on the town website if anyone wants to look at it. If you go under Planning, Target, it's one of the supporting documents. You can see the details. You can't see much here. It's very blurry. It wasn't done intentionally. I want everyone to see it. But everyone is like, you did it on purpose, Elvis. I know it. It's available. **[Slide 11]** Now this is a very interesting one, interesting picture. So right over here, you see these arrows? This is where the stone wall, where the sound wall starts. And this is basically the layout. So as of November 2024, they were still working on the sound wall. So, this is the first one. And then the second one is on the lower end right over here. And this is all the residential area adjacent to it. This wall is about 500 to 700 feet away from the residential area. So, there was a lot of earth moving going on there between 2023 and 2024. They were bringing 10, 20, 30 feet worth of basically earth berm before they started building the sound wall. So, there was a lot of moving pieces out there, equipment and dirt. So, during that time, there was a lot of earth, and I think that's what kind of created the dust issues out there. It wasn't that it was coming from the side. It was because it was coming from the side so close to the residential area. Go ahead.

Selectman Jakoby: Does this show also where the trees were taken down that weren't supposed to be? I thought it was on the left.

Elvis Dhima: Yeah. I think maybe it's these ones right here. I think these are the trees that were taken out. I don't know exactly, but this is it right over here. And I think they were trying to use some of this dirt to fill this out, but I want to say it's these trees right here, this pile. So as of November 2024, the sound wall and fence is complete, and that created another layer now on top of the vegetation of basically that dust being prevented from traveling from the side to the residential area. I think that helped quite a bit.

Roy Sorenson: Elvis, I got a quick question. Was that wall part of the original plan?

Elvis Dhima: Yes. And the reason for that is there's been a lot of conversation about it. From what I remember, and I attended pretty much every meeting, is, well, you know how it goes. Yeah, I know. I remember this. That's what we all say. We all attended almost every meeting. I know it's been five years, right? So, who knows? And it was COVID. After it got COVID, who knows what's what. But what I recall is that they wanted to create a buffer between the site

and the residential area for noise, for lighting, and for privacy. So, you know, you can say the developer brought it up from public input. I don't know if it was a combination, but either way everyone agreed that this was going to be put in place. And it costs a lot of money to put this in. So, I tend to say probably the developer didn't want to do this more than, you know, other people. And we have done this in the past, you know. But long story short, this was kind of discussed numerous times during the approval process, and everyone agreed that this would have a better product in the end of the day because it's going to create more privacy, it's going to reduce noise issues, and it's going to reduce light issues. After all, I mean, they call it the sound wall for a reason, right?

Chairman Dumont: To follow up on that, so, again, that was the beginning of the approval process. That was when they had three buildings.

Elvis Dhima: Three buildings, correct.

Chairman Dumont: And how many square feet compared to what's going to be out there?

Elvis Dhima: So there were three buildings close to 2 million square feet, and it's down to one building, which is going to be 1.6 million square feet. But then there's a couple or a few hundred thousand, you know, additional mezzanine or like a second floor within. So I think the square footage-wise is about the same. But instead of three buildings, it's down to one.

Chairman Dumont: The other thing – The building height remained the same, or did that increase?

Elvis Dhima: Say that again?

Chairman Dumont: The building height?

Elvis Dhima: The building height remained the same. The only thing that changed is the building got further away from the residential area. So, the original plan, I think, had the building right where the sound wall is right now, about 500 feet away. With the new building, they pushed everything closer to the Circumferential Highway, and then where one of the buildings was going to be, that's where they put the sound wall. So, everything got pushed further away from the residential area to reduce the impact, which I thought it was a better product in the end.

Chairman Dumont: No reduction in the size of the sound wall?

Elvis Dhima: There was no reduction on the sound wall, correct. Everything remained the same, correct.

Selectman Jakoby: And just for the public, and part of it was that the sound wall had to be put in first.

Elvis Dhima: Correct.

Selectman Jakoby: And they did do that.

Elvis Dhima: Correct.

Selectman Jakoby: So, I just wanted to reiterate that.

Elvis Dhima: No, and that's a good point. So, before they got the building permit or the foundation permit, the sound wall had to be basically put in. That's correct. So that's what happened. Once it got completed, then the asphalt had to be put in place, and then it had to be vegetation that went with it. So, this is kind of what the sound wall looks like.

[Slide 12] These are some pictures from both sides, the Target site and the residential site. As you can see right over here, this is basically the erosion control they have in place, a steel fence, hay. You got what they refer to as the orange or the snow fence. So multiple layers, in some cases two or three rows. And then they have the landscaping that consists of a lot of trees, about 6,000 or 7,000 trees. And they did some hydro-seeding last year to stabilize the site. **[Slide 13]** This is another picture. They put a lot of effort into this, and I don't know if you can see this or not, but right over here, you see this arrow? These are irrigation lines for thousands of trees to make sure that they wouldn't die, because they're required to replace them.

Selectman Jakoby: That's right.

Elvis Dhima: So, you would see these white tanks out there, about 500 gallons, and they would fill them up, and then this is going to basically feed all the trees that were putting in, and a lot of effort put into it. And they didn't do this themselves. They ended up hiring a third party to do this. So, a lot of effort put into this, and it was just separate crews, 20, 30 people just working on the trees. They kept the trees that they brought in from nurseries into a shaded area to make sure they didn't get cooked while they were planting them. So, very thorough. Now, we've gone out there. Some of them have died, obviously, and they're supposed to replace them. We have a significant bond in place, about \$4 million, just to cover the landscaping, and it does not include the side improvements related to the water in

the sewer. So, we have a significant amount in guarantees that they're going to do exactly what they committed to when they got the approval. But that's kind of what it looks like out there. **[Slide 14]** Now, one of the things we did too, in late 2024 to 2025, we were concerned that the dust was going to continue, you know, issues were going to continue to happen. And during this discussion was some clarification on the dust issues. It appeared that some people were under the impression that it was going to be dust prevention. If you look at the approval, it talks about dust mitigation. So, the applicant, the owner of the site, is expected to do everything they can to reduce the dust and to mitigate that. I don't think anyone was under the impression they were going to prevent it 100 percent. So, what we did is, you know, we asked ourselves, well, when it happens, are you breaking any rules? You know, we don't control anything in our rule, but how does the State keep an eye on this? So, Clayco decided to set up six stations related to air quality and install them at the site. I'm going to go over the locations with you real quick, just to get yourself familiar. So, this one up here is next to the circumferential highway bridge. This one is adjacent to the river, and then there's two stations here. One is before the sound fence, and another one is right at the tree line with the residential area, right over here. We have one by what's left of the gulf, of course, you know, the little area that got left over there, the Friel's. And then right over here, there's another one set up right behind Mercury Systems. Now, on your right-hand side, you got the station being labeled, station one, two, three, four, but the one adjacent to the residence is station four and five. So, that happened in February 2025. Again, why? Because we felt it was another layer related to, you know, fugitive dust mitigations. Because we were going out there, we're like, all right, we can see dust. What does this mean? I don't know. Are you breaking any rules or no? So, this is at their cost, obviously, and this is something that they agreed to. So, we wanted to make sure that starting 2025, we had additional tools that we can say, listen, if there's another event, we need to know where we're at. **[Slide 15]** So, Environmental Protection Agency, also known as EPA, it's got a National Ambient Air Quality Standard. And basically, what that means is over an average of 24 hours, threshold concentration of 150 micrograms per liter. That's basically as high you can go. If you go over that, you have an air quality issue. Dust events, we had significant dust events in March 7th and March 8th. And we got emails from the abutters, from the residents. So, I requested Clayco to basically provide reports related to air quality for those two days. And that's what you're seeing out there. The line in red represents 150 micrograms. And the blue line reflects basically the air quality throughout the two days. And both of them are under 150. **[Slide 16]** Now, you'll see on the next one, this station number three, which is basically adjacent to the remain of the golf course, the range, you'll see at one point, we saw a spike of 220. So, you know, you would say, Elvis went over the threshold. Remember, it's 150 parts over a period of 24 hours. So, if you hit 220 and you remain there over that, that would be an issue. So, on the 7th and on the 8th, we had one occasion when there was a spike. It's always low road, if you want to call it that. And then the rest was below. **[Slide 17]** This is station five during the same day, for the two days. As you can see, it's 150 is right here. And this is basically the residential area. It's basically somewhere between zero to 20. On the right-hand side, we got a schematics of the wind. The wind goes from zero to two miles, two to four, four to six, six to eight, and then everything over eight. And as you can see, in some areas here, we're talking about over, you know, eight to 10 miles an hour, which is pretty significant. And it's, I mean, they have all the information they need to basically determine if they're within their range or not. So, these stations are still out there. And for significant events, when staff goes out and says, I need a report, we trigger a report. 7th, March 7th and 8th was the only one that we felt that we needed some answers. And that's why we asked them for those days. We haven't had an event like that in a while. Another thing that has happened, too, is the building is going up. So, that's created now another buffer. So, it's breaking that wind from Circumferential Highway towards the residential area. One of the things we also did as the building is going up, we requested that they start putting the wall that's facing the residential area. I wanted that to go first. The reason for that is to break that wind. So, it's not picking up and it just keeps going. They did that. They started on the corner and they worked their way either towards the river, towards the residential. And now they're working towards the Circumferential Highway. So, they are responding, you know, to certain requests we're making. And I think that also helped as well. **[Slide 18]** So, currently, a lot of available information for this project on the town website under the planning department. You know, we have a timeline to when it was Amazon and then it was then switched to Target. We have a lot of information related to, you know, soil testing that we're going to get into later. But we do not have any environmental soil testing for this private site. What that means is someone going in and doing a chemical breakdown for what the soil is inside. We don't have that. Now, if there is anything that we should know, it should be on the state website. And that's on New Hampshire DS1 stop. We have made it available on the town website as well. If you go under that, you can click on it, go on the address, and look at everything that's available. So, don't look at your house and you find out you have asbestos ash. It's probably a patent used. But if there's anything that needs to be known, they have it. So, you know, we have sites, for

example, in town that have asbestos, right? You can go into a property and you can find out did you have a hit. We looked into this. There's nothing there for this particular site. Everyone is more than welcome to do their own research. This was also part of the alteration terrain permit. If there was anything that needed to be documented and be put forward, the state would have known. The state also does their own research when they have an application to make sure that you're hitting all the checklists. And we'll go over the checklist too as well. So, even if we miss something, I'm hoping the state didn't. And even though it's their state permit, we kind of do our homework too as well. There's a lot of institutional knowledge in town too. What site are the ones that need to have a second look and one they're not. We have them out there. We're next to Nashua. We know that we have known sites. This is not one of them. It's that simple. So, again, we have one stop. It's got a lot of information. Anyone that feels like they want to do some research and play Inspector Gadget, have at it. I know I did my fair share. **[Slide 19]** And this is kind of what the website looks like, really. You go in. I don't know if you can see it or not, but they talk about underground storage tank. They talk about public pools, underground storage tank, air stationing sources. They talk about wells. They talk about groundwater, alteration terrain permit, asbestos, hazardous waste generator. That's basically for any site that's known to generate waste. Like Bay Zier site across the river where the railroad track used to be in Nashua. That's a known site. And every time you dig there, you're generating waste. And they need to know where that's going. Typically, most of those stay on site. So, if this site was contaminated, they would have barrels in there keeping their stuff at site. That's not the case. So, everything that you need to know about anything that has any documentation, it's here. And it's available to everyone. It's free. **[Slide 20]** Information about the history and the project, as I said, that's on the town website. So, we have two pages under the Planning Board. We have the Hudson Logistics Center proposal timeline. They'll take you through the Amazon project. Then, converse it into a Target. And then, what we also have on that particular page is all the information that we grabbed during the application. And one of those is the alteration of terrain application. Soil testing was included in that application. People actually went out and did digging. And we're going to go over that. That's available on the town website if you want to look at it. And right away it says soil testing. That's alteration terrain part one and part two. It's very big. It's over 100 megabytes. But if you take your time, you'll be able to scan through it. **[Slide 21]** So, what we also have done, too, is we created another page dedicated to the construction activity out there as well. So, you got the timeline from Amazon to Target. And now you're getting into what's currently going on right now with this particular project, which is Target. We have Hudson Logistics Center there. We got pictures. We have supporting documents. Some of the documents you have there, you're talking about what they're doing every month, you know, construction-wise, you know, what they have. This is where you're going to find the letter of deficiency if you like to see it. This is where you're going to find the alteration of terrain permits for on-site and off-site. There's a lot of information there. There's also pictures that represents what's happening there every month. As you know, it's a private site. A lot of people want to kind of see what's going on. I mean, it's just curiosity, right? I've never seen anything like this. I'd like to see it. They're very, right? I mean, it's just, I've seen enough time. I've seen enough of it. Let's just put it that way. So, let me tell you, there's nothing glorious about it. Once the walls are going, I was like, all right, what else? But I think the pictures kind of helped a lot of people to kind of see what's going on. I mean, you can't blame anyone, right? They want to see what's going on next door to them. I don't blame them. But this is out there. It's about five to ten pictures. We try to put something out there that represents different areas of the site and just trying to help with getting people to understand what's happening next door. It's available, as I said. **[Slide 22]** Now, the alteration of terrain, and I don't know if you can see this or not, but there's some arrows here. And the first one talks about the name of the soil scientists who performed the survey, the data soil survey that took place. That gentleman's name is right here, James Gove. He works for Gove Environmental Services. This gentleman's license is 004. This guy probably came up with the program, right? He's like, you know, there's some money to be made here. Let me give myself a license and get to work. That's what I would have done. So, this guy has done this for a long, long time. Some of the things they need to do is they delineate the soil boundary of the wetland boundaries and the soils at the site. This is part of what they need to do for alteration terrain permit. They also needed to put a soil symbol. They also need to put a key or a legend related to the soils that was at the site. And they need to do a hydraulic soil group as well for the site. That's part of the requirement for alteration terrain permit. Someone needs to go in and start digging and tell us what's in there. That's what took place. **[Slide 23]** Now, this is what the soil maps look like. If you want to dive into that alteration terrain application that I showed you about a couple slides earlier, you see a lot of yellow, right? Anyone colorblind here, by the way? No, we're good. No, blind, but not colorblind. No, colorblind. That's good. We're halfway there. So, as you can see, a lot of yellow, right? That's pretty much either sandy loam or loamy sand. What's the difference? Sandy loam versus loamy sand? Well, in one, you might have more loam than sand versus the other one, you might

have more sand than loam. It's the same thing. You're like, what's the difference? Don't ask me. I'm not a soil scientist. But I do know enough about soils because I have to for the septic system designs. The green here is just pure sand. And then the pink or the reddish, that's wetland throughout the site. That's what that represents. Poor soils, wetland, wetland buffer, things of that sort. Then you see this almost purple looking, those are actually water bodies. So, that's just actually water at the site. So, as you can see right here, this is the residential area here. I want to say, which one is this one? The Muldoon right here. Is this Eagle right here? I think so. So, as you can see, yeah, is that?

Selectman Vurgaropoulos: Eagles, yep.

Elvis Dhima: So, as you can see, there's a wetland right over here, massive wetland area. You have water. And then you see these boxes, this is basically the soil that they found when they did digging around this, along the property line. And this square also represents different soil locations to figure out the mapping. This is the other side now of that development. This is where Merrimack River is. As you can see, more soil testing throughout the site to determine what kind of soils we have. Again, we got mostly sandy loam, loamy sand. We got pure sand right here, and then we have a water body right over here.

Selectman Jakoby: So, can I ask you a question? So, the soil testing is testing the types of soil that is there. Does it also test if there are contaminants in that soil?

Elvis Dhima: No.

Selectman Jakoby: I just want the public to know that.

Elvis Dhima: No.

Selectman Jakoby: So, these are strictly for construction to understand what types of soil we have on the site and where they can do what based on the permit.

Elvis Dhima: Yes.

Selectman Jakoby: Okay.

Elvis Dhima: But if a soil scientist, like including myself, for example, if I'm out there and I'm doing soil testing, if I find like black soils or I know what oil looks like or fuel.

Selectman Jakoby: If something looked concerning or smelled concerning, something wouldn't.

Elvis Dhima: So, basically, the way it works in construction, if you go out there and do something and if you want something else, that's when you do it. You wouldn't be doing basically environmental. Because this wasn't, if this was like, usually you see that when you have a gas station, right? You got a gas station or you have a site that was known to be a gas station, got removed, now you want to go back and see where the tanks were and go from there. You would have a reason. It needs to be warranted.

Selectman Jakoby: Right.

Elvis Dhima: I mean, it's not any different than if you're doing some side work to do the septic and you have a guy doing a septic and the neighbor is like, you know, I don't know what she's up to, but she's up to no good. And then she calls me and now I have to like, you have to do soil testing. Chemical related.

Selectman Jakoby: Right.

Elvis Dhima: Why? I'm just, you know, I'm doing the septic discharge. That's kind of it.

Selectman Jakoby: Yep.

Elvis Dhima: So, as they're doing testing throughout the site, there was no indication whatsoever that they need to warrant anything else.

Selectman Jakoby: Right. Based on, you know, the history there and what.

Elvis Dhima: But also, what they saw in their witness. And as you can see, all those dots over there, that represents them going with a shovel.

Selectman Jakoby: It's a lot.

Elvis Dhima: I would say so. It's probably, probably over a hundred if you look at the overall picture. And again, this information is available online. You can count them if you want to, but based on what I saw, it's probably over a hundred. That helps them draw those and delineate those lines, you know, green, yellow, obviously the water, we can all tell the wetlands not so much. So that's kind of why they're the soil scientists. They figure out what's there and

what's not there. **[Slide 24]** And as you can see on the right-hand side, you got group A soils, which is basically the best. It's beautiful, you know, beach sand. That's the green. That's the stuff you want, right? And this is what you would expect next to a river. Right? You know, you'd expect sand or ledge, I guess. You know, I've seen ledge on the Friary sites. Are you kidding me? Went from sand to ledge. I'm like, only in Hudson. Only in Hudson. Guy jinks himself, basically. That's it in a nutshell. **[Slide 25]** But if you want to break down what you're looking at, is this is the soil types. And you're looking at Aguan, fine sand, sandy loam, and then Aguan, fine sandy loam again. And then a definition is basically, is a series of fine sandy loam, topsoils and subsoils, then becomes loaming sand in the subsection. It's well drained and it goes on and on. And that's basically the definition in a nutshell. Again, this is available online if you kind of want to go over it. **[Slide 26]** So this is one of the things I came up to on the last meeting. Right? And I just, I think this is very important. So, I did this quick schematic. It's not very fancy, but basically what we're looking at is the red line represents the property line. And then this yellow circle here, I mean circle, yellow rectangle represents the building. Within the building, that's the building department jurisdiction, you know, inspection services/building department/fire department. So, any questions related to the building, it goes to them. Fire suppression, things of that sort. That's their jurisdiction. Those are the people that issued permanent related to that. Then you have an area between the edge of the building or what we refer to as a building envelope, and then the property line. Within that, it's engineering department and PLA. PLA is not the public, the People's Liberation Army, it's the planning department. And that's basically, you're talking about erosion control, water, sewer, plants. You're talking about roads access, things of that sort. And then you got the river in the back, right. We have no jurisdiction over that. That's New Hampshire DES, related to shoreline protection. That's EPA, and that's the U.S. Army Corps of Engineers as well. Now on the roadside of things, for offsite improvements, anything within the state right-of-way, that's state jurisdiction. And that is basically from where Goodwill is all the way down to the state line. That's all theirs. Anywhere from about two to three hundred feet on Lowell Road from Lowell and Wason Road all the way down to the intersection and then Wason Road itself, that's where some of the improvements, that's our jurisdiction. That would be myself, public works director, and Planning Board as well. No Planning Board, I'm sorry, planning department. And that's about it. So, when you get an email and people are like, you know, what is the Board of Selectmen going to do? You really don't have a role. So basically, the only thing you can do is forward those to staff and that's what you've been doing. So, there's no role here for you. I mean, the only thing that I can think of is if Target comes tomorrow and says, we would like to work at night, and your ordinance only allows 7 a.m. through 7 p.m., Monday through Saturday, but we would like to do work Sunday. That's when you get involved. That's not any different than the permit that you give to Brox's to have night trucking. That's about it. You don't have, you can't go out there to inspect it. You can't go out there to confirm anything. That's basically it. The Planning Board, it's pretty much in the same position as well. Once it gets approved, it gets handed over now to be executed. Unless there's a significant discrepancy there, and the contractor or developer is not listening to staff, then we'll shut the job down and send it back to the Planning Board. Because I'm not going to sit there and argue with whoever's running it. You know, at some point I'll be like, you know what, I had enough. Shut it down. You deal with it. That hasn't happened. Have we shut jobs before? Yes, I've done it a couple times. There's nothing glorious about it. But it's happened. That's it. So when, again, when people reach out to the Planning Board for certain things that have already been approved, there's no role there. It's unless, as I said, unless planning department staff or engineering or zoning says, hey, I'm having an issue and they're not listening, there's nothing for us to do. And that's kind of it in a nutshell. Then you got the state, then you got the feds, and so we have our own little circle. And that circle is pretty much within the property line for what applies to us. Within the property line, you know, if you have alteration terrain, that's the state. So, I hope that kind of gives everyone an idea to kind of where everyone stands. Do we have any questions, any follow-up? I hope I didn't go too fast.

Selectman Vurgaropulos: Thank you for working on this. This is a lot of information and I appreciate the website being updated.

Elvis Dhima: Yeah, we thought everything that's going on maybe was a good catch-up or just kind of like bringing everyone up to date. So hopefully, hopefully answer some questions, hopefully.

Selectman Jakoby: I just have a couple of questions. Was there a stop work at one point?

Elvis Dhima: No, there was a conversation. There was a, how do I say this?

Selectman Jakoby: Because I caught, we had, you and I had.

Elvis Dhima: It was a, it was a mild ultimatum, I guess, if you want to call it that. So, if you did not meet the certain thing by a certain date, we'll shut it down, yes. So basically, what happened is there was a, there was an issue with

the tree line. Okay. That was, and basically, they were given a week or two to basically either issue it right away or a stop work order was going to be issued.

Selectman Jakoby: Okay.

Elvis Dhima: And they basically submitted plans, said here it is, this is what we're going to do. It got approved by staff and that was the end of it.

Selectman Jakoby: So as each request or concern came up, they worked with you very well, you would say.

Elvis Dhima: Yeah, as of tonight. I don't know what's going to happen moving forward.

Selectman Jakoby: I just wanted to clarify. Yes.

Elvis Dhima: I just want to be like, you know, that might change tomorrow, but as of today, yes. And it hasn't been perfect. I just want to say that, but they've never come to a point where we had to really lean on them, except that one time about the trees. I think there was a lot of hands involved there and someone had to take the lead and they did eventually, but yeah, they got close within a day to shut it down. Yes.

Selectman Jakoby: Okay. And for the public, there were just some trees taken down that weren't supposed to be taken down.

Elvis Dhima: Yes.

Selectman Jakoby: And then there was medication negotiated.

Elvis Dhima: Yes. So, for every tree that cut down, and not all of them were healthy, but for every tree that cut down, they're putting two back. And in addition to that, they're putting a bond performance related to that work. Yes. And that needs to be done prior to getting a CL. Correct.

Selectman Jakoby: Okay.

Elvis Dhima: I just want everybody put in to make sure that for every tree that they took down to put back. So that's going to be basically verified by the NAS bill. Yes.

Selectman Jakoby: Yeah. And I think the only other interesting point that I just want to bring up for the public is having visited some people down in that neighborhood and understanding that they're trying to mitigate dust and dirt. I think part of what's coming up is one, the amount of dirt that is physically on their houses because of the project and the amount of dirt that is like flying in or has flown into their homes. So, I want to just put that out there. That's some of, for people not living near it, it's kind of that what's medication and what's, you can't stop it. And where's that balance? And I just wanted to share that some of the things that we're hearing. Just to give a perspective.

Elvis Dhima: Yeah. Yeah. Yeah. It was a concern at first because it was, you know, it was pretty intense at first as we were dealing with this, especially when the whole thing was wiped out, especially when there was a lot of construction happening adjacent to them. No one is disputing that. I think including the contractors. One of the things that we did was we sent the contractor out there to kind of address. And they talked to some of the residents.

Selectman Jakoby: Yes.

Elvis Dhima: I don't think they agreed to it a hundred percent. You know, they had a certain position, they had a certain position, but we really couldn't do anything. We were stuck in the middle. We were playing the mediator. So, we put everyone together, talked to each other, figured it out. But at the end of the day, it's really like, it's not like we're measuring by the gallon. If you have a certain amount, you're going to be done. It's that one of the things they did is and I know it wasn't enough and it wasn't considered to be enough, but they did provide and they're still available. We have, I think, six or seven left is passes for car washes. And I know that it wasn't enough because they're only like 20, 30 bucks, but it tried something and that's still in place. But I think I want to say based on what we're seeing is that there was more of 2023, early 2024. I don't think that's the case moving forward.

Selectman Jakoby: Right.

Elvis Dhima: I haven't seen it. We're keeping an eye on it because obviously that's something that we want to, you know, we want to respond, right? We have certain expectations. We're out there and we're expected to respond. We haven't seen that. And I think, as I said, between the sound wall, the vegetation, the fact that the building is going up, I think it's broken a lot of it. The other thing that we're seeing too is that there's a lot of hydrocedium being applied as well. So, I think that's going to help with that. And then when this is done, there's going to be something else. There'll be traffic. I mean, it's never going to end. I think we need to expect that, right? I think it'll never end. Nothing

ever ends. But the dust issue, I think, has calmed down a little bit. I think one of the things that came up was, you know, some of the comments that were made. I'm not going to get into it. I think if you want to see some of the comments that were made at the Planning Board to clarify that, it appeared that someone misspoke. They talked about it. I think they tried to clarify what they meant to. And I think that was it. So that's kind of where we're at. We don't see anything of concern. If there was, we would have made it available. We don't have anything that we're aware of to bring anything up. And we can only act on things that we're aware of. We also told people, if you know something we don't know, let us know. And then we'll just send it out to the state.

Selectman Jakoby: And just to clarify one other point is, so if there was asbestos or something that was aware of, the New Hampshire DES would have had that through the site that you gave us, and that would have been indicated. And that was not the case, as per what Mr. Sorensen had said.

Elvis Dhima: Like a dump site, yes.

Selectman Jakoby: None of that is on that property, according to what we could see at the DES.

Roy Sorenson: If you go on the one-stop database, and you look at the map in New Hampshire, you'll see, I mean it lights up quite a bit. And that site doesn't.

Selectman Jakoby: Yeah, so I just want to put that out there. That the staff looked and saw nothing.

Elvis Dhima: And I've heard stories, you know, from other people like, you know, there's a lot of stuff, you know, a lot of ground was, you know, disturbed in the 60s. And they took the good stuff and they put the bad stuff in. You know, we have 9 Industrial Drive, exactly that. They took the sand and they filled it with asbestos in two different locations, to the point that when the town went out to fix it, they end up having with two cells versus one. So, there's no indication this was the case.

Roy Sorenson: Correct. I think on the soil, if you look at the soil report, though, you'll see that their soils were just moved on that site when they brought that golf course.

Elvis Dhima: And they indicate that they said there's a lot of disturbance. They took it from here, they put it over there, but they didn't see, didn't indicate any foreign soil.

Selectman Jakoby: That that was foreign soil. And I think that's important for the public to be aware of. So, I thank you. I just wanted to clarify those things that I continuously hear. But no, I appreciate, I appreciate the detail.

Elvis Dhima: And I think when people hear something, they kind of jump to conclusions. And the good news is, at least in this state, there's a lot of information. You know, so if you don't believe the local government, hopefully you believe the state government. Go over there and get it from me. If you don't believe them, then go to the federal. Good luck with them. But I think it's important to state that we can only provide what we have. If we don't have it. I can't give you something I don't have.

Selectman Jakoby: Well, and I think the one other thing is, yes, just I'm sorry.

Chairman Dumont: And then I'll be good. So HCTV can keep track of everything. It's a lot easier.

Selectman Jakoby: I'm sorry, I have one final follow up. Just as far as the Board of Selectmen. I think this, this is our role to bring information forward and to ask the staff questions. So, I think we're fulfilling our role for this project tonight very well. And thank you to both to the staff for putting this together. Because I think oversight is the important role. So, thank you and that's all I have.

Chairman Dumont: I have a couple quick things since you brought up about comments that were made at the at the Planning Board. You were there, I know, Selectman Jacoby attended a lot of them, Selectman Vurgaropulos, I guess, Selectman Morin and myself as well being on the playing board at that time. The only conversations that I can recollect, and if you can correct me if I'm wrong, were conversations that were talked about the wildlife specialist.

Elvis Dhima: Yes.

Chairman Dumont: That wildlife specialist that came in that I think we spent easily two meetings on with public input involved in that was about how in their expertise, the site would actually benefit from this type of development over the golf course that was there. And that with the conservation easement in place, and the open space that was going to remain, the wildlife would actually increase in that area. And the land would prosper a little bit more versus having a golf course there.

Elvis Dhima: So that was the assessment also done at the conservation. So, there was a lot of that discussed at the Conservation Commission, because they had to sign in for the, you know, what we refer to as a special exemption,

but it used to be wetland special exemptions. So, they were involved with a buffer, and that came up numerous times. There was also indication that there was nothing there like, you know, talk about a bunch of bunnies and a couple of beavers, this and that, but there was nothing there like, you know, unicorns or things of that sort. But I know, I know, we asked for it. But to your point, Selectman Dumont, you're right. I think they basically provided 120 acres out of the entire site for conservation. That's going to conservation. I think a lot of us forget about that fact. Out of the almost 390 acres, 120 is being dedicated to. That's also, it needs to be, everyone has to be reminded that there is a significant shoreline protection buffer that they actually handed over to the town to build a future walkway along the river if we choose to do so. They handed that, so we have a significant buffer between the property and the river as well that we have access to. So, if we ever want to build something romantic there, like a nice walkway, I'm just kidding. We don't have that kind of money. But if we do down the road, we can do a dream, right? A vision. Selectman, I mean, Mr. Sorensen could put in a nice visual about that, you know. But that's in places that's in place as well.

Chairman Dumont: So, I just wanted to make sure, and I wanted to clarify that, because I know the talk has been around soil. That's not our purview. But as far as things that are required under a typical site plan of this size, was a wildlife specialist that did bring that person in, and they spoke to the issues around that.

Elvis Dhima: Numerous times at the Planning Board level and at the Conservation Commission level. Because conservation, I believe, I think the process from the beginning to the end, reviewing it, and giving their recommendation to the Planning Board about the work within the wetland buffer, it took about nine months. So, there was a lot of site visits, discussions about that. And they had a, I think it was like a biologist, I want to say, like a certified biologist that all he dealt with was actually wildlife. And he did a whole mapping of what he saw. So, they did surveying out there. They used what the state had for database, and then they built on that. So they had their own sensors and stations. And they basically said, we've seen one indication of a white-foot bunny or whatever it was. And then a couple other things. And that was the end of it. Yeah, it's like, what was it? What was it called? A what tail? Yeah. You know what I meant. It's been a while. So, but there was some of that. But basically, it was nothing of that the state felt that they would put the alteration terrain permit on hold. That's one of the things they also look at your point is the wildlife and anything when these are species or habitats, when it comes to alteration terrain permit.

Chairman Dumont: I just want to clarify, that was a major concern brought up was about soil, but the real topic was on the wetland wildlife specialist. One other thing that I wanted to bring up. So, the only issue that was over there was the tree line that Selectman Jacoby brought up.

Elvis Dhima: Yes.

Chairman Dumont: Now, from what you're telling me, it sounds like you actually advocated in the position for Hudson and received a better buffer going forward than what was already there, because the no-cut area included trees, undersized trees that were not going to survive. What you had them replace, or the staff had them replace is twice as much as what was there, but a healthier buffer.

Elvis Dhima: Yes. And that is correct. And also create a habitat for wildlife, too. So, the way they created it, and we can make a landscaping restoration plan available. Basically, their thought process that the architect that came up with it, the landscape architect, better habitat for the wildlife there versus just open tree lines. They actually created an area where animals can hide things of the sort. I mean, I've seen a coyote out there. But yeah, you do see wildlife there. I've seen them, turkeys, stuff like that. But their idea was, yep, we made a mistake. And that individual showed gross negligence. I asked him, that person, to be removed from the project. I still don't talk to that person to this day, because I just thought it was unacceptable. I think it was a huge failure on their part. On one individual, really. It wasn't a whole group. I can't blame the whole group. But it had to be recognized. We all make mistakes. We talked about this at the Planning Board. I couldn't ask them to hang him for what he did, because I think we're kind of like a bit beyond that. But they had to make it better. And we held them to it. And yeah, the job was going to get shut down unless we saw that they were serious about restoring the site.

Selectman Guessferd: They were accountable.

Elvis Dhima: Yeah, absolutely. You screw it up, you got to own it. And that was it. It was very upsetting. I mean, because it was clear as day. But it's construction. Things do happen.

Chairman Dumont: And that's the major thing. I think it was just worthwhile for the public to hear. Because where there is authority, you've taken action where necessary. I understand that it's not where everybody would like. But

again, we have to follow certain guidelines. And we all have rules to play by. So, I appreciate that. And I believe Mr. Sorensen had a question as well.

Roy Sorenson: No, I think we just covered a lot of it. I think Mr. Dhima is getting at the filibuster stage at this point. I'll play the thief. Just the complexity of the project, right? So, the conditions of approval and what they have to meet. Just real quick, talk about that just a little bit.

Elvis Dhima: So one of the things that have come up is there's a lot of conditions of approval. It's about 70, 75 of them. It's a lot. And it includes their legal obligations. It includes what they're going to give to the town when they get the CO. It includes what they're going to do with the schools, what they're going to do with the landscaping, what they do with the Conservation Commission. And the list goes on and on and on and on. All the way down to how many trailers for construction are going to be utilized at the site and who's going to have what. We have our own trail. That's available on the town website. The latest and the greatest one was as of 2023, signed by the previous Town Planner, Mr. Groth. We uploaded that today. I think it was, you know, Mr. Sorensen's credit, I think something that we keep losing track of. So, we put that out there that's available as well. Have a look at the list. You understand the kind of what we're doing. But that's really the Bible. We have to go by those conditions. If they meet those conditions, they're good. If they don't meet those conditions, we have a problem. And the question becomes, is that problem at the staff level or is it a problem at the Planning Board level? As of now, we haven't had a problem. So, has it been perfect? No. No, it hasn't been perfect. We have our ups and downs. You know, we laugh and we, it's like the Board of Selectmen. It's kind of like that.

Selectman Guessferd: We laugh, we cry.

Elvis Dhima: Yeah, we laugh and we forgive each other and then we don't. And then we just mean, and I mean, it's just kind of like that at that level too as well. And some of these folks are from around here. Some of them are not. So, we're kind of dealing with, you know, people working from Chicago, for example. You know what I mean? I never worked with these people. I probably never will again after this. But what are you going to do? They have a set of rules. They have the premise and they have the right to do what they're doing out there. So we got to be, got to be a bit, just like everyone else that owns property in this town, we got to treat everyone equally, right? And that's kind of where we're at. But nothing there of a concern as of now. If there is, I'm on it. So is everybody else that's involved with this. Hopefully this was a good kind of bringing everyone up to date, clarifying some of the things and hopefully we can move forward. And the good news is it looks like they're going to be done by the end of this calendar year. And so most of the construction activities out there on the road have decided to be done. So, let's see where it goes.

Chairman Dumont: Unless there's anything else, we'll wrap up with Ms. Dionne. Another question?

Maureen Dionne: I think you sort of just answered it, but certificate of occupancy given the current status within a year, two years, more or less given the current status of the project.

Elvis Dhima: It all depends when they want to, they want to submit their certificate of occupancy request. And also, it depends on can they actually get us a certificate of occupancy based on what they have available. So just because you put a building up doesn't mean that you meet all the requirements, right? So, at that time then we have to see what their obligations are from related to donations or you know financial commitments. We have, there's discussions about this, but there's no a timeline right now. What we're talking about is where we think the building is going to go up and there's going to be a roof over it. And that's about it. We talk about the offsite improvement. So those are the major things. Once that's done, I'm going to have to figure out the landscaping things of that sort. But as I said, there's a significant size bond in place as well. It's a cash bond really. It'll be millions of dollars from them to make sure that they meet the site plan approval.

Chairman Dumont: Nothing else? We will wrap up and move on. You are the next one up, so we'll probably get through this real quick and then move on to some other business.

B. Outdoor Water Usage – Engineering/Decision

Chairman Dumont recognizes Town Engineer, Elvis Dhima.

Elvis Dhima: Thank you, Mr. Chairman. For the ones that were here, we did this last year. Basically, every year we kind of deal with situations during the summer where there's a lot of outdoor water usage. Our average is somewhere between 1.2 to 1.3 million. During the summer, we've seen as much as 2.2 to 2.3 million gallons. As you know, we lost one of the wells in Litchfield, so we only have one well. So, we're counting on the transmission basically line that we have under the river. We also have another transmission line that we can borrow water from on the Litchfield side

if we have to utilize, if things do break. And our transmission line has broken three times so far. And during that time, while we haven't created a restriction, I would like to have that opportunity if I need to, depending on how long things take to repair. So, this is basically being proactive to make sure that if I need to make some changes on the operational water side, I can do that without having to go back to the water supply. Because I don't think it does anyone any good if everyone's out of water. We're having a meeting about it. Like, well, if we shut down the irrigation, that would have been nice. So that's it in a nutshell. You're authorizing me for the next three months to restrict use if we need to. We haven't done this in 10 years that I've been here, but I'd rather just have it in unneeded than the other way around. And that's it in a nutshell.

