



TOWN OF HUDSON

Board of Selectmen

12 School Street
Hudson, New Hampshire 03051

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

BOARD OF SELECTMEN MEETING

October 28, 2025

7:00 PM

Board of Selectmen Meeting Room, Town Hall

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

(Regular meeting will begin immediately after Non-Public Session)

AGENDA

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **ATTENDANCE**
4. **PUBLIC INPUT**
5. **RECOGNITIONS, NOMINATIONS & APPOINTMENT**
 - A. **Recognitions** – None
 - B. **Nominations** – None
 - C. **Appointments** – None
6. **CONSENT ITEMS**
 - A. **Assessing Items** – None
 - B. **Water/Sewer Items** – None
 - C. **Licenses & Permits & Policies**
 - 1) Mill Cities Alliance – Outdoor Gathering Permit
 - 2) Pretty Sipsy Coffee Bar – Hawker/Peddler License
 - D. **Donations** – None
 - E. **Acceptance of Minutes**
 - 1) October 14, 2025
 - 2) October 16, 2025

F. Calendar

10/28	6:00	Board of Selectmen	BOS Meeting Room
10/29	4:30	Supervisors of the Checklist	BOS Meeting Room
10/31		**6-8pm HALLOWEEN**	
11/05	7:00	Budget Committee	Buxton Meeting Room
11/10	7:00	Board of Selectmen	BOS Meeting Room
11/10	7:00	Cable Utility Committee	Hudson Cable Access Center
11/10	7:00	Conservation Commission	Buxton Meeting Room
11/11		** TOWN HALL CLOSED - Veteran's Day **	
11/12	7:00	Budget Committee	BOS Meeting Room
11/12	7:00	Planning Board	Buxton Meeting Room
11/13	7:00	Budget Committee	BOS Meeting Room
11/13	7:00	Zoning Board	Buxton Meeting Room

7. OLD BUSINESS – None

8. NEW BUSINESS

- A. Water Acceptance – Engineering/Decision**
- B. Sewer Acknowledgement – Engineering/Decision**
- C. THAC Update – Administration/Informational**
- D. Emergency Operations Plan – Fire/Informational**
- E. Ambulance Billing Policy – Fire/First Read**
- F. NH 457 Deferred Compensation Plan – Administration/**
- G. Lower Merrimack River Local Advisory Committee Update – Administration/Informational**
- H. FY27 Budget Wrap-Up – Administration/Informational**

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

10. REMARKS BY TOWN ADMINISTRATOR

11. REMARKS BY SCHOOL BOARD

12. ENTER NONPUBLIC SESSION (if necessary)

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.

13. ENTER PUBLIC SESSION

14. ADJOURNMENT

Reminder ...

Items for the next agenda, with complete backup, must be in the Selectmen's Office no later than **12:00 noon on Thursday, November 6, 2025.**

**OUTDOOR GATHERING PERMIT**

(Chapter 253 of the Hudson, NH Town Code)

Type of Activity ROAD RACEDate & Time of Activity 12/7/25 SundaySite (address) of Activity MAP ATTACHEDName & Address of Company conducting Activity M.I. Cities Alliance16 Hummingbird Ln, Hudson, NH 03051

I certify that all state regulations regarding this request have been met:

S. Barker

Signature of Officer of Company conducting Activity

10/14/25

Date

Name, Address & Phone No. of President/Manager Suzanne Barker16 Hummingbird Ln, Hudson, NH 03051State of Incorporation (if incorporated) N/AName & Address of Registered Agent (if corporation) N/AName of Local Organization sponsoring Activity M.I. Cities Alliance / Road Runners ClubS. Barker

Signature of Officer of Local Organization sponsoring Activity

16 Hummingbird Ln Hudson, NH 03051

Address

603 315 3686

Phone Number

S. Barker 4@comcast.net

e-mail Address

◆ Signed letter of authorization from establishment where the event will be held must be provided with application. (BOS consensus 7/22 08)

◆ Proof of Insurance—Certificate must be provided w/application, setting forth policy limits, activity & location of activity.

!! Please note that the application, with attachments, must be submitted at least 30 days prior to the event !!

e-mail completed form to lweissgarber@hudsonnh.gov or FAX to 603-598-6481

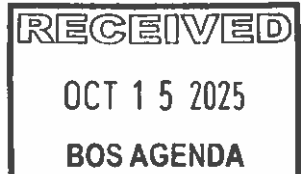
For Office Use Only

Attachments to permit application: 1) Report of town Building Inspector/Health Officer, ensuring site of proposed activity is suitable, with minimum sanitary and safety requirements having been met, with signoff/clearance from the Fire Chief and Police Chief; 2) Signed letter of authorization; 3) Proof of insurance certificate.

Proof of public notice.

Date approved by Board of Selectmen

Chairman, Board of Selectmen



OFFICE USE ONLY

Applicant _____ Date of Event _____

Map _____ Lot _____ Building Permit Req'd _____ Street _____

SANITARY APPROVALS

Stipulations _____

Health Officer/Date

Daniel R. Webb 10/15/25

FIRE SAFETY

Stipulations _____

Fire Dept./Date

Daniel R. Webb 10/15/25

ZONING

Stipulations _____

Zoning Administrator/Date

CS 10/15/25

BUILDING

Stipulations _____

Building Inspector/Date

Daniel R. Webb 10/15/25

POLICE DEPARTMENT

Stipulations _____

Police Chief/Date

OG 10/17/25

October 14, 2025

Town of Hudson
Outdoor Gathering Permit

Dear Lorrie,

I am representing the Gate City Striders running club in the 42th annual Mill Cities Relay Road Race (from Nashua to Lawrence) occurring this year on Sunday December 7, 2025. Attached is a copy of the completed 'Outdoor Gathering Permit', including route map and certificate of insurance.

The race will begin at the Nashua Senior Center on Temple Street starting promptly at 7:45 am. Runners will proceed into the Town of Hudson beginning ~7:50 am (Ferry St. onto Central St.), then along Lowell Road to River Road and exit into Tyngsboro MA before continuing to Lawrence MA. Once crossing the bridge from Nashua into Hudson, runners will begin on the right side of Lowell Road with a cross-over at Central/Ferry St. At Pete's/Dracut Rd. continue left up the road and cross over to Stuart, then left on River Rd. Volunteers will be stationed at all key intersections, including extra volunteers at the Lowell Road cross-over; Market Basket, Wason Rd., Walmart and the Stuart crossing.

We are currently in discussion with the ROTC to support the relay as they have done in past years. A police detail may be requested once we have the confirmation on quantity provided.

The first exchange of the relay (Relay exchange #1) is in Tyngsboro, at 68 River Rd., behind the first row of Warehouses. Participants will be instructed to park in the parking lot behind the building and NOT on Rte. 3A. Porto-potties will be delivered the morning of the event and removed the same day.

No food or drink will be prepared or provided on-site. All runners and participants will have departed by 9:30am.

Thank you kindly in advance of your support each year of this long standing and cherished community event.

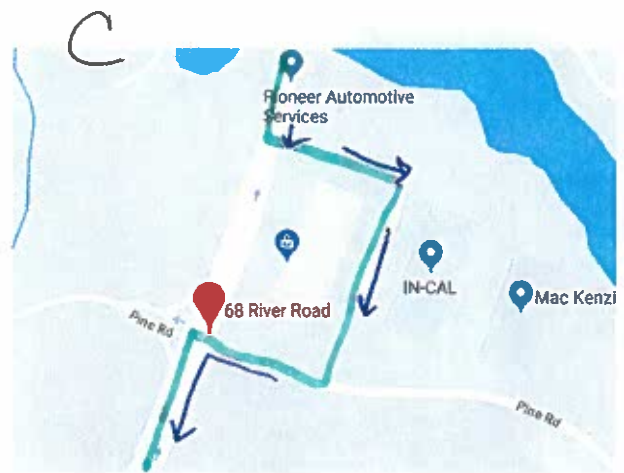
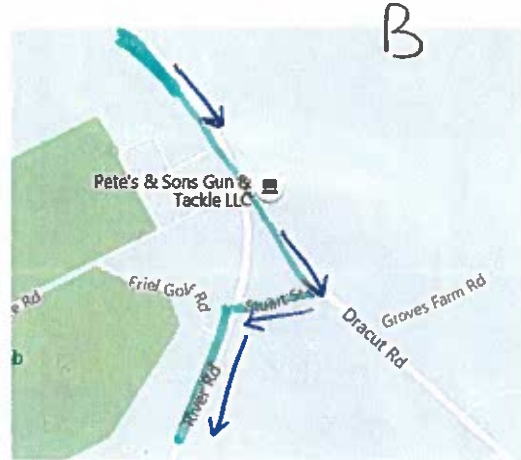
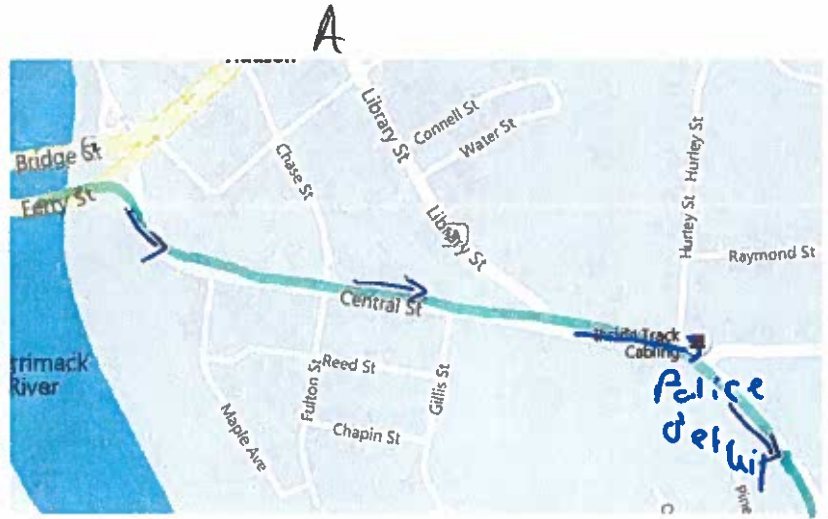
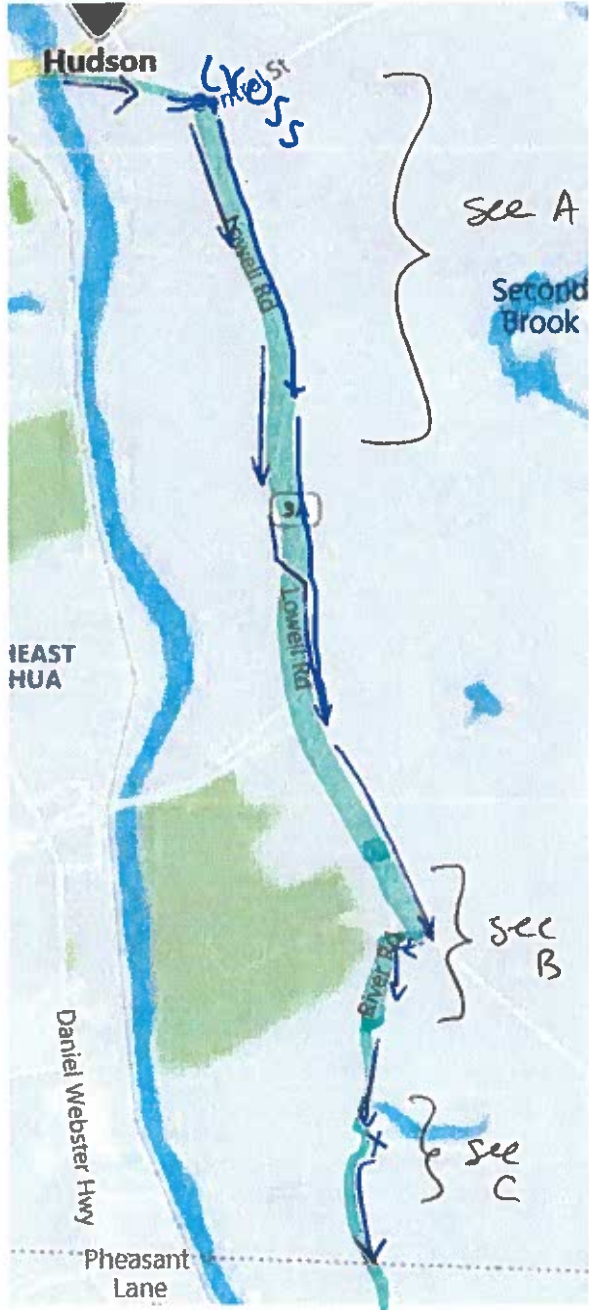
If you have any questions, or need additional details, please let me know. My email and cell phone are included below.

Kind regards,

Suzanne Barker

Cell: (603) 315-3686
s.barker4@comcast.net

Full Route





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

10/06/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must have **ADDITIONAL INSURED** provisions or be endorsed. If **SUBROGATION IS WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Insurance Management Group 9610 Lima Road, Suite 102 Fort Wayne IN 46818	CONTACT NAME: Tabitha Messersmith PHONE (A/C, No, Ext): (260) 338-2434 FAX (A/C, No): (765) 664-0761 E-MAIL ADDRESS: tmessersmith@insmgt.com																					
INSURED Road Runners Club of America/2025 and Its Member Clubs 100 W Jefferson St., Ste 202 Falls Church VA 22046	<table><tr><th colspan="2">INSURER(S) AFFORDING COVERAGE</th><th>NAIC #</th></tr><tr><td>INSURER A:</td><td>Granite State Insurance Company</td><td>23809</td></tr><tr><td>INSURER B:</td><td>National Union Fire Insurance Company of Pittsburgh, PA</td><td>19445</td></tr><tr><td>INSURER C:</td><td></td><td></td></tr><tr><td>INSURER D:</td><td></td><td></td></tr><tr><td>INSURER E:</td><td></td><td></td></tr><tr><td>INSURER F:</td><td></td><td></td></tr></table>	INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A:	Granite State Insurance Company	23809	INSURER B:	National Union Fire Insurance Company of Pittsburgh, PA	19445	INSURER C:			INSURER D:			INSURER E:			INSURER F:		
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COVERAGES**CERTIFICATE NUMBER:** 2025 \$2M AI Liability**REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS																								
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR ☒ Legal Liability Participant \$2,000,000 GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☐ PROJECT ☐ LOC ☒ OTHER Per Event Basis			AIL0003450335201	12/31/2024	12/31/2025	<table><tr><td>EACH OCCURRENCE</td><td>\$ 2,000,000</td></tr><tr><td>DAMAGE TO RENTED PREMISES (Ea occurrence)</td><td>\$ 500,000</td></tr><tr><td>MED EXP (Any one person)</td><td>\$ 5,000</td></tr><tr><td>PERSONAL & ADV INJURY</td><td>\$ 2,000,000</td></tr><tr><td>GENERAL AGGREGATE</td><td>\$ 5,000,000</td></tr><tr><td>PRODUCTS - COM/OP AGG</td><td>\$ 2,000,000</td></tr><tr><td>Abuse and Molestation</td><td>\$ 1,000,000</td></tr><tr><td>COMBINED SINGLE LIMIT (Ea accident)</td><td>\$ 2,000,000</td></tr><tr><td>BODILY INJURY (Per person)</td><td>\$</td></tr><tr><td>BODILY INJURY (Per accident)</td><td>\$</td></tr><tr><td>PROPERTY DAMAGE (Per accident)</td><td>\$</td></tr><tr><td></td><td>\$</td></tr></table>	EACH OCCURRENCE	\$ 2,000,000	DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 500,000	MED EXP (Any one person)	\$ 5,000	PERSONAL & ADV INJURY	\$ 2,000,000	GENERAL AGGREGATE	\$ 5,000,000	PRODUCTS - COM/OP AGG	\$ 2,000,000	Abuse and Molestation	\$ 1,000,000	COMBINED SINGLE LIMIT (Ea accident)	\$ 2,000,000	BODILY INJURY (Per person)	\$	BODILY INJURY (Per accident)	\$	PROPERTY DAMAGE (Per accident)	\$		\$
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	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A																												
B	Medical Professional Liability			AID0003450335801	12/31/2024	12/31/2025	<table><tr><td>Medical Expense</td><td>\$10,000</td></tr><tr><td>AD & Specific Loss</td><td>\$2,500</td></tr></table>	Medical Expense	\$10,000	AD & Specific Loss	\$2,500																				
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DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER IS NAMED AS AN ADDITIONAL INSURED AS RESPECTS TO THEIR INTEREST IN THE OPERATIONS OF THE NAMED INSURED.

DATE OF EVENT(S): 12/07/25 Mill Cities Relay--Road Race

INSURED RRCA CLUB/EVENT MEMBER: Mill Cities Alliance, Attn: Chip Mann, 351 Scenic Drive East, Sidney, ME, 04330

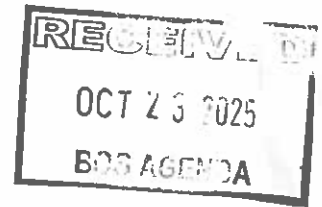
CERTIFICATE HOLDER**CANCELLATION**

12/07/25 Town of Hudson 12 School Street Hudson NH 03051	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
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6C2

TOWN OF HUDSON
12 School Street
Hudson, New Hampshire 03051
(603) 886-6024



APPLICATION FOR HAWKER/PEDDLER/INTERANT VENDOR'S LICENSE

Hudson Town Code, Chapter 232

Please complete the following information in full and return application to the Zoning Department.

1. Applicant: Ryann Williams DOB: 04 / 12 / 1998
2. Applicant's Address: 3 Canna Path Hudson, NH
3. Email Address: ~~pretty~~ prettysipsycafe@gmail.com
4. Home Phone #: (603) 521-4906 Business Phone #: (603) 521-4906
5. Goods Sold in the Name of: Pretty Sipsy Coffee Bar
6. Address & Phone if different from self: N/A
7. Type of Vending Operation/Merchandise to be sold: Coffee Trailer - selling coffee & tea
8. Description of Stand or Vehicle (include Make/Model): Cargo/Big Tex
9. License #: NHL 19 776170 Registration #: 0628A 0567136
10. Date(s) of Sales: October 24, 2025 - October 31, 2026
11. Proposed Location(s) of Sales (be specific): 197 Central St. Hudson, NH 03051
12. Approximate length of time at each Location: 1 year

- ☒ If proposed site is situated on private property, include a written statement from the owner and possessor of the property proposed to be used. This statement shall indicate consent by BOTH the owner and possessor for the proposed use and the period of time for which consent is given.
- ☒ In the case of sales relating to foods or beverages, include a copy of a valid Food Service License, issued by the State Department of Health & Human Services (271-4589).
- ☐ Applications will go before the Board of Selectmen at their next meeting following successful completion of this application, which is forwarded to the Selectmen's Office by the Zoning Administrator. If granted, applicant will be subject to all provisions of Chapter 232 of the Hudson Town Code governing Hawker/Peddler/Itinerant Vendors.
- ☐ Fees are \$5 for each day, \$25 for each week, or \$100 for each year. Annual licenses expire 12/31 each year.
- ☐ Exception for State License: Any person selling the product of his own labor, or his family, or the product of his own farm or one he tills. (RSA 320:3-II)

I, the undersigned, certify that all information provided in this application is true and complete to the best of my knowledge. I understand that any false statement will be considered sufficient grounds to refuse issuance of a license to operate within the Town of Hudson, New Hampshire.

Signature: Ryann Williams

Date: 10 / 07 / 2025

OFFICE USE ONLY

ZONING ADMINISTRATOR'S SECTION

Location is consistent w/Zoning regulations:

☐ Health License Date of expiration: ____/____/____

☐ Owners Permission

✓ Recommended

____ Not Recommended w/reasons: _____

 10/21/25
Zoning Administrator Date

Hillsborough County Registry of Deeds #: _____ /_____/_____
Date

POLICE DEPARTMENT SECTION

✓ Recommended

____ Not Recommended w/reasons: _____

 10/21/25
Chief of Police Date

TOWN OF HUDSON
12 School Street
Hudson, New Hampshire 03051
(603) 886-6024

APPLICATION FOR HAWKER/PEDDLER/INTERANT VENDOR'S LICENSE

Date: ____/____/____

Name: Prettysipsycate

Address: _____

Description of Goods: Coffee/Tea

Goods sold in the interest of: _____

Location of Sales: 197 Central St



Fee:

☐ Day--\$5.00

☐ Week--\$25.00

☐ Year--\$100.00

Date(s) of Operation: daily depending on season/weather

____ Approved

____ Disapproved by the Board of Selectmen on: ____/____/____

Reason for Disapproval: _____

PLEASE NOTE: State Food Service license must be renewed by ____/____/____.

Applicant must bring copies of the renewed license to the Selectmen's Office prior to their expiration. Failure to comply will render this license invalid.

Chairman, Hudson Board of Selectmen

____/____/____
Date

(This license must be retained and presented as evidence upon request.)



New Hampshire Department of Health and Human Services
FOOD PROTECTION SECTION
29 Hazen Drive
Concord, NH 03301-6503
603-271-4589

Food Service License

This certificate of license has been issued to

PRETTY SIPSY COFFEE BAR LLC
known as

PRETTY SIPSY COFFEE BAR

located at

3 CANNA PATH in HUDSON in the state of NH
Under provisions of Chapter 143-A, New Hampshire revised statutes annotated.

This license will be in force to September 30, 2026

Establishment Type 16D3 Cook Unit
Seating 0
Facility ID FA0010040

Erica Davis, Administrator
Food Protection Section
Bureau of Public Health Protection

LICENSE SHALL BE POSTED IN PUBLIC VIEW AT ALL TIMES - THIS LICENSE IS NON-TRANSFERABLE

OCCUPANCY AGREEMENT

This Occupancy Agreement (this "Agreement") is hereby entered into as of October 8th, 2025 by and between Posey Investments LLC ("Owner") and Pretty Sipsy Coffee Bar LLC of 3 Canna Path, Hudson NH 03051 ("Occupant").

- A. Owner owns the property located at 197 Central Street in the town of Hudson, in the State of New Hampshire (the "Property")
- B. Occupant has requested Owner's permission to use the grass lot, see attached site layout (the "Licensed Area").
- C. Occupant would take occupancy as of October 30th, 2025, subject to the town's approval of a hawker peddler permit.
- D. The initial term of the agreement will be for twelve (12) months October 30th, 2025 through October 29th, 2026, after which time it can be renewed in twelve (12) month intervals.

NOW, THEREFORE, the parties agree as follows:

- 1. **GRANT OF THE OCCUPANCY AGREEMENT:** Owner hereby grants to Occupant a revocable license to use the Licensed Area subject to the terms of this Agreement.
- 2. **AS-IS CONDITION:** Owner and Occupant hereby agree that Occupant has had the opportunity to inspect the Licensed Area and is accepting the use of the space in "As-is", Condition".
- 3. **USE OF AREA:** The Licensed Area may be used by Occupant and Occupant's employees, for the purpose of operating a mobile coffee truck. Occupant agrees: to comply with all applicable rules and regulations established by Owner for the use of the Licensed Area; to comply with all applicable laws, regulations and directions of governmental authorities; not to permit anything to be done which will create a fire or other safety hazard; not to allow or permit the use of the Licensed Area for any unlawful or objectionable purpose; not to interfere with other Occupants; not to disturb the quiet enjoyment of any neighbors; not to create a nuisance, litter or create excessive noise. At Owner's request, Occupant shall promptly provide a copy of all required permits. The Owner will retain 24 hr access to the site in its entirety. In the event anything of the occupants needs to be relocated, the Occupant will have 48 hrs to relocate the component. The pod is to remain in its marked location for the entire term of the agreement. This agreement is not a lease and does not create or convey any estate in years, easement, or any other interest in land beyond a license.
- 4. **SIGNAGE:** Tenant will be permitted to install its standard signage. Signage is at Tenant's sole cost and expense including any permits or approvals. Tenant also has the right to install directional signage in the parking lot, as well as promotional feather flags by the street.
- 5. **DATE AND TIME:** The Licensed Area may be used 24 hours a day, subject to local laws and regulations.
- 6. **OCCUPANT FEE:** In consideration for use of the Licensed Area, while Occupant occupies the Licensed Area, Occupant shall pay a License Fee in the amount of \$450 per month for the first 6 months (October 30th- March 30th) and \$500 per month for the remaining 6 months (April 30th-September 30th) payable in advance to Derek Management Co LLC, as of the 30th of each month without any prior demand and without deduction or offset, upon execution of this License agreement, to Licensor at the address specified below, or such other address as designated in writing by Licensor.

7. **INDEMNIFICATION:** Occupant shall indemnify, defend, and hold harmless Owner, and Owner's agents, from and against all liability, cost, expenses, and damages, including attorney's fees, incurred because of personal injuries, property damage or theft to the extent resulting from or in any way connected with the condition of the Occupant's use of the Licensed Area or any means of ingress thereto or egress there from.
8. **INSURANCE:** In conjunction with Section 5. hereof, Occupant shall obtain commercial general liability and commercial property insurance covering personal injury and property damage or loss, in an amount not less than One Million Dollars (\$1,000,000). At least five (5) days prior to commencement of use of the Licensed Area, Occupant shall provide Licensor with a valid certificate of insurance that (i) confirms purchase of the required insurance and (ii) contains the appropriate endorsement naming Owner's as additional insured.
9. **ASSIGNMENT:** It is expressly agreed that Occupant shall not assign its rights or delegate its duties under this agreement.
10. **RISK OF LOSS:** The risk of loss or damage to any materials, equipment or any other personal property of the Occupant or any other party shall remain solely with the Occupant, or any other party as the case may be, except to the extent such loss is caused by Owner's active negligence or intentional misconduct.
11. **LIABILITY:** Occupant acknowledges and agrees that Owner has no liability under this agreement, except as previously stated in Section 7, or Owner's breach of Occupant's quiet enjoyment and Occupant agrees that Occupant will not make any claim against Owner in any legal proceeding which may arise from the use of the Licensed Area.
12. **EXCLUSIVENESS:** The license is not exclusive, and Owner reserves the right to grant other licenses whether similar or for other uses, of separate spaces excluding the Licensed Area.
13. **DEFAULT:** Occupant shall be in default if Occupant fails to perform or observe any obligation under this Agreement. Notwithstanding any other provision of this Agreement, upon an occurrence of default, Owner shall have the right to, after 15 days written notice, cancel this Agreement, remove Occupant from the Licensed Area and recover from Occupant all damages suffered by Licensor as a result of such default. If any action or proceeding is brought by either party against the other pertaining to or arising out of this Agreement, the finally prevailing party (i.e., the party that recovers the greater relief as a result of the action or proceeding) shall be entitled to recover all costs and expenses, including reasonable attorney's fees, incurred on account of such action or proceeding.
14. **WAIVER OF NEGLIGENCE; NO SUBROGATION:** Owner and Occupant each waives any claim it might have against the other for any injury to or death of any person or persons or damage to or theft, destruction, loss, or loss of use of any property (a "Loss"), to the extent that the same is insured against under any insurance policy that covers the Project, the Licensed Area, Owner's or Occupant's fixtures, personal property, leasehold improvements, or business, or, in the case of the Occupant's waiver, is required to be insured against under the terms hereof, regardless of whether the negligence of the other party caused such Loss; however, Owner's waiver shall not include any deductible amounts on insurance policies carried by owner. Each party shall cause its insurance carrier to endorse all applicable policies waiving the carrier's rights of recovery under subrogation against the other property.
15. **ALTERATIONS; IMPROVEMENTS; REPAIRS AND MAINTENANCE:** Occupant shall not make, nor be permitted to make, any alterations, improvements, additions or installations to the Project or the Licensed Area without written permission from the Owner. Occupant shall maintain the Licensed Areas in a clean, safe, and operable condition, and shall not permit or allow to remain any waste or damage to any portion of the Licensed Area or the Project. No items may be stored outside the space.
16. **SURRENDER OF LICENSED AREA:** Upon the end of Occupant's license Term, or if this Agreement is cancelled by Owner as set forth above following breach or default by Occupant, Occupant shall deliver the space vacant in broom clean condition. In addition, at Occupant's sole cost and expense, Occupant shall remove any and all equipment including but not limited to all tanks, process piping, electrical wire & equipment specific to the Occupants business, and repair any and all damaged caused by the removal of said equipment. Occupant also agrees to remove any other personal items stored in other areas of the property. If Occupant fail to deliver the space as described within 30 days, Owner shall have the right to do the work at Occupants expense, including any loss rent resulting from the delay.

17. **ENTIRE AGREEMENT:** This Occupancy Agreement constitutes the entire agreement between Owner and Occupant regarding the subject matter hereof and supersedes all oral statements and prior writings or communications relating thereto. Except for those set forth in this Occupancy Agreement, no representations, warranties, or agreements have been made by Owner or Occupant to the other with respect to this Occupancy Agreement or the obligations of Owner or Occupant in connection therewith.

IN WITNESS WHEREOF, Owner and Occupant have executed this Agreement as of the date first shown above.

OWNER: Posey Investments LLC

By: Don Dumont Manager

Date: 10/20/2025

OCCUPANT: Pretty Sipsy Coffee Bar LLC

By: Ryan Williams

Date: 10-18-2025

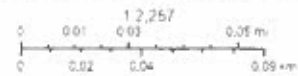
Site Layout

Licensed Area: The licensed area which is subject to all terms and agreements set forth in the Occupancy agreement between Posey Investments LLC(Owner) and Pretty Sipsy Coffee Bar LLC (Occupant) is restricted to the red highlighted area located within Lot 197 on the map below.

197 Central



10/7/2025





HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the October 14, 2025 Meeting

7:00 PM

Board of Selectmen Meeting Room, Town Hall

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

Regular meeting will begin immediately after Non-Public Session

1. **CALL TO ORDER** – by Chairman Dumont the meeting of October 14, 2025 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.

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

3. **ATTENDANCE**

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

Staff/Others: Town Administrator - Roy Sorenson; Police Chief - David Cayot; Fire Chief - Scott Tice; Director of Development Services - Elvis Dhima; Chief Assessor – Jim Michaud; Recreation Director – Chrissy Peterson; Supervisors of the Checklist – Garland Mann-Lamb, Kimberly Allan and Kathleen Haloon; School Board Liaison – Mike Campbell; Executive Assistant - Lorrie Weissgarber.

4. **PUBLIC INPUT** – None

5. **RECOGNITIONS, NOMINATIONS & APPOINTMENTS:**

A. Recognitions – None

B. Nominations – None

C. Appointments – None

Chairman Dumont: We don't have any recognitions, nominations, or appointments, so I'll move on to consent items. Does any member of the Board wish to remove any item for separate consideration? Selectman Morin?

Selectman Morin: Remove item D.

Chairman Dumont: We're going to remove item D. Do we have a motion for the other consent items?

Selectman Jakoby made a motion, seconded by Selectman Vurgaropoulos, to approve consent items A, B, C, E and F. Motion carried, 5-0.

6. **CONSENT ITEMS**

A. Assessing Items – None

B. Water/Sewer Items – None

C. Licenses & Permits & Policies

- 1) Raffle Permit – Knights of Columbus
- 2) Outdoor Gathering Permit – Nema Diwali Festival

D. Donations

- 1) Pickup Truck for Fire Department – Resident Raymond Richard

Chairman Dumont: Selectman Morin, could you just speak to item D?

Selectman Morin: Just as a donation, if the Chief wants to come up and talk about that at all.

Chief Tice: Thank you, yes, this is donated from a Hudson resident. He had a vehicle that he was going to send to the junkyard, so he thought it would be better use to donate to the fire department for training than to send to

the junkyard. So, we're going to take that, and we'll put it to good use training, and cut it into a lot of little pieces, and then send it to the junkyard where it was going to head anyways.

Chairman Dumont: And, you know, Mr. Sorensen brought up a great point, depending on how you do during your budget review, you might want to hold on to that truck, you might find you need it.

Chief Tice: It might have less rust than the one we're trying to get rid of, so.

Selectman Morin made a motion, seconded by Selectman Jakoby, to authorize the Fire Chief accept the donation of a 2013 Chevy Silverado 1500 WT from Hudson resident Raymond Richard, for training purposes, pursuant to RSA 31:95-e, with the Board's thanks and appreciation. Motion carried, 5-0.

E. Acceptance of Minutes

- 1) September 30, 2025

F. Calendar

10/16	6:00	ZBA Training/Workshop	Buxton Meeting Room
10/16	7:00	Board of Selectmen – Budget	BOS Meeting Room
10/16	7:00	Benson Park Adv. Committee	Hudson Cable Access Center
10/20	7:00	Town Hall Advisory Committee	BOS Meeting Room
10/20	7:00	Conservation Commission	Buxton Meeting Room
10/21	7:00	Municipal Utility Committee	Buxton Meeting Room
10/21	7:00	Board of Selectmen – Budget	BOS Meeting Room
10/22	7:00	Planning Board	Buxton Meeting room
10/23	7:00	Board of Selectmen – Budget	BOS Meeting Room
10/27	7:00	Sustainability Adv. Committee	Buxton Meeting Room
10/28	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS – None

8. NEW BUSINESS

Chairman Dumont: We will move on to new business. I'm going to change the order of business, and we're going to go directly to items E and F, and I will recognize Mr. Jim Michaud, if you could please come on up.

D. Veterans Tax Credit Expansion – Assessing/Decision

Jim Michaud: Good evening, board members and the public. I believe the first one is dealing with a potential warrant article to expand the totally and permanently disabled veterans tax credit. I should say it's service-connected, totally and permanently disabled veterans tax credit. The legislature passed the law, and the governor signed it. That stops us from combining the optional vet credit and the totally and permanently disabled vet credit. That legislation also expanded the maximum local enabling legislation on the disabled tax credit from \$4,000 to \$5,000. So that's what they did. So, we've been combining them, as all the other communities have been. So, if I'm a totally and permanently disabled veteran, and I'm receiving my tax credit, I'm getting a \$3,000 tax credit currently through 2025, including this year, and I'm getting my \$600 optional veterans tax credit, I'm qualified for both. So, I get \$3,600 as a tax credit off my bill. In 2026, the \$600 goes away. So, all they would have is the \$3,000 tax credit. So, if we do nothing, the board does nothing, and the voters don't do anything, then they'll have a \$600 tax increase, regardless of what you do with the budget. So, what I'm recommending, what other communities are also recommending, is that you at least keep them whole by increasing the totally and permanently disabled tax credit, moving it from \$3,000 to \$3,600. So, we're getting \$3,600 tax credit this year, they would get a \$3,600 tax credit next year, assuming you put it on the ballot and the voters are approving it. So that's a revenue neutral, right? It doesn't increase or decrease the amount of tax credits in the community. You might want to give a consideration to going more than \$3,600, to say \$4,000. Why is that? Well, the prior max was \$4,000. Our \$3,000 was the prior, prior max, and we just, we never moved it up to \$4,000. And that's something the voters could have done, it's something Board of Selectmen could have done, it's something I could have recommended, and I didn't, I did not. So, that's what I'm asking the board to consider, is putting a warrant

article on at an amount as you would determine. I have some math in my memo, there's only 71 of these, 71 properties that have the totally service-connected, permanently totally disconnected tax credit. And I laid out the math on how that impacts the rate. You know, it's a small number, 71. Our optional veterans tax credit count is around 1,000 plus. So, that's a, that's a, that's a different financial calculation. So, I'm sure the legislature had its, had its reasons. One of them is, in terms of disconnecting the two credits. If you're an all veteran, and you're totally permanently service-connected, you can't get both. So, I think what the legislature saw was, well, this, we have these two different groups of veterans. One can get them both, and the other one can't. So, they could have said, let's include the all vet with the optional. And, sorry, with the totally and permanently tax credit. But instead, they went the other way. They said, we're going to decouple them. So, that's it, if I haven't confused you yet.

Chairman Dumont: I just have one quick question. So, you said there's 71 individuals that are on the T and D right now. And, there's 1,000 that currently are receiving the \$600 tax credit, the optional?

Jim Michaud: There's 1,000, right, optional vet credit now.

Chairman Dumont: So, if we change to, let's say, just to make it whole to the 3,600, do you anticipate, you know, you'd have, I guess, the full, it'd be 1,071 that would now be receiving 3,600 versus, you know, just 71 getting the 3,000 and.

Jim Michaud: No, no, the 1,000 now are getting the 600.

Chairman Dumont: Yep.

Jim Michaud: I don't have a memo suggesting to change that 600.

Chairman Dumont: Okay.

Jim Michaud: This memo would change just one credit, the T and D, from 3,000 to a number certain. I'll just use 3,600. Okay. 71 properties.

Chairman Dumont: So, the optional does not go away.

Jim Michaud: The optional does not go away. It goes away for the totally and permanently disabled. They used to get two, now they're going to get one. But if you make the number the same, then there's no harm. So, the T and D.

Chairman Dumont: Yeah. Questions from the Board?

Selectman Guessferd: Not so much a question, I guess, but, okay. So, I looked through all the numbers. I looked through the, you know, a lot of great, you know, great information here. Especially the communities and the information on the different communities and what they are doing. Differently sized, same size as ours. And, you know, I do appreciate all that. My thought is \$4,000. And, you know, we're below the maximum right now. We stay below the maximum. I don't, I think it's, I think it's important that we support, you know, our permanently disabled veterans, but not, you know, cause a big hit on our, for our tax, taxpayers. But I think our taxpayers would probably be okay with just, it's basically an additional \$400, right? You know, per 71, right? So, 71 times 400, I think you have the math in here somewhere. It's \$28,500 in additional appropriations. So, that's my thought. So, I'll leave it, I'll leave it out there.

Chairman Dumont: Any other questions or comments?

Selectman Jakoby: So, are you making a motion?

Selectman Guessferd: Not yet. I just didn't know if there was additional discussion.

Selectman Jakoby: Sure.

Selectman Guessferd: If there's no additional discussion, then I will make the motion.

Selectman Jakoby: I will, I concur. I was thinking \$4,000 as well, you know, being that the minimum, you know, the minimum has, it has increased to a \$5,000 maximum. If we're going to \$3,600, I think the extra \$400 is just helpful, and we're dealing with 71, we're not dealing with 1,000 people. So, I would support a motion to that effect.

Selectman Guessferd: Okay, does anybody else have any comments? Because otherwise, I'll make a motion.

Chairman Dumont: So, I'll just share that my initial thought after going through this, because we hadn't got through budget yet, was to just make them whole at the \$3,600. I'm not against doing the increase that's there for a reason, and I think that if anybody's just serving, deserving, then obviously it would be that group. I would say we could have a preliminary discussion here tonight. We're going to be talking about all the Morin articles in November. If a formal decision wanted to be made then, but ultimately, it's the will of the board which direction you'd rather go.

Selectman Vurgaropulos: I support the 4,000 change. Make it, you know, make it even plus a little. The, with the \$5,000 being the max, like, I think that's fair. Kind of, in my mind, it kind of incorporates COLA into it, so.

Selectman Guessferd: Right, and there hasn't been an increase in that.

Selectman Vurgaropulos: Yeah, so like, I don't know that we actually put COLA against our exemptions, but I think it's kind of fair.

Chairman Dumont:

Chairman Dumont: Selectman Morin? Saw your hand first.

Selectman Morin: I, I agree with the two, but I agree with you. Let's just put it on the, the Morin article list and deal with it when the time comes.

Selectman Jakoby: I would, I would like to just take action on it tonight and create the Morin article. I think to Mr. Amisho's point, he said at any point, he could have brought forward an increase to the \$4,000 or an increase earlier, and that, when did the new, the new \$5,000? You said it went up to a \$4,000 max years ago, and then \$5,000 recently?

Jim Michaud: So, the \$5,000's effective for next year.

Selectman Jakoby: Okay.

Jim Michaud: That's the new upper limit. And I want to say it's been at \$4,000 since 2021. So. We had changed it to \$3,000 right on the cusp of the legislature, then bumping it from three to four.

Selectman Jakoby: Four, okay. So, we're kind of on the cusp of the next one.

Jim Michaud: Yep.

Selectman Jakoby: So that's why I feel we might as well just take care of it now and not have to deal with it again later, because Mr. Michaud is here. And he made, makes to me a valid case that it could have been done sooner. We haven't, the \$4,000 to me seems reasonable to go on the warrant at this point.

Selectman Guessferd: All right, I will also make a comment here. I appreciate the understanding of waiting to do it later on. I think if it's something we're going to do anyway, I mean, I'm going to vote for it one way or the other. And if we just take that into account when we're doing the rest of our warrant articles, again, we're going to be asking the voters to vote on it.

Selectman Jakoby: Right.

Selectman Guessferd: So, don't want to be a pick at the trough, but I think this is a worthy, an item, and to show the veterans our support. So, from my perspective, and just so everybody understands, most people who know me know I'm a veteran. I'm not a permanently disabled veteran, so this does not affect me personally. So, I just want to make sure that's clear that I'm not doing something, I'm voting for something here that's going to affect me financially. Otherwise, I probably wouldn't be bringing it up. I'd probably abstain.

Chairman Dumont: I appreciate the clarification.

Selectman Vurgaropulos: I was in the same boat. I was going through this, and I was like, I'm not quite there. So, I'm in the same boat as you. Not full, but I think it's worth it.

Selectman Guessferd: Yeah, so yeah, so I will make the motion, and we can decide how we vote. And I will honor whatever the vote is, and we can address it later if that's the way it ends up going.

Selectman Guessferd made a motion, seconded by Selectman Morin, to approve the forwarding of a warrant article to the 2026 ballot to increase the amount of the RSA 72,35 Service-Connected Permanent and Totally Disabled Veterans Tax Credit from \$3,000 to \$4,000. Motion carried, 5-0.

Selectman Morin: I'll second it, but I got a question. If we voted no, does that not set, that's why it needs to be worded correctly. Because if we, just to throw it out there, I'm going to vote for it. But depending how the vote goes, it could say, no, it's not going through the warrant the way it was read. That's all.

Selectman Guessferd: Well, if I'm reading the tea leaves correctly, I think it's going to pass. But I understand the sentiment.

Selectman Morin: But, okay, just so that was clear, though.

Selectman Guessferd: No, no, I think you make a valid point.

Chairman Dumont: I apologize. Selectman Vurgaropulos, did you get the second on that? Or was that ...

Selectman Vurgaropulos: I gave it to Selectman Morin.

Chairman Dumont: Selectman Morin, I just wanted to make sure you had the record correct. All right, any other discussion? We'll forward it to the warrant.

Jim Michaud: Thank you, Mr. Chair.

E. Solar Exemptions – Assessing/Discussion

Chairman Dumont: Thank you very much. You have the next item on the list for the solar exemptions. Take it away.

Jim Michaud: Thank you, and I'll just speak briefly to the last vote. We'll put it in legalese language, right? It's going to be approved by the attorney. There's a certain way that has to be presented in the statute. And then, of course, that'll all be reviewed. So, the next item is dealing with solar exemption. Currently, we have 100% solar exemption. So, if I have panels on my roof, if I own a commercial industrial building, and I have some panels, and I've applied for the credit, not everybody has applied, I get 100% of the value of those solar panels. It's not taxed at all. There are communities around the state that, A, haven't adopted the solar exemption. There's communities that have adopted it at 100%, and there's communities that have capped it. I presented some talking points, I would suppose, in the second paragraph. And the solar exemption is applicable to everyone that owns property, all kinds of property. Residential, commercial, industrial, it's not just for residential, it's for everybody. And I've included in a spreadsheet our largest solar installation that I could find for two Wentworth Drive, 329 kilowatts. They did not apply for the exemption. Just to give you an idea, the value that we've assigned to that is \$263,000, and the applicable taxes is about \$4,300, right? So, they're paying \$4,300 more because they didn't apply. But it gives you an idea of some of the scale. And yeah, we have some large buildings in the community. We have a large building being built. And so, I presented out there, I did it earlier this year on the SWOT analysis. Food for thought for the Selectmen. We can continue the discussion. The easiest thing to do is to do nothing, right, or postpone it. I did not go to Sustainability on this, right? This is me coming to you, so I haven't directed it anywhere else. And I just, I thought it was worthy of discussion on the board. Questions or comments from the Board?

