



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

November 25, 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**
 - 1) Zoe Burt – Capstone Project (*presentation*)
 - B. **Nominations – None**
 - C. **Appointments – None**
6. **CONSENT ITEMS**
 - A. **Assessing Items – None**
 - B. **Water/Sewer Items**
 - 1) Sewer Abatement – 19 Park Avenue, LLC
 - C. **Licenses & Permits & Policies**
 - 1) Pretty Sipsy Coffee Bar
 - 2) P!ng Coffee
 - D. **Donations**
 - 1) Fire - DCU
 - 2) Police – DCU
 - 3) Police – Janie Freedom
 - E. **Acceptance of Minutes**

1) November 10, 2025

F. Calendar

11/27 ** TOWN HALL CLOSED for Thanksgiving **

11/28 ** TOWN HALL CLOSED for Thanksgiving **

12/03 ****Cancelled – Highway Committee**

12/03 7:00 Budget Committee Buxton Meeting Room

12/04 1:00 Trustees of the Trust Fund Buxton Meeting Room

12/08 ****Cancelled – Cable Utility Committee**

12/08 7:00 Conservation Commission Buxton Meeting Room

12/09 7:00 Board of Selectmen BOS Meeting Room

G. Reallocation of Sustainability Advisory Committee Funds

7. OLD BUSINESS

A. Solar Exemptions – *Assessing/Discussion*

8. NEW BUSINESS

A. Hawker/Peddler Permit Update – *Development Services/Decision*

B. Drainage Pipe Repair – *DPW/Decision*

C. Request to Apply for Grant – *Police/Decision*

D. Emergency Operations Plan – *Fire/Decision/Presentation*

E. Manchester Veterans Council – *Administration/Decision*

F. Hudson Speedway 2026 Permit – *Administration/Decision*

G. Domestic Partners Health Insurance – *Administration/Decision*

H. Warrant Articles Update – *Administration/Discussion*

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

10. REMARKS BY TOWN ADMINISTRATOR – *Presentation*

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, December 4, 2025.**



TOWN OF HUDSON
Department of Public Works
2 Constitution Drive
Hudson, New Hampshire 03051

Jason Twardosky, Director of Public Works
jtwardosky@hudsonnh.gov · Tel: 603-886-6018 · Fax: 603-594-1143

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

From: Jay Twardosky, Director of Public Works

Date: November 18, 2025

Re: Zoe Burt Capstone Project



Background: Zoe Burt, a senior at Alvirne had contacted me about organizing a roadside cleanup for her Capstone Project. I met with Zoe and we came up with a planned route for her and her volunteers to clean. Myself and Lieutenant Broderick looked over the proposed route, Derry Road, Ledge Road, Lindsey Street, Vernon Street, and Haverhill Street, for safety concerns and decided it was a good route. In an effort to warn motorists, Public works deployed message boards in advance of the cleanup, as well as barricades and litter crew signs the day of. We also provided Zoe and her crew with safety vests and trash bags. Zoe herself organized the entire event and recruited every volunteer making this a very successful event generating four 55 gallon trash bags full of litter.

I recommend that Zoe should be commended for this outstanding project and for helping to keep our town clean and beautiful.





Capstone Project

Cleaning up the streets of Hudson, done by Zoe Burt



ABOUT ME

My name is Zoe Burt and I am 17 years old. I do both cross country and track year-round. I love to do all things outdoors, such as hiking and running.

SAVE
PLANET





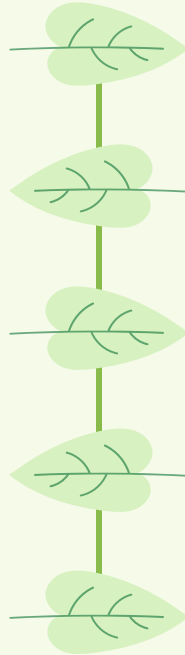
What is a capstone?