Chairman Dumont: And you came before us last year.

Elvis Dhima: Correct. And we didn't use it. We didn't use it. Yes, this is the same thing. And this is just for the three, you know, three months of June, July and August. Our advisory on even days is from May to October. But I think usually we see things coming down after, you know, after August, I think September, you start seeing that water come down to, you know, 1.8, 1.7 million feet.

Selectman Guessferd: Just a question regarding it. How for the public, how will the public know that you've, you've implemented tier two or tier three?

Elvis Dhima: They said we won't have water now. Just kidding. I must have just done it. I just found out the hard way. It's a good question. We'll just send a reverse 9-1-1, you know, through the emails, phone calls to the state system, you know, the red alert we have. So just like the school does when there is a snow day, it goes out to everyone. If you sign up for it, you'll get it. If you don't sign up for it, you won't get it. That's kind of how we reach out when we do projects, repairs. It works. The main thing is, if you're not signed up for it, you're not going to get it. So on the town website, we actually have a way for anyone to sign up either through an email or a phone number. And then you get all the alerts that we send out. And we're not trying to sell anything either. I just want to tell everyone, we're just trying to let everyone aware, hey, this is what we're doing. So, if you have a chance, sign up for it.

Selectman Vurgaropulos: What's the name of it?

Elvis Dhima: I think it's, what is it, Genesis? What is it called? Is it Genesis? That's what we use. It's on the, I forget, but if you go on the town website, you'll be able to see. I think it's on Facebook as well. Lorrie, am I correct? I think it's in there and just kind of tells you the step. It's the same thing that the state uses, but it allows you to get notifications. I think it's along the lines when you sign up for Facebook to get notifications from the town, it's kind of along those lines. But we can only reach out to people that sign up for it.

Selectman Morin: With the weather, we're not going to need it anyway.

Elvis Dhima: I mean, a month ago we had a meeting, we're in a drought, we're all going to die. And I told the guy, I was like, how's that working out for you? And he's like, I want to take it back. I didn't mean it. Too late now. But yeah, it's insane. I've never seen anything like this. But yeah, I think we'll be okay. But just in case things change, we have this in place.

Selectman Jakoby made a motion, seconded by Selectman Morin, to authorize the Town Engineer to implement tier two or tier three if and when necessary, during the months of June, July and August of this year. Motion carried, 5-0.

Elvis Dhima: I'll start shutting down the water tomorrow.

Chairman Morin made a motion, seconded by Selectman Guessferd, to change the order of business and have the Habitat for Humanity to move from 8G of the agenda to 8C. Motion carried, 5-0.

Chairman Dumont: So, if you don't mind holding on that motion, I was actually going to turn it over to the Police Department to get back. We had another nomination, but they weren't here in the beginning. Is that okay?

Selectman Morin: Okay. Yeah, that's okay.

Chairman Dumont: All right. So, with that, Mr. Dionne, and I will also recognize Captain McElhinney and Cayot. I saw them come in as well. But it's for Tyler Merrill, Hudson Police, Grange Police Officer of the Year.

Chief Dionne: Thank you. Good evening, members of the Board. It's always hard to follow Elvis. So thank you. I appreciate it. Came here today just to recognize Detective Tyler Merrill. The Hudson Grange had reached out to us and asked for us to nominate an employee of the year from the Police Department. Command staff picked Tyler Merrill. Captain McElhinney responded back to them. Essentially, he was awarded that today at the Hudson Grange. Detective Merrill has taken on a strong leadership role and has been a tremendous asset when training new

detectives. He previously took on this role when Sergeant David Glazier and Detective McGowan now retired into the division, and he has done it again with Detectives Avery and Tamboris. Detective Merrill has been training them in evidence, assisting them with cases, and showing them ropes while carrying on full caseload himself. Further, Detective Merrill continuously offers guidance and evidence investigations to members of the patrol division as well, exemplifying teamwork. He was awarded that earlier today. Unfortunately, he couldn't be here. He has a very young family, and he had to scoot them home after he was done. So, I appreciate the opportunity, sir

Chairman Dumont: But tell him thanks and appreciation for the amazing work.

Selectman Jakoby: Thank you.

Chairman Dumont: Yeah, all right, and with that, Selectman Morin had made a motion to change the order of business moving item G in front of item C, item G being the Habitat for Humanity. So, I will recognize, I apologize, recognize Mr. Sorensen.

G. Habitat for Humanity – Administration/Informational (Presentation)

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

All right, thank you, Mr. Chair. So, we have some folks here tonight from the Habitat for Humanity. I actually did get a chance to meet with them maybe five or six weeks back, given that we've had some full agendas. I asked them for a little patience. That's kind of paid off tonight. So, they're here to explain a little bit about themselves and potentially what there might be of an opportunity in Hudson. So, I'll turn it over.

Krista Sokranzas: Thank you. Hi, I'm Krista Sokranzas, Executive Director for Greater Nashua Habitat for Humanity. I'm also a Hudson resident, and I have some board members with me here as well. I have Kevin Colburn. He is our property acquisition lead. We have Jenna Nand, our board president, our treasurer, Nora Boyle, and Maggie Jabe, also a Hudson resident as well, who's on our board. **[Slide 2]** So, I just want to talk a little bit about Habitat. So, Habitat for Humanity International, it's a global non-profit operating in over 70 countries in all 50 states, and we are the local affiliate of Habitat. Habitat's vision is a world where everyone has a decent place to live. **[Slide 3]** Greater Nashua Habitat for Humanity, we were founded in 1994. Our primary mission is to create affordable home ownership opportunities for local communities. You can see the communities that we serve up there, Hudson being one of them. And this tells a little bit about our program. So, our main program being home ownership. So, opportunities for families to apply, build, and purchase a Habitat home, and partner families qualify by being 30 to 60 percent of area median income. They also partner with us. They have to prove ability to pay a mortgage. We do not give away homes for free. They also put in over 350 hours of sweat equity on the homes as well. So, these partner families work with our volunteer build crew on building their home. So, it's really great partnership. They see what the crew puts in. The crew sees the partnership with the family that they're building the home for. They learn how to be a successful homeowner. They learn about basically what's behind their walls. Our last homeowner was able to video before they closed up the wall. She knows where to put a nail in, where not to, that sort of thing. So, it's a great partnership between them. We also do home repairs as well. So, current homeowners that need extra help and can't afford repairs in their home, we have a partnership program that they can apply to our program if they qualify as low income and our crew does volunteer labor. We have partnerships where we receive grants for some of this funding, some sliding scales where the homeowner invests themselves in the repairs. They could pay materials. We pay for the free labor. It's a really great partnership based on each individual account. We also do community improvements. So, we've done handicap ramps for the soup kitchen. Our crew is actually building a swing set for a transitional housing facility tomorrow as well. We've set up food pantries and worked with a lot of local other non-profits as well. **[Slide 4]** So, after this meeting, you can hop on our website. We have some evidence briefs about the positive effects of homeownership. So, this includes the effect on education and health and wellness of the effects of homeownership. Eighty-five percent of our applicants have school-aged children. We, as I said, we do not give away the homes. We work with the family and we offer a zero percent interest mortgage. So, we do sell the homes at fair market value and then we have a second silent mortgage that is not paid back. So, the payments are set at thirty percent of the family's income, which keeps it affordable. That does also include taxes, insurance, and the principal. And then the principal that does come back to us in the form of mortgages, we put into funds to build future homes as well. And on the second mortgage, so what makes it, keeps it affordable and protects Habitat from quick flips or anything like that is the partner family starts earning equity at year five. That increases through the years throughout the life of the mortgage. And then I mentioned the sweat equity. So, an example of that, our last family, Iris, and she has two young children. She was

working full-time. She put in over 400 hours of sweat equity and she would work full-time and then come on Saturdays and build with the crew. Every week she was there. She also set up time to come during the week if we had special events going on, such as women build, team builds, and really became part of the community. It was a really great example of putting her sweat equity in. **[Slide 5]** So, these are in your packets as well. So, I won't read it word for word, but this is just what sets us apart from home, other home builders, and that we work with the partner family from the beginning. We focus on equity, education, and that does say education again, but it means empowerment. We offer financial literacy to the partner families. We work with them. We have a family selection committee and a family support committee that works with them on how to be a successful homeowner. So, how to learn how to budget. We work with local banks. We've worked with a program called Budget Buddies, and the families really get a lot of experience and a lot of education leading up to the mortgage. We have someone who works tirelessly, hours and hours, putting in, explaining things to them, such as, you know, the mortgage and payments and escrow and how it all works through the whole process and is there at closing and hands them the keys. It's really rewarding for that committee as well, and I mentioned the hands-on building experience. That's just, I mean, these families know more about their homes than most of us going in. **[Slide 6]** These are just some images of the way we bring the community together. Our volunteers, our build crew, our home repairs. We have a board member there who repelled off a 24-story building to raise money for us. Team builds. We have special events such as pickleball, playhouse. These are how we bring the community together while raising funds for the projects, and our committed board members as well. Couldn't do it without them. **[Slide 7]** This is where we talk about a little bit more about Hudson. So, we are built. Some of our board members are residents. I'm a resident. We've worked in Hudson in the past, and we have a lot of donors from Hudson. We have a couple recent major donors from Hudson, and North Point Construction is a new partner of ours working with us on in-kind donations and financial support. Well, they've been really great, and they were very instrumental in our last home build, so very happy to partner with them. So, we already feel welcomed into the Hudson community, and we also, if we are given the opportunity to build in Hudson, we could work in that we would give preference to a Hudson family. So, it's a family that possibly already rents in Hudson. Their children are already in the school system. They would bring taxes into the town, and that could be said, if all things are equal, that the preference goes to the Hudson family. We've done that with other towns in the past, specifically Wilton that we last did that with. **[Slide 8]** This is a little bit of some of our community involvement. So, I mentioned team builds. That's where we work with companies that will set up a day, sponsor it, send their employees. They build the home. They get trained by our crew. They have a great team building experience, and they leave feeling part of the home. We've had situations where team build members have come back and donated items to the family, or they talked to them while they're on site. Could you use a rug for your child's room? Things like that. So, it's really a nice connection with the families. We've done faith builds, church organizations, and it's our volunteer crew on our last house specifically put in over 4,500 volunteer hours building the house. So, it's really amazing how they come together. Yes? Selectman Guessferd: On that point, have you reached out to any of the volunteer organizations in Hudson and done this sort of thing with them as well? I suggested you probably do.

Krista Sokranzas: Yes.

Selectman Guessferd: We have a lot of volunteer organizations in town.

Krista Sokranzas: We do, yes. Specifically, I think the Lions is the most recent.

Selectman Guessferd: Lions, Kiwanis Club.

Krista Sokranzas: Kiwanis, we've worked with the Nashua, but it is on our radar as well.

Selectman Guessferd: Yeah, and there's others as well. There's the veterans' organizations, and you'll probably find some folks there that may fit your profile within the veteran's organization.

Krista Sokranzas: Right, that would qualify as a family as well. When we do open up applications for the home ownership program, we reach out to all local towns in our service area. We host information nights, so we would possibly do one at the library here in town, just to really make sure to get that word out that the opportunity is available.

Selectman Guessferd: Any other place to reach out? The library, definitely.

Krista Sokranzas: Yep. I recently met the Building Trades Department of Hudson, so we've talked about is there a way that the youth, if they're not old enough to be on site, but how could we work with them that they could potentially do some pre-construction at the school? So, I talked with Matt Summers over there, and he seems very receptive to

it. I actually worked with him personally on a food pantry too, so I think that community with bringing the youth in, partnerships where they could even do some fundraising on site. We just did something with the DECA program in Nashua, so we could probably even duplicate that in Hudson as well. [Slide 9] So, these are just some of our partner families that we've worked with in the past. So, you see the top left corner is our most recent Iris, so painting her house. [Slide 10] So, I just want to show real quick images of our last building. So, this was our most recent build in Nashua. So, I wanted to specifically point this one out, it was on Granite Street in Nashua, and it was appraised. So, we say we build affordable housing, it's not cheap construction, it's quality homes. This house was appraised at \$565,000. So, the partner family receives an affordable mortgage with payments that include taxes, insurance, and principal, that their total payment is set at 30% of their income. That's what keeps it affordable for the family. So, I want to pass it over to Kevin as our property acquisition lead, so he can just speak briefly about Hudson.

Kevin Colburn: Yep, absolutely. And just to put that in perspective, I'm a mortgage loan officer by day, and I volunteer with Habitat at night, or whenever. So, the 30% of the income, so that house valued at \$565,000. If somebody were to come to me to get a mortgage, pay three and a half percent down, they'd probably be looking at a mortgage with taxes, insurance, mortgage insurance, monthly mortgage payment of over \$4,000. And I believe Iris is paying under \$1,000? No. Is Iris paying about under \$1,000 for her mortgage payment? So significant impact on the families that we work with. I'm a Hudson resident, pretty much lifelong. I did spend some time away after college, but moved back and have been back for the last 25 years. Particular property that I've been looking at, because I've been charged with finding new land, and that's our biggest need right now, is to find land. Can't start vetting families until we have land and know what we're going to build. Atwood Avenue in Hudson seems like the perfect place to me. We brought Chris to buy, and it seems like the perfect place for her as well. Many lots down there are state-owned, I'm sorry, town-owned, taken by tax deed back in 1981. One lot in particular, do you have the slide of the map? Is that up there? I can hold it up. It's probably in your packets. One lot in particular is number 37 Atwood. Kind of an odd-shaped lot. Right down at the end of the road, it's a dead-end street. Pavement goes to about halfway through the property, I believe. And if we could get all or part of that property, I think we could build one to four homes over the next several years. You know, it's basically looking for the board's advice on how to go about doing that. You know, like I said, great area. There's about 20 lots down there that are owned by the town, that are owned by others, and there are streets on the map that don't exist just yet. So, definitely an area that looks buildable, and I know that we'll be interested. If not here, you know, Joan Ave is another area that I noticed. You know, there's probably a story there, too, where one side of the street was developed, the other side is just sitting empty. It's down in South Hudson, right on the Kingsborough line. Probably a reason for that, but any other properties that you might know of that we could build on, we would be happy to know about and see what we can do to acquire them.

Roy Sorenson: We don't have those. You can email those to me.

Chairman Dumont: I would say, on that note, that would obviously, like you mentioned, infrastructure, if you guys looked at it, might be a little difficult over there. There were some new homes that were built. I believe they had to do, I don't want to say it was town water, but they did septic, so you wouldn't have sewer down there, so that would limit lot size, obviously. So, there's just some components over there. As far as the town process goes, I did speak to Mrs. Sorenson about this. I believe we are required to go through a bid process, whether that be open or sealed. We don't obviously have direct authority just to sell off a parcel, so we'd have to do some research on that. Those are just a couple quick thoughts of mine. Mr. Selectman Vurgaropoulos?

Selectman Vurgaropoulos: Yeah, I was just curious. I love the way the program sounds. It really helps a lot of people and does a lot of community. I was really curious as to, so if they're locked in at that 30%, like you're saying, you're paying anywhere close to \$1,000, you have a great mortgage. But how does that affect the length of the loan? Normally, all of us are on like 30s or something like that. So, does that extend out in order to accomplish that for them?

Krista Sokranzas: No, it is set at 30 years. So, what we do is, and our treasurer is here, she might have a little better insight, but we take their income and determine the payment and then multiply that out by 30 years. So, it's kind of the opposite of taking the purchase price and going backwards. So, their payment remains.

Selectman Vurgaropoulos: So, the valuation doesn't actually play into the factor anymore because of the way you're doing it, reverse engineering it.

Krista Sokranzas: Right, and then the difference between that mortgage amount and the fair market value is the silent second mortgage that doesn't get paid back, but they start earning equity on at five years. Awesome, thank you. So, and it's just a held by us expense.

Selectman Vurgaropulos: Awesome, thank you very much.

Krista Sokranzas: Yeah.

Chairman Dumont: Questions of the board? Comments?

Selectman Guessferd: So, you pay the rest of it yourselves, right? The equity or is it basically, how does that work? The other piece of it that's...

Krista Sokranzas: Yeah, no, I do want to speak to that.

Selectman Guessferd: The other part above the thousand dollars.

Krista Sokranzas: Yeah, you could just explain a little more about the silent second mortgage.

Chairman Dumont: The silent second, yeah.

Nora Boyle: Okay.

Chairman Dumont: I apologize, if we could, could you have her sit in front of the microphone just in that way? They can pick you up. Yep, thank you.

Nora Boyle: Sell the home to the homeowner. They sign two mortgages. The first is payable. The second one is considered a silent second. It is not payable under certain conditions, and the condition is if that home is sold in the future, then that second mortgage comes due, but it's also diminished at the rate its original first mortgage is over time. So, the longer the homeowner stays in the property, their equity increases over time. But they do sign a shared equity agreement that says if they sell it within the first five years, then their share would be what they've paid into their mortgage, and then the rest would come back to Habitat. After five years, it begins, we get 90 percent, they get 10 percent, and that changes every year for 15 years, depending how long they've had it. So, the incentive is, of course, to stay, and it's rare that Habitat families leave unless there's, you know, compelling reasons to sell.

Selectman Guessferd: So, you say that they're mostly successful in the families that?

Nora Boyle: Yes. We rarely have a delinquency in payments. I mean, the families are very, very aware of the opportunities that they've been provided.

Chairman Dumont: And just for the record, now that you're in front of the microphone, could you just state your name and title, please?

Nora Boyle: My name is Nora Boyle, and I'm the treasurer with Habitat.

Chairman Dumont: Did you have any other questions?

Selectman Vurgaropulos: No, he nailed it. That was my next follow-up.

Selectman Jakoby: I just want to say, over many, many years in different organizations, I've worked with Habitat for Humanity, and I just really appreciate you bringing this to Hudson and thinking about building here, because I know that there are some locations that always seek out Habitat to come and build, and I'm so thankful that you came and were proactive to seek out a location in Hudson. So, I just want to thank you, because I've done builds in Massachusetts and all around, and it would be nice to help with a build in Hudson if it's possible.

Nora Boyle: And you can imagine, we're very conservative financially in order to be able to provide homes, so it's very hard for us to compete with competition for property. Property is our biggest challenge. It has been always.

Chairman Dumont: Any other questions or comments? I think the directive that we would have to go in is do a little bit of research. Like I said, I spoke to Mr. Sorenson exactly how that property would work out. Just make sure that we're providing the accurate information to you. We'll look into the process of the sale of that property. It may have to be published, as far as my recollection, and normally there was a sealed bid or an open bid process that the town had done in the past. That's just due to our form of government. That's the process that we have to go through. We'll be able to put that stuff together, and then you have their contact information. We'll be able to send that along to you guys, and it'll be another conversation for the board to see what the directive is at that point. So, thank you very much for coming in. Appreciate the opportunity.

Krista Sokranzas: Thank you.

Selectman Morin made a motion, seconded by Selectman Guessferd, to return to the regular order of business. Motion carried, 5-0.

C. IT Department Update – Information Technology/Informational (Presentation)

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Chairman Dumont: We will go back to item number C on the new business, and I will recognize Mr. Sorenson. All right. Thank you, Mr. Chair. For item C, I'm going to ask the IT director Doug Bosteels to come up. This is going to be our second presentation. As you may recall, PD presented last week, or two weeks ago, I should say. So, this will be our second department update, and he'll talk a little bit about his organization, what he sees now, and what he might see in the future.

Doug Bosteels: Thank you, Mr. Sorenson. Good evening, everybody. I appreciate the opportunity to present this update to you, the IT department. Hopefully, it'll be very insightful for you, and give you some insight as to what we're doing, and what our goals are for the future. **[Slide 1]** So, our organization chart is small, not like the police department by any means. But it consists of four of us, myself, the IT director, senior specialist, Vin Guarino, and two IT technicians, Evan DeCarteret and Amanda Bowen. With Evan primarily being positioned at the police station, and helping out over there. And Amanda and Vin being primarily over here at the town hall. And all four of us helping at each location when necessary. **[Slide 2]** The vision statement we have is to provide the town of Hudson, its employees, and the public with accurate, and timely, and secure information. And we do this on a daily basis, and cybersecurity is huge for us. So, this vision statement means a lot for us, and we try and abide by it. **[Slide 3]** With our mission statement, also to drive technology advancement by creating seamless digital experiences that enhance and add value to the municipal infrastructure. Taking a look at all of our resources, and what we have, and evaluating everything is critical. **[Slide 4]** So, one of the projects that Mr. Sorenson wanted us to do is a SWOT analysis, and go through our strengths, weaknesses, opportunities, and threats. **[Slide 5]** So our strengths, some of them, are that we are definitely security first approach. We take security very seriously, as we hope that all of our end users do as well. We have a very robust IT infrastructure. It's a solid infrastructure. It is starting to get a little bit older, but it's still very robust. We have a skilled, knowledgeable team. We're not experts in any one area, but we're very specialized in many areas. We have a very strong posture, IT posture. And we, again, this includes encryption and all kinds of security. Our strategic alignment is consistent, and we try and align ourselves with each department and work with them. We're innovation driven, so we try and, again, work with the departments and bring innovation to each department, and our own as well, and collaborate with those departments. **[Slide 6]** Some of our weaknesses could be budget constraints. We may need high-level expertise, including some limitations that hinder us with budget. Not all the time, but there are some instances. User adherence to security policies. It's hard to get, you know, 200 and some people to adhere to all your policies. You know, it's click on this, don't click on that, send trainings out. We try our best to make users adhere to what we're trying to do. There are some training gaps, which I think we're going to start filling in in the next near future, to train users, end users, on what's right or wrong, and what not to click on, and what to look for, and help us with those kinds of securities. Legacy system integration. Again, we have some legacy systems out there that need to be updated, so they're considered a weakness. And some limited expertise in niche areas. We don't know every application professionally, so we depend on other departments that use those applications as much as they depend on us. **[Slide 7]** So, our opportunities are emerging technologies, trying to stay ahead of the game, and being up to date with any technology that comes our way. Creating strategic IT partnerships, and collaborate with other departments, vendors, and so on and so forth, hardware manufacturers. Government support, grants, and anything that we can work with the government, local, or state, we try and bring that in house and work with them. And adoption of new IT trends. DevOps and hybrid cloud, we're seeing more cloud initiatives being pushed at us, so we're starting to trend that way. **[Slide 8]** So, some of the threats we see. Of course, cybersecurity is always a threat. Again, budget constraints, regulatory changes. End user, I already hit upon that earlier, security behavior. Mobile devices, as you know, everybody has mobile devices now, so being secure with our mobile devices. And wireless infrastructure. They're all kind of hot spots for us for security. **[Slide 9]** A term you'll probably be hearing a lot more of is quantum computing. So, this isn't brand new, but it's fairly new. So, quantum computing basically is taking bits and bytes from what we know today, where it was a zero or a one. One could only be turned on at a time. It was either a zero or a one. Now, quantum computing enables them to be turned on simultaneously, different alterations of them. So, what this means is your, what's it called? Sorry. The way the computer handles security can be hacked a

lot easier. So, this slide is really just to let you know we're aware of it. There's some new standards coming out to combat this. Quantum computing probably isn't going to hit mainstream, but the hackers are probably going to be very interested in this. So, this is just to let you know that we're aware of this. **[Slide 10]** Some of the other things we're doing right now to combat cyber security is, with the cooperation of Town Administrator, we're going to bring Primex in. They're going to do a cyber security training of about 40 people on site, and we're going to video it so that it can be watched by everybody in town, which is going to be a huge thing for us. It's really going to help. And then the town audit also mentioned cyber security, doing some penetration testing, make sure we have incident response in place, which we do. And we also have our own employee training with our Know Before product that we send out monthly whenever we can to try and train our users. **[Slide 11]** So, some of our strategic goals and objectives are to assess the town's infrastructure hardware, and update or upgrade as necessary, assess the town-wide software applications, and also upgrade, update as necessary, assess town-wide phone infrastructure, update, upgrade if necessary. Some of these we've already started and are working towards. We've started VLAN our network. By VLAN, what I mean is we isolate individual departments into segments. So, what happens is the fire department could be on one segment, the police department could be on a segment, the DPW could be on a segment, but none of them can talk to each other indirectly or directly. And what that does is it makes it harder for an attacker to get to each one of those departments. So, it kind of segregates them. They could still get their job done, and they wouldn't see a difference as to their computing techniques. And then we're going to complete our MFA, multi-factor authentication, using a Yubikey, which is a state grant. So, what these are is they look like little thumb drives, and you put them in your computer, and they hold your password. So, we can make passwords 80 characters long if we want. The user doesn't have to know what their password is as long as they have this, and they can put it in their computer, and they type in a number, a six, seven-digit number. So, it...

Selectman Guessferd: A smart card?

Doug Bosteels: I'm sorry?

Selectman Guessferd: Kind of like a smart card.

Doug Bosteels: Yes. Yes, exactly. So, that does multi-factor authentication. Right now, in the testing phases, we have a couple of departments using them. We're just trying to integrate them into some of the applications we currently use. **[Slide 12]** Some of the goals and objectives, again, to complete the VLAN work that we've started, the MFA Yubikeys, town infrastructure hardware, our storage-attached network device is getting kind of old in the tooth. Not that it's bad and it's not working, but usually these devices have a seven-year span on them, and then the vendor stops supporting them. We're kind of at that threshold right now with this device. So, that's going to be something that I need to have a look at in the near future. Again, software applications, you know, the finance package is another one that's old in the tooth that we need to start looking at. So, I'll work with the department on that stuff. The phone infrastructure needs to be looked at, and that's actually on the top of my list. And then, the other thing that I've already started and I've been working with the town administrator on is the electronic timecards in our SharePoint application. **[Slide 13]** So, I wanted to go into a little bit more about the phone infrastructure here. So, our phone vendor is in Avaya system. The Avaya folks have filed Chapter 11 several times. They're gutting the support for on-premise phone system, which is what we have. So, we have several phone systems in town. They all talk to each other. They're all Avaya. We have one here at the town hall. We have one at the police department, and we have one at the highway department. Actually, we have four. We actually have one at HCTV as well. It's not easy to support. We're at our max capacity right now at the town hall. We have no further availability to expand this phone system. It's currently costing us about \$26,000 for the four separate systems. So, I'm looking to replace that, hopefully in the near future, going with a total VOIP system, and that VoIP system would be in the cloud. So, I'm currently looking at alternatives, but I wanted you to have this on your radar. Yes?

Selectman Vurgaropulos: Are you looking towards like Cisco or another one of those big ones?

Doug Bosteels: So, right now, I'm looking at the folks that we currently have supporting our current phone system to see what they can offer. Some of our ISPs offer systems, so I'm getting pricing on some of those as well, and it depends on what they use for hardware, whether they use a Cisco type of system or if they use something different. So, yeah, I'm keeping my options open.

Selectman Guessferd: I think most people know VOIP is voice over IP.

Doug Bosteels: Voice over IP. Yeah. So, it's voice over the internet. Does everything a regular phone system can do and more.

Selectman Vurgaropulos: Voice over internet protocol.

Doug Bosteels: Correct. **[Slide 14]** So, one of the things I did when I first came in as the director of IT is we purchased a support package so that we could track our calls in our projects that we run a little bit better than the software that we had here, which was a free software. So, these are the types of metrics that I can get out of the new system. We can track how many tickets we've taken calls for each department, what they consisted of, and that type of thing. So, it's really beneficial. **[Slide 15]** We also send out a survey after the end of each call and ask our users, hey, how did we do, or what can we do better, and that type of thing. Up to date, we have taken over 1,000 calls since January when I started tracking this. So, it's a really good tool for us to take in metrics and report back.

Chairman Dumont: So, real quick, on the previous slide, IT looked like it doubled almost the next department at PD.

Doug Bosteels: How do I go back?

Roy Sorenson: I'll do it, Doug.

Chairman Dumont: It looks like IT had doubled the next nearest department at PD. What kind of tickets is IT seeing?

Doug Bosteels: It's all kinds.

Chairman Dumont: The ticketing would have been by department. What's specifically for yours?

Doug Bosteels: So, we do project work. So, if a machine needs to be updated, we track that. If we do computer updates, if we do server repair work, stuff like that, we track all that.

Chairman Dumont: So, those are ones done internally. They're not another department calling in for that?

Doug Bosteels: Correct. So, if it says IT, it's something we've created. But other departments, they've called us or we logged a call for them.

Chairman Dumont: So, would I be correct in assuming that the 289, most of those, if not all of them, are you guys being more proactive, you know, fixing things at that time?

Doug Bosteels: Yes.

Chairman Dumont: Thank you.

Doug Bosteels: You're welcome.

Roy Sorenson: Doug, if you could, so just tell us a little bit about we're currently converting from Microsoft 2016 to 2024.

Doug Bosteels: Correct.

Roy Sorenson: Tell us a little bit about the fiber connection to the court that we just completed. As well as, I think, town-wide because I think that's important, the connectivity town-wide.

Doug Bosteels: Yes. So, a big plus for us is that we have fiber running through the town. So, we have a fiber loop that runs basically from town hall down to the police station, out to Robinson Road, Firehouse, and then all the way up to Alvirne, and then back to town hall. And it goes two ways. So, if one side goes down, the other side stays up. We have four ISPs in town, two here at town hall and two at the police station. So, we have redundancy. So, again, if an ISP goes down, we have a second to back it up at each location. The other thing that we're doing is the connection to the courthouse for the legal team at the police station has always been a cable modem. Then it's downgraded from cable to a phone line in the building. We are running fiber. I should say we. One of our ISPs is running fiber from the courthouse down to the police station. So, it's going to be like they're sitting at the police station, and that's going in tomorrow. So, it's going to be a huge upgrade for them. So, earlier in the year, we purchased Microsoft Office 24 to replace our Office 16 environment, which is old. The installations have been going on now for several months. I think we're almost about done. There might be a few more here at Town Hall and down at the DPW, and maybe a couple at the fire station. Police is done. The upgrade has been going very well. We've received good feedback so far on it. So, that was. It needed to be done. We were using a very old version of Microsoft Office.

Roy Sorenson: Then just the last thing I would just so the board understands. The platform or the update or upgrade, I guess you'd call it, for the website, Civic Plus?

Doug Bosteels: Yeah. So, again, that's on our radar. We've had a demonstration from Civic Plus. They're no longer supporting the back end, which is called Drupal, which is what our website is right now based off of. So, the website will eventually need to be upgraded to Civic Plus's own environment. Several towns around us have already upgraded. They've contacted us about two or three months ago. So, we're in the process of looking at that to try and get that website upgraded.

Selectman Morin: Where are you at for personnel? With all this stuff coming on, I know police have their dedicated. Are we seeing that the departments have their dedicated IT tech in the future due to all the changes coming and the new programs that they're getting?

Doug Bosteels: I mean, if it warrants it, we can definitely go down that path. Right now, I don't see that. But if it warrants it, we can definitely talk about perhaps maybe doing that. Right now, I try and have Amanda work more on the fire side. Vin does more of the project work for in-town. And then, I help out wherever.

Selectman Morin: Okay. So, you can handle what you've got right now?

Doug Bosteels: Yes.

Selectman Guessferd: I would assume that based on what you've said tonight, that we'll likely be seeing some things coming through in the budget requests this year?

Doug Bosteels: Yes.

Selectman Guessferd: Yeah. I mean, not specifics. But yeah, I think we're going to... It sounds like we're going to...

Doug Bosteels: So, I can give you a, for instance... So, the phone system roughly costs us about \$26,000 a year. That's just support. Okay. That doesn't include if they have to come on site to do anything, change a module out or any of that type of thing. One of the quotes I got was for about \$36,000 a year. And that's all inclusive. That's new phones, new system. Voice over IP. So, it's not really that much more for what you're getting.

Chairman Dumont: Is that an annual cost? Is that a one-time?

Doug Bosteels: Annual.

Selectman Guessferd: As a follow-up, so, can you track the other costs, those other costs like when they come out? So, can you give us when you come in for all that?

Doug Bosteels: Absolutely.

Selectman Guessferd: This is what we're actually spending? Yes. It might actually be saving money.

Doug Bosteels: Oh, yeah. Absolutely. I will do the whole... Didn't want to put the horse before the cart.

Selectman Guessferd: No, no. I just, you know, I think that'll be very important. Sure. To show people what they're getting.

Doug Bosteels: Absolutely.

Selectman Jakoby: I wanted to circle back to your vision statement to provide the Town of Hudson, its employees and public with accurate, timely and secure information. I think really outlining those opportunities when you come back is really helpful. I know Mr. Dhima often says, you know, as unimportant as a culvert seems, it's very important. But from knowing about the security, but also letting the public know how both the phone system, I would think, and the, you know, and any new website would help them gather and get information and communicate. So, I think those are going to be important pieces to put forward as we go forward in this process. Because, you know, I know cybersecurity is critical, but nobody sees that.

Doug Bosteels: No, you're right. Nobody sees it.

Selectman Jakoby: But I think it's important to know that our employees are getting accurate and information easily, and that the public will be better able to search and find the information they need. And that the phone system, you know, maybe can do many more things than it can currently do, because I know we've spoken about different phone options moving forward. So, I really appreciate that. I appreciate the vision and the mission. And, you know, as we can articulate those, you know, what's behind the scenes and what's going to be front facing is going to be very important as we go into budget season.

Doug Bosteels: Absolutely. I would have had more pictures, but it's hard to... Hard to give you pictures of IT. It's, you know...

Selectman Jakoby: There's zeros and ones.

Roy Sorenson: Yeah, Mr. Chair. Just, first of all, great job, Doug. And I just want to say, I think one of the projects for Doug, as well as the new finance director, is their collaboration on potential financial software. I think we're in the exploratory stages of that. And at some point, they'll be sitting down to try to figure that out as well.

Doug Bosteels: Yeah, I've been looking at different software packages and whatnot. Ultimately, it's the finance director's decision of what package. I'm just there to give my consents.

Chairman Dumont: Any other questions or comments? Well, thank you very much. I appreciate the presentation. Thank you, Doug.

Doug Bosteels: Thank you so much. I appreciate it.

Chairman Dumont: Job well done. Thank you. All right, up next.

Selectman Vurgaropulos: I like your presentation. You're really competing.

Chairman Dumont: All right. Good job.

Selectman Guessferd: Would it be possible for us to take a five-minute break right now? Because I do mean that we have another presentation coming up, right?

Chairman Dumont: Any objection to that? With that, I will place the board and do a five-minute recess at 9.03. We will reconvene at 9.08.

Chairman Dumont: And we are back at 9.09.

D. Earned Time Incentive – Fire/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. For this item here, I am going to ask the Fire Chief to come up. This is an MOU that was previously signed before the last professional firefighters' contract was put in place. Unfortunately, it didn't make it into that contract. The union, as well as the chief, want to bring this back forward. I don't think there's any issues here with this MOU, personally. I think it's a good MOU. It deals with staffing incentives. I did rewrite it a little bit. You'll see the differences between attachment 1 and 2, just where I think it should fit within the CBA and any consecutive CBA thereafter. So, with that, I'll turn it over to the Fire Chief, Tice.

Chief Tice: Yeah. So, as the Town Administrator said, we had this agreement prior to the negotiation of the current collective bargaining agreement involved. The local and myself, at that time, overlooked incorporating this into the contract. And it's come up recently. We just realized that some of our employees are talking to some of their friends in other departments and are trying to convince them to consider switching employment. The folks over at open positions, and they started talking about this, and when we looked at it, realized that it had expired. So, we would like to have the board re-institute this with the intention of bringing it forward to the negotiations when we negotiate the next contract.

Chairman Dumont: I did have a couple questions about it. One, is this currently in any of our other employment contracts, the incentive?

Roy Sorenson: There's different MOUs. I'm not quite sure if PD has it or not. You know, the chief would need to answer that. I know that this came up, as the Chief mentioned, just because of recruitment issues within FHIR at the time. Basically, if you're successful with recruiting someone, they make it through their probation, they're hired full-time, they get one day earned time. They've got to use that. They can't cash that earned time in. It has to be used. But I'm—I guess my long answer didn't answer your question, but I would defer to the chief on that.

Chief Tice: Yes, the PD has it, because I believe we stole it from them.

Chief Dionne: We do have that. Yes, we do.

Chairman Dumont: I say, you guys tend to do that a little back and forth.

Chief Dionne: They steal a lot more from us.

Selectman Guessferd: I like to call it best practices.

Chief Tice: When you have such good ideas, you know, it's really flattering.

Chairman Dumont: And then one other question, because I know we talked about a contract negotiation with you guys. I did that. I was not concerned, but was just curious about the hours, right? So typically, you see an eight-hour day. Can you just speak to—obviously, it looks like your recommendation or the IA—the local's recommendation says 24. Mr. Sorensen says one day. What's the interpretation there? What is expected?

Chief Tice: So what we agreed to in the past was one 24-hour shift when the employee was hired, and one 24-hour shift when they completed probation. So, yeah, it gets confusing between a day and then between the shifts they work and what a day is. So that's why we specified it as 24 hours.

Selectman Morin: How well has this worked?

Chief Tice: We've gotten three or four candidates. I don't remember off the top of my head, but we've got—I'm sorry, four. Two, three have made probation, one didn't.

Chairman Dumont: All right, I will say I'm a little—I guess I'm not concerned, but I just want to make sure that we're treating every department fair. If someone's paid for eight hours, I don't know if anybody has some concerns with that, but I just want to make sure that each department is treated the same way and getting the same incentive, because when you look at it on paper, obviously, 24 hours is a decent chunk.