Selectman Jakoby: I'll make some comments. You know, the key here that stood out for me is it goes by property ownership. It doesn't matter whether it's a big building, small building, or whatever. I have concerns. I think that putting a cap on it might be a good idea for the town, as many do, especially with some of the larger buildings that we have in place. The key here is you can't distinguish between residential and non-residential. And that's what I want the public to be aware of. So that's where my rub comes with what is fair to a resident and also fair to larger companies. So, I'm leaning towards putting out there some kind of cap. That's where I'm leaning right now, unless other people have other ideas.

Chairman Dumont: At the very least, I would agree with that. I will tell you, I'm gonna go a little bit further. I think that the exemption should be eliminated in totality. I don't believe that the value of somebody's home should be exempt because of their choice to put solar panels on there or not. Everybody has different opinions, different ways that they think that it's better to operate and run their home, and for whatever reason, you put solar panels on there and that value's exempt. And for the rest of the taxpayers to foot the bill and pick up the difference in that, I don't think is very fair. So, if you want to buy solar panels and you want to put them on, you want to make your electrical cheaper, go for it. I just don't think that the taxpayers should be footing the difference in that valuation, so.

Selectman Jakoby: Do we, I should ask Mr. Michaud, so do you know the history on why we didn't put a cap?

Jim Michaud: So, it was 2015, it was a petition warrant article. Okay. Petition warrant article failed.

Selectman Jakoby: Yeah.

Jim Michaud: But later that year, Board of Selectmen, under legal advisement from the attorney, determined that they could change it by, they could adopt it by ordinance. So, it was not, it just wasn't a discussion back then.

Selectman Jakoby: Okay.

Jim Michaud: It wasn't a cap or no cap. It became more of a weak, in my opinion.

Selectman Jakoby: Yep.

Jim Michaud: And I've included some of the minutes of that.

Selectman Jakoby: Yeah, I just was trying to understand.

Jim Michaud: We can do this. The attorney said we can do this. And that seemed to be more of a zeitgeist as opposed to, well maybe we should.

Selectman Jakoby: Right, right, right.

Jim Michaud: Kind of come up that way. And it was a different solar environment too, all right? There's more installs now, there's less installs then.

Selectman Jakoby: Well, and that's what I wanted to say. I mean, 2015 was a very different time than it is now. And I tend to agree with Chairman Dumont on this, that whoever's putting solar panels on, you're getting a benefit based on your use of electricity. I'm not sure why a tax benefit would be advantageous for the community. And that's why I look at tax benefits, advantageous for the community and for the individuals. And with the larger installments and things, I tend to agree with Selectman, Chairman Dumont.

Selectman Guessferd: Just as a point of discussion, isn't there a federal tax credit for solar on federal taxes?

Selectman Vurgaropulos: There is, but most of the time, you're probably going to say this, most of the time, and I know because I'm in this, you don't get that credit. Because most of the time when you sign up for your panels, you sign that credit away so you get a reduction on your panels. That's what a lot of people do.

Jim Michaud: There were changes in some bills this year at the federal level. So, I don't want to speak out of turn, but I believe the tax credit's going away at the federal level. But I'll hedge a little bit on that. And that kind of doesn't, we're doing our thing, they're doing their thing.

Selectman Guessferd: I understand. I mean, and I tend to lean in a similar direction, although I think probably in the direction of a cap at the most. But I mean, I do, I understand the fact that they're getting less expensive solar. Quite frankly, I'd kind of like to get some input from the public on this. I don't know if we end up getting any, because I'd like to see what the general feeling is beyond just what we're saying here. I mean, is this something that most people care about? And not that we're going to hear from everybody, but I know there's a benefit. There's definitely a benefit to the individual, to the individual property owner. I'm kind of a little bit on the fence on this.

Chairman Dumont: So, my point of view as far as the public goes, it was on the agenda. I think we've given notice from that forum. We could draft, obviously, I think the appropriate way would be to draft a warrant article if you

were to eliminate that exemption anyways, where the public will be able to voice their opinion on that. And then just to simplify it, I have a hard time government incentivizing and controlling or trying to control certain items of the free market. I think that it's better off to let the market handle it itself. If people want to purchase the solar panels, then that's the way to go. I don't think it should be incentivized through a tax credit.

Selectman Jakoby: So, let me just go there. So, the reason I'm pushed more and more towards getting rid of the tax exemption is, and thank you for this, the ballot results of March 10th, 2015, where there was a by petition, adoption of a property tax exemption for solar energy systems, and it failed. So, the public, at least in 2015, voted not to do that. So, if we put forth a warrant article to eliminate that tax credit, to your point, the public can have an opportunity to weigh in on that. And then again, come vote, and based on that, we will know the will of the people.

Chairman Dumont: And I will offer the same thing, obviously, that we spoke about before, with this could, if nobody's ready to make a motion here tonight, while I am, I'm not gonna force the Board to do something they're not comfortable with. It could be a preliminary discussion. We could finalize that in November with the other warrant articles. Mr. Sorensen, did you have something to add?

Roy Sorenson: No, I agree. I think maybe you hold this one until we hear what proposed warrant articles in November. As Mr. Michaud mentioned anyways, we will have to re-read the one you took action on tonight to make sure it reads properly. So, you're going have to address both of these in November anyways. Thank you very much.

Selectman Vurgarouplos: I'm not really, I'm kind of biased, I understand this. I think there's a benefit on both sides. I understand the majority of the benefit is to the user or the resident that applied solar panels to their home. I do think it's fair to apply a cap, but I do think there's a benefit both to the resident and somewhat to the town when someone does apply solar, because it does alleviate some of the grid and things like that nature. So, I would be willing to entertain a cap. I'm not really feeling elimination. Unless I get some more data.

Selectman Guessferd: No, I'm just going to say if we're going to address this in November, when we talk about the warrant articles. In between now and then, I invite the public to email us, contact us, and give us your input as well. But I think a warrant article, eliminating it, putting it out there for the voters, makes a lot of sense.

Jim Michaud: I'll add some additional data between now and then, right? How many properties have it? What's the average? What's the median? What's the average and median tax savings? There's folks out there that don't think solar adds any value at all. We've done our analysis. We believe it does. Not everybody, it's not universal, right? And we're talking about owned, right? You own it, right? At least we put no value on it. We still tell them to apply for the exemption. In case I leave, somebody else comes in and says, at least one's of value. But in any event, I would intend to bring in more data.

Roy Sorensen: Jim, if I might. So, the cap can go either based on the kilowatts or a monetary value? Is that correct?

Jim Michaud: I believe it's monetary value. I believe that there's communities that didn't cap it the way the statute envisions.

Roy Sorenson: Okay, and if the cap is in place, and more people come on, and that value goes down per property?

Jim Michaud: Well, if you say that we're going to cap it at \$50,000 worth of value, the first 50 is exempt.

Roy Sorenson: Okay, thank you.

Chairman Dumont: All right. So, at this time, I guess we'll ask you to bring in some more data for us when we go over more articles in November.

Jim Michaud: Very good.

Chairman Dumont: All right, thank you very much. All right, we're going to return back to our normal order of business. Item A, the public hearing for acceptance of Garden Circle. And I will recognize the Director of Developmental Services, Elvis Dima.

A. Public Hearing: Acceptance of Garden Circle – Engineering/Decision

Elvis Dhima: Thank you, Mr. Chairman. Good evening, everyone. As you're probably aware, Planning Board approved the nine lots of division not too long ago. It's complete. I think it's an understatement to say that they sold like hotcakes. But we have a beautiful single-family development out there right off Central Street. It's complete. Everyone has signed off. They're putting a ten-year requirement bond. I'm sorry, the two-year maintenance bond. That's already done, approved by the Planning Board. It's ready for approval and acceptance by us. It goes through you. It needs a public hearing tonight with a ten-day notification, which already took place. So, in a nutshell, this is ready for prime time. And with that said, I'll take any questions you might have.

Chairman Dumont: Questions or comments from the Board? None. I will open up the public hearing. Get my phone to get the right time here. At 7:28 p.m., if anybody's in the audience that would wish to come up and speak on this. Come up and state your name and address. Not seeing anybody, I will close at 7:28 p.m. I'll be looking for a motion from the Board. Motion would be to accept Garden Circle as a town road with a two-year maintenance, and as recommended by the Town Engineer and Public Works Director.

Selectman Guessferd made a motion, seconded by Selectman Vurgaropoulos, to accept Garden Circle as a Town road, with a two-year maintenance and, as recommended by the Town Engineer and Public Works Director. Motion carried, 5-0.

B. Department Update: Recreation – Recreation/Informational

Chairman Dumont: Next up we have the department update, and I will recognize the Director of Recreation, Chrissy Peterson.

Chrissy Peterson: Good evening. Thanks for the opportunity to present you the Recreation Department update. Rec is definitely one of my favorite subjects. My home away from home. So, let's talk Rec. So, this is your Recreation Department. I like to say that we are small, but we do big things. Obviously, myself, my Administrative Aide, who is much more than her job title, our Senior Service Coordinator, our part-time custodian, and then also considered employees are our summer counselors and our CITs. So, the vision statement of the Recreation Department is to be the cornerstone of the Hudson community, offering engaging programs and events that bring people of all ages together through shared experiences, strengthening Hudson as an active and connective town. Our mission statement is we are dedicated to enhancing the quality of life in our community by providing citizens with a broad range of exceptional, safe, and affordable recreational opportunities. We believe in promoting community pride by creating positive experiences that fulfill the needs of the community and create lasting memories. Our core values are built around and guided around the acronym CARES, because that essentially is behind everything that we do. So, C for community, we foster connections and pride. A for activity, we try to inspire, encourage healthy and active living for all ages. R for recreation, because at our core, that is what we believe in. E for experience, we create meaningful moments and lasting memories. And S for service, we serve our community with dedication and care. So, this is an overview of the Recreation Department. This kind of breaks down our two indoor facilities consisting of the Community Center and the Senior Center, our five outdoor spaces, and the wide range of programs and events that we offer annually to the community. This slide is a vendor breakdown. Although these people are not necessarily the owners of the facility, on staff, as employees, they are people that we need to secure to ensure that the programs and events that we offer run smoothly. So, just to point out one, for example, basketball, last year we had 57 teams consisting a breakdown of five different, sorry, leagues. So, we needed 57 coaches, and that's not including the assistant coaches. Excuse me. We also needed gym monitors because we utilize not only the Rec Department, but obviously we also use four gyms of the schools as well. And then we hire and secure referees and pay them. So, this slide begins our, did you have a question?

Selectman Guessferd: Sorry. I just wanted to clarify, when you talk softball.

Chrissy Peterson: Yes.

Selectman Guessferd: There might be another sport, but it's not actually the children's softball. The girls' softball is actually done by a private organization.

Chrissy Peterson: Yes, yep.

Selectman Guessferd: So, you're running adult softball.

Chrissy Peterson: Correct.

Selectman Geussferd: Men's and women's and co-ed.

Chrissy Peterson: Yes. Yeah, well co-ed is actually a private league that rents our field in the fall.

Selectman Geussferd: All right, just want to make sure everybody kind of understands that.

Chrissy Peterson: Yeah, good question. So, this begins our SWOT analysis, so this is our strengths. Some of those consist of having affordable events and programs, wide variety of programming offered from toddler age to the senior citizen community, dedicated, reliable, passionate staff with a commitment to community service, established facilities, a strong engagement for our social media platforms, strong partnership with the Hudson SAU, other municipal departments, and community volunteers, and a positive reputation as the hub of the community that promotes connectivity. Some of our weaknesses include outgrowth of current indoor facilities, lack of outdoor fields, budget constraints that can limit program expansion and innovation, condition of the Community Center parking lot in relation to our summer program, specifically mean kind of potholes, limited staffing and resources to meet growing community demands and lack of green space. Some opportunities we have would be expansion of the industrial drive pickleball courts into a multi-sport complex, targeting a new audience, meet changing recreational needs as they come, securing grants as funding sources, addition of green space for summer program, possibly removing some of the parking spots now that boating's not there anymore, to the right of the building for the summer program, paving in or filling in the potholes at the Community Center to make it a little more safe, updating the Community Center floor with a better suited floor for both athletics and events, and widening the driveway at the entrance of Liberty Field Gate, which is the Liberty Field slash Freedom Field Gate. Some threats we can possibly face would be competition from private organizations that could affect our participation and revenue, potential budget cuts, community expectations for low program fees despite rising program and operation costs, volunteer burnout, that's always a concern, lack of green space to accommodate the summer program needs, and progression of the community center floor affecting athletic programs. So, this is an overview of the revenue that we have for the general fund, so this breaks down, kind of shows you where everything comes from, and that kind of is broken down from our community events, our summer program, and our athletic programs. And I think it's clear that when looking at it, we've kind of continued our trend of record-breaking revenue. This past year, we took in \$361,000 dollars which was roughly \$42,000 more than the year prior, and it's approximately \$120,000 more since 2019. So, I think it shows the need and the demand for the department by the community. I should also mention too that when looking at the cost of, that it costs us to run each program, including the summer program salaries as well, in comparison to our revenue, they pay for themselves. Those programs are definitely paying for themselves. So, this slide is our senior program revenue, which this operates out of revolving fund. You'll see the breakdown where this money comes from, which would be our senior trips, our senior activities, annual membership fees. I think it's clear by the color of the pie chart that blue is definitely bringing in the most, and that's our trips. And we've had a huge increase in revenue there since we started offering international trips a couple years ago. So, this just gives you a little bit more look at some of our bigger programs to kind of give you an overview of the participation. So, for FY25, our basketball program, our revenue was \$45,850. That broke down to 57 teams consisting of five leagues, and we had 493 participants. Our summer program, our revenue was \$231,541, which was \$28,000 more than FY24, and we had 520 participants. Soccer, this one continues to grow every year. Revenue was \$40,534. That broke down to 51 teams and 532 participants. Our summer program, again, the revolving fund, but this shows you that we had 1,018 patrons. And then again, it just kind of highlights some of the revenue there. Community events, this one is ever-changing, kind of hard to nail down, but our revenue was \$24,124. I did list some of the bigger ones, like our father-daughter dance. You know, we have 500 people that attend that. Comedy shows on average are 300. One show could be 350, another show could be 320, kind of anywhere. Mother and Son event we started two years ago, and that runs on average at 320. So, gives you those. And then our SMART goals. One would be to continue to increase participation, not specifically for one program, but just kind of overall. So, we strive to shoot for at least a 5% increase. Some of those efforts would consist of expanding marketing efforts, possibly

offering promotion like we started to do with our early bird special for our summer program, where parents and people can save. And the goal would be to do that by the end of FY27.

Chairman Dumont: Okay. Excellent. Thank you very much. That was fantastic.

Selectman Guessferd: So, I have a couple questions, thoughts. I just want to make sure, based on the numbers, it only costs the seniors \$10 to join.

Chrissy Peterson: Correct. And then they pay for field trips and things like that. Yes, yep. Optional, always optional. The building is completely open. You can just go and socialize, have coffee, do what you want, but you can also sign up for aerobics, line dancing, field trips, different things like that.

Selectman Guessferd: Some of those field trips are pretty amazing fun.

Chrissy Peterson: They are. I'm considering chaperoning some.

Selectman Guessferd: Okay. With the growth in the summer program, it continues to grow every year.

Chrissy Peterson: It does.

Selectman Guessferd: Do you envision a point at which you're going to outgrow where you are?

Chrissy Peterson: I do, 100%.

Selectman Guessferd: And when would that be?

Chrissy Peterson: At the trend that we're going at, it could be this coming year. Yeah, to be completely honest, which is, it's tough. It's a great value for parents in town. There is, hands down, no program. We have done the data, we've done the research. There is nowhere that is as affordable as we are and as good of a value, but we can only fit so many. And we always have to balance it with our ratio from counselors to the participants as well. So, if people keep coming in, yeah, it's definitely going to be expected that we would have to shut it off eventually.

Selectman Guessferd: Cap the participants then.

Chrissy Peterson: Yep.

Selectman Guessferd: The only other thing is the new pickleball courts. That's gonna be another facility that you're gonna have available for folks to use.

Chrissy Peterson: Yes, yep.

Selectman Guessferd: And you're involved with that. If people have to come, who do they come to to preserve time or things like that?

Chrissy Peterson: So right now, it's just an open court. It's just like all our other courts. It's drop-in, first-come, first-serve. It definitely has pickleball etiquette rules that we do need there. But other than that, it's just first-come, first-serve. But I can tell you that our senior citizen pickleball crew is highly enjoying it, so yeah.

Selectman Guessferd: And it was immediate success, correct?

Chrissy Peterson: Yes, absolutely. They were waiting at the gate to get in before it was open.

Selectman Guessferd: Very good. I just want to say, your department does an amazing job. It's one of our, I think it's one of our shining stars in Hudson. And really, I personally appreciate everything that you do.

Chrissy Peterson: Thank you. We appreciate that.

Chairman Dumont: Mr. Sorensen, you had a question?

Roiy Sorensen: I'll defer to Selectman Jakoby first.

Selectman Jakoby: So, what do you think, currently, what would be the cap for the summer program, are you thinking? Are you thinking?

Chrissy Peterson: Probably 530.

Selectman Jakoby: 530?

Chrissy Peterson: Yeah, we had 520.

Selectman Jakoby: You had 520, so you're pretty much at the cap.

Chrissy Peterson: We are. I mean, numbers change every year, but the way that we've been going.

Selectman Jakoby: I just wanted the public to know.

Chrissy Peterson: Yeah, yeah, just to keep things safe. I just don't know if we can go too much more.

Selectman Jakoby: Well, and I think safety is really important. I think pointing out green space with your summer program is a really important one. And to your point, not having the elections there, what can happen at that property, I think is an opportunity, and something that you may wanna make sure, maybe setting a goal on how to review that space, and really look at your physical space. Because I didn't see, I mean, that's not really in the goals to do that.

Chrissy Peterson: It wasn't listed as one of my summer goals, but definitely it is one of them, yes.

Selectman Jakoby: Because I think that's a multi-year discussion. So, for me, it would be to get some piece of that on this next year to start that conversation. Because I know I had an opportunity to walk the property with you, and we brainstormed some wonderful things of where this program could go, having some background in this area as well. So, I would like to see something like that there. My other concern or opportunities, the question, and I don't know how this works, we have a lot of different, also private organizations or organizations using the fields and the different recreational spaces. Almost like, how might you use that partnership in the best possible way? I know it took partners to get the new pickable floral courts made and created. I'm just wondering if there are opportunities there with those groups to just think some outside the box. So those were the two areas that I would just suggest you know, putting on next year's or something. But those were a couple of things that I was looking at. I mean, I think it's really great all that is done with so little. But also, I know for the summer program or for any of these programs, some of, you know, you have some volunteers, but you also have some paid staff, and you need to pay people to help with these things as well. And as we know, you're competing against some hourly rates out there that are pretty big. So that, you know, if you need to use more revenue or increase that, I think that's another place where you really have to seriously consider adapting.

Chrissy Peterson: I do have that on my next week.

Selectman Jakoby: Oh, on your budget. Okay, good. Those were just some of the things that, as you showed this, I thought it was great. You know, I think it's really great opportunities and great people. And I always think it's important to say that you had, of the 520 participants, you know, that doesn't include the counselors and everyone else. So, it's above and beyond that, just for the public to know. And even with the participants on the sports, it's the participants plus the coaches plus all the others. So, it's actually exponentially higher than what is shown here. So, thank you.

Roy Sorenson: Yeah, I was going to say that. I think you'll be seeing some of this stuff when Chrissy comes in for the budget. Just a couple of things. So, the policy for the Pickleball Courts, we do have something in draft, so that'll be coming to the policy subcommittee. So that one's on me. I think Chrissy's already put that together, so I'll take that one. The green space at the community center, is this if I'm looking at the front of the building?

Chrissy Peterson: So yeah, if you're looking at the front door to the right, because our summer program is inside-outside, but we use the right side of the building, and DPW kind of puts up a fence for us. It would be nice to have some grass area.

Roy Sorenson: Is that the passive younger programs?

Chrissy Peterson: Is it what?

Roy Sorenson: Passive like younger program, like it's not soccer or?

Chrissy Peterson: No, no, no, it's just the summer program.

Roy Sorenson: And it's just for the, okay.

Chrissy Peterson: Yeah. Well, it's just kind of for everything. I mean, yeah.

Selectman Jakoby: Well, I might as well put the idea out that we talked about. So, the question was, is that side of possibly adding some green space, or if it makes more sense in another location, that's fine too. The other question was, how far does that property go back into the woods? Is there something that can be value added by doing some really fun things in the woods there as well? Because we both have some experience with some things like that as well. So, really looking at the overall property and what could be done with it, that might be innovative, and create maybe new programs or new opportunities.

Roy Sorenson: Okay, yeah.

Selectman Jakoby: Sorry, I had to put my two cents.

Roy Sorenson: No, I just, I didn't know if I was looking at the front, whether it was to the left or the right, but.

Chrissy Peterson: It's just that's the side that we use. So ideally, we, I don't wanna say lock the kids in, but we fence them in to keep it safe, and then we have everybody stationed to kind of watch everybody. So that would be the ideal spot to be able to have a grassed-in area.

Selectman Guessferd: Like on the left.

Chrissy Peterson: Yeah, yeah.

Selectman Vurgaropulos: Yeah, thank you. I would be interested to know how much real estate there is in the woods. There's all sorts of programs you could do, right? Like you said, there's all sorts of fun stuff. One thing that comes to mind is, I'll go back in the way back machine when I was in high school. For grade level, we had Project Adventure. I don't think it exists anymore. It's more of a obstacle course now, but they did all the belaying, tree climbing, and ropes course and stuff like that.

Chrissy Peterson: That's exactly right.

Selectman Vurgaropulos: And you could set those up in the woods. I find those extremely beneficial, not only from a physical standpoint, but team building and just community growth, like friends and stuff like that. So, I would definitely be interested in learning about that.

Chairman Dumont: Anything else from the Board? Thank you very much. It was a great presentation, very informative.

Chrissy Peterson: Thank you.

C. Department Update: Supervisors of the Checklist – Administration/Informational

Chairman Dumont: Next up, we have a department update from the Supervisor of the Checklist. I will recognize the Chairman, Garland Mann-Lamb, along with Kim Allan.

Selectman Jakoby: Do you need a third chair?

Kim Allan: Yes, that's what we need. All three of us right now.

Chairman Dumont: It's Kathleen Haloon, I wasn't sure if you were going to come up or not.

Garland Mann-Lamb: We're not quite as exciting, but just as important.

Chairman Dumont: All right, very important. Take it away.

Garland Mann-Lamb: Hello, all. So, we are very excited to be here for the first time for all of us. So, I am Garland Man Lamb. I was elected in the March 2025 election, and my term goes through this next election.

Kim Allan: I'm Kimberly Allan. I was also elected in the March election, and my term goes through 2030.

Kathleen Haloon: Hi, I'm Kathleen Haloon. I stepped in for the interim role, and my term goes to March 2026.

Garland Mann-Lamb: Yes, all right. So, Kathleen joined us in July as an appointed role through this next election, because we lost a supervisor right before the March election this year. And so, a lot of what we all have been doing is kind of learning together, and working on streamlining processes, and going through things. We'll talk a little about that. Okay. So, our mission, we are dedicated to maintaining an accurate and transparent voter checklist for the town of Hudson, ensuring fair access to registration, and protecting the integrity of our elections. Okay. So, this is a little bit about what we do. We'll talk about, but first, we'll just go through the upcoming elections for everyone. I had some people ask me if we're like, do we have November elections? We don't. Apparently, some towns do. So, we are going to be having the town election is our next election on Tuesday, March 10th, 2026. We do not know when the next primary will be yet. I don't, do we know when that, yeah, we don't know. I don't know when they're gonna decide, but it's anywhere between June and September. If we had it our way, it would not be June to August. But, we will take it when it comes.

Selectman Guessferd: Yeah, I think I understand why.

Garland Mann-Lamb: Yeah, I mean, it's a lot in the summer, and it's very quick, especially having the March election. Some towns also do an April town meeting. So, that becomes very close. People are gone in the summer, you know, all of that. So, we will see what those at the top of the state decide. And then, our general November 3rd, 2026. So, what are we doing between now and then? We are working on the checklist. So, we have had some corrections to make in the past few, or from the past year or so. As you know, November 2024 was a large election, and there was a lot of new election day registrations. And then, that kind of put a backlog, I think, through to the spring. And so, one of the things we are doing to keep the voter checklist up to date is that our next meeting, which will be a public session in a few weeks, is working on who we may look to remove from the voter checklist. So, these are folks who haven't voted, may have moved out of town. If you're not aware of how that works, we go through them all, clean it up. They get a letter in the mail. They can say, no, keep me on. If we don't hear from them, then they get removed. And that's a large process. So, currently, we have a backlog of about 600 people that we're going through. Those people may not all be removed from the checklist, but I just want to keep it, because on my next slide, I give you the number of voters. So, that may change in the next couple months as we're doing some of this as well.

Kimberly Allan: And I think for full transparency, the amount of voters that we have to remove is because there were some voters that were not removed previous to us. And if those people came in and they voted in the November election, we have to make sure that we're not removing them from the list because they are an active voter in Hudson.

Garland Mann-Lamb: Yes. Yeah, correct. All right. So, all of our meetings are public sessions. We, per the state election laws, need to meet at least every 90 days. And we, so our next meeting will be at the end of this month, where we'll be doing a lot of this cleaning up of the checklist. And then we'll be printing the new checklist that will go upstairs in the Town Clerk's office. And so, we are doing a full reprint. So, just so you know, that will be, because we anticipate there'll be a lot of changes for folks who were removed. And then, of course, everyone who has been added as well. Another thing that at our last meeting that we approved to do is go and have our voter registration events. So, we'd like to, well, it's not technically voter registration. It is a voter filling out of forms. And then we register them during our next public session, to be clear. And we were asked to do this in the spring to go into Alvirne. And the timing was a little bit tight with the end of the school year for the seniors. And so, our hope is to go in before the March election. So, in January or February this year, or January, I guess, get those folks, those students who are eligible to vote in the next election. Because they just need to be 18 by the next election. And then also plan for that in the school for after that and before. So, they are all ready for whenever the primary will be. Okay, so as of 10/1/25, Hudson had 18,388 registered voters. And this number fluctuates all the time. Just people move, people die, people become incarcerated. All kinds of things that changes people's voter registration status. Right now, we're not getting a lot of registrations. It's really just if folks are moving into town because there's not an election coming up. But we imagine that in the next few months, more people will because they will also be able to start requesting absentee ballots for the March election.

Kimberly Allan: Another thing we'd like to do is we want to propose a warrant article. Six years is a long time to ask us to be in this position. And I feel that if we were to shorten the year, the years to three years, maybe the outcome of people wanting to stay on as the Supervisor would be greater. When you look at six years, that's

daunting. You don't know where you're going to be in six years and you commit to that. Most of us would love to say, yeah, we're gonna be in Hudson, but lives change. People change. We move. Our situations change. And having a six-year term is absurd, honestly. That's asking a lot from one person. And I think if we were to do a three-year turnover, that we'd have more people interested in taking the position for one because it's not a desirable position. It's a lot of work and you have to really want to do it. And six years will also create burnout. And when you get burnt out, it becomes not fun. You don't want to be here. You don't want to do it. And I don't think that we want that. We want people to want to do this job. We want them to come in and say, you know what, three years, I can do three years. Not much will change for me in three years. And six years is just a bit much for a town position.

Garland Mann-Lamb: Yes, and there's been a high turnover rate. I haven't lived in town that long, but even since I've lived here, there's been quite a high turnover. And this wouldn't change any financial or anything like that. And it wouldn't impact the current terms of Supervisors. And this is something that came up on the new election laws this year. So, I honestly have not looked into other communities if they're moving towards the three-year model. But so, this is just where we can opt in to the three-year if we'd like to. And we definitely may be good. And so, for context with that, if we put the word article on the town meeting, the ballot in March, and it passed, then that would go into effect the next election. And it would be a three-year term for every next Supervisor to start. And in March, since Kathleen and I's position will both be up on the ballot, I believe it'll be a six-year and a three-year term on the March ballot this year.

Kimberly Allan: And I had a question, because I generally, I don't know the answer. So, there's only three of us. And we have two voting locations. What would we have to do to make it so that there's four of us, so there's two of us at each voting location? Because we're uneven right now. And I think if there was two of us, especially where we're so new, and if people were to come in for these positions as new as we are, they wouldn't be left in the same position that we are, where we're gonna have two in the middle school, and we're gonna have one at Alvirne. Because what if we have two people who are brand new?

Chairman Dumont: I think that's a good point. Personally, I'd have to review the RSA. I'm not that familiar with it. I don't know if you guys, when you were looking through the updates for the terms, if it specified a certain number.

Garland Mann-Lamb: It does specify three. I don't know if other, I don't know if you're able to do more, but I know you need at least three.

Chairman Dumont: Yeah, I have to look at that exact wording. Sometimes it's a minimum of an exact amount. But I definitely agree. I think if you had two at each location, it would definitely help out. Otherwise, you got somebody bouncing back and forth.

Garland Mann-Lamb: So, our next public session is October 29th, 4:30 p.m. If anyone loves to come, you're welcome to. And I guess for the voters in the community to know. Our sessions are always public, and so when I say, for instance, voter registration, it's really taking in voter registration forms, not registering folks to vote. Because we can only make approvals, rejections, remove, add, change things during a public session. So, if anyone ever wanted to come to a public session to register to vote that day, they're welcome to. So that's also why those numbers change, because someone may come into town hall, register to vote, change their affiliation, change their address. But those changes wouldn't actually take place until our next public session, when they are approved by, or, you know, decided by us. Questions?

Selectman Jakoby: Yeah, so just if you have to stay to three, when, if you want to do a three-year term, I think the most important thing is to have those terms offset. So, then the goal would be electing one new person a year? Is that what you're thinking?

Garland Mann-Lamb: Yeah.

Selectman Jakoby: Okay, I just wanted to bring that out to the public. So, then each year there would be one, ideally, if everybody stays there three years, every year there would be one new three-year term.

Kimberly Allan: Correct, and then when that new person comes on, they could be one of the two at the middle school, and then if the other person's comfortable being at Alvirne by themselves. As the senior member. Yeah, that's how we could split up the duties for that.

Selectman Jakoby: If you're limited to the three, but I do agree, if it is possible to go to the four, and again, that's the RSA, I think that's a really good idea so I'm very supportive of both of those.

Kimberly Allan: And I apologize for not looking, it popped into my head while I was sitting here, and I was like, I'm going to ask right now.

Selectman Jakoby: And I think your point of a three-year term is a valid one versus six. Six is a big commitment. And then, and also the rotating, and hopefully you can, you know, encourage others to come in.

Garland Mann-Lamb: It's also incredibly hard to keep track of. Because when, right, when someone, if someone, you know, resigns from the position, then they're coming in as an appointed intern for the year, and then they fill the rest of the term, so it's like very confusing.

Selectman Guessferd: Just a quick question. The public session, where do they take place?

Garland Mann-Lamb: Usually right in this room.

Selectman Guessferd: In this room, okay. Okay.

Garland Mann-Lamb: And they're always on the website, and it's on the flyer upstairs, and on HCTV.

Chairman Dumont: Any questions or comments? No.

Selectman Guessferd: You did a thankless job.

Selectman Jakoby: Yeah, thank you. You did a good job out there.

Selectman Guessferd: You really did. Thank you.

Chairman Dumont: I'm glad you guys came in for the update. A lot of people obviously are unaware of even the position itself, so I think it's very good.

Garland Mann-Lamb: Yeah, to be honest, when I walked into Town Hall on January 31st at 4:30 p.m., I said, well, I have a half an hour. I guess I'll put my name in. I didn't really know exactly what it entailed, and that's actually something that we have talked about a little bit, too, is kind of going into town elections, educating the community a little bit more before that filing deadline about what some of these roles actually entail, the time commitment, because it is a little, you can read an RSA, and you can read the 500 pages of the election manual, but...

Selectman Jakoby: Well, and I just want to say, I think that's a brilliant idea, and as much as you can use HCTV, and I think it would be great to see the three of you really talk about that or able to promote that in some way, because I think they lend well to people who are engaged. They are likely to see them, so I think that's a great idea.

Kimberly Allan: And I feel with some of the law changes we saw at the March election, that if you were a new registered voter, you had to prove citizenship, and everybody had a different story on how it went. All voters need to bring all of their stuff. No, please don't put that out there, so if we have these informative sessions where people can ask us questions, even if they show up to public input and just have questions, we can answer those questions and maybe stay away from some of the rumors on how it works, because we don't want people to come in on voting day and not have all the information and then be upset by, well, now I have to go home and do this, or I didn't need to bring any of this with me because I was already registered, so those miscommunications, if we could put a halt to those would be great.

Selectman Jakoby: Yeah, and I think the more information, oh, I'm sorry.

Selectman Vurgaropoulos: No, I was just laughing.

Selectman Jakoby: I think the more information you put out, the better, so thank you, and I think keeping us informed as well.

Garland Mann-Lamb: Yeah, we'll also be hoping for a lot more volunteers and some new volunteers. We have wonderful election volunteers, but it's always kind of a struggle to fill on the moderator side and on our side as well, so.

Chairman Dumont: Mr. Sorenson, did you have anything?

Roy Sorenson: No, I just want to thank the Supervisors. I see them quite a bit, talk to them, again, understanding or respect for what they do, and I said, hey, do you guys want to come in and present to the Board, and they're more than willing to do it, so thank you again, and keep up the good work.

Chairman Dumont: Thank you.

Kimberly Allan: Thank you.

Garland Mann-Lamb: Have a great rest of your evening.

F. Purchase of Rescue Boat – Fire/Discussion

Chairman Dumont: All right, next up is the purchase of a rescue boat. I will recognize the Fire Chief, Scott Tice.

Chief Tice: Thank you, Mr. Chair, and good evening, everyone. So, as we're working through our purchase of the rescue boat, we're at a point where there's two different ways we go, can go, and there's pros and cons to each way, and it'll affect the level of service we can provide, and I think this is something that the elected officials should have some input on. So, we've originally talked about this through the last couple years in the budget. The intent was to replace the Boston Whaler that failed structurally, so we're talking a 16, 18-foot boat with a 60 to 90 horsepower motor. Okay, these are a large boat that needs to go from the trailer into the water, recovered onto the trailer. We did this with the thought that we had a boat ramp coming in Hudson close by here in the near future, and it seems like this has been delayed a little bit with the Target project. So, this would mean we either need to go to Nashua to launch there, or down to Tyngsboro to kind of put this at the far north or far south, and it will cause a slight delay depending upon how far you think the central part of town, north and south. We do have the option of going with a boat that's a little bit smaller that can be manhandled into the water, which would allow us more flexibility in where we launch it from, but this is a smaller boat, smaller motor. It can handle the river, but it's not what we've talked about before, and we're very sensitive to that. I think we would also have problems towing some boats, which one of the calls that we do get occasionally is a disabled boat, and it's more than just a nicety to be able to tow them, a boat without power, stuck in a current could be a safety issue. So, I think we're at the point to have you as the elected officials have some input into this as we make our next move.

Selectman Morin: The boat that you put in the budget for a couple of years, how much was that for and what was the style?

Chief Tice: That was the same boat we're talking about now. It would be a 16, roughly 16-foot inflatable, rigid-hull inflatable with around 90-horsepower motor.

Selectman Morin: Okay, so my question is, if we had got that, what were we going to do with it because we can't put it in the water? That's why I thought, we thought at that time that we had the boat ramp coming a lot sooner than what it turns out that it's actually going to be here. We have a hard time getting the boat we have down those rocks at the end of Maple Street. A bigger boat is going to make it even worse. So, I guess you got to explain to me how a bigger boat's going to be better. I just, we're told we need a boat. You come to us with a boat. Now we can't get the boat because we don't have a boat ramp, but we want to get a bigger boat to go down those rocks that we have a hard time with the little boat we have now. Do we need a boat or do we not need a boat?

Chief Tice: We do, and we can go with the bigger boat. My concern, I just wanted to make sure the Board is aware that there could be delayed responses getting to the middle of the river, like the north and south. If you think of the town north and south, a delayed response getting there. And that question could come up because we're right here. The boat ramp is right there, or I should say the park is right there. The natural question is what takes us so long to get there? And I'm just asking for.

Selectman Morin: I got to say to you, you're the expert. You should be telling us what you need. We shouldn't be making a decision. Again, you put in a budget for two years to get a 16-foot boat. You kept telling us you need it, you need it, you need it. Now we got the money to do it, all of a sudden, well, why didn't we think of this before? We need a boat. We do a lot of runs on the river. I know, because I've experienced carrying the boat down those rocks before it was even fixed. And they have a hard time with the little boat we got now. I just don't understand with going a medium sized boat, it's not going to make anything better for the guys, and we're going to get somebody hurt. So do we need a boat or we do, you know, what are we going to do, is my question.

Chief Tice: If the Board is not concerned at this point about a delay, I would go with the bigger boat.

Selectman Morin: When we, sorry, sorry. When we had the Boston Whale, where did we put it?

Chief Tice: Over in Nashua.

Selectman Morin: Okay. Yeah, I can remember some long times getting. I get it. Thank you, I'm all set.

Selectman Vurgaropulos: Thank you, sir. You answered part of my question. So, we currently launch in Nashua for our calls?

Chief Tice: With a bigger boat that requires a boat ramp, yeah, it would either be Nashua or it would be down in Tyngsboro.

Selectman Vurgaropulos: Well, where do we currently launch?

Chief Tice: We usually take it right over here to Merrill Park. It's a smaller boat, remember, it's a smaller.

Selectman Guessferd: Is it the 14-foot?

Selectman Morin: No, it's what, 10 feet?

Chief Tice: It's a 10-foot.

Selectman Guessferd: That's what I was going to ask, yeah. Yeah, okay, so it's even smaller than the one we're looking to design.

Chairman Dumont: Yeah, Selectman Vurgaropulos, finish your thought.

Selectman Vurgaropulos: Yeah, I was just wondering, Merrill Park, South Hudson, is that that little?

Chief Tice: No, no, no, over here.

Selectman Vurgaropulos: Okay, sorry, I apologize for not knowing all my geography. The park that's in South Hudson, I can't remember if it's just past the border or not, is there opportunities for a boat launch that we can improve to make that more accessible area?

Selectman Morin: There's one at BAE, that would be the only one that we would have access to.

Selectman Vurgaropulos: Is there any reason that we can't have access to it?

Selectman Morin: We do have access to it if we had to down south then.

Selectman Vurgaropulos: Okay.

Selectman Morin: Because we've launched out of there before. I don't know what condition it is right now, but we have launched from a boat launch at BAE in the past. But again, that's a long run.

Selectman Vurgaropulos: No, I get it, but if we're trying to stay on this side of the river for quicker access, I'm just trying to think of other locations that maybe aren't public access points, but maybe we can improve upon it to make it emergency access points, which is maybe something to think about. I'm just trying to gather information. That's all.

Chief Tice: Okay, yeah, understood. And BAE, but again, I have no idea what condition it is, if they've done anything down there that would prohibit access to it, so I don't know.

Selectman Vurgaropulos: Okay, thank you.

Selectman Jakoby: I have a few questions. So, the current boat you have, that Selectman Morin was saying that you would carry down the steps at Merrill Park, that's a smaller boat?

Chief Tice: It is a smaller boat.

Selectman Jakoby: Okay, so now we're looking at trying to get a larger boat on a trailer so that it would need a regular boat launch to launch it. Originally, there was a boat launch going in where?

Chief Tice: In the future?

Selectman Jakoby: Yeah.

Chief Tice: To Merrill Park.

Selectman Jakoby: In Merrill Park, okay. So that has not, there's no clear date of when that's happening, so therefore, there's not an entry point immediately near us. So, your entry points are either over the river and through the woods to Nashua, or you said Tyngsboro, not BAE. So, Tyngsboro, so you have access to the hidden park? I think that's what it's called.

Selectman Vurgaropulos: Yeah, you knew where I was talking about.

Selectman Jakoby: Yeah, down there to take the, because there's actually a pole, so you take the pole down and you can launch there. But now, there was also an access from BAE in the past?

Selectman Morin: Yes.

Selectman Jakoby: Okay, so if there's access from BAE, I think it would be important to know what quality of that access is and what rights do we have to that access, especially if we're looking at such a large boat on a trailer. You know, what is the longevity of a boat if we were to purchase the larger boat?

Chief Tice: I would say 15 to 20 years.

Selectman Jakoby: Okay, so I think to Selectman Morin's point is, we really, if a bigger boat is necessary in order to do the job, then I would recommend getting the larger boat, but being really clear where that's gonna launch from and to Selectman Vurgaropulos' point, is BAE, what's the status of that ramp? And then, you know, really looking at where do we go from here? If a smaller boat does, because I'm also hearing from both Selectman Morin and yourself that a lot of the calls are for disabled boats in the river that need to be towed.

Selectman Morin: There's some, I don't know what they do.

Selectman Jakoby: I just didn't know the nature of the call. I would be curious what the most calls are and if it's necessary.

Selectman Morin: Our biggest problem, unless the Chief disagrees, is people on the bridges.

Selectman Jakoby: Oh, interesting. Okay, makes sense.

Selectman Guessferd: So, it's rescues.

Selectman Jakoby: Thank you. Personal rescues.

Selectman Guessferd: Personal rescues.

Selectman Jakoby: Okay, those were just some of my thoughts.

Selectman Guessferd: So, you can use the smaller boat for that, for sure, right?

Selectman Jakoby: For the rescues from the bridges?

Selectman Guessferd: 14-foot.

Chairman Dumont: All depends on the, on the, the current, right?

Chief Tice: Well, that's the benefit of the smaller boat is the access.

Selectman Jakoby: Access to the river, that you can get on the river more quickly?

Chief Tice: Yes.

Chairman Dumont: You don't need a formal, you don't need an actual boat launch. You can, you know, you set it in with a couple of guys.

Selectman Jakoby: And that's important for the public to know, that with a smaller boat, they have access more quickly, but wouldn't be able to aid a larger boat on the river that's disabled.

Chief Tice: And to Selectman Morin's point, that is still a tough access over at Merrill Park.

Selectman Jakoby: Absolutely. I've tried it.

Chief Tice: You know, the footing and whatnot is, is a difficult, difficult launch. So it can be, it can be faster because it's right here, but it is still difficult.

Selectman Jakoby: It puts some difficulty on the men or on the men and women of the firefighters.

Selectman Morin: It's the real risk of hurting somebody doing that.

Selectman Jakoby: Absolutely, absolutely. So it's, I would prefer not to do that.

Chairman Dumont: Selectman Guessferd, do you have anything further?

Selectman Guessferd: No, I think part of that was my, my question about what's the most calls? Is it, is it disabled boats or is it people? Because from what I'm hearing, it's likely people being rescued, personal rescue of people.

Chief Tice: In the most, in peril would be somebody in the river, a person in the river.

Selectman Guessferd: And obviously it's important to get to them quickly.

Selectman Vurgaropulos: Yes, thank you. What's the current status of the boat we have?