- ★ Senior project
- ★ Any topic
- ★ Different types
 - Mine is service



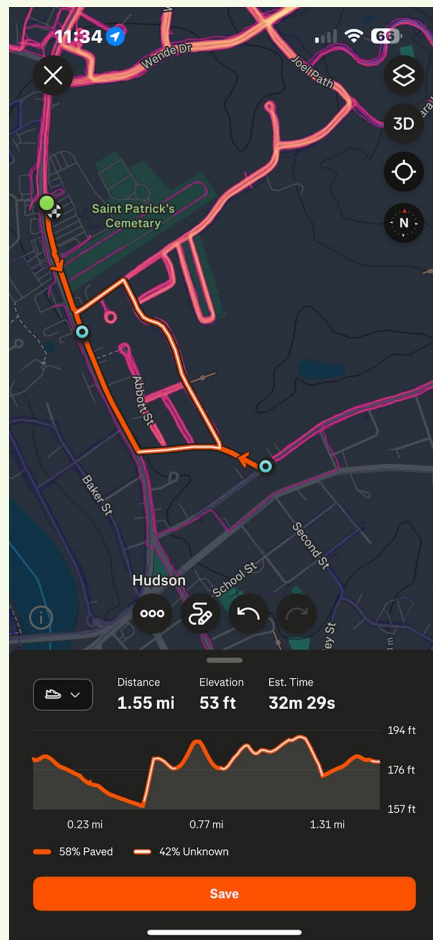
What is my project & why did I choose it?

- ★ Organizing an event to pick up trash around town
- ★ Service project to better the community
 - Inspire others

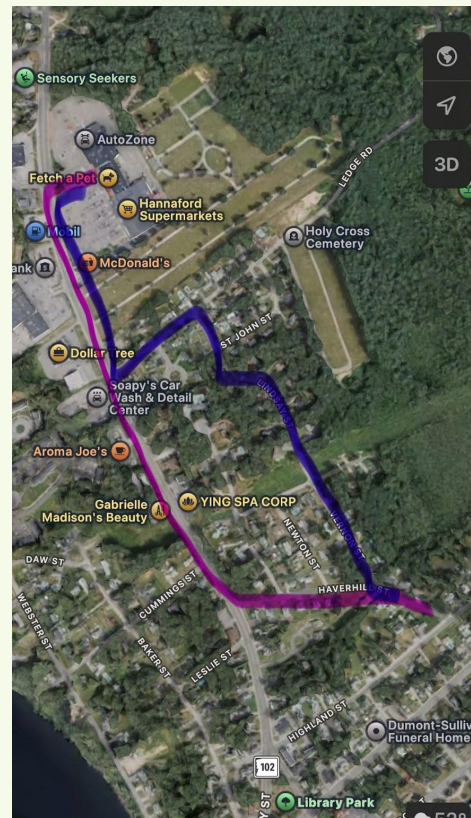


- ★ Always have been passionate about the environment
- ★ Hate litter
 - Seeing it when I run





The route



Getting people

DO YOU WANT TO HELP BETTER OUR COMMUNITY?

Join us in collecting
trash off the streets of
Hudson!

Please fill out
this google
form in order to
register.



November 8th 11am-1pm
**Meeting in the Hudson Mall
parking lot at Inner Dragon (on
the leftmost side)**
**77 Derry St, Hudson, NH
03051**

Contact me at
zoe.t.burt@icloud.com



What are you able to bring? *

- ☐ Disposable gloves
- ☐ Trash grabber
- ☐ Trash bags
- ☐ Fluorescent vest (for visibility)
- ☐ I am not able to bring anything
- ☐ Other: _____

Submit

Never submit passwords through Google Forms.

Register for trash clean up day - Zoe Burt Capstone

Please fill this out if you would like to participate in my capstone. It will be held Saturday, November 8th from 11am to 1pm. The rain date will be the following Saturday, November 15th.

Questions? Email me zoe.t.burt@icloud.com

zburt26@sau81.org [Switch account](#)

Not shared



* Indicates required question

Name *

Your answer

Are you able to bring supplies? *

☐ Yes

☐ No

What are you able to bring? *

docs.google.com

Mentor

- ★ Required to have a mentor
 - For advising

- ★ Mr. Beals helped me get in contact with the highway department
- ★ Jay who became my mentor



- ★ Incredible help
 - Interview - Information about trash pick up
 - Signs
 - Trash bags
 - Fluorescent vests

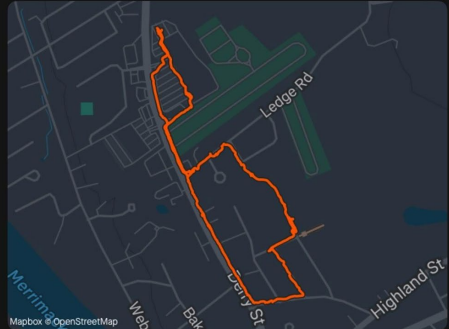
THE EVENT



 **Zoe Burt**
Yesterday at 11:03 AM · Apple Watch SE
📍 Hudson, New Hampshire

Picking up trash for my capstone

Distance Steps Time
2.08 mi 5,082 1h 3m



 14 gave kudos 3 comments





Thank you!