Selectman Vurgaropulos: I agree with what you're saying. I think we can make that a little clearer by stating—I guess the intent is one shift payment, right?

Chief Tice: Yeah, that was the intent.

Selectman Vurgaropulos: So if you made it a broader stroke, obviously, if it was five hours, it would be—you guys work 24 hours a day. So, if it was any part of the other town, is there eight hours or ten hours to be respected?

Chief Tice: Right, and it does call it out in there. The dispatcher would be a 12-hour shift.

Chairman Dumont: My only concern with that, and I'll say it flat out, is the fact that you have somebody from a different department that refers somebody, that person comes on as a new hire, well, they got paid eight hours or roughly thereabouts, and somebody else for the same gets paid 24. It's a larger payout for the same thing. So, I have some concerns about that. I will tell you that out of both attachments myself, I favor Attachment 2 over Attachment 1, and specifically because the wording in Attachment 2 is after a probationary period. The person has been hired, yes, but they've also made it to the end and has been vetted at that point. We're not paying somebody for—somebody who's going to walk in, get hired, and then be gone the next week, which has happened.

Selectman Morin: My question with that is if we change this, we're going to have to renegotiate with them. You're going to have to sit down if there's any changes. Correct?

Chief Tice: They reviewed the second one after the time the Administrator reviewed it.

Selectman Guessferd: They're okay with it?

Chief Tice: Yes.

Roy Sorenson: So, Attachment 2 has been reviewed, yes.

Chairman Dumont: Like I said, I've shared my concerns. I don't know what's the will of the Board or what's the—how they'd like to proceed.

Selectman Jakoby: So, I agree with your concern, and the one day of earned time will be awarded. It's not as specific in the second one as it was in the first. So is that critical, or is one day defined in the contract somewhere else, like one shift, one day meaning one shift, or one day—because in the first one it says it would be 12 hours for a dispatcher and 24 for the other.

Chief Tice: So, yeah, so in the contract, their earned time days are 12 hours.

Selectman Jakoby: So, it's defined in the contract somewhere else that what one day is.

Chief Tice: The intent of this was to give them a 24-hour shift.

Selectman Jakoby: Okay, because in the—I just want to clarify that. So, to Chairman Dumont's—part of your concern is that one day is defined by the position that person holds. The shift.

Roy Sorenson: The classification.

Chief Tice: The classification. The shift, yes, because the dispatchers work 12-hour shifts and the firefighters work 24-hour shifts.

Selectman Jakoby: Okay.

Chairman Dumont: Which is in that article in the earned time above—I would imagine it's listed above the earned time, this section 10.

Selectman Jakoby: In that section.

Selectman Morin: I think the concern here is the appropriate word is shift versus day. Because they work shifts, they don't work days.

Selectman Vurgaropulos: I think that would be an appropriate change to lay down any—and that's the difference between if you're a dispatcher or a firefighter, well, you made your life choice to what your job is, so.

Selectman Guessferd: I mean, yeah, the monetary payoff is more, but—

Selectman Vurgaropulos: But they also run into fires.

Chairman Dumont: Obviously, we don't have the whole section here, but do you know how it's worded in the other sections? Does it speak to days or does it speak to shifts?

Chief Tice: I do not remember off the top of my head. Yeah.

Chairman Dumont: And the other reason why I ask that is because I remember—I mean, me, Selectman Morin, yourself when we did contract negotiations about two years ago, we had a lot of talk about that, the eight weeks or the eight-day weeks, the 24-hour shifts.

Chief Tice: Yeah, and days and shifts. And I think it says days, and then I think it's talking specifically about the earn time, and this is a little bit different than the earn time.

Chairman Dumont: Yep.

Chief Tice: But when it specifically talks about the earn time, I believe it talks about an earn a day is 12 hours. Okay. If I remember the contract correctly. I am pretty sure.

Selectman Morin: So, if it says a day is 12 hours, we're kind of committed to that if we stay with the days because we're doing the same language that the contract says. That's the same wording, so it's consistent. So it would be a 12-hour, not a 24.

Selectman Jakoby: Not a 24.

Chairman Dumont: I don't think it would give—and if that is the way it's worded in that section, at least my language interpretation would be you can't pick or choose and get that one regardless of your position. Unless if it specifically specifies in there.

Chief Tice: As far as the language between a dispatcher and a firefighter?

Chairman Dumont: Sorry, the 12-hour versus the 24.

Roy Sorenson: It's the actual shift they work.

Chief Tice: So, the 12 hours came when the average of the 10-hour days and the 14-hour nights when they were on that type of a schedule, so their earn time was calculated at 12 hours a day and not 8 hours a day.

Chairman Dumont: This MOU, this was already, I'm assuming, vetted by our attorney?

Roy Sorenson: It's based in principle—no, it's from attachment one, which is the current MOU that was signed previously. The only difference was it was moved into a different section of the contract.

Chief Tice: And the original was vetted through the attorneys.

Chairman Dumont: Obviously there's just some changes in wording. I don't know if it would be appropriate to have this vetted. The only reason why I would suggest that is because I think it's—those little holes tend to cause arguments and problems later on.

Roy Sorenson: If I may, how many people have taken advantage of this to date? In other words –

Chief Tice: There should be four employees that have been awarded time off.

Roy Sorenson: So, what were they awarded at? Just that one shift, or was it the day? 24 hours?

Chief Tice: 24 hours when the employee was hired that they were referred, and 24 hours when that employee completed probation.

Selectman Morin: Just so I'm correct, between attachment one and two, attachment one says firefighters and lieutenants will be 24 hours. Attachment two doesn't say that anyway.

Roy Sorenson: The reason that is is because that specific language in three is in the current contract. It was not in the previous contract when the MOU was signed. So, it would be redundant.

Selectman Morin: Because if we go with attachment one, it specifies 24 hours for firefighter, lieutenant, and then dispatcher for 12. Where the other one doesn't have any specification is that if you use the word day, the contract in other places says day of 12 hours, which contradicts each other. Because if you're seeing the contract keeping the same wording as day, you just said in the contract somewhere it says earned time as a day is 12 hours, right?

Selectman Morin: Yes. So, if you keep day— No, the intent was a shift. Right? So, if you keep day in there, that's 12 hours because that's what the contract says in other places.

Chairman Dumont: Let me ask you this. With making a change just by leaving everything else that's in attachment two and adding one incentive day for firefighters and lieutenants will be 24 hours and one incentive day for dispatchers will be 12 hours, you just cross out, what is that, the third sentence in there or second sentence and replace it with that one? Would everybody be fine with that?

Selectman Morin: I'm good with it.

Chairman Dumont: It replaces day, goes back to shift, it may be a little bit redundant, but it clears it up and I think the benefit is the payout occurs after the probationary period in attachment two.

Selectman Vurgaropulos: I'm okay with that.

Chairman Dumont: You're okay with that?

Selectman Vurgaropulos: The redundancy to clear up the headache? Yeah, definitely.

Chairman Dumont: And Mr. Sorensen, do you see any issues with that? Do you think that that's fine?

Roy Sorenson: I don't think so. I think the intent is somewhat, I think it matches it. I think it's fine.

Chairman Dumont: Good.

Selectman Jakoby: Well, I think that wording just has, just you need to affirm that that is the consistent wording. I mean, I don't have a problem with it not having the rest of the contract here or the rest of that section. As long as it's equal in its wording, that's fine.

Chairman Dumont; And I'm sure if it's not, we will most likely hear from it. But I agree. So with that, with those edits that Mr. Sorensen is making on the fly over here, do I have a motion?

Selectman Guessferd: And, you know, following clarification.

Selectman Morin: Yeah, he said it. Amended. Yep.

Chairman Dumont: All right. So, motion made by Selectman Moore and seconded by Selectman Vurgaropulos. Any discussion? I will just ask, I jump the gun, do you see any issues with that?

Chief Tice: No, I think that'll clarify that.

Chairman Dumont: Okay. All right. Any discussion by the Board?

Selectman Morin made a motion, seconded by Selectman Vurgaropulos, for the Board of Selectmen to hereby authorize the Town Administrator to sign the Memorandum of Understanding, as amended here tonight, by replacing existing verbiage in attachment two, "one day of earned time will be awarded to the same referring employee at the time when the new heired individual has successfully completed the required probationary period for the position hired", with "one incentive day for firefighters and lieutenants will be 24 hours and one incentive day for dispatchers will be 12 hours", with the Hudson IAFF Local 3154 for an incentive day as it relates to the Department of Recruitment. Motion carried, 5-0.

E. Hazard Mitigation Plan – Fire/Decision

Chairman Dumont recognizes Fire Chief, Scott Tice.

Chief Tice: Thank you, Mr. Chairman. Tonight, I'm asking the Board to adopt the 2025 update of the Hazard Mitigation Plan. This is a project that's been in the works for approximately three years. It started with the application for a grant to have this done for us through Homeland Security. We worked through the grant process. We worked with NRPC in the summer of 2024. We had four meetings with town staff that included police, fire, inspectional services, public health, land use, engineering, and Selectman Morin. That's really the value of this. The plan is the brainstorming that goes with that. NRPC walked us through that process because the plan, looking at it, it's very specific the way it's written. It's all dictated through FEMA. But they walked us through that process and developed a plan for us based on our input. What that process really shows is how much the town is already doing to meet the issues that we have in really engineering and public works are really on top of a lot of issues as they find things that could develop into a problem. They're fixing it. An example of mitigation would be Elvis here tonight with the water conservation. The natural disasters and weather are our biggest threat here in New Hampshire. As we continue to watch the weather change, and I'm not, again, we talked about last time, I'm not looking at the politics of it, but I think it's hard to deny that the weather has changed a little bit. It's more extreme at times than others. I think last year we went from some flooding in the spring to drought by the time we hit the end of the summer, and we're seeing these swings. So, we continue to monitor the weather patterns and the natural disasters are a primary concern that we're looking at here through our planning process. That's what the hazard mitigation plan is. We identify our vulnerabilities and things that could cause problems, our hazards, and then determine strategies to help mitigate or lessen the effects of the risks. And again, natural disasters are probably our primary concern in the weather and extreme weather, so we continue to monitor that. Two of the initiatives that we'll really focus on for this update, it's updated every five years, is developing a registry for vulnerable populations that can register, can be checked on during extreme weather issues. Then we will continue to provide information to the public on how they can protect themselves. People in Hudson are really already very resilient people. They tend to have a lot of contingency plans and they take care of themselves, but we want to make sure we continue to provide information on how they can help themselves prepare for disasters, for emergencies. So other work that we do, you know, the building and fire codes and those types of things are a lot of things we already do for mitigation and have been very successful for us.

Chairman Dumont: Thank you very much for that explanation. I do have one quick question. You mentioned it once, at least, the role of NRPC in this. Is this something that is eligible or that we're able to do without NRPC?

Chief Tice: This, because it's a very technical document, and again, it's got to get approved through Homeland Security and FEMA, and it's very specific to how it's written and designed, this would be very difficult for us to do on our own. So, we're really looking at some sort of a contractor, somebody who knows what they're doing to, again, walk us through the process and then write the plan, which is what they did. We didn't write any of this. They wrote this plan based on our information.

Chairman Dumont: Well, I appreciate all the work that you guys did, and I know it was a lot of brainstorming and effort. I also think it's important to point out their role in this. We've gotten questions in the past as to what benefits they provide for the town. So, I try to point those out exactly. It's not always has to do with a plan at the planning department or even grant funding, simple things like this, or not simple things, but plans like this that are put together by other departments is a huge key, too.

Chief Tice: Definitely having that expertise to be able to do this.

Chairman Dumont: Any questions or comments by the board?

Selectman Jakob: I was just going to say, I think it's a very comprehensive plan. I think it really speaks to the safety of our town and our people, and knowing all the forethought and planning that goes into these things. I think it's really excellent. And again, the report's available for the public to take a look at, because there's a lot of good things in there. So, thank you.

Chief Tice: Yeah, not very exciting reading, but a lot of good information.

Selectman Jakob: You know, it's those things that we need when we least expect it.

Roy Sorenson: Yeah, if I may Mr. Chair. It's obviously any type of grants we pursue through FEMA, that's the first thing they ask for. That could be on an engineering side as well.

Chief Tice: Yeah, so the two plans, the hazard mitigation plan and the emergency operations plan, which we're in the process now of updating, before we can get grants, need to be in date.

Chairman Dumont: Thank you very much for that.

Selectman Morin made a motion, seconded by Selectman Guessferd, to formally adopt the Town of Hudson, New Hampshire, Hazard Mitigation Plan Update 2025, as recommended by the Fire Chief. Motin carried, 5-0.

F. CPCNH Annual Report – Administration/Informational (Presentation)

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. As you can see in the packet attached, I have talked to Henry Herndon. He's here tonight. Henry, if you could come on up. And he's going to present a couple things, actually. He can speak to the annual report, which is part of your packet. The presentation will be more specific. And I'm going to let Mr. Herndon speak to that a little bit. And just in general, I know we talked about the Consumer Advocate at the last meeting. And I think Mr. Herndon can speak on this, because the Consumer Advocate was actually at their annual meeting as well. And some of what he spoke about, citing some of the questions we had too, which was interesting to see as well. So, I'm going to turn it over to Mr. Herndon. He can get us started.

Henry Herndon: Very good. Thank you, Mr. Sorensen. Thank you, Board of Selectmen, for having me out again. And what has been shared in the packet is this presentation, Foundations, Enterprise Risk Management Policies, and How We Got to Where We Are Today, which was developed and presented by our immediate past chair, Clifton Below, at the annual meeting, as was mentioned. **[Slide 1]** So, I didn't develop this presentation, but I'm happy to move through it and go through its contents. And then also in the packet is the report that I provided to all of the members and the Board for that annual meeting on April 24th, which talks a little bit more about some of the activities, ongoing activities in restructuring business operations and sort of addressing some of the material in this presentation. So with that -

Roy Sorenson: Why don't I shift the presentation? Do you want to go to Slide 2?

Henry Herndon: Oh, sure. Please do.

Roy Sorenson: Tell me when you want me to change them, all right?

Henry Herndon: Yeah. And let me just see here. You know, I do have it, so I'd be happy to do it. **[Slide 2]** So, this is just background. I'll move through fairly quickly. But, you know, this marketplace really started in some ways dating back to 2016. There's, you know, some local energy, some communities, the City of Lebanon was very involved in legislation and in developing sort of a more local electric power market where cities and towns have more access to generate their own power or implement innovative energy solutions. And flowing from some of that activity, there was legislation that moved forward into 2019. And groups of cities and towns came together across the state to explore how do these markets operate in other states and try to implement best practices here in New Hampshire. So that organizing group of communities, Lebanon, Hanover, the City of Nashua, a neighbor down here, and others, retained legal counsel, engaged with consultants, investigated other options, and then sort of developed this joint power agency model, this locally controlled democratic entity, member organization, which Hudson is a part of. And then, you know, there was competitive solicitation, brought on some of the vendor partners that provide services, and developed enterprise risk management policies and some of the key agreements before launching programs in 2023. **[Slide 3]** So, enterprise risk management policy, this is a key aspect of how we operate in the, you know, this commodity market, this electricity wholesale bulk electric power market. So, we have an enterprise risk management policy, which includes what we call the three R's policy, risk, rates, and reserves, or energy portfolio risk management, retail rates, and financial reserves. And the objectives of these sort of interlocking policies are to meet customer electricity requirements, obtain the best available rates for customers, maintain rate stability, and develop and maintain financial reserves to ensure long-term customer benefits. So, setting guardrails on how we buy power, setting clarity on how we set rates and what types of rates can be offered, and then, of course, related to that is the accrual of any net revenues or financial reserves or would otherwise be the profit margin of the organization. What are the targets? What are the parameters? How can those monies be used? And the purpose sort of, part of the purpose being to create clarity and shared understanding among the members which we serve. **[Slide 4]** So, the risk policy, energy portfolio, risk management. Again, this, it details what are the risks and what are the management strategies and what are the objectives. And so there's different types of risk, market risk, price risk, volume risk, you

know, uncertainty about the amount of electric load we are serving at a retail level versus purchasing in the wholesale market, the risk of customers opting out, the risk of a counterparty's credit, and, you know, other items that are detailed and defined within the policy, and what are the strategies for managing those risks. Some key ones being position limits or hedge requirements where, you know, we have to limit our exposure to the real-time prices to create greater certainty. We have various metrics, gross margin at risk, what is our margin that is at risk if we have certain exposure to the market and the market moves against us. There are also risk control principles, separation of roles, or segregation of duties is an important one. So, there's sort of an oversight function ultimately at the board and then at our risk committee, and then there's sort of an operational, we have what you could call a front office, which is recommending on volumes to purchase and price limits, and then a middle office, which is sort of verifying policy compliance and is independent of the trading role. So, separation of duties is an important aspect of the policy. And we define the roles, what the board does, what the CEO does, what the staff do, et cetera. And then there's requirements on reporting violations and an independent audit of policy compliance every 3 years, and we will have our first independent audit will be conducted between now and April 20, 2026. **[Slide 5]** The rates policy, I mentioned this, but a key takeaway is that the policy requires that rates must be set to cover forecasted cost of service in the context of hedging and probabilistic forecasts of margin and reserves. So, the cost of service is the cost of power, our operating cost, and our reserve requirements. Those are the components of the cost of service. Policy can only be amended with certain notices to members for certain aspects of it. And the policy clarifies that, or makes explicit that the CEO will recommend rates for board approval in consultation with our finance and risk management committee. There is a provision for emergency default rate adjustment authority. **[Slide 6]** Financial reserves policy. This establishes reserve targets, minimum target and maximum reserve targets, and the current targets, I guess I'll also note as I move through these, currently what was discussed at my previous time at this Board were what are the stop gaps to address some of the challenges from this winter period, and one of those, I have a list of them here, but one of them is we're currently developing and preparing clarifying amendments for consideration by our committees and then the board to adopt to the policy to sort of eliminate gray areas, clarify some of that segregation of duties. One of the amendments will be modification of reserve targets because at present, CPCNH is not expected to meet its minimum target of 60 days of cash by the three-year period, so that may be an amendment under consideration by the Board in the coming couple of months. And in the event of a member departure, we do track the proportion of the reserve associated with a member town, and once the contractual obligations of that community are fulfilled on the termination language of the agreement, those reserves could be returned to the town. So they are, in a sense, essentially CPCNH maintains and administers these public monies on behalf of its member towns, but the monies essentially belong to the members. **[Slide 6]** So, the regulations, energy portfolio risk management regulations, this is sort of derived from the policy, and it is more detailed, and it really guides the nitty-gritty of how our portfolio managers and personnel are purchasing power. So, the procedures, the methods, decision-making, and it includes those items listed here, summary of risk exposure, mitigations, risk control structure, certain types of agreements that can be entered into with counterparties. For example, there's an EEI or an Edison Electric Institute is a standard contract for utilities and large suppliers to enable them to buy and sell power with one another. So, these are referenced and described in the regulations. **[Slide 7]** And this is a picture to illustrate from the regulations the hedge limits and requirements. I won't explain all of this, but essentially there is, at a certain point in time, let's say June 30, 2023, in the upcoming month, we're required to be 80% to 110% hedged, and then in the following 6-month period, 40% to 110%. So, really the takeaway just being there are strict requirements on limits to our market exposure going into a flow month or a power supply month. **[Slide 8]** Okay, so that's sort of the quick overview of the policies. And this slide is a little more of how we got here today. And you can see here a chart of the rates over time. But just sort of running through the bullets here, our prior CEO started in May of 2023, right around the time of launch. So, this is when CPCNH started service, and all of the sort of startup work leading up to this occurred throughout the course of 2021 and 2022 to this point in time. Over the course of the following months and couple of years, we grew as an organization, hired staff, brought on additional service providers, and demonstrated good rate competition relative to the utilities and savings for customers. And then some upcoming slides, I'm going to talk a little more about the June 2024 rate setting, which I suppose occurred here. And in retrospect, some of the lessons learned and challenges associated with that rate setting. And in late December of 2024, as was discussed through our prior meeting, our executive committee, and then our Board, became aware of an unexpected draw on reserve funds, at which point our Board Chair, he described this action as pulling a fire alarm, took certain actions to understand the cause of the unexpected loss of reserves and to take corrective action, which included the conducting of a policy compliance assessment and deliberation of that among the board prior to implementing some of the course corrections that I'll

talk about in my acting general manager's report. There's also some details and some updates on the regulatory context. In my report, I had this section titled, Will the Public Utility Commission Endorse Utility Supply Cost Shifting? And the answer is no. We got a ruling last week, which was very good for the competitive energy market in New Hampshire, that essentially the Public Utility Commission listened to the record of evidence and communities and businesses and the consumer advocate and what have you. And anyway, there was some concern about sort of an anti-competitive regulation that is not coming to fruition. And anyway, so this is a little bit of where we are today in our reset and our course correction. **[Slide 9]** Okay, so how we got here. In May of 2023, the Board amended our policy, made sort of a seemingly simple change, but requiring that leading up to a rate-setting period, we would have to be hedged between certain thresholds, 40 to 110 percent, six weeks prior to that period rather than one month. And the reason for this is so that we would have cost certainty and fix costs before the rate is set rather than setting a rate and then closing market positions. So, you wouldn't want to set a rate with having greater uncertainty about your actual cost. You would want to hedge up to required amounts, have cost certainty, and then set a rate based on that cost certainty. This policy amendment was made by the Board, but never implemented at a staff level. **[Slide 10]** Let's see. So, this is just essentially detailing what I just said. And there were other discussions of amending regulations. So, anyway, that is a detail that is relevant. **[Slide 11]** And then I think there's some lessons learned from our rate-setting going into the last period. This is just the minutes from that meeting of our Risk Management Committee. We're deliberating rate-setting. And I'll just read the highlighted sections. So, Ascend, this is the portfolio manager. They advise on all things power procurement and rate-setting. Ascend highlighted that if the current market forward pricing remains, then it would be difficult to justify the rate recommendation as costs would exceed revenue. And then CEO Kallinen highlighted that the forward market has been having difficulty pricing New England winters with actual prices settling lower or much lower than what the market forward prices expected three to six months previously. This is another relevant detail just in some of the lessons learned and some of the decision-making of, essentially, the advice of Ascend was not followed and the committee endorsed recommended rates that our portfolio manager had advised would not be justified by the current market forwards. **[Slide 12]** This is just a statement of financial position for years 1, 2, and 3, or 1 and 2 of operation plus a couple months of 2025. And you can see the net revenue here, \$9 million for 2023 with about \$8.5 million in total equity. And then through the end of 2024, sort of holding steady on equity and the net revenues plateauing before significant declines in net revenue for the first couple of months of the period. **[Slide 13]** And then this slide just shows additional background and some of the things that have occurred. So, there's other materials. We sort of discussed our efforts at transparency and public communications. So, this is reference to some of those materials. Folks would like more information. **[Slide 14]** And then this is just the modified or a properly amended visualization of our hedge requirements. And so that's the end of this slide material. Maybe I'll just briefly speak to maybe a couple key points from my report. This is a little bit of, like, backwards looking. How did we get here? And, you know, we have updates, and there's a lot that has occurred since, you know, January, February. So just a couple of key points. I'll just note things are proceeding well with business restructuring, including substantial improvements to CPCNH systems for data management, finance, and risk management, including load forecast model and our cash flow model and ensuring the committees and board have adequate probabilistic information to inform decision making. There's been ongoing risk management trainings for staff and board that continue. I mentioned the draft policy amendments and efforts to further expand internal staff capacity. And with that, perhaps I'll pause and be pleased to discuss further or answer questions of the Board.

Chairman Dumont: Comments or questions?

Selectman Morin: How far are we from the 20% that you're looking to keep in? You said you want to keep a minimum of 20% and then your max is 120. And last time we met, you weren't meeting that. So where are you at?

Henry Herndon: I'm not sure I understand the question. 20% of reserve, monies in reserve?

Selectman Morin: Yeah, the reserves.

Henry Herndon: Yeah, reserves are low, largely depleted, and CPCNH will be rebuilding reserves over the coming rate periods.

Selectman Morin: I understand that, because we had the same discussion last time you were here, and I said as a Selectman, if I have a reserve, I would like to know exactly how much that reserve is so I know what I've got to deal with. So where are we at with that?

Henry Herndon: I believe I put that in an email to Mr. Sorenson, and I could try to find it.

Selectman Morin: It's good to get it out to everybody now we're on TV. So.

Henry Herndon: Yeah, I'll try to pull that up.

Chairman Dumont: If I remember correctly, that email was a few weeks ago. Do you have a more updated number?

Henry Herndon: Is the question what is the dollar figure of the target for the reserve?

Chairman Dumont: No, what do you have in reserve right now? What do we have in reserve right now?

Henry Herndon: As of March 31st, joint reserve or equity was about negative \$150,000, and as of April we haven't closed the books, but that is rebounding as of April.

Selectman Guessferd: Can you be in the positive?

Henry Herndon: When they close the books in April, we expect to be in the positive, yes.

Roy Sorenson: February 2025?

Henry Herndon: March 31, 2025, I think it was about negative \$150,000, \$160,000 in net equity.

Roy Sorenson: So, your email from April 28th, is that what you're referencing?

Henry Herndon: No, this would not have been in that email. I think I misunderstood the question. I think I was referring to the dollar figure of what a minimum reserve target was in that email.

Selectman Morin: Correct. So that's your minimum. Now where are you at right now?

Chairman Dumont: He said about \$150,000.

Selectman Morin: And you think you're going to make that up come the next posting?

Henry Herndon: No, the next rate period, no.

Selectman Morin: How long are you expecting it to take to make that up?

Henry Herndon: So, this is the point of discussion for the current rate setting, and what we are looking at are scenarios for what rate would be required to achieve a reserve target in a two-year period or a three-year period in a four-year period, and I expect we may arrive at the three years from now. What would that rate be required to make that up?

Selectman Guessferd: 20%.

Henry Herndon: To make that 60 days of operating, which might be \$20 million.

Selectman Morin: So, we're going to expect another rate rise?

Henry Herndon: Well, in the upcoming rate period, based on market forwards and market conditions, yes, we expect rates will go up, and a component of the rate is reserve accrual, but it is not the primary driver of the market. There are market fundamentals that are the primary driver of the direction of rates.

Selectman Morin: One more. Public service, I'm sorry, Eversource, going for their rate. How is that going to affect you?

Henry Herndon: So, we will – there's a couple of pieces to this. So, I mentioned sort of the regulatory context. There was this question of Eversource has taken on more market exposure. They had 30% exposure for this period. They reported certain under-collections, at least in the months of February and other months. There was this question of will Eversource under-collections on energy supply be shifted into a stranded cost charge and then sort of subsidized by all customers, even those not on Eversource energy supply? The PUC ruled no, no cost shifting. Those under-collections will be reconciled into Eversource's supply rate. So, we can – I believe that that will occur as soon as the next rate period starting August 1. So, there are also reconciliations under-collections that have to be made up for, that will have an upward pressure on Eversource's rate. Eversource is also operating in the same market context that we're operating in. So, I'm not sure I'm exactly answering your question. What is the question?

Selectman Morin: How is it going to affect your rates?

Henry Herndon: We will set our rate based on our cost of service. We will not set our rate based on Eversource's rate.

Selectman Morin: But Eversource's won't affect you at all?

Henry Herndon: I suppose it's possible if Eversource's rate were higher than expected or significantly higher than our cost of service, that might impact decision-making such that we would have a slightly higher rate to accrue reserves faster. But we would not be setting a rate to undercut an Eversource rate if that did not support our cost of service.

Chairman Dumont: I think I saw a hand from Selectman Vurgaropulos first.

Selectman Vurgaropulos: Thank you. This is very frustrating to read. I appreciate you bringing all this stuff in, but I do have problems with the fact that – so this was – primarily this presentation was built by the person you replaced, correct?

Henry Herndon: No, that is not correct. This presentation was put together by the Board chair who pulled the fire alarm.

Selectman Vurgaropulos: So, it restricts my question.

Selectman Vurgaropulos: Yeah.

Selectman Vurgaropulos: The rules that were displayed in here already had been long established, correct?

Henry Herndon: They were established prior to launch and prior to the hiring of the CEO.

Selectman Vurgaropulos: Okay. So, I went back. One of the questions I asked you last time you were here was, who's overseeing to make sure that one guy that has the trigger doesn't pull the trigger at the wrong time and goes in or goes out inappropriately? You almost started to do it earlier, but I didn't hear that, what the gap coverage would be to protect against that incident from happening again. So, I'd like to know that. And then the other thing was, if I remember correctly, I'll have to go back and read my own minutes. You said that we want to be hiking rates for increasing reserve influx to build it back up because you said it was already built in, and now you're saying the exact opposite of what I remember. So, I'd like you to explain that more.

Henry Herndon: So, I guess I'll try to take each of those. The first one is the stop gaps.

Selectman Vurgaropulos: Protect from the incident.

Henry Herndon: Right. And the second one is, I suppose, why rates are going up and how does that relate to the reserve?

Selectman Vurgaropulos: Yeah, I believe last time we spoke, we spoke with increasing the amount that you have to go up in order to accrue reserve funds faster. And if I remember correctly, I believe you said you weren't doing that because it was built into the cost structure of the current plan.

Selectman Morin: And that's related to my question to you, exactly what he's saying.

Selectman Vurgaropulos: So that's frustrating when you're saying two things. So, one of them has to be true. I'd like to know which one it is.

Henry Herndon: So, I don't believe I'm saying two things. Any electric rate that a customer pays, whether it's through us or through somebody else, will cover their cost of service, which includes their energy costs, the operating cost of that supplier, and any net margin associated with that supplier. In CPCNH's case, if we were maintaining sort of target reserve levels, we would not need to accrue additional reserve funds. But CPCNH has not met target reserve levels, so there will be a component of the rate that –

Selectman Vurgaropulos: So, there will be an additional component into the reserve buildup that you already have built up. So, there will be two components in the structure capturing funds to the reserve.

Henry Herndon: No. We are modifying the policy to further delay the date by which we must achieve reserve target levels to gradually rebuild the reserve fund.

Selectman Morin: So, the rate should drop?

Henry Herndon: No. The rate is primarily driven by market fundamentals, and energy forwards are up. Just context here. So, if you're looking at a rate, is it a nine-cent rate? Is it a ten-and-a-half-cent rate? The portion of that associated with the reserve accrual for the coming periods would likely not exceed half a cent. It could be less.

Chairman Dumont: I'm going to go to Selectman Guessferd.

Selectman Guessferd: Okay, to kind of language here, right? So, you use the term market fundamentals. I think some people know what that means, others don't. But what I'm hearing is that it's going to be dictated by the market, essentially. So, the market rates are going up. Isn't that what you're saying?

Henry Herndon: Yes.

Selectman Guessferd: And that's one of the reasons why the rates overall, not just for us, but for Eversource and everybody else, the rates are going up. I don't – I guess that's part of the answer as well.

Henry Herndon: Yeah.

Selectman Guessferd: And supply, right?

Henry Herndon: Yes. Market fundamentals would just essentially mean supply and demand, what is the price of natural gas, primary fuel, powering the electric market, weather, other factors such as this. And I'm not saying I'm guaranteeing that Eversource's rates are going up, but currently our market forwards indicate rates are going up, markets are going up. A component of that cost will be accrual of reserve. That's not the primary driver in the direction of the rates.

Selectman Guessferd: What I'm also hearing is that you're trying to establish that period of time so that the rate doesn't jump way too much. So, in other words, if you were going to achieve it now or within the next six months, you would have to charge a rate that's just outrageous, essentially. So that's why you have to do it over time. Three years, you're thinking it might be the right timing to get that back to the right place, the reserve.

Henry Herndon: Yes.

Chairman Dumont: And to follow up on that, and that's what I was going to get to, is so that truly determines how much you're putting into your reserves. So, you won't know how much of that rate is allocated to reserves until the board decides whether or not it's a two-year, three-year, or a four-year period. Your assumption is that they'll go with the three, and I'm sure that will be your recommendation, and I'm sure most of us will listen to that. But they could go with the two, they could go with the four. So, it could be higher than your assumption, it could be lower than your assumption.

Henry Herndon: That's correct. 11-1.

Selectman Morin: So, if you're going to change your time span to redo the fund, you told us last time that this fund, and correct me if I'm wrong, was to use take-out of to keep the rates low, am I correct?

Henry Herndon: That is one of the stated purposes, yes.

Selectman Morin: Okay. So, what's the liability now that you can't get up to the minimum? What's your liabilities if you've got to cover something?

Henry Herndon: I believe that this will answer your question, but one of sort of the standard business practices of an organization like CPCNH is to establish credit facilities, diversify suppliers, have sort of – there's various steps that can be taken. CPCNH is discussing with our banking and financial services partners an application for a revolving line of credit and sort of taking some of those common-sense business steps to support our liabilities.

Chairman Dumont: Is that an additional cost? So, obviously that line of credit will be interest accrued with that. Is that cost figured in, or is that possibly an additional cost that will have to get figured in at that next meeting?

Henry Herndon: No. Rate setting for the next period will include any financing costs associated with credit.

Chairman Dumont: Any other questions from the Board? Well, I appreciate you coming out and giving us the detailed breakdown. I'm sure we'll be – you know, this conversation is ongoing, so I'm sure that we will be continuing that. Mr. Sorenson, did you have anything else?

Roy Sorenson: Yeah, the only question I had for Mr. Herndon, the joint powers agreement quarterly reports I thought was in there. Is that accurate? Am I not understanding that?

Henry Herndon: I believe that is correct.

Roy Sorenson: All right. So, have you been providing those to our group?

Henry Herndon: Those were not provided previously, and that is one of the action items that is a priority, and I had a meeting on that this morning, actually.

Roy Sorenson: So that's something we probably want to see at a minimum.

Henry Herndon: Yep. I will bring that back to our team and our Board chair and say that this has been requested, and it is something we're aware of and working on.

Roy Sorenson: All right. Thank you.

Selectman Guessferd: And just as a kind of a final thing for me is I know this is difficult. I know it's not a good time for you, for your folks, but, again, there is some appreciation level of coming here and answering these questions, and the biggest thing for us is just being transparent and making sure we understand exactly what's going on and that things are talked about in layman's terms so folks understand they're listening in as well. But, again, I do appreciate that this is not an easy conversation.

Henry Herndon: Yeah, and I'm happy to come down. I'm glad to discuss with the Board. I appreciate your questions. I appreciate your time.

Selectman Guessferd: All right.

Chairman Dumont: Thank you.

H. Water Utility Clerk Job Opening – Administration/Decision

Chairman Dumont recognizes Town Administrator, Roy Sorenson.

Roy Sorenson: Thank you, Mr. Chair. So, we have, unfortunately, another opening, and this one's a little bit different. I'm going to actually have our Director, Mike Johnson, explain it a little bit because I think it's important that we understand why we have this opening, given that we kind of went in a different direction with his structure.

Mike Johnson: So good evening, Mr. Chairman, members of the Board. A few weeks ago, I received a resignation notice from one of our production coordinators, Cameron McDonald. While we're incredibly sad about this, we're incredibly happy for him and proud of him as he essentially got offered a dream job in the film industry, not something we can compete with. So, I'm here to request permission for us to host this position and start the recruiting process for it for our department. As many of you know, the production coordinator has a very vital role to HCTV. I would say they're the heart and soul of my department. Many of you will see them out and about at events at the school district, at these meetings. So, I'm here to request permission to start that process. If you have any questions, I'll be happy to answer.

Chairman Dumont: Any comments from Board members?

Selectman Morin made a motion, seconded by Selectman Guessferd, to approve the Director of Community Media to post for advertised for HCTV production coordinator position. Motion carried, 5-0.

Mike Johnson: Thank you all for your support.

Selectman Guessferd: Good luck with this.

J. NH Rev Stat § 673:13 – Administration/Discussion

Chairman Dumont to open discussion.

Chairman Dumont: Next up I put an item on tonight's agenda, New Hampshire RSA 673.13. Received an email concerning this RSA. Comments made by a member of one of the elected boards. I will be frank. Initially, my first read was appointed members. After rereading it through and actually speaking with our town attorney, as silly as I believe it sounds, Section 2 specifically calls out for elected officials as well. I wanted to have a discussion with the Board here tonight for a couple of reasons. One, obviously, there's an issue that was raised. We talked about the Target facility early on, so I figured now is a good time to throw this on here. But we've all had conversations about different boards and comments that have been made, and I figured now would be a good time to see what the Board's thoughts are on this RSA and if there was any action that they wanted to take. I will start off by saying that, personally, I think that this is an extremely serious issue. The threshold is not something that should be looked on lightly if this was to be used. So, I wanted to put it out there and see what everybody thought.

Selectman Vurgaropulos: I will say it was used not that long ago when we removed Bill Cole.

Chairman Dumont: So, this has not been used since I was here. I understand that. I think the threshold for that was extremely clear. When I look back to the minutes, you had a member sitting on an appointed board at the time, which, personally, I believe the Board of Selectmen has a little bit of authority over those boards than the elected ones. And what that member was doing was speaking on one side while actively in litigation on the other side. A clear, clear conflict and dereliction of duty. There's no discrepancy there. Some of the claims that have gotten are social media posts. I can think of almost every Board where members do that, whether I agree with them or not, I think is a different topic. I'm not sure that a social media post rises to that level. But, again, it's here in front of you guys.

Selectman Guessferd: It sounds to me in some ways that we're beating around the bush here. I mean, should we just say what this is? I mean, it's what we're talking about, or should we go in non-public to do that and talk about it in non-public? Because I think we really need to kind of address this and hit it on the head with respect to how this applies and why it's going to apply.