Chief Tice: The boat we have is in, is in good condition. It's a small boat with a small motor that can't handle the heavy current.

Selectman Vurgaropulos: What's the plan for that boat if we get the new boat?

Chief Tice: That boat can still be used in small areas, small, smaller streams, smaller ponds, shallow water, those types of things. It still has a purpose. But the problem ...

Selectman Vurgaropulos: And where do we store our boats?

Chief Tice: That's at Central Station, right next door.

Selectman Vurgaropulos: You have room for two boats there?

Chief Tice: We'll find room to put it, yes.

Selectman Vurgaropulos: All right.

Chief Tice: We'll make.

Chairman Dumont: We talked to Town Hall Advisory Committee. We can put it right down there. He'll be at the next meeting.

Selectman Vurgaropulos: I was gonna say, because there's not a lot of room for the cars that are here.

Chairman Dumont: So, a couple of things, just because we're on the delay with the current boat launch can you just speak to that so if anybody is paying attention, they'll understand.

Chief Tice: So, the money that comes from Target that's for the boat launch is tied to the certificate of occupancy. At this point, certificate of occupancy on the main building is not expected until 2029.

Chairman Dumont: Thank you. The other part of that, during the planning process there was talk of a boat launch, a new one at the Target facility. Is there been, is that completely gone at this point? Mr. Dhima's raising his hand in the back. We'll have him come up and speak to it.

Elvis Dhima: Thank you, Mr. Chairman. So, first responders will still have access to a road going all the way to the river but it will not be a boat launch at the site. That's more for like training purposes, things of that sort. But there was never any further development to actually launch from that area in. So, it's more for access to them if they're trying to get someone or just another access point to the river but there's not actually any developments related to building that. It was originally and then they did not want that at the site because of Amazon's concern about sharing the site. Obviously, Amazon is gone, Target was too late but the bottom line is the \$1.5 million that the chief has been talking about, it's going to be invested at Merrill Park. In addition to that, Merrill Park, it's the most feasible from a topography standpoint to get this launching boat and also the area at Merrill Park also provides capabilities to provide parking as well for boat trails, things of that sort. So that's the ultimate destination and there's been plans before the chief and I got here that Merrill Park was a place to go.

Chairman Dumont: And I mean, it's more of a central location, it's a lot quicker obviously for you guys to gain access. Yeah, I would just want to throw that out there. And then that kind of segues into my other question was about utilizing another location but with Merrill Park obviously being the ideal one, has there been any conversation with the developer to try to see if we can push that along while they're going through their delays?

Elvis Dhima: They'll be up to the Chief, he's willing to sign off with the CO, we can do that tomorrow. So, I'm kidding. So, as you all know, the offsite improvements are coming close to an end, they might have to go back next year to finish a couple of things up but the building envelope is done, the shell is done. But they're having a hard time with this thing around what the layout of the roof, I mean, I'm sorry, the floor is gonna look like. So, they cannot pour the concrete until they know exactly what it's gonna look like. The reason for that is there's gonna be a lot of robotics. For the folks that showed up at the Life is Good, you all saw there was maybe 100, 200 people there and the rest was all robots going around. That could be the future there as well. So, even though it's about 1.6 million square feet, close to two, it could be mostly utilized by robots. So, we don't know, they haven't told us, but it appears they have three buildings like these, they still don't know which way they're gonna go. So, until that's done, I think the only thing we're gonna issue is certificate of completion, not certificate of occupancy, just for the shell. I think they're closing one of the buildings up, we're gonna give them a seal for the security building we refer to, they're gonna have guards out there, keeping an eye on the site. Obviously, it's very important to them, but that's about it. Now, things could change between now and then, 2029, no one can tell, but we're basically passing to you what's being passed to us. Things could change tomorrow, I don't know. Obviously, you're gonna know as soon as we do, but as of now, the plan of attack is we're gonna finish this up, close the doors, put a guard in there, and see you in a couple years or in a few years, we'll see. 2029, it's when the elections happen, so I don't know if it's a, I know you start wondering about that, but that's it in a nutshell.

Chairman Dumont: Well, let me ask, I guess, just a blunt question, has there been any conversation with releasing that first CO and some of the, and releasing maybe partial funds?

Elvis Dhima: The way the language was set up for the conditional, conditions related to the development, it had to do 100% with a seal for the main building, not the supporting building.

Chairman Dumont: You are correct, that's why I was just wondering if the conversation was ever had, it never hurts to ask.

Elvis Dhima: We can always ask, it appears that so far, there have been like, we can release it if you give us this, it's, I don't think, I can ask, I'll ask tomorrow, I don't think there's anything hurting, I, what I'll do, I guess, is I'll ...

Chairman Dumont: Doesn't change anything, at least we know the answer.

Elvis Dhima: Well, I mean, I think it's a very important point, I think the Chief came across, you know, what he had to do with the delays related to the, related to the, the ladder. I think your point, Mr. Chairman, if they release at least a certain amount of their funds, it allows us to start doing the design and the permitting, which is gonna take at least a year. So, my take on it is, if you're not willing to give \$1.5, how about half a million and we can get the design going and the permitting, that's gonna take a while, we all know that, we're dealing with the Army Corps of Engineers, we're dealing with the shoreline protection, the FEMA and all that. So, it's worth asking, I'll ask tomorrow.

Chairman Dumont: And the reason why I bring that up is because for me to make a decision on this going forward, and I appreciate the chief putting the time and getting the bids, which is exactly what we asked for, I wanna know at least, you know, if somebody asked me a question, what the plan is, and if we were able to say, hey, we're in the engineering process of this, we're permitting it, here's our plan, here's where this boat's gonna go, it's a lot easier for me to obviously support it, and I'm sure it'd be a lot easier for the voter to support it too. Absolutely.

Selectman Morin: It's probably outdated, but I'll give you some idea that was once going to be a boat ramp. So, there's gotta be, there was a plan and everything.

Elvis Dhima: Yeah, we have it, and we have it.

Selectman Morin: So, there's gotta be information to move this on faster.

Elvis Dhima: We do. We have preliminary plans, we have some renderings, I actually scanned them, I have them, because you, Select Morin, remember, we talked to the state a couple times, Fish and Game, it never came through. It was just a lot of talk. But I think the best thing to do is probably pursue this on our own. I think \$1.5 million is gonna get us through. And if we have to cut on costs, we just cut off on the onsite, which is parking or whatever, we're just gonna do an excess road and call it a day. But \$1.5, we fought very hard for that, we got it, they were fighting us on it, but I felt like when we're done with this project, it's probably gonna be \$1.5 by the time we break ground.

Selectman Morin: Because the cement boat ramp is sitting in the woods.

Elvis Dhima: Yeah, yeah.

Selectman Morin: So, the lights and everything, everything is right there in the woods.

Elvis Dhima: So, Selectman Morin's talking about prefabricated concrete pads, and they're sitting there, we're probably not gonna use them, because I think what they were trying to do is completely outdated technology. But maybe we can use them for a boat launch at Robinson Pond, which is gonna be coming soon near you. Anyway, so that's the next one we'll be talking about Thursday, I can't wait to get into it. But anyways, with that said, I will say the Chief and I will reach out to Target to ask them if they're willing to release some of the funds to get the engineering going. That way you'll have some kind of idea to where this is going for. So, we have a shovel-ready project, and they get the CO in 2029, and we have it, they're ready to go. That's better than 2030 or 2031, which you'll be looking at if you get access to that then.

Chairman Dumont: Exactly.

Elvis Dhima: Unless things change, like I said, but we'll see.

Chairman Dumont: We can only operate with what we have today. All right, is there any other questions, comments, requests? I think that's it, thank you very much, Chief, I appreciate it, we'll be waiting to hopefully hear back soon.

Chief Tice: Okay, thank you. Elvis, you should have stayed in the hot seat because you're up next again.

G. Corridor Funds Approval – Engineering/Decision

Chairman Dumont: The Corridor Funds Approval, I will recognize Mr. Dhima.

Elvis Dhima: Thank you, Mr. Chairman. As you recall, 10 years ago, the Board of Selectmen at the time and the Planning Board started a beautiful partnership utilizing the Corridor Funds. We utilized over a million dollars in these Corridor Funds to improve not only physically out there along our corridors, but also technology as well, including hardware and software. We have about 10 years into the current equipment we have in place, and we're ready for the next generation one and with that said, I asked the Planning Board for their blessing, and they did. We basically utilized Corridor Funds to move forward with purchasing 10 processors, and they'll help us with keeping up with technology and making sure we have the latest and the greatest to push traffic through Hudson. With that said, I'll take any questions you might have.

Chairman Dumont: Questions or comments?

Selectman Jakoby: Can you just, for the public, speak to the first motion for the sole bid source?

Elvis Dhima: Yes, absolutely.

Selectman Jakoby: What exactly that means?

Elvis Dhima: Yes, so what that means is that we have to go through a certain vendor because the particular equipment that I have, it gets through a particular distributor. So, this particular vendor that we have, we have used them in the past, we currently use them right now, and they're the ones that basically we're gonna have to purchase them through. So, this is a very specific equipment, and that's why you have the waiver, relief, or request form added to it. In addition to that, they work with us to basically reduce the cost for this equipment by 23%. So instead of \$104,000, we're gonna actually be using about \$80,000 of our Corridor Funds to purchase them. So, I think that's a big break.

Selectman Jakoby: Yeah, and I think it's important to note that they are licensed distribute this equipment because it's very technical equipment.

Elvis Dhima: It is, it absolutely is.

Selectman Jakoby: And to have someone who's licensed, who warranties it, guarantees it, is critical in this process. So that's why I'm comfortable with that waiver, and I wanted to let the public know.

Elvis Dhima: Yes, and it's not just for the equipment, to your point, but also the support related to providing support for this equipment as well. That's right, for the installation and that. So, it's not just the hardware, it's also the software, and they're our middle person with the company that we purchase this with. So, if there's an issue, I don't go to Gridsmart, I go to my vendor, they can figure out the licenses and everything. It's been very smooth. I think that keeping up with technology has made a difference out there. Not as much as we want to, but we're keeping up with it, and we have access to it all the time, and it's made a difference for staff as well.

Selectman Jakoby: Excellent.

Elvis Dhima: I can't say it's been a pleasure dealing with the traffic. I think that's a little out there, but it's not as painful as it used to be, because our time responding and diagnosing, it's unbelievable compared to what we had before, which is, I don't know what's going on. Now we know everything. We get emails, we get responses. DPW can respond right away to anything. There's no issue, we all get emails. It's unbelievable, the alert system that's in place with these.

Selectman Vurgaropulos: I've got a question. Do you guys do a yearly audit of traffic flow patterns to change the signals to accommodate?

Elvis Dhima: We change them as we need them.

Selectman Vurgaropulos: How do you know when you need them?

Elvis Dhima: So, typically, you get a phone call from you, Selectman Vurgaropulos. This thing is not working. What the heck is the problem? But typically, what happens is we're actually looking at them constantly, and what happens is there's significant backups for no reason, and it's typically through the detection or flow. We will evaluate it and change the timing. I can tell you that I probably do it and consult with DPW on a monthly basis on certain intersections, absolutely. So, to your point, and it's a very good point, the traffic flow changes all the time. What we don't wanna do is respond to a change because of a certain thing. I can tell you that if there's an event happening in Windham, Pelham, London, Derry, or Nashua, and they tell us about it, we do make the necessary tweaks to make sure we can accommodate the additional time they need. But we're maxed out in most cases. You can go, I can put it green for two hours on Lowell Road. It's not gonna make a difference, and I tell it to everyone. We do things a little differently here when it comes to green time on certain corridors. Everyone decides to keep it to 60 seconds. We usually do about 60 to 90 sometimes if we have to just to keep the flow. And then we have what we call it peer-to-peer, which is intersections working together. And it's been very successful. It works, and then we have a maintenance contract with our controllers as well for the traffic controllers. This is processing the images. So, we're on top of it. We're one of the few set up right. And I think we

have amazing staff at Public Works that can actually handle this, because it's not for everyone. And a lot of folks will be like, I'm not touching it. I don't know what it is. Sub it out. We handle it all in-house.

Selectman Vurgaropulos: Awesome, thank you.

Roy Sorenson: You get data and traffic counsel on this anyways.

Elvis Dhima: Yeah, and we give that away for free. You should be charging it. I mean, you can't go. Everyone is just like, you have the traffic. We go down to like the actually, the turning counts. Did the guy, did he, did you go left? Did you go right? Did you go straight? Down to that, down to pedestrian, down to bike. It's just unbelievable.

Roy Sorenson: It beats that little clicker you used to have when you were a student.

Elvis Dhima: I still go in with a flashlight and do certain things. It doesn't work. And they're like, what are you doing? Get out of here.

Selectman Guessferd: I just envision him sitting in some room somewhere, you know, looking at, oh, there's Guessferd.

Elvis Dhima: Yeah, yeah. It's just, I won't say who, but I got an interesting call not too long ago, about three weeks ago, a month ago, and they were stuck on Birch. I think they were at T-Bones. And they called, they're like, this thing is not working. I said, let me have a look. Green it went. He's like, I got green. I was like, I know you did. I just gave it to you. He's like, oh, this is so cool.

Selectman Guessferd: Now he calls him all the time.

Elvis Dhima: I know, he does. It was, that particular one was sitting on a pole and hopefully we get that project done. But it's sitting on a pole that keeps moving, so every time we get wind, and if that camera moves in maybe like half an inch, the whole detection changes. And if there's no detection, drive to Nashville and you'll get a feel to how it feels when the detection doesn't work. You sit there and it makes no sense. But it's been very good. I think it's gonna be very good to keep it up with it. I think it's very important. And I think to this Board's point is not only doing what we need to do, but plan ahead for what needs to be done, making sure that we're leaving a good system in place for people behind us.

Chairman Dumont: Great. There's no other comments. I have an updated motion.

Selectman Jakoby made a motion, seconded by Selectman Guessferd, to waive the bid process and sole source purchase of next generation traffic equipment to New England Traffic Solutions. Motion carried, 5-0.

Selectman Vurgaropulos made a motion, seconded by Selectman Jakoby, to approve the expenditure of up to \$80,214 for the purchase of next generation traffic equipment to enhance traffic operations with funding allocated as follows: \$40,107 from account 2070-000-701 (Zone 1 Traffic Improvements), and \$40,107 from account 2070-000-702 (Zone 2 Traffic Improvements) as recommended by the Director of Development Services, the Director of Public Works, and the Planning Board. Motion carried, 5-0.

H. GIS Flyover Agreement – Engineering/Decision

Chairman Dumont: Mr. Dhima, take it away.

Elvis Dhima: Thank you, Mr. Chairman. In 2017, we start paying attention to what's happening in town and what we need to make sure that we know exactly what's happening. The flyovers have been part of that. We started with teaming up with other communities at first and that played out very well and then we continued to do that. We've been using the same vendor, which was Quantum Spatial, until they changed the name to NV5 Geospatial and they've been holding the same product since 2020. This flyover is for 2026. There was some friendly back and forth on the price, but they were able to accommodate us with the same price they've been holding on for the past six years, so I am very happy with that. And based on that, my recommendation is to sole source these guys and basically get this flyover done in 2026. It's gonna give us some of the best resolution for civilian use, which is three inch, and they've done an amazing job in the past. The biggest challenge with the flyover is tying it into control points in the ground. These guys already have that technology and they've done all the surveying

work. So, what does that mean? You can do the flyover and zip it together, but now how do you actually drop it in Hudson to make sure that the property lines that we have on the GIS are true to the ortho images? I can tell you, and I have a thousand story, but I'm just gonna tell you the one from today. A gentleman comes in, he's trying to do a second driveway. He doesn't really know what to do. He's just basically average Joe using a driveway he has used. He wants to pave it, this and that. And typically, if we didn't have this, and not understanding to what they're trying to do, I would have said, you need a surveyor to come out, do the plan, because we have this technology. He was able to save thousands of dollars by saying, this is where everything is. I'm trying to do it over here. You could see it on the ortho images and you can take a measurement away from it.

Selectman Vurgaropulos: I think you did it for me.

Elvis Dhima: I think the same thing, I think not too long ago, I think right after he got elected, he came in, he was trying to do the same thing. And obviously, we denied him the first time. And then, oh, he's just got elected, give him the driveway. No, I'm kidding. It was very, very helpful to him and us to explain the situation. And he saved you, I think, probably over a couple thousand dollars trying to get a surveyor to do the property lines, figure out what your driveway is versus ...

Selectman Vurgaropulos: The process worked very quick.

Elvis Dhima: What was I in there, what?

Selectman Vurgaropulos: You were in there five minutes. It took me longer to wait for you to come out of your office?

Elvis Dhima: Five minutes, yeah. Well, I was scared. I was nervous. I said, I'm not ready. My hair wasn't done. It was a mess. But you know from firsthand how helpful that was. That happens on a daily basis, not for staff, but also for the residents. They do their own research from home at times. It gets used by public works on a daily basis. I use it on a daily basis because I deal with water, sewer, drainage, everything else. The beautiful thing about how we pay for this is mostly from water and sewer. And then, Assessing Department has funds related to the maps, so they do that. And then, the rest comes from the Planning Board. Again, they collect money from developers related to updating maps, which is exactly what we're doing. So, it has no impact whatsoever to a tax dollar, which is the first thing that Mr. Sorenson asked. And he's like, I don't think so. And I was like, whoa, whoa, whoa. And then, once I explained it to him, he warmed up to the idea. Then, eventually, we made peace, and here we are. But yeah, we've been doing this, basically. This kind of mechanism to support this expenditure through this. And it's been very successful.

Chairman Dumont: I think the point you brought up, and it's a little bit off topic, but the use that the town staff gets out of this is absolutely tremendous. And the way that it's paid for is absolutely perfect. It's impact fees through development that happens here in town. Without that development, we don't have impact fees. Without the impact fees, all this would be flipping the bill through the taxpayer.

Elvis Dhima: That's right, that's right.

Chairman Dumont: It's a good use of the funds, that's for sure.

Elvis Dhima: Absolutely, and we do it every couple years. In a perfect world, we do it every year. But we're not perfect in Hudson. We're pretty close, though. So, we do it every couple years. We get a lot out of it, and I think it's been very useful. Another thing they're gonna do is they're gonna take the ortho images and convert the impervious areas that we have to basically show us where the road, the sidewalks, the curb, the driveways. It's very helpful when we're out there doing the MS-4 permit, for example, trying to figure out how much we've grown. But also, it helps us speak to understand what we're changing to different properties. Every couple years, you get a change out there. This is very helpful. And it removes that need to go to a property. If we can't see it, what's going on, I don't need to come to your property. We all understand and appreciate the privacy. We don't wanna come in if we don't have to. This helps us a lot.

Chairman Dumont: Selectman Guessferd, I see your hand up.

Selectman Guessferd: Well, just to summarize, so it's a \$34,000 project. Of that, only \$5,000 is coming from taxpayer funds?

Elvis Dhima: No, not even that. Assessing actually has...

Selectman Guessferd: The Assessing Professional Services Accounts? Okay, so none of it comes out of taxpayer.

Elvis Dhima: Correct. I believe Assessing has money for maps updates. That's what Jim, Mr. Michaud makes available for us and then Planning Department collects money from the developers.

Selectman Guessferd: Right, that's the \$10,000.

Elvis Dhima: And then the water and sewer is related to the utilities.

Selectman Guessferd: Right, the revenues that come in and they pay for that. So yeah, it's a very good use of funds. That's it.

Chairman Dumont: So same there, this one, we do have some updated motions here.

Selectman Jakoby: I just have one. So just so that the public is aware, so there is no procurement waiver with this packet?

Elvis Dhima: There is.

Selectman Jakoby: Just not here?

Elvis Dhima: There is.

Selectman Jakoby: Oh, it's not included? Okay. Oh, I apologize. That's fine, because I was...

Elvis Dhima: No, I'll put it in on the final bit, yeah. We had the waiver and the reason on the waiver, just so everyone is aware, is the cost is the same since 2020. That's been the main reason. They've been very successful, they've been good to us, but the main reason to basically waive the bid process for this one, and it's a very good question, thank you for bringing it up, is the cost has not changed. Yes. And they have the control points already in the ground, so we're not gonna...

Selectman Jakoby: I was gonna say, because a new company might have to set up new control points.

Elvis Dhima: Yes, that's exactly it.

Selectman Jakoby: So, it's kind of all set up for them already. And I don't have an issue with that. I just noticed the form was missing.

Elvis Dhima: Yep, I'm sorry. We will add it in as a revision on the next one.

Selectman Jakoby: Thank you.

Elvis Dhima: Thank you.

[Selectman Jakoby made a motion, seconded by Selectman Guessferd, to waive the bid process and sole source the 2026 GIS 3" High Resolution Flyover to NV5 Geospatial. Motion carried, 5-0.](#)

Chairman Dumont: Next motion would be to award the contract to NV5 Geospatial for the amount of \$34,000 using the Planning Board Tax Map Update Account 1312-505 and the amount of \$10,070, the Water Utility Account 5592-252 in the amount of \$9,465 and the Sewer Utility Account 5410-252 in the amount of \$5,000.

Selectman Guessferd: And that's the Assessing Professional Services Account, the last one.

Selectman Vurgaropoulos: You skipped one.

Chairman Dumont: And this was the updated. The updated motion.

Selectman Guessferd: They skipped sewer.

Selectman Jakoby: The Sewer Utility, Sewer Utility. Assessing Professional Services.

Roy Sorenson: Add that to the end of the motion.

Chairman Dumont: So, this is the prior updated one.

Elvis Dhima: Making sure you're paying attention, Mr. Chairman.

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to award the contract to NV5 Geospatial for the amount of \$34,000 using the Planning Board Tax Map Update Account #1312-505 in the amount of \$10,070, the Water Utility Account # 5592-252 in the amount of \$9,465, the Sewer Utility Account # 5562-252 in the amount of \$9,465, and the Assessing Professional Services Account # 5410-252 in the amount of \$5,000. Motion carried, 5-0.

Chairman Dumont: Thank you very much. You have a great night.

Elvis Dhima: All right. Thank you, sir. I'll be spending some money tomorrow.

I. Lower Merrimack River Local Advisory Committee Nominations – Administration /Decision

Chairman Dumont: Next up, we have the Lower Merrimack River Local Advisory Committee nominations. I will recognize Selectman Jakoby.

Selectman Jakoby: I had reached out to two individuals who have always spoken to me about the river and about water, and that was Kathy Nardoni, who lives actually on Maple right across from Merrill Park and often does cleanup there for all of us, and Ruth Sessions, who lives downtown, and I think she was the sponsor of an Aquifer warrant article years ago, and both highly educated individuals. I see we don't have the application form yet, but they were both interested, and I know, I believe Kathy might have submitted her form to you.

Roy Sorenson: Yeah, so if I may, we have the forms from DES. We'll contact the two folks that you nominate tonight. They'll fill those forms out per DES, and we'll submit those to them.

Chairman Dumont: I think that's fantastic. Very difficult to find volunteers for all the committees that we do have here, so the only thing that I would say is everybody has a draft motion from them. I would just obviously put, pending the proper forms be filed with DES. Sure.

Selectman Jakoby made a motion, seconded by Selectman Guessferd, to nominate Hudson residents, Kathy Nardoni and Ruth Sessions, to serve a three-year term on the Lower Merrimack River Local Advisory Committee, pending submittal of applications to the Town Administrator and NHDES. Motion carried, 5-0.

J. Revenues & Expenditures – Administration /Informational

Chairman Dumont: Next up, we have revenues and expenditures. Mr. Sorensen.

Selectman Jakoby: Oh, can I just say one other thing? Just to the public, there are two more positions open for the Lower Merrimack River Local Advisory Committee. There are two more openings. If anyone else is interested in that committee, please reach out to us. Sorry. I had to do my commercial.

Chairman Dumont: Nope, that's good. Appreciate it. All right, Mr. Sorensen, take it away.

Roy Sorenson: All right, thank you, Mr. Chair. So FY26 revenue and expenditures update. This is, we're at the quarter point, so that's obviously 25%. Take a look at where we currently stand. So General Fund, we're at about 28% expended this time. Sewer Fund, we are at 20%. And our Water Fund, we are at 17%. Now, these include encumbrances. You have all the data in your reports, all the numbers, but what are the encumbrances to date? So obviously, let's take a look at the General Fund. You have a little bit over, what's that, \$3.6 million. So, our minimal, \$33,000. And then in the Water Fund, we have a little bit under \$1.2. So obviously, those weigh in on that number, being 28%, 20%, or 17% versus the 25%. Take it a little bit further and break it out so you can kind of see how it lays out. Per department, just to get into the details a little bit. And I'll kind of walk through the ones that we're keeping an eye on. In essence, we're not necessarily keeping an eye on them because we know what's encumbered. In Legal, that's just a number that's encumbered. We haven't paid out \$75,000. We have a PO for that amount. As we get the invoices in, we charge them towards that account. Under Development Services Department, same thing. Consultation, engineering services, professional services. He has various contracts, but they're upwards of \$70,000 at this point. And then obviously, solid waste, that's the big one. So,

the contract is led for Casella, and they pay each month going forward. Take a look at our revenues. Again, 25%. Where are we so far? 18%. So, we're behind it somewhat. Now obviously, this is through the first three months. The data will come in. I'm gonna tell you right now, we've been busy with the audit and things like that. So, I think some of the billings that we haven't put in yet, you'll see on the next report. Either way, motor vehicles continues to head in the right direction, which is good, we're ahead of it at this point and then it's hit or miss on the other ones. I just highlighted building permits, inspections. Planning Board fees are actually up, that was interesting. I did put cable franchise on here, because I think that's something we're gonna talk about with HCTV as we move forward with the budget review. And I think that'll be a growing concern, not just for Hudson, for many communities here in the immediate future. That's it. Any questions?

Selectman Guessferd: No, looking good.

Selectman Jakoby: Thank you. I think it was great.

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

Selectman Vurgaropoulos: I got nothing.

Chairman Dumont: Not a bad thing.

Selectman Vurgaropoulos: Yeah, I got nothing. Sometimes good news is good news. I'm going to smack on this book a little bit.

Selectman Morin: I sat in the Budget Committee meeting. It wasn't much. Basically, the school had their presentation, and I'll yield when that time comes, talking about their health care. Sat in on the Planning Board the other night, and that went for 32 minutes, so. Not bad. Not much come out of that one either. And the only other thing is, I had talked about this in the past, the Hudson Service Network, which is all the organizations in town if some type of disaster or something happens. We had a meeting last week, and the police and fire chiefs attended the meeting, and they explained their side of things and what this group could do. The biggest one that we got out of the police was that they go to homes in town and they see a lot of things, so now they can contact this group. So, if they see that a child's sleeping on the floor, maybe we'd get somebody to purchase a bed or get some food over there. So, the police are working on that end to see the logistics of that and how that would work. But right now, everything's in place. Hopefully, nothing happens that we need to use it, but everything's in place to go if we need to do it. That's all I have.

Selectman Jakoby: Yes, thank you very much. I just want to thank, so I'm getting all the titles wrong. Oh my gosh. So, Mr. Dhima, the Director of Development Services, and Mr. Sorensen, the Town Administrator, and I had the opportunity to meet with the President of the Friends of Benson at the Elephant Barn, and we had some great conversation around being collaborative around the buildings, around all that's going on at Benson Park and all of the historic buildings that are in town. So, we continue to have those conversations, and I just want to let people know that it's been very productive to move forward with Benson Park and to understand the history and the legacy and to know that there's a lot of new people involved, and we continue to look for new people to get involved. So, I just wanted to thank the staff because I found that to be a very productive meeting. And Sustainability is coming up next week, as is the Benson Park Advisory Committee. So that's all I have. Thank you so much.

Selectman Guessferd: Let's see. We've already had our department update by the Rec Department. The only thing I need to say there is you may have heard already, there's gonna be a comedy show, which is another one of their fundraising events on November 15th. You can go to the Rec Department website and request tickets. There'll be a link there. Should be fun. About 300 or so people that go to every one of these shows. Looks like another great slate of comedians. So that should be good. Planning Board's coming up next week again. We'll see if it's gonna be 32 minutes or not, but I suspect it'll be a little bit longer. So, I haven't seen the agenda yet, so that's gonna be coming out very quickly. Besides that, I think library's coming up as well, and I think that's really all I have at this point. There's probably not a lot I have to say.

Chairman Dumont: Thank you very much. Just for myself, the focus is on the budget. I urge everybody public to get involved, pay attention, send in your questions, or come to the meetings and participate in the process. I

know when it comes time to vote on it, everybody has a lot of questions, and it would be good for everybody to try to participate through the meetings as we go, department by department. It might alleviate some of the questions or concerns as we get closer to the March voting season and the Deliberative Session. So just wanted to urge everybody to come out. We have those coming up this Thursday, the following week as well, and then the week after that. So, hope to see you.

10. REMARKS BY TOWN ADMINISTRATOR

Roy Sorenson: All right, thank you, Mr. Chair. So, I'll just echo that. The grind obviously starts Thursday. I will do an intro to the budget for the upcoming FY27 to start the kickoff of that meeting. Then we'll have DPW, so all the ways, police, library, planning, planning board, zoning, and ZBA, and engineering. So that's gonna be the lineup for Thursday night. In looking at how we've done it traditionally, and I mentioned to the Chair tonight, pushing the warrant articles to November. I think we focus on them at that point as we get the budget out of the way, and obviously the Budget Committee also has to take a look at the budget as well. So, looking forward to that on Thursday night as we start that process. I just wanna mention that we do have Halloween coming up, so as is typical, we do have a policy that the Board has taken in the past, 6 to 8 p.m. on October 31st of each year. I would imagine the Board would continue that, and if so, we will post that accordingly. And I just wanna say thanks to the staff. It was all hands-on deck getting this budget prepared. Been particularly busy down in finance. I think you see the pieces coming together, so you saw the presentation tonight. You're gonna see pieces of what the departments have done throughout the year within that budget book, it's kind of setting up for this moment. So, as I mentioned, I'm looking forward to it, and I think they are as well. That's it.

Chairman Dumont: I just wanna echo that, you know, thanks to the staff, the department heads, yourself, Lorrie as well, and you know, even the Selectman's Office, getting everything put together. I know you guys put a lot of effort and a lot of time. There were some changes to help us be more efficient, and I just wanted to make sure everybody was aware of the hard work and time that you guys put into that, so thank you very much for that. Next up will be the School Board Liaison, Mr. Campbell.

11. REMARKS BY SCHOOL LIAISON

Mike Campbell: Hi. So, I guess I'll start talking about School Care at the start. I don't know if you guys have seen the news, but roughly about 90 school districts and towns recently received an unexpected invoice from School Care, which provides health care for the school district. It's a, what is called a risk pool. So, they get lower rates overall. So, when they have over funds, they refund them. You don't get a check, but it lowers our rates the next year. For the past 10 or so years, we've received refunds. This year, the past two years, they've been hit harder with costs. So, they're reaching out to everyone and basically billed us. Our share was \$1.47 million. And on Monday, we vote, last Monday we voted to utilize funds from FY25 to pay for the invoice to minimize the impact to the district taxpayers and our employees. We're looking into other options for health care in the future because costs aren't going down anytime soon. If you want more details, the chair, Chairman Dionne was at the Budget Committee and we had a very long presentation last Monday. Okay. It's not great, but it is what it is. And we are in a more fortunate position than other districts. Other districts are getting hit hard too, but we're on the other side of it now. In happier news, we approved the Washington D.C. trip, which is a yearly tradition for eighth graders to a very fast few days, hitting all the hotspots of D.C. So that will be next year as always. We also finished up a bunch of curriculum nights in all of our buildings, also called a celebration of learning, where it was either the parents would go and meet with the teachers or the students would guide their parents. Like my son at Hills Garrison guided us to his classroom and all of the, like we went to the music department, the art library and gymnasium. It was a really fun event. You learn about what the student experiences each day because I don't know about other parents out there, but my son magically forgets what happened in the past six hours the minute he gets off the bus. So, it's good to learn a little bit. And we're right behind you with budgeting. It starts next week. I wish us luck and you guys luck. Thank you very much.

Chairman Dumont: Appreciate that. And at this time, we're gonna take care of our motions that we handled in our non-public session at the beginning of the meeting here tonight. Mr. Sorensen, could you please read the first motion to the record?

12. NONPUBLIC MOTIONS

The following motions were agreed upon by consensus during the earlier nonpublic session of this meeting, then formally seconded and voted on during the public session, as follows:

Selectman Guessferd made a motion, seconded by Selectman Morin, to hire Carlos Garcia as a full-time police officer as recommended by Police Chief, with a starting salary of \$36.94 (step four) per hour, all in accordance with the Hudson Police Employee Association contract. Motion carried, 5-0.

Selectman Guessferd made a motion, seconded by Selectman Morin, to accept the resignation of probationary Firefighter/EMT Corey Partridge, as recommended by the Fire Chief, effective October 7th, 2025. Motion carried, 5-0.

13. EXIT NONPUBLIC SESSION – N/A

14. ADJOURNMENT

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to adjourn at 8:58 p.m. Motion carried, 5-0.

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

Dillon Dumont, Chairman

Bob Guessferd, Vice-Chairman

Xen Vurgaropulos, Selectman

Heidi Jakoby, Selectman

Dave Morin, Selectman



HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the October 16, 2025 Budget Review Meeting

7:00 PM

Board of Selectmen Meeting Room, Town Hall

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

Regular meeting will begin immediately after Non-Public Session

1. **CALL TO ORDER** – by Chairman Dumont the meeting of October 16, 2025 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.

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

3. **ATTENDANCE**

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

Staff/Others: Town Administrator – Roy Sorenson; Public Works Director – Jay Twardosky; Police Chief – David Cayot; Police Captain – Steven McElhinney; Police Captain – Patrick Broderick; Development Services Director – Elvis Dhima; Finance Director – Laurie May; Senior Finance Accountant – Dan Thibeault; Library Trustees - Karen Bohrer, Mimi Guessferd and Margaret St. Onge; Executive Assistant – Lorrie Weissgarber.

4. **BUDGET PRESENTATIONS**

Chairman Dumont: And I will recognize the Town Administrator, Mr. Sorensen, for an introduction.

Roy Sorenson: All right, thank you, Mr. Chair. We also have Laurie May here, who's our Finance Director, and Dan Thibeault, our Town Accountant. They're sitting to the left of Selectman Morin. So, I will introduce the budget tonight. I'll go through a quick overview of what we'll be looking at, I think, for the next three nights, and how that will kind of lay out and maybe set the stage for any potential concerns and or questions that we might have. As I stated earlier in the year, we have—it's called a newly formatted budget book. So, you're going to see a cover sheet, which is on the left on the screen. We will put the cover sheet up while the department is introducing the cover sheet. The purpose of the cover sheet is to try to encompass the important things, and it's a combination of everything we did, right? We talked about mission statements, values, goals, objectives, and things of that nature. So, we're coming back to what we did with our department updates. It's on one sheet. So, it's got facts. It also has funding and things of that nature. To the right are just a couple samples of some of the sheets and how they look a little bit different for the folks that were here last year during budget review. One of the things I did switch up is if you look at the actual physical spreadsheets, we talked about putting the expended there. That would have been redundant. You will have your expenditure on what I'm going to call the MuniSmart page, which is in front of that, so if you're looking to see what was expended in 2025. All right? And we also added the BOS and BC columns, so Board of Selectmen Budget Committee, and that's where we'll fill in any changes we may make along the way. We have it recorded. It's in there, and we'll carry that forward. Just kind of coming back to what our parameters were, the Board directed staff to head out and look at 2.5% increase, and that was exclusive of salary and benefits, contractual increases, utilities, large requests, which will still remain out of budget, and warrant articles. Myself and the department heads looked at utilities, and we worked on that, and I'll just give you a quick overview of how we established what we have. The biggest impact to the budget will be electricity. Electricity has gone up, as we know. If you look at the way we finished 2025, and we'll probably be in deficit in 2026, what I tried to do was just balance budgeting with electricity. So, when you see the negatives in 2025, we kind of came up, balanced that, and we increased it slightly. If you look at it overall, it's around 15% to 25% of an increase. Natural gas, not much movement here. Again, equalization, some areas 5% to 10% increase. Not significant impact to the budget. And then what I would call regular gasoline, diesel, and home heating oil for some of the facility locations, again, equalized 5% to 20%. Director Twardosky will talk to you about how he kind of set the stage for regular unleaded and diesel based off of the state contract that we work off of. All right,

so there's the number overall. That's going to include the general fund, sewer fund, and water fund. Here's your breakout. Now, again, that number does not include your outside budget request or your warrant articles. This is totality. You've got to remember water fund and sewer fund are separate. They're separate articles on the warrant. I'm just putting them all together here to show you the main large number, which is a little over \$48 million. Outside budget requests, as stated tonight, and you'll hear from through the process, around \$1.2 million. And then warrant articles around a little bit under \$3.5 million. Here's kind of the breakout. This is how it all lays out. I'll let the graph fill in, and you'll see the percentages per department. In totality, again, this is all inclusive, and how that lays out and how it will affect any discussions that we might have. No surprise, the large three stay at the top, which is police, fire, and DPW, and you can see the small departments fill in after that underneath. All right, we jump into the budget breakdown a little bit further. 65% of this is salary-based, as you can see there, and the numbers that just filled in. And that's up. Don't forget we've had a couple CBAs last year, and we had a CBA the year before that. So, those numbers are starting to come into effect. If you pull the 35% out, this is your operating expenses. This is also where we dictated the 2.5%. So, what is the 2.5% impact? You will actually see that on the cover slides per department. We tried to bring that out so you get an idea of what it was. But in the end, operating expenses overall down 1.1%. And then if you combine those and look at it versus last year, 7.4% higher than it was last year based off of that method. This is something new, and the director of DPW will speak to this. We talked about this as well before the budget planning. It's a new cost center or department, we would call it. It's called Public Works Extreme Weather. The focus of this is wintertime, and this will also tie into a new CRF that the director will be introducing, which, again, would be related to this. The idea behind this is you have a winter weather section, but it's also for any type of major weather event, hurricane, flooding, whatever it might be. If there's money left in this section at the end of the year and the Board of Selectmen so chooses, they can push this to the CRF fund. It may be an expendable trust fund. I don't know yet. I need to talk to the finance director on that. Those monies can be used to either offset future years or be put back into the budget if you have, like, a really bad winter, okay, to adjust costs in that season. Outside the budget requests, I'm not going to go through these all other than to kind of just focus on some of the new ones that will probably draw some questions. Townwide paving, director's looking to add \$100,000 to that. We have a million in the budget right now. That'd be an additional \$100,000. GIS specialist, you're going to see this in the departments listed or pieced out, maybe \$6,000 for police, fire, whatever it might be. We backtracked on that a little bit. I think what we're going to do with this position, if the Board approves it, is we're going to split it between Development Services department, water and sewer, and we'll figure out what that split's going to be. The other thing is, depending on where the budget comes in and if the board's comfortable with approving this position based off of budget discussions, we could also look at, do we split this in the year? Do we move to hire the position out of six months of the year or maybe the back end, the last three months of the year? So, that will offset the impact to FY27's budget. I'm just putting it out there. The Board can certainly talk about that. These two here, it's going to be one or the other. The Fire Department is not asking for both. They'll speak to this when they come up. This is a scenario situation where they would do either one if you so choose to move on it. A little bit of history on outside the budget requests. As you can see, these are the asks. This is what department heads came in at, and this year as well, and then here's what was approved. So, in 2022, \$315,000; 2023, \$277,000; say, 2024, say \$550,000, and then at 2025, \$532,000. So, that gives you an idea of what the Board has approved in the past as well. And I'm sorry, FY26 as well, \$734,000. All right, warrant articles. Again, I'm going to hit just on some here just to bring some attention to it because it's a big number, obviously, almost \$52 million. Robinson Pond Improvement, this will be a 50/50 split. So, over the \$500,000, the ask will actually be \$250,000 to taxation, okay? So, keep that in mind. Hazelton Barn, this is a new CRF we've introduced. So, again, I'm going to highlight some of the things that we haven't seen before. Route 102, new sidewalks. That number may increase a little bit, and we're not going to talk about warrant articles tonight. We'll wait for that, and the Development Services Director can talk about that. That will be an 80/20 split. However, the 20%, we have funds right now to make up the 20%. So, there is no tax impact on that project. Property re-evaluation. Okay, this failed last year. I just want to make sure everybody understands it, hopefully the folks at home, the public that's watching. We have to do this either way. We have a capital reserve for it. We have an RFP out there right now for it. This is to help build up the reserves for the next re-evaluation. Regardless of whether this passes or not, I think it's important to note that we will be doing a re-evaluation. And again, I talked about this two slides ago. That's the Extreme Weather Capital Reserve Fund. And then another new one, which is Sidewalk Replacement Fund. I think you'll hear between the DPW Director and the Development Services Director talk about the needs we have with our sidewalk network throughout town.

Mike Johnson from HCTV will be in here to talk about the cable revenue and franchise fee revenues. Right now, it's 80-20, so 20% goes back to the town, and it offsets a lot of the money within this budget. I don't think it's any surprise. What is the future for cable? I don't know what it is, but I think within the next five years it's probably going to go from worse. It's certainly not going to get better, which means his revenue continues to fall, and it could potentially fall at a more rapid pace over the next five years. All right, so if we look at the general fund balance and what we've used in the past versus what's been available, you can kind of see how that lays out. So, the Board has taken direction three years in a row with \$600,000, used \$1 million in 2024. That number went up to \$1.1 million. Now that's to be determined because we haven't set the tax rate yet and we haven't had the discussion on whether we want to use the \$1.1 million or not. That will come later at a Board of Selectmen meeting. I will tell you within revenues, I just put aside a \$1.3 million in our revenues, our potential draft revenues, which the revenues we'll talk about with Warren Articles as well. All right, health insurance. We went to a conference earlier this year, actually I should say late September, early October, and we met with the HealthTrust folks who said you could expect an increase of 11.3% for health insurance. What I did with Kathy Wilson, who manages our benefits as well as finance, we put in this budget a 13% increase for health insurance. Okay, so that's a significant number. Obviously, everyone's aware of what's happening with the health insurance, in particular with some of these risk pool managements. And just to be clear with the public, we are not under school care. We are under HealthTrust, different organization. A little bit of history here. So, you can see the health insurance costs, 2024 and 2025 have gone up. Good news, 2026, we got our rates. We will adjust the budget books. It's actually going to be 5.3% for health insurance, 4.4% for dental. So, that's good news. So, what does that mean? That means we saved \$230,000, Mr. Chair. We haven't even done anything yet. You should be happy with that. All right, a little bit on the tax rate. This is how our taxes break out. \$16.45, this is 2024, the tax rate sets, 25's tax rate is not set. Largest chunk of that is local education, the schools, obviously, 57% or \$9.30 on \$1,000. Here's the municipal side, 4.97%. And then we have state education at \$1.24 and county at .94¢. As I mentioned, we have not set our rate yet. The town portion for 2025 was projected at \$5.45. I don't know where that's going to come in, but we should have news Laurie two, three weeks, somewhere in there. Does that make sense?

Laurie May: Yeah.