6B1

TOWN OF HUDSON

Sewer Utility Department



12 School Street, Hudson, New Hampshire 03051

603-886-6029

APPLICATION FOR SEWER ABATEMENT REQUEST

ABATEMENT # 8-UTL-26-11

*****APPLICANT MUST FILL IN THE SPACES BELOW AND SIGN*****

Sewer Acct# 2283 Date: Oct 29, 2025

Name of Applicant 19 Park Avenue LLC

Name of Property Owner Jack Gilchrist

Address of Property 19 Park Avenue Hudson, NH

Map/Lot 161-032-000 Water Source, Metered ☒ Yes ☐ No Other _____

I/We request an abatement of sewer charges on the property listed above for the bill period

July 2024 thru July 2025 for the following reason (s): Customer was never hooked up to Town Sewer. Town has records of customer hooking up to Sewer in 1991. Customer called on Oct 8, 2025 after having Septic System cleaned. Public Works verified that customer is not connected to the public Sewer

Amount of \$4075.56 = Sewer 302.07 + IDA 3773.49
Signature of Applicant (s): _____ Date: _____

Barbara Obrien Date: 10/29/25

Mailing Address: _____ Phone # _____

*****RETURN COMPLETED APPLICATION TO THE SEWER UTILITY OFFICE*****

Do Not Write Below This Line - Office Use Only

Date Received 10-29-25 Signed Barbara Obrien

Type of Request: Sewer Rents ☒ Capital Assessment _____ Betterment Assessment _____

Total Abatement Amount \$ 4075.56 Paid Amount \$ _____

Accounts Receivable Amount \$ _____ Refund Amount \$ _____

ABATEMENT PROGRESS REPORT

1. Date of Filing: _____ Utility Clerk: Barbara Obrien

Accuracy check, corrections, and deficiencies: See attached

2. In the event of Lien Fees – Tax Collector Recommendation: _____

Signed: _____

3. Date received by the Finance Director: 10-30-25

Recommendations: Refund Customer.

Signed: Laurie Conway

4. Date Reviewed by Municipal Utility Committee: 11-16-25

Actions and Recommendations taken by the Municipal Utility Committee: _____

Signed: David J. H.
Chairman

APPROVE ✓

DENY _____

Recommended Total Abatement Amount: \$ 4075.56

Recommended Refund Amount: \$ 4075.56

Date of Municipal Utility Committee Action: Nov 18, 2025

5. Action taken by Board of Selectmen: APPROVE _____ DENY _____

6. Date Notification Letter Sent to Applicant: _____

6C1

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 03051
3. Email Address: 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/Tea/Pastries (mobile coffee trailer)
8. Description of Stand or Vehicle (include Make/Model): Cargo
9. License #: NHL19776170 Registration #: 0628A0567136
10. Date(s) of Sales: 11/26/2025 - 11/26/2026
11. Proposed Location(s) of Sales (be specific): 321 Derry Rd Hudson, NH 03051
12. Approximate length of time at each Location: M-SAT 6AM-12PM

- ☐ 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: 11 / 20 / 2025



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

Steel Properties, LLC

8 Christine Drive, Hudson, NH 03051

603-886-3436

To Whom it May Concern,

Upon approval of a Peddler's License, Steel Properties, LLC gives Pretty Sipsy Coffee Bar LLC permission to conduct business at 321 Derry Road, Hudson, NH 03051. Business may be conducted from 11/26/2025-11/26/2026 upon payment of \$450 per month to Steel Properties, LLC.

Lessor:  MGR.