Chairman Dumont: I will say that the last one definitely was the tipping point. I don't think it's perfectly fine. It's already been out there in the open. I would remind people to speak. I would try to stay away as far as you can from defamation.

Selectman Guessferd: Speak it objectively.

Chairman Dumont: And hold on one second. The reason why I thought that this was important is because the more that I looked into this, the more I went back to what other people on other boards have put out there as comments. So, when this was raised for one, I thought now is the opportunity to talk about it in relation to all of them, not just one individual.

Selectman Jakoby: That's exactly what I want to comment on, because I think that's where I was coming from on this. So, one of my questions as I read through this as a member of the community asked me to review this was what kinds of things would this Board actually take this kind of action on? If it's an elected position, we're strictly saying that we are required to have a public hearing about that incident, let's call it an incident, about that incident, but it would be up to us as a Board to call for that public hearing. The question is what kinds of things would rise to a point where this Board would feel the need to take action either for an elected position or an alternate or an appointed position. I don't think we have guidelines. There are no guidelines in this at all. Well, okay, there are words here that are the guidelines, but it's wide, and that's why I brought it forward because there's an incident that community members said, does this apply? And I don't know what the will of this Board is because we have elected people, we have appointed people. Everyone does go out and make public statements. What types of public statements might rise to this level? And then also, at what point might we take action? So that's why I wanted to discuss it, not necessarily about this particular incident, but more I don't have a sense of what would rise to that.

Selectman Morin: First of all, I appreciate you bringing this up, and we did the last one in public. That was in public at a meeting, in a board of selectmen's meeting, so it was in public.

Chairman Dumont: And not to be out of line, I just asked the attorney as well, and he also thought it was a wise idea to have a discussion.

Selectman Morin: And to tell you the truth, I've heard the rumors, but I haven't seen any of the emails. So, I have no idea what was said other than what we heard tonight and scuttlebutt. So, before we do anything, I think the whole Board, my personal opinion is Facebook, that's ridiculous for us to even look at. I mean, people have their rights, and I get what the question is, but was there any proof anywhere? You know, is there? I mean, we listened to the town engineer tonight. He gave us an overview. There's no issues out there. So, did somebody misspeak? Yeah? People misspeak every single day.

Chairman Dumont: I would say personally, well, I would wish that everybody just stayed away from social media and making comments like that because it seems as though it's coming from the Board. None of us act as individuals. We can't, right? We act as a Board when we come together as a meeting in a public forum. So, when someone goes out and puts these things on Facebook, it seems as though it's an act of the board or an act of the town. So, while I wish that everybody would stay away, unfortunately, nobody has taken my message so far. We can't dictate it. So, with that, there is a sense that you have to remember that there's also freedom of speech. And like Selectman Morin said, people misspeak all the time. I did see the e-mails. I saw the snap screenshots of Facebook. I'd be happy to forward those along to you as well so that way you can review them. Again, I'm not looking for indecision tonight, but I do just think it gets the ball rolling on the conversation. You have certain information that a member put out there that could be interpreted, in my opinion, multiple different ways. I would believe, as somebody who was a part of that Planning Board meeting, that the representation was made incorrectly, one, and two, the actual information is what I spoke about earlier. The wildlife specialist and how the way a golf course operates is not beneficial to the wildlife in the area, and therefore, by moving in that direction, the wildlife would actually improve. Now, how people explain that? I'd say 10 different ways.

Selectman Jakoby: My understanding was that the e-mail with all those attachments was sent to the entire Board.

Chairman Dumont: I did receive a copy of it from Mr. Wade. He would also forward me on it.

Selectman Guessferd: I think I have a copy.

Selectman Jakoby: It was attached there, just to clarify.

Chairman Dumont: It was his first one, I think, got mixed up with the attachments, and he resent the attachments.

Selectman Jakoby: So, there was a second one with it.

Chairman Dumont: There may have been an issue there, but nonetheless.

Selectman Jakoby: No, I think it would be important to review it because I think it's important to review it. I think that's a first step.

Chairman Dumont: I think it is, but my question to the Board would be, is somebody stating their view on what happened at a meeting on Facebook rise to this RSA being utilized? And I will tell you, before anybody, I don't think it does because there's plenty of things that other Board members say on Facebook before and after meetings that I disagree with, but that's their opinion.

Selectman Guessferd: Well, we've never removed people in the past for those things.

Chairman Dumont: For that item, correct.

Selectman Jakoby: I'm sorry.

Chairman Dumont: For that item, right.

Selectman Guessferd: That's what I'm saying.

Selectman Vurgaropulos: No, I totally respect the First Amendment. Everybody's allowed to speak what they want to say. What gets tricky is when you're an elected official appointed or anything for the town. You have to do things a certain way because, like you said, perception is reality, right? So, you misconstrue what I say, and then you tell your friend, they tell their friend, now it becomes the law, right? So, we want to get away from that, and I'm wondering if, like, where we want more definition of this so we can understand how or if it's even warranted to use this RSA. I don't know what the strength of our Ethics Committee is. I've heard it's only budgetary. I'm not sure. So, if somebody can clarify that for me. But is it appropriate to have them come in and talk about this with us?

Chairman Dumont: I would say that the authority lies behind this Board of Selectmen for this RSA. I don't believe that the Ethics Committee would need to be involved if somebody wanted to file an ethics complaint.

Selectman Vurgaropulos: I'm not saying for a complaint. I'm saying for clarification for us.

Chairman Dumont: I don't believe that they could offer more clarification than our town attorney. And, quite frankly, you have to look at what's in the RSA, and this is what he's told me, inefficiency, neglect of duty, or malfeasance. That's what's spoken about in the first session. And does somebody stating their opinion on Facebook rise to that? And I will tell you before you jump to conclusions, if that is the case, I can think of a handful of people you're going to have to remove.

Selectman Guessferd: It wouldn't just be that one.

Selectman Vurgaropulos: Everybody's guilty of talking.

Selectman Jakoby: So, I just wanted to say, so Facebook is a public forum, so anything that you post there is free and public. So, I'm just saying that. It is a public statement, and I think that's how it is defined. Correct me if I'm wrong. So, it's just a matter of those public statements, are they being made in the context as an elected official, not as an elected official? And, yes, separating those are sometimes difficult, but some people do say, as a Planning Board member, I said, you know, or because I was there. And some of that happens. I don't believe it happened in this case. I'm not sure this rises to this either, because if we look at findings of inefficiency, we all have jobs and other things to do. Neglect of duty, his duty is, in this case, the duty is to the board they're elected to. Malfeasance, that's the broadest one. But I don't think that's not there either. So, if I look at this in the simplest terms, I don't see it raising to this, but I think it was important for us to take a look.

Chairman Dumont: Yeah, no, and I would agree. Like I said, the deeper that I looked at it, I think that, again, there's multiple issues that are similar to the Planning Board member's remarks. Quite frankly, there's multiple members on there that are extremely vocal on things.

Selectman Jakoby: Yes.

Chairman Dumont: Which, again, I think is a horrible thing, but, hey, you know, that's up to them whether or not they want to do that.

Selectman Guessferd: I would 100% agree.

Chairman Dumont: So, for me, I have no problem saying that I don't believe that what was done, at least for that member or any of the members that I disagree with or agree with, rises to this.

Selectman Vurgaropulos: I don't disagree with you. This is pretty extreme. But I guess I would hope that all board members, no matter what board you're on, would want to present themselves to the public. You have to remember that. Even if you're not drinking a beer, they're going to say, hey, they're Selectman Dumont, you know, like regardless of whether you're wearing your hat and everything. So, it's very, like I said, I don't believe that this is necessary, but it might behoove us to have the boards all talk to their teams and say, hey, it's raining in a little bit. Remember, we have official business, so when you say certain things, because sometimes what happens is it starts off with a simple comment, which is, I believe, what kind of happened here, and then you get someone riled up and they start talking.

Chairman Dumont: Oh, sure. Facebook is that all about.

Selectman Vurgaropulos: That's what it's for, you know. So, you get caught up in that, and then anybody coming in halfway through a feed or even from the beginning could say, well, he spoke so long about something, it seems like he was presenting. And we just want to ask everybody to kind of keep it a little tighter.

Selectman Jakoby: Yeah, and this is not anything I would look forward to ever doing as a select board member, but it's important for the public and for us to know that it is there for us if needed.

Selectman Guessferd: No, no, I'm just kind of agreeing that this is –

Chairman Dumont: The only thing that I would add, and it's just something for you all to think about, is what is that level going forward? Again, so we want to think about it. For me personally, I think that the example that Selectman Vurgaropulos brought up is a prime example. When you have a clear conflict of interest and then a refusal of that member to recuse on that conflict, that's a no-brainer. You have an elected official or an appointed member that is neglecting to show up to meetings and is putting that board at harm or making it difficult for them to conduct their business. That would be a neglect of duty. There's different things that I think that you should all think about as to what that may be as we are going through our committees and boards. It's been a topic for the past couple of meetings. There's nothing to think about.

K. Hudson Old Home Days – Administration/Discussion
Chairman Dumont to open discussion.

Up next is Old Home Days. It's another thing. I spoke to Selectman Jakoby about this. I know it's been on her mind as well. I will say just to my point real quickly, I know we all or past members tend to go to Old Home Day. They make themselves available on their own schedules and they kind of go about and see people and interact in the fun of Old Home Days. I thought it would be a good idea to have a booth. I reached out to the Chairman of Old Home Days to see what it would cost to rent one. I was thinking about donating one so that way the selectmen could utilize it. And then I was told that because we're a sponsor, we get one for free. So, Selectman Jakoby had a similar conversation. I believe she supplied you with that email. The Chairman gave us a position where he thought it would go. I guess I'm looking to see if there's any interest here of other members in what days because another important thing is to keep in mind that we don't want to have a quorum. So, I was thinking two members at a time to stay away from that. And it's really just kind of a meet and greet. If somebody wants to come up and tell you how bad we're doing, we're there to listen. So, I would say right off the bat I'm more than available for Thursday and Friday. The weekends are a little bit tougher with my little ones, but see what you guys think.

Selectman Jakoby: So, when I had this conversation with Mr. Malley, he was really gracious in thinking that for us to be able to post when we would have people there would be really helpful this way people could look for us. And that he said we didn't have to be there the entire time. So, the minute he said that, I was like, I'll be there. Because I did that one year, and it was exhausting. And I also thought it was really great. He had said that we would be put with HPD and with the Police and Fire Department so that when we're not there, there's still people around it, which is nice. Because there are only five of us, and it's a lot of time to cover. But I think any opportunity we have to be out in front of the public and listening is important.

Selectman Guessferd: It'll probably be an unpopular decision here but, I'm not 100% in favor of this, but I get it. I think it's good that we do have a place that we can go. I just don't want there to be an expectation that we're going to spend the majority of our weekend there. I know you said you're not available on certain parts of the weekend. I think if we can, if people can, if there's a booth there, that's great. I'm just not sure we should feel obligated to be there.

Chairman Dumont: I would agree with that. I don't think everybody has four days, 24 hours to do that. I guess my thought process was if you had an hour or two here and there to pop over.

Selectman Guessferd: Absolutely, I'm there anyway.

Chairman Dumont: Exactly, and then just to coordinate with everybody else so the five of us aren't standing at a booth having an unnoticed meeting.

Selectman Jakoby: Oh no. That's pretty much what Tim said. He even said that the most popular time is Saturday. If we could get Saturday covered as much as possible with an hour here, hour there. But I know you're not going to be there Saturday, so you might put a couple of hours in the other day.

Chairman Dumont: I could be available Thursday, Friday, Saturday morning. I could make work.

Selectman Jakoby: But to be able to promote that to the public is just my point.

Selectman Guessferd: In the end, I think it's a thumbs up.

Selectman Jakoby: He can do it.

Selectman Guessferd: I think we all do. We're involved in volunteer organizations. I'm in one organization that typically parks cars on Saturday morning. I'll be doing something else there on Sunday. But, yeah, we could certainly work that out. Like I said, we'll just have to coordinate. That's all.

Chairman Dumont: Yeah, we don't need a necessary schedule tonight.

Selectman Guessferd: You doing the dunk tank?

Chairman Dumont: No, before. I signed up last year, but I was late.

Selectman Vurgaropulos: Must have been that Hudson property.

Selectman Jakoby: I was very surprised I was not asked last year. I was a little disappointed. I expected to be asked.

Selectman Morin: I'll make sure you're in this year.

Selectman Jakoby: I'm all in. I think I'd make a lot of money with that being in there.

Selectman Morin: I think we're all up there anyway. What are we going to do with the booth? Are we going to hand out stuff? What are we going to do? Because if we're just going to sit there and hope somebody comes up to the booth, then we can just walk around and do the same thing.

Selectman Guessferd: Sure.

Chairman Dumont: No, I had spoken to Mr. Sorensen about that as well. He had brought up the idea of maybe just a couple of informational things to put up there. I would say that this is just the beginning of the discussion. If anybody has any ideas, we could put it together. The booth is there with the sponsorship. I just figured if it could be utilized for something, then to go right ahead.

Selectman Guessferd: Yeah, why not?

Selectman Vurgaropulos: We could get a suggestion box and we could read it in the non-public.

Chairman Dumont: We could whack-a-mole with all of our heads on it. People might like that.

Selectman Vurgaropulos: You'll make revenue.

Selectman Jakoby: I am a booth person from day one. I will send you some suggestions, some really positive things I think we can do for both. What I think is really helpful is to have something for the children while you're talking to the adults and stuff. I may be there the whole time now. I'm getting excited.

Selectman Guessferd: Talk about more of the details as we move forward.

Chairman Dumont: Yeah, we can talk and chat through email.

Selectman Vurgaropulos: Then we're going to have a big one.

Selectman Jakoby: Then we're going to get other volunteers. No.

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

Selectman Vurgaropoulos: There's a lot of good stuff tonight. All right. Just to cover a lot of good ground. I've got nothing major to cover. As far as reporting, I only have one meeting, which could happen. It's kind of beside you guys, and you guys might look into it. That's it. All right.

Selectman Morin: I attended a school board meeting, but I'll yield to the school board chairman for that report. On Saturday at 9 a.m. at Benson's Park, the Fire Department will be dedicating the new memorial, talking to the chief at the break. If it rains, they're going to continue to have it. Hopefully we can get through with the showers, so that will be taking place. We marched in half of the parade, depending who you were. You marched in the whole parade.

Selectman Jakoby: I was hanging with the chairman.

Selectman Morin: We were there. There you go. That's all I have.

Selectman Jakoby: I just wanted to give an update for the Sustainability Committee. We did discuss that we are going to be looking at – they're going to be one of the first committees that we help establish a new charter with an admission, so we're looking forward to that conversation. They're looking at – there's a presentation called Button Up New Hampshire, which helps with energy efficiency, that they're going to be scheduling and moving forward. They were talking about National Night Out is coming up August 5th. They're continuing moving forward on the many facets that they have and raised some good questions that I think we'll be addressing in the charter, and they're a really good organization to start that charter conversation with. As far as Benson Park, they continue to do their cleanup days. Mays was canceled because of rain, so we can hope that June's might work out. But there are other ways to volunteer, so please keep looking at their site for that. They continue to thank DPW and all the staff for all the support that they have at Benson's Park. And I did want to bring up one thing to the community. If you're interested in sponsoring a small section or a larger section of Benson Park for gardening – there are a lot of people who like to garden – there are available spots even for companies or groups as well as individuals. So, I just wanted to put that out there. And thank you for all those who helped make the parade happen. It was a beautiful day, and I was really thankful I was able to be there from end to March.

Selectman Guessferd: Okay, so tomorrow night we've got a Planning Board meeting. We've got a couple of cases coming forward – not huge ones, but cases to look at. Rec Department summer program – we've got 400 kids registered, \$180,000 has been brought in so far. That's just in revenue. There will be costs associated with counselors and all of that as well. But the program always seems to be a moneymaker, so it's a good thing and some great things for the kids. Registration will continue until June 13th, so if you haven't gotten your registration in, definitely make sure you get it done soon. That's like two weeks away. Program info can be found on the website. It opens on 6/23 after the end of school. Men's and Women's Softball Leagues is a very popular program. They're underway. They've begun. Anyone who's still interested, you can probably still join a team. You can check out the website for the schedules and check out a game. I'm not sure about the joining yet, but I think you can probably join a team if they have spots or whatever. But you've got to go through the Rec Department to do that. Senior Citizen Programming. They had a free comedy show at the Center last week, and they've got another trip coming up to the Castle in the Clouds up north this week. And they're also going to have lunch at Hart's Turkey Farm. Remember that? We'll be looking forward to it. As far as the library, we had a meeting last week. There was a library committee meeting. I've got to pull up some of this stuff. I think people probably may know or may not know, but they've been fine-free temporarily for five years, but they just made it permanent. So, it's been a really good program. People should be able to feel free to bring their books back and not worry about fines. So, if you've got a book out there and it's been out for a while and you've been kind of concerned about bringing it back and paying the fine, bring it back. The only time you're going to have to pay anything is if the book is damaged or if you lost it or something like that. And, yeah, they're getting ready for National Night Out as well. I mean, it's coming around. It's August, but it's only a couple months away. Secondhand Prose has moved to the main floor of the library, the Hills Library, and will be open the second Sunday of each month. And the summer reading program is beginning soon. You know, kind of keep your eyes out for sign-ups that are coming soon for the library. And that's pretty much almost everything I got. I also want to reiterate, yeah, the parade was great on Sunday. We did have State Rep Maggie Goodlander was there. She's a veteran, and she spoke, and it was good to have her around. And she went over to the American Legion afterwards

and talked to some Legion members. So, it was a good event overall, and I heard the bands were pretty good too. That's all I got.

Chairman Dumont: Well, if you would have waited to pat yourself on the back. I was about to say thank you very much for TAPS. You did an amazing job, but since it's out there.

Selectman Jakoby: I know, that was great.

Chairman Dumont: But, no, the parade was fantastic. Everybody had a lot of fun. Everybody who put it on, police, fire, DPW, the American Legion Post 48, ROTC, Alvirne Band, everybody did an absolutely fantastic job. I was happy to see everybody out there. Good crowd. Yeah, great sign of patriotism, and it's just an amazing thing to see. And the weather cooperated, which was perfect.

Chairman Dumont: For me, Zoning Board meeting last week, it was a nice, easy one. I want to reiterate to people that we constantly need volunteers. Luckily, we had a quorum because we had an alternate there last week. Otherwise, we wouldn't have been able to conduct business. But we only had one alternate and two members that were able to be there. So, it's always showing how stressed our boards and committees are, and we're looking for help everywhere we can. So hopefully, if anybody is out there still listening at 1035, come down and grab an application. I've got a Chamber of Commerce meeting coming up next week. I'm excited to attend that and see what opportunities are there. That will be my first one assigned to that position, so I'm looking forward to that. Not much else going on. I'm hoping that everybody is enjoying their summer and being safe.

10. Remarks by Town Administrator: All right, since we've had a series of presentations tonight, we'll have one more for the road. Switching it up a little bit, just a quick TA report. **[Slide 1]** It's been a long night, so I won't take up too much time. Nine Industrial Drive, I don't know if you've been down there, but some of the site work has started. You can see the current layout of what will be built there, the four pickleball courts. And the CDL of the truck school is doing very well, pretty active down there as well. So, the site's actually picked up quite a bit. DPW has done a lot of work over the past couple of weeks. **[Slide 2]** Picture's worth a thousand words. My first time in Hudson from Memorial Day, I've got to say, I was quite impressed with just everything. I think the community does a great job. I was glad to be part of it. And I think the field of flags at Library Park is just fantastic.

Selectman Guessferd: Do you mind if I add a little something there? If you don't know, the field of flags, every single flag there in the field is representing one person. It was either probably sponsored by somebody else, a friend, a relative. So, each one of those flags has a tag on it, and with that person's name, military service, rank, it's pretty impressive. Yeah, absolutely.

Roy Sorenson: I think it was 193 of them.

Selectman Guessferd: They get more every year.

Roy Sorenson: Amazing. **[Slide 3]** Trolley stop. So, you might have seen this in your travels over Memorial Day weekend. So, this is coming along. You can see the pad's been poured, and the two upright arms have been poured as well off to the right there. Those will hold, obviously, the roof in place. So that work's ongoing, and we're hoping to have that done, obviously, this summer as well. **[Slide 4]** Quite a project here if you haven't been down to check it out. With all the rain we've had, to me, it's a miracle, understanding the whole process of how this work's done, that they actually didn't lose any of their bypasses. All their cofferdams held, so the water continued to flow while they continued to build. So, kudos to them keeping the pumps running and getting that going. You can kind of see the upcoming work. Again, if you haven't been, HGTV, by the way, this is a drone shot. I did talk to Mike and his group about going down there, and they responded immediately and did a fantastic job covering this as well as our town engineer, Don Kirkland, does a great take. You can see that on HGTV as well. **[Slide 5]** Audit action items. So, some of the stuff we're working on, and we have a meeting, actually, this week. I'm going to go to the next slide here because we have a big meeting coming up this week, the Policy Subcommittee, on Thursday. The capital assets depreciation policy, you can see a bunch of data and information there. We are pounding this into the system. The staff's doing a great job. Part of our work on Thursday, we'll be talking about the written policy aspect of that. Now that our new Finance Director is on board as well, we're looking at the federal grants policy. So those are two big items. They were both mentioned in the audit. Action items, as far as I'm concerned, working with staff as well as a couple that are selected on the subcommittee. So, looking forward to get those moving over the next couple weeks as well, bringing them back to the board for endorsement. **[Slide 6]** And then finally, May recognition. We had a couple tonight. May in general is public service, basically the whole month if you look at it. These are typical of every year. May 15th is

Peace Officers Memorial Day. The 11th through the 17th, Police Week. The 3rd through the 4th, National Fallen Firefighters Memorial Weekend. Public Works Week, the 18th through the 24th, same as EMS Week. And then obviously Memorial Day, commemorating everything. On the right, those are our folks that started in May. You can kind of see the years of service, quite a bit of range. 26 years down to one year, so quite a bit there. And I'll continue to do this as we go through the year because I think it's worthwhile to recognize everyone, be it one year, five, 20, 30, whatever it might be. That's it. Oh, one more very important thing. I didn't have it in here, and I think it's worthwhile. You did come up in the minutes from the nonpublic. We do have a Town Planner who has agreed, myself and the chair have worked at the conditional offer with him. When I say we did a nationwide search, I am not lying. The gentleman is from Fort Collins, Colorado. Does have roots to New England, so I'll put that out there. But he's excited. I think everybody on the committees, both first round, second round, were very impressed with him. The practical, which we gave him, which was not easy, did an outstanding job. We are potentially going to see him here at the end of June. So if and when he arrives, we'll bring him in to introduce him. His name is John Stoll, by the way. Thank you.

Remarks by School Liaison: Thanks for having me back.

Selectman Guessferd: Keep coming back if you want. This is great.

Maureen Dionne: I'll start again with school safety and security. So at our most recent board meeting, we approved a quote for the replacement of the Hudson Memorial Fire Panel. This, again, was one of the warrant articles that voters thankfully approved in March, and that work will begin. So, we went ahead and we reviewed that quote. There were a couple of quotes, in fact, and we selected a vendor, and we're moving forward with that. A couple of weeks ago, I mentioned some budget considerations. And as we know, that the budget committee had reduced the school district operating budget by \$800,000. Over the last couple of months, we had been looking at a number of options and ways to kind of achieve that bottom-line dollar. In total, we did discuss this two weeks ago in public. We reduced many positions, in fact, to a dollar within our budget. Most of those were vacancies, and also a few that we had planned to backfill due to attrition and retirement, and we are actually not going to. In total, we cut \$846,020 from the school district SU-81 budget. It's really important, and I just want to say for the public, and we said this that night, those positions were reduced to a dollar because, similar to the town, it's a bottom-line budget. And so, if in the next school year there is a need, if we need to fill a position, we can reallocate those dollars by a motion and a vote of the board. But we were able to achieve that number of \$846,000. It was difficult, but we were able to get there. Hiring update, again, I mentioned two weeks ago. Spring is always very busy. We still have 13 teacher vacancies, 10 paraprofessional, and over 10 other administrators, maintenance, facilities, and other monitors and substitutes throughout the district. So, we have over 30 open vacancies right now. That's still coupled, as I said two weeks ago, with a significant amount of hiring that we are doing every single day in the district. And kind of just grouped into this other category, I mentioned that because many people in town will likely see the work begin and may have been involved, in the fall the Alvirne Farm Improvement Plan came forward to the School Board. And a number of items were discussed at that time to improve both safety for people visiting the farm, for people that work at the farm, for our students, improve animal well-being, and also protect the investment and the equipment at the farm and the maintenance and the machinery and all of that. Throughout the course of the last several months and since the fall, there has been a building permit process here with the town. And, in fact, we recently, in late April, received a building permit for a farm utility building and so we've been working very closely with the folks here at the town. And the one that I want to mention, because people will start to see the work, is that the farmhouse at the front of that piece of the property, we moved forward with residing that. So, over the winter, prior to the winter rather, we re-insulated the farmhouse and actually it will now be resided. So, you will actually see that, and really I think a significant improvement to that building. And then just a lot of work, as I said a couple weeks ago, a lot of celebratory, kind of wrapping up this school year and then moving into operations and planning for next year, strategic planning. And one of the key things kind of coming up, we finally have a new business administrator. We have been without a business administrator for the last year and she is coming on board beginning on July 1st. So, we hired someone, thankfully, found a great person, and coming over to work beginning July 1, and we're looking forward to that.

Selectman Guessferd: Excellent, very good.

Chairman Dumont: Thank you very much. Appreciate the update.

Maureen Dionne: Thank you.

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to enter into non-public.

12. NONPUBLIC SESSION

Selectman Morin made a motion, seconded by Selectman Guessferd 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.

Nonpublic Session was entered at 10:45 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public was asked to leave the room.

The Board entered into public session at 11:28p.m.

Motions made after nonpublic session:

- 1) Selectman Jakoby made a motion, seconded by Selectman Guessferd, to authorize the Police Chief to recognize and award Lieutenant Roger Lamarche, Executive Coordinator Sherrie Kimball and Animal Control Supervisor Jana McMillan with a merit award of \$333 each. Motion carried, 5-0.
- 2) Selectman Morin made a motion, seconded by Selectman Guessferd, to authorize the Police chief to implement a two-week suspension, without pay, for Officer Sithoeun Prak due to failure to follow Department policy and procedure. Such action to be reconsidered at the June 10, 2025 Board of Selectmen meeting following a legal review. Motion carried, 5-0.
- 3) Selectman Morin made a motion, seconded by Selectman Guessferd to hire Richard Daughen for the position of Firefighter/AEMT in the Fire Department at the contracted salary of \$31.30 per hour (step 6). This will increase to \$33.85 effective July 1, 2025. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief. Motion carried, 5-0.
- 4) Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to hire Parker Berube for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$23.80 per hour (step 1). This rate is effective as of July 1, 2025. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief. Motion carried, 5-0.
- 5) Selectman Morin made a motion, seconded by Selectman Guessferd, to approve an increase in hourly salary rate by 5.0% for Executive Coordinator Erika LaRiviere, for a period time through the absence of the Administrative Aide II, including retroactive to Marcy 7, 2025, with such action rescinded upon the return thereof. Motion carried, 5-0.
- 6) Selectman Morin made a motion, seconded by Selectman Vurgaropulos, to seal the minutes of the May 27, 2025 Board of Selectmen meeting. Motion carried, 5-0.
- 7) Selectman Guessferd made a motion, seconded by Selectman Morin, to adjourn at 10:12 p.m. Motion carried, 5-0.

13. ADJOURNMENT

Motion to adjourn at 11:32p.m. by Selectman Morin, seconded by Selectman Guessferd. Carried, 5-0.

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

Dillon Dumont, Chairman

Bob Guessferd, Vice-Chairman

Xen Vurgaropulos, Selectman

Heidi Jakoby, Selectman

Dave Morin, Selectman

DRAFT

7B



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: June 6, 2025

Cc: Laurie May, Finance Director
Elvis Dhima, Town Engineer

Re: Policy Sub-Committee

This follows ITEM 8E – Policy Sub-Committee of the May 13, 2025, Board of Selectmen meeting. This will be the second read and adoption of the policies below as prepared after review by the Policy Sub-Committee:

- FIN-004 Credit Card Policy
- FIN-005 Credit Card Procedure
- Capital Assets and Depreciation Policy

Each of these respectively are attached for discussion. It is noted that the latter was identified as an action item in the Annual Audit.

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

Section: Finance

Subject: Credit Card Policy

Policy Number: FIN-004	Revision Number: 01
Approved By: Board of Selectmen	Last Review Date: 6/10/2025
Origination Date: 3/24/2020	Review Frequency: 3 Years

Purpose and scope:

The use of credit cards has proven to be a cost-effective method of obtaining supply and service items. The use of credit cards helps the Town be more accountable by providing detailed purchase histories and other important record keeping and time saving information. Some travel and training costs may also be handled best through the credit card process. All benefits of Town credit cards will belong to the Town.

Credit cards will be provided to the Town Administrator and the Chief of Police and any other employees deemed necessary by the Town Administrator.

A. Use of the Credit Card

1. An employee will receive a unique card with “Town of Hudson” and his/her name on it. The Cardholder has the ability to make transactions on behalf of others. However, the Cardholder is responsible for all use of his/her card.
2. The credit card is to be used to conduct Town business only. The use of a Town credit card to acquire or purchase goods and services for other than official use of the Town is fraudulent use and subject to disciplinary action as specified in B2 of this policy. It is further noted that any or all purchases should adhere to the Purchasing Policy of the Town.
3. The Cardholder will retain vendor’s receipts and/or records of telephone, Internet, and/or mail orders and file for future reconciliation of the credit card statement.

B. Unauthorized Credit Card Use

1. The credit card SHALL NOT BE USED for the following:

- a. Personal purchases or identification.
- b. Cash Advances through bank tellers or automated teller machines.
- c. Personal purchases or expenses with the intention of reimbursing the Town.

A Cardholder who makes unauthorized purchases will be liable for the total dollar amount of such unauthorized purchases, plus any administrative fees charged by the Bank or card company in connection with the misuse.

- 2. A Cardholder who makes unauthorized purchases with the credit card may generally receive a written warning on the first offense. A notation of misuse will be made in the Cardholders personnel file. The Town, through the Board of Selectmen, reserves the right to define the severity of the misuse and shall move forward accordingly with disciplinary action up to and including termination as applicable to the Town's Personnel Policy, relative Collective Bargaining Agreement, moreover as determined through a criminal investigation.

APPENDIX : REVIEW DATES

[illegible]

Town of Hudson, NH

Policies and Procedures

Section: Finance

Subject: Credit Card Procedure

Policy Number: FIN-005	Revision Number: 00
Approved By: Board of Selectmen	Last Review Date: 6/10/2025
Origination Date: 3/24/2020	Review Frequency: 3 Years

For the credit card process to operate efficiently, a timely response to each of the elements of the procedure is required from those concerned.

Issuance of Credit Cards

1. The employee must sign documentation verifying agreement to the conditions of use.
2. The Town Administrator will determine the purchase authority of the employee and sign the enrollment form indicating approval.
3. The Finance Director will review the enrollment form and process for issuance of a credit card to the employee.

Making a Purchase

It is the Town's policy to seek competition and the lowest prices within the parameters of quality and delivery. Accordingly, whenever making a credit card purchase the Cardholder will check as many sources of supply as reasonable to the situation to assure best price and delivery. The Cardholder should also ensure that the goods or services to be purchased are budgeted and allowable.

Cardholder Record Keeping

1. Whenever a credit card purchase is made either over-the-counter or by other means, documentation shall be obtained as proof of purchase. Such documentation will be used to verify the purchases listed on the Cardholder's monthly statement of account.
2. When the purchase is made over-the-counter the Cardholder shall retain the invoice and "customer copy" of the charge receipt. The Cardholder is responsible for checking that the vender lists the quantity and fully describes the item(s) prior to the Cardholder signing the slip.

3. When the purchase is made on the Internet the Cardholder shall print a copy of the receipt and order confirmation before exiting the site.
4. When a purchase is made over the telephone the Cardholder shall have the vendor fax or email them a copy of the receipt.
5. When the purchase is made by mail the Cardholder shall retain all confirmations and shipping documentation.
6. When an item is returned the vendor shall issue the Cardholder a credit, which should appear on a subsequent statement. *Under no circumstances shall the Cardholder accept cash in lieu of a credit to the credit card account.*

Review of Monthly Statement

1. At the end of each billing cycle, the Cardholder shall receive his/her monthly statement of account that will list the Cardholder's transactions for that period.
2. The Cardholder shall check each transaction and any shipping documents to verify the monthly statement. The original sales documents (packing slip, invoice, cash register tape, credit card slips, etc.) for all items listed on the monthly statement **MUST** be neatly attached and submitted with the statement to Accounts Payable within **5 business days** of receiving the monthly statement.

Payment of Credit Card Purchases

1. The requesting Department will ensure that sufficient funds are encumbered to pay for anticipated purchases.
2. The Cardholder will reconcile the monthly statement received from the Credit Card Company with the receipts and sign. If an item is returned and a credit voucher received, the Cardholder shall verify that this credit is reflected on the monthly statement.
3. Accounts Payable will review the documents for correctness, charge the proper accounts, and process the statement for payment.

Cardholder Security

1. It is the Cardholder's responsibility to safeguard the credit card and account number to the same degree that a Cardholder safeguards his/her personal credit information. A violation of this trust will result in that Cardholder having his/her card withdrawn and disciplinary action.

2. If the card is lost or stolen the Cardholder shall immediately notify their Supervisor, the credit card company and the Finance Director. The Lost/Stolen Card Notification form should be filled out and given to the Finance Director.
3. A new card shall be promptly issued to the Cardholder after the reported loss or theft. A card that is subsequently found by the Cardholder after being reported lost shall be returned to the Finance Director to be destroyed.

Cardholder Separation

Upon termination of employment from the Town, the Cardholder shall surrender the credit card to the Finance Director. Upon notification of termination, the card will be deactivated and destroyed. A cardholder who fraudulently uses the credit card after separation from the Town will be subject to legal action.

Credit Card Enrollment Form

Card Receipt:

Card Type: _____ Card Number: _____

Cardholder's Name as it appears on the Card: _____

Cardholder's Signature: _____ Date: _____

Cardholder's Agreement

I will be expected to use the credit card issued to me as directed by the Town purchasing policy. Any such purchases made with my card will be considered to be made by me and my responsibility. I will be responsible for the safe keeping of the credit card issued to me and if lost, I will report its loss immediately to my supervisor, the credit card company and the Finance Director. I understand that my personal credit will not be affected by any use of the Town's credit card.

The use of the Town credit card to acquire or purchase goods and services for other than the official use of the Town is fraudulent use. An employee guilty of fraudulent use will be subject to disciplinary action, up to and including dismissal.

I have read, understand and agree to the conditions above:

Cardholder's Signature: _____ Date: _____

Lost/Stolen Card Notification

Cardholder's Name: _____ Card Number: _____

Please Check One:

Card was: _____ Lost
_____ Stolen
_____ Other (Describe) _____

Describe how card was lost/stolen:

Was a police report filed (circle): Yes No

If yes: Department: _____

Report Number: _____

Cardholder Notified the Credit Card Company:

Date: _____

Time: _____

Cardholder's Signature: _____ Date: _____

Finance Director's Signature: _____ Date: _____

APPENDIX : REVIEW DATES

[illegible]

Town of Hudson, NH

Policies and Procedures



Section: Finance
Subject: Capital Assets Policy

Policy Number: FIN-015	Revision Number: 1
Approved By: Board of Selectmen	Review Dates: 6/10/2025
Origination Date: 6/25/2013	Review Frequency: Every 3 Years

Purpose:

The Town of Hudson, NH has adopted the financial reporting provisions outlined in the Governmental Accounting Standards Board Statement No. 34 (GASB 34). This policy update is intended to establish clear capitalization thresholds, define asset classifications, assign appropriate useful lives, and outline procedures for identifying asset additions and deletions. In addition, this policy update is to ensure effective control and accountability over the Town's capitalized fixed assets, guaranteeing that all recorded assets are accurately, consistently, and systematically classified and reported. Definitions and references to the most current GASB version.

Capitalization Thresholds:

Requirement	Policy
Minimum Cost including vehicles	\$30,000
Minimum Cost for Building Improvements	\$50,000
Minimum Cost for Building	\$75,000
Minimum Useful Life	5 years
Bulk Purchases	Capitalize if bulk computers/vehicles greater than \$30,000
Grouped Items < \$30,000	Do not capitalize as a group (unless above)

Asset Valuation:

- Use actual purchase price plus ancillary costs (e.g., shipping, installation).
- Exclude engineering costs.
- Donated assets: Use fair market value at time of donation.

Asset Category and Examples:

Category	Includes
Land Improvements	Driveways, parking lots, septic systems, grading
Land Purchase	New Land purchase including conservation properties/forest
Construction in Progress	Incomplete capital projects; capitalized upon 90% completion & use
Buildings	Permanent structures attached to land
Building Improvements/Additions	HVAC, roofs, electrical, plumbing upgrades
Machinery & Equipment	Complex equipment (non-vehicles)
Vehicles	All insured town vehicles (owned or leased)
Infrastructure	Roads, road improvements, bridges, water/sewer/drainage pipes (No engineering costs capitalized)

Estimated Useful Life Guidelines:

Asset	Years
Police Cruiser	5
Ambulance	8
Staff Vehicles	10
Road Mill & Overlay	10
Road Construction and / or Improvements	15
Fire Engine / Building Additions	20
Bridges, Water/Sewer/Drainage Pipe/New Building	50

Depreciation Method:

- Straight-line depreciation (equal expense each year).
- Take full year's depreciation in year placed in service, regardless of in-service date.