Roy Sorenson: Nonetheless, with the municipal rate, I would say the selectmen have done a great job because Hudson has the third lowest property tax bill. If you're just looking at the municipal tax rate on a median home assessment of \$466,300. So, that's a pretty healthy value on your house and an even better rate on your tax rate from the municipal side. All right, if we do a little comparison, because we are projecting tonight, and there'll be some numbers out there, and some of them might be scary because there's a lot of work to do. The Board understands that process, and you'll see how it works. But in 2025, we projected at \$5.45, 2026 at \$5.78. What are we looking at right now? Currently, with what I told you tonight, with that \$48-plus million budget, with no warrant articles and no out-of-budget requests, you're already at \$5.79, okay? So, you're ahead of the projection from last year. If you adopt everything and accept everything and push it to the budget committee, we're looking at \$6.34, all right? As we go, the finance director has this spreadsheet live. This is obviously interactive, and we're working as we go, so we will understand what the tax rate is if you're making cuts or deferring things or whatever it might be. As an example, I'm not going to pick on the Fire Department. They're not here, but we already saved... I'm just going to say that we're going to make that the equivalent of the \$2.30 we just saved. We make it zero. If you watch the tax rate on the bottom right-hand corner, it jumps down to \$6.289, okay? So, we will keep track of this as we go, and we'll have a pretty good idea of where we're going to land. All right, here's our budgets, FY22-26. That's where we finished. Again, this includes water and sewer here as well as general fund. Important to note that in 2022 and 2023, we had back-to-back default budget years, all right? So, but you can kind of see the spread in how it laid out. As I mentioned, Hudson, New Hampshire's pretty healthy right now. Eating health value's strong, tax rate very good, municipal side excellent overall, good as well. We have a strong fund balance, and our town valuation went up \$100 million this year, so that number continues to head in the right direction. I'm going to wrap up with schedules, so I'm jumping into November now. This is November 10th. Hopefully a lot of our work is done, and on the 10th, which is a regularly scheduled BOS meeting, I would like to focus on the warrant articles, the revenue, and the default budget, all right? Get them done. We should have a pretty good projected tax rate at that point, so you can put your consideration to what warrant articles matter, take a look at the revenue, and obviously the default budget will play out as well. Budget committee setup, well, this is their

schedule tentative as of right now on the 12th is the departments that will be covered. So, they have back-to-back meetings 12th and 13th, 17th, and they have, if necessary, on 19th and 20th, and we'll come back to them with the warrant articles at the end as well. That's it. We can get into presentations. I think the book reads well. As I mentioned, I'll pull some information up as we go. The finance director is recording live time, and I think the department heads have done a great job to this point, and I'm looking forward to their presentations. I just thank the staff for all their hard work through this process to get to this point.

Chairman Dumont: Thank you.

Selectman Morin: Thank you, Mr. Sorenson. I just got to say, this is probably the best beginning of a budget season that we've had.

Roy Sorenson: Thank you.

Chairman Dumont: Thank you very much. So, next up will be the presentations. We're going to go out of order a little bit. First up will be library. Then we'll hear Public Works, police, and developmental services after that. Elvis has got quite a bit to cover there, so we'll leave him for last. So, if the library would please come on up and give us your presentation.

Library: 5060

Karen Bohrer: Good evening. And thank you for giving us the opportunity to present the library budget for FY27. Hudson Library Director Linda Pilla couldn't be with us tonight. She had to attend a family wedding in Ireland. I think that's a pretty good excuse, but I'd like to thank Linda for all the hard work that she put into developing the FY27 budget. I, by the way, am Karen Bohrer. I'm the Chair of the Hudson Library Board of Trustees. With me is Margaret St. Onge, the treasurer, and Mimi Guessferd is lurking in the back, also a member of the Board of Trustees. So, thank you. Before we welcome your questions, any questions you might have about the library budget for FY27, I just want to make a few points. And you will see that for salary and benefits for the library, you will see a 1.5% decrease from the approved FY26 budget. Last year we adjusted benefits, and over this past year we've had some changes in staffing that have resulted in changes in benefits and salaries. I do want to say that the Hudson Library staff is still paid less than its peer libraries, libraries in the area, but we are sensitive to that and will work incrementally over the years to address that, but we are also sensitive to adding to the tax burden for the residents of Hudson. So, you'll see a 1.5% decrease. On the operating side, you'll see a 3.5% increase for FY27 over the approved FY26. This is due mainly to increases in lines based on the actuals from FY25 and to projected increases in things like utilities. Town Administrator Sorensen had already highlighted electricity as being projected to increase, so those lines all together add up to the 3.5% increase. Overall, you see a decrease in the library's request for FY27 of 0.5% from the approved FY26 budget. Two additional points. The library is bringing forward no outside-of-the-budget requests and no warrant articles.

Selectman Vurgaropulos: Is it a 0.5% decrease?

Karen Bohrer: 0.5% decrease overall.

Chairman Dumont: With that, do we have any questions at this time for the Board, or how would you like to handle it, go through section by section?

Selectman Vurgaropulos: I'll take it either way.

Chairman Dumont: If you don't mind just giving us a brief overview. I think you had mentioned a lot of the increases come from actuals, is what you stated, correct? So, based on your 2025 actuals to the way you're proposing in fiscal year 2027, those are where your increases are coming from. Could you speak to a couple of those? The only reason why I ask that is because a couple of them that I have question marks next to are actually increased over the actuals themselves. So, the actuals have less than the increases.

Karen Bohrer: Which line are you referring to?

Chairman Dumont: Well, if we get right into it. So, I guess the first one, you spoke to insurance benefits, saying that that was going to be a decrease, but line 122 in section 5060, actual was \$104,000, then jumps up to \$167,000 in fiscal year 2027.

Margaret St. Onge: I'm sorry, what line item?

Chairman Dumont: Library insurance benefits would be 122.

Karen Bohrer: Salary and benefits?

Chairman Dumont: Yeah, my line just says insurance benefits on the cover sheet.

Selectman Vurgaropulos: Page 2?

Chairman Dumont: Yeah.

Margaret St. Onge: Page 2. I don't have that number, so I don't know.

Selectman Jakoby: Yeah, I don't have that either.

Selectman Vurgaropulos: Yeah, I got it. It's line 122.

Chairman Dumont: Actual was \$104,000.

Selectman Vurgaropulos: Page 1 down.

Margaret St. Onge: I'm going to start with 200, so I'm trying to figure out where you're at.

Roy Sorenson: It's going to be on the budget, so it's page 2 if you look at your sheets. It's just an adjustment in insurance is what it is.

Chairman Dumont: Yeah, that's what I figured. That was the first question mark, so I figured I'd start there.

Roy Sorenson: And that's actually going to go down.

Karen Bohrer: Here, 122 insurance benefits.

Roy Sorenson: So, library insurance benefits, 5060, 122.

Karen Bohrer: And, okay, I think we finally found the line. Your question again?

Chairman Dumont: So, you had said that the reason for some of your increases was because the actuals were higher than what they were budgeted for in previous years. So, that one, for instance, was that the actual was \$104,000. Asked this year is \$167,000.

Karen Bohrer: \$167,000, right. Right.

Margaret St. Onge: Yeah, this right here.

Karen Bohrer: Insurance benefits, yeah.

Chairman Dumont: Is that just difference in plan with people that were being hired, I'm assuming?

Margaret St. Onge: Yeah. Correct.

Chairman Dumont: Family plans versus single plans.

Margaret St. Onge: Right, so married or single or not taking the insurance at all.

Chairman Dumont: Okay. So, the next one that I have, and just going based on actuals, would be line 202, would be small equipment maintenance. So, previous years ran a little bit less.

Karen Bohrer: Small equipment maintenance, yep.

Chairman Dumont: What do you anticipate for this coming year? Because it looks like you had actually had more in 2026 and then you reduced it, but the actual was still a little bit less.

Margaret St. Onge: Is that from the contractors?

Karen Bohrer: No, the 202 small equipment maintenance. It was actually lower.

Roy Sorenson: So, page 6, if you're looking at the detail, it's going to be a security system maintenance, fire systems.

Karen Bohrer: Right.

Roy Sorenson: Is that just based on contracts?

Karen Bohrer: Yes. Yeah, the security system.

Selectman Vurgaropulos: I just got a question. I just want to make sure I'm reading this right. Go right ahead. So, column 3, that's FY24, FY25 actuals. Column 4, even though it says town approved, that's right now actuals? That's where we are currently, yeah.

Selectman Vurgaropulos: Okay. I just want to make sure because it didn't say actuals.

Chairman Dumont: Yes, we won't have that actual until 2027.

Selectman Vurgaropulos: Yep, okay.

Karen Bohrer: Oh, I have that, too, and I've written down it.

Margaret St. Onge: I'll just leave it here. Okay.

Roy Sorenson: I think it's just your contractual fire alarm and things of that nature.

Karen Bohrer: Yes.

Roy Sorenson: So, I think you just came back to truth in marketing almost is what I think Linda was talking about.

Chairman Dumont: Perfect, all right.

Roy Sorenson; Which is one of the things I asked the departments to do.

Chairman Dumont: Yep, no, and I appreciate that. So, the next one that I have, it might be the same exact thing. If it's the same answer, it's fine. So, large equipment maintenance would be 204, \$3,500 actual, \$4,500 ask.

Selectman Vurgaropulos: Oh, sorry.

Chairman Dumont: Go ahead.

Selectman Vurgaropulos: Did you just ask a question?

Chairman Dumont: I did, yeah.

Selectman Vurgaropulos: Sorry. I'll wait until you're done.

Chairman Dumont: Okay.

Karen Bohrer: That was no change over the approved budget from FY26.

Chairman Dumont: Correct. The other actuals just came in less, so 2024 was a little bit less, 2025, slight increase, but then it looks like we bumped up for about \$1,000. I mean, do you anticipate using that full \$1,000 or?

Karen Bohrer: So, we went back to the actuals from FY25.

Chairman Dumont: FY25 is \$3,500.

Karen Bohrer: Mm-hmm.

Chairman Dumont: This is \$1,000 over the actual.

Karen Bohrer: \$4,500.

Selectman Vurgaropulos: Chairman, which one are you looking at?

Roy Sorenson: 204.

Chairman Dumont: 204, large equipment maintenance.

Selectman Vurgaropulos: How about the small equipment?

Karen Bohrer: Yeah, that was unchanged from the approved.

Roy Sorenson: So, if I may, I don't want to open up a can of worms here. I would leave that line alone because of the furnace over at the old library.

Margaret St. Onge: And I think part of that might be the air conditioning as well. The part of the what? The air conditioning. For the maintenance.

Roy Sorenson: It is. It is, but it's also for the furnace.

Karen Bohrer: Yeah, and that was, yeah. Furnace and air conditioning.

Chairman Dumont: Selectman Vurgaropulos, you had a separate question.

Selectman Vurgaropulos: Thank you. Yes, line 224, library building maintenance. Kind of touched on a sensitive subject, but it needs to be talked about. You're increasing to \$12,000. What portion, when we talked about the other library?

Karen Bohrer: About the Hills building.

Selectman Vurgaropulos: The Hills building. You guys told us last time, a couple meetings ago, that you guys share this budget to help that building. What portion of this is used on that building?

Karen Bohrer: Well, the request for FY27, the \$12,000, does include \$2,000 of its reimbursement to the Library Board of Trustees. Because we paid \$2,000 to remediate the flooding in Hills this past year. So, the \$12,000 for FY27 includes that reimbursement. As far as the breakdown for the regular maintenance for the Hills building, we do have those figures. We've provided them to Town Administrator Sorenson, and we're working on putting all of that information together to determine the future oversight for the Hills building.

Selectman Vurgaropulos: I'm just trying to grasp that whole thing between the Hills and the regular library.

Karen Bohrer: Yeah, it's really difficult to grasp that whole thing.

Selectman Vurgaropulos: I remember when we talked about, we talked about you had the CRF that isn't being touched or managed, and you guys are sharing your fund balances with them to supplement them. So, I'm trying to sort that in my head.

Roy Sorenson: If I may, Mr. Chair, again, so I think at some point the Hills will be leaving them. It's the Board's decision, but I don't have my magic predictor. The Rodgers Memorial is 20-plus years old at this point?

Margaret St. Onge: It's 17.

Roy Sorenson: It was coming up on 20 years, right?

Margaret St. Onge: By the budget of 2027, it'll be 17 years.

Roy Sorenson: All right, so their systems are starting to age as well. So, I think if you look at their maintenance lines...

Selectman Vurgaropulos: Well, the only reason I bring that up is because they're increasing, but they're splitting their profits across another one.

Roy Sorenson: I know, well, that's the confusing part about it.

Selectman Vurgaropulos: So, that's what's making this hard to judge, that increase.

Selectman Morin: So, I got a question. We've had discussions with the town how this is all going to work out, but do we have money in our budget in case we take this over? So, we need to have money somewhere in a budget to take care of this, so where would we find that?

Karen Bohrer: Well, if it's in the library budget now...

Selectman Morin: Where? It's not under this line item?

Karen Bohrer: It is under that line item.

Selectman Morin: That's enough money to take care of that building?

Karen Bohrer: It has been.

Selectman Morin: It has been, okay.

Roy Sorenson: I guess my concern would be we didn't make up any funds anywhere else, so the numbers that are here, at a minimum, I would keep. There is a reserve fund for the actual Hills itself.

Selectman Morin: And I understand that. We just... As time goes on, more and more information comes out on that building and the cost it is, and I'm just wondering, if we don't have it in our budget, where is it? That's all.

Roy Sorenson: Yeah, I think we'll have a real discussion on this. Unfortunately, we didn't get a chance to get it done before this took place. But I think before the end of the year we should have some resolution on what's going to happen with the Hills.

Selectman Morin: So, we should expect some type of number to raise either theirs or our budget?

Roy Sorenson: I don't know if we'll be able to do that in time. We'll see. You might be able to depend on where we are in the process. But, you know, at this point, I wouldn't necessarily try to take money out of their maintenance budget right now.

Selectman Morin: Don't want to do that. I just want to know... We know how much a system for a furnace is going to be. I don't see that anywhere covered right now.

Roy Sorenson: It's not. It's not in this budget.

Karen Bohrer: It's not in this budget.

Selectman Jakoby: So, then what is the Reserve Fund for Hills at currently?

Roy Sorenson: And I apologize.

Selectman Jakoby: Oh, on this one? Oh, on the new sheet?

Roy Sorenson: Yeah, I missed it on the front end of my document.

Selectman Jakoby: I apologize.

Selectman Vurgaropulos: Yeah, it's just under \$30,000, \$29,000.

Selectman Jakoby: Yep.

Selectman Vurgaropulos: And that's not due to use. That's just due to fluctuation from interest rates and stuff like that, right? We haven't used it. That's just declined from...

Selectman Jakoby: Can I continue?

Chairman Dumont: Yes, go ahead.

Selectman Jakoby: The reason I raised that is to Selectman Morin's point. I think we may need to revisit Hills Library before we're done with this book, before we're done with those final numbers and looking at overall what's going on. As much as Mr. Sorensen says they might not be ready to do that, we as a Board may need to have that conversation. And I want to just agree with Selectman Morin that I think that's a conversation we need to have before we put this to bed.

Selectman Morin: Because I've got to say, what I understand for the cost, what we're looking at already, you know, it may be worthwhile if we have to, due to some of the costs for the repairs, mothball that building for a while until we can figure out what's going on.

Selectman Jakoby: Stabilize it.

Selectman Morin: Right. Because there's going to be a lot of money here. And it hasn't been taken care of. And I know there's several more issues that have been brought to me with that building, and it's going to cost us a lot of money. So, we've got to figure out what we're going to do.

Selectman Jakoby: And I... I'm sorry. I appreciate that, because I think it's important if we're not going to use the building that we secure it and do what we can so that it doesn't get worse. And that still costs money. So, either way, we have to figure it out, I think, before we put this budget to bed.

Selectman Morin: Absolutely.

Selectman Jakoby: So, that needs to be put on a later agenda.

Selectman Vurgaropoulos: Yeah, I would agree with that. I think if we do... Sorry. I think if we do go into a mothball situation, which might be the most viable at this point, that's where we utilize CRF to facilitate that.

Chairman Dumont: Do we have any other questions concerning the budget that's in front of us tonight, though? There's nobody jumping. I guess it's back to me. I'm going to ask again. So, for line 214, newspaper ads.

Karen Bohrer: Mm-hmm.

Chairman Dumont: 2024 was \$38. 2025 was nothing. Approved for 2026 was \$500. And then this year, the ask is for \$500. I know I see a lot of, you know, you guys do handling everything pretty much online. Do you actually anticipate putting out \$500 worth of newspaper ads if it wasn't done the previous year?

Karen Bohrer: It's possible. The newspaper ad that we took out in this past year had to do with notice for public hearing regarding the Zalonis Trust Fund. When we were looking to have a CPRA done on that, we had to publish in a print newspaper an ad about a public hearing. There may be no public hearings coming up in FY27.

Margaret St. Onge: We also took advantage of the new local newspaper, and we did a lot of advertising with the strategic plan to try and get more people in the town involved, people that saw the newspaper, maybe not in social media, to give their input in what we were doing. We were looking for questions and answers from them. So, that was a new thing for us to do with the new newspaper.

Chairman Dumont: Nonetheless, another source to get information out there. The next one that I had a question marked next to was Library Education 236. It's fluctuated quite a bit over the years, but the most recent, \$142, the ask is \$6,000.

Karen Bohrer: This is 236?

Chairman Dumont: Yes.

Karen Bohrer: We have currently, there are two staff members enrolled in college courses, and that is the budget line that would be the reimbursement for the tuition for them, which is why we're asking for \$6,000.

Selectman Morin: Is that in a contract, or is that just something you do? Is that a mandated thing, if you have an employee? Some of the locals have that in their contract, that if they go to school, they get educational reimbursement. How does that work with the library?

Karen Bohrer: It's a policy of the library. It's a Board of Trustees policy to reimburse at some level tuition for staff who are all in professional development.

Selectman Morin: What is the requirement to meet that policy?

Karen Bohrer: What is the requirement?

Selectman Morin: What are they going to school for, and how do you determine? What are they going to school for right now? What are they getting reimbursed for?

Karen Bohrer: Pursuing their master's in library science, or their paraprofessional certification in library science.

Chairman Dumont: It does relate directly to their job description.

Karen Bohrer: Excuse me?

Chairman Dumont: It does relate directly to their job description.

Karen Bohrer: Oh, yeah.

Chairman Dumont: Selectman Morin brings up a good point, because they ask all the time, if I have any college courses, can I get reimbursed for it? Obviously, the taxpayer doesn't want to just pay for people to go to college and then off to their next job.

Karen Bohrer: Right, yeah.

Chairman Dumont: We want to make sure that it's being utilized the appropriate way, and you guys are receiving a benefit from that.

Selectman Morin: Do you have a time requirement that they must meet that? Is that part of their job? You've got to have this within a year, four years?

Karen Bohrer: Yeah, I don't have the policy right in front of me, Selectman Morin, but I believe it's a year.

Selectman Morin: Could we find that out? Because we could go for years. If that's required in their job description, there's got to be a certain point you either got to have it or else. That's why I'm asking. So, I'd like to know what your policy is on that, the time it takes they have to get their degree.

Mimi Guessferd: May I?

Selectman Jakoby: Could you just come up to a microphone?

Mimi Guessferd: Thank you. I want to say that it comes up to like two years. A lot of the programs that are online now you can do very quickly. So, it's two years if they're working on their master's degree specifically, or I think we've added in the paraprofessional degree. And they have to show their transcript showing that they've received a B or better.

Selectman Morin: Just could we see what the time frame is?

Mimi Guessferd: Sure, yeah. I don't remember off the top of my head.

Karen Bohrer: Three of us and none of us remember it off the top of our head, but we can find that easily. No, it's right in the policy. We wrote the policy and I don't remember.

Selectman Vurgaropulos: Is there a default in that contract? Like if they don't apply their master's or whatever they're going for, they have to pay back?

Karen Bohrer: Well, it's a reimbursement, so they have to prove that they've done it.

Selectman Vurgaropulos: Oh, okay. Thank you.

Chairman Dumont: All right. I've got one more. I'm going to jump way down to line 327, library materials. So, actual was \$6,600. The ask now is \$11,250.

Karen Bohrer: Audiovisual?

Chairman Dumont: Yeah. Sorry, audiovisual. I was going to say audiovisual. I apologize, 329.

Karen Bohrer: I apologize. There was no change over the FY26 budget request, but you're looking at the actual, Selectman?

Chairman Dumont: Yes.

Roy Sorenson: So, in 2025, you expended \$6,600.

Karen Bohrer: I have a note about that. Yes, okay. This was an error in where things were charged. In FY25, there was a \$4,000-degree error. A purchase made by the library, I think for a database, if I recall correctly, was charged to the wrong line item by the town and it should have been charged to line 329 in the library budget.

Chairman Dumont: So, where was it charged to?

Karen Bohrer: That I don't remember. Linda Pilla would probably remember off the top of her head.

Chairman Dumont: So, am I saying that correctly? So, there's a \$4,000 increase to one of the other line items that shouldn't be there?

Karen Bohrer: Right. It was not, I think it wasn't even charged to the library at that time. It went somewhere else in town. It should have been charged to the library to that line, which is why the actuals were only \$6,600. They should have been closer to \$11,000. Along with that policy, would you be able to get that where that ended up going to?

Karen Bohrer: I can find that out.

Chairman Dumont: I guess where we would see that charge.

Karen Bohrer: Do you recall?

Margaret St. Onge: Of the conversation, but I don't remember.

Selectman Vurgaropoulos: On the same line item, it seems to be patternesque. If you go back to 2023, they had a similar situation.

Chairman Dumont: Yeah, \$5,700.

Karen Bohrer: I don't know for sure. Maybe Trustee Guessferd remembers in 2023 whether it was adding something. In FY23, the library didn't have as many streaming services as we do now, so that may be why the actuals were low. That was before my time on the library board too, but that would be my guess there. I'm not aware of an error in charging the lines from FY23 the way I am for FY25. I'm opining that it's because we spent less on audio-visual materials because it was so long ago.

Chairman Dumont: Any other questions or comments? I guess that takes care of you guys. Those are all my questions. They've all been answered. I appreciate it. If you could get that information for us, we'll pull it off to Mr. Sorensen, and he can get it to the rest of us.

Karen Bohrer: Information on the education reimbursement and on the \$4,000, 329 charge in FY25.

Chairman Dumont: Thank you very much.

Selectman Jakoby: Thank you.

Karen Bohrer: Thank you very much. And we look forward to continued discussion about the Hills Building.

Department of Public Works: 5515, 5551 – 5556
Solid Waste: 5970

Chairman Dumont: Definitely. We're all looking forward to it. Sooner than later. Next up, we have the Police Department. Police Chief David Cayot.

Roy Sorenson: DPW?

Chairman Dumont: Oh, I apologize.

Chief Cayot: I'll gladly go if you want.

Chairman Dumont: I apologize. I'm jumping all over the place. I wrote library across, took over Jay's place here. So, Jay, come on up, and you can speak to the Public Works.

Jay Twardosky: Thank you, Mr. Chair, members of the Board. So, the budget you have in front of you, I'm pleased to present what I feel is pretty much the bare minimum. We need to operate efficiently without cutting really any services. We were requested to submit an operational budget not to exceed a 2.5% increase, which in line items that I control, \$72,210 is what it came out to. We ended up having an increase of 2.2%. So, we stayed under the 2.5%. Again, one of the biggest changes you're going to see is that extreme weather account, where we just removed line items from other accounts and to make that account. Other changes in certain accounts, we had different line items for sand, stone, gravel. We combined those line items into just an aggregate line. We didn't increase any amounts. We just put all three amounts together to make one item. That's just better to reflect

what we use year to year. We use different amounts of each material, so it's hard to budget, but we stay within that parameter. To help stay within that 2.5%, like I said, in our department update, we were going to need to increase our traffic light line item by around \$50,000 to help offset costs for renewing some of the equipment in the cabinets. Our streetlight replacement program that we did a number of years ago, we had to pay that off over a few years. Well, that's finally paid off, so, the extra \$50,000 that was there, I was able to move over to traffic lights. And that way, it's just a lateral move, not increasing anything. We have five new pickups in the budget, one ton to replace some more of our aging fleet. There's no increase there. That's money that was already in the budget due to the brush track is paid off, the hot box, and that's about it there. Some of the larger line items you'll see in the 2.2% increase are an extra \$23,000 in building maintenance. We have another rooftop HVAC unit that has to get replaced. All of our unit bay heaters in the garage, our original 25 years old except for one, they're at the point they need to start getting replaced. The garage bay ventilation fans are in need of repair, so we got to get working on that stuff and keep up with it. Being 25 years old, we're getting a lot more maintenance issues with the building we have to keep up with. You see \$4,500 added in the registration fees. That's actually where we take any safety training we have to pay for that's not free, and our solid waste operator licenses, which are mandated by the state. Adding \$6,100 into the brush cutting line item, that is to cover the cost of outside hire for tree companies when the trees are larger than the equipment that we have. In my department update, I mentioned that we needed to start replacing more traffic signs, so I've added \$4,000 into that budget. We constantly end up going over that anyways because the price of metal is keeping everything increases. So, I've added \$4,000 to that. Just to give you an idea, the large overhead signs here at Derry and Ferry, the intersection right out here, that are in dire need of replacing, that group of signs alone is \$5,000. Oil and grease for \$6,000 extra, that just represents an actual number. We went up \$6,000 to a total of \$16,000. That is our yearly cost on that. Like I said, those are some of the larger items, \$5,000 extra in sand for extreme weather, that has to do with winter maintenance. Do you want me to go over any of those outside budgets yet?

Chairman Dumont: Yeah, we're going to say so. We'll start with what you have in the budget, if any of the Board members have any questions.

Selectman Morin: Let me get it for you. Sorry, it was just there. I was looking at something else. Outside hire, it was zero, zero, then nothing, and now \$6,000 this year outside streets. I'm trying to find the number for you, Jay. I just had it.

Jay Twardosky: Yeah, that's actually a new line item in streets. So, the spraying of herbicides on sidewalks and traffic islands, we were doing it in-house the last couple of years, and we've actually just been re-whacking, but it's very labor-intensive. You end up with some vehicle damage. So, I got an estimate from a company. They come in and do four treatments a year, and that reflects the four treatments a year. It's actually more cost-effective than us doing it.

Selectman Morin: Okay.

Selectman Vurgaropulos: What page is this on?

Selectman Jakoby: It's 265.

Roy Sorenson: Yep, 8 and 12.

Selectman Vurgaropulos: Thank you. I was holding it between my fingers.

Chairman Dumont: Questions from other Board members? So, I just had one on page 2. I'm sure I probably already know the answer, but just for the sake of asking, so it's line item 212, radio repairs, zero, zero, and then increase slightly, and then it looks like up to \$3,300 for previous year and this year.

Jay Twardosky: Yes, that's what we've had in there. So, we had mostly new radios put in along with the Fire Department. We still have a couple of older radios in the supervisor's trucks, and we added one extra radio last year for a piece of equipment that didn't have one. That was the \$1,400. The supervisor's trucks that have the radios that also communicate with police and fire, that covers the cost of the radio and the install. We still have three of those old ones. We need to start replacing those because they're getting very antiquated. And one of the trucks that's getting replaced this year is a supervisor's truck, so that will get a new radio at the same time.

Chairman Dumont: So, those are all the CB radios in those trucks?

Jay Twardosky: Yes.

Chairman Dumont: And wasn't there, correct me if I'm wrong, a year or two prior, I remember there was talk of you guys getting some radios from either fire or police. Is that the same?

Jay Twardosky: Those were the handhelds.

Chairman Dumont: Is that the same line item?

Jay Twardosky: It would be out of the same line item if we were to replace them. But these are just any two-way radio, two-way communication radio.

Selectman Morin: Who do you use, your maintenance company?

Jay Twardosky: Two-Way Communication, two-way.

Selectman Morin: Chief, who do you guys use?

Chief Cayot: Two-Way.

Selectman Morin: Two-Way. So, everybody in town uses Two-Way? Because every department has their own budget, why we couldn't just make that one contract. That's why I was asking.

Chairman Dumont: Not a bad idea.

Selectman Morin: I know the police have certain things and all that, but I don't know if we could do a contract if they were all using Two-Way.

Jay Twardosky: All the maintenance agencies do Two-Way also for each department.

Selectman Morin: How busy is the park/rec department?

Jay Twardosky: We have four employees that are basically on there full-time 40 hours a week to get everything mowed and kept clean and whatnot.

Selectman Morin: Not to add more work, but we went through this a couple years ago with the school department when you guys used to plow there. Do you remember that whole thing?

Jay Twardosky: Yes.

Selectman Morin: And the library has their own mowers. So, again, we're duplicating everything. If they had enough people just to take care of the library, eliminate the two mowers, not to say even much, but it puts everything under Public Works instead of the library having their two mowers and their equipment over here. They've already got the equipment, so why are we buying more?

Selectman Jakoby: That's been a question I've had for a long time. As we look at overall the properties of the town and what needs to be maintained by the town, how can we be more efficient and effective in that? I agree 100% that that needs to be looked at and really streamlined in a lot of ways. And I think that's what Town Administrator Sorensen keeps talking to us about, so we're hearing him. Streamlining, right?

Roy Sorenson: Did I say that?

Selectman Jakoby: You did.

Selectman Morin: That one building, would that put a huge...

Jay Twardosky: I'd have to get back to you on an actual answer, but we've added a cemetery, a ball field, and now the pickleball court just in the last two years. We're pretty much with the four guys that are there. We're at our max. If we had to take a guy off the streets and put him there for a few hours to help out, I can't say we couldn't make it happen, but you know what I'm saying.

Selectman Jakoby: Well, there's a cost to it, and we'd have to... And the question is, would we need an extra person in DPW to help recover it? And besides that, are there other places we're missing? I don't know.

Selectman Morin: There could be. When we were going through the library, they said two mowers, and when we talked about the repairs, I'm like, why are we duplicating everything?

Selectman Jakoby: Exactly.

Roy Sorenson: Question, Jay. Seasonal help.

Jay Twardosky: So, every time we've utilized seasonal help in the past, we really need them in the spring and fall, and they can only really come in after spring cleanups and before fall cleanups when we can really manage everything else, and it really hasn't worked out well, because it's usually college help. So, it hasn't worked out well. We have a hard time finding people. And then when they get there, they don't usually want to work as hard as they need to make it happen.

Chairman Dumont: Another thing that I would point out about that is obviously when Jay gave us his department update, he talked about trying to possibly get some more help in those areas. So, I think we look at that conversation maybe more in-depth with his presentation that he gave us. If we're going to extend some of that, we might want to look at how else we can make the whole department a little more efficient, like he suggested.

Jay Twardosky: Yeah, we're pretty much at our max as far as projects and day-to-day routine.

Selectman Jakoby: I just had a general question, and I don't know where I saw it, about overtime. So, you have a great deal of overtime when there's a snowstorm or winter and things like that. So, are we talking about putting that over into this new line item? And what other times is overtime used? So, can you just go over that a little bit?

Jay Twardosky: So, right now we have \$200,000 for overtime, \$160,000 of that is going into the extreme weather. Besides extreme weather, we do have overtime for when we have contractors in because we have to have staff. On any job that we have a subcontractor on, we have staff on that job. So, whenever there's a contractor in, whether it's sewer or drain relining, town-wide paving, outside hire for trees, whenever you have a tree contractor in, if they're in on days where we're not, whether it be a weekend or extended hours after 4 o'clock, we have to have at minimum one guy on site to have the town there. And then we also have to have traffic control on most of it. So, there's overtime there and then call-ins for traffic lights for whenever PD needs us to put barricades out or fire needs us for anything.

Selectman Jakoby: Again, that's more emergency. So, a lot of it's not within your control other than the contractors.

Jay Twardosky: Correct.

Selectman Jakoby: Having the contractors work as much as possible when you guys are working. But then those people are being taken away from their normal duties of the day.

Jay Twardosky: Exactly. So, whenever we have any sort of an emergency event, even during the day where we've got to set up detours and stuff, there's a bad accident and we assist PD or fire with even having employees stay there to help with the detours, that takes away from their day-to-day activities. And then, of course, that goes into overtime.

Selectman Jakoby: That can push into needing overtime.

Jay Twardosky: Correct. And then sometimes we have to supply them for election days along with PD.

Selectman Jakoby: Beyond normal working hours. Okay. I just wanted the public to be aware. Thank you.

Selectman Vurgaropulos: Thank you, Chairman Dumont. I just have a general question and then I'm going to aim towards him. Do we rent all of our printers in the whole town?

Roy Sorenson: They're under leases, yes.

Selectman Vurgaropulos: So, everything's rented?

Roy Sorenson: Correct.

Selectman Vurgaropulos: Okay. No, I'm not going to say anything to you.

Jay Twardosky: Yeah, that's one's out of my control.

Selectman Vurgaropulos: Yeah. If we weren't renting across the whole town, I was going to be like, why are you renting? Is there a benefit to purchasing? But since it's a lease thing then.

Roy Sorenson: Yeah, so we do lease them and typically the advantage of the lease, obviously, is as they upgrade them, you turn it in, you get credit for that machine, you bring the new one on board as opposed to owning it. Plus, you get a better deal with your printing, whether it's color or you get better rates as well.

Selectman Vurgaropulos: All right. Thank you.

Roy Sorenson: In fact, we're talking about streamlining. I'm trying to get rid of a lot of the smaller printers in town that we have with paint and cartridges and things of that nature.

Chairman Dumont: All right. I just had one question, the same one that I gave to the library, newspaper ads. It looks like the actual for 2025 was \$200. The ask is \$1,500. What are you guys utilizing for newspaper ads?

Jay Twardosky: For the most part, it's hiring.

Chairman Dumont: Okay.

Jay Twardosky: We could be hiring one person. We could be hiring six people at different times. So, that's just one of those we never know how much we're going to need. So, that line item, that's what has been in there the last couple of years. It's one that's hard to reconcile.

Chairman Dumont: Yeah, I've seen it. It's gone up and down. 2024, you almost spent the whole thing, and then it went back down, which is curious. I'm always wondering because everybody always says the paper is going away, but yet everybody keeps asking for money towards it.

Jay Twardosky: Yeah. I don't think it will ever totally go away. You still have your hard cores. Legally, especially when we're doing RFPs or we're doing bids, not only do we do online, but we have to do print also.

Chairman Dumont: Right.

Jay Twardosky: We have to have a certain amount of different...

Chairman Dumont: No, I'm not against it. I prefer the paper copy myself, but everybody always asks the question, why can't we eliminate it? So, I figure it's good to ask. I had another question on towing, line 254.

Roy Sorenson: Page, please.

Chairman Dumont: I'm just on the cover sheet. I'm on page 14, but I don't have the actual breakout of it because I'm looking at the actuals. Yeah, so it's line 254, it's towing. What is that exactly?

Jay Twardosky: That's in equipment maintenance?

Chairman Dumont: Yeah, equipment maintenance, sorry.

Jay Twardosky: Whenever we have trucks break down, especially in the wintertime, we lose a transmission or a rear end, we don't have the ability to tow. We will pull them in using a loader, but when they have to go, if it's a transmission, an engine, or rear ends, those are about the only things we don't do in-house, so they have to get towed either Manchester, Concord, to get fixed.

Chairman Dumont: Because that's exactly what I was figuring, that you guys would just move it with the loader.

Jay Twardosky: Yeah, loader greater.

Chairman Dumont: And tow it back.

Jay Twardosky: Yeah, I've towed them with a pickup before just to get it someplace. You can go five miles, you're good with it. But like I said, that's one of the rare things that we don't do in-house. Okay. For broken springs sometimes, you have to go to the spring shop for those. So, that's where we utilize that line.

Chairman Dumont: So, that's my question. Do we have anything else from the Board members? Everybody's getting off easy tonight, jeez. You did a very good job there. I do want to say, and Mr. Sorensen actually pointed

out quite a bit when me and him were talking about it, of moving numbers around where you didn't utilize things, you actually reduced quite a bit, and then you gave a good breakdown here. So, I really appreciate that.

Jay Twardosky: Excellent. Thank you. And even like fuel, I put a lot of time in looking at different numbers to get what I feel is the most real price for fuel.

Chairman Dumont: Yeah, and I saw that in there. I mean, fuel went up for everybody, right? Electricity and utilities across the board was a difficult one, so I understand that, and I appreciate you trying to do that.

Roy Sorenson: Yeah, actually, though, I think on the fuel line to that point, we did come down on diesel quite a bit, right?

Selectman Vurgaropoulos: Diesel came down significantly.

Jay Twardosky: Yeah, we left it high last time because it was kind of an unknown on which way it was going to head. But now all of North America has record oil production, and it's not predicted to go away anytime soon. So, record production keeps stable prices. So, we felt comfortable bringing that number down quite a bit. Like I said, I've got the state gives us diesel numbers all the way back to 2009, so you can see a trend. I'm very comfortable with that number, so we were able to utilize that money someplace else.

Chairman Dumont: Yeah, we reduced by almost \$40,000, so definitely hats off. Appreciate it. So, I think if there's no other questions, you're free to go.

Jay Twardosky: Excellent. Thank you.

Selectman Vurgaropoulos: Thank you.

Chairman Dumont: Appreciate it very much.

Roy Sorenson: Good job.

Chairman Dumont: All right, now time for the police. Chief Cayot, Captain McElhinney.

Police Department: 5610 - 5673

Chief Cayot: Thank you, Chairman, members of the Board. Thank you. So, I'd like to start off just by thanking the Board for allowing us to consider going up to 2.5% as we looked at the operational budget. So, 2.5% for the Police Department, when you're looking at just the operational side, would be about a \$21,000 increase for us. When we went through all the different lines that that would affect, we were able to keep it at about 2%, which was \$17,000, so we did increase those areas by 2% as we went through. We thought that 2% would allow us to continue to meet our mission moving forward. And just because I like to restate it every time I get up here, to provide professional police service in partnership with the community through mutual respect and cooperation, will allow us to continue doing that. What you'll see is when we talk about the increases, there's definitely going to be a recurring theme on several of them, and it's retention and recruitment. A lot of the areas where we added it you may not originally think of as retention and recruitment areas, but there are ways that they help us keep the valuable employees we have and bring new employees in. So, as we discuss those, you'll see that trend going through. Another thing I'd just like to bring up, we've been down, our staffing's been down 10% throughout the year, and we've been that way for the past couple of years. But in some of the graphs that we did provide you, you'll see that our activity has been continually increasing since COVID. Since we came out of that, it's been increasing, even though we're down staff members. A few of the areas where there's bigger increases, I'll just put those out there, and then I'll answer any questions about the budget. Our training and vehicles, you'll see we put a bunch of money into those areas. And then one area which isn't operational, but you will see a drastic increase, is in our overtime budget we were requesting. And when I was doing research looking at this budget, the overtime amount of money we had for patrol was based on figures from FY20. So, the salary in there had never been increased since FY20, so that's why you're going to see that large increase in there. I can go through more of the numbers, or I'd be happy to answer questions going through the different areas of the budget, whichever you'd prefer.

Chairman Dumont: I want to just touch on some of the numbers that were in the executive summary to give some background, and then we'll go to questions from the Board.

Chief Cayot: You just mean some of the areas where we increased the money?

Chairman Dumont: Yeah.

Roy Sorenson: Yeah, go to page 2, Chief, and work your way down from there.

Chief Cayot: I can do that. All right, starting on page 2. So, 217, association fees. We're looking to increase that. We always had, you know, like the Chief would be part of the Chiefs of Police Association. That would be something that we'd always done. But moving forward, we're looking to try and get in as part of succession planning because we're trying to get the captains involved in that as well, and we're trying to get some of the lieutenants involved, and we're trying to get people involved in some of those professional organizations. Like I said, it helps with succession planning, but it also allows you to do a lot of networking when you get involved in those and bring some of those ideas back to the Hudson Police Department and the town of Hudson. So, like I'm a member of the National Academy Association, as is Captain McElhenney. Those things cost money. Those are things we never used to do. I'm part of the New Hampshire Chiefs of Police, but my goal is to get all the captains as members of that as well because they now allow associate members. And then once we do that, if we have the money available, I'd be looking to start getting the lieutenants involved in that as well. But obviously that costs more money, so that's one of the reasons that it's an area we increased.

Captain McElhinney: Another benefit of being a part of these organizations is typically they offer free reduced training through these sort of like National Tactical Officers Association. So, our tactical training is a reduced cost. Same thing with some of the professional organizations where conferences or specific training are offered as members at a much-reduced cost. So, it's an opportunity for that as well.

Captain Cayot: The next one would be Meals in Town. Unless you had any questions on that one. The next one would be Meals in Town.

Chairman Dumont: No.

Chief Cayot: So, when we bring training to the Hudson Police Department, especially with that nice new training room we have, we've been trying to bring training in. And kind of going off what Captain McElhenney just said, when we bring training in, we get free slots. One of the things that comes along with that is you want to be a good host. You want people to want to come back to training at your agency. So, one of the things is providing coffee and breakfast and snacks throughout the day. Helps bring people in. But like I said, we're getting a benefit from this because we're seeing people want to come back. We just actually hosted a training on Monday, Tuesday, and Wednesday. And those two instructors said, we'll come back to the Hudson Police Department at any time. And we got several free slots by them bringing that training to us. The next one would be Meals Out of Town. So, very similar to that is when we don't necessarily keep people at the Hudson Police Department, there's a ton of good training, but it's not always right in our backyard. So, when we end up sending people to other training, a lot of times we'll have to provide lodging and food for them, and that's why we're looking to increase that. Getting employees good training, not only do they bring that back as well, but it is a retention tool when you're able to send people to those different trainings. Next one, postage prices. Obviously, as we know, they just keep increasing. We're just trying to keep up with that. Kind of staying along with that, printing, stationary, increasing those. Again, we're just trying to keep up with those. Paper, same thing. Price of paper keeps going up. And unfortunately, we haven't been able to completely get away from paper. As we talk about some of my outside budget requests, some of the things that come along with that is hopefully getting away from paper in some areas, but as of right now, we're not able to get away from paper in a lot of these areas.

Roy Sorenson: Chief, are there any laws, so I guess reports, incident reports, accident reports, arrest reports, of just being completely electronic? Are there laws against that, you have to have them on paper?

Chief Cayot: Our records division, they have them on paper. Yeah, they do have to have them on paper. They do submit some stuff electronically, but then discovery, and a lot of the stuff is on paper as it gets submitted to the court. Next one, I just got to get the name of the line here. Office supplies. So, it kind of goes along with the paper, but one of the big things we're seeing with that increased activity we've been having, there are more

discovery requests, more things that we have to provide to the court, defense attorneys. Another thing that we're seeing is phones and different electronic media has a lot more storage. So, we can't just throw it on a DVD or a CD anymore. Now we're buying thumb drives, and we're actually having to buy terabyte drives sometimes to put this discovery on to give to them. That includes stuff for the body cameras as well when we have to release it. So, it's just getting a lot more expensive to provide that discovery and to provide that information over to the courts. And then the last one in this section is just decor and furniture.

Roy Sorenson: Is that for your new office?

Chief Cayot: What was that?

Roy Sorenson: For your new office.

Chief Cayot: It is an office. But just with the increased facility size, we're still working on decorating, and unfortunately, we are going to have to replace some furniture as it wears out. So, that's why we increased that by \$500 as well.

Roy Sorenson: My answer would have been that Dionne left the walls a mess.

Chief Cayot: Well, I did need to update the office after that as well. Are there any questions in 5610 that I can answer for anyone?

Chairman Dumont: Not seeing any, go right ahead. Keep moving along.

Chief Cayot: All right. 5615 is facility operations. And I didn't actually do any increases in there. I know that Town Administrator Sorenson touched a few areas in there and increased our electricity. And I believe actually took a little bit away from the natural gas because with the natural gas prices, we actually hadn't been using all the money that was in there. I believe 5630 is the next area where we have some.

Selectman Morin: Before you go into that, I just did have one question. The professional would be 252 Police Facility Professional Services that like outside maintenance people.

Chief Cayot: Which section was that in? I'm sorry.

Selectman Vurgaropoulos: Page 2 at the bottom.

Selectman Morin: I'm on page 8. 5615, 252. It says Police Facility Professional Services. That's for the addition.

Chief Cayot: Those are different contracts. I'm sorry. Just give me a second to find it.

So, like the HVAC maintenance, the chiller.

Roy Sorenson: Yeah, page 11. Your break down.

Selectman Morin: OK. No, that's good. I just...

Chief Cayot: So, those increase. So, we just increased it to go along with those.

Roy Sorenson: Yeah, Selectman Morin page 11. You'll see they're all contractual increases.

Chief Cayot: So, the next area is going to be 5630, unless there's any other questions. All right, so the first one.

Chairman Dumont: Sorry, I had one question in 5620. So, line 221.

Chief Cayot: Is that what you were thinking? Yes, the spots.

Captain McElhinney: Yeah, unfortunately, the state requires us to be able to pay for the spots, basically the interface that allows us to run license plates and interact with the FBI's database. They've never called that in, but we have to. If they some year decide to do that, again, they've never done it, but we have to have the funds available to do so.

Chairman Dumont: And that's the \$4,500?

Captain McElhinney: Correct.

Chief Cayot: Yes.

Chairman Dumont: OK, so that's it. And so that's only if they call upon it?

Captain McElhinney: Mm-hmm.

Chief Cayot: OK. But you never know when they're going to, so you have to have the money available.

Chairman Dumont: Right. And then the other, I guess just a follow-up to that. So, was it less in the previous years? Was it not required? Actually, these are actual, so it wouldn't show that. Never mind. I apologize for that. Go right into 5630, sir.

Chief Cayot: All right, 5630. The first one you're going to see is the overtime like we discussed. So, that is an increase of \$101,400. And they said the overtime was based on 5,200 hours, but it was calculating it on the FY20 overtime rate for a master patrolman. Obviously, that's changed a lot in the past seven years. And that's where that increase comes from. And just to give you an idea, so especially being down that 10%, last year we used approximately 7,400 hours of overtime. So, we're still using more even than we calculate, but at least increasing it will get us to the appropriate wage to calculate the overtime on.

Roy Sorenson: Mostly, this is patrol? So, that's your largest line?

Chief Cayot: Yes.

Roy Sorenson: Full-time salaries. CVA just passed. You expected 522 and 2025.

Chief Cayot: Yes.

Roy Sorenson: It's justifiable, in my opinion, anyways.

Chief Cayot: And like I said, that we're just looking to catch back up to where the salaries are based on the contracts.

Chairman Dumont: One question all the way at the end of that. The small equipment in 403, can you just speak to that? The actual is half, but is that kind of the same scenario? You have to have so much on hand for it. Say it's budgeted for \$216, the actual in 2025 is \$113. Line 403, small equipment, body camera, tasers, in-cruiser, radio.

Chief Cayot: So, that's because it had been on a capital reserve fund that we were paying for it, and now it was moved into the budget, so that's why you're seeing the difference. So, now when we paid it for this fiscal year, you're going to see that it's going to match that, because instead of using the capital reserve fund, we're actually pulling it straight from the budget.

Chairman Dumont: Any other questions from the Board on that section? On to the next one.

Chief Cayot: Some of these things you're going to see increases on are contractual, so like the clothing stipend, you're going to see increases on. That was all part of the new CBA. The other ones are small ones, just, again, electronic media is one of the areas in there. In detectives, they're seeing that a lot of these phones they're downloading now, again, need the terabyte drives to be able to store that information on, as opposed to we used to be able to put it on either a DVD or a thumb drive.

Selectman Vurgaropoulos: We're buying in bulk when we buy these items?

Chief Cayot: We try to.

Selectman Vurgaropoulos: Okay. I figured you would be.

Chief Cayot: Not the terabyte drives, usually. Usually that will be a couple at a time, just because we don't need a ton of those, so we don't want to overstock on those as well. And we also don't want to overstock on things in technology just because you never know when that's going to change as well.

Selectman Vurgaropoulos: That's fair.

Chief Cayot: But when we can, yes, for like thumb drives, we'll try and do that.

Selectman Vurgaropoulos: Okay, thank you.

Chief Cayot: You're welcome. Anything else in there? 5650. This is the ACO area. The only increase we had was just before Jana left, she recommended that we put an extra \$500 into veterinary services. I know we didn't overspend it, we got close, but she said those just keep going up, and that's an area that she says made her nervous for a while. So, it was kind of one of the last asks she had before she left.

Chairman Dumont: Vet bills are extremely costly, so I can understand that.

Roy Sorenson: Where do we go for that? Is that just a local vet or is that statewide?

Captain McElhinney: There's a couple local ones, and then there's also Bedford Animal Shelter that we also take like some of the strays to or like a longer care.

Roy Sorenson: They handle a lot of the PD.

Captain McElhinney: I'm sorry?

Roy Sorenson: They handle a lot of the police, K9s.

Captain McElhinney: Yes, absolutely, yeah, within the area. So, there are some local, and I mean Bedford's local as well, but yeah.

Chief Cayot: It definitely depends on what the services do, because sometimes it's an emergency, you have to go to one of the 24-hour ones if we can.

Roy Sorenson: I guess my question is, my son bought a puppy, and now I own it apparently, and it just went for its vaccines and shots, and I'm not even going to tell you what it costs. So, I'm wondering if there's some kind of discount from municipalities, agencies, and things like that.

Chief Cayot: I believe we get contracted prices through a lot of these places when we go to them.

Chairman Dumont: I think insurance for the dog.

Selectman Vurgaropoulos: Oh, it's worth it.

Chairman Dumont: I didn't do it.

Selectman Vurgaropoulos: Then you've got to do it when they're puppies, otherwise you don't get the benefits.

Chairman Dumont: All right. Everybody good with that section?

Selectman Jakoby: Yes.

Selectman Vurgaropoulos: Yes, sir.

Chief Cayot: I think the next one there were any changes on is 5671, unless there's any questions on any of the areas before that.

Chairman Dumont: Board members?

Selectman Jakoby: No.

Chairman Dumont: 5671, what have you got?

Chief Cayot: So, 237, you'll see there's an increase of \$5,854. That's just into our training budget. Training's getting more expensive. We're required to give our officers more and more training every year, and like we said, recruitment and retention, one of the things we're trying to get, high-quality training for all the employees at the Hudson Police Department. The reason it's a weird number is for some reason in our budget, we were budgeted for \$52,416, so we see the weird number because we wanted to get it to a round number as we increased it.

Chairman Dumont: Okay.

Chief Cayot: You'll see there was a slight decrease in medical exams. That's just going off what they're charging us, and based on the number we anticipate doing in a year. And same with psychological exams. We just adjusted that based on the cost we're being charged for those.

Chairman Dumont: The line item 252 is the outside higher, so that one seems to go up and down. 2023 was higher, 2024, 2025 was lower, and then back up.

Chief Cayot: Just entrance exams, so the cost of the exams and the different materials needed to get someone through the process, so obviously it fluctuates with how much hiring we're doing.

Chairman Dumont: Okay, and that's kind of what I was wondering, if it would change year by year like that.

Chief Cayot: Okay.

Chairman Dumont: I'm good with that section.

Chief Cayot: All right, 5673, that's for our prosecutor. You'll see a slight increase, \$300, just the RSA books are getting a little more expensive and the LexisNexis subscription is getting a little more expensive. And then the \$1,000 increase you see is per the contract, new CBA.

Chairman Dumont: That's for the longevity pay? Is that the \$1,000 you're talking about?

Chief Cayot: The \$1,000 right there is actually a uniform stipend.

Chairman Dumont: That's contractual?

Chief Cayot: That's contractual, yes.

Chairman Dumont: Okay. Oh, yeah, yeah.

Chief Cayot: So, hopefully I covered everything that there were questions on, but I'll be more than happy to answer any other questions that anyone has.

Selectman Morin: Just not budget related, how are we doing on crossing guards this year?

Chief Cayot: Doing good this year.

Selectman Morin: We're good? Okay.

Chief Cayot: I know it's kind of fluctuated in years past, but this year we're doing well this year.

Chairman Dumont: I just want to say I really appreciate the same as Public Works. You guys did a good job of balancing out a lot of line items. I saw everything moving back and forth, so I just really want to appreciate you guys going through and being very thorough.

Chief Cayot: Thank you. Did you want me to go over the outside budget requests as well?

Chairman Dumont: Yeah, run through those.

Roy Sorenson: Okay, so you don't have to cover the GIS specialists.

Chief Cayot: Don't worry about that. No, I didn't even type anything up for that. I was going to leave that down. A lot of these, or two of these at least, you're going to see, is us trying to upgrade software. We've been using a lot of the same software and doing things the same way for a very long time, so we're trying to upgrade some of that. The first one is called NeoGov. They make PowerDMS, which I think everyone in here is familiar with. It's what we do all our accreditation through. They have a lot of other tools that I think would be very useful for us at the Police Department, so I have three here that we're looking to add to that PowerDMS suite that we have. The first one is PowerEngage. PowerEngage is actually more for the community, but it also gives us metrics on how we're doing. Once we get that set up, A, it can keep people updated on where the officer is. So, you give your cell phone, it will text, you know, officers, five minutes out, officers showing up at your door. Obviously, certain calls we're not going to let people know when we're arriving, but for someone who calls for service and is looking for us to come respond for a fraud or whatever, it would give them those updates. Afterwards, if they opt in, they can also give us a survey back on how we did. So, we can get a really good idea of how the officers are doing when they go to those calls, and then you can use that, and it will give you graphs and different metrics, so you can start looking at, you know, hey, this officer does a really good job with these calls, or maybe we could have them get a roll call training, because we see that every time he or she goes to one of these calls, they're getting, you know, top marks. So, it would give us those sorts of metrics to see how the officers are doing on

those calls. I believe they can also rate the dispatchers on those as well to see how the dispatchers are doing when they answer the phone and that interaction they have.

Roy Sorenson: The people you arrest, do you think you'll get five stars?

Chief Cayot: You know, I have to say no one wants to get arrested, but the employees we have, I do think some of them get five stars because I do think they treat people right when we bring them into the police station.

Captain McElhinney: Salem PD is actually the one that kind of sold us on this, and they really liked it, and they were really surprised at how much the officers engaged with it and really appreciated it. Like, it sounds like once a week or whatever, they'll put, like, random responses like, Officer so-and-so did a great job today in helping with whatever, and they put it up on, like, a board in the roll call, and it's kind of a wellness thing as well, that you guys are getting recognized by the community in kind of real time.

Selectman Jakoby: I just want to say I really like this idea, you know, because you want to know who's doing what, and it gives the public another means of feedback, and it's harder sometimes to get positive feedback in these situations, so I think this really sets you up for that. So, thank you. Yeah, definitely a good idea.

Chairman Dumont: Hopefully create a lot of healthy competition within the department too.

Chief Cayot: Hopefully. The second part of this is called PowerTime, and it would allow us to do scheduling, so it would fix a couple issues that we're having, hopefully, and we've been working. IT's been working with finance. I know Kim Brooks has been helping us with this a lot as well. So, it would allow us to switch over from the IMC, and it does a couple things. It has a much more powerful system. Right now, when we have to post overtime, we have a piece of paper and roll call, and we type up when the overtime shifts are and guys and girls go out and sign up for when they have overtime. This would get us away from that. It would make it all electronic. It would actually make it so it goes out through an app and tells you when there's an overtime shift. People can say whether they want the shift or not, and we can build the rules. So, if two people want it and the rule is the senior person gets it, it will sign it to them. It will notify the supervisor that, hey, people have signed up for it. Go approve it. They approve it, and now it's in the system built in that they have that overtime shift. We also are having an issue right now with the paging system. So, it's not just for details, but if we have a major event like what happened in Nashua a month ago and we're trying to page people out, the paging system is working for Verizon, but for some reason T-Mobile, AT&T aren't getting the pages right away. Through this app, we would be able to send those messages, and everyone, as long as they download the app, would be able to get those messages right away. So, we could reach everybody a lot quicker, and they could actually respond whether on that app, hey, we're responding, and now the dispatchers would see that. They're not answering calls, trying to page people, trying to call people. Second one.

Selectman Morin: I understand this is more of an information thing, but is it going to take care of your regular scheduling too? So, everything will be there, like the Fire Department has that scheduling. Is that the same type of thing? So, your regular shifts will come on this also?

Chief Cayot: Correct. This would do all of our scheduling. Right now, we do it through IMC, but it's a very antiquated system, if you're familiar with it all, and it doesn't actually talk to MuniSmart. We've been working with them, and so once we would be able to print this, look through it, and once the captain approves it, yes, everything on here looks good, signs off on it, it actually gets put into a CSV file, and they're going to work with MuniSmart, so that CSV file will go directly in. It will cut out a lot of steps, because right now the way it works is we have the IMC file, and then once we approve it and it gets signed off on, then Sherrie Kimball has to then enter that into the system, which then gets pushed down to finance, which then they review. There's a lot of steps in there that we're hoping to eliminate some of those, and I know that's something that, you know, the rest of the town's working on as well, but this is one of the solutions that we think would be useful for the Police Department to help fix that.

Roy Sorenson: Yeah, I think this is an absolute, this one.

Selectman Jakoby: Just to follow up on that, in the long run, is there a cost-benefit to this?

Chief Cayot: I think so. It's going to save a bunch of time with the fact that we have people spending almost an entire Monday getting this inputted, and I know finance does as well, but from our... I see it from our end, and like I said, we have Sherrie Kimball and at least a captain spending several hours on it, and then if there's any issues, we have to get other people involved too to kind of correct those issues, so yes, there would be a time and money because now those people who are doing that could be doing other things while we're paying them.

Selectman Jakoby: I think that's the important point to make here is that ultimately, this will save time and money and create a more efficient system for not only the police, but for other departments in town that need to manage this, so just for the public to know. Thank you.

Chief Cayot: You're welcome.

Selectman Vurgaropoulos: Thank you. Chief, as we're going through this power DMS with these modules, you said it gives the residents and stuff like that the ability to get feedback. Is there an emergency function like this, kind of like a 911 function? Like let's say in Nashua, that incident, that was chaotic. There was probably people crouched down somewhere and maybe they didn't want to make a call, but they could text. Is there some sort of piece like that? I don't know the answer to that.

Chief Cayot: I don't know if...

Captain McElhinney: I believe there is, but I don't remember how it interfaces exactly. I believe there is, but I don't recall exactly how that interfaces.

Selectman Vurgaropoulos: Okay, thank you.

Chief Cayot: We can look into that and get some more information on that.

Selectman Vurgaropoulos: All right, perfect.

Chairman Dumont: Any other questions? No?

Chief Cayot: So, the third one is power ready, and this is one of those areas we were just talking about we could save a lot of paperwork. So, right now when we hire people, whether it's a dispatcher, police officer, anyone, we bring them through an extensive training process, and the way that works right now is we have paper, and it's usually like four or five sheets like this, and every single day when they're being evaluated, these are getting filled out, printed, turned into the supervisor, then turned into the captain, then turned into me to then be put in their file. Very paper heavy, very time intensive. PowerReady takes that and puts it all on the computer. It has, if you're familiar with PowerDMS where there's workflows, it will be typed into the computer, it will go through the workflow up to me, and then it will be saved in the cloud so we don't have to have that extensive amount of paper for everything. The other thing it will do is kind of like the metrics we were talking about on the other areas, we can print metrics so we have an FTO who trains five different people. We can pull the metrics and it will start showing us if there's areas where all the people they're training are suddenly getting low scores or there are areas where there's issues, and now we can start looking at it is the people we're hiring or is that maybe somewhere where the FTO, the person who's training them needs some additional training because they're not getting them where they need to be. It will give us a lot of power to do that so we'll be able to look a lot deeper into our training process as well while saving paper.

Selectman Morin: Is this strictly a police-based program?

Chief Cayot: This one, no. I mean, other agencies can use it. They would have to sign on. They would build it for police and they have it per user. But yes, other departments could get on it.

Selectman Morin: Well, that's what I was wondering because I know the Fire Department has to fill out a form like you guys, and if it was a general use, take a lot of money off your budget from the other departments and everybody could use it, I mean, every division.

Chief Cayot: The one thing that's a little different, so there's a little bit of front-end work for all this because we have to build, help them, you know, build what's going to be useful for us. For the PowerReady, we have the advantage that several agencies around us are using it and we all follow the same model for field training, so they've already offered to, hey, you can have what we built already for the form, just go through, edit it slightly

for your needs. So, for other departments to get in on that, there would be that front-end work to get it up and running.

Selectman Morin: Okay, thank you.

Chief Cayot: Any other questions on any of that? The second one that we have would be, we started with Jay Downey, the wellness officer, several years ago, and wellness has been a huge concentration for us, as I know it has been the fire and the town in general, looking for the wellness of employees. So, kind of the next step as we work through this and working with Officer Downey and what we've been looking for is to add yearly check-ins for all of our employees. So, that would be the ask for the next out-of-budget request is that it would be a contract with the company that we were looking at. It's called SHIFT, and it would be every employee meets with a licensed clinician for one hour a year, and then during that they not only can discuss whatever they want with them, but they also kind of learn different ways to make sure they're taking care of themselves and their mental health. And I think that's an extremely important thing for employees. The employees here see a lot of things that the average person may not see, and we really want to be trying to take care of these issues before we get to the point where we start to notice it becomes a really big issue. If we can start early, I think we're going to see a lot less problems, and that's one of the whole reasons we started this wellness program, and this is kind of the next step to add to that program. So, the price you'll see here is for every employee to get that one-hour check-in, and then we also had \$1,000 in there that would be... So, say there's an emergency, a major event, where we need a clinician to come out to talk to someone right away, whatever that major event would be, that would include four of those check-ins as well.

Selectman Morin: Not to keep beating a dead horse, but this is another thing that we could do town-wide. It really is. I know the Fire Department has a certain person, you guys have a different person, but if we could take some of these that we've talked about tonight and put them under one contract, it would probably save us money in the long run. I mean, we didn't bring this to you guys to tell you in advance, but it's probably something we need to look into because a lot of this would do the whole town.

Chief Cayot: If it helps simplify it, I believe the Fire Department and us do. It is that same company.

Selectman Morin: It's the same company?

Chief Cayot: It is.

Selectman Morin: Okay. So, we should get a cheaper rate then.

Selectman Jakoby: Well, and to Selectman Morin's point, if something major happens in the town or even in this building, it's for all our employees. Yeah, beyond police and fire.

Chief Cayot: I do think that is a good idea. Obviously, when I bring it forward, I was asked to bring stuff forward for the Police Department, but I do think it would be a good idea for the entire town.

Selectman Jakoby: Thank you.

Chief Cayot: You're welcome. And the final thing I want to discuss, and I know this is a big ask once you look at the price that's on it, but we've been using IMC my entire career. So, the 24 years I've been here, we've been using IMC, and IMC is now getting to the point. It's not end of life. I know a year back a few other people were saying it's done, it's going away. It's not going away, but it's at a point now where they're not putting any money into it. The only updates and upgrades they're doing are ones to keep pace with federal and state regulations that they have to. So, once a year, they'll look and see if there's any regulatory stuff they have to change. They'll upgrade it, and that's it. They're not fixing the bugs. They're not fixing different things. So, it's kind of do we look at it now or do we keep kicking the can down the road? At some point, we are going to have to move away from IMC. Is it this year, next year? I don't know. The advantage to this year is the Hillsborough County Sheriff's Office is moving to ProSuite. So, they're building the hub for ProSuite. It's a cloud-based hub. They're taking on that project. They're taking on that work, and they're taking on the cost that comes along with building that hub, and they've opened it up to all the other agencies in Hillsborough that we can join on to that hub that they're building. The reason you see the price on here that it is pretty daunting to look at is that that includes a huge amount of money to take all of our IMC files and move those into ProSuite. So, now we would have access to everything

we've done over the past, you know, 25-plus years in IMC that would all be moved into there. It would be available to us, we wouldn't lose any of that. It's to build that system out. After the first year, it then drops down to approximately \$53,000 plus or minus. It would probably go up, you know, once we got on. But that's the price they're giving us now, \$53,000 a year to stay on it. Right now, we're paying IMC. It's about \$26,000. So, after that first initial cost to get on there, it's not quite as cost-prohibitive as it seems, and it would get us a lot more. It's a lot more powerful than IMC is. It gets us interconnected to all the other agencies through Hillsborough County that are, so we have access to all their records now right there through ProSuite. There's a lot of other functionality that it has that IMC doesn't have, including it does a lot of the metric stuff. It will be able to do a lot of those calculations for you. One of the big things that people talk about is for CALEA. It will generate a lot of those reports for us. You still have to go through and review them, but the numbers you're looking for through IMC are very cumbersome. It will generate a lot of that for us. So, I know it's a big ask, but it is something we're going to have to do eventually. Do we do it now or later?

Captain McElhinney: And it's kind of a one-time opportunity with the Hillsborough County Sheriff's Department that they're taking on the initial hub and the cost of that. It would be, I think it would be impossible for us to ask to set up our own hub independently and then add this on that the amount would be the same. But Hillsborough County is absorbing kind of a one-time offer for the startup of their system for us to get in on this much, much lower rate where, again, they're absorbing the initial cost of the build, which is a lot. I don't remember how much it was, but it's a lot of money.

Chief Cayot: So, originally we had been looking at doing Hillsborough County, a lot of agencies had been looking to do this, and they were looking for a grant. The grant wasn't going to come through. But it was going to, for us to get on initially, it was going to be, I want to say, \$200,000 to \$210,000, and the reason being was based on our size, we were going to have to pay for that portion of the hub to be built out. We're avoiding that because Hillsborough County has taken on the fact of building that whole hub. Now they're just saying you pay what you need to join it, we've built this hub.

Selectman Jakoby: So, the hub is being built currently.

Chief Cayot: Correct.

Selectman Jakoby: And if you join at the beginning, this is the price for it. If you join a year from now, is it more? Because the hub still exists.

Chief Cayot: It does. It just depends. Is Hillsborough County now going to say, we want to recuperate some of this cost? We don't know.

Selectman Jakoby: Okay.

Chief Cayot: So, there's a possibility. Everything's going to go up. As we know, all these things, all the software, everything goes up. So, it's going to go up whatever that a lot of these companies tell you, anticipate 5% to 10%. So, it's going to go up that either way. And there's no idea that, hey, this is going to change, that Hillsborough wouldn't say later on you can join. We just don't know. It's just an offer they've said, hey, this is out here. You guys can join.

Selectman Jakoby: I just want to follow up to that because it's just like I would have liked to have seen more detail here.

Chief Cayot: Okay.

Selectman Jakoby: So, I'm trying to visualize it in my head. So, if Hillsborough wasn't doing this, you're saying that it would have cost you about \$250,000 to create the part of the hub that you needed to create.

Chief Cayot: That's only if all these other agencies got on.

Selectman Jakoby: Correct.

Chief Cayot: If we wanted to do it just ourself, it would be much more than that.

Selectman Jakoby: Right, right. Okay. So, \$250,000. But because Hillsborough is doing it, you're cutting the \$250,000 to \$126,000?

Chief Cayot: Correct. Because we're not going to be responsible for it. And I want to say our portion would be like 24% of the hub based on our size compared to the smaller agencies that were looking into it.

Selectman Jakoby: Okay. So, I wanted to be clear that that's the difference we're looking at. So, we're looking at a \$125,000 difference approximately. Okay. Thank you.

Selectman Morin: What's the timeframe for that to be built?

Chief Cayot: So, Hillsborough is building it right now. They're going to be ready pretty much in July of next year. So, right when this budget would go through, that's when it's going to be up and running right around then, at least projected. So, we would be able to jump on pretty quickly into FY27.

Selectman Morin: So, they would build our hub?

Chief Cayot: So, they're building the hub now, yes. We would join in. And then we would just have to work if there was anything different we wanted to build on our end. I will say I did talk to IT about this. We haven't kept them out of the loop on this. And Director Bosteels, you know, in everything he's seen says this is a good idea. We need to start upgrading, you know, some of our systems.

Roy Sorenson: Real quick, Chief. So, the number's based on some type of formula you said? The \$126,000, \$220,000?

Chief Cayot: No, that's just based on what it would cost. So, that cost, and I believe it's broken down in the paperwork.

Roy Sorenson: Yeah, how many communities are essentially?

Chief Cayot: So, this one's not based on communities, that price. Okay? Because Hillsborough County is paying for the hub. So, this is just based on our information being migrated into the system and then what our user fee would be. So, it's broken down.

Roy Sorenson: But the price is locked in. It can't change because someone didn't participate or something else.

Chief Cayot: Correct.

Chairman Dumont: Questions? You want to speak to your warrant articles? Do you want to have that conversation all at once?

Roy Sorenson: No, let's cover those later.

Chairman Dumont: Okay.

Selectman Jakoby: So, this is in order of priority?

Chief Cayot: I didn't order in priority. In all honesty, if I was in order of priority, I would probably order the wellness first.

Selectman Jakoby: Wellness first. Okay, I wanted to make sure we knew your priorities. So, wellness. Go ahead.

Chief Cayot: And then I would say probably the PowerTime and all those just because if we go over to ProSuite, the one thing it doesn't do that IMC does is payroll and scheduling. So, we would need some sort of scheduling solution.

Selectman Jakoby: So, wellness one, Power Engage Time Ready, two.

Chief Cayot: And then ProSuite three.

Selectman Jakoby: And then ProSuite three.

Chief Cayot: Correct.

Selectman Jakoby: Okay. Thank you.

Chairman Dumont: Any other questions? Thank you very much. I appreciate this presentation. Like I said before, you guys did an excellent job.

Chief Cayot: Thank you.

Captain McElhinney: Thank you very much. Have a good night.

Chairman Dumont: You too.

Chief Cayot: And I apologize, we'll leave you with Elvis now.

Planning & Planning Board: 5571 - 5572

Chairman Dumont: All right, so next up we have the Planning Board and Planning Department. I will recognize Mr. Dhima, our Development Services Director.

Elvis Dhima: Thank you, Mr. Chairman. We're going to be covering Planning, Planning Department, Planning Board, Zoning Department, Zoning Board, Engineering, and IT for the Development Services. I'll start by saying the numbers in front of you tonight are nothing compared to the Public Works or Police. I don't even think we should even discuss it. Just approve it and move on, save everyone some time. I'm kidding. It's worth a try.

Chairman Dumont: Nice try.

Elvis Dhima: Anyways, we're going to go over it. I'm going to try to keep it simple because I think it is simple. But the biggest thing is as we go over this, I'm going to tackle at the very end out-of-budget requests. There's only two of them. I think you're very familiar with that. Mr. Sorensen has brought them up earlier. And then obviously the warrant articles we're going to cover another night. So, the first one for you tonight, it is going to start with the Planning Department. And the Planning Department, in a nutshell, is holding the 2.5% that you requested. And the only item that's going to see difference from the previous year is the postage. That's going up from \$102 to \$725. So, basically the only items that you're going to see differences is \$238, which is postage, and that's \$624. Everything else remains the same, and that basically represents a 2.5% increase on the budget. It's pretty small, as you can tell. That is it in a nutshell. The biggest change you're going to see in the Planning Department, obviously, is we did not have a Town Planner, and we do have a Town Planner right now. From a staff standpoint, that administrative aid position is still available. It's still open. It's still being funded. We're asking to fund it for next year. There are no plans right now to fill that right now, but it would be good to have it, not need it, and the other way around, as we try to sink in internally and to see if we can cover that as is within the staff. With that said, I will take any questions you might have for this before we go into the Planning Board.

Chairman Dumont: My question is related to Planning Board. Any questions from the other Board members? Go right ahead.

Elvis Dhima: So, the Planning Board is basically its own budget. It's basically related to running the Planning Board. Again, we're holding the line of requests at 2.5%, which is basically a total of \$161. It's not a big increase, as you can tell. The entire amount goes under other professional services. So, you're going to only see a difference in the budget line of \$252 from \$2,030 to \$2,191, and that is basically for minute taking, you know, code publications, cap fees, calculations, and things as such. But that number is \$161, and that is basically in a nutshell as far as the change on the Planning Board budget. Very, very small. I'll take any questions you might have.

Chairman Dumont: So, one thing that I'll actually kind of go with both of them that we did last year, zoning we noticed a need for more training on both the board and for staff.

Elvis Dhima: Yes.

Chairman Dumont: Do you feel as though you have enough for your staff planning as well as hopefully some planning for the – some training for the Board?

Elvis Dhima: It's a good question. So, staff actually attended a seminar on a Saturday. So, it was basically Zoning Administrator, the new Town Planner, and the assistant Town Planner. And most of this training we're going to try to pursue is going to be either free or at a very low cost. We're going to try to take advantage of that. Now,

there's some items there that they haven't utilized as much, so I feel like within the numbers that we have, we can make it work. I also feel comfortable that between engineering, planning, and zoning we can shift things around now as it becomes one budget. So, I feel like we are going to make that work. But we're going to try to use as much as we can from Primex and other training that are cost effective, if you want to call it that. And then you can always go and send someone to, I don't know, California for a week and do the training. But we don't do that. You know what I mean? They've got to be local. They've got to make sense. And we've got to use what we have because it has worked for us, and it's been good. And if it works, we're going to keep using it. And that's the plan. We are just trying to keep up with the rules that are changing. We're not out there to try and get super fancy and get things that really don't make sense for us. So, I feel comfortable, but I do appreciate you asking because it has come up. I think it was internally discussed as well. But I think for now I feel comfortable. You're going to see that I'm going to talk a little bit about the out-of-budget request and why I'm asking that, and then we'll go from there. But as far as what we have and what you see, we can make it work.

Chairman Dumont: Any other questions from the Board? Go on to the next one.

Zoning Department & Zoning Board of Adjustment: 5581, 5583

Elvis Dhima: The next one, it is Zoning Department. The Zoning Department, again, as you requested, is holding the line at 2.5%. The 2.5% is represented by an increase of \$226. That's it in a nutshell. The entire amount is being applied to Item 238, which is postage. As you know, and it has been discussed early before I got here and even before, that's become an issue. There's a significant increase. I can ask for \$6,000. It might not be enough. But as I said, I think that's staying true to what you asked. And I think if we move things around, we can make it work. So, that is the only item that you're going to see difference for the Zoning Department. And it's all going to be 100% applied to the postage for now. I'll take any questions you might have.

Chairman Dumont: Questions from the Board? Proceed, sir.

Elvis Dhima: So, here's a fun one. Zoning Board increase is higher than the Zoning Department increase. Okay, so the Zoning Board increase has a 200% increase again, and that's basically equivalent to \$420. That is 100% applied to the notice and the newspaper ads. Again, we have been talking about this. We're feeling it too as well, just like everyone else. So, that's why it's all applied. With that said, with the increase that I'm proposing, we're still staying true to 200% recommended by the Board of Selection. I'll take any questions you might have.

Chairman Dumont: I don't see any hands. Keep moving.

Engineering Department: 5585

Elvis Dhima: Excellent. So, now we go to engineering, the fun part, right? Engineering, again, it is pretty straightforward. Again, 2.5%. That represents an increase of \$2,143. That is the proposed increase that the Engineering Department has for FY27. That amount is being applied to two items. The first one is the telephone and telecommunications. It's going from \$1,086 to \$2,000 flat. Why? Because our cost last year was close to \$1,900, so we're making an adjustment there to reflect what our cost is. That is the phones and the iPads. That's basically most of the money or some of the money. The other half is engineering fees. What do engineering fees cost? That's item 225. That's basically outside engineering services, structural, you know, evaluations of a sewer, drainage, safety, anything that I might need to pull someone in to ask for a second opinion. We don't utilize it as much, but we have in the past. This particular item was utilized to cover Melendy Road, our 20% match, completely \$25,000 and change. So, we don't use it a lot, but there's a project that needs coverage. That's where we go and dig in. The rest is basically MS4 and then grant writing, which is 20 grand. I can tell you that the 20 grand that we already have and kicked in July 1st is already spent. \$10,000 is going for a \$100,000 grant related to drainage, and \$10,000 is going for the \$500,000 grant we're going for Robinson Park boat launch. The idea is for every dollar we put in, if we get \$10 back, that's awesome. There's other ones where we get \$50 back or \$100. Those are basically lottery tickets, but that's it in a nutshell. So, it's been working really good, but that's basically where the \$1,229 is going at. Again, the bottom line is 2.5% increase as you requested. Everything else stays status quo.

Chairman Dumont: Any questions from the Board?

Elvis Dhima: So, the next one, if it's okay with you, Mr. Sorensen, if you want to put this up, this one is going to need a revision. So, if you see the bottom-line total is 4%. Unless, I mean, Mr. Sorensen either felt bad or I just tried to sneak his in at the last minute, I don't know.

Roy Sorenson: What page are you on?

Elvis Dhima: We're at the very last one, the 5277 IT Development Services, the very last page. So, as you can see at the very bottom, you see a total of 4%. We're going to change that to 2.5%. That's probably something on my end. Keep going one more.

Roy Sorenson: You're in IT?

Elvis Dhima: IT, yes. Right there, perfect. All right. So, on this particular one, for the IT department, the total change for 2.5% increase as you requested is \$175. So, what you're going to see is item 303. We're going to change that from \$1,000 to \$892, and that's going to bring the total to 2.5% increase. So, basically, again, the IT portion for Development Services, which covers the antivirus, PC updates, things of that sort, it's basically all reflected here for all three departments, including the OSA, which is basically our big scanner and plotter.

Selectman Jakoby: So, what was that number again?

Elvis Dhima: So, the number we're going to go for is it's 303, office, other office supplies, FY26 was \$780. That's going to be increased to \$892.

Selectman Jakoby: Okay, thank you.

Elvis Dhima: That's going to reflect a 14% change for that particular item and then brings our total change to 200%. But the total increase for 5277, which is IT Development Services, is \$175 total, that's it. Everything else remains that as well. So, with that said, I would like to jump in to out-of-budget requests. Your favorite, obviously, portion of this. There's only two of them. The first one is the GIS specialist. Mrs. Sorensen has touched on this particular item multiple times. What this is basically I don't want to say a reaction, but I want to say more as us being proactive to one of the things that came up during the last audit. We've talked about asset management. We've done a lot of work to bring that asset management to a spreadsheet where we have all our assets. Spreadsheets are great, right? You want to put them out there in the field. So, what does that mean? If we're doing a road out there, I'd like to know if we have a water main, a sewer, or drainage, or anything else that should be done at the same time we're doing a road. The last thing we want to do is end up like Nashua when we pave a road and then two weeks later we go and cut up the road to do water or sewer, things as such. This is going to help us out with that asset management. What does that mean? It means that long after we're gone, we have a system in place that it doesn't matter who's here working. It's set up right. The mechanism is there to make sure the town is successful moving forward. That's what we're doing. A lot of communities have this. You can say, well, we don't care what other communities are doing. I agree with you 100%. What works for them doesn't work for us, and vice versa. But this is beneficial to our infrastructure. This is beneficial to our human infrastructure as well to make sure that we close the gap on the asset management piece, which we've been flagged on. This is part of that improvement we need to do to make sure that asset management continues to be successful, done, and up to date. That could be expanded to other departments as well. Stuff that you can do with the GIS now is beyond water and sewer and drainage and engineering and Public Works. This could be expanded to police, fire, and other departments as well. You can start creating asset management for your buildings, what they need and what they don't need. You don't need to do a spreadsheet. You can click on that asset and you can get a full inventory to what you're dealing with, AC units, heating units, piping, anything of that sort. The beautiful thing about the GIS specialist is because it's mostly water and sewer, we're funding this 80% of it through the water and sewer accounts. What does that mean? It's in line to what our other staff is getting paid. So, you have Public Works that's getting paid a significant amount of people out of the sewer budget. Why? Because they handle the sewer. They help us with the sewer. This will be doing that. You have the same thing for the water. You have water clerks. You have other people that are actually getting paid through the water department or the water budget. This is applicable. So, what does that mean for the taxpayer? You're basically paying 20% of that through

different departments to do that. Why? Because everyone is going to benefit from it. Who are those departments? Zoning, planning, engineering, assessing, police, fire, Public Works, and PD mostly.

Roy Sorenson: If I may, though, so great in theory, but I think what my recommendation is to the Board, it's going to be Development Services. It would fall under the engineering section, water and sewer, and that would be it. That's how it would be portioned out.

Elvis Dhima: It could be that too. Whatever works. But that is it in a nutshell if you decide to pursue that. It's something that we're going to need. It's not going to go away. It's something that we're trying to do with the vendors that we have because of the relationship we have. Once those people go away and those relationships go away, the next guy is going to say, all right, Elvis, \$50,000 a year to do the same thing Joey was doing for you because you were best friends with him. There's a lot of that out there that's happening, and it's great, but it is going to come to an end. People retire, things change. It's been really good, but I feel like we need to get ready and start planning and being proactive about this need. The next one I think you're going to really, go ahead.

Chairman Dumont: The first question that I had is about that breakdown. I know Mr. Sorensen spoke about it. If it's just engineering and water and sewer, how is that actual breakdown of taxpayer? Water and sewer are covered by fees. What amount of that \$148,000 would be coming out of your budget if it's split by three now?

Elvis Dhima: Let's do it right now real quick.

Chairman Dumont: Even 33 and a third, or is it?

Elvis Dhima: It's 80%. What was the number you carried, \$148,000?

Chairman Dumont: \$148,748.

Elvis Dhima: Times 0.8.

Roy Sorenson: Say \$149.

Elvis Dhima: So, about \$118,000 will be covered by the utilities, water and sewer. Split and then minus one. Combined. Split then will be half of that. But then \$148,000. So, on the taxpayer will be \$30,000, which will be on the engineering.

Chairman Dumont: So, \$30,000 on engineering. Water and sewer rates, we've already increased them.

Elvis Dhima: Just sewer, not the water.

Chairman Dumont: Yeah, well, and we're going to have to take a look at water, obviously, as we go forward in the future. This is part of the last discussion.

Elvis Dhima: Yes.

Chairman Dumont: But with this going into there, does that automatically mean that? Well, the increase that we gave to sewer, will that cover this?

Elvis Dhima: Yes, yes. We're making some adjustments and they'll be covered on the next meeting. We're making some adjustments to the revenues and expenditures to absorb this, but there won't be any changes now. We don't expect to increase the rates because of this one particular position.

Chairman Dumont: That would be the question that I would assume that if anybody was watching would say, okay, so you're figuring this new position, yeah, it's covered by fees, but are my fees going to go up?

Elvis Dhima: Not at this time.

Roy Sorenson: That's fine, but I think we have to have a conversation on the sewer at some point.

Chairman Dumont: Yeah.

Roy Sorenson: To your point.

Chairman Dumont: Yeah, I know we need to have a greater conversation just to know if as today.

Elvis Dhima: Yeah, our main challenge is we can't control what Nashua does when it comes to treatment and their costs. So, as of now, it's fine if they come in tomorrow and say, obviously, we're going to have 10%, 20%, and now all of a sudden we're spending more than we're bringing in and we have to make good adjustments. The last adjustment that we made to the rates, which was the first one since 1998, which was still less than some of the fees that were done before and is still cheaper than Nashua, is related to the cost that they're passing to us because we send sewer over there. As of today, Town of Hudson residents and businesses pay less for the sewer than Nashua does. Town of Hudson residents that are connected to the town water pay less than Pennichuck is charging the customers in Nashua. So, we are not here to make a profit. We're not here, though, to lose either. So, our intent is to break even. But these services do require staff. They do require maintenance. Our intent is to make sure that they're reliable, sustainable, and you can depend on. We have that, and I think that's why a lot of businesses and folks come here because we have cheaper rates. And if you're doing 20,000, 30,000, 50,000 gallons a day on your operations for manufacturing or other things, it adds up. I think that's one of the reasons why we got UniClean here not too long ago at Sagamore, and they paid big money to get in here because it was cheaper for them in the long run to ride. We want to continue to do that. We also want to make sure we have a reliable system there so if other businesses want to come in, we can say, absolutely, you're connected. We can sustain that. We can support that.

Chairman Dumont: Selectman Jakoby did you have a question?

Selectman Jakoby: No, he answered it.

Roy Sorenson: I think we'll cover a lot of this in detail when we get to the sewer fund. I think what's important to note is I don't know where we've seen the revenues yet on the sewer rate increases, how true those were yet. If we have a good idea on that, I'll defer to finance. I'm not going to put them on the spot because the fund was being run out of reserves for an extended period of time, so we have to pay attention to that.

Elvis Dhima: We were borrowing quite a bit from the surplus we had to make up the delta, and unfortunately, we were at the point that when the adjustment kicked in, it was a little bit too late, so there's going to be an overlap. In addition to that, we gave folks probably more time than we probably should have, I think, to catch up because I think the cost was very small when we did it. But anyway, nevertheless, if there's something significant, I'm going to have to come back and say, hey, we're going to have to go up again, but it won't be because of the GIS specialties. It might be related to either the funds that we had that are not there or Nashua comes in and says we're going up on the fees again. They actually don't even tell us. We're going to find out the hard way. Let's just put it that way.

Chairman Dumont: So, that one, I understand. Obviously, Nashua has control over that. That's out of our hands. The part that we do have control over is the part that you just touched on is, okay, so we were borrowing from our reserves for a significant amount of time, which I understand created a problem, and we tried to make an adjustment for that. If that adjustment was done too late, is there any chance we can take a look at some of those revenues again? It doesn't have to be tonight because whether or not it's directly or indirectly caused by this specialist, adding this to that cost obviously increases it. So, I just want to know how we're coming in with those fees because if we add this in and then we say, okay, well, it could have been made up without the position, yeah, I think it gives a better picture if we know where those are coming in at, that's all.

Elvis Dhima: We have a significant amount of funds, like in the capital reserve fund, for example, for capital projects. I think we have close to like \$12 million, I want to say. But I don't think we can use it to close the gap for the budget. That's a problem.

Roy Sorenson: Can't. We can, we'll run it. So, what we'll do is we'll take the split, we'll plug it in now that we have the information, and we'll show you how it might affect it. And I think we can get a better idea of what the rate increases, when they went into effect, and the revenue that was generated from that and how much of that recovered, you know, what we were using from the fund balance.

Chairman Dumont: Okay. Any other questions on that? Final question on that, and just because I'm sure I would get asked this, is there any possibility of this specialist being part-time? Why the full-time?

Elvis Dhima: Because unless you can find someone who's retired to do this, the idea is there's quite a bit of work to be done. And I'm kind of involved in the -- we don't have staff here that can basically take this. This person is going to be like the one-man army coming in, a woman, doesn't matter, coming in, getting a handle on what we have and taking it to the next level right away. This is going to be like a fast pace, get us to where we need to be. If you get here someone part-time, I'm not sure what their, you know, personal, you know, involvement wants to be here about taking this to where it needs to be. We obviously run at a different pace, everyone is, but the intent is get it where it needs to be and make sure that everyone utilizes it. It's a very specialized field. As I said, unless you have someone retired who would like to do this for fun on the side, which is not fun, by the way, by any, I don't see if we can get that person part-time here for this.

Chairman Dumont: So, even putting all that aside, in a perfect world, you were to find somebody part-time, you believe that the workload is, it's a 40-hour workload, 40-hour a week workload. You don't believe that it could be done, you know, 30 hours.