Internal Controls:

- Departments must safeguard all assets from misuse, loss, or theft.
- Department maintains listing of all capital assets in their department.
- Ensure proper documentation and storage of asset records.

Identifying Asset Additions and Disposal:**Adding Assets:**

- Department must notify Finance Department when acquiring qualifying assets.
- Finance Department will review general ledger for completeness.

Disposing of Assets – Department Head Must:

- Notify Finance.
- Complete Asset Disposition Form.
- Report sale proceeds if asset was sold.
- Any sale or disposal of asset is presented to the board for review and approval.

APPENDIX: REVIEW DATES

[illegible]

8A



TOWN OF HUDSON
Hudson Community Television
19 Kimball Hill Rd.
Hudson, New Hampshire 03051



Xen Vurgaropulos, Cable Committee Liaison

David Morin, HCTV Selectmen Liaison

Michael Johnson, Director • mjohnson@hudsonnh.gov • Tel: 603-578-3959

To: Board of Selectmen
Roy E. Sorenson, Town Administrator

From: Michael Johnson, Director of Community Media

Date: June 3, 2025

Re: Community Media (HCTV) Department Update

I would like to respectfully request the opportunity to present an update of our Community Media Department at the upcoming Board meeting on June 10th.

This presentation will provide an overview of our organization and outline our vision for the future. I will share our updated organizational chart, content platform accessibility, available resources, and some key challenges we face. In addition, I will present the results of our recent SWOT analysis, which highlights our strengths, weaknesses, opportunities, and threats.

A core mission of HCTV has always been to inform and engage the public through quality video coverage of Hudson. It is my hope that this presentation will not only shed light on the essential work our department does for the Town of Hudson, the School District, and the greater Hudson community, but also help bring awareness to what Community Media is.

Thank you for considering this request. I look forward to this opportunity to present to the Board.

Michael Johnson

TOWN OF HUDSON NH

DEPARTMENT UPDATES TO BOARD OF SELECTMEN

COMMUNITY MEDIA (HCTV)

06/10/25



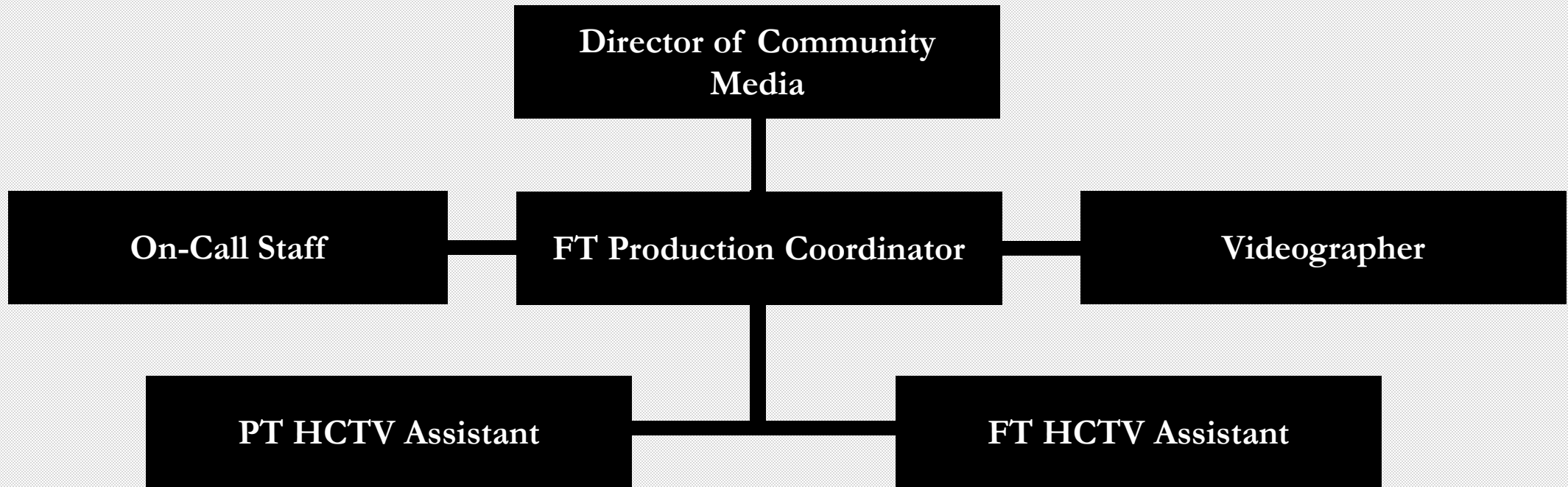
HCTV



Hudson Community Television (HCTV) is dedicated to broadcasting quality coverage of Town of Hudson Government Meetings, Sporting Events, Parades, and Community happenings to the homes of our residents. HCTV provides a platform where Town and School employees can share information with our residents and also allow our community members to have a voice and resource to create content.

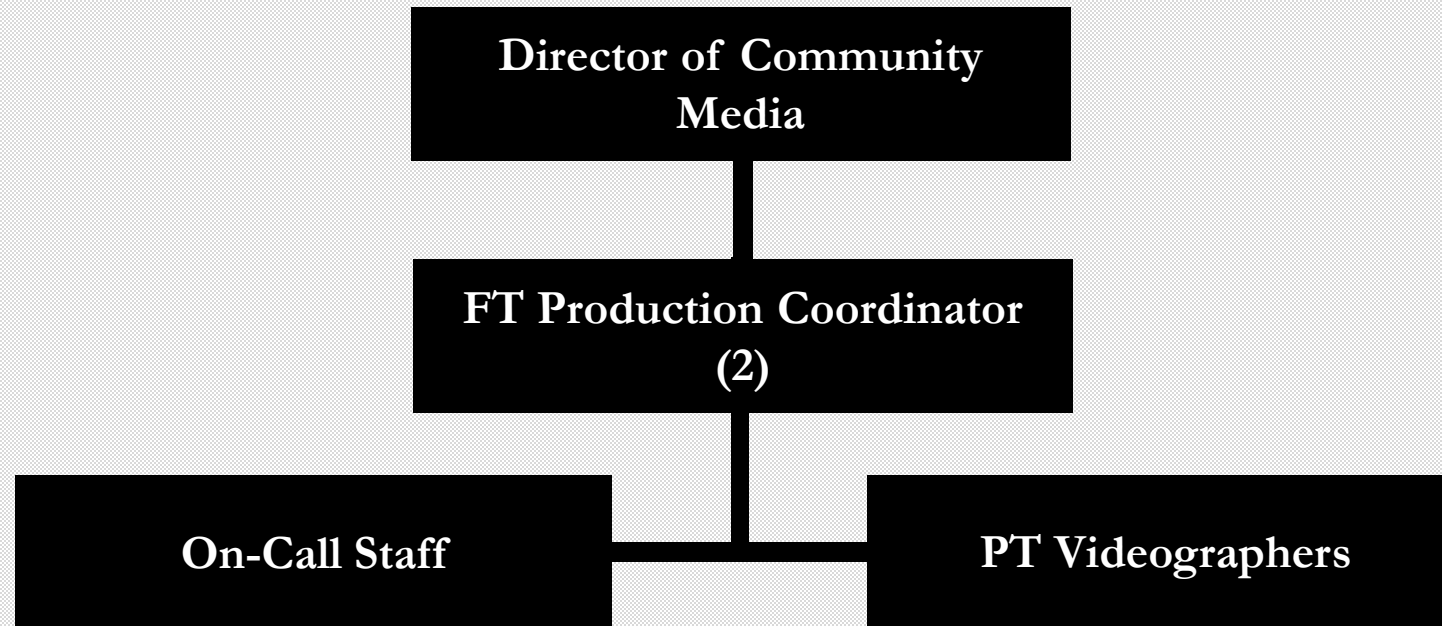


ORGANIZATION CHART (Previous)



ORGANIZATION CHART (Current)

Approved by the BOS - March 4, 2025



MISSION STATEMENT



The Town of Hudson's Community Media Department is funded entirely from Comcast Franchise fees and is not taxpayer funded.

- **HCTV Mission Statement:** To produce, teach, and provide quality hyper-local content and information by and for the residents of Hudson.
- **HCTV is available on Comcast Cable Channels in Hudson, NH and online at www.hudsonctv.com**
 - Channel 6: Public Programming
 - Channel 8: Educational Programming
 - Channel 22: Government Programming
 - Channel 1073HD: Hudson Programming (Best of)



HCTV is also available on the Cablecast Screenweave App
(Apple TV, Roku, Amazon Fire TV, IOS, Android)





KEY OBJECTIVES



- Livestream and record Town and School District Government Meetings.
- Support Town and School District with audio-visual event coverage and troubleshooting.
- Provide news and information to Hudson residents.
- Provide a platform for residents and community groups.
- Provide basic video production training for residents and students.
- Foster a community and audience to keep residents informed.



SWOT

Strengths



- Provide clear, direct and quality coverage of Town meetings, sports, and events.
- Skilled audio-visual team with various different industry backgrounds.
- HCTV continues fostering a positive relationship with Town departments, SAU81 and community partners.
- Direct line of communication for Government officials to community members.
- Key source of information for all things Hudson.



SWOT

Weaknesses



- Aging equipment infrastructure in most department workspaces.
- Declining revenue makes replacing and repairing failing equipment a challenge.
- Cable television becoming a legacy platform for viewing and watching content.
- Small staff size and declining revenue can make utilizing broadcast production vehicle a challenge without volunteers.



SWOT Opportunities



- Collaboration with Alvirne High School Media Program.
- Further Develop Sports Underwriting program to help alleviate decreasing franchise fee revenue.
- Continue meeting residents on modern streaming platforms.
- Develop a Warrant Article for FY26 to send a portion of the Town's Franchise fee revenue back to HCTV to help future funding.
- Explore a Capital Reserve Fund for the Town's Community Media Department beyond FY26.
- Explore Grant Opportunities for accessibility for Closed Captioning.



SWOT Threats



Like many stations across the country, HCTV is feeling the impact of declining cable franchise fees from Comcast. A vital source of funding that helps us bring local coverage to our residents. The current laws haven't kept pace with the changing media landscape, and that's putting pressure on community media departments like ours.

We're staying informed, proactive, and exploring every opportunity to secure new revenue and keep HCTV strong for the future.



COMMUNITY ASSETS



- Broadcast Studio Space & Access Center.
- Remote broadcast truck for event coverage.
- Cable and streaming platforms available for Hudson Residents.
- AV equipment available for residents to sign out and produce their own programs.
- Speaker system for Town of Hudson remote events.



CONTROL ROOM



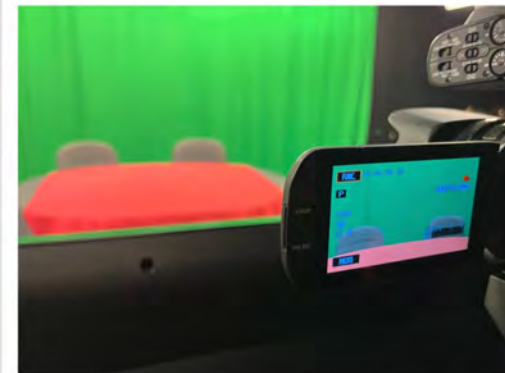
STUDIO PODCAST SET



Installed 2025



STUDIO MAIN STAGE

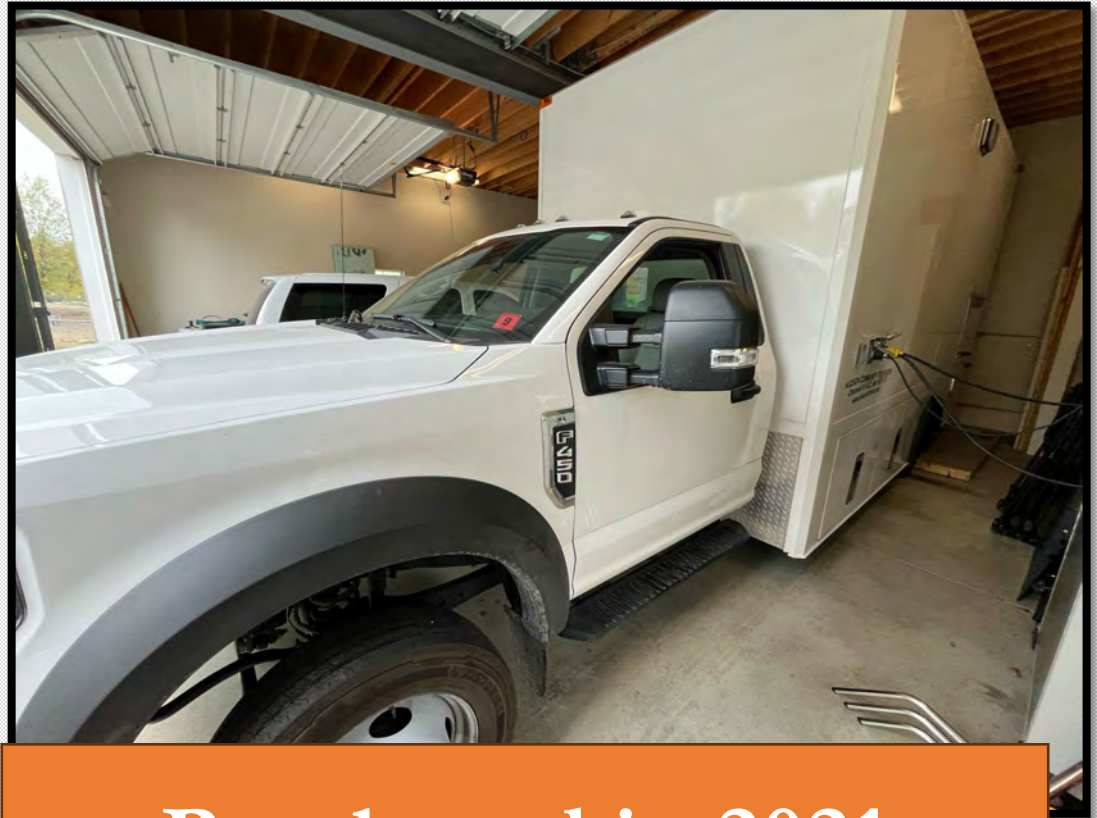




KITCHEN SET



BROADCAST VEHICLE



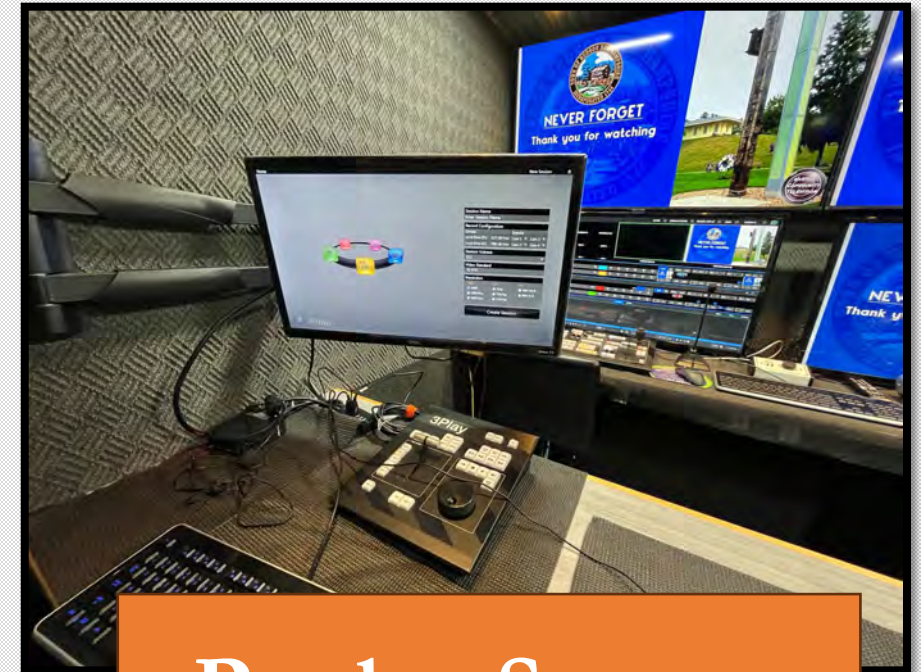
Purchased in 2021



BROADCAST VEHICLE



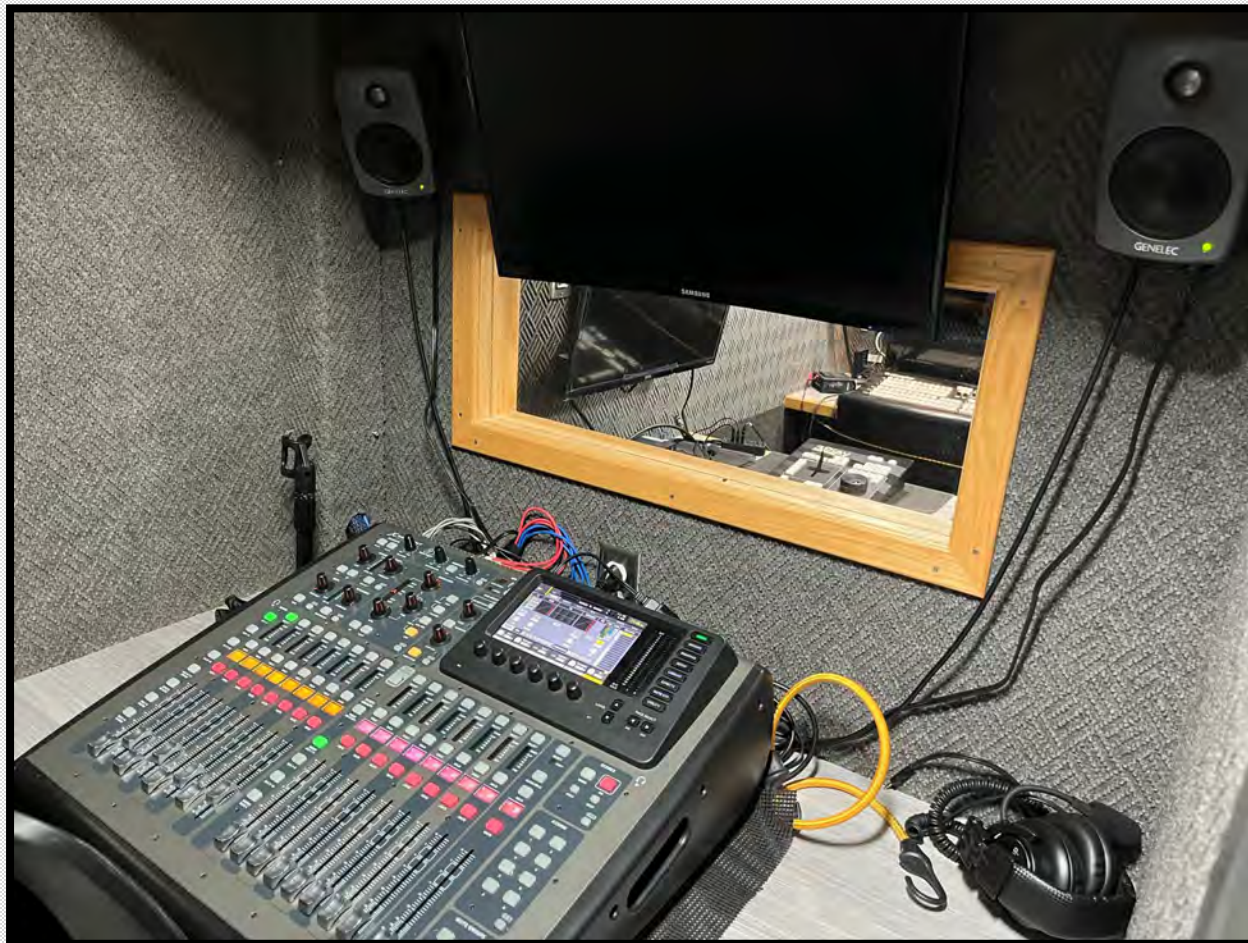
BROADCAST VEHICLE



Replay System



BROADCAST VEHICLE





PROJECTS



- Continue adding accessibility features to our cable channels, website and conference rooms.
- Evaluate infrastructure needs for our studio, meeting rooms, remote setups and IT equipment. Current equipment is approx. (7-10 years old)
- Explore and launch Sports underwriting program by the end of 2025.
- Support Alvirne Studio 19 program to encourage student volunteers to assist with SAU event coverage.
- Further Develop news programs and stories for Town of Hudson residents.
- Research and budget for conference room needs for the potential Town Hall Renovation.



CHALLENGES



- Explore ways to offset decreasing cable franchise fee revenue.
(Anticipated FY25 Revenue \$339,000)
(Anticipated FY26 Revenue \$312,000)
- Continue meeting residents on new media platforms outside of cable.
- Budgeting for infrastructure and capital improvements with decreasing franchise revenue while supporting HCTV's usual event coverage.





INFRASTRUCTURE NEEDS (FY26)



HCTV has evaluated our infrastructure needs for the upcoming Fiscal Year. Money available in our revolving fund will be used for necessary upgrades in FY26 and will not impact Taxpayers.

- Tricaster Mini SDI/NDI Bundle – \$11,495
- Canon XF605 (2) – \$8,998
- Hollyland Pyro S 4K HDMI/SDI Wireless Video Transmission System (2) – \$898.00
- Projector – ViewSonic PX748 – 1,071.91
- Video Editing PCs (Exploring Prices)

Total Cost: 22,462.98





MOVING FORWARD



- Rebrand to Hudson Community Media from Hudson Community Television.
- Continue working with the Board of Selectmen and Town Administrator concerning decreasing franchise fee revenue.
- Continue developing equipment replacement plan.
- Monitor department staff and volunteer needs for efficient workflow.
- Provide more information to public regarding HCTV funding.



2024 COVERAGE



2024

Government Meetings – 145
Alvirne Athletics – 82
News Programs & Stories – 53
Concerts and Events – 42
Municipal Programs – 44
Studio Productions – 52
Video PSAs - 14





QUESTIONS?

HUDSON
COMMUNITY TELEVISION
ACCESS CENTER



8B

BOS AGENDA 6/10/25



TOWN OF HUDSON

Engineering Department



12 School Street • Hudson, New Hampshire 03051 • Tel: 603-886-6008 • Fax: 603-816-1291

TO: Board of Selectmen
Roy E. Sorenson, Town Administrator

FROM: Elvis Dhima, P.E., Town Engineer

DATE: March 25, 2025

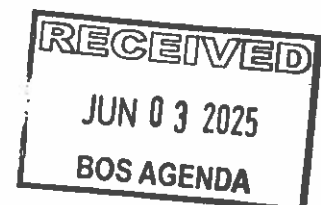
RE: Town Hall Renovations – Status Update

In April 2025, the Board of Selectmen awarded a contract to NorthPoint Construction of Hudson, NH, for the design phase of Option 2, which includes renovations throughout the existing building and a 1,000-square-foot expansion on both the first and second floors.

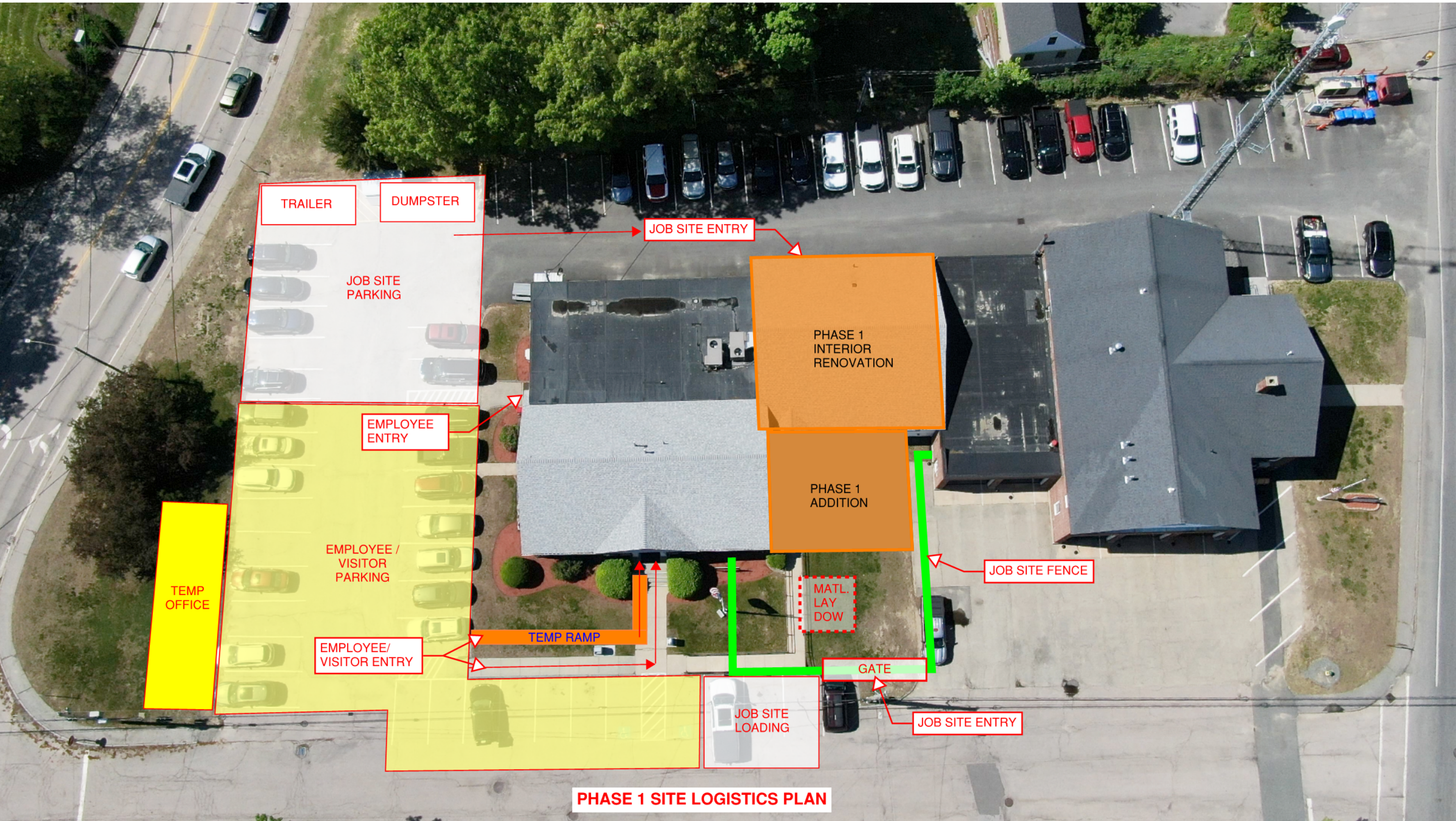
Recently, NorthPoint and Town staff held a kickoff meeting to begin the process and review the logistics associated with the renovation work. Given the limited space within the building and on the property's parking lot, the discussion focused on staging, construction phasing, and the practical challenges of operating under these constraints. The team also evaluated the Town's space and operational needs against what Option 2 can realistically provide.

An additional concern raised during the meeting was maintaining handicap accessibility throughout the construction period, along with the potential costs associated with temporary accommodations to ensure ADA compliance.

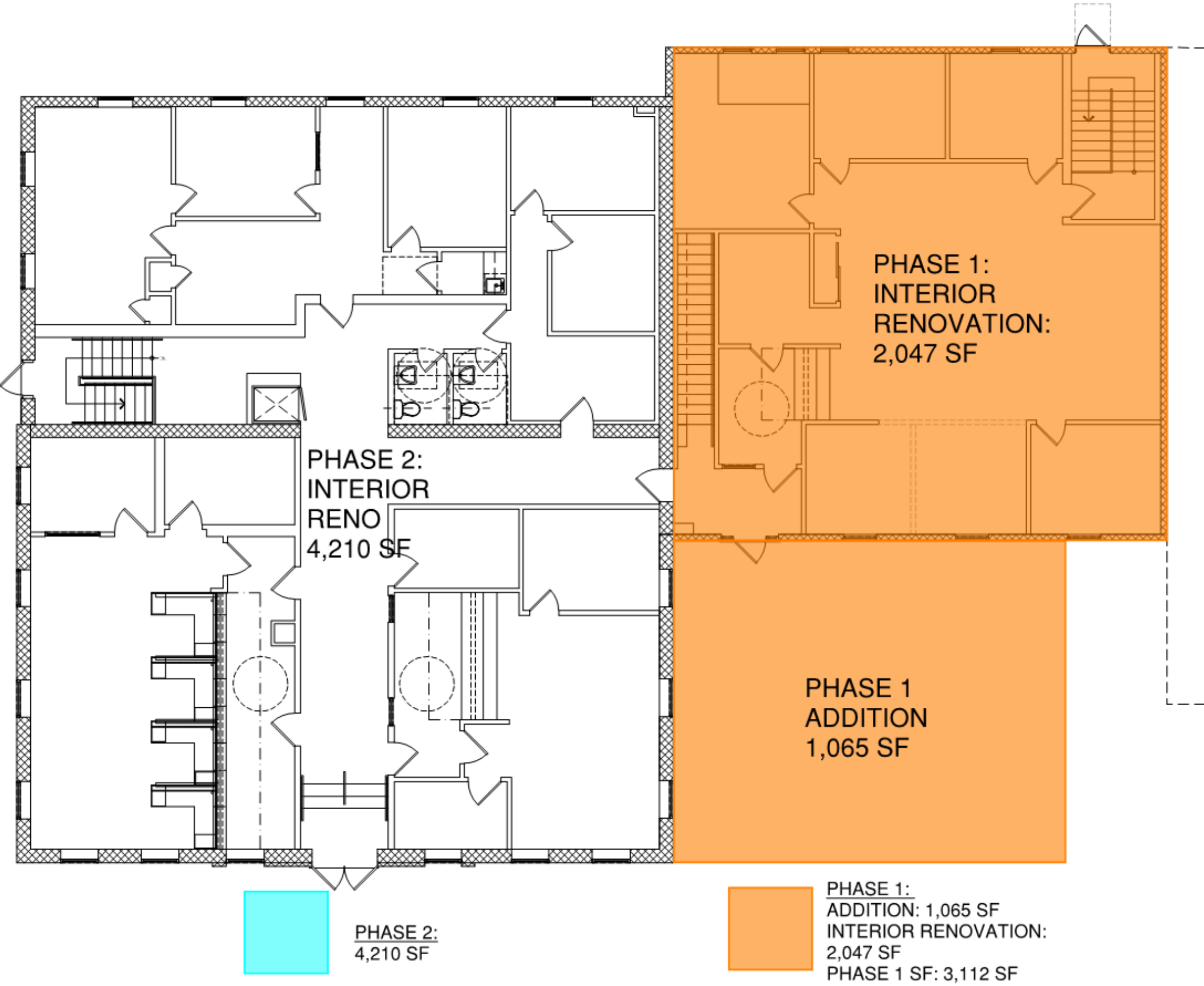
As a result of these discussions, NorthPoint has requested the opportunity to provide a status update to Town staff and the Board of Selectmen. The goal is to ensure all stakeholders are fully informed of the challenges identified to date and to support a broader conversation about whether continuing with Option 2 remains both feasible and in the Town's best interest.



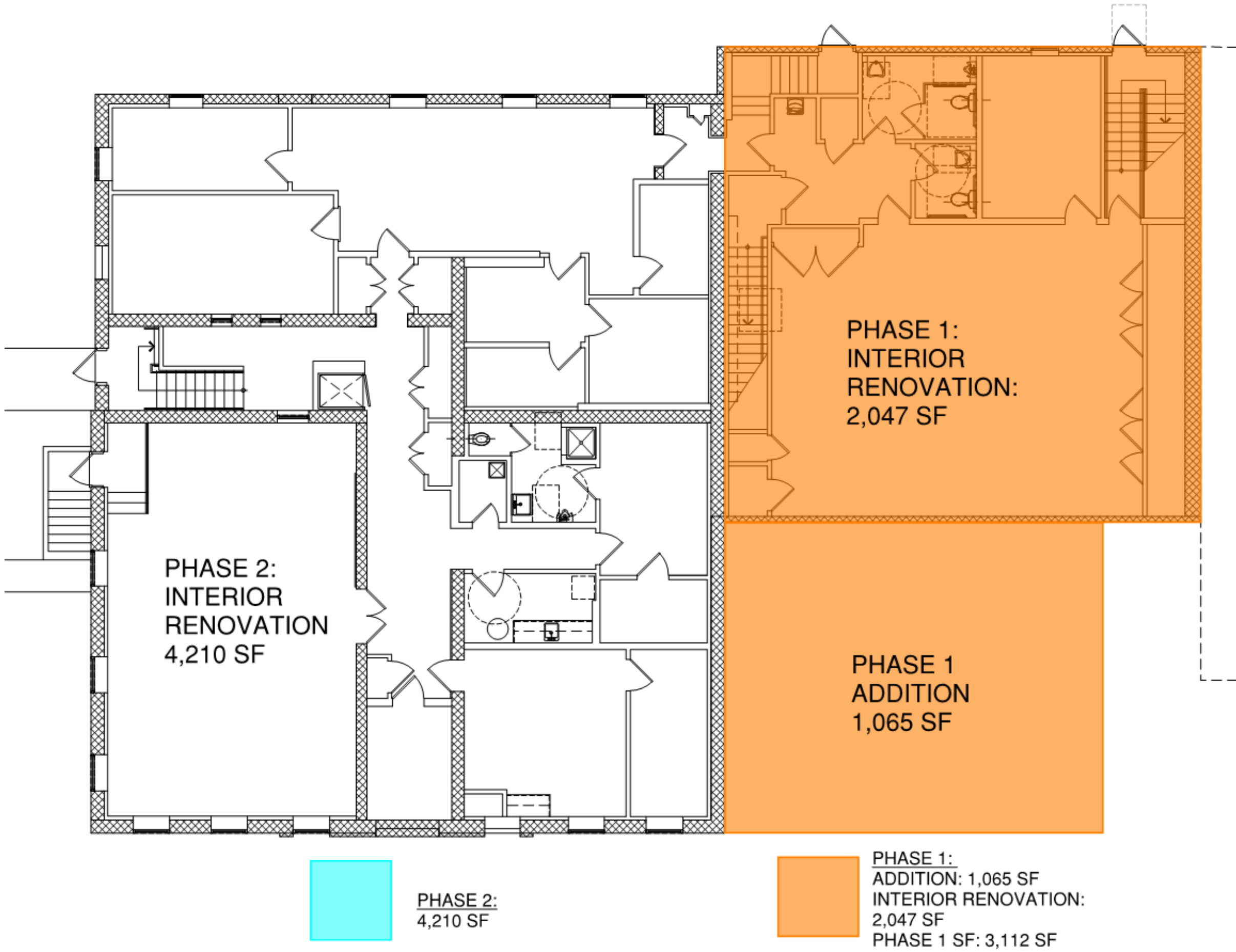
PHASE 1: LOGISTICS AND CHALLENGES



FIRST FLOOR PLAN PHASE 1



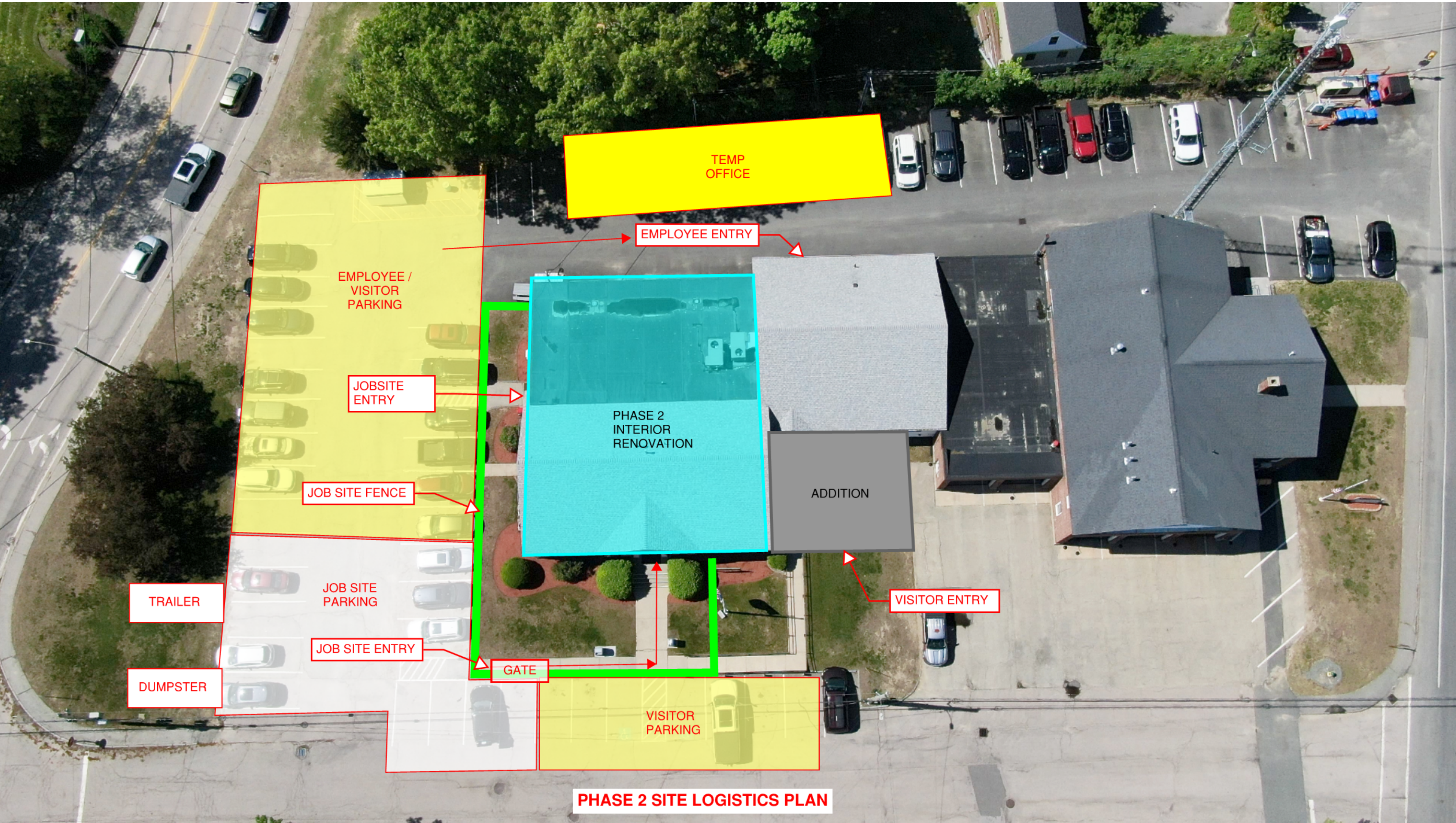
BASEMENT FLOOR PLAN PHASE 1



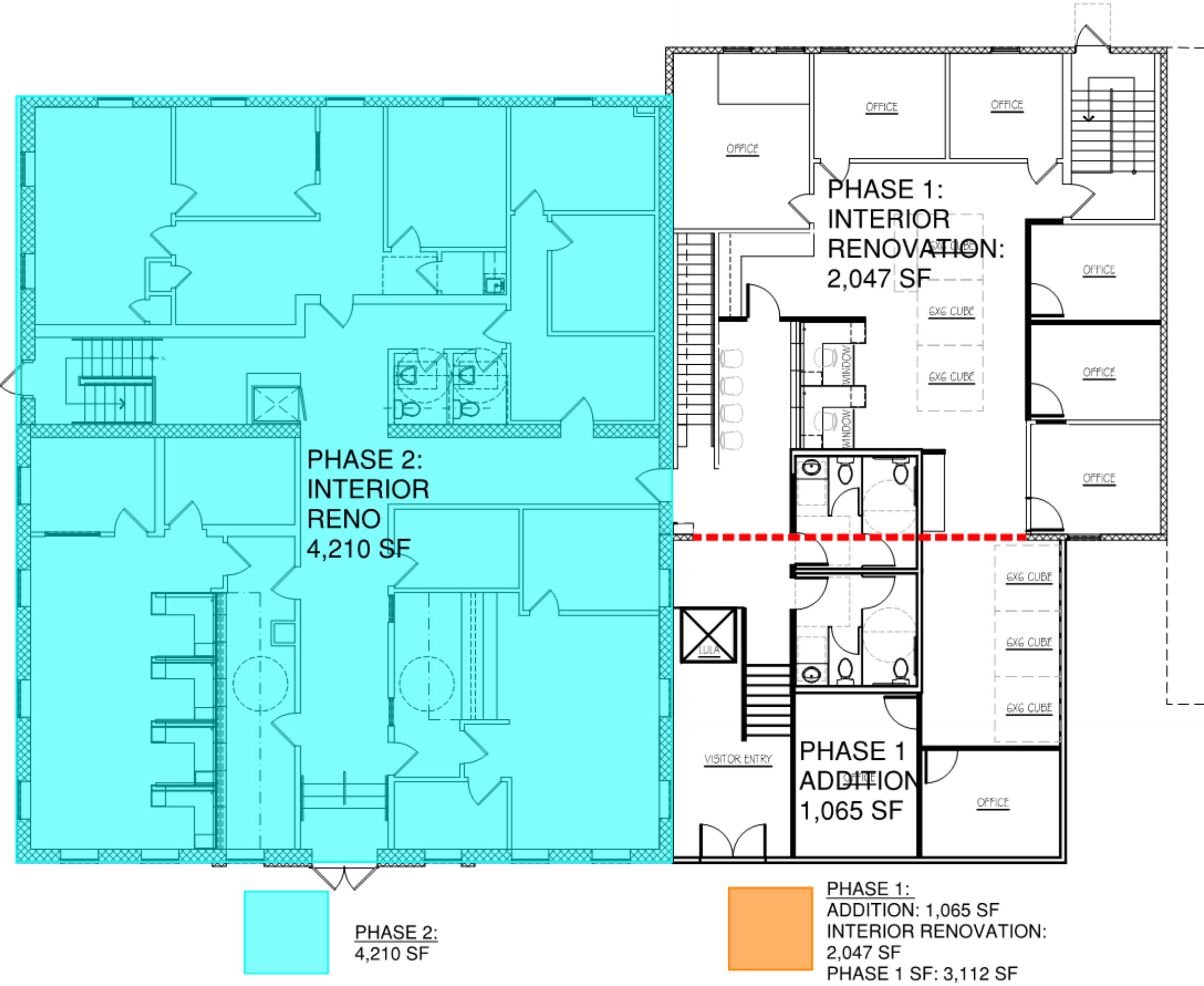
PHASE 1: (ALL NOTES BELOW APPLY DURING CONSTRUCTION)

- NO ADA ACCESS INTO BUILDING WITHOUT RAMP AND LIFT.
- NO ADA RESTROOMS AVAILABLE FOR EMPLOYEES OR PUBLIC.
- WILL NEED TEMPORARY OFFICE LOCATION FOR 15 OR MORE EMPLOYEES THAT IS ALSO OPEN TO THE PUBLIC FOR 12 MONTHS.
- LOSE BUXTON ROOM FOR MEETINGS, OFF SITE MEETINGS REQUIRED.
- ON-STE TEMPORARY OFFICE SPACE IS LIMITED, OFF-SITE TEMPORARY OFFICE EXPENSES WILL BE INCURRED.

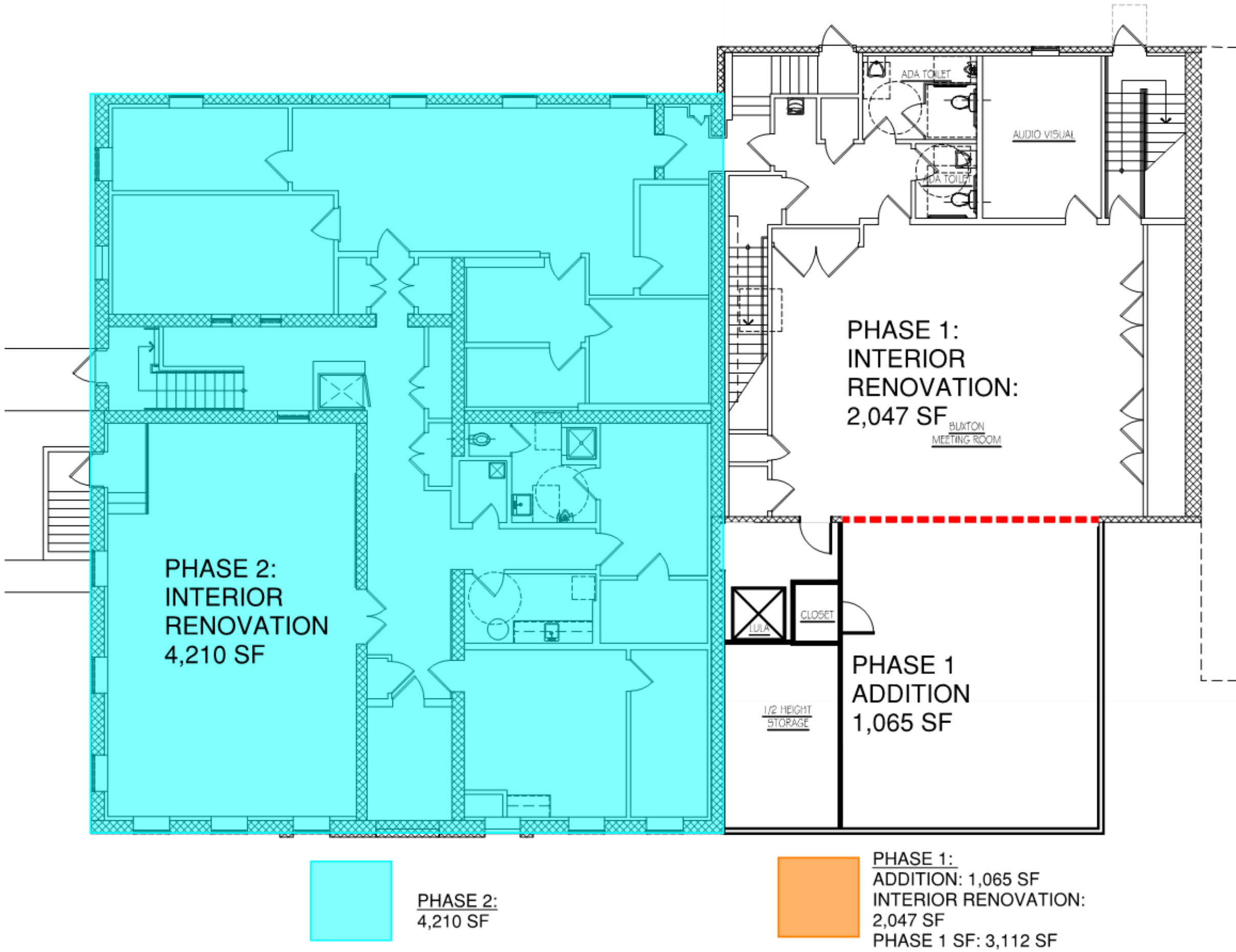
PHASE 2: LOGISTICS AND CHALLENGES



FIRST FLOOR PLAN PHASE 2



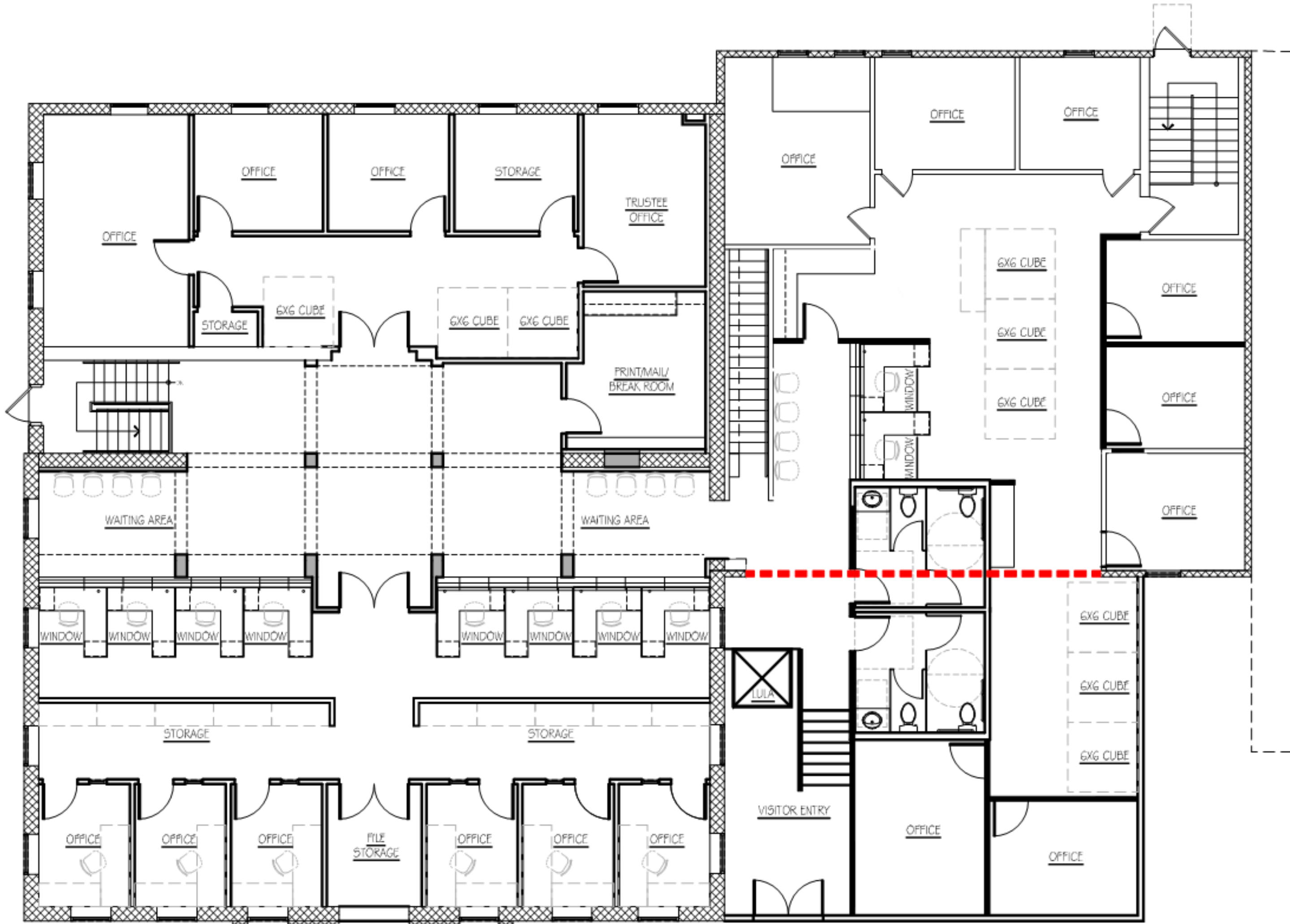
BASEMENT FLOOR PLAN PHASE 2



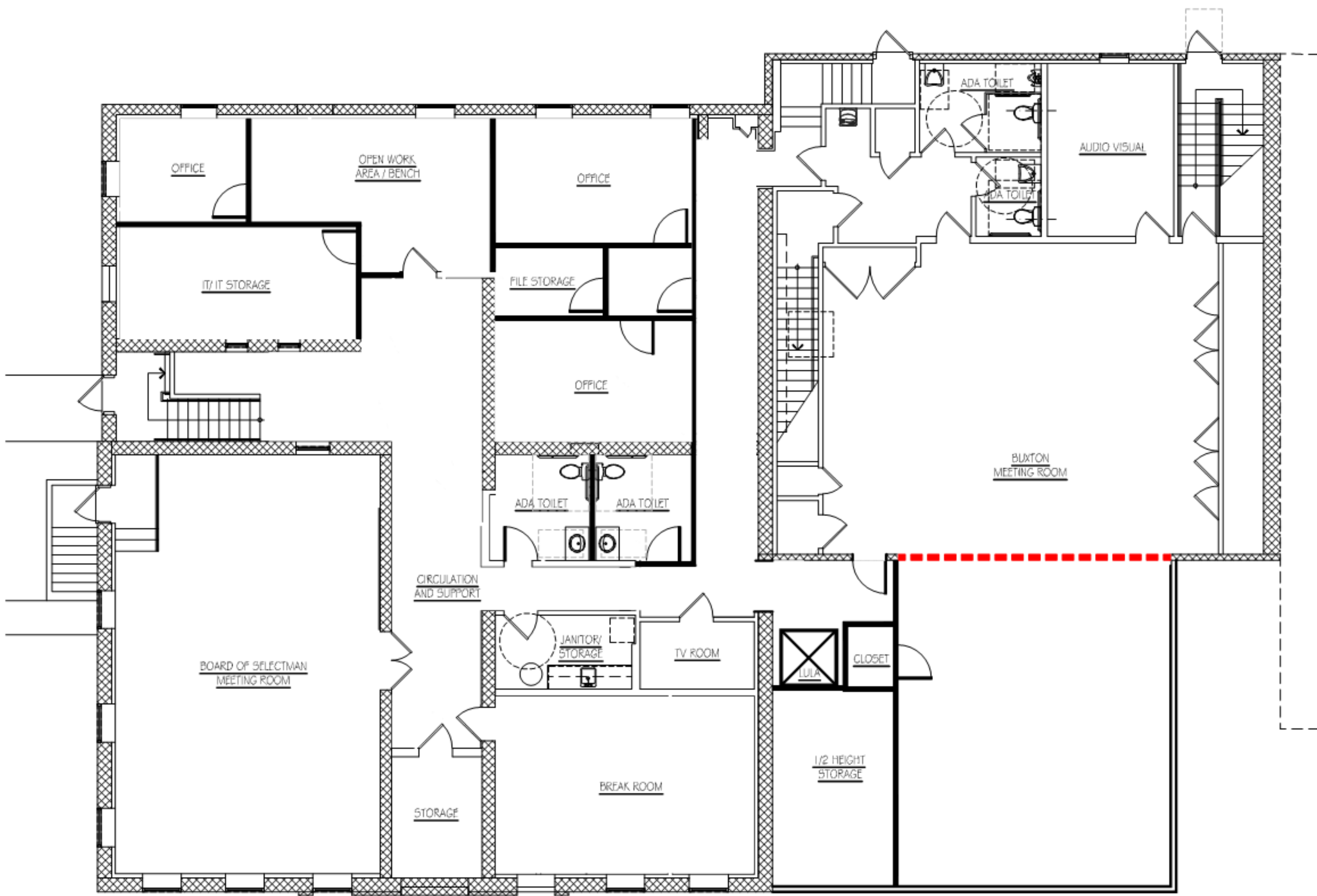
PHASE 2: (ALL NOTES BELOW APPLY DURING CONSTRUCTION)

- CANNOT BEGIN PHASE 2 WORK UNTIL PHASE 1 IS COMPLETELY FINISHED.
- WILL NEED TEMPORARY OFFICE LOCATION FOR 20 OR MORE EMPLOYEES THAT IS ALSO OPEN TO THE PUBLIC FOR 8-10 MONTHS.
- LOSE BOARD OF SELECTMAN MEETING ROOM FOR MEETINGS, OFF SITE MEETINGS REQUIRED.
- ON-STE TEMPORARY OFFICE SPACE IS LIMITED, OFF-SITE TEMPORARY OFFICE EXPENSES WILL BE INCURRED.

PROPOSED PRELIMINARY FLOOR PLANS



FIRST FLOOR PLAN



BASEMENT FLOOR PLAN

- STRUCTURAL UNKNOWN(S) (DASHED RED LINES)
- SMALLER OFFICES
- LACK OF STORAGE, OFF-SITE STORAGE EXPENSE CONTINUES
- NO ROOM FOR GROWTH
- STILL LEFT WITH LIMITED ON-SITE PARKING FOR MEETINGS

8C

Bos Agenda
6/10/25

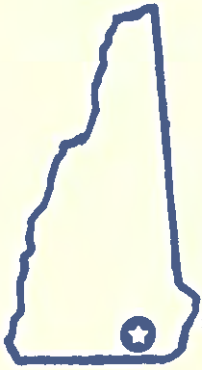
TOWN OF HUDSON

Public Works

RECEIVED

JUN 05 2025

BOS AGENDA



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



TO: Board of Selectmen
Roy E. Sorenson, Town Administrator

FROM: Jason Twardosky, Public Works Director

DATE: June 4, 2025

RE: Road Striping Contract Extension

I have received a proposal from our current road striping contractor, Industrial Traffic Lines, offering to extend their current FY25 contract pricing for three more years. The current pricing reflects what we have budgeted keeping that line item stable over the next three budget cycles.

Current Pricing:

Double Yellow: \$0.15 per linear foot
Single White: \$0.079 per linear foot

We have had an excellent working relationship with Industrial Traffic Lines over the past ten years and given that a majority of traffic paint is being imported from Canada, and certain materials that traffic paint is composed of originate from China, I firmly believe accepting this offer is in the best interest of the town as prices will no doubt increase.

Motion: Waive the competitive bid process and award Industrial Traffic Lines a three year contract extension.

Alternate Motion: Reject Industrial Traffic Lines contract extension proposal and go out to competitive bid.

RECEIVED

JUN 05 2025

BOS AGENDA



TOWN OF HUDSON, NEW HAMPSHIRE
FINANCE DEPARTMENT
12 SCHOOL STREET, HUDSON, NH 03051
(603) 886-6000 · FAX: (603) 881-3944

Chapter 98 Purchasing and Contracts

Procurement Waiver

Date: 6/5/2025

To: Board of Selectmen

From: Jason Twardosky, Director of Public Works

Procurement Waiver for: Road Striping

This memo is to obtain procurement of goods and services via a waiver to seek additional quotes.

This is being requested as: (Check all that apply)

- ☐ One-of-a-kind: There is no competitive alternative on the market.
- ☐ Compatibility: Must match existing brand or equipment for compatibility.
- ☐ Replacement part: For a specific brand of existing equipment.
- ☐ Unique design: Must meet physical design or quality requirements.
- ☒ Professional Services: Vendor has intimate knowledge of scope, asset, or history.
- ☐ Other :

Describe the purpose of the purchase of goods or services and why this is recommended:

This extension of the annual road striping contract is being recommended because it extends the current pricing for three years with no increases. The current contractor has intimate knowledge of the town and is local which gives us better customer service.

Staff Recommendation:

The recommendation for a waiver is based upon an objective review of the product/service required and appears to be the best interest of the Town of Hudson.

☒ Vendor and/or Staff Letter Attached (if applicable)

This procurement waiver request is accurate and complete to the best of my knowledge and belief.

Department Director Approval



Based upon the above, I authorize the procurement waiver for the goods or services specified.

Approved _____ Date _____

FINANCE DIRECTOR and/or TOWN ADMINISTRATOR

INDUSTRIAL TRAFFIC LINES, INC.

3 SANBORN ROAD, LONDONDERRY, NH 03053

industrialtrafficlines@gmail.com

603-552-3780

MAY 29, 2025

**INDUSTRIAL TRAFFIC LINES, INC.
3 SANBORN ROAD
LONDONDERRY, NH 03053**

ATTN: JAY TWARDOSKY

RE: STRIPING CONTRACT EXTENSION

DEAR JAY:

WE'VE HAD A GREAT RELATIONSHIP AND HAVE BEEN WORKING WITH THE TOWN FOR OVER 10 YEARS AND WOULD LIKE TO CONTINUE TO DO SO IN 2025 WITH NO INCREASE IN PRICING.

THIS LETTER IS TO CONFIRM THAT INDUSTRIAL TRAFFIC LINES, INC. WOULD LIKE TO EXTEND THEIR CONTRACT WITH THE TOWN OF HUDSON FOR STRIPING SERVICES IN THE YEAR 2025 - 2028. THIS RENEWAL WOULD BE WITH THE SAME PRICING AS 2024.

SHOULD YOU HAVE ANY QUESTIONS, PLEASE FEEL FREE TO CONTACT ME AT 603-552-3780.

SINCERELY,


**SCOTT MASON
INDUSTRIAL TRAFFIC LINES, INC.**

INDUSTRIAL TRAFFIC LINES, INC.

3 SANBORN ROAD, LONDONDERRY, NH 03053

industrialtrafficlines@gmail.com

603-552-3780

MAY 29, 2025

**INDUSTRIAL TRAFFIC LINES, INC.
3 SANBORN ROAD
LONDONDERRY, NH 03053**

ATTN: JAY TWARDOSKY

RE: STRIPING CONTRACT EXTENSION

DEAR JAY:

THIS LETTER IS TO CONFIRM THAT INDUSTRIAL TRAFFIC LINES, INC. EXTENDS THEIR PREVIOUS CONTRACT WITH THE TOWN OF HUDSON FOR THE STRIPING SERVICES BID # DPW 25-1 ROAD LINE STRIPING CONTRACT OF JULY 2024 FOR AN ADDITIONAL 3 YEARS (JULY 2025 – JULY 2028) AT THE BID AMOUNTS PER THE JULY 2024 BID.

PLEASE ACKNOWLEDGE YOUR CONCURRENCE WITH THIS BY SIGNING BELOW AND RETURNING IT TO MY ATTENTION.

SHOULD YOU HAVE ANY QUESTIONS, PLEASE FEEL FREE TO CONTACT ME AT 603-552-3780.

SINCERELY,

**SCOTT MASON
INDUSTRIAL TRAFFIC LINES, INC.**



I HEREBY CONFIRM THAT INDUSTRIAL TRAFFIC LINES, INC. EXTENDS OUR PREVIOUS CONTRACT WITH THE TOWN OF HUDSON FOR THE STRIPING SERVICES BID OF JULY 2024, FOR AN ADDITIONAL 3-YEAR PERIOD (JULY 2025 – JULY 2028).

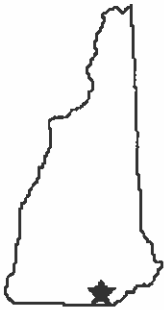


JAY TWARDOSKY (DEPARTMENT OF PUBLIC WORKS, HUDSON, NH)

8D

TOWN OF HUDSON
FIRE DEPARTMENT

39 FERRY STREET, HUDSON, NEW HAMPSHIRE 03051



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



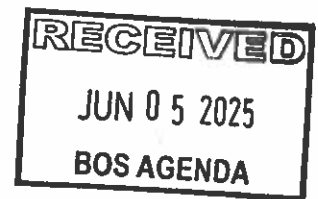
Scott J. Tice
Chief of Department

TO: Dillon Dumont
Chairman

FR: Scott Tice *ST*
Fire Chief

DT: June 5, 2025

RE: June 10, 2025 BOS Public Agenda – SAFER Grant Application



Please place the following item on the above-indicated agenda from the Fire Department.

As previously discussed in Board meetings and budget presentations, the primary objective for our department is to ensure adequate staffing levels. At present, we are operating with 11 members per shift.

Exciting progress is on the horizon, as we will be able to increase to 12 members per shift, after July 1, 2025 with the passing this past March of Warrant Article 7 with 69.5% support of the community. This step forward is part of our strategic plan to enhance departmental efficiency and service delivery.

My commitment to achieving a full staffing level of 14 members per shift remains steadfast. I will continue to actively pursue opportunities and strategies to reach this goal. This includes evaluating potential hires, optimizing recruitment processes, and ensuring a supportive work environment to retain our talented team.

At the November 26, 2024 Board of Selectmen's meeting, Selectman Roy made a motion, seconded by Selectman Jakoby, to authorize the Fire Chief to apply for the FY2024 Staffing for Adequate Fire and Emergency Response (SAFER) grant, as recommended by the Fire Chief. Motion carried, 5-0.

The application period opened on May 23, 2025 and will close at 5PM on July 3, 2025. The following cost share has been established based on the annual cost of a first-year firefighter at the time the grant application is submitted:

- Year #1 75% federally funded, 25% town match
- Year #2 75% federally funded, 25% town match
- Year #3 35% federally funded, 65% town match

Please note the following related to the recruitment period and period of performance for this grant:

- Upon notification of an award, the town would have 30 calendar days from the award date to accept or reject the SAFER grant.
- The period of performance will be 36 months.
- A default 180-day recruitment period begins when FEMA approves an application for an award under this activity. The 36-month period of performance automatically starts after the 180-day recruitment period, regardless of whether the recipient has successfully hired the requested firefighters. The period of performance cannot start later than 180 days after the award date.
- If a recipient can hire all SAFER Program-funded firefighters during the 180-day recruitment period, the period of performance may begin at that time. In these instances, recipients must submit an amendment requesting that the period of performance start before the end of the 180-day recruitment period if they wish to begin the period early.

The SAFER grant presents a valuable opportunity for expanding our fire and emergency response capabilities. However, the timing of the grant award may present challenges in aligning with our town's administrative processes.

The primary concern is that the SAFER grant could be awarded at a time that does not coincide with the scheduling of a town vote. This could potentially prevent us from including the additional hiring request as a warrant article for consideration by the town's voters.

In the absence of a town vote, the responsibility would fall to the Board of Selectmen to approve any staffing additions. This step is crucial to ensure we do not find ourselves in a position where we must decline the grant due to a lack of formal approval for the necessary staff expansions.

This hiring is crucial to strengthening the fire department's capacity to protect the community effectively. Approval will demonstrate a commitment to maintaining high standards of public safety and emergency response. The hiring of additional firefighters, funded by the SAFER grant, represents a proactive step toward securing a safer environment for all.

Prior to accepting the grant if awarded, the Board of Selectmen would have the opportunity to hold a public hearing and decide whether we want to accept the funds.

Should the Board concur with my recommendation, the following motion would be appropriate:

Motion:

“To authorize the hiring of four additional Firefighters with EMS licenses, contingent upon the successful acquisition of the SAFER grant”, as recommended by the Fire Chief.



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

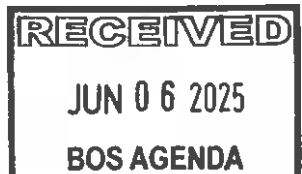
From: Roy E. Sorenson, Town Administrator

Date: June 6, 2025

Re: May FY25 Revenue and Expenditures

Attached hereto are the Revenue and Expenditure Reports for the Fiscal Year 2025 through the month of May. I have prepared a presentation to break down some of the areas we are watching closely as the fiscal year winds down. The overall general fund budget less encumbrances is in line with the expected overall expenditure through May or ninety-two percent (92%). As you know an encumbrance is a portion of a budget set aside for spending but is not actually physically paid out to date but expected to be by years end. With any municipal budget it is important to understand the larger department's expenses as they can effect the bottom line budget more significantly than the smaller departments. This is more applicable within the salary lines of public safety due to vacant positions, retirements, and accrued time pay disbursements with the second coming at years end. We will take a close look at the large salary lines understanding how vacancies effect the overall lines and/or offset other lines. Overall expenditures less salary are within the budget and utilities are trending plus/minus based on projections.

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



Town of Hudson

Revenues and Expenditures

Through May 31, 2025

Town of Hudson, NH										
Appropriations and Revenue Summary										
Month Ending: As of May 31, 2025										
			Budget	Prior Year	Budget and	Available	Expended		Balance	%
State #	Dept #	Department	FY 2025	Encumbered	PY Adjustmts	Appropriation	To Date	Encumbered	Available	Expended
01	General Fund									
4199	5020	Trustees of Trust Funds	3,057	0	0	3,057	1,805	0	1,252	59%
4195	5025	Cemetery Trustees	5,050	0	0	5,050	1	0	5,049	0%
4140	5030	Town Clerk/Tax Collector	464,716	0	0	464,716	514,241	959	(50,485)	111%
4140	5031	Town Clerk	136,406	0	0	136,406	12,250	0	124,156	9%
4140	5041	Moderator	104,670	0	0	104,670	47,379	38,502	18,789	82%
4140	5042	Supervisors of The Checklist	6,286	0	0	6,286	2,801	0	3,485	45%
4199	5050	Town Treasurer	8,074	0	0	8,074	7,401	0	673	92%
4199	5055	Sustainability Committee	1,300	0	0	1,300	694	0	606	53%
4520	5063	Benson Park Committee	1,100	0	0	1,100	932	0	168	85%
4199	5070	Municipal Budget Committee	800	0	0	800	544	0	256	68%
4140	5077	IT - Town Officers	4,250	0	0	4,250	1,669	0	2,581	39%
4199	5080	Ethics Committee	100	0	0	100	0	0	100	0%
		Town Officers	735,809	0	0	735,809	589,718	39,461	106,630	86%
4130	5110	Board of Selectmen/Administrator	608,553	47,948	43,918	700,419	470,286	8,127	222,006	68%
4194	5115	Oakwood	2,275	0	37	2,312	3,857	100	(1,646)	171%
4194	5120	Town Hall Operations	108,823	0	500	109,323	103,883	1,078	4,361	96%
4442	5151	Town Poor	65,000	0	0	65,000	41,974	0	23,026	65%
4130	5177	IT - Town Administration	800	0	0	800	2,101	0	(1,301)	263%
		Administration	785,451	47,948	44,455	877,853	622,102	9,305	246,447	72%
4153	5200	Legal	120,000	0	0	120,000	101,282	3,550	15,169	87%
4150	5310	Finance Administration	211,603	0	0	211,603	162,572	8,075	40,956	81%
4150	5320	Accounting	356,230	0	(43,918)	312,312	286,207	218	25,887	92%
4150	5377	IT - Finance	2,945	0	0	2,945	445	90	2,410	18%
		Finance	570,778	0	(43,918)	526,860	449,225	8,382	69,253	87%
4150	5330	Information Technology	863,097	0	0	863,097	719,856	6,448	136,793	84%
		Information Technology	863,097	0	0	863,097	719,856	6,448	136,793	84%
4152	5410	Assessing Department	486,926	37,059	0	520,526	369,266	46,778	104,482	80%
4152	5477	IT- Assessing	12,612	0	0	12,612	13,387	0	(775)	106%
		Assessing	499,538	37,059	0	533,138	382,653	46,778	103,707	81%
4312	5515	Public Works Facility	61,728	0	0	61,728	96,414	17,000	(51,686)	184%
4312	5551	Public Works Administration	335,036	0	3,903	338,939	300,142	416	38,381	89%
4312	5552	Streets	3,713,909	203,729	(75,885)	3,841,753	3,422,213	90,423	329,117	91%
4312	5553	Equipment Maintenance	490,436	0	7,924	498,360	439,979	7,188	51,193	90%
4312	5554	Drainage	768,541	0	16,666	785,207	677,572	7,424	100,211	87%
4522	5556	Parks Division	249,893	0	3,610	253,503	181,392	12,774	59,337	77%
4312	5577	IT - Public Works	5,040	0	0	5,040	5,114	0	(74)	101%
		Public Works	5,624,583	203,729	(43,782)	5,784,530	5,122,826	135,226	526,479	91%

Town of Hudson, NH										
Appropriations and Revenue Summary										
Month Ending: As of May 31, 2025										
State #	Dept #	Department	Budget FY 2025	Prior Year Encumbered	Budget and PY Adjustmts	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
4191	5277	IT - LUD	6,580	0	0	6,580	4,852	0	1,728	74%
4191	5571	LUD - Planning	383,443	0	0	383,443	258,312	27	125,104	67%
4191	5572	LUD - Planning Board	6,350	0	0	6,350	3,354	0	2,996	53%
4191	5581	LUD - Zoning	237,249	0	270	237,519	215,121	172	22,226	91%
4191	5583	LUD - Zoning Board of Adj	16,500	0	0	16,500	11,411	3,516	1,573	90%
4311	5585	LUD - Engineering	478,577	2,915	569	482,061	1,166,812	558,156	(1,242,907)	358%
		Land Use	1,128,699	2,915	839	1,132,453	1,659,861	561,871	(1,089,279)	196%
4210	5610	Police Administration	400,959	0	12,497	413,456	336,130	6,547	70,778	83%
4210	5615	Police Facility Operations	336,128	0	45,803	381,931	321,539	1,664	58,728	85%
4210	5620	Police Communications	878,331	0	0	878,331	828,499	(59)	49,890	94%
4210	5630	Police Patrol	7,909,169	7,699	147,283	8,064,151	7,046,179	29,175	988,797	88%
4210	5640	Investigations	15,226	0	0	15,226	10,185	400	4,641	70%
4414	5650	Animal Control	160,627	0	16	160,643	142,393	929	17,322	89%
4210	5660	Information Services	202,009	0	0	202,009	176,618	0	25,391	87%
4210	5671	Support Services	100,023	14,556	13,989	128,568	102,565	9,181	16,822	87%
4210	5672	Crossing Guards	70,703	0	0	70,703	56,978	224	13,500	81%
4210	5673	Prosecutor	397,783	0	0	397,783	362,181	382	35,220	91%
4210	5674	Debt Service	504,930	0	0	504,930	504,930	0	(0)	100%
4210	5677	IT - Police	96,431	0	0	96,431	109,683	1,750	(15,002)	116%
		Police	11,072,319	22,255	219,589	11,314,163	9,997,881	50,194	1,266,088	89%
4220	5710	Fire Administration	858,585	1,974	32,906	893,466	790,630	36,796	66,040	93%
4220	5715	Fire Facilities	154,562	14,312	2,606	171,480	154,468	4,000	13,011	92%
4220	5720	Fire Communications	388,528	21,600	11,509	421,637	433,888	2,484	(14,735)	103%
4220	5730	Fire Suppression	6,497,820	81,184	408,411	6,987,415	6,657,439	58,522	271,455	96%
4220	5740	Fire Inspectional Services	549,255	0	0	549,255	502,252	723	46,280	92%
4220	5765	Fire Alarm	3,000	0	0	3,000	83	91	2,825	6%
4220	5770	Emergency Management	87,196	0	12,000	99,196	96,745	6,592	(4,141)	104%
4220	5777	IT - Fire	48,339	0	0	48,339	42,766	2,968	2,605	95%
		Fire	8,587,285	119,070	467,433	9,173,788	8,678,273	112,175	383,340	96%
4520	5810	Recreation Administration	205,888	0	0	205,888	195,302	339	10,247	95%
4520	5814	Recreation Facilities	69,879	0	326	70,205	64,394	461	5,349	92%
4520	5821	Supervised Play	153,386	0	994	154,380	125,649	2,760	25,971	83%
4520	5824	Ballfields	11,742	0	0	11,742	7,330	0	4,412	62%
4520	5825	Tennis	1,500	0	0	1,500	0	0	1,500	0%
4520	5826	Lacrosse	7,746	0	0	7,746	2,705	2,221	2,821	64%
4520	5831	Basketball	50,659	0	0	50,659	41,510	380	8,768	83%
4520	5834	Soccer	13,986	0	0	13,986	12,114	221	1,651	88%
4520	5835	Senior Activities Operations	65,453	0	0	65,453	64,972	36	446	99%
4520	5836	Teen Dances	1,200	0	0	1,200	400	286	514	57%
4520	5839	Community Activities	8,600	0	0	8,600	7,130	769	700	92%
4520	5877	IT - Recreation	8,000	0	0	8,000	5,011	0	2,989	63%
		Recreation	598,039	0	1,320	599,359	526,516	7,473	65,369	89%