Elvis Dhima: We haven't had anyone full-time in town to do this for the past 11 years that I've been here. Everything that we've achieved so far is because of, we've been, we enjoy very good relationship with certain, you know, companies out there and that could go away one day, you know what I mean, things change. But it is a specialized field and it is a full-time job and then some. What I envision is getting this where it needs to be, which is probably going to take about one to two years to where I really want to start using basically like, just like you see this, I want to have dashboards for everything about water, sewer, all our assets, expand it to drainage so we can go to the MS-4 and then start taking that to the building facilities and building that up to the point that you can just go in and be like, I don't want to report, I just want to see where we're at. Fire could use it. Police could use it. We can, you know, start doing so much more with that. It's a whole new, it's taken a shape in itself. Some of the stuff they're doing with our GIS right now, it's being used as a pilot program. I don't want to get too much into it because I want to get everyone excited, but now some of our platforms on the GIS are utilizing AI. So, you can talk to AI to how many catch bases we cleaned up, which ones do they need work done. So, you're not going through an Excel sheet trying to figure out when Jimmy went out there with a vac. The AI is being introduced now to the GIS so you can speak to AI and get that answer right away. What does that mean? It means you're on top of things. So, when you do your MS-4 reporting, you have all that information right there, and when you get audited, it's right in there. You're not out there spending days and days or weeks trying to figure out. And then you stay with it, you expand on it, and then you get it to the next level.

Chairman Dumont: I appreciate that, and I do see the value in GIS. Obviously, you know new positions are always a hard sell.

Elvis Dhima: Absolutely, absolutely. And I think in a perfect world I probably would have introduced this before, and it's been an issue. I can tell you this has been on the radar for the past three years, and it's never a good time to bring it up, ever, just like you said. But I'm just concerned that we're going to fall behind, and that's not going to be good for anyone, especially the ones that respond to issues. We had one today, for example, that I don't know if you heard or not, Alvirne High School was having an issue, and GIS was the first place we went to. And because they did not submit an as-built to us when they did the addition and they didn't have all the information, we were missing features for the sewer. We knew where it was, but we had to backtrack a little bit. It would have been nice to have someone in there go chase that, put that in the map. I ended up doing it today after the fact to figure out exactly what was going on, and it was, thank God, the Public Works that went in.

Chairman Dumont: I got a picture of the back truck over there.

Elvis Dhima: I know. It was nice. We went in. I said, Is the area cleaned up? They're like, Yes. I was like, I'll come in for inspections right now to see what's going on. I got my shoes off, and I was like, what is the contaminated area? It was good. It wasn't as bad as I thought it would be, but that's when it comes in play. And I think Mr. Sorensen, when I was in his office, I think we were arguing about something. I don't know what it was, a budget problem.

Roy Sorenson: The time of day was this one.

Elvis Dhima: Yeah, yeah. I thought you were having fun. Right? Yeah. And I write what we have for lunch. No, it wasn't that. I think he was skipping lunch, he was too busy. But the call came in. It was related to what do we

have for information. And one of the things we like to do, and I think this is very important, is wouldn't it be nice to, you know, when you're trying to do tie sheets for a building, for sewer or water, to click on that particular asset that you have on the dashboard and get exactly the information instead of coming back in the office, trying to figure out what that is, and then go back in the field. That's not ...

Selectman Jakoby: Yeah, I just wanted to follow up on this issue.

Chairman Dumont: I'll leave it up to Selectman Vargaropoulos.

Selectman Vargaropoulos: No, I'll let you go first. Go ahead.

Selectman Jakoby: Okay. So, I'm just thinking about the public who's listening. I think stories are important. Can you please tell us exactly what happened at Alvirne? Because I don't know. The public doesn't know. How would the GIS would have made this better? Because that's a story that the public can understand. So, I just think that would be helpful.

Elvis Dhima: So, the first thing you do when you deal with a situation is trying to figure out what you have in the ground because no one's got x-ray visions. So, what happened? So, the call basically was from the super – was it the superintendent? No, not the superintendent. Was it the superintendent or was it Mr. Beals, I think? The principal?

Roy Sorenson: Principal Beals, yeah.

Elvis Dhima: He called in right away. Fire got the call, fire transferred that to the fire marshal. Fire marshal calls me about the situation. Same time, DPW gets involved, DPW sends a vac truck. Fire marshal heads out there to assess the situation inside the building as we mostly are outside the building when it comes to Public Works. At the end of the day, they're a complete separate entity. So, it's not any different than a resident saying, I have a clog inside the house, get a roto-rooter. So, at the same time, we're assessing the situation inside the building and outside the building. We figure out where the issue could be. We open up the manhole. We see that there's no water coming whatsoever. We go inside the building. There's water coming through the floor. So, obviously there's an issue between an access point inside the building and the sewer manhole outside. Now the question becomes, all right, what is going on? I can't have – I don't have that information. So, what I do is I go back into the archive, trying to figure out what we have for sewer connection. Well, that's an old building. They built over an existing sewer main. I don't know what they did over there. But long story short, it ended up being stuff that they shouldn't have put down on the drain line. They got a roto-rooter in, so you got DPW working from the outside inside the building, and you got a third party, a roto-rooter, whatever you want to call it.

Selectman Jakoby: From the school side.

Elvis Dhima: From the school side. Met in the middle. Next thing you know, fireworks. You know, crap is flowing. Oh, my God. We're all, you know, holding hands and hugging and case closed.

Selectman Jakoby: So, what would having the GIS say?

Elvis Dhima: It would have been information that the guy in the field would have just tapped on right away and say, I know exactly what this is. I feel comfortable going right in here, versus like, all right, what are we doing here? Am I at the right spot?

Selectman Jakoby: Where do we go in?

Roy Sorenson: Well, not just that. It would be how many manholes are on the property?

Elvis Dhima: That's right.

Roy Sorenson: Is there a sewer interceptor? How many laterals are there? Things of that nature.

Selectman Jakoby: So, it would have saved time.

Elvis Dhima: It would have saved time, it would have responded. It's all about response time, right? So, now think about like someone that having a water main break inside the house. The shutoff is broken. You have to go and shut it off on the road, or that person is going to get flooded basement. The guy goes out. He can't figure out

where the curb stop is. He can open it up on the GIS. He can click on it, and we do tie sheets to the building. So, we know that if I go in with tape on the corner on the left and on the right, I put two of them together. If I do 55 feet and 30, I should be able to go right in there. That saves a lot of time versus making a call or driving to the office.

Selectman Jakoby: And a lot of damage.

Elvis Dhima: A lot of damage. Absolutely. I think so.

Roy Sorenson: Even if it's private property, you have a plan of that property, the house. Sewer is very hard to find. You can trace water all day long if you don't have the tie sheets. And that person would put that information in. He could just click on an asset, property, and here it is, and here come the ties right up, and there's the plan.

Selectman Jakoby: And I think that's important for the public to know.

Roy Sorenson: If you take it to the next level, you could forward it off to DPW on the iPads in the field.

Elvis Dhima: Actually, because they have access to the GIS, they would be able to click on it and see exactly what we're seeing as far as the zoom in into that issue.

Selectman Jakoby: And then what they needed, what equipment needed to be moved, and what they needed to do.

Elvis Dhima: It's not any different than the first responders. Responding to a situation and diagnosing it. I think that's been, for example, one of the success stories we have had with the traffic situation where it wasn't just about having the latest equipment and the greatest. It's about knowing what the issue is with that intersection.

Selectman Jakoby: Right.

Elvis Dhima: And getting that email before I get a call from you saying there's a problem. We don't have that. When people call, we're like, we already know. Thank you for letting us know we're on it. It's things like that. Can we do a better job getting to something quicker?

Selectman Jakoby: Thank you. I think that's important for the public to be aware of. Sorry.

Selectman Vurgarouplos: No, it's okay. It actually ties into what I was saying. First off, great job to everybody involved, your team and all the other teams.

Elvis Dhima: They still got the day off, though. They still send them home at noon time. Bring them back.

Selectman Vurgaropoulos: My daughter was very disappointed to know that she has to go to school tomorrow.

Elvis Dhima: Yes, yes, we took care of that.

Selectman Vurgarouplos: I guess I don't need an exact number, but what's your best guess on what kind of time savings this would save a resident who said it comes to town hall?

Elvis Dhima: I mean, if a resident comes in, for example, like what we do is we will go into the sewer or the water server and try to find the tie sheet versus clicking exactly where that property is and on it. That's five, ten minutes, not a big deal. What I see the most benefit is the guys in the field, the people that are responding to an emergency, people that are responding to a situation where there's a water main break, a sewer main break, an emergency just like happened today. That half an hour, 10, 20 minutes can mean from no damage to a \$50,000 flooded basement, and that goes for water or sewer. So, it just pays for itself tenfold. It's all about the response time. When you talk about it, it's a difference between life and death, right? You get there two minutes early, that's it. They're going to make it. This is about damage and about a financial, what that could be. I don't know what the number is, but I can tell you that having a one-inch or two-inch water line into your house or your business running for 10, 20 minutes at, I don't know, 50, 60 gallons a minute, that adds up.

Selectman Jakoby: It's a lot.

Roy Sorenson: I think another good one, too, is so when you did the lead copper rule and the services, tell them how much time you had to put in to go through the different service connections, the tie cards, and how much time it took you.

Elvis Dhima: It was hundreds of hours between myself and my deputy, basically, which is the Civil Engineer. And we had a \$40,000 grant with the state that we were having a third party to do it, but because they could not be out there in the field to verify it, they're like in the office trying to put this together. We were out there going through all the database, thousands of cards. If you come into my office, you're going to see that the oldest card we have in town is 100 years old. It was done in 1906, 1906. So, that's on now. I scanned it. I have it, but it's sitting on a frame in my office because I'm like, that is as old as you can get in here. But those are the things. It would have been nice to click right on that curb stop and know exactly where that was. And today, we still don't have that capability, and it would be nice to have that for the water and the sewer. Another thing I'd like to do is the next phase would be start putting now the gate mains for the water on exactly when I click on it, I know the ties to a utility pole or something else, like a house, things like that. You need the physical. Why? Because things have been paved over. We go out there, we can't find it. We're trying to do a better job now, but I really can't tell you what happened in 1998. It's still there. It's probably two, three layers buried.

Roy Sorenson: So, then you look at the flyover you just approved the other night. Yep. So, they'll take the aerial imagery for that, they capture it, and then they field mock it, and that's what this person would do. So, he would pick up the gate boxes, the catch basins, the saw manhole covers, all that stuff.

Elvis Dhima: Outlets.

Roy Sorenson: And he indexed it in the system, so now you have track of it.

Selectman Jakoby: Excellent.

Chairman Dumont: So, to your point, how much of this is actually available to the residents? So, I know I get the benefit to the guys in the field that that's a no-brainer, but when we talk about private properties, is actually someone can go and say, oh, click on the GIS and be able to get access to that?

Elvis Dhima: Not at this time, no. They have to go through staff.

Chairman Dumont: Right. That's what I figured.

Elvis Dhima: So, basically someone comes in, depending on what we have for the queue, and this is for businesses, this is for people that want to develop. They submit the request. We try to get them within a week or less when we are available. But basically, at times they'll have a stop, but they don't know where it is, so then we'll have to go to the research. We have it. You just got to put now, you know, me, you know, somebody else to go in and do the research to get that in there.

Chairman Dumont: And I just want to make sure that that was clear, because as everybody is talking, you know, it almost paints a picture that, oh, the resident, or if there's a clog in somebody's home, well, they can just go and access this material, and a third party can go and fix it.

Elvis Dhima: Yeah, it's not available to them to do that.

Selectman Vurgaropulos: Would this allow them to do that?

Elvis Dhima: No. No, but if someone goes to the field and, you know, that homeowner is asking, hey, like, what does it look like? We can basically, if we have it, because the folks have iPads now, they can click right on it. That homeowner can take a picture of that, saving a trip to the town hall or trying to figure out what's going on. It's very convenient.

Chairman Dumont: Yeah, and don't get me wrong. There is value in that, and I completely understand it from the town's perspective, and I understand why, obviously, you wouldn't want the residents to have access to all that information, too. I just want to make sure everybody was aware. You know, if your line breaks in your basement or if you have a sewer clog, you still got to call a third party. The town's not going to come out and just fix that for everybody. You know, once it enters the property, you own that.

Elvis Dhima: Yes. But, I mean, it's good to know that if there's an issue there, that the town can come out and control that outside, but sometimes we can't. And I try to tell folks, like, we can't control what we can, and people have to remember the town did not put this system in. The town took over the system, and what they did prior to 1908, who knows. We're just trying to only make it better and make sure that we know everything that's in

the ground, but I'm still finding stuff. I'm like, well, what are they smoking? But it is what it is. You just have to deal with it, right? Yeah. It's just a reality, but can we do a better job trying to document all this? Because we have over 120 miles. It's easier said than done, right? You have someone out there at 2 o'clock in the morning. He doesn't know what he had for lunch last night, and how is he going to remember now what he's looking in the ground? It would be nice to have it in there, click on it, and be like, exactly what you're dealing with.

Chairman Dumont: That's what worries me about some of the ties, hopefully they're accurate.

Selectman Jakoby: Well, and my point being that I'm not talking about necessarily, you know, the residents, but also, you know, you have things running under roads and under culverts and all of those things that need to be safe for the residents. So, I always think about safety.

Chairman Dumont: Water main break up, Sousa Drive, right? That just happened, so.

Elvis Dhima: The worst thing you want to do, and this is very true and I think it's very important. The worst thing you want to do, and it happens, I hate to say it, is start digging, trying to find a sewer or water, and you keep digging and digging because it's not there, it's not accurate, or you just don't have the right ties. It would have been nice to have something else. And now you did maybe \$5,000, \$10,000 worth of damage to your road. Chasing this foolish whatever you're looking for.

Chairman Dumont: Or the guy pulls up the line.

Elvis Dhima: Or, he pulls up the line, which has happened. And he's been at DPW, and then they blame it on me. I'm like, who's running the backhoe? I'm like, let's start backwards. It wasn't us. It wasn't you. But anyway, that's for another day.

Selectman Jakoby: Thank you.

Elvis Dhima: So, that's the GIS Special. It's the next one I think is going to be a favorite one. Planning professional services. Where do we begin, Selectman Jakoby? Where do we begin with this one? So, this was an item. I don't know why it was taken off. I think when we had the previous Town Planner, I think there was some personality differences there with that. I don't know if it was used right. But the idea for the planning professional services is simple. We're trying to duplicate the success that we've had at the Engineering Department when it comes to grants. So, we talk about we want to plan. We want to do X, Y, and Z. We want to look for what the future will look like. We want to have a better understanding to if we can do better, if we can reach out to folks, if we can get X, Y, and Z. That costs a lot of money. What if there's a way that we can utilize this money to get a grant out there to do a better job when it comes to planning or a master plan or anything that the folks have been asking for, you know, like infrastructure studies, things of that sort. What if there's a way there that we can make our case to get this money if we can get some outside help to do this? That's what that \$10,000 is for. It's not to get a couch. It's to see there's a way that we can utilize and mimic the success we've had with engineering. We go in, we put money in, and we get a lot back. And we put it right back into the community.

Chairman Dumont: Personally, obviously, because I've seen how well you did with it, that's my number one, but how would you order those two?

Elvis Dhima: I think they're very much similar. I think it all depends on what you prefer the most. I think some of you might say we want to do more with planning because we want to see things here to be looked at a different angle. Personally, I'm 50-50. I think they're both important, and I think that it's going to be ultimately up to you. I'm trying to – I don't want to be selfish. If I was selfish, I would say the GIS specialist. If I have to look at what's been said in the past from public inputs you've had here over and over again, I think you need to bring the planning professional services back because I think there's some grants out there that could be utilized to do a little bit more. We might not get the answers that people are looking for, but at least we can say we did pursue something, we are trying, and we're getting some back. If we get a grant out there for \$50,000 to do X, Y, and Z while utilizing \$5,000 to \$7,000 or \$10,000, why not?

Chairman Dumont: The reason why I put that as my number one, as long as you continue to find more free money for us, it allows us to swallow that pill of that \$148,000 a little bit easier.

Elvis Dhima: Yeah, yeah. I will tell you this. I would not utilize the \$10,000 for planning services if I don't feel comfortable that we're going to get that back. We're not fishing, right? We're going in for a short thing. I've said this in the past, I'm going to say it again. We shoot for things that are 50% to 75% guaranteed. I'm not looking for a shot in the dark. If I'm looking at something and people are – there's a lot of those in the industry saying, Elvis, that's not the right one for you, I'm going to follow that advice. I'm going to go for the short thing. But when I do go for the short thing, I want to make sure I have the best case possible. And sometimes bringing someone from the outside to help you make that case, that's the way to go. So, that's it in a nutshell. Now, if you don't feel like we can wait another year to do something, that's okay with me. But again, I feel like you have heard enough about this need, and I think this is just us basically asking everyone, are you ready to do something about it? Because we talk about it, but here's your chance now to be like – and I'm not asking for a \$100-grand study. It's a start, right? You might not see anything next year, but you have to start somewhere. And basically, all we're doing is bringing this back. This is not new. If you look at the actuals from the previous year, this used to be \$10 and \$20-grand. Now we went to zero, now we're bringing it back. That's all. And it's not a full amount. It's half of what it used to be. But it's entirely up to you. I think they're both equal. Selfishly, I would just say the GIS, but then I feel like we're not going to be responding to some of the things that have been coming here through public input through this Board and other boards asking for things that maybe they're right, maybe they're not. I don't know, but I'm willing to look into it if you support it.

Roy Sorenson: Thanks. I think in general, obviously, we're going to have to make some tough decisions here. As I opened with, I think the GIS position is extremely important for the town, particularly with asset management and where we're going. If you look at it strategically, yeah, you're going to pay the full cost. If we can't bear that full cost right away, then you trim this down. Like I said, you go three months out of FY27, and then you carry it in totality in 2028. Again, at that time, we'll have a better idea where the sewer fund is. I think you may be able to proceed more confidently.

Chairman Dumont: Questions from the Board? We're done.

Elvis Dhima: Thank you very much. I will see you next week with the water in the sewer and the warrant articles, which I don't think they're that bad. That's about it. We're good?

Chairman Dumont: Thank you. We're set.

Selectman Morin: Thank you very much.

Selectman Vurgaropoulos: Have a great night.

Selectman Jakoby: Good job.

Elvis Dhima: I'm taking the water.

Roy Sorenson: You can have it. Have a great night.

Chairman Dumont: All right, so that wraps up the budget presentations. Do we have any questions from the Board, comments?

Selectman Morin: Going back to starting to consolidate stuff, do all three departments have a separate contract with Two-Way? Do you know?

Roy Sorenson: I don't know. I can tell you from my own experience, not here in Hudson, typically, no. They each contract with the same vendor but separately. We ended up going. What we did is we did material and services bids, and then we put that out every year, and then that would cover those departments in totality, whatever it might be. I can find out. I think you had some good ideas there between that and the wellness and maybe even the software. I think it makes sense. Absolutely.

Selectman Morin: I think in the long run we could probably get cheaper all the way around.

Roy Sorenson: No doubt.

Selectman Morin: I understand Public Works crews are pretty busy. We went through this with the schools a couple years ago because they have all the equipment to do some plowing, and we were plowing. That's what

I'm saying. It's the same with the library. We get those guys. They can go over there. That eliminates two machines we have to worry about and things of that nature. That's all.

Roy Sorenson: Absolutely.

Selectman Jakoby: Warrant articles are coming to meetings from now, right?

Chairman Dumont: October 10th is when you have them?

Roy Sorenson: From my perspective, what I'd like to do is, and I don't know how you want to approach it, so you'll hear the department heads. You'll see the numbers. We'll be able to start to run some numbers. If the Board is going to make some adjustments to some cuts, we'll plug those in. I think you're going to have to really put some thought into the out-of-budget requests and warrant articles. Right. Given where we are right now. And I'd like to just keep the warrant articles, not get complicated with what's in the budget, what's not in the budget, and everything else. So, you have your outside budget requests, and you have your general fund, water source fund budgets in a good place that you feel good with, and you can say to yourself, what could we support, what is that conceptual number via warrant articles?

Selectman Jakoby: So, my question being, is the staff with those warrant articles coming back to that meeting?

Roy Sorenson: Yes, on the 10th.

Selectman Jakoby: Okay.

Chairman Dumont: Yeah, they will speak to them individually.

Selectman Jakoby: Okay. And if there's some outstanding questions that we have currently, would you like those?

Roy Sorenson: For what we just did tonight?

Selectman Jakoby: No, for warrants.

Roy Sorenson: Yeah, absolutely.

Chairman Dumont: And I shared, me and Mr. Sorenson both talked about this. I think the best way to do, and I agree with him, is you go through the budget, right, and you figure out department by department what you can support and what you can't, just based on that. Then you look at the warrant articles, and you're going to have a plan for all of those, and you'll end up with a finalized number. Any questions along the way, definitely reach out to the department heads, reach out to Mr. Sorenson, anybody that you may need, so hopefully by the time that we get to that November 10th meeting, we can make a final decision, and then the budget committee takes it from there, and we're good until deliberative session. Obviously, as budget committee goes, they may raise up questions that you have concerns with as well. It might be a whole other thing, but we'll have some more research time, and then the end of January, we'll have that final discussion. But definitely make sure we ask the questions now. We've got only a limited amount of time.

Selectman Jakoby: Yeah, I just wanted to make sure of that, because I think looking at warrants and getting as many questions answered before that date is helpful.

Chairman Dumont: Yeah, I would 100% agree.

Selectman Jakoby: Especially if we want to make decisions that day.

Chairman Dumont: Yeah, the hope would be to make the decisions on those warrant articles, so you have the list of them, right, so do the research.

Roy Sorenson: You know, if we had to take it to another meeting, I think we could do that too. You have time, because by the time the budget committee gets a look at the warrant articles, it's going to be in late November anyways.

Selectman Jakoby: I know. I just think it's important to have that conversation so that we're all on the same page.

Chairman Dumont: I agree.

Selectman Jakoby: I don't want to cause the delay.

Chairman Dumont: I think we'll be good. Personally, I think that's... And the same goes for any of this. You know what's coming up on the schedule for next week. If you have questions for the department head that you think they might not be able to answer when they get up here, or if you don't want to put them directly on the spot and you want a more detailed answer, reach out to them prior to the meeting for sure. All right?

Selectman Jakoby: Great.

5. **ADJOURNMENT**

Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos, to adjourn at 9:30 p.m. Motion carried, 4-0.

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

Dillon Dumont, Chairman

Bob Guessferd, Vice-Chairman - **Excused**

Xen Vurgaropulos, Selectman

Heidi Jakoby, Selectman

Dave Morin, Selectman

**TOWN OF HUDSON****Development Services Department**

12 School Street
Hudson, New Hampshire 03051

Elvis Dhima, P.E., Town Engineer
edhima@hudsonnh.gov · Tel: 603-886-6008 · Fax: 603-816-1291

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

From: Elvis Dhima, P.E., Development Services Director

DATE: October 23, 2025

RE: Ledge Road – 8-inch Water Main Acceptance

Recommended Motion:

To accept the eight-inch water main for 34-40 Ledge Road as recorded on as-built plan for Map 166 - Lot 11 as constructed in accordance with Town standards, as recommended by the Public Works Director, the Municipal Utility Committee, and the Development Services Director.

Background

The Planning Board previously approved a site plan that included the installation of a municipal water line. The approved scope of work consisted of approximately 450 linear feet of 8-inch water main connecting to the existing main on Ledge Road, along with the installation of one fire hydrant. The work has been completed in accordance with the Town's construction standards and has successfully passed both pressure and bacteria testing. Acceptance of the water main is recommended, subject to a one-year warranty and the posting of a performance bond in the amount of \$10,800.



"NOTICE OF WATER ACCEPTANCE"

1. The water line as described herein:

Project Name: Ledge Rd subdivision Contractor: AL Kennedy Jr.

Owner: Todd Boyer

Street and Station (Location): 34-40 Ledge Rd

Has been inspected and tested and is in compliance with the Town of Hudson requirements for water construction (inspection and test report on file with the DPW).

2. Portions which are Public Water are described as (attach legal documentation) and are so dedicated as such:

see as built plan

3. Portions which are Private Water are described as: see as built plan

4. The following sites/lots/units which have "accessibility" are: (list by Tax Map & Lot #'s)

map 166 Lot 11 / map 166 Lot 11-1 / map 166 Lot 11-2
map 166 Lot 11-3

Access fees for these lots/sites are to be assessed as of Oct 2025 (Date)

5. I, Todd Boyer (owner), state that the above-described water(s) has been constructed in accordance with the requirements for water construction of the Town of Hudson, and I further understand and accept the conditions set forth by the Town of Hudson for Public and Private Waters and accessibility.

Todd Boyer
Owner

10-14-25
Date

6. In accordance with the above stipulation and description, this water is recommended for acceptance.

3
Town Engineer or Authorized Agent

10/16/25
Date

[Signature]
DPW Director or Authorized Agent

10/16/25
Date

7. In accordance with the above stipulations and descriptions, this water is hereby recommended for Acceptance by the Municipal Utility Committee and is subject to all rules and regulations and fees of the Hudson Water Utility.

[Signature]
MUC Chairman

Approved at meeting of:
10-21-25
Date

8. Water Accepted by Water Utility and Town of Hudson

Board of Selectmen Chairman

Approved at meeting of:

Date

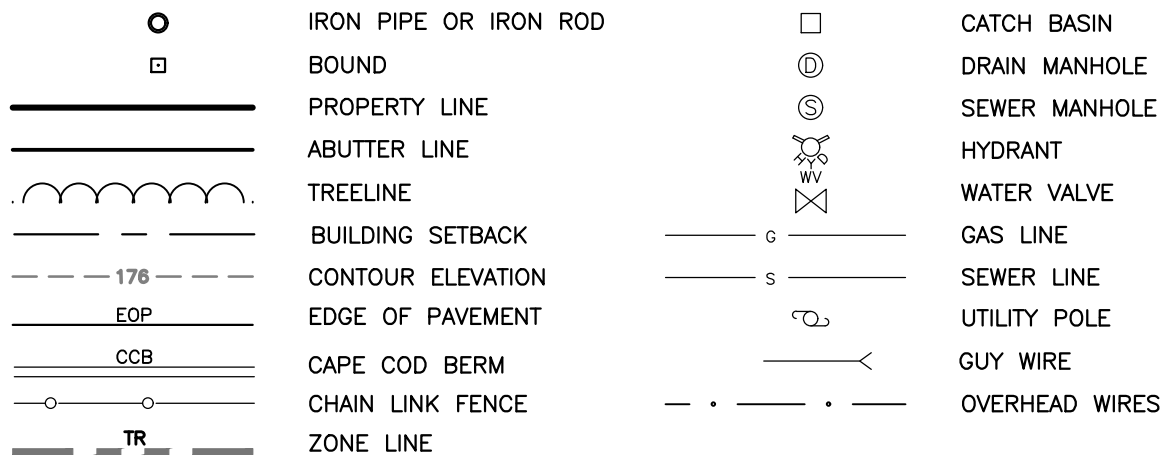
cc: Owner

Water Foreman

Town Engineer

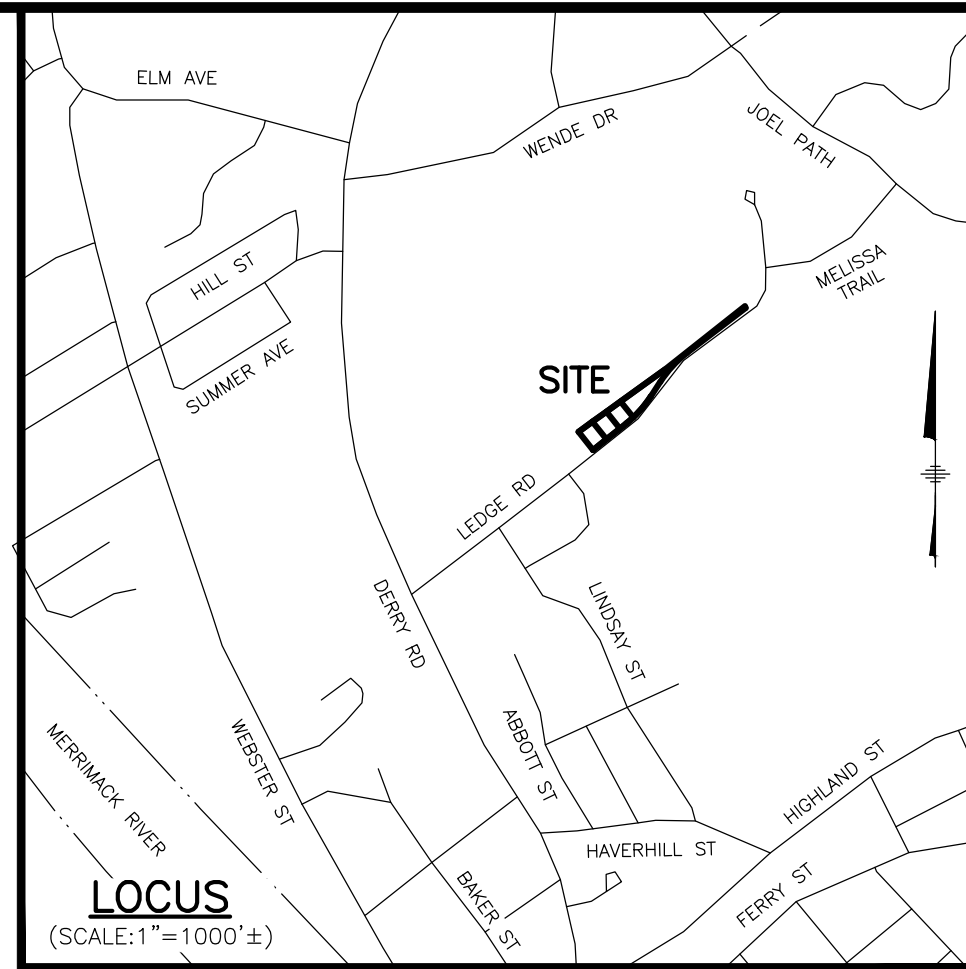
Building Inspector Planning Board

LEGEND



REFERENCE PLANS:

- HILLSBOROUGH COUNTY REGISTRY OF DEEDS (H.C.R.D.) PLAN #2618
- H.C.R.D. PLAN #7582
- H.C.R.D. PLAN #21674
- H.C.R.D. PLAN #42221



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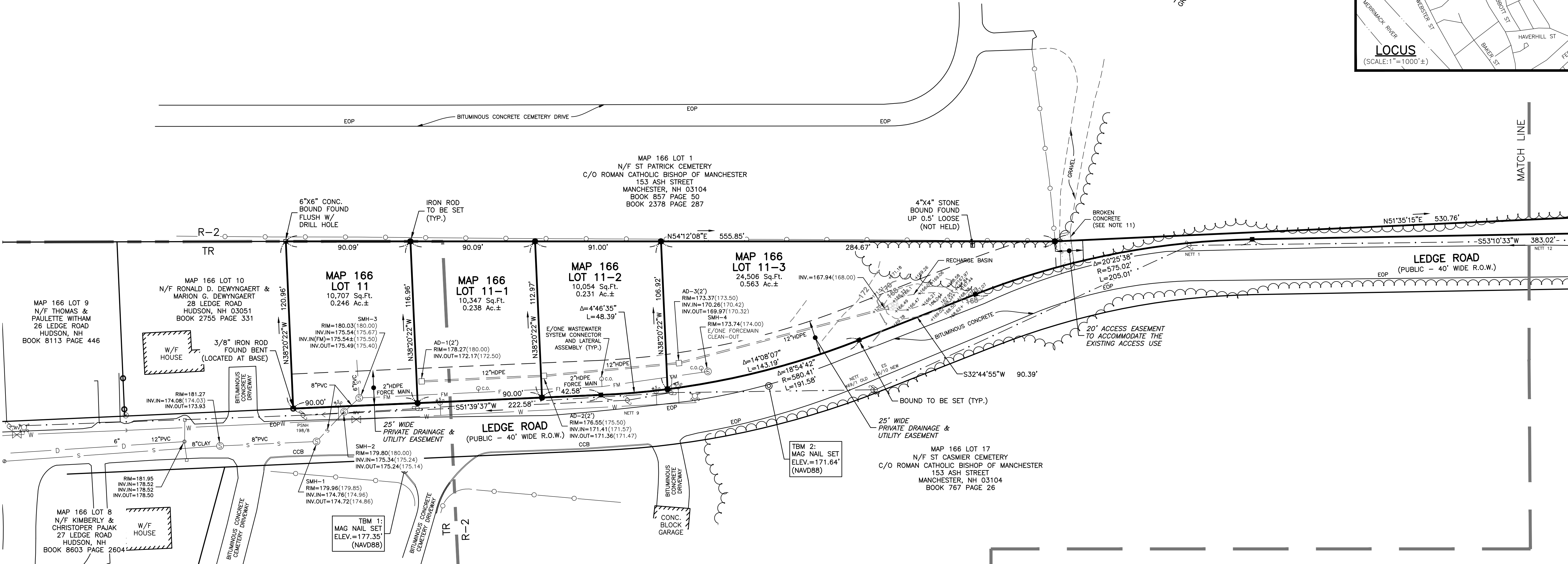
136 Harvey Road, Bldg 101B
Londonderry, NH 03053
603-458-6462

Engineers

Planners

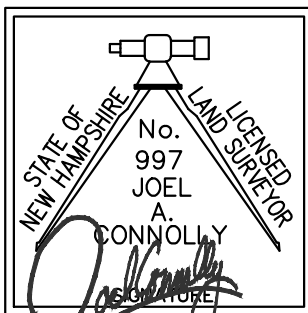
Surveyors

TheDubayGroup.com



CERTIFICATION:

I CERTIFY THAT THIS SURVEY AND PLAN WAS PREPARED BY ME OR THOSE UNDER MY DIRECT SUPERVISION AND THAT THIS PLAN IS THE RESULT OF AN ACTUAL SURVEY PERFORMED ON THE GROUND WITH AN ERROR OF CLOSURE OF NOT MORE THAN ONE PART IN TEN THOUSAND.



JOEL A. CONNOLLY, LLS 997

10/3/2025

DATE

NOTES:

- THE INTENT OF THIS PLAN IS TO SHOW THE AS-BUILT UTILITY, SEWER, AND DRAINAGE INFRASTRUCTURE ASSOCIATED WITH THE DEVELOPMENT OF MAP 166 LOTS 11, 11-1, 11-2, AND 11-3 BASED ON AN ON-THE-GROUND SURVEY PERFORMED BY THIS OFFICE ON SEPTEMBER 30, 2025.
- ALL OTHER EXISTING FEATURES ARE SHOWN BASED ON A SURVEY PERFORMED BY THIS OFFICE BETWEEN MAY 12 AND MAY 18, 2023 AND A UAS (DRONE) FLIGHT BY THIS OFFICE ON MAY 16, 2023 AND PROCESSED USING PIX4D SOFTWARE.
- THE BOUNDARY INFORMATION SHOWN HEREON IS BASED ON A SURVEY PERFORMED BY THIS OFFICE BETWEEN MAY 12 AND MAY 18, 2023 AND PLAN REFERENCES LISTED HEREON AND HILLSBOROUGH COUNTY REGISTRY OF DEEDS PLAN #42221.
- THE HORIZONTAL DATUM IS BASED ON NAVD83 PER GPS OBSERVATIONS PERFORMED BY THIS OFFICE ON MAY 18, 2023.
- THE VERTICAL DATUM IS BASED ON NAVD88 PER GPS OBSERVATIONS PERFORMED BY THIS OFFICE ON MAY 18, 2023.
- UNDERGROUND UTILITIES SHOWN HEREON ARE BASED ON RECORD DESIGN PLANS, DIS SAFE FLAGGING, INFORMATION PROVIDED BY THE TOWN OF HUDSON, NH, AND/OR ABOVE GROUND FEATURES LOCATED BY THIS OFFICE. SAID UNDERGROUND UTILITIES ARE NOT WARRANTED TO BE EXACT OR INCLUSIVE OF ALL EXISTING UTILITIES.
- MAP 166 LOT 11 IS NOT LOCATED WITHIN A SPECIAL FLOOD HAZARD AREA (100 YEAR FLOOD) PER FLOOD INSURANCE RATE MAP 33011C0514E, WITH AN EFFECTIVE DATE OF APRIL 18, 2011.
- MAP 166 LOT 11 IS ZONED RESIDENTIAL 2 (R-2) AND TOWN RESIDENTIAL (TR) PER THE TOWN OF HUDSON ZONING MAP;

RESIDENTIAL 2:
MIN LOT SIZE: 43,560 SF±
MIN LOT FRONTAGE: 120 FT
MIN FRONT YARD: 30 FT
MIN SIDE YARD: 15 FT
MIN REAR YARD: 15 FT

TOWN RESIDENTIAL:

MIN LOT SIZE: 10,000 SF±
MIN LOT FRONTAGE: 90 FT
MIN FRONT YARD: 30 FT
MIN SIDE YARD: 15 FT
MIN REAR YARD: 15 FT

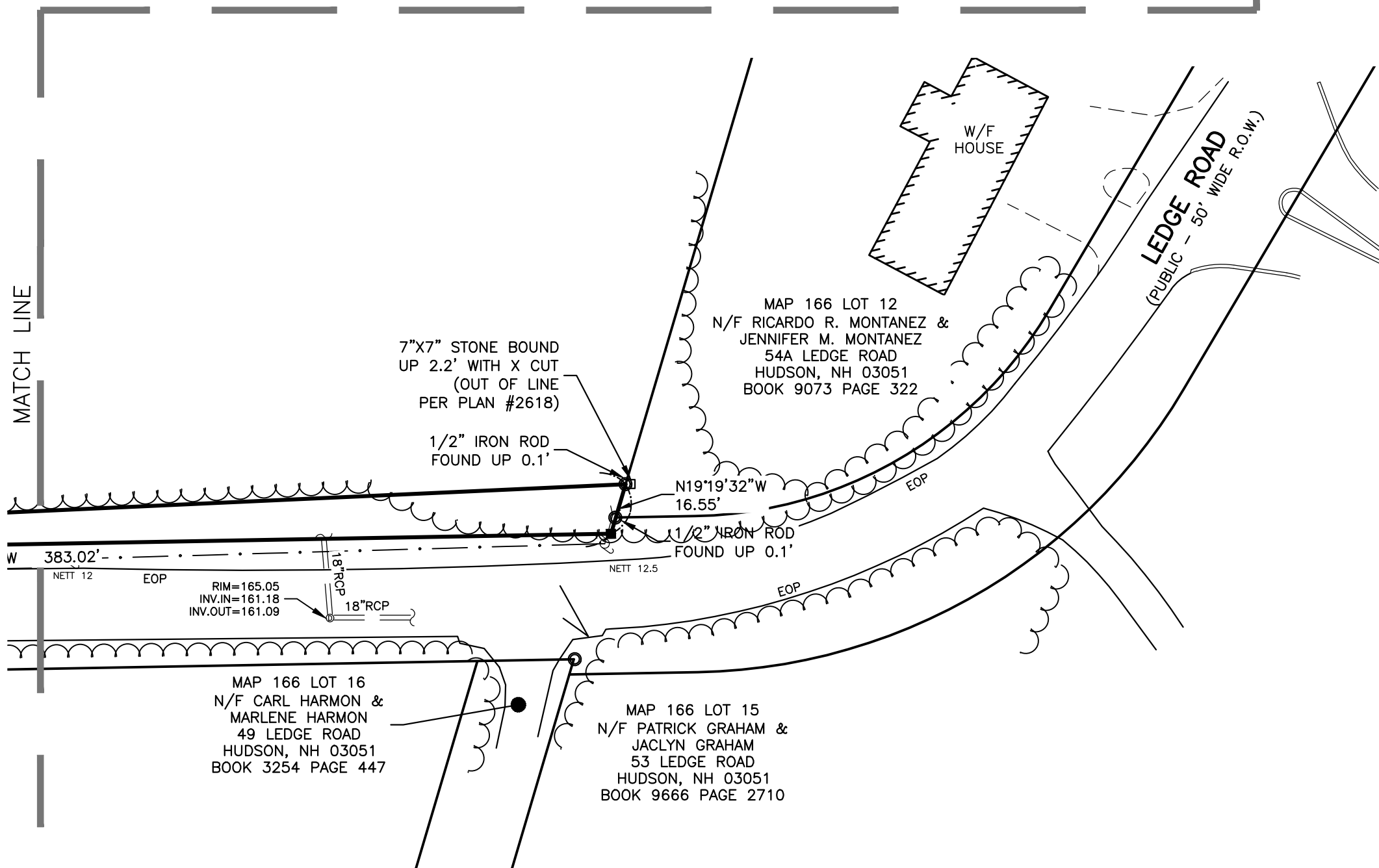
REFER TO THE TOWN OF HUDSON ZONING ORDINANCE FOR ADDITIONAL INFORMATION AND RESTRICTIONS.

- REFER TO ZONING BOARD OF APPEALS CASE #166-011 GRANTING RELIEF OF DIMENSIONAL REQUIREMENTS TO ALLOW FOR A FOUR (4) LOT SUBDIVISION. SEE NOTICE OF DECISION AND CASE FILE FOR ADDITIONAL INFORMATION.
- THERE WERE NO WETLANDS OBSERVED ON OR DIRECTLY ADJACENT TO THE PORTION OF THE PROPERTY BEING DEVELOPED.
- IN CONDUCTING THE REGISTRY RESEARCH THERE WERE NO RECORDED EASEMENTS FOUND TO BE ON OR ACROSS THE SUBJECT PARCEL. IN CONDUCTING THE FIELD SURVEY THERE WAS A PHYSICAL ACCESS USE OBSERVED CROSSING FROM FROM LEDGE ROAD TO MAP 166 LOT 1.

GRAPHIC SCALE



(IN FEET)
1 inch = 40 ft.



REVISIONS:

REV	DATE	COMMENT	BY

DRAWN BY: NIG/JAC
CHECKED BY: JAC
DATE: OCTOBER 3, 2025
SCALE: 1"=40'
FILE: 632-ABWS

PROJECT:

MAP 166 LOT 11

32 LEDGE ROAD

HUDSON, NEW HAMPSHIRE

— PREPARED FOR/OWNER —

THE BOYER
REVOCABLE TRUST
OF 2019

TODD A. BOYER &
LORRIE A. BOYER, TRUSTEES
2 MERRIL STREET
HUDSON, NH 03051
BOOK 9349 PAGE 2274

SHEET TITLE:

AS-BUILT
PLAN

PROJECT #632 SHEET 2 of 11

**TOWN OF HUDSON****Development Services Department**

12 School Street
Hudson, New Hampshire 03051

Elvis Dhima, P.E., Town Engineer
edhima@hudsonnh.gov · Tel: 603-886-6008 · Fax: 603-816-1291

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



From: Elvis Dhima, P.E., Development Services Director

DATE: October 23, 2025

RE: Ledge Road – Sewer Acknowledgment

Recommended Motion:

To recognize that the private sewer force main for 34-40 Ledge Road as recorded on as-built plan for Map 166 - Lot 11 was constructed in accordance with Town standards, as recommended by the Public Works Director, the Municipal Utility Committee, and the Development Services Director.

Background

The Planning Board previously approved a site plan that included the installation of a private sewer force main to serve four lots. The approved scope of work consisted of approximately 300 linear feet of 2-inch main, located within a private easement along Ledge Road. The force main is to remain private and maintained by a third party. The work has been completed in accordance with the Town's construction standards and has successfully passed the required pressure testing.

RECEIVED
OCT 23, 2025
BOS AGENDA

"NOTICE OF PRIVATE SEWER ACKNOWLEDGEMENT"

1. The sewer line as described herein:

Project Name: Ledge Rd subdivision Contractor: Al Kennedy Jr.

Owner: Todd Boyer

Street and Station (Location): 34-40 Ledge Rd

Has been inspected and tested and is in compliance with the Town of Hudson requirements for sewer construction (inspection and test report on file with the DPW).

2. There are No Public Sewer Portions within this sewer line. The Town of Hudson neither assumes responsibility for maintenance, operation, repair or replacement of this sewer line or any improvements related thereto nor liability for any damages resulting from the use or condition thereof. The Town of Hudson is to be held harmless for any claims, repairs, maintenance or other issues related to the use and performance of this sewer line or any of the improvements related thereto. Signatures by officers of the Town of Hudson on this Acknowledgment form do not constitute or signify acceptance by the Town of Hudson of this sewer line as public sewer, and no such acceptance shall be inferred.

3. Portions which are Private Sewer are described as: see as built plan

4. The following sites/lots/units which have "accessibility" are: (list by Tax Map & Lot #'s)

see as built plans

Access fees for these lots/sites are to be assessed as of Oct 2025. (Date)

5. I, Todd Boyer (Owner), state that the above-described sewer(s) has been constructed in accordance with the requirements for sewer construction of the Town of Hudson. I further understand and accept the conditions set forth by the Town of Hudson for Private Sewers and accessibility in the Code of the Town of Hudson, its land use regulations and all approvals it has issued for this development. I further understand and acknowledge the limitations on the liability and responsibility of the Town of Hudson contained in paragraph 2 of this Acknowledgment and agree to be bound by them. This Acknowledgment shall be recorded in the Registry of Deeds for Merrimack County.

Todd Boyer
Owner

10-14-25
Date

6. In accordance with the above stipulation and description, this sewer is recommended for Acknowledgement as Private Sewer.

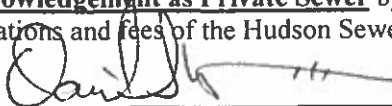
[Signature]
Town Engineer or Authorized Agent

10/16/25
Date

[Signature]
Director of Public Works or Authorized Agent

10/16/25
Date

7. In accordance with the above stipulations and descriptions, this sewer is hereby recommended for **Acknowledgement as Private Sewer** by the Municipal Utility Committee and is subject to all rules and regulations and fees of the Hudson Sewer Utility.



MUC Chairman

Approved at meeting of:

10-21-25

Date

8. Sewer Approval by Sewer Utility and Town of Hudson

Approved at meeting of:

Board of Selectmen Chairman

Date

cc: Owner

Sewer Foreman

Town Engineer

Building Inspector Planning Board

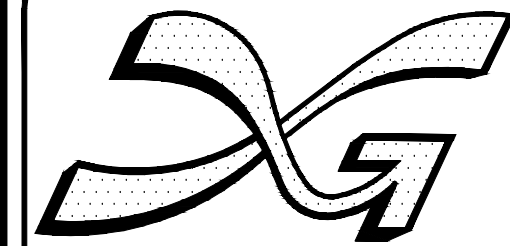
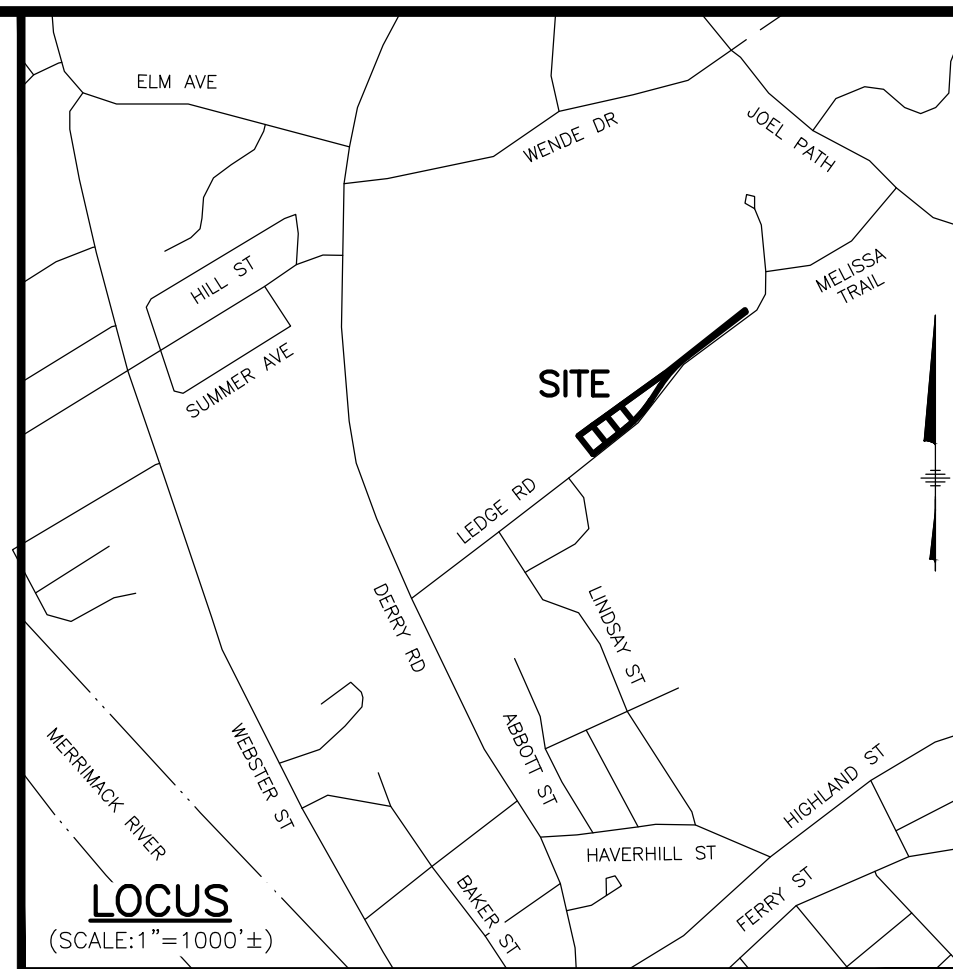
N:\PROJECTS\632-Boyer-Ledge Rd., Hudson\Survey\632-ABWS.dwg

LEGEND

○	IRON PIPE OR IRON ROD	□	CATCH BASIN
▣	BOUND	⊗	DRAIN MANHOLE
—	PROPERTY LINE	⊙	SEWER MANHOLE
—	ABUTTER LINE	⊗	HYDRANT
—	TREELINE	⊗	WATER VALVE
—	BUILDING SETBACK	—	GAS LINE
—	176	—	SEWER LINE
—	EOP	—	UTILITY POLE
—	CCB	—	GUY WIRE
—	CAPE COD BERM	—	OVERHEAD WIRES
—	CHAIN LINK FENCE		
—	TR		
	ZONE LINE		

REFERENCE PLANS:

- HILLSBOROUGH COUNTY REGISTRY OF DEEDS (H.C.R.D.) PLAN #2618
- H.C.R.D. PLAN #7582
- H.C.R.D. PLAN #21674
- H.C.R.D. PLAN #42221



The Dubai Group, Inc.

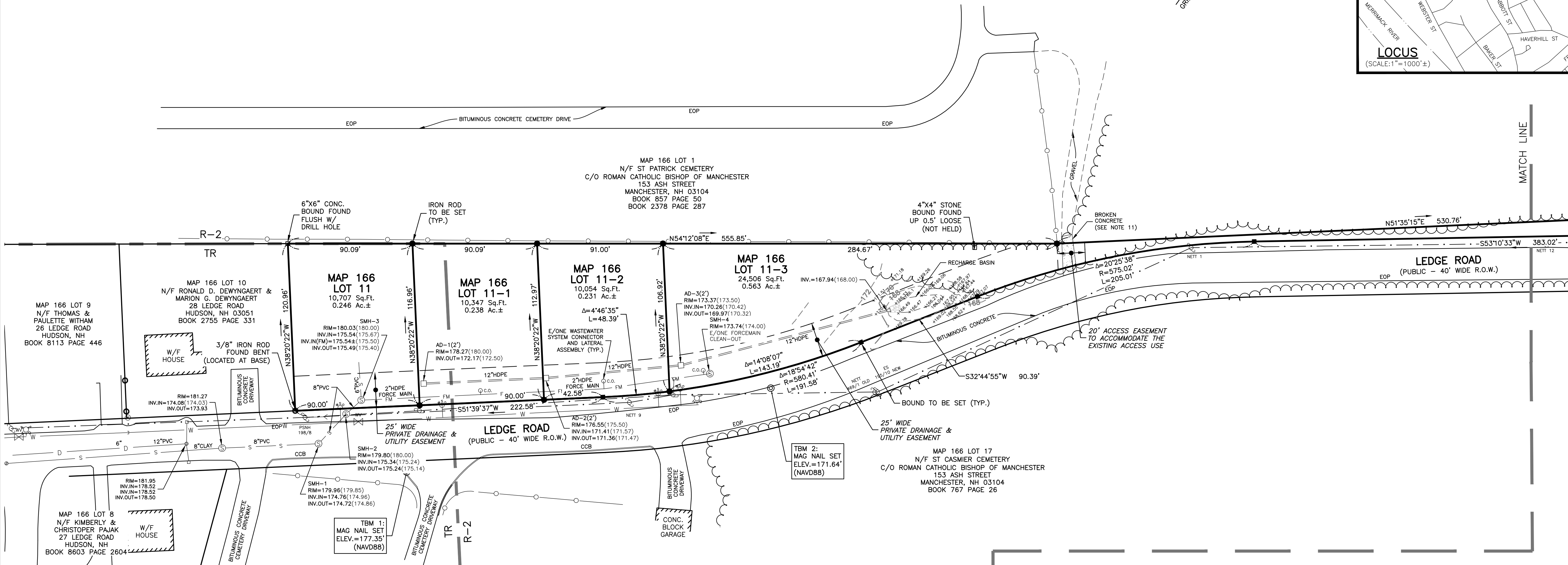
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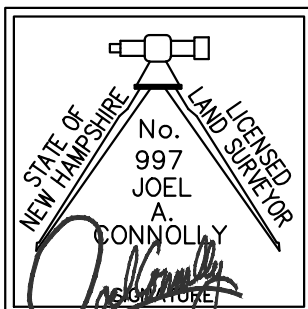
Surveyors

TheDubayGroup.com



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I CERTIFY THAT THIS SURVEY AND PLAN WAS PREPARED BY ME OR THOSE UNDER MY DIRECT SUPERVISION AND THAT THIS PLAN IS THE RESULT OF AN ACTUAL SURVEY PERFORMED ON THE GROUND WITH AN ERROR OF CLOSURE OF NOT MORE THAN ONE PART IN TEN THOUSAND.



JOEL A. CONNOLLY, LLS 997

10/3/2025

DATE

APPROVED BY THE HUDSON, NH PLANNING BOARD

DATE OF MEETING: _____

CHAIRMAN

SIGNATURE DATE: _____

SECRETARY

SIGNATURE DATE: _____

SUBDIVISIONS ARE VALID FOR TWO YEARS FROM THE DATE OF PLANNING BOARD MEETING FINAL APPROVAL. FOR AN APPLICANT TO GAIN AN EXEMPTION FROM ALL SUBSEQUENT CHANGES IN SUBDIVISION REGULATIONS, SITE PLAN REGULATIONS AND CHANGES TO THE ZONING ORDINANCE, SEE NH RSA 674:39.

NOTES:

- THE INTENT OF THIS PLAN IS TO SHOW THE AS-BUILT UTILITY, SEWER, AND DRAINAGE INFRASTRUCTURE ASSOCIATED WITH THE DEVELOPMENT OF MAP 166 LOTS 11, 11-1, 11-2, AND 11-3 BASED ON AN ON-THE-GROUND SURVEY PERFORMED BY THIS OFFICE ON SEPTEMBER 30, 2025.
- ALL OTHER EXISTING FEATURES ARE SHOWN BASED ON A SURVEY PERFORMED BY THIS OFFICE BETWEEN MAY 12 AND MAY 18, 2023 AND A UAS (DRONE) FLIGHT BY THIS OFFICE ON MAY 16, 2023 AND PROCESSED USING PIX4D SOFTWARE.
- THE BOUNDARY INFORMATION SHOWN HEREON IS BASED ON A SURVEY PERFORMED BY THIS OFFICE BETWEEN MAY 12 AND MAY 18, 2023 AND PLAN REFERENCES LISTED HEREON AND HILLSBOROUGH COUNTY REGISTRY OF DEEDS PLAN #42221.
- THE HORIZONTAL DATUM IS BASED ON NAVD83 PER GPS OBSERVATIONS PERFORMED BY THIS OFFICE ON MAY 18, 2023.
- THE VERTICAL DATUM IS BASED ON NAVD88 PER GPS OBSERVATIONS PERFORMED BY THIS OFFICE ON MAY 18, 2023.
- UNDERGROUND UTILITIES SHOWN HEREON ARE BASED ON RECORD DESIGN PLANS, DIS SAFE FLAGGING, INFORMATION PROVIDED BY THE TOWN OF HUDSON, NH, AND/OR ABOVE GROUND FEATURES LOCATED BY THIS OFFICE. SAID UNDERGROUND UTILITIES ARE NOT WARRANTED TO BE EXACT OR INCLUSIVE OF ALL EXISTING UTILITIES.
- MAP 166 LOT 11 IS NOT LOCATED WITHIN A SPECIAL FLOOD HAZARD AREA (100 YEAR FLOOD) PER FLOOD INSURANCE RATE MAP 33011C0514E, WITH AN EFFECTIVE DATE OF APRIL 18, 2011.
- MAP 166 LOT 11 IS ZONED RESIDENTIAL 2 (R-2) AND TOWN RESIDENTIAL (TR) PER THE TOWN OF HUDSON ZONING MAP;

RESIDENTIAL 2:
MIN LOT SIZE: 43,560 SF±
MIN LOT FRONTAGE: 120 FT
MIN FRONT YARD: 30 FT
MIN SIDE YARD: 15 FT
MIN REAR YARD: 15 FT

TOWN RESIDENTIAL:

MIN LOT SIZE: 10,000 SF±
MIN LOT FRONTAGE: 90 FT
MIN FRONT YARD: 30 FT
MIN SIDE YARD: 15 FT
MIN REAR YARD: 15 FT

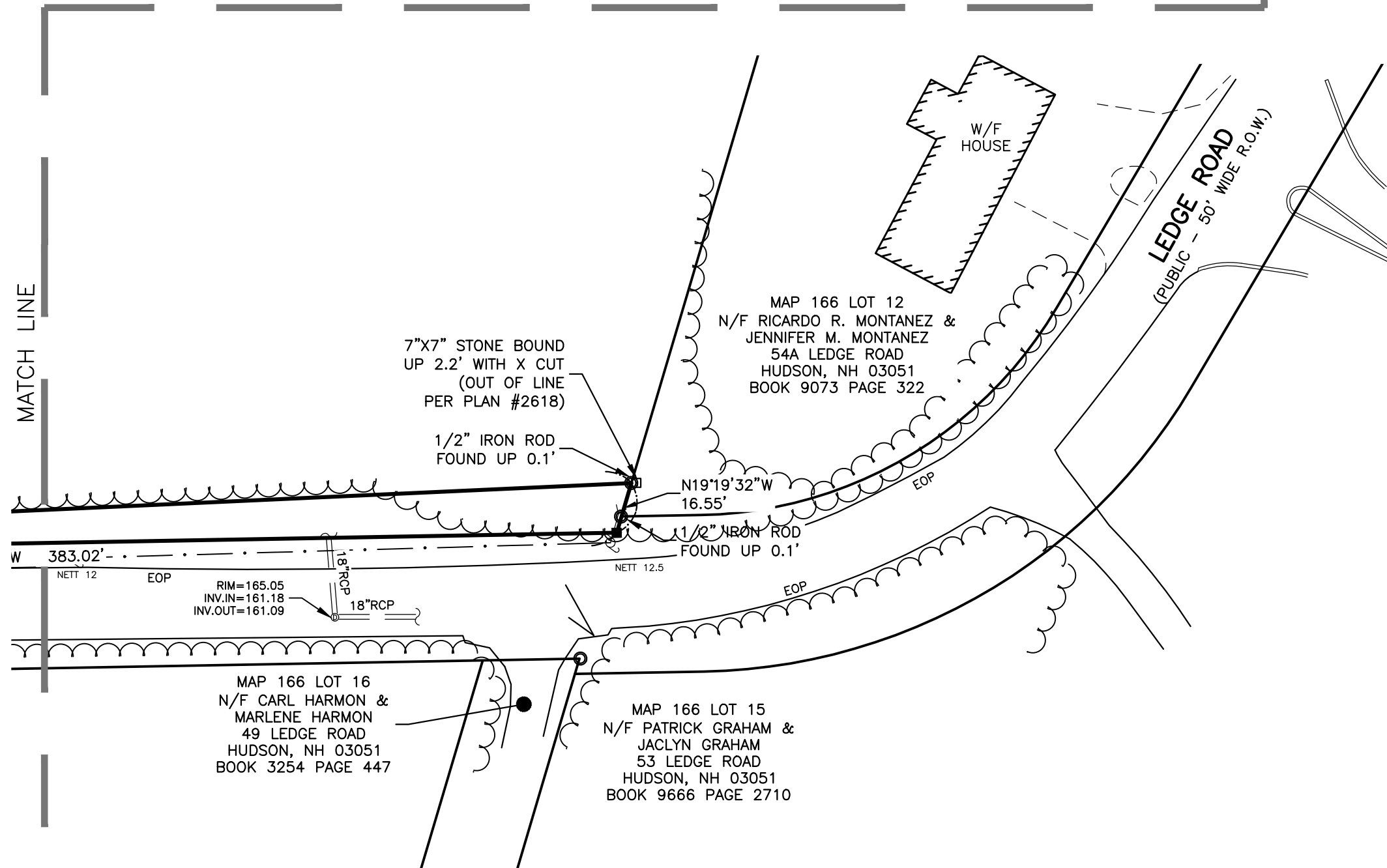
REFER TO THE TOWN OF HUDSON ZONING ORDINANCE FOR ADDITIONAL INFORMATION AND RESTRICTIONS.

- REFER TO ZONING BOARD OF APPEALS CASE #166-011 GRANTING RELIEF OF DIMENSIONAL REQUIREMENTS TO ALLOW FOR A FOUR (4) LOT SUBDIVISION. SEE NOTICE OF DECISION AND CASE FILE FOR ADDITIONAL INFORMATION.
- THERE WERE NO WETLANDS OBSERVED ON OR DIRECTLY ADJACENT TO THE PORTION OF THE PROPERTY BEING DEVELOPED.
- IN CONDUCTING THE REGISTRY RESEARCH THERE WERE NO RECORDED EASEMENTS FOUND TO BE ON OR ACROSS THE SUBJECT PARCEL. IN CONDUCTING THE FIELD SURVEY THERE WAS A PHYSICAL ACCESS USE OBSERVED CROSSING FROM FROM LEDGE ROAD TO MAP 166 LOT 1.

GRAPHIC SCALE



(IN FEET)
1 inch = 40 ft.



REVISIONS:

REV	DATE	COMMENT	BY

DRAWN BY: NIG/JAC
CHECKED BY: JAC
DATE: OCTOBER 3, 2025
SCALE: 1"=40'
FILE: 632-ABWS

PROJECT:

MAP 166 LOT 11

32 LEDGE ROAD
HUDSON, NEW HAMPSHIRE

— PREPARED FOR/OWNER —

**THE BOYER
REVOCABLE TRUST
OF 2019**

TODD A. BOYER &
LORRIE A. BOYER, TRUSTEES
2 MERRIL STREET
HUDSON, NH 03051
BOOK 9349 PAGE 2274

SHEET TITLE:

**AS-BUILT
PLAN**

PROJECT #632 SHEET 2 of 11

**TOWN OF HUDSON****Engineering Department**

12 School Street
Hudson, New Hampshire 03051

Elvis Dhima, P.E., Town Engineer
edhima@hudsonnh.gov · Tel: 603-886-6008 · Fax: 603-816-1291

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

From: Elvis Dhima, P.E., Development Services Director

Date: October 24, 2025

Re: Town Hall Advisory Committee – Status Update

Recommended Motion by Town Hall Advisory Committee:

To recommend the Board of Selectmen further evaluate Town-owned properties that are approximately three acres in size are served by municipal water, sewer and gas and are located adjacent to or near one of the main quarters within two miles of the current location, and, to also evaluate ADA compliance and take action on improvements at the Town Hall. In addition, to initiate a decluttering and consolidation effort across Town Hall and other municipal buildings, with the Board of Selectmen taking action on these items within six months of November 2025.

Background

The Board of Selectmen received an update from NorthPoint Construction regarding significant challenges associated with renovating the existing Town Hall, including the high cost of the proposed renovations and addition. As a result, the Board voted to establish a Town Hall Advisory Committee to assist in evaluating whether to proceed with renovations of the existing building or to pursue options for a new Town Hall facility.

The Town Hall Advisory Committee was tasked with developing a recommendation by November 1, 2025, and their motion listed above passed by a vote of 5–2.

RECEIVED
OCT 24, 2025
BOS AGENDA

**TOWN OF HUDSON****Fire Department**

39 Ferry Street
Hudson, New Hampshire 03051



Scott Tice, Fire Chief
stice@hudsonnh.gov · Tel: 603-886-6021 · Fax: 603-882-7115

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

From: Scott Tice, Fire Chief

Date: October 23, 2025

Re: Public Agenda Item – 28 October 2025

Informational:

Over the past several months, Deputy Paquette has been working closely with June Garneau from Mapping and Planning Solutions on updating the Town of Hudson Emergency Operations Plan. The Hudson Emergency Operations Plan (EOP) establishes a framework for local government to assist expeditiously in saving lives and protecting property in a disaster. This Plan outlines the planning assumptions, policies, concept of operations, organizational structures, and specific responsibilities of the Town's departments and agencies involved in coordinating the local, state, and federal response activities.

I am pleased to present the final document for your review. Once it is adopted and all signatures are collected, the plan will be distributed internally as needed. This is a large document and a physical file is available in the BOS room and provided electronically. We will be presenting the plan at the November 10th meeting. The Town appreciates the continuing cooperation and support from all the departments and agencies, and the volunteer and private organizations contributing to this Plan's development and publication.

RECEIVED**OCT 23, 2025****BOS AGENDA**

ADMINISTRATIVE DOCUMENTS

RECORD OF REVISIONS & CHANGES

Hudson Emergency Operations Plan (15 ESF format): 2013
Hudson Emergency Operations Plan (This Plan; 18 ESF Format): 2025

SIGNATORIES TO THE HUDSON EMERGENCY OPERATIONS PLAN

Name	Position	Signature
The signatures below indicate that the signee has read the Hudson Emergency Operations Plan 2025 and understands their responsibilities as outlined in the Plan.		
Scott Tice	Emergency Management Director / Fire Chief	
Dave Cayot	Deputy EMD / Police Chief	
Jay Twardosky	Director of DPW	
Dave Hebert	Deputy Health Officer / Fire Marshal	
Roy Sorenson	Town Administrator	
Dillon Dumont	Board of Selectmen Chair	
Robert Guessferd	Board of Selectmen Vice Chair	
Doug Bosteels	Director of IT	
Brooke Dubowik	Town Planner	
Elvis Dhima	Director of Development Services	
Michelle Brewster	Town Clerk	
Laurie May	Finance Director	

**Signatures are scanned-original signatures on file.*

STATEMENT OF ADOPTION – HUDSON

This publication of the Hudson, NH Emergency Operations Plan represents a concerted effort by the Town's government to provide a mechanism for effectively responding to and recovering from the impact of natural or human-caused disasters or emergencies.

This Plan and associated supporting documents aim to facilitate the delivery of local government, town, and mutual aid resources and provide needed assistance and relief to disaster victims and the Community. As no town has the resources to manage a significant emergency without outside assistance, this Plan represents Hudson's best intentions to deal with disaster within the town and a statewide coordination framework.

Adopting this Plan nullifies all previously adopted emergency operations plans for Hudson, NH.

Statement of Adoption for the Town of Hudson:

Adopted, this day, the _____ of _____, 2025

Board of Selectmen Chair

Signature

Print Name

Board of Selectmen Member

Signature

Print Name

Board of Selectmen Member

Signature

Print Name

Board of Selectmen Member

Signature

Print Name

Board of Selectmen Member

Signature

Print Name

Emergency Management Director

Signature

Print Name

****Signatures are scanned-original signatures on file.***

NIMS RESOLUTION - HUDSON

It is hereby resolved by the Town of Hudson, New Hampshire, that:

WHEREAS, Emergency response to critical incidents, whether natural or human-caused, requires integrated professional management and

WHEREAS, Unified command of such incidents is recognized as the management model to maximize the public safety response and

WHEREAS, the National Incident Management System, herein referred to as NIMS, has been identified by the federal government as being the requisite emergency management system for all political subdivisions and

WHEREAS, Failure to adopt NIMS as the requisite emergency management system may preclude reimbursement to the political subdivision for costs expended during and after a declared emergency or disaster and for training and preparation for such disasters or emergencies.

Therefore, it shall be the public policy of this municipality to adopt the NIMS concept of emergency planning and Unified Command. It shall further be the policy of this municipality to train public officials responsible for emergency management.

National Incident Management System (NIMS)

Adopted, this day, the _____ of _____, 2025

Board of Selectmen Chair

Signature

Print Name

Board of Selectmen Member

Signature

Print Name

Board of Selectmen Member

Signature

Print Name

Board of Selectmen Member

Signature

Print Name

Board of Selectmen Member

Signature

Print Name

Emergency Management Director

Signature

Print Name

****Signatures are scanned-original signatures on file.***

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**TOWN OF HUDSON****Fire Department**

39 Ferry Street
Hudson, New Hampshire 03051



Scott Tice, Fire Chief
stice@hudsonnh.gov · Tel: 603-886-6021 · Fax: 603-882-7115

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

From: Scott Tice, Fire Chief

Date: October 23, 2025

Re: Public Agenda Item – 28 October 2025

Background:

I have been collaborating with Deputy Enos, the Town Administrator, and the Finance Director to create a policy that outlines the ambulance billing process for the Town of Hudson. I wanted to share this progress with you this evening.

Attached, you will find the draft of the “Ambulance Billing and Collection Process” policy. This document is intended to be utilized by both Town Hall (Finance/TA) and the Fire Department. It is based on previously vetted policies from other departments and is designed to offer a clear, step-by-step guide for both current and future personnel.

We will be progressing this draft to the Policy Sub-Committee for review and finalization before presenting it to the Board for approval.

RECEIVED
OCT 23, 2025
BOS AGENDA



GENERAL ORDER

HUDSON, NH FIRE DEPARTMENT

YELLOW

General Order:

Revision #:

Subject: Ambulance Billing and Collection Process

Approved By:

Scott J. Tice, Fire Chief

Approval Date:

PURPOSE:

The purpose of this General Order is to outline the ambulance billing process for the Town of Hudson, NH Fire Department.

SCOPE:

The scope of this General Order includes the collection of data, the billing process and requirements of the contracted vendor, the disposition of ambulance bills & debt as well as the hardship program.

PROCEDURE:

Patients who are transported to a hospital shall be billed for services based upon the Town of Hudson's ambulance billing rates.

Members who transport a patient to a hospital are responsible to collect signatures, demographics and when supplied, insurance information from each patient. This information shall be recorded in the ePCR.

Once the ePCR is marked "Ready for Billing" by the QA/QI process, the ambulance billing vendor shall begin the ambulance billing process.

The information provided on the ePCR shall be validated by the ambulance billing vendor. If any information is missing, the ambulance billing vendor shall obtain demographics and insurance information as well as contact the receiving hospital for information.

If insurance information is obtained by the ambulance billing vendor, the ambulance billing vendor shall submit such bills to the appropriate insurance company.

If balances are not paid by an insurance company, the ambulance billing company shall submit invoices to the patient at 30, 60, 90 and 120 day intervals. If at any time during the process the bill is paid in full, the account will show as paid on the ambulance billing vendor's payment summary to the Town. The 120 day invoice will advise the patient that failure to pay will result in the bill being sent to collections.

During the 30, 60, 90 and 120 day time frame the patient may contact the Town of Hudson or the ambulance billing vendor to obtain a hardship application (see Appendix 1). The hardship application will automatically be sent by the ambulance billing vendor on the 3rd invoice. The

completed hardship application shall be sent to the Town of Hudson's Town Administrator who will review it using the established Town of Hudson Hardship program. In the event the patient wishes to establish a payment plan, the patient may contact the ambulance billing vendor.

Collections/Reconciliation

Monthly

Each month the ambulance billing vendor shall send a Disposition Report to the Town of Hudson. These reports will reflect all accounts that are eligible for the collection process. These accounts are;

- Those that have been not paid within 120 days from date of service
- Not in the Hardship program or payment plan

The ambulance billing vendor shall provide two (2) separate monthly disposition reports to the Town; one for the Town of Hudson and the other for the Town of Litchfield.

These reports shall be emailed once a month to:

- The Town of Hudson, NH Town Administrator
- The Town of Hudson, NH Fire Chief
- The Town of Hudson, NH Finance Director
- The Town of Hudson, NH Town Accountant

A meeting shall be held the last week of the month between;

- The Town Administrator
- The Town Fire Chief
- The Town Finance Director
- The Town Accountant
- A representative of the ambulance billing vendor

This meeting may take place either in person or remotely.

Prior to this meeting, the Fire Chief or his designee shall attempt to collect any data that was found missing by the ambulance billing vendor.

The monthly disposition meeting shall take place the 3rd week of the month, allowing the disposition report to be sent on the 15th of the month.

Yearly

An annual yearly report shall be sent XXXX month to the same members of the Town of Hudson, NH.

During the monthly meeting between the Town of Hudson and the ambulance billing vendor, the annual report will be reviewed, reconciled if necessary and retained by the Town of Hudson Accountant.

Write-off procedure

At the monthly meeting, the group will take action on all those accounts appearing on the official disposition report. At this point, the patient has been notified 4 times over 4 months.

- Option 1: Collection agency: the Town will instruct the ambulance billing vendor to send the bill to the contracted collection agency, who will execute “soft” collections only. The collection agency will also notify “Experian”.

If a bill is sent to collections, that debt will be removed from the aging report that is provided by the ambulance billing company. If the ambulance billing company receives payment at a later time, they will submit payment to the Town of Hudson and that payment will be made to the Town of Hudson’s bank account on record.

- Option 2: Hardship program: If the patient is approved for the hardship program, they will make payments to the ambulance billing vendor OR they will be absolved of their invoice and removed from the aging report.
In the event a payment process is started and then stopped by the patient, the patient’s name shall remain on the aging report for one (1) more month after the last payment.
The following month the invoice will be marked as “write-off” and removed from the aging report.

- Option 3. Write off the debt. These would be cases such as small dollar amounts With little chance of recovery, deceased persons, no valid mailing address.

Note: the State of NH has a three (3) year statute of limitations on filing a lawsuit to recoup outstanding balances, and credit reporting is limited to seven (7) years nationwide, unless the account is still in an active status with regular monthly payments.

At the end of this meeting, the Town Accountant will be instructed to ensure all recommendations of disposition are administered by the ambulance billing company.

A bi-annual report shall be submitted to the Board of Selectmen by the Town Administrator in order to provide transparency of outstanding receipts that were written off. This report shall be provided by the ambulance billing vendor.

This procedure shall be reviewed every two (2) years or sooner if requested.

APPENDIX 1.**Town of Hudson Ambulance Hardship program**

1. Ambulance service financial hardship applications can be requested by any individual that has been transported by the Fire Department and feels that he/she cannot financially cover the costs for ambulance services rendered. The person(s) requesting an adjustment of any ambulance charges must show proof of income and assets, as required on the hardship application, or special circumstances making it impossible to pay for any charges.
2. Hardship criteria is based upon the nationally recognized poverty income levels (based on family size and residency; adjusted on an annual basis).
3. The Town of Hudson will establish a Hardship Review Committee consisting of members from the Finance Department and Fire Department and the Town Administrator. The Town may exercise its right to reduce the ambulance charges based on the information submitted through the Hardship process.
4. The Hardship Review Committee shall meet at mutually agreed times and dates as necessary to discuss these hardship applications.
5. The Town Administrator shall forward all approved hardship write off / settlement actions to the Select Board.



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
Cc: 457 Working Group
Date: October 23, 2025
Re: Town 457 Deferred Compensation Plan.

Informational:

As you may recall, I have discussed the Town moving away from Mission Square as the 457 Deferred Compensation portfolio manager. This has come about resulting from concerns of employees who participate in the program and believe that the fees assessed for services appear to be excessive. A working group consisting of Police Lt. Matt Flynn, Human Services Specialist Kathy Wilson, Finance Director Laurie May and myself was assembled to investigate other options.

We have since decided that joining the NH State Deferred Compensation Plan, NHDCP, a public employee deferred compensation plan authorized under Section 457 of the IRS and NH RSA 101-B, provides the best plan for employees. The NHDCP is overseen by a Commission which consists of members appointed by statute or the Governor and Council for specific terms. The Commission is responsible to act as fiduciary and ensures that the plan maintains the highest-quality services and features. They contract with an outside investment consultant and qualified third-party recordkeeper for day-to-day administration of the program through a competitive bid process.

Participants in the plan realize numerous advantages including access to professionally managed investment options, and lower fees. Erin Zayac, NHDCP Executive Director, will present further information why this is in the best interest of the Town. The working group has been charged with getting complete sign off from those enrolled before the Board takes any action including signing the Joinder Agreement, which would be required, and is attached.

Thank you for your consideration and I look forward to the discussion.



The entities listed below are participating in the New Hampshire Deferred Compensation Plan (NHDCP)

CITIES

Concord, Keene, Portsmouth, Rochester, Somersworth

COUNTIES

Belknap, Carroll, Grafton, Merrimack, Rockingham

TOWNS

Barrington, Deerfield, Dublin, Dunbarton, Durham, Exeter, Fitzwilliam, Gorham, Greenland, Henniker, Hopkinton, Kensington, Litchfield, Loudon, New Durham, Newington, Newmarket, Rye, Sugar Hill, Washington

SCHOOL DISTRICTS

SAU 5 – Oyster River, SAU 29 – Keene/Chesterfield, SAU 39 – Amherst/Mont Vernon/Souhegan, SAU 50 – Greenland/Newington/Rye/New Castle, SAU 70 – Dresden/Hanover

SPECIAL DISTRICTS

Capital Area Mutual Aid Fire, Lakes Region Mutual Fire Aid, Tilton-Northfield Fire District

SPECIAL ENTITIES

Berlin Housing Authority, Dunbarton Library, NH Retirement System, Pease Development Authority, Southern NH Planning Commission

Become a plan partner today!

NHDCP.com | 603-224-7701

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**RESOLUTION ADOPTING THE
STATE OF NEW HAMPSHIRE
PUBLIC EMPLOYEES DEFERRED COMPENSATION PLAN**

WHEREAS, the individuals signing below have the legal authority to take the action set forth herein on behalf of _____
(Municipality/Public School District) hereinafter referred to as “Participating Employer”.

WHEREAS, the Participating Employer wishes to adopt the State of New Hampshire Section 457 Deferred Compensation Plan (the “Plan”) , an eligible deferred compensation plan governed by Section 457 of the Internal Revenue Code, for its employees.

NOW THEREFORE, BE IT RESOLVED, that the Participating Employer adopts the Plan effective _____.

FURTHER RESOLVED, that the participation of the Participating Employer’s employees in the Plan shall be governed by the Plan’s *Plan Document*, a copy of which is attached, the services agreement(s), and any and all rules and regulations promulgated by the State of New Hampshire Deferred Compensation Commission (the “Commission”).

FURTHER RESOLVED, that the Participating Employer agrees to be bound by and honor the decisions and action taken by the Commission in connection with Plan management and administration, including but not limited to, amending or terminating the Plan and selecting investment options and service providers. Participating Employer agrees to be bound by all provisions of the Plan Document as stated in **Article VII** of the Plan Document.

FURTHER RESOLVED, that the Participating Employer agrees that no employee shall be permitted to contribute more than the maximum allowable annual contribution into the Plan. If the Participating Employer offers multiple 457 plans, the Participating Employer shall monitor the aggregate annual contribution among all of the plans. Participating Employer acknowledges and agrees to all provisions of **Section 3.5** of the Plan Document, regarding Excess Deferrals, including: 1) the responsibility of the Participant to comply with the deferral limits of Article III of the Plan and; 2) the responsibility of the Participant to notify the Plan Administrator in the event of deferrals in excess of the deferral limits of Article III of the Plan so that the excess may be distributed as soon as practicable after the Commission determines that the amount is an excess deferral.

FURTHER RESOLVED, that the Participating Employer acknowledges and agrees that pursuant to **Section 5.6** of the Plan Document, the Participating Employer shall supply the necessary information to the Commission on a timely basis regarding the Participants under the Plan, including but not limited to compensation, date of hire, date of death, Severance from Employment, and such other pertinent facts and data as the Commission may require. The

Commission may rely upon such information as is supplied by the Participating Employer and shall have no duty or responsibility to verify such information.

FURTHER RESOLVED, that the Participating Employer acknowledges and agrees that pursuant to **NH RSA 101-B:7**, “the financial liability of the state, county, city, town or other political subdivision under a deferred compensation program shall be limited to the value of the particular fixed or variable life insurance or annuity contract or contracts purchased on behalf of any employee.”

FURTHER RESOLVED, that the Participating Employer will facilitate educational programs developed for use with the Plan as requested by the Commission or Plan Administrator to the extent possible during work hours.

_____	_____	_____
Authorized Signer	Title	Date
_____	_____	_____
Authorized Signer	Title	Date
_____	_____	_____
Authorized Signer	Title	Date
_____	_____	_____
Authorized Signer	Title	Date
_____	_____	_____
Authorized Signer	Title	Date

Received & Acknowledged by New Hampshire Deferred Compensation Commission

_____	_____
Authorized Signer – Executive Director	Date
_____	_____
Authorized Signer - Commission	Date

Appendix 2.

Glossary of Ambulance Billing Terminology regarding Reconciliation and Transaction Reports

Beginning Balance- This amount is carried over from the month before. It is the Ending Balance of the prior month. It is the amount of your aging (accounts receivable) at the beginning of the month before any of the month's activity is processed. It will also include any totals that have not been written off in prior months/ years. For example, if you send accounts to collections but do not write them off, those totals will remain in the overall total. In that sense the beginning balance can be cumulative.

Gross Commitments- This is your total charges for the month. This includes all base rate and mileage charges. *July is the first month after fiscal closing. This month is often the lowest for commitments since the billing vendor does not close June until all commitments for FY were coded, but July is closed at normal time, which is typically less than a month.*

Contractual Allowances- This is the total amount of adjustments to your gross commitments (aka: charges) that are a result of contracts. For example, all providers have mandatory contracts with Medicare and Medicaid. As part of those contracts providers agree to accept their set rates. Due to this, there needs to be a subtraction of the amount of your charges that are not allowed because it exceeds what the contract allows. Private insurance companies shall be affected by SB 245 "Prohibiting surprise ambulance billing and regulating ground ambulance reimbursement" which shall take effect on January 1, 2026 and stay in effect until January 1, 2028.

Net Commitments- As stated above, your net commitments are your gross commitments minus your contractual allowances. The Net Commitments represents the maximum your service will be allowed to collect from your total charges of that month. Typically for a calendar year in Hudson, the July Net Commitments will be lower than the rest of the year due to the fiscal year closing in December. The December totals will usually be higher than the rest of the year.

Payments Received by Comstar- These are live check payments received at Comstar which have been applied to your accounts. This number should be lower than Payments Received by Hudson as Comstar enrolls your service to received electronic payments directly from any insurance carrier who has the ability to pay by EFT. Comstar typically receives paper checks from out of state providers, small carriers and patient payments.

Payments Received by Hudson- These are payments that that our Hudson has received directly either by Electric Funds Transfer (EFT) directly into your bank account or by a paper check mailed directly to your service. For the majority of EFT payments, Comstar is able to pull the remits and post those payments without issue. Occasionally we will not have access to a particular remit for an EFT payment you have received. In those cases, our Hudson will notify Comstar of those payments which have not been posted. In addition, if our Hudson received checks directly, they will need to notify Comstar so those payments can be posted as well. If Comstar is not notified in these cases, then the accounts will not be accurately worked. Patients, for example, can be billed or sent to collection in error for non-payments, when in fact those payments have been made.

Retractions/Reimbursements- This is the total amount of money that insurance has taken back on accounts that were either overpaid or paid in error when it was not their responsibility to pay. Retractions are the amounts that insurance takes back automatically. Reimbursements are

typically money paid back to a patient, or in some cases paid back to an insurance carrier directly from you.

Net PMT Applied- This is the total of payments received that month minus any retractions/reimbursements. This will also match the amount on the Invoice.

FFR Payment- This is the total of payments received that month directly from First Financial Resources (FFR). These represent payments that were received and processed at FFR. FFR will keep their portion (33%, which is included in the Allowance section) and issue payment once monthly.

Write Offs- This is the total dollar amount of any write offs that HUDSON approved that month.

Ending Balance- This is the final total of all of the activity for the month that will tie out to your aging. Your aging is a list of all of the open accounts with dollar value shown.

Commitments Report

This report shows the commitments for this month. You will notice that there are some trips that have dates outside of the month, these can be when mileage on a trip changes after the fact. That will impact the charge/ commitment.

The first section is broken down into individual trip data including Incident #'s, Run #'s and patient and charge information. The Commitment Summary Breakout by Major Payor Groups details payor specific information and data.

Allowances Report

This report shows the allowances applied for that month. It is broken down by Payor, then further broken down to show trip and patient detail.

You will note that there are many items which doesn't tie out to the trips listed on the Commitments. This is because allowances can be entered at any time, including when a payment comes in, so some of the allowances on this report were not for trips in the month shown on the current report.

Payments Report

This is the Ambulance Payment Summary. This report details all the payments received for the month, and it is broken down into two categories, Payments Received by Comstar and Payments Received by Hudson.

The first section is payments received directly by Comstar. These are the check payments that are received at Comstar directly and then processed and forwarded on to your bank.

The second section is payments received directly by the Hudson. This typically includes EFT payments, ACH payments and checks received directly by the town and deposited by the town.

Retraction/Reimbursement Report

This report shows detail of any Retractions or Reimbursements for this month. Retractions are funds taken back and by the insurance by way of offsetting from a payment.

Write Off Report

This report details all of the write offs which have been approved for the month. *Please note, Comstar will not write-off any balance unless given written approval to do so.*

FFR Payment Summary Report

Each Month First Financial Resources (FFR) will issue a payment that represents all payments they received over the month minus their fee (33%). This fee is automatically taken out what they received. They will issue an Invoice that Comstar will receive and process these payments. Comstar will report the amount of the payment that was issued per patient, which is called "FFR Payment Summary". The Fee portion is also reported, but this amount is included with the allowance report since it is not paid to you. Comstar does not take any fee off of these payments since FFR already does. They are recorded as a courtesy.

Aging Report

Your aging is also referred to as your Accounts Receivable (A/R). The total of this report is the sum of all of your open accounts. The aging reports will identify the following:

- All patients whose account remains open with balance
- Date of Service, Incident and Run Numbers, Patient Name
- How many days the account has been in the Comstar system. This is broken down into buckets: Current, 31-60, 61-90, 91-120, 120+.
- A breakdown of which accounts remain at Comstar vs. which are with FFR Collections.