Town of Hudson, NH										
Appropriations and Revenue Summary										
Month Ending: As of May 31, 2025										
			Budget	Prior Year	Budget and	Available	Expended		Balance	%
State #	Dept #	Department	FY 2025	Encumbered	PY Adjustmts	Appropriation	To Date	Encumbered	Available	Expended
4196	5910	Insurance	644,198	0	0	644,198	640,113	0	4,085	99%
4199	5920	Community Grants	108,491	0	0	108,491	101,156	0	7,335	93%
4583	5930	Patriotic Purposes	7,100	0	0	7,100	0	0	7,100	0%
4199	5940	Other Expenses	149,169	0	(14,850)	134,319	25,139	0	109,180	19%
4220	5960	Hydrant Rental	276,971	0	0	276,971	230,809	0	46,162	83%
4321	5970	Solid Waste Contract	2,398,989	0	0	2,398,989	1,994,280	409,834	(5,124)	100%
		Non-Departmental	3,584,918	0	(14,850)	3,570,068	2,991,496	409,834	168,738	95%
		General Fund Appropriation Subtotal	34,170,516	432,975	631,085	35,231,118	31,841,688	1,390,698	1,998,732	94.3%
		Warrant Articles								
4194	6013	Generator Replace/Repair	10,000	0	0	10,000	10,000	0	0	100%
4901	6015	Widening Lowell Rd from Wason	0	53,536	4,808	58,344	26,064	26,126	6,154	89%
4901	6032	Development of Benson Property	10,000	0	0	10,000	10,000	0	0	100%
4152	6040	Future Prop. Revaluation CRF	25,000	0	0	25,000	25,000	0	0	100%
4220	6053	Fire Captain Training Officer	164,891	0	(164,891)	0	0	0	0	0%
4220	6055	Fire Apparatus CRF	50,000	0	0	50,000	50,000	0	0	100%
4220	6057	Fire Apparatus Refub & Repr CRF	100,000	0	0	100,000	100,000	0	0	100%
4220	6059	Fire Fighters Union Contract	230,106	0	(230,106)	0	0	0	0	0%
4130	6062	Public Works Union Contract	54,160	0	(54,160)	0	0	0	0	0%
4220	6072	Fire Equipment CRF	25,000	0	0	25,000	25,000	0	0	0%
4210	6073	Police Safety Equipment CRF	105,000	0	0	105,000	105,000	0	0	100%
4326	6095	Vaccon Truck Cap Rsrv Fund	15,000	0	0	15,000	15,000	0	0	100%
4909	6099	Town Wide Paving	100,000	0	(100,000)	0	0	0	0	0%
4909	6211	Bridge Repair State	0	157,900	0	157,900	330,734	402	(173,236)	210%
4909	6212	Taylor Falls & Veteran Bridge Reh	0	0	0	0	0	0	0	0%
4909	6212-500	Taylor Falls/Veteran Brdg (State)	0	0	0	0	106,427	0	(106,427)	0%
4909	6214	Melendy Rd Bridge Rehab.	100,000	0	0	100,000	100,000	0	0	0%
0000	6434	Operating Transfer to Library	0	0	0	0	773,689	0	(773,689)	0%
0000	6436	Operating Transfer to Cons Co.	0	0	0	0	0	0	0	0%
		General Fund Warrant Articles	989,157	211,436	(544,349)	656,244	1,676,914	26,528	(1,047,198)	260%
		General Fund Total Budget	35,159,673	644,411	86,736	35,887,362	33,518,602	1,417,226	951,534	97%
02	Sewer Fund									
4326	5561	Sewer Billing & Collection	184,184	0	0	184,184	168,383	2,436	13,364	93%
4326	5562	Sewer Operation & Maintenance	1,332,522	186,637	10,570	1,529,730	1,100,100	258,405	171,225	89%
4326	5564	Sewer Capital Projects	910,000	126,848	334,772	1,371,620	516,523	0	855,097	38%
4326	6013	Generator Replace/Repair CRF	10,000	0	0	10,000	10,000	0	0	0%
4312	6062	Public Works Union Contract	36,107	0	(36,107)	0	0	0	0	0%
4326	6085	Drainage CRF	100,000	0	0	100,000	100,000	0	0	0%
4326	6095	Vaccon Truck Cap Rsrv Fund	15,000	0	0	15,000	15,000	0	0	0%
		Sewer Fund	2,587,813	313,485	309,235	3,210,534	1,910,006	260,842	1,039,686	68%

Town of Hudson, NH										
Appropriations and Revenue Summary										
Month Ending: As of May 31, 2025										
State #	Dept #	Department	Budget FY 2025	Prior Year Encumbered	Budget and PY Adjustmts	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
03	Water Fund									
4332	5591	Water - Administration	324,598	900	(100)	325,398	290,570	3,663	31,165	90%
4332	5592	Water - Ops & Maintenance	1,644,803	274,292	205,543	2,124,637	1,792,954	330,446	1,237	100%
4335	5593	Water - Supply	1,306,108	29,536	985	1,336,629	1,050,345	153,493	132,792	90%
4721	5594	Water - Debt Service	1,096,156	0	0	1,096,156	1,096,156	0	1	100%
4194	6013	Generator Replace/Repair CRF	10,000	0	0	10,000	10,000	0	0	0%
		Water Fund	4,381,665	304,727	206,428	4,892,820	4,240,024	487,602	165,194	97%
04	5060	Library	1,304,179	13,924	(1,235)	1,316,867	1,108,700	(286)	208,454	84%
06	5586	Conservation Commission	52,753	162,329	(11,127)	203,955	146,365	49,531	8,059	96%
			1,356,932	176,253	(12,362)	1,520,822	1,255,065	49,245	216,513	86%
Total General, Sewer, Water Funds			43,486,083	1,438,877	590,037	45,511,538	40,923,697	2,214,914	2,372,926	95%
			Budgeted Revenue		Supplemental Budget	Adjusted Revenue	Revenues	Use of Fund Balance	Balance	
	General Fund Revenue		34,990,989	0	274,420	35,265,409	36,093,397	0	(813,581)	102%
	Sewer Fund Revenue		2,451,706	0	342,444	2,794,150	1,324,534	0	1,469,617	47%
	Water Fund Revenue		4,381,665	0	206,528	4,588,193	3,709,832	0	878,361	81%
Total General, Sewer, Water Funds Revenue			41,824,360	0	823,392	42,647,752	41,127,763	0	1,534,397	96%
Other Funds										
State #	Dept #	Department	FY 2025	Encumbered	PY Adjustmts	Appropriation	Expended To Date	Encumbered	Available	Expended
14	5630	Police Forfeiture Fund	0	12,937	(12,370)	567	100,899	(11,803)	(88,529)	100%
35	5845	Senior Activities Revolving Fund	0	0	0	0	182,350	186,220	(368,570)	0%
45	5045	Community TV Revolving Fund	0	0	171	171	296,249	1,211	(297,290)	100%
50	5750	EMS Revolving Fund	453,517	20,520	1,809	475,846	292,937	41,527	141,382	70%
		Other Funds	453,517	33,457	(10,390)	476,584	872,436	217,154	(613,007)	229%
			Budgeted Revenue		Supplemental Budget	Adjusted Revenue	Revenues	Use of Fund Balance	Balance	
	Sr. Revolving Fund		0			0	171,247		(171,247)	0%
	Community TV Revolving Fund		0		171	171	257,823		(257,652)	0%
	EMS Revolving Fund		0		0	0	108,902		(108,902)	0%
Total Expenditures All Funds			43,939,600	1,472,334	579,646	45,988,121	41,796,133	2,432,069	1,759,920	96%

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Account Number		Est Rev	MTD Rev	YTD Rev	Balance	%Coll
General Fund						
01-0000-4913-000-000	Transfer from Land Use Change Fund	0.00	0.00	0.00	0.00	0.000
01-0000-4914-000-000	Library Revenue	2,261.00	0.00	0.00	2,261.00	0.000
01-3110-4100-000-000	General Property Taxes	23,225,811.00	0.00	24,183,196.53	-957,385.53	104.122
01-3110-4101-000-000	Overlay	-331,654.00	0.00	-9,074.87	-322,579.13	2.736
01-3185-4120-000-000	Yield Taxes and Interest	8,000.00	0.00	116.93	7,883.07	1.462
01-3186-4115-000-000	In Lieu of Taxes	12,816.00	0.00	0.00	12,816.00	0.000
01-3189-4121-000-000	Excavation Activity Tax	5,000.00	0.00	0.00	5,000.00	0.000
01-3189-4127-000-000	Boat Tax	8,000.00	613.44	9,267.00	-1,267.00	115.838
01-3190-4203-000-000	Charges on Property Taxes	5,000.00	103.61	7,961.31	-2,961.31	159.226
01-3190-4204-000-000	Interest on Property Taxes	160,000.00	46.29	123,983.08	36,016.92	77.489
01-3220-4201-000-000	Motor Vehicle Permits	6,000,000.00	153,349.50	6,348,470.71	-348,470.71	105.808
01-3230-4216-000-000	Certificate of Occupancy Permit	15,000.00	0.00	9,700.00	5,300.00	64.667
01-3230-4218-000-000	Building Permits	400,000.00	26,799.99	841,319.34	-441,319.34	210.330
01-3230-4381-000-000	Septic Inspection Fees	6,000.00	400.00	6,600.00	-600.00	110.000
01-3290-4209-000-000	Excavation Permits	5,000.00	0.00	3,450.00	1,550.00	69.000
01-3290-4214-000-000	Driveway Permits	2,000.00	50.00	1,800.00	200.00	90.000
01-3290-4217-000-000	Health Permits	0.00	0.00	300.00	-300.00	0.000
01-3290-4221-000-000	Pistol Permits	2,500.00	10.00	1,164.00	1,336.00	46.560
01-3290-4233-000-000	Oil Burner/Kerosene Permits	0.00	0.00	0.00	0.00	0.000
01-3290-4238-000-000	Police Alarm Permit	2,800.00	0.00	780.00	2,020.00	27.857
01-3290-4239-000-000	Fire - Place of Assembly	2,000.00	95.00	2,245.00	-245.00	112.250
01-3290-4254-000-000	Fire Alarm Permits	1,500.00	73.00	2,664.00	-1,164.00	177.600
01-3290-4312-000-000	Zoning Application Fees	3,000.00	0.00	6,900.42	-3,900.42	230.014
01-3290-4313-000-000	Planning Board Fees	120,000.00	0.00	24,243.33	95,756.67	20.203
01-3290-4315-000-000	Sewer Service Permit	3,000.00	0.00	375.00	2,625.00	12.500
01-3290-4321-000-000	UCC Filings	7,000.00	0.00	4,575.00	2,425.00	65.357
01-3290-4322-000-000	Vital Statistics	10,000.00	360.00	13,417.00	-3,417.00	134.170
01-3290-4323-000-000	Police Fines, Court	0.00	0.00	0.00	0.00	0.000
01-3290-4325-000-000	Animal Control Fines/Fees	10,000.00	36.00	8,171.50	1,828.50	81.715
01-3290-4326-000-000	Notary Fees	100.00	0.00	0.00	100.00	0.000

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Account Number		Est Rev	MTD Rev	YTD Rev	Balance	%Coll
01-3290-4327-000-000	Parking Violation Fees	1,000.00	0.00	670.00	330.00	67.000
01-3290-4328-000-000	Street Acceptance/Opening Fee	0.00	0.00	400.00	-400.00	0.000
01-3290-4334-000-000	Construction Inspection Fee	20,000.00	0.00	35,495.00	-15,495.00	177.475
01-3290-4335-000-000	Animal Boarding Fees	1,100.00	0.00	245.00	855.00	22.273
01-3290-4343-000-000	Copy Fees and Sale of Books	1,500.00	19.00	446.75	1,053.25	29.783
01-3290-4347-000-000	Bad Check Fees	2,500.00	25.00	1,511.78	988.22	60.471
01-3290-4356-000-000	Police False Alarm Fines	10,000.00	0.00	5,100.00	4,900.00	51.000
01-3290-4421-000-000	Marriage Licenses	2,000.00	200.00	1,691.00	309.00	84.550
01-3290-4422-000-000	Hawker/Peddler License	1,000.00	0.00	860.40	139.60	86.040
01-3290-4427-000-000	Articles of Agreement	0.00	0.00	0.00	0.00	0.000
01-3290-4428-000-000	Pole Licenses	0.00	0.00	60.00	-60.00	0.000
01-3290-4430-000-000	Scrap Metal License	0.00	0.00	0.00	0.00	0.000
01-3290-4450-000-000	Animal Control Licenses	18,000.00	786.50	18,516.95	-516.95	102.872
01-3290-4451-000-000	Drain Layers License	1,000.00	0.00	6,250.00	-5,250.00	625.000
01-3351-4840-000-000	Shared Revenue - Municipal Aid	0.00	0.00	0.00	0.00	0.000
01-3352-4841-000-000	Shared Revenue - Meals and Rental Tax Distribution	1,793,865.00	0.00	2,529,871.56	-736,006.56	141.029
01-3353-4610-000-000	Shared Revenue - Highway Block Grant	549,000.00	0.00	450,892.23	98,107.77	82.130
01-3359-4656-000-000	Grants - Police	68,011.71	0.00	80,132.31	-12,120.60	117.821
01-3359-4657-000-000	Grants - Fire	48,341.23	0.00	55,161.34	-6,820.11	114.108
01-3359-4659-000-000	Grants - Other	33,152.75	0.00	29,006.84	4,145.91	87.495
01-3359-4660-000-000	Grants - Pandemic	0.00	0.00	0.00	0.00	0.000
01-3379-4300-000-000	Sewer Utility Admin Fee	44,000.00	0.00	44,000.00	0.00	100.000
01-3379-4301-000-000	Water Utility Admin Fee	66,000.00	0.00	66,000.00	0.00	100.000
01-3401-4324-000-000	Police Record Fees	7,000.00	310.00	8,032.18	-1,032.18	114.745
01-3401-4342-000-000	Sale of Checklists	500.00	0.00	514.50	-14.50	102.900
01-3401-4708-000-000	Welfare Reimbursement	1,000.00	0.00	0.00	1,000.00	0.000
01-3401-4716-000-000	Cash Over/Short	0.00	0.00	0.00	0.00	0.000
01-3401-4720-000-000	Police Outside Detail	200,000.00	16,110.00	159,911.92	40,088.08	79.956
01-3401-4721-000-000	Police Outside Detail - Cruiser	0.00	3,090.00	31,150.00	-31,150.00	0.000
01-3401-4729-000-000	Contracted Services - Litchfield	30,000.00	0.00	61,650.00	-31,650.00	205.500
01-3401-4730-000-000	Ambulance Billings	400,000.00	0.00	86,701.25	313,298.75	21.675

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01-3401-4731-000-000	Charges on Ambulance Receivables	0.00	0.00	-5,638.97	5,638.97	0.000
01-3401-4732-000-000	Fire Incident Reports	500.00	7.05	522.40	-22.40	104.480
01-3401-4745-000-000	Cable Franchise Fees	77,000.00	0.00	85,005.51	-8,005.51	110.397
01-3401-4746-000-000	Police Testing and Application Fees	0.00	0.00	0.00	0.00	0.000
01-3401-4748-000-000	Insurance Reimbursement	110,660.33	1,126.21	73,675.43	36,984.90	66.578
01-3401-4756-000-000	Misc Rev - Police	4,425.00	0.00	5,639.62	-1,214.62	127.449
01-3401-4757-000-000	Misc Rev - Fire	500.00	0.00	689.00	-189.00	137.800
01-3401-4758-000-000	Misc Rev - Recreation	0.00	0.00	0.00	0.00	0.000
01-3401-4759-000-000	Misc Rev - Other	12,817.74	1,442.58	80,697.58	-67,879.84	629.577
01-3401-4761-000-000	Rec Rev - Basketball	45,000.00	0.00	45,850.21	-850.21	101.889
01-3401-4762-000-000	Rec Rev - Supervised Play	165,000.00	2,130.00	187,723.20	-22,723.20	113.772
01-3401-4763-000-000	Rec Rev - Flag Football	3,000.00	0.00	0.00	3,000.00	0.000
01-3401-4764-000-000	Rec Rev - Soccer	36,500.00	0.00	15,394.90	21,105.10	42.178
01-3401-4765-000-000	Rec Rev - Tennis	1,500.00	0.00	130.00	1,370.00	8.667
01-3401-4766-000-000	Rec Rev - Teen Dances	4,400.00	0.00	595.00	3,805.00	13.523
01-3401-4767-000-000	Rec Rev - Adult Softball	15,490.00	0.00	19,030.00	-3,540.00	122.853
01-3401-4768-000-000	Rec Rev - Lacrosse	6,000.00	0.00	0.00	6,000.00	0.000
01-3401-4769-000-000	Rec Rev - Community Activities	12,000.00	0.00	24,124.00	-12,124.00	201.033
01-3501-4704-000-000	Sale of Town Property	55,000.00	0.00	5,521.90	49,478.10	10.040
01-3502-4702-000-000	Bank Charges	-10,000.00	0.00	-4,494.74	-5,505.26	44.947
01-3502-4703-000-000	Interest on Investments	300,000.00	0.00	264,226.07	35,773.93	88.075
01-3503-4332-000-000	Rent of 9 Industrial Drive	0.00	1,500.00	6,000.00	-6,000.00	0.000
01-3503-4373-000-000	Rents of Town Property	3,000.00	0.00	0.00	3,000.00	0.000
01-3508-4556-000-000	Donations - Police	10,555.46	0.00	3,455.00	7,100.46	32.732
01-3508-4557-000-000	Donations - Fire	0.00	0.00	1,825.00	-1,825.00	0.000
01-3508-4558-000-000	Donations - Recreation	993.95	0.00	0.00	993.95	0.000
01-3508-4559-000-000	Donations - Other	838.97	0.00	72,851.38	-72,012.41	###.###
01-3914-4996-000-000	Voted from Surplus	205,000.00	0.00	0.00	205,000.00	0.000
01-3915-4922-000-000	From Capital Reserve Fund	150,096.75	0.00	150,096.75	0.00	100.000
01-3916-4925-000-000	From Agency/Corridor Fund	0.00	0.00	0.00	0.00	0.000
01-3934-4998-000-000	Proceeds from Bonds	0.00	0.00	0.00	0.00	0.000

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01-3939-4999-000-000	Use of Fund Balance	1,100,000.00	0.00	0.00	1,100,000.00	0.000
01-4324-4330-000-000	Extra Dump Passes	0.00	90.00	1,530.00	-1,530.00	0.000
01-4324-4331-000-000	Mattress Disposal Fee	0.00	175.00	2,000.00	-2,000.00	0.000
Totals	General Fund	35,294,382.89	208,948.17	36,302,345.53	-1,007,962.64	102.856

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Account Number		Est Rev	MTD Rev	YTD Rev	Balance	%Coll
Sewer Fund						
02-3190-4180-000-000	Interest on Sewer Utility	14,000.00	28.62	11,920.88	2,079.12	85.149
02-3190-4181-000-000	Sewer Betterment Interest	728.00	0.00	5,144.47	-4,416.47	706.658
02-3401-4716-000-000	Cash Over/Short	0.00	0.00	0.00	0.00	0.000
02-3401-4759-000-000	Misc Rev - Other	375.43	348.59	778.65	-403.22	207.402
02-3403-4780-000-000	Sewer Base Charges	577,000.00	0.00	443,092.86	133,907.14	76.793
02-3403-4781-000-000	Sewer Consumption Charges	573,717.00	0.00	463,451.02	110,265.98	80.780
02-3409-4783-000-000	Sewer Capital Assessment Other Chg	50.00	0.00	0.00	50.00	0.000
02-3500-4773-000-000	Otarnic Pond Betterment Assessment	24,911.00	0.00	24,911.00	0.00	100.000
02-3500-4782-000-000	Sewer Capital Assessment	75,000.00	0.00	34,805.70	40,194.30	46.408
02-3502-4702-000-000	Bank Charges	-3,700.00	0.00	-1,262.54	-2,437.46	34.123
02-3508-4561-000-000	Donations - Sewer	0.00	0.00	0.00	0.00	0.000
02-3509-4786-000-000	Sewer - Other Income/(Expenses)	0.00	0.00	0.00	0.00	0.000
02-3915-4922-000-000	From Capital Reserve Fund	1,252,068.95	0.00	342,068.95	910,000.00	27.320
02-3939-4999-000-000	Use of Fund Balance	255,000.00	0.00	0.00	255,000.00	0.000
02-4915-4915-000-000	To Capital Reserve Fund - Sewer	25,000.00	0.00	0.00	25,000.00	0.000
Totals	Sewer Fund	2,794,150.38	377.21	1,324,910.99	1,469,239.39	47.417

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Account Number		Est Rev	MTD Rev	YTD Rev	Balance	%Coll
Water Fund						
03-3190-4794-000-000	Interest on Delinquent Accounts	10,000.00	0.00	5,599.59	4,400.41	55.996
03-3290-4394-000-000	Backflow Testing Fees	36,000.00	0.00	46,930.00	-10,930.00	130.361
03-3290-4395-000-000	Water Hookup Fee	234,000.00	0.00	28,152.79	205,847.21	12.031
03-3290-4396-000-000	Water Service Fees	12,000.00	0.00	16,012.82	-4,012.82	133.440
03-3290-4397-000-000	Shutoff/Reconnect Fee	3,500.00	0.00	3,125.00	375.00	89.286
03-3359-4659-000-000	Grants - Other	203,100.62	0.00	237,068.10	-33,967.48	116.724
03-3401-4716-000-000	Cash Over/Short	0.00	0.00	0.00	0.00	0.000
03-3401-4748-000-000	Insurance Reimbursement	0.00	0.00	0.00	0.00	0.000
03-3401-4759-000-000	Misc Rev - Other	3,427.05	1,280.44	4,618.90	-1,191.85	134.778
03-3402-4390-000-000	Rental Fee - Private Hydrant	65,500.00	0.00	74,291.91	-8,791.91	113.423
03-3402-4391-000-000	Rental Fee - Public Hydrant	78,000.00	0.00	71,458.20	6,541.80	91.613
03-3402-4392-000-000	Public Fire Protection	224,000.00	0.00	235,410.29	-11,410.29	105.094
03-3402-4790-000-000	Water Base Charges	970,200.00	0.00	900,428.55	69,771.45	92.809
03-3402-4791-000-000	Water Usage Charges	2,165,965.00	0.00	1,850,960.78	315,004.22	85.457
03-3402-4792-000-000	Fire Access Charges	215,000.00	0.00	182,431.37	32,568.63	84.852
03-3402-4799-000-000	Water Sales to Pennichuck	25,000.00	0.00	3,937.05	21,062.95	15.748
03-3502-4702-000-000	Bank Charges	-2,500.00	0.00	-2,203.56	-296.44	88.142
03-3502-4703-000-000	Interest on Investments	0.00	0.00	49,565.52	-49,565.52	0.000
03-3503-4798-000-000	Leases Income	0.00	0.00	0.00	0.00	0.000
03-3509-4793-000-000	Other Income - Water	10,000.00	0.00	3,325.00	6,675.00	33.250
03-3915-4922-000-000	From Capital Reserve Fund	60,000.00	0.00	0.00	60,000.00	0.000
03-3939-4999-000-000	Use of Fund Balance	265,000.00	0.00	0.00	265,000.00	0.000
03-4915-4915-000-000	To Capital Reserve Funds	10,000.00	0.00	0.00	10,000.00	0.000
Totals	Water Fund	4,588,192.67	1,280.44	3,711,112.31	877,080.36	80.884

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Account Number		Est Rev	MTD Rev	YTD Rev	Balance	%Coll
Sr Activities Revolving Fund						
35-3401-4735-000-000	Misc Rev - Senior Activities	0.00	865.00	28,889.00	-28,889.00	0.000
35-3401-4736-000-000	Membership Fees	0.00	0.00	10,060.00	-10,060.00	0.000
35-3401-4737-000-000	Senior Rev - Field Trips	0.00	4,030.00	153,185.30	-153,185.30	0.000
Totals	Sr Activities Revolving Fund	0.00	4,895.00	192,134.30	-192,134.30	0.000

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Account Number		Est Rev	MTD Rev	YTD Rev	Balance	%Coll
Community TV Revolving Fund						
45-3401-4745-000-000	Cable Franchise Fees	0.00	0.00	340,022.07	-340,022.07	0.000
45-4199-4759-000-000	Misc Rev - Other	170.60	115.40	276.39	-105.79	162.011
Totals	Community TV Revolving Fund	170.60	115.40	340,298.46	-340,127.86	###.###

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EMS Revolving Fund						
50-0000-4729-000-000	EMS - Contracted Services	0.00	0.00	27,825.00	-27,825.00	0.000
50-0000-4730-000-000	EMS - 50% Ambulance Billings	0.00	0.00	86,701.26	-86,701.26	0.000
50-0000-4731-000-000	EMS - 50% Charges on Amb Billings	0.00	0.00	-5,623.97	5,623.97	0.000
Totals	EMS Revolving Fund	0.00	0.00	108,902.29	-108,902.29	0.000

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Account Number	Est Rev	MTD Rev	YTD Rev	Balance	%Coll
Grand Total	42,676,896.54	215,616.22	41,979,703.88	697,192.66	98.366

TOWN OF HUDSON
AUTOMOBILE REGISTRATION BY MONTH
FISCAL YEARS 2020, 2021, 2022, 2023, 2024, 2025

							1st half							2nd half	Actual	Budget
	<u>July</u>	<u>August</u>	<u>September</u>	<u>October</u>	<u>November</u>	<u>December</u>	<u>Fiscal Year</u>	<u>January</u>	<u>February</u>	<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>Fiscal Year</u>	<u>Fiscal Year</u>	<u>Fiscal Year</u>
FY2020	\$437,974	\$485,183	\$410,994	\$530,162	\$446,610	\$470,237	\$2,781,159	\$638,551	\$515,784	\$416,309	\$331,136	\$452,398	\$745,339	\$3,099,517	\$5,880,676	\$5,420,000
vs. Budget	8.1%	17.0%	24.6%	34.4%	42.6%	51.3%	51.3%	63.1%	72.6%	80.3%	86.4%	94.7%	108.5%	57.2%	vs. Budget	108.5%
FY2021	\$516,858	\$430,094	\$461,725	\$494,524	\$440,822	\$489,084	\$2,833,107	\$542,186	\$502,930	\$627,048	\$523,883	\$518,796	\$571,111	\$3,285,954	\$6,119,061	\$5,420,000
vs. Budget	9.5%	17.5%	26.0%	35.1%	43.2%	52.3%	52.3%	62.3%	71.6%	83.1%	92.8%	101.4%	112.9%	60.6%	vs. Budget	112.9%
FY2022	\$433,575	\$488,988	\$450,479	\$504,693	\$429,947	\$435,191	\$2,742,872	\$536,311	\$513,594	\$552,932	\$539,268	\$528,792	\$551,548	\$3,222,445	\$5,965,316	\$5,420,000
vs. Budget	8.0%	17.0%	25.3%	34.6%	42.6%	50.6%	50.6%	60.5%	70.0%	80.2%	90.1%	99.9%	110.1%	59.5%	vs. Budget	110.1%
FY2023	\$462,768	\$505,396	\$453,460	\$563,076	\$441,048	\$474,930	\$2,900,677	\$538,783	\$474,370	\$555,183	\$582,626	\$543,124	\$586,057	\$3,280,142	\$6,180,819	\$5,500,000
vs. Budget	8.4%	17.6%	25.8%	36.1%	44.1%	52.7%	52.7%	62.5%	71.2%	81.3%	91.8%	101.7%	112.4%	59.6%	vs. Budget	112.4%
FY2024	\$415,289	\$608,209	\$485,953	\$620,595	\$453,948	\$436,072	\$3,020,064	\$565,455	\$478,453	\$553,050	\$677,480	\$561,085	\$563,258	\$3,398,781	\$6,418,845	\$5,600,000
vs. Budget	7.4%	18.3%	27.0%	38.0%	46.1%	53.9%	53.9%	64.0%	72.6%	82.4%	94.5%	104.6%	114.6%	60.7%	vs. Budget	114.6%
FY2025	\$565,542	\$512,399	\$538,588	\$704,053	\$419,801	\$500,676	\$3,241,058	\$653,064	\$460,774	\$626,387	\$663,684	\$550,154		\$2,954,063	\$6,195,121	\$6,000,000
vs. Budget	9.4%	18.0%	26.9%	38.7%	45.7%	54.0%	54.0%	64.9%	72.6%	83.0%	94.1%	103.3%		49.2%	vs. Budget	103.3%

TOWN OF HUDSON
AUTOMOBILE REGISTRATION BY MONTH
FISCAL YEARS 2020, 2021, 2022, 2023, 2024, 2025

							1st half							2nd half	Actual	Budget
	<u>July</u>	<u>August</u>	<u>September</u>	<u>October</u>	<u>November</u>	<u>December</u>	<u>Fiscal Year</u>	<u>January</u>	<u>February</u>	<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>Fiscal Year</u>	<u>Fiscal Year</u>	<u>Fiscal Year</u>
FY2020	\$437,974	\$485,183	\$410,994	\$530,162	\$446,610	\$470,237	\$2,781,159	\$638,551	\$515,784	\$416,309	\$331,136	\$452,398	\$745,339	\$3,099,517	\$5,880,676	\$5,420,000
vs. Budget	8.1%	17.0%	24.6%	34.4%	42.6%	51.3%	51.3%	63.1%	72.6%	80.3%	86.4%	94.7%	108.5%	57.2%	vs. Budget	108.5%
FY2021	\$516,858	\$430,094	\$461,725	\$494,524	\$440,822	\$489,084	\$2,833,107	\$542,186	\$502,930	\$627,048	\$523,883	\$518,796	\$571,111	\$3,285,954	\$6,119,061	\$5,420,000
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vs. Budget	9.4%	18.0%	26.9%	38.7%	45.7%	54.0%	54.0%	64.9%	72.6%	83.0%	94.1%	103.3%		49.2%	vs. Budget	103.3%



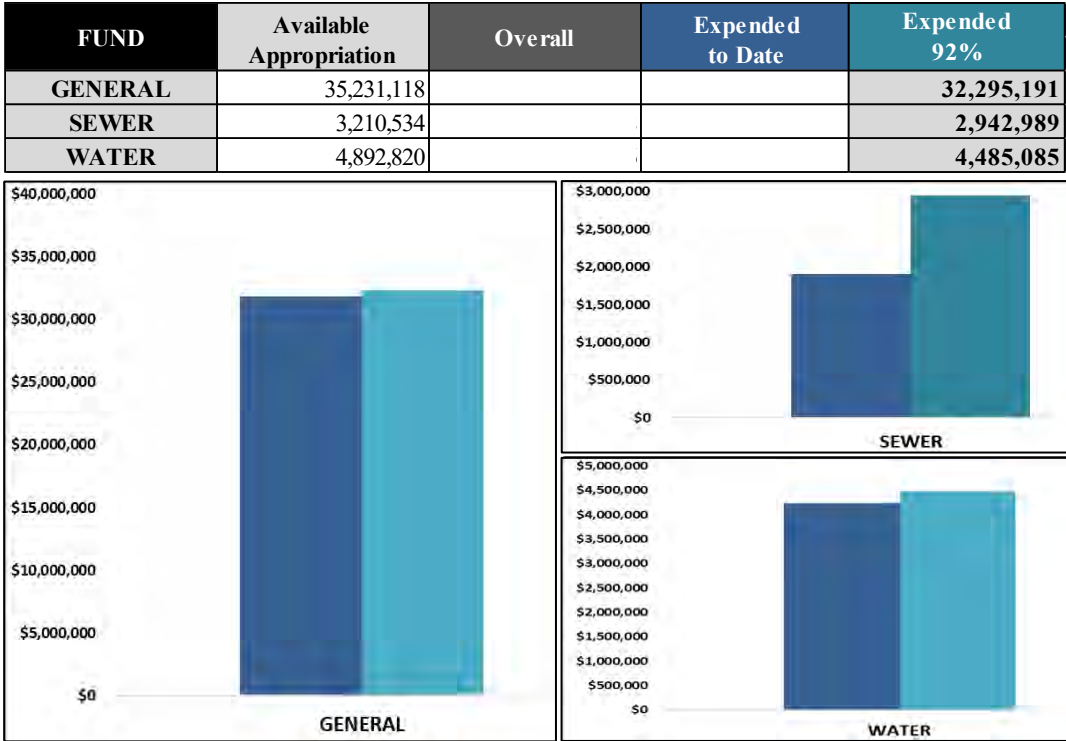
TOWN OF HUDSON NH

TOWN ADMINISTRATION

May FY25 Revenues and Expenditures
Board of Selectmen: June 10, 2025

FY25 BUDGET REPORT

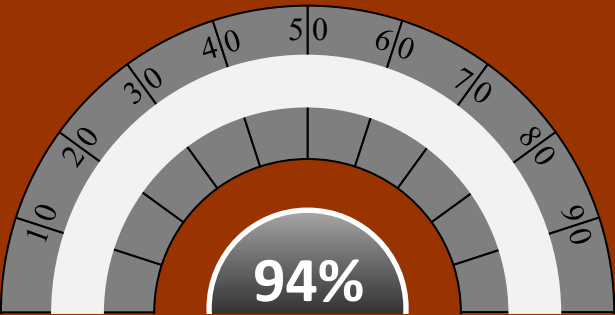
Town of Hudson, NH Appropriations and Revenue Summary Month Ending: As of May 31, 2025										
State #	Dept #	Department	Budget FY 2025	Prior Year Encumbered	Budget and PY Adjustm	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
4130	5110	Board of Selectmen/Administr	608,553	47,948	43,918	700,419	470,286	8,127	222,006	68%
4134	5115	Oakwood	2,275	0	37	2,312	3,857	100	(1,646)	171%
4134	5120	Town Hall Operations	108,823	0	500	109,323	103,883	1,078	4,361	96%
4442	5151	Town Poor	65,000	0	0	65,000	41,974	0	23,026	65%
4130	5177	IT - Town Administration	800	0	0	800	2,101	0	(1,301)	263%
		Administration	785,451	47,948	44,455	877,853	622,102	9,305	246,447	72%
4153	5200	Legal	120,000	0	0	120,000	101,282	3,550	15,169	87%
4150	5310	Finance Administration	211,603	0	0	211,603	162,572	8,075	40,956	81%
4150	5320	Accounting	356,230	0	(43,918)	312,312	286,207	218	25,887	92%
4150	5377	IT - Finance	2,345	0	0	2,345	445	90	2,410	18%
		Finance	570,778	0	(43,918)	526,860	449,225	8,382	69,253	87%
4150	5330	Information Technology	863,097	0	0	863,097	719,856	6,448	136,793	84%
		Information Technology	863,097	0	0	863,097	719,856	6,448	136,793	84%
4152	5410	Assessing Department	486,326	37,059	0	520,526	369,266	46,778	104,482	80%
4152	5477	IT - Assessing	12,612	0	0	12,612	13,387	0	(775)	106%
		Assessing	499,538	37,059	0	533,138	382,653	46,778	103,707	81%
4312	5515	Public Works Facility	61,728	0	0	61,728	96,414	17,000	(51,686)	184%
4312	5551	Public Works Administration	335,036	0	3,303	338,939	300,142	416	38,381	89%
4312	5552	Streets	3,713,309	203,729	(75,885)	3,841,753	3,422,213	90,423	329,117	91%
4312	5553	Equipment Maintenance	490,436	0	7,924	498,360	439,979	7,188	51,193	90%
4312	5554	Drainage	768,541	0	16,666	785,207	677,572	7,424	100,211	87%
4522	5556	Parks Division	249,893	0	3,610	253,503	181,392	12,774	59,337	77%
4312	5577	IT - Public Works	5,040	0	0	5,040	5,114	0	(74)	101%
		Public Works	5,624,583	203,729	(43,782)	5,784,530	5,122,826	135,226	526,479	91%
4131	5277	IT - LUD	6,580	0	0	6,580	4,852	0	1,728	74%
4131	5571	LUD - Planning	383,443	0	0	383,443	258,312	27	125,104	67%
4131	5572	LUD - Planning Board	6,350	0	0	6,350	3,354	0	2,996	53%
4131	5581	LUD - Zoning	237,249	0	270	237,519	215,121	172	22,226	91%
4131	5583	LUD - Zoning Board of Adj	16,500	0	0	16,500	11,411	3,516	1,573	90%
4311	5585	LUD - Engineering	478,577	2,915	569	482,061	1,166,812	558,156	(1,242,907)	358%
		Land Use	1,128,699	2,915	839	1,132,453	1,659,861	561,871	(1,089,279)	196%



EXPENDITURES

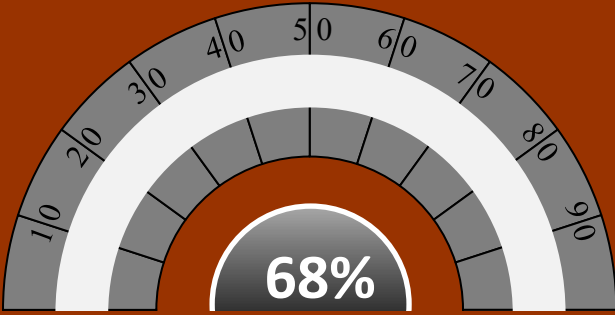
JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	92%
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\$33,232,386