Comstar Invoice

This includes three amounts:

- Deposit Amount
- Comstar's Fee

Deposit Amount- This shows all deposit information for the month. If there is more than one deposit in a month it will be detailed here. It will show payment summary.

Comstar's Fee- Our service fee is also detailed here which is a set percentage of the total revenue Comstar collected on your behalf during that month. This is added along with the NPP fee.

Request for Disposition-Current

This report provides you detail on the accounts where Comstar has exhausted all billing efforts during this time period. The report details Incident date and number, run number, patient name, address, and DOB, charges, allowances, payments and balance. It also details payor information and options for you including approving write off or sending to collections.

Disposition Process includes:

- Comstar will send Hudson both a current and cumulative disposition report monthly
- Comstar will await your response to this report with your disposition instructions for each account.
- Once Comstar has received your Disposition Report back your instructions will be executed.
- You will be sent a tie out sheet to summarize any actions that could not be executed with the reasons for each documented.

As an example: For the month of JULY 2025 HUDSON's Request for Disposition- Current contained 42 accounts where our billing efforts have been exhausted for a total amount of \$25,828.69. Most of these are patients that did not respond to bills.

Cumulative Request for Disposition

This report details all accounts where Comstar's billing efforts have been exhausted but have not been dispositioned. These accounts remain open in our system; however, Comstar is no longer actively working them. If these accounts remain open both with Comstar and your collection agency (FFR), then the debt is recorded twice.

All of these accounts will remain on this report until they are dispositioned. Hudson currently has a customized disposition report that breaks all accounts up by Calendar Year of the DOS.

Request for Disposition for Litchfield patients: This shows all outstanding Litchfield patients that we have not received payment on. This report is always \$0.00 as typically they are paid as they get invoiced to Litchfield each month. *In fact if there are any accounts on this report, we review internally to see why an account reached this point.*

Litchfield Invoices: Similar to dispositions, we send two Litchfield Invoices. One shows all current accounts added and the other shows a cumulative list of accounts added to the Litchfield Invoice. We work with Litchfield to make sure these are paid and at the correct amount.

Statistics Report: Hudson currently receives a Statistics report that shows multiple different categories: # of Resident vs non-resident transports, Service Level, Hospitals used. Type of Call, Trips by Day of Week, Average Response times, Age group and Time of day.



New Hampshire 457 Deferred Compensation Plan





TITLE VI

PUBLIC OFFICERS AND EMPLOYEES

Chapter 101-B

Public Employees Deferred Compensation Plan

- Establishes the Deferred Compensation Commission (101-B:2)
- Allows for the State or any political subdivision to defer compensation in whole or in part (101-B:5-a)
- Establishes that the deferred compensation program exists and serves in addition to retirement, pension or benefit systems established by the state, county, city, town or other political subdivision (101-B:6)
- Limits the financial liability of the state, county, city, town or other political subdivision to the value of the particular fixed or variable life insurance or annuity contract or contracts purchased on behalf of any employee (101-B:7)
- Outlines that the plan shall operate without cost to any political subdivision, any of their departments or agencies, or any of their wholly owned institutions and instrumentalities, except for the incidental expense of administering the deduction of the deferred funds from the employee's compensation and the remittance to the program. (101-B:8)





COMMISSION MEMBERS

COMMISSION/STAFF MEMBERS

David M. Scanlan
Secretary of State
david.scanlan@sos.nh.gov

Craig R. Moul
Public Employee at Large
craig.r.moul@doit.nh.gov

John M. Formella
NH Attorney General
john.m.formella@doj.nh.gov

Caitlin D. Davis
Unclassified Employee Member
caitlin.d.davis@doe.nh.gov

Monica I. Mezzapelle
State Treasurer
603-271-2621

David J. Bettencourt
Commissioner - Insurance Department
603-271-2033

Charles M. Arlinghaus- Vice-Chair
Commissioner - Administrative Services
charles.m.arlinghaus@das.nh.gov

Terence R. Pfaff- Chair
Legislative Branch Representative
terry.pfaff@leg.state.nh.us

Tanya Pitman
Judicial Branch Representative
tpitman@courts.state.nh.us

Staff:

Erin Zayac
Executive Director
erin.m.zayac@das.nh.gov





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

COMMISSION RESPONSIBILITIES

- The New Hampshire Deferred Compensation Commission consists of members appointed by statute or the Governor and council for specific terms.

Commission members are responsible for:

- Selecting and approving investment products for the plan and for maintaining the highest-quality services and features.
- The Commission contracts with an outside investment consultant and a qualified third-party recordkeeper for day-to-day administration of the program through a competitive bid process.





COMMISSION RESPONSIBILITIES

Additional Commission responsibilities include:

- Establishing investment policies and objectives for the NHDCP as a whole and for each investment option
- Selecting funds that are consistent with the prudent investor rule
- Overseeing, monitoring and evaluating the performance of funds
- Adding or replacing funds as circumstances change
- Monitoring the reasonableness and competitiveness of the fees charged by the funds
- Appointing, monitoring and replacing, if necessary, persons whose expertise the Commission deems appropriate and necessary for it to properly discharge its obligations and responsibilities, including consultants and other professionals





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

ABOUT THE PLAN

- A defined contribution plan authorized under section 457 of the Internal Revenue Code
- Voluntary, employer sponsored supplemental retirement savings plan available to public employees.
- Designed to supplement the NHRS pension benefits and any other retirement plans, Social Security, or savings that employees may have.
- What types of contributions are allowed?
 - Traditional (before tax)
 - Roth (after tax)
 - A combination of both not to exceed a participant's maximum allowable contribution
- Who is eligible to enroll?
 - All current employees (Full Time and Part Time) are eligible immediately





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

STATE OF NEW HAMPSHIRE CONTRACTS

- **RECORDKEEPING AND ACCOUNT MANAGEMENT:**

- NHDCP has a contract with Empower for recordkeeping and account management services.
- While Empower provides products and services within the plan, the plan is branded as the State of New Hampshire Deferred Compensation Plan.

- **Investment Advisory Services:**

- NHDCP has a contract with NFP Retirement, Inc., an independent investment advisor firm, to provide investment advisory services to the Commission on plan investments.





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

PLAN ADVANTAGES FOR EMPLOYEES

- Immediate eligibility
- Payroll deductions
- Retirement planning advice
- Wide variety of investment options
- Local education
- Flexible distribution options





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

PLAN ADVANTAGES FOR EMPLOYERS

- The NHDCP is available at no cost to employers and low cost to employees
- More time to focus on your work
- Robust plan sponsor tools
- Participant education
- Brand Recognition
- Participant tools and resources





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

Account Service Tools – www.NHDCP.com

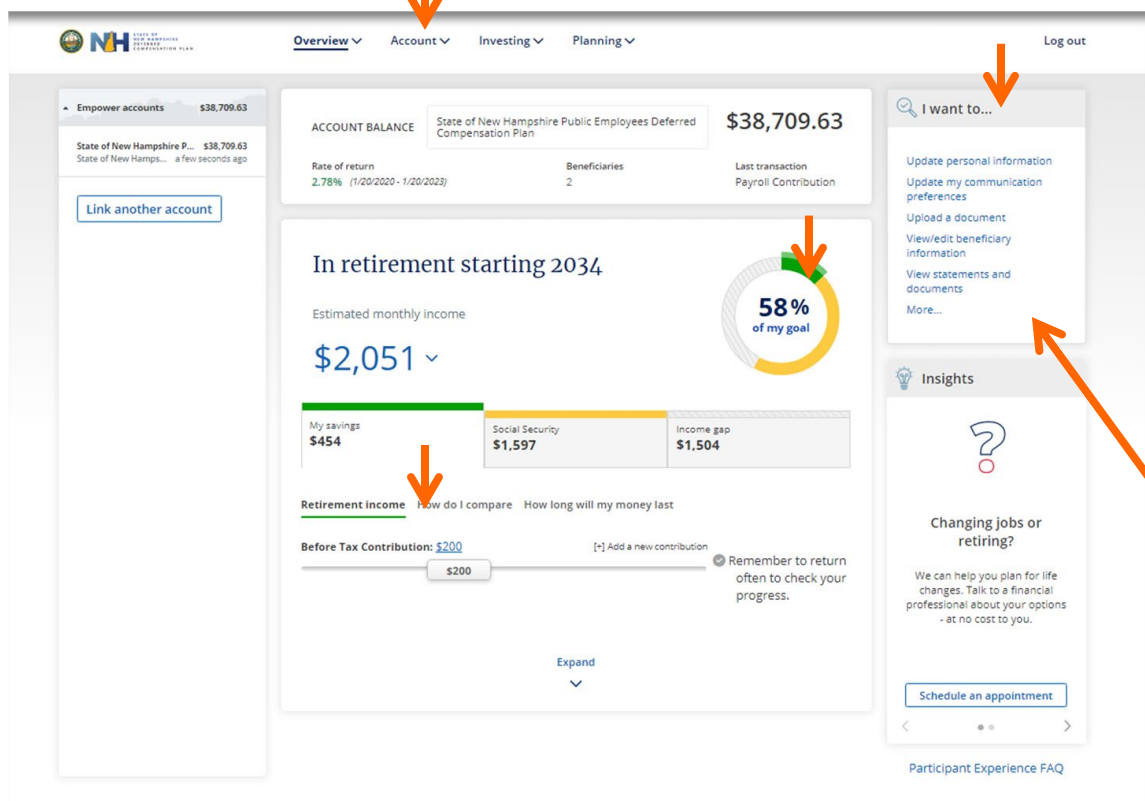
- Review your account balance, contribution amount and history
- Review and change your beneficiary and investment elections
- View your personalized rate of return
- Transfer among funds¹
- Access statements online and sign up for notification of electronic statement delivery by adding your email address to your account
- Obtain investment option information, including fund overviews, performance history and prospectuses
- Review investment education and retirement planning information

¹ Transfer requests received on business days prior to close of the New York Stock Exchange (4 p.m. Eastern time or earlier on some holidays or other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.





Your Personal Account Page



- View your:
 - Account balance
 - Estimated monthly Lifetime Income ScoreSM
- Perform transactions
- Project the effects of increasing your contribution
- Enroll in Advisory Services





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

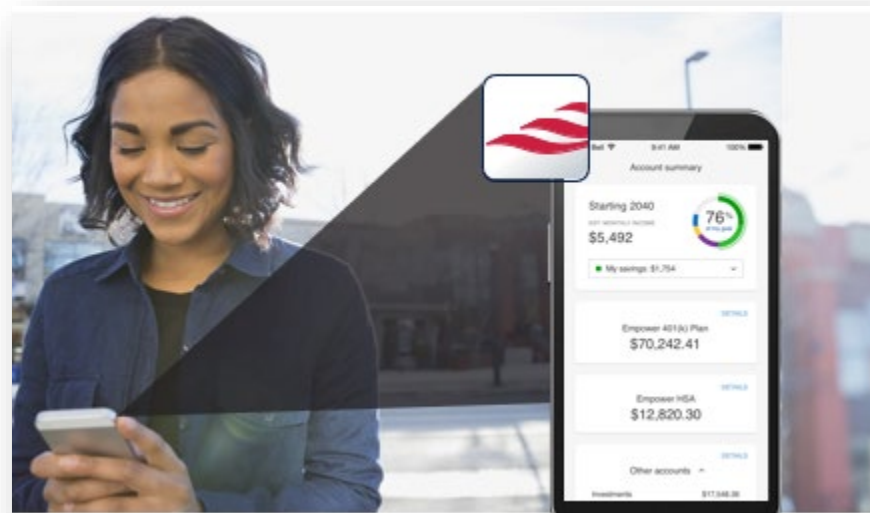
YOUR STEPS
TO RETIREMENT

Download the Empower Mobile App

On your mobile device
visit **NHDCP.com**

> *Select your app store*

> *Follow prompts to install
the app*



From the convenience of your device:

- Check account balances
- Change allocation elections
- Change your savings rate
- Update your beneficiary

FOR ILLUSTRATIVE PURPOSES ONLY.





Web features

- See your annualized rate of return
- Change your beneficiary
- Change allocations and/or investments
- Sign up for Online Statements
- View your statements
- View transactions

Home / Account / Account overview

ACCOUNT INFORMATION

- Account overview
- Balance
- Rate of return
- Transaction history
- Statements and documents
- Beneficiaries
- Manage bank accounts
- Upload documents

PAYCHECK CONTRIBUTIONS

- My contributions

INVESTMENTS

- My investments
- Investment help
- Investment lineup
- Brokerage

LOANS & WITHDRAWALS

- Withdrawals
- Loans
- Withdrawals summary

PLAN INFORMATION

- Plan forms
- Consolidate accounts

Account overview

BALANCE
\$38,709.63
[View details](#)

ANNUALIZED RATE OF RETURN
2.78% 1/20/2020 - 1/20/2023
[View details](#)

TOP INVESTMENTS [View details](#)

100% T. Rowe Price Retirement I 2035 I \$38,709.63

BENEFICIARIES

2 (1 primary, 1 contingent)
Last updated 1/21/2016
[Add / Edit](#)

STATEMENTS

[Dec 2022](#)
[Sep 2022](#)
[Jun 2022](#)
[Mar 2022](#)
[Dec 2021](#)
[View more](#)

Delivery options

You are set to receive all documents by mail. Sign up for e-delivery and benefit from:

- More secure delivery of important communications
- Potentially minimize exposure to identity theft
- Better document management
- Less mail to fill your mailbox at home

TRANSACTION HISTORY

CONFIRMATION NUMBER	TYPE	AMOUNT	EFFECTIVE DATE
1058723604	Contribution	\$200.00	1/13/2023
1055122633	Contribution	\$200.00	12/30/2022





Investment Changes

- > *Account*
- > *Investments*
- > *Select an option*
- > *Read to learn more*
- > *Follow system prompts*

The screenshot displays the 'My investments' page of the State of New Hampshire Deferred Compensation Plan. The page features a navigation bar with 'Overview', 'Account', 'Investing', and 'Planning'. The left sidebar lists various account and investment options. The main content area asks 'How much support do you want in selecting your investments?' and provides three choices: 'Do it for me', 'Help me do it', and 'Do it myself'. A 'Back' button and a link to 'Investment Lineup' are also visible.

STATE OF NEW HAMPSHIRE DEFERRED COMPENSATION PLAN

Overview Account Investing Planning

Home / Account / My investments

ACCOUNT INFORMATION

- Account overview
- Balance
- Rate of return
- Transaction history
- Statements and documents
- Beneficiaries
- Manage bank accounts
- Upload documents

PAYCHECK CONTRIBUTIONS

- My contributions

INVESTMENTS

- My investments
- Investment help
- Investment lineup
- Brokerage

LOANS & WITHDRAWALS

- Withdrawals
- Loans
- Withdrawals summary

PLAN INFORMATION

- Plan forms
- Consolidate accounts

How much support do you want in selecting your investments?

Let investment professionals create and manage your personalized investment strategy. [Learn more](#)

Do it for me

Solutions that can provide guidance to align your investment selections with your retirement objectives.

Help me do it

Already know what investments you want? Use this option to select your individual investments.

Do it myself

Back

For more investment information, go to [Investment Lineup](#) to access the prospectus and/or disclosure documents.

FOR ILLUSTRATIVE PURPOSES ONLY.

Investing involves risk, including possible loss of principal.





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

Empower Advisory Services, provided by
Empower Advisory Group, LLC, a registered investment adviser



Help-me-do-it Investor
Online Advice

- Personalized retirement readiness forecast
- Pre-retirement projection
- Retiree spend-down advice
- Fund-specific advice
- 24/7 online access

Do-it-for-me Investor
My Total Retirement™

- Personalized retirement readiness forecast
- Pre-retirement projection
- Retiree spend-down advice
- Dedicated education center
- Fund-specific advice
- Portfolio monitoring and rebalancing
- Enrollment, transactional, quarterly and annual communication





Advisory Services Fees

- Online advice is available at no additional cost to participants.
- My Total Retirement has an annual fee assessed to participant accounts in quarterly installments based on a percentage of their assets under management as follows:

Assets under management	Annual fee
Up to \$100,000	0.45%
Next \$150,000	0.35%
Next \$150,000	0.25%
>\$400,000	0.15%

» For example, if a participant's assets under management are \$50,000, the maximum annual fee will be 0.45%. If a participant's assets under management are \$500,000, the first \$100,000 will be subject to an annual maximum fee of 0.45%; the next \$150,000 will be subject to a maximum annual fee of 0.35%; the next \$150,000 will be subject to a maximum annual fee of 0.25%; and any amounts over \$400,000 will be subject to a maximum annual fee of 0.15%.





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

Account Service Tools – voice response system **877-457-3535**



- Review your contribution amount
- Review your investments and/or change your allocations
- Obtain your account balance and other account information
- Transfer among funds¹
- Obtain daily share prices of your investment options
- Access live client service support Monday through Friday from 8 a.m. to 10 p.m. and Saturday from 9 a.m. to 5:30 p.m. Eastern time

¹ Transfer requests received on business days prior to close of the New York Stock Exchange (4 p.m. Eastern time or earlier on some holidays or other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

Education, Tools and Resources

YOUR STEPS TO RETIREMENT

About your plan ▾ Investing ▾ Learning center ▾ Plan resources ▾

Financial wellness

Participant Login

Username

Password

[Login help?](#)

SIGN IN

REGISTER

Online Changes Available Now!

[Learn more here >](#)

Plan resources

Local staff & plan partners Commission members Commission meeting schedule Commission meeting minutes Plan financial information

[List of NHDCP Plan Partners](#)



Robin Stanley
Retirement Plan Advisor
603-333-0091
robin.stanley@empower.com

To schedule a virtual or phone appointment with Robin, [click here.](#)

Department		
Department of Military Affairs and Veterans Services	City of Portsmouth	Dept of Labor
Town of Deerfield	Town of Barrington	Administrative Services
City of Rochester	Dept of Safety	Town of Hopkinton
City of Somersworth	Dept of Treasury	Town of Durham
Town of Litchfield	Dept of Agriculture	Lakes Region Fire Mutual Aid
Rockingham County	Town of New Durham	Town of Greenland
Town of Rye	Town of Loudon	Town of Dublin

- On the website - **www.NHDCP.com**
 - Financial calculators, retirement planning and education tools
- Face-to-face or virtual meetings with a retirement plan advisor
 - Seminars
 - One-on-one sessions





Investment Options

Asset Category	Investment Option	Ticker Symbol
Stable Value	New Hampshire Stable Value Fund	N/A
Bond	Dodge and Cox Income Fund Class X	DODIX
	Fidelity US Bond Index	FXNAX
Large Cap	Fidelity Contrafund K6	FLCNX
	Clearbridge Large Cap Growth I1	9718V248
	Empower S&P 500 Index Separate Acct	n/a
	Large Cap Value I (managed by JP Morgan)	n/a
	Vanguard Dividend Growth Inv	VDIGX
Mid-Cap	American Century Mid Cap Value I1	97182P167
	TimesSquare Mid Cap Growth Fund II CL I1	39052B548
	Vanguard Mid Cap Index Ins	VMCIX

Investing involves risk, including possible loss of principal.





Investment Options

Asset Category	Investment Option	Ticker Symbol
Small Cap	Janus Henderson Venture N	JVTNX
	Vanguard Small Cap Index Instl	VSCIX
	Goldman Sachs Small Cap Val Insghs Inv	GTTTX
Foreign Large Blend	MFS International Diversification R4	MDITX
World Stock	American Funds Capital World G/I R6	RWIGX
International	Vanguard Total Intl Stock Index I	VTSNX
Balanced	Impax Sustainable Allocation Inv	PAXWX
Balanced	American Funds American Balanced R6	RLBGX
Balanced	Empower SecureFoundation Bal Instl	MXCJX

Investing involves risk, including possible loss of principal.





Investment Options

Asset Category	Investment Option	Ticker Symbol
Target Date Fund¹	Great Gray T. Rowe Price Ret 2015 Tr I1	97184J888
	Great Gray T. Rowe Price Ret 2020 Tr I1	97184J847
	Great Gray T. Rowe Price Ret 2025 Tr I1	97184J797
	Great Gray T. Rowe Price Ret 2030 Tr I1	97184J755
	Great Gray T. Rowe Price Ret 2035 Tr I1	97184J714
	Great Gray T. Rowe Price Ret 2040 Tr I1	97184J664
	Great Gray T. Rowe Price Ret 2045 Tr I1	97184J623

¹ The date in the name of the target date fund is the assumed date of retirement. The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed.





Investment Options

Asset Category	Investment Option	Ticker Symbol
Target Date Fund ¹	Great Gray T. Rowe Price Ret 2050 Tr I1	97184J573
	Great Gray T. Rowe Price Ret 2055 Tr I1	97184J532
	Great Gray T. Rowe Price Ret 2060 Tr I1	97184J482
	Great Gray T. Rowe Price Ret 2065 Tr I1	97184J441
	Great Gray T. Rowe Price Ret 2070 Tr I1	97184Q569

¹ The date in the name of the target date fund is the assumed date of retirement. The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed.





STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN

YOUR STEPS
TO RETIREMENT

Self-Directed Brokerage Account (SDBA)

- Securities offered through Schwab, Inc.
- Transaction and investment company fees will apply for the investment options in which you choose to invest
 - Additional annual administrative fee of \$60 (\$15.00 deducted quarterly) plus any additional trading and transaction fees
- Online and phone service available
- Select from thousands of mutual funds, exchange-traded funds (ETFs) and stocks in addition to your Plan investment options
- The SDBA is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments contained in the SDBA.





Thank You

Securities, when presented, are offered and/or distributed by Empower Financial Services, Inc., Member FINRA/SIPC. EFSI is an affiliate of Empower Retirement, LLC; Empower Funds, Inc.; and registered investment adviser Empower Advisory Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal, or tax recommendations or advice.

Important information regarding your meeting with representatives of Empower

Retirement plan advisors act as Empower Advisory Group, LLC, investment adviser representatives when providing investment counseling or recommendations and as Empower Financial Services, Inc. registered representatives when executing transactions.

Online Advice and My Total Retirement are part of the Empower Advisory Services suite of services offered by Empower Advisory Group, LLC, a registered investment adviser. Past performance is not indicative of future returns. You may lose money.

IMPORTANT: The projections or other information generated on the website by the investment analysis tool regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. The results may vary with each use and over time.

The Stable Value Fund is a guaranteed separate account group annuity contract issued by Empower Annuity Insurance Company of America, Corporate Headquarters: Greenwood Village, CO; or, in New York, by Empower Life & Annuity Insurance Company of New York, Home Office: New York, NY.





YOUR STEPS
TO RETIREMENT

The fund guarantees principal and credited interest for eligible participant-initiated withdrawals and transfers. Guarantees are subject to the terms and conditions of the contract and the claims-paying ability of the insurer. Guaranteed separate account products have interest rate, inflation, and credit risks associated with the underlying assets owned by the fund. Depending on the terms of the contract, investment risks associated with certain plan sponsor actions may include, but are not limited to, termination of the contract, mass layoffs, or plan termination that could result in payment of proceeds to the plan sponsor of the lesser of the fund's market value and principal plus credited interest.

Securities available through Schwab Personal Choice Retirement Account (PCRA) are offered through Charles Schwab & Co., Inc. (Member SIPC), a registered broker-dealer. Additional information can be obtained by calling 888-393-7272. Charles Schwab & Co., Inc. and Empower Financial Services, Inc. are separate and unaffiliated. The charts, graphs, and screen prints shown are for ILLUSTRATIVE PURPOSES ONLY.

Investing involves risk, including possible loss of principal.

"EMPOWER" and all associated logos and product names are trademarks of Empower Annuity Insurance Company of America.



**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: October 22, 2025
Re: Lower Merrimack River Local Advisory Committee Nominees

Informational:

Please see attached confirmation from the State of New Hampshire, NH Rivers Management Advisory Committee, for Kathy Nardoni and Ruth Sessions formal appointment to the Lower Merrimack River Local Advisory Committee (LMRLAC).

This is a three year appointment and will ensure that Hudson has an active and engaged voice in the stewardship and management of the Lower Merrimack River corridor, in accordance with the 2023 updated LMRLAC management plan. I have also attached the agenda for the meeting next week in Nashua.

Sydney Gendreau, and/or the position of Watershed Planning Assistant for the New Hampshire Department of Environmental Services will be the liason to each respectively throughout their terms.

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

RECEIVED OCT 28, 2025 BOS AGENDA
--



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: August 7, 2025
Re: LMRLAC Request for Nominations



Recommended Motion: To authorize the Board of Selectmen to nominate up to four resident representatives to serve three-year terms on the Lower Merrimack River Local Advisory Committee.

Background:

In recognition of the Town of Hudson's shared responsibility in the protection and management of the Lower Merrimack River, and in support of the New Hampshire Rivers Management and Protection Program (RMPP), I move that the Board of Selectmen take steps to identify and nominate up to four (4) individuals to serve as representatives on the Lower Merrimack River Local Advisory Committee (LAC).

These representatives shall be residents of New Hampshire and reflect a broad range of interests, including but not limited to, local government, business, conservation, recreation, agriculture, and riparian landownership. Their participation will ensure that Hudson has an active and engaged voice in the stewardship of the river corridor, as outlined in the LAC's 2023 updated management plan. As of now, Hudson is currently unrepresented on the committee.

Once identified, the names of the nominated individuals shall be submitted to the New Hampshire Rivers Management Advisory Committee for formal appointment to three-year terms.

RECEIVED
AUG 07, 2025
BOS AGENDA

From: [Gendreau, Sydney](#)
To: [~BoS](#)
Cc: [Sales, Tracie](#); pete_stone@hotmail.com
Subject: Lower Merrimack River Local Advisory Committee - Request for Nominations
Date: Wednesday, July 23, 2025 11:58:43 AM

EXTERNAL: Do not open attachments or click links unless you recognize and trust the sender.

Dear Chair Dumont and Town of Hudson Board of Selectmen,

In June of 1990, the State Legislature designated the Lower Merrimack River as a protected river under the New Hampshire Rivers Management and Protection Program (RMPP). Designation calls for protection and management of New Hampshire's outstanding rivers through a two-tiered approach: *state* protection of instream values combined with *local* management of riparian lands. Shortly after the river's designation, the Lower Merrimack River Local Advisory Committee (LAC) was formed to give the local communities a voice in the management of the river that flows through their cities and towns. The Lower Merrimack River LAC updated its river corridor management plan in 2023 to guide concerted actions along the river. As the LAC uses the plan to create action, we want to ensure that the Town of Hudson is fully represented on the committee. One of the strengths of the RMPP is its reliance on the active involvement of local citizens and the participation of each of the riverfront communities.

NHDES is now seeking your help to identify up to four individuals interested in serving on the Lower Merrimack River LAC to represent the Town of Hudson, as it is currently unrepresented on the committee. LAC members must be New Hampshire residents and are nominated to the committee by the municipality they represent. These nominations are then confirmed by the statewide Rivers Management Advisory Committee. Members represent a broad range of interests including, but not limited to, local government, business, conservation, recreation, agriculture, and riparian landowners (those who own property adjacent to the river). Each member serves a term of three years. The [nomination form](#) can be found on the NHDES website.

Please contact Acting Chair Peter Stone at pete_stone@hotmail.com if you have any questions about the LAC, or Tracie Sales, NHDES Rivers and Lakes Programs Administrator, at Tracie.Sales@des.nh.gov or at (603) 271-2959 if you have any questions about the nominating process. We look forward to receiving your nomination soon.

Sincerely,
Sydney

Sydney Gendreau
Watershed Planning Assistant
Rivers and Lakes Management and Protection Programs
Watershed Management Bureau, Water Division
NH Department of Environmental Services
29 Hazen Drive, P.O. Box 95
Concord, NH 03302-0095
(603) 271-1522
Sydney.E.Gendreau@des.nh.gov

Pronouns: she, her, hers

NHDES would greatly appreciate your feedback and wants to hear from you. Please take a moment to fill out our short (5-question) [NHDES Customer Service Satisfaction Survey](#).



LOCAL RIVER MANAGEMENT ADVISORY COMMITTEE NOMINEE FORM



New Hampshire Rivers Management and Protection Program

RSA 483:8-a

Please complete both sides of this form and email to riversprogram@des.nh.gov. Please type "NOMINEE FORM" and nominee's name in the subject line. Forms can also be sent by mail to: Rivers Coordinator, NHDES, 29 Hazen Drive, P.O. Box 95, Concord, NH 03302-0095. For questions, please contact the Rivers Coordinator at 271-2959.

Nominee Information

Nominee Name:		Date:
Street Address:		
Town:		Zip Code:
Phone (home):	Phone (cell):	Phone (work):
Email:		

Nomination Information

Type of Appointment -	☐ New Appointment	☐ Reappointment
River Name:		
Type of Representation -	Municipality:	Other:
Please state your interest(s) in serving on the Local River Management Advisory Committee:		
☐ Local Government	☐ Conservation	☐ Agriculture
☐ Business	☐ Recreation	☐ Riparian Landowners
☐ Other, please specify: _____		

Board of Selectmen or Authorized Signature(s) – REQUIRED (e-signature acceptable)

Name:	Title:
Name:	Title:
Name:	Title:
<i>Note: By statute, the New Hampshire Rivers Management Advisory Committee appoints the Local River Management Advisory Committee (LAC) members for each Designated River from nominees submitted by the local governing bodies through which the Designated River flows (RSA 483:8-a).</i>	

(603) 271-2959 riversprogram@des.nh.gov

PO Box 95, Concord, NH 03302-0095

www.des.nh.gov

Additional Information

Please include a short description of your relevant background knowledge of local river-related issues or general river management and protection:

Most Local Advisory Committees engage in a variety of activities. Reviewing those activities listed below, please check those that are of most interest to you:

- | | | |
|---|---|---|
| ☐ Grant Writing | ☐ Public Education | ☐ Committee Administration |
| ☐ Event Organization | ☐ Public Relations | ☐ Management Plan Preparation/Implementation |
| ☐ Other, please specify: _____ | | |

Most Local Advisory Committees meet monthly. In some cases they may meet more frequently to complete specific tasks, while in other cases your attendance may not be required at all meetings. Please check one of the boxes below to indicate your availability to attend regularly scheduled meetings:

- ☐ I can attend monthly meetings on most weeknights
- ☐ I can attend monthly meetings only if scheduled on a specific weeknight
- ☐ I can only attend a limited number of monthly meetings
- ☐ I cannot attend monthly meetings, but am willing to complete tasks on behalf of the Committee

For NHDES Office Use Only

LAC Member List and Contacts Database updated (date):

LAC Chair and Nominee have been contacted regarding nomination on (date):

RMPP Staff recommends appointment to the Rivers Management Advisory Committee -

☐ Approve

RMPP staff:

Date:

Appointment confirmation sent to municipality and LAC Chair on (date):

Appointment letter and information packet sent on (date):

(603) 271-2959 riversprogram@des.nh.gov

PO Box 95, Concord, NH 03302-0095

www.des.nh.gov

Lower Merrimack River Local Advisory Committee (LMRLAC)

Meeting Agenda

Wednesday, October 23, 2025, 7:00 PM – 8:30 PM

Room 208, Nashua City Hall, Nashua, NH 03060

- Roll Call
- Call to Order.
- Approval of Past Meeting Minutes:
 - September 24, 2025, Draft Meeting Minutes.
- Application Review:
 - Wetlands permit application [2025-01972](#): Daniel Webster Highway and Mast Road, Merrimack, NH.
 - Presentation by James Petropulos - **MEG | Formerly Hayner Swanson, Inc.**
 - Alteration of Terrain Permit review revisions proposed residential subdivision at 36 Campbello Street in Hudson (Previously reviewed by LMRLAC Feb 22, 2024)
- Action Item
 - Review any additional updates*/Town Reports.
 - Feedback from LMRLAC members who attended **HB624 working session on HB624 scheduled for Thursday, October 2nd at 1:00PM**
 - Continue open discussion: water testing, community involvement, any additional thoughts/ideas from committee
 - VRAP (Volunteer River Assessment program)
 - Discuss setting meeting with this group for lessons learned around volunteer support for LMRLAC within each town.
 - Water Warriors. Group exposes PFAS/PFOS contamination in ground/drinking water. Focusing contamination from St Gobain manufacturing plant North Merrimack.
 - Follow up for potential outreach, set time for them to meet with LMRLAC?
 - Further discuss Beards Auto and Truck Repair (Pynenburgs) situated along Baboosic Brook tributary to Merrimack River.
- Member Comments.
 - Litchfield erosion control. Across from old town hall.

- Adjourn.

*September 24, 2025 Meeting Action Items:

- Request meeting hall booking for 10/23/2025 7-8:30PM and 11/19/2025 7-8:30PM - **complete**
- Confirm date with James Petropulos review of Wetlands permit application [2025-01972](#): Daniel Webster Highway and Mast Road, Merrimack, NH
 - Confirmation of attendance from Mr. Petropulos (9/25/2025) - **complete**
- Committee to consider questions and comments for HB624 working session scheduled for Thursday 10/2/2025 – **complete folks attended**
- Mike and Pete to follow up with feedback for the NHDOT Dept of Agriculture comments for herbicide use near the Merrimack River within the LAC.
- Pete to reach out to Sydney following up on available permit review checklist – **complete**
- Pete to connect with Mark Feigl MRWC [Home | Merrimack River Watershed Council](#). Tracie already provided introduction. – reached out.
- Ellen to reach out to gentleman that does the water samples for Merrimack to attend a meeting to discuss how he successfully rallied support. November meeting? – Follow up.

VOTING MEMBERS

Michele L. Tremblay
Chair
Conservation
Community

Larry T. Spencer
Vice Chair
Conservation
Commissions

Christopher Hodgdon
NH Fish & Game
Commission

Brooke Kenline-Nyman
Historic/Archeological
Interests

Frederick J. McNeill
Municipal Officer

Madeleine Mineau
Granite State
Hydropower Assoc.

Carl Paulsen
Recreational Interests

Cory Ritz
Local River Management
Advisory Committees

Mitchell Thayer
Business and Industry
Association

Vacant
Public Water Suppliers

Vacant
Agricultural Community

NON-VOTING MEMBERS

Peter Bowman
NH Dept. of Natural and
Cultural Resources

Austin Brown
NH Department of Safety

Mark Hemmerlein
NH Department of
Transportation

John Magee
NH Fish & Game
Department

Heather Shank
NH Department of
Business and Economic
Affairs

Allen Wyman
NH Dept. of Agriculture,
Markets & Food

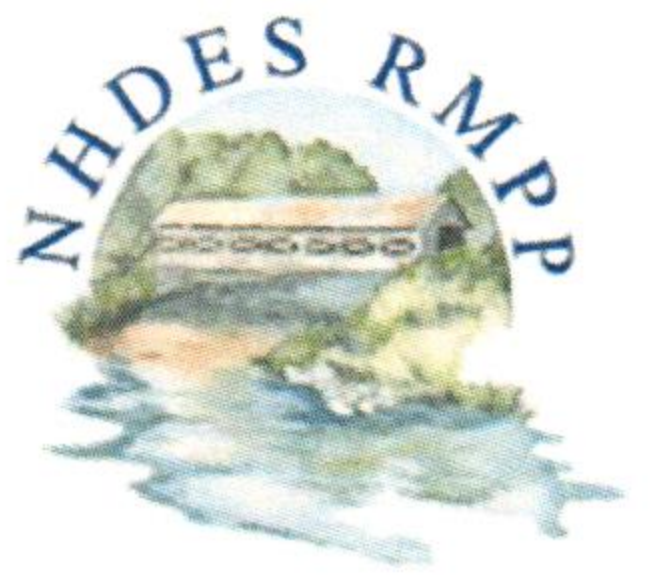
STAFF

Tracie Sales
Program Administrator

Sydney Gendreau
Planning Assistant

NH Rivers Management Advisory Committee

NH Rivers Management and Protection Program



October 21, 2025

Ms. Ruth Sessions
68 Schaefer Circle
Hudson, NH 03051

Dear Ms. Sessions,

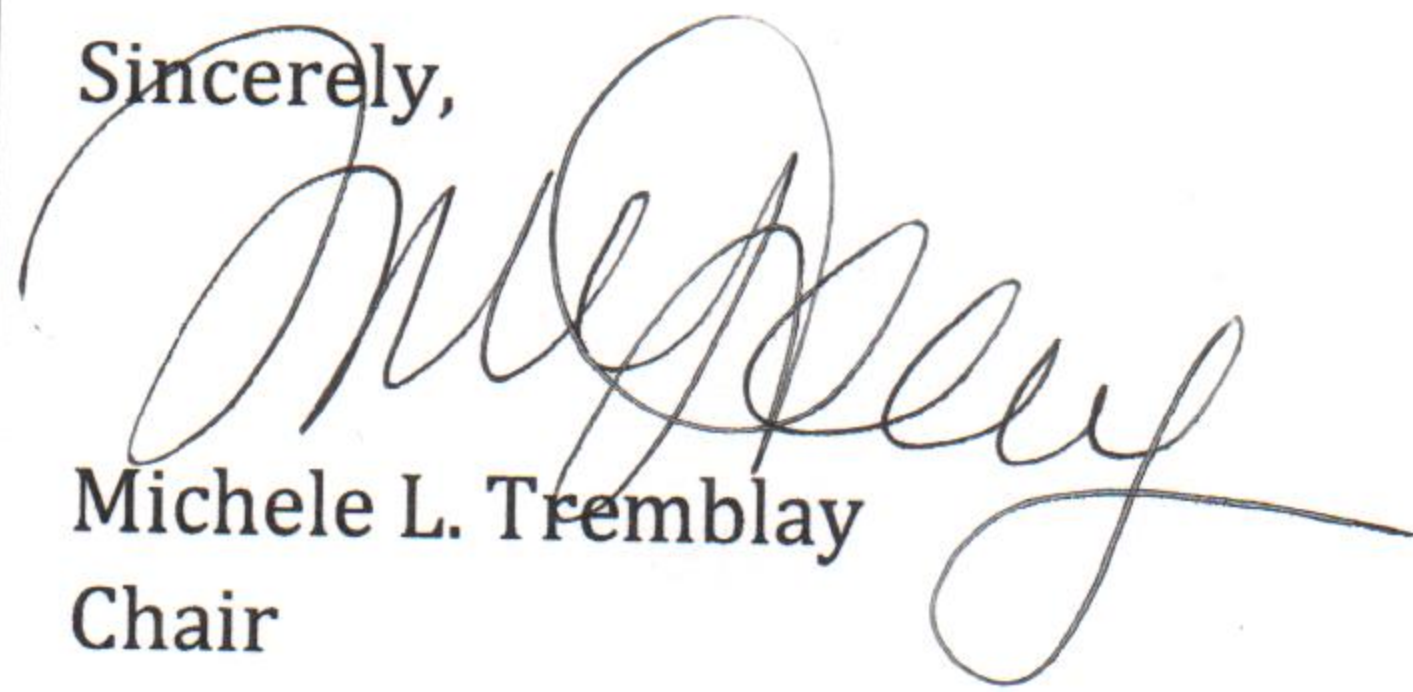
I am pleased to appoint you to a three-year term on the Lower Merrimack River Local Advisory Committee representing Hudson. Your term begins on October 21, 2025 and ends on October 21, 2028. The success of the New Hampshire Rivers Management and Protection Program relies heavily on the commitment of citizen volunteers like yourself, and we sincerely appreciate your willingness to serve on the committee. Thank you for your committed participation and active engagement with the Lower Merrimack River Local Advisory Committee.

As a member of the Lower Merrimack River Local Advisory Committee, your responsibilities according to RSA 483:8-a are to: 1) advise the Commissioner of the New Hampshire Department of Environmental Services (NHDES), the statewide Rivers Management Advisory Committee (RMAC), and the municipalities through which the Merrimack River flows on matters pertaining to the management of the river; 2) consider and comment on any federal, state, or local governmental plans to approve, license, fund, or construct facilities that would alter the resource values and characteristics for which the river was designated; 3) develop or assist in the development and local adoption of a local river corridor management plan under RSA 483:10; and 4) report biennially to the RMAC and the NHDES Commissioner on the status of compliance with relevant federal and state laws and regulations, local ordinances, and plans. Enclosed are fact sheets and maps about the Rivers Program and the Merrimack River. RSA 483, the Rivers Management and Protection Act, can be found at <http://www.gencourt.state.nh.us/rsa/html/L/483/483-mrg.htm>.

You may wish to contact Peter Stone, Lower Merrimack River LAC Chair, at (410) 320-6495 or pete.stone@hotmail.com for the next meeting date and location. Tracie Sales, Rivers and Lakes Programs Administrator will be glad to answer any questions that you may have about the Rivers Program or your responsibilities. You may reach Tracie at tracie.sales@des.nh.gov or (603) 271-2959.

Congratulations on your appointment and thank you for your dedication to the rivers of New Hampshire.

Sincerely,


Michele L. Tremblay
Chair

*Congratulations, Ruth.
I hope that you find
your time with the
LMRAC rewarding
and interesting.*

cc: Hudson Board of Selectmen
Peter Stone, Chair, Lower Merrimack River LAC
Jay Minkarah, Executive Director, Nashua Regional Planning Commission
Robert R. Scott, Commissioner, NHDES
Tracie Sales, Rivers and Lakes Programs Administrator, NHDES

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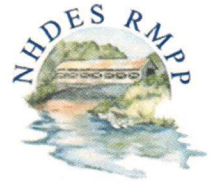
STAFF

Tracie Sales
Program Administrator

Sydney Gendreau
Planning Assistant

NH Rivers Management Advisory Committee

NH Rivers Management and Protection Program



October 22, 2025

Ms. Kathy Nardoni
20 Maple Ave.
Hudson, NH 03051

Dear Ms. Nardoni,

I am pleased to appoint you to a three-year term on the Lower Merrimack River Local Advisory Committee representing Hudson. Your term begins on October 22, 2025 and ends on October 22, 2028. The success of the New Hampshire Rivers Management and Protection Program relies heavily on the commitment of citizen volunteers like yourself, and we sincerely appreciate your willingness to serve on the committee. Thank you for your committed participation and active engagement with the Lower Merrimack River Local Advisory Committee.

As a member of the Lower Merrimack River Local Advisory Committee, your responsibilities according to RSA 483:8-a are to: 1) advise the Commissioner of the New Hampshire Department of Environmental Services (NHDES), the statewide Rivers Management Advisory Committee (RMAC), and the municipalities through which the Merrimack River flows on matters pertaining to the management of the river; 2) consider and comment on any federal, state, or local governmental plans to approve, license, fund, or construct facilities that would alter the resource values and characteristics for which the river was designated; 3) develop or assist in the development and local adoption of a local river corridor management plan under RSA 483:10; and 4) report biennially to the RMAC and the NHDES Commissioner on the status of compliance with relevant federal and state laws and regulations, local ordinances, and plans. Enclosed are fact sheets and maps about the Rivers Program and the Merrimack River. RSA 483, the Rivers Management and Protection Act, can be found at <http://www.gencourt.state.nh.us/rsa/html/L/483/483-mrg.htm>.

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Congratulations on your appointment and thank you for your dedication to the rivers of New Hampshire.

Sincerely,

Michele L. Tremblay
Chair

welcome, Kathy. i hope
that you find your
time with the lower
merrimack to be
enjoyable and
rewarding.

cc: Hudson Board of Selectmen
Peter Stone, Chair, Lower Merrimack River LAC
Jay Minkarah, Executive Director, Nashua Regional Planning Commission
Robert R. Scott, Commissioner, NHDES
Tracie Sales, Rivers and Lakes Programs Administrator, NHDES