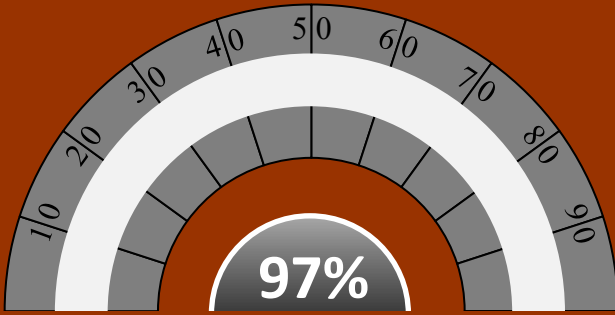
GENERAL FUND

\$2,170,848



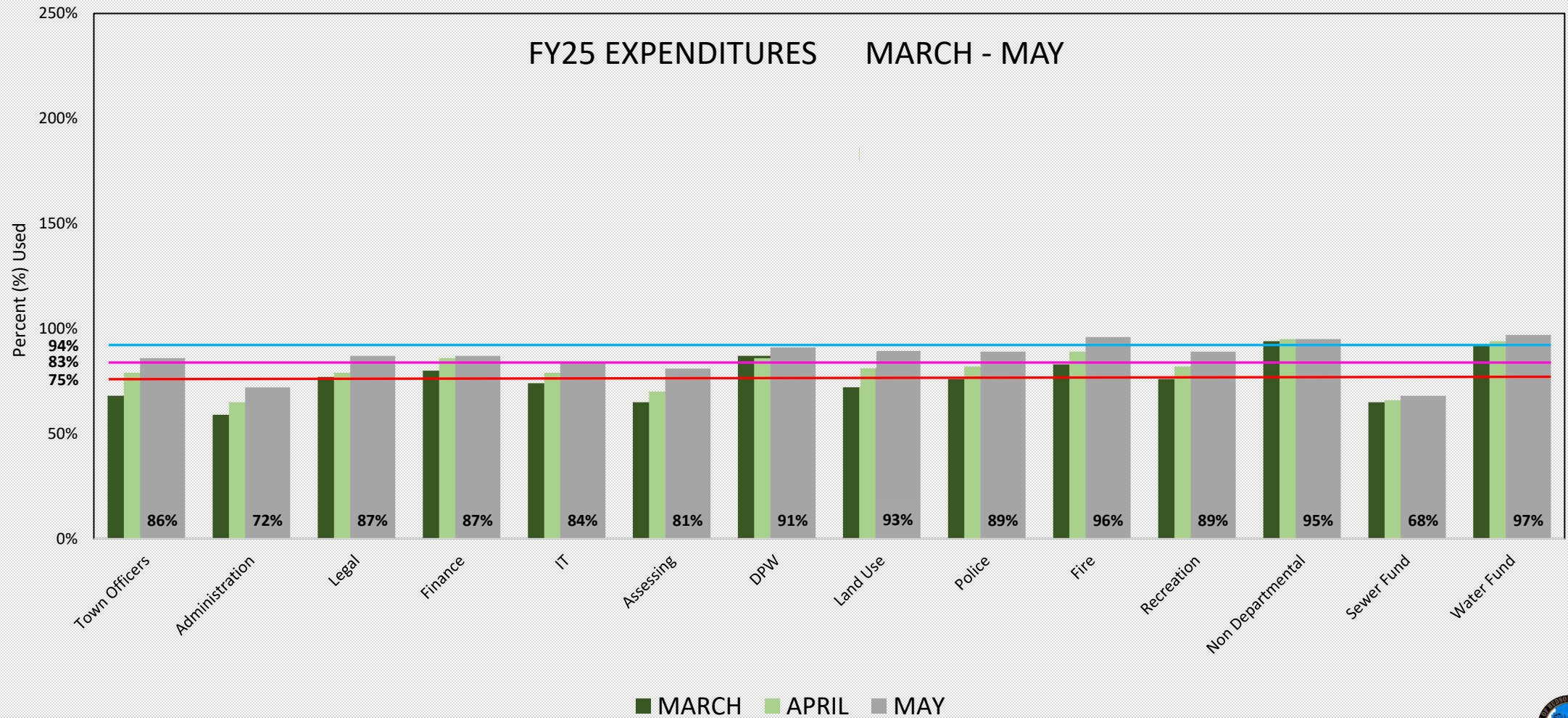
SEWER

\$4,727,626

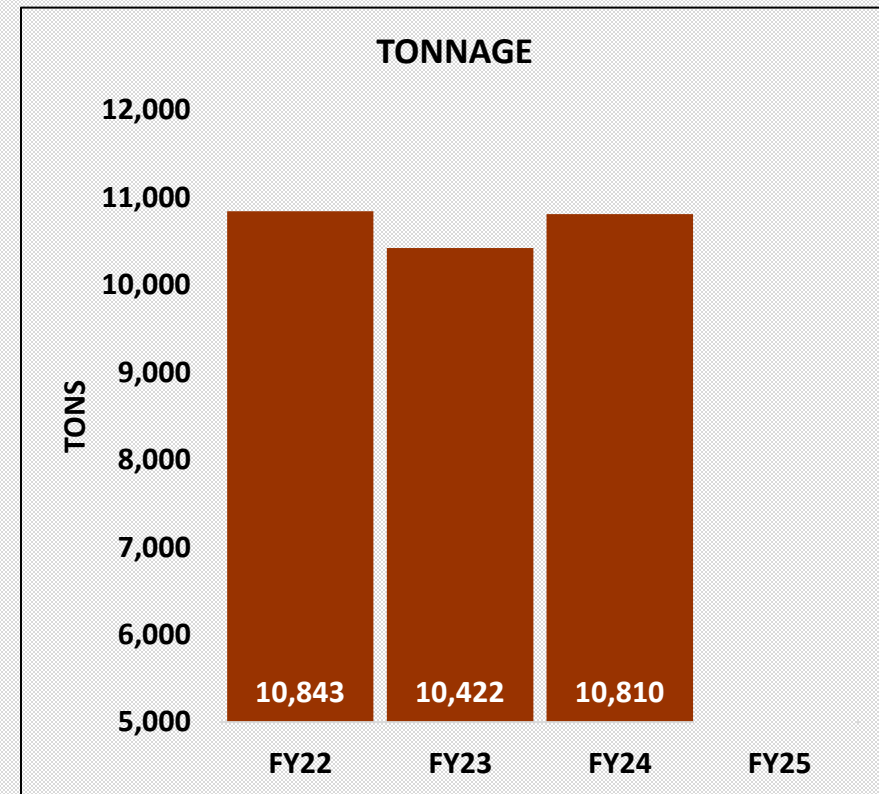
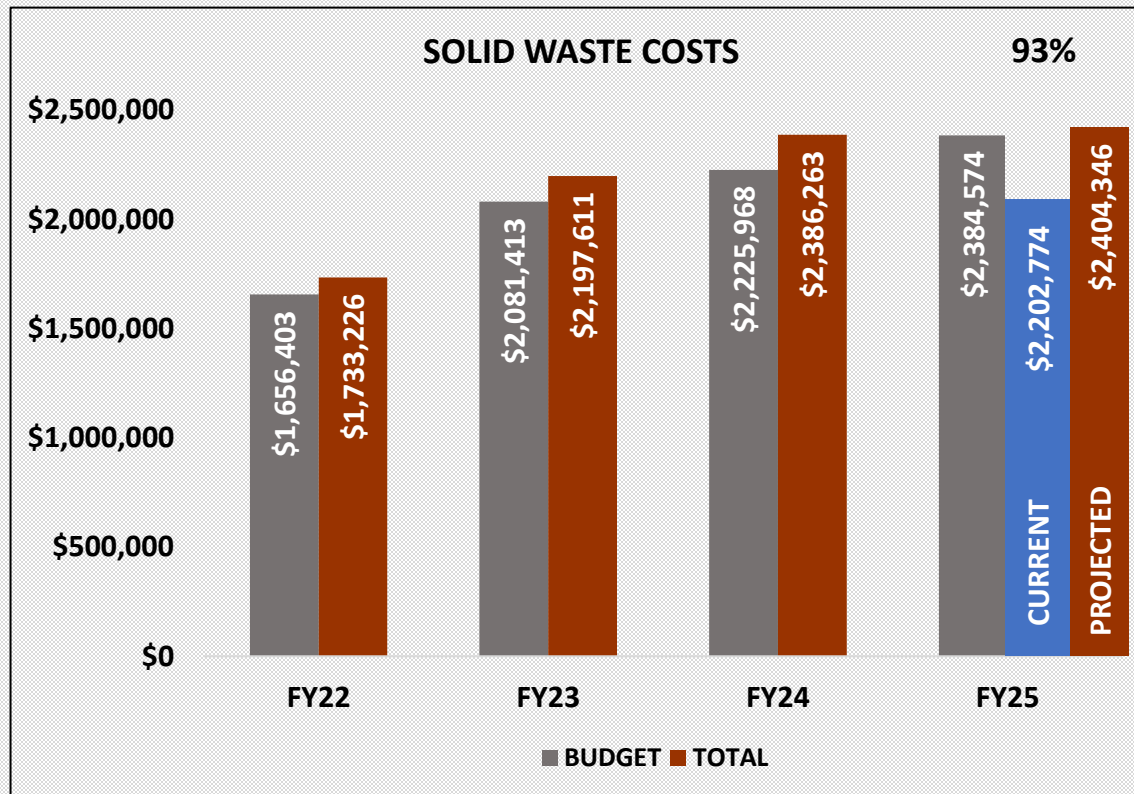


WATER

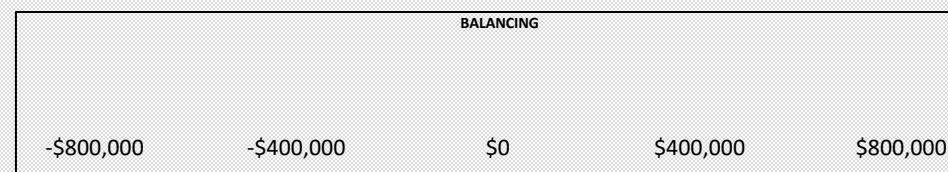
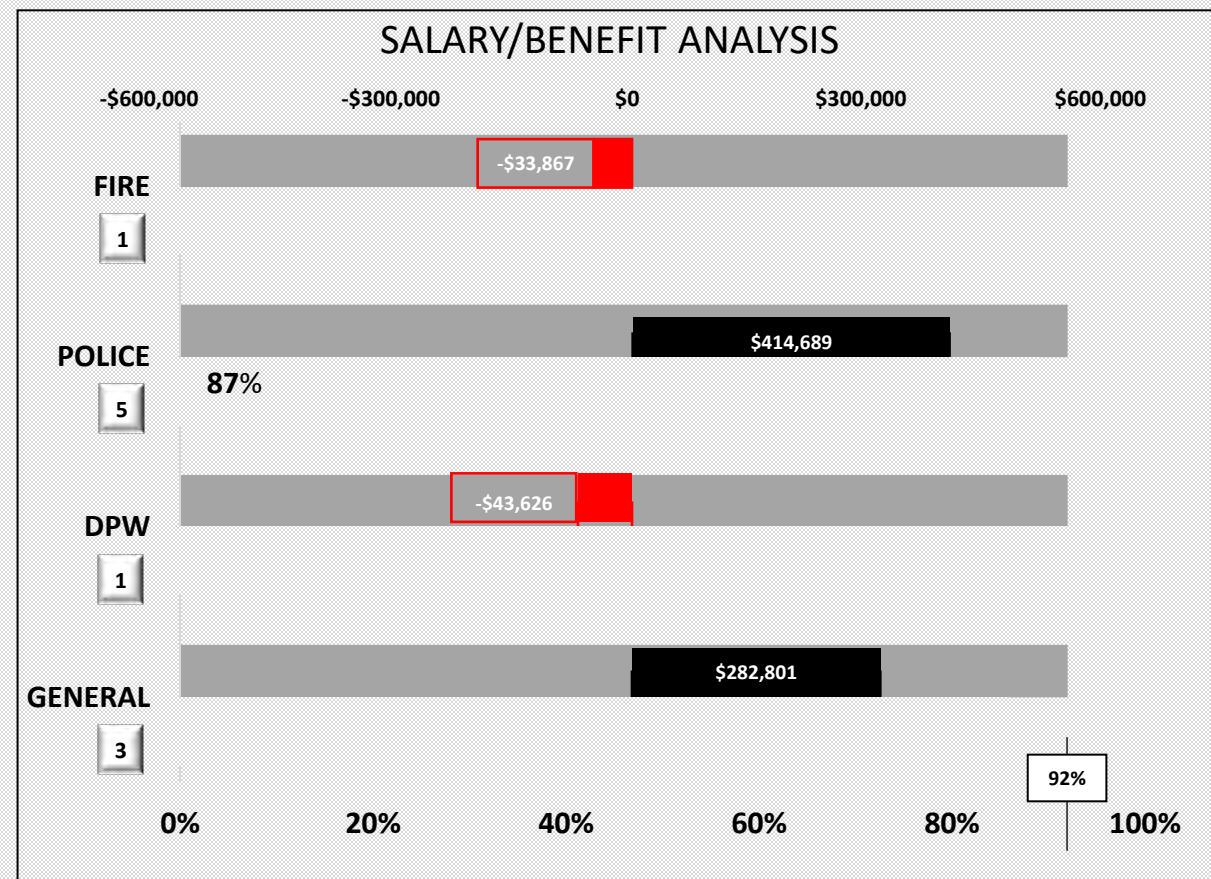
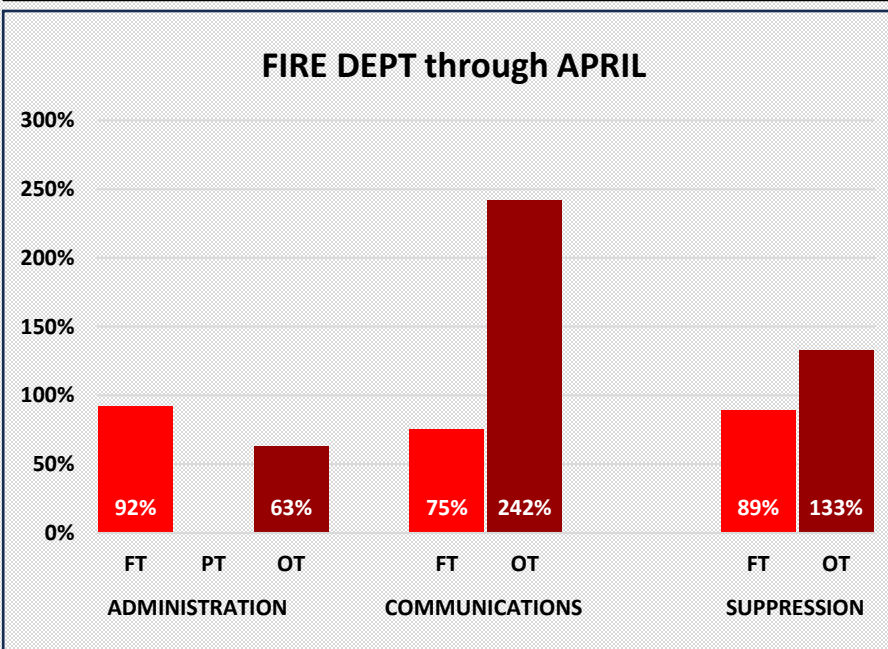
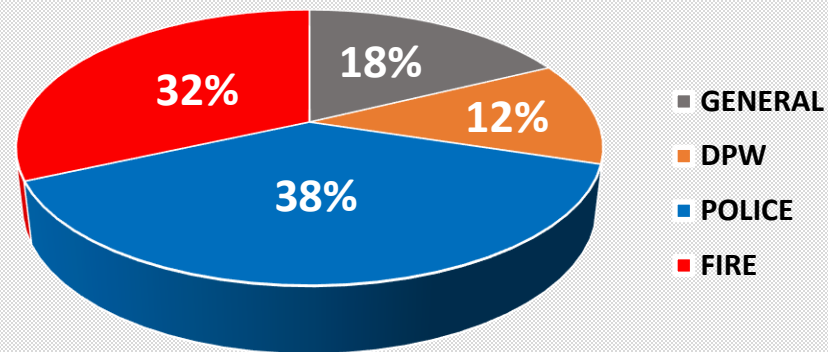
EXPENDITURE SNAPSHOT



SOILD WASTE SNAPSHOT

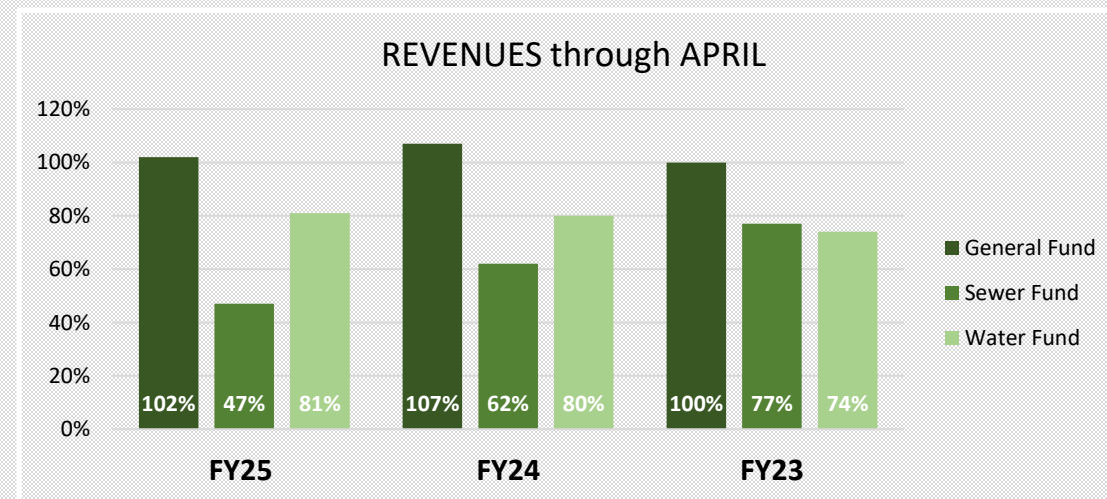
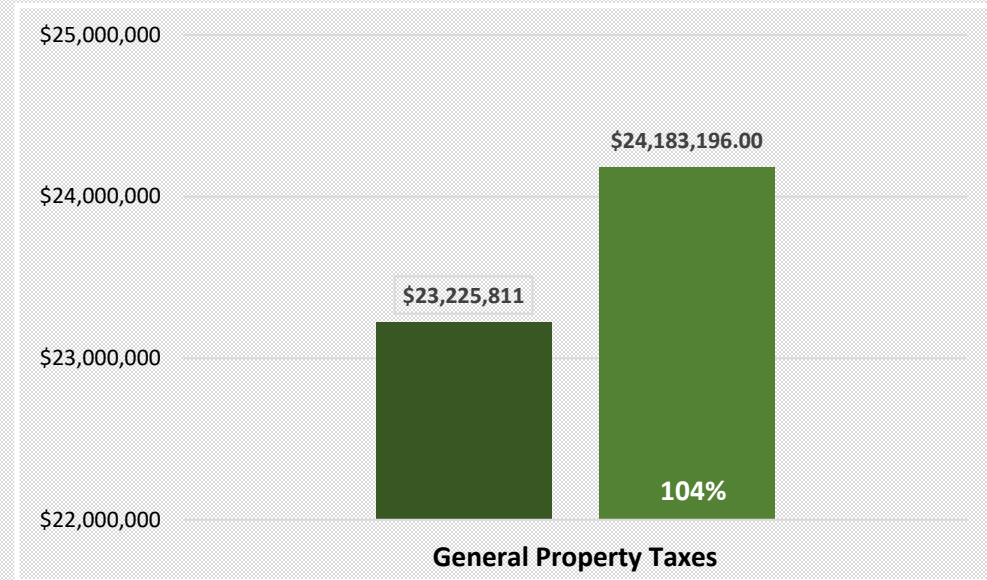
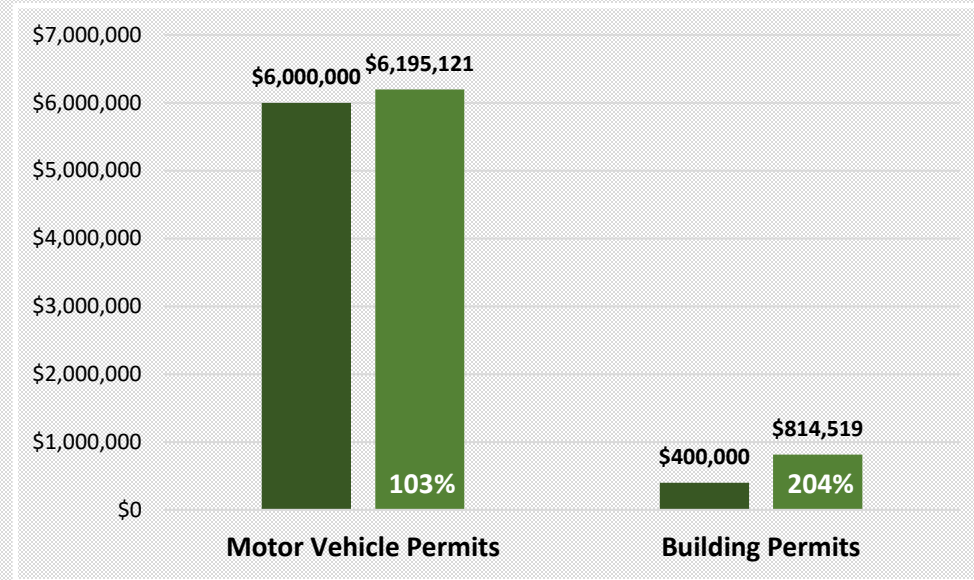


SALARIES SNAPSHOT

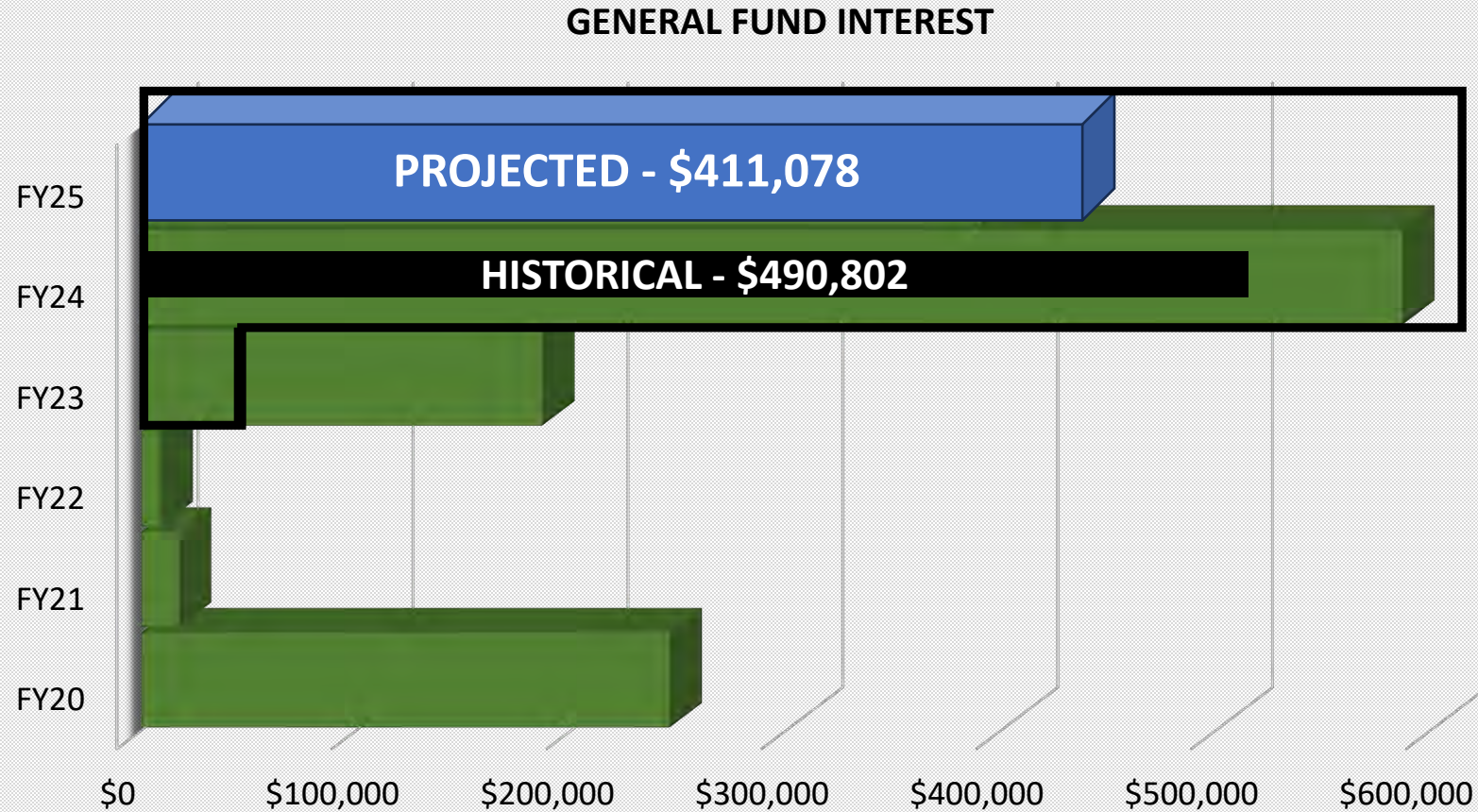


ET	\$573,685
OT	-\$724,668
FD	-\$33,867
PD	\$414,689
DPW	-\$43,626
GF	\$282,801
TOTAL	\$469,014

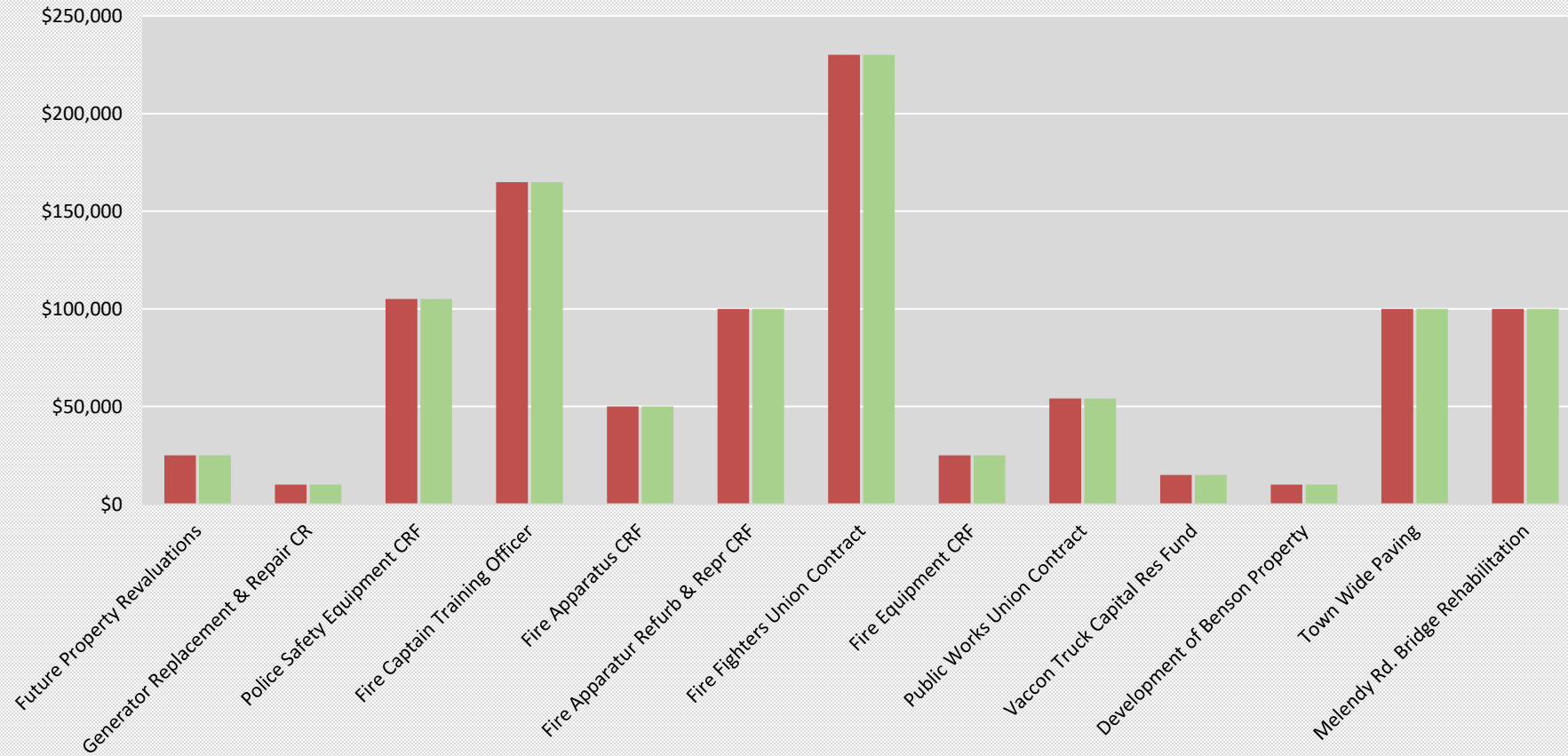
REVENUE SNAPSHOT



GF - INTEREST SNAPSHOT



WARRANT ARTICLES



LOOKING AHEAD

Bottom Line Budget

- Treasurers Report
- Watching Large Expenditures
- Grant Reimbursement Adjustments

BALANCING

- Large Department Salary Lines
- Retirements
- Accrued Time
- Capital Reserve



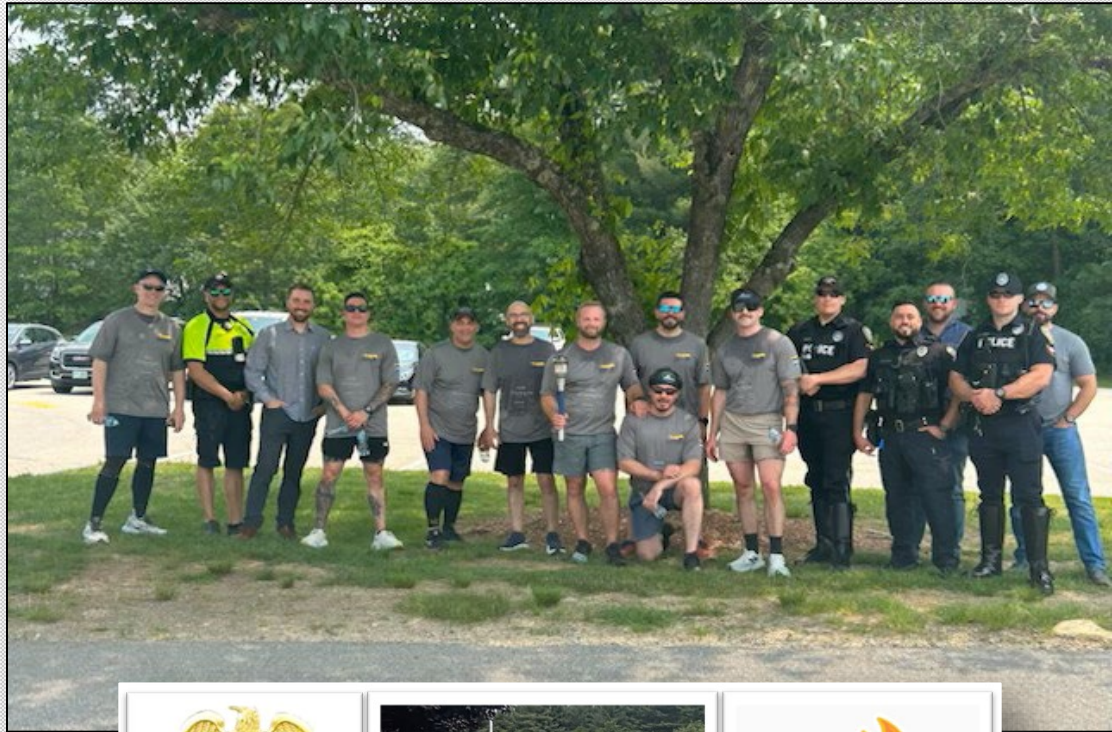


TOWN OF HUDSON NH

TOWN ADMINISTRATOR REPORT

Board of Selectmen: June 10, 2025

SPECIAL OLYMPICS



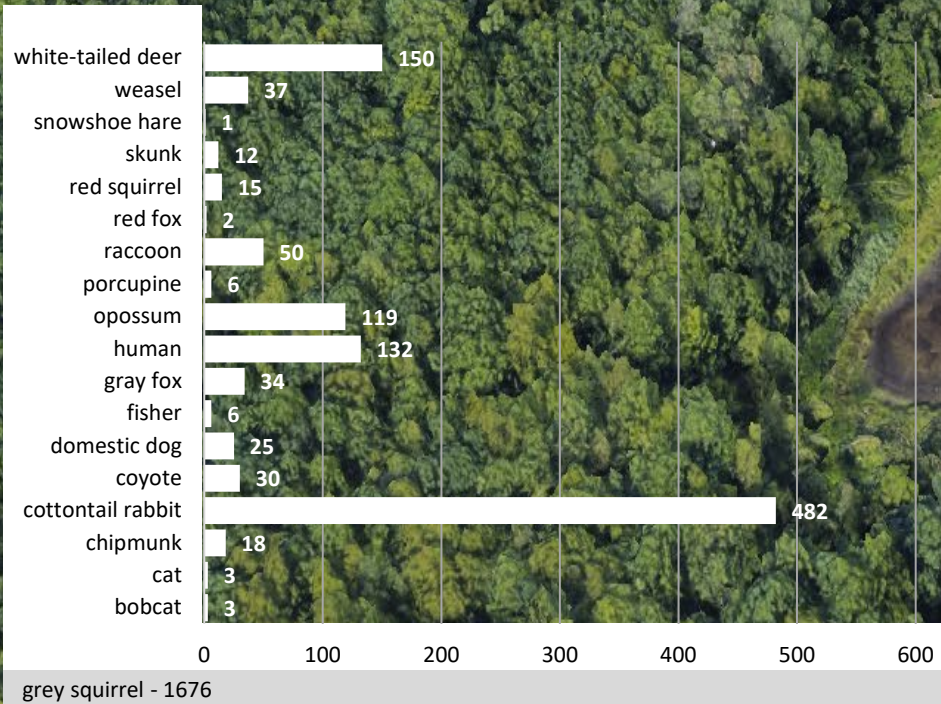
Summer Games Torch Run

Statewide May 17th – June 6th
Salem-Derry-Londonderry-Hudson
6-mile run

Special Olympic Games
June 6th – June 7th
UNH



UNH WILDLIFE MONITORING



TOWN WIDE PAVING



Overlays

- Musquash Road
- Jacqueline Street
- Sand Hill Road
- Leonard Avenue

Reclamation

- Eayrs Pond Road
- Ash Street
- Chalifoux @ River
- Cheney Drive
- York Drive
- McCrady Drive



TWIN BRIDGES PROJECT



Upcoming Work

- NHDOT, Nashua, and Hudson have an approved change order to replace all street lights
- Concrete decking complete on northern lane of Taylor Falls Bridge
- Expansion Joint on Hudson side of Taylor Falls Bridge is complete
- On pace for paving northern lane on June 16th
- Ongoing concrete patching under Veterans Memorial Bridge



CYBERSECURITY TRAINING

Mandatory – June 26th

This training is designed for a diverse range of stakeholders within schools or municipal administrations, such as administrators, educators, IT personnel, support staff, and other employees who handle sensitive information or have access to digital systems. Additionally, this training may also be relevant for school board members, municipal councilors, and other leadership roles responsible for setting policies and allocating resources related to cybersecurity.

Since 2022 - The data breach cost in governmental public sectors escalated by 7.25%, with average total costs jumping from \$1.93 million to \$2.07 million.

- Current Cybersecurity Landscape in NH
- Phishing and Business Email Compromise
- Financial Frauds
- Ransomware Tactics
- Protecting Yourself and Your Entity
- Data Privacy



SUMMER SEASON



Hudson Recreation Department's SUMMER PROGRAM CALENDAR

- Open Day is 6/23/25
- Summer Program [Calendar of Events](#) has been published and can be found on the Recreation Departments website www.hudsonnh.gov/recreation
 - Calendar displays major events of the program including field trips, hot lunch options, roller skating days, and contests.
- Recreation Department is offering an [Early Access Signup Night](#) on 6/11/25 from 5pm-8pm at the Recreation Dept.
 - This event provides parents the opportunity to signup early for offsite field trips.
- Summer Program registration will continue online until 6/13/25. Once program opens on 6/23, in person registration only will be accepted.

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
 23 OPENING DAY FUN	 10am CONNECT 4 24 1:00pm Free Throw Contest 2:30pm Coloring Contest	9:30am – 25 Jump Rope Contest 10:00am B-Ball 3 v 3 LEGO CONTEST 1:00pm 2:30pm – Field Games FIELD GAMES	10am  26 Roller Skating \$13 <i>Signup by Tuesday unless it fills sooner</i> 11:00am Art & Craft AFTERNOON MOVIE BREAK	9:30am – 27 Art & Craft project 1:30pm – 3 Point Contest 2:30pm -Kickball NEON DAY
9:30am 30 Jewelry Making LEGO CONTEST 1:00pm 4 2:30pm 4 Square	JUNE 2025			



HISTORY OF HUDSON TOUR

Hudson NH SAU

Nottingham West Elementary – 3rd Grade

Hudson Historical Society

Hills Memorial Library

Kimball Webster School

Alvirne Chapel

Hills House

Number 9 School House

Bensons Park