Steel Properties LLC

Lessee: 

Pretty Sipsy Coffee Bar LLC

LEGEND

- GB-F GRANITE BOUND FOUND
- SP STONE POST
- SB-F STONE BOUND FOUND
- DH-S DRILL HOLE SET
- BENCHMARK
- UTILITY POLE
- STREET LIGHT
- SIGN
- GAS VALVE
- CATCH BASIN
- ABUTTER LINE
- PROPERTY LINE
- SHORELAND REFERENCE LINE
- WETLAND
- WETLAND BUFFER
- PRIMARY STRUCTURE SETBACK
- WOODLAND BUFFER
- SWOFA LINE
- OVERHEAD UTILITIES
- GAS LINE
- TREELINE
- RETAINING WALL
- EDGE OF PAVEMENT
- SLOPED GRANITE CURB
- EDGE OF GRAVEL
- 10' CONTOUR
- 2' CONTOUR
- SETBACK
- EASEMENT
- DECIDUOUS TREE

MAP 105 LOT 4
ZABO PROPERTIES, LLC
300 GAY STREET
MANCHESTER, N.H. 03101
BK. 9865 PG. 384
ZONE 1 "INDUSTRIAL"



UTILITY NOTE

THE UNDERGROUND UTILITIES DEPICTED HEREON HAVE BEEN DRAWN FROM FIELD SURVEY INFORMATION AND/OR PLOTTED FROM EXISTING DRAWINGS. KEACH-NORDSTROM ASSOCIATES, INC. MAKES NO GUARANTEE THAT THE UNDERGROUND UTILITIES DEPICTED COMPRISE ALL SUCH UTILITIES IN THE AREA, EITHER IN SERVICE OR ABANDONED. FURTHER, KEACH-NORDSTROM ASSOCIATES, INC. DOES NOT WARRANT THAT THE UNDERGROUND UTILITIES SHOWN ARE IN THE EXACT LOCATION INDICATED ALTHOUGH THEY ARE LOCATED AS ACCURATELY AS POSSIBLE FROM THE INFORMATION AVAILABLE. KEACH-NORDSTROM ASSOCIATES, INC. HAS NOT PHYSICALLY LOCATED THE UNDERGROUND PORTIONS OF THE UTILITIES.

PURSUANT TO THE SITE REVIEW REGULATIONS OF THE HUDSON PLANNING BOARD, THE SITE PLAN APPROVAL GRANTED HEREIN EXPIRES TWO YEARS FROM DATE OF APPROVAL

APPROVED BY THE HUDSON, NH PLANNING BOARD
DATE OF MEETING: _____

SIGNATURE DATE: _____

SIGNATURE DATE: _____

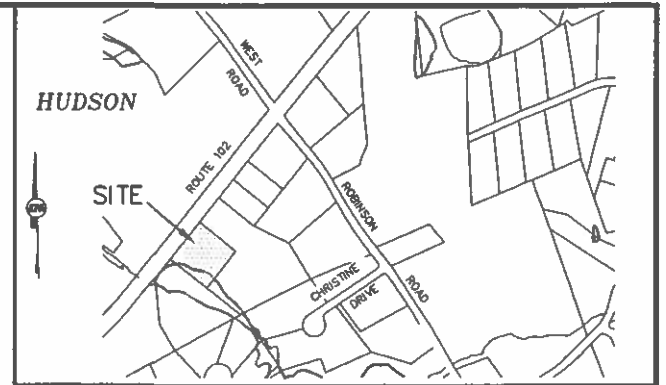
SITE PLANS ARE VALID FOR TWO YEARS FROM THE DATE OF PLANNING BOARD MEETING FINAL APPROVAL. FINAL APPROVAL COMMENCES AT THE PLANNING BOARD MEETING DATE AT WHICH THE PLAN RECEIVES FINAL APPROVAL.

SCS SOILS LEGEND

- BoA BORDHEIMISTS NEARLY LEVEL
- HsC HINOKLEY LOAMY SAND 8 TO 15 PERCENT SLOPES
- SOURCE: USDA-SCS WEB SOIL SURVEY HILLSBOROUGH COUNTY

EROSION & SEDIMENT CONTROL LEGEND

- SILT FENCE
- STABILIZED CONSTRUCTION EXIT
- STAGING AND STOCKPILE AREA



VICINITY MAP
SCALE: 1" = 1,500'±

CONSTRUCTION NOTES:

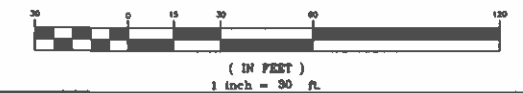
- ALL WORK SHALL CONFORM TO THE APPLICABLE REGULATIONS AND STANDARDS OF THE TOWN OF HUDSON, AND SHALL BE IN ACCORDANCE WITH THE PLANS AND SPECIFICATIONS. ALL WORK PERFORMED IN THE NEW HAMPSHIRE DEPARTMENT OF TRANSPORTATION RIGHT-OF-WAY SHALL CONFORM TO THE STANDARD SPECIFICATIONS FOR ROAD AND BRIDGE CONSTRUCTION, STATE OF NEW HAMPSHIRE, DEPARTMENT OF TRANSPORTATION, APPROVED AND ADOPTED 2016 ARE HEREBY INCORPORATED BY REFERENCE.
- PARKING LOT CONSTRUCTION SHALL CONFORM TO THE TYPICAL SECTIONS AND DETAILS SHOWN ON THE PLANS, AND SHALL MEET THE REQUIREMENTS AND SPECIFICATIONS FOR ROAD CONSTRUCTION, PUBLIC WORKS DEPARTMENT, HUDSON, NEW HAMPSHIRE.
- THE CONTRACTOR SHALL BE RESPONSIBLE FOR VERIFYING AND DETERMINING THE LOCATION, SIZE AND ELEVATION OF ALL EXISTING UTILITIES SHOWN OR NOT SHOWN ON THESE PLANS, PRIOR TO THE START OF ANY CONSTRUCTION. THE ENGINEER SHALL BE NOTIFIED IN WRITING OF ANY UTILITIES FOUND INTERFERING WITH THE PROPOSED CONSTRUCTION, AND APPROPRIATE REMEDIAL ACTION TAKEN BEFORE PROCEEDING WITH THE WORK. THE CONTRACTOR SHALL BE RESPONSIBLE FOR CONTACTING "DIG SAFE" AT 811 AT LEAST 72 HOURS BEFORE DIGGING.
- ALL DISTURBED AREAS SHALL RECEIVE 6" LOAM AND SHALL BE SEEDED.

EROSION CONTROL NOTES:

- THE PURPOSE OF THIS PLAN IS TO DEPICT THE REQUIRED ONSITE TEMPORARY CONSTRUCTION EROSION CONTROL MEASURES AS WELL AS THE PERMANENT EROSION CONTROL MEASURES.
- ALL MEASURES IN THE PLAN SHALL MEET AS A MINIMUM THE BEST MANAGEMENT PRACTICES SET FORTH IN VOLUME 3 OF THE NEW HAMPSHIRE STORMWATER MANUAL TITLED "EROSION AND SEDIMENT CONTROLS DURING CONSTRUCTION," DATED DECEMBER 2010, AS AMENDED FROM TIME TO TIME.
- WHENEVER PRACTICAL, NATURAL VEGETATION SHALL BE RETAINED, PROTECTED OR SUPPLEMENTED. THE STRIPPING OF VEGETATION SHALL BE DONE IN A MANNER THAT MINIMIZES SOIL EROSION.
- APPROPRIATE EROSION AND SEDIMENT CONTROL MEASURES SHALL BE INSTALLED PRIOR TO LAND DISTURBANCE.
- THE AREA OF DISTURBANCE SHALL BE KEPT TO A MINIMUM. DISTURBED AREAS REMAINING IDLE FOR MORE THAN 30 DAYS SHALL BE STABILIZED.
- MEASURES SHALL BE TAKEN TO CONTROL EROSION WITHIN THE PROJECT AREA. SEDIMENT IN RUNOFF WATER SHALL BE TRAPPED AND RETAINED WITHIN THE PROJECT AREA USING APPROVED MEASURES. WETLAND AREAS AND SURFACE WATERS SHALL BE PROTECTED FROM SEDIMENT.
- OFFSITE SURFACE WATER AND RUNOFF FROM UNDISTURBED AREAS SHALL BE DIVERTED AWAY FROM DISTURBED AREAS WHERE FEASIBLE OR CARRIED NON-EROSIVELY THROUGH THE PROJECT AREA. INTEGRITY OF DOWNSTREAM DRAINAGE SYSTEMS SHALL BE MAINTAINED.
- ALL TEMPORARY EROSION AND SEDIMENT CONTROL MEASURES SHALL BE MAINTAINED IN FUNCTIONING CONDITION UNTIL FINAL SITE STABILIZATION IS ACCOMPLISHED.
- ALL TEMPORARY EROSION AND SEDIMENT CONTROL MEASURES SHALL BE REMOVED AFTER FINAL SITE STABILIZATION. TRAPPED SEDIMENT AND OTHER DISTURBED SOIL AREAS RESULTING FROM THE REMOVAL OF TEMPORARY MEASURES SHALL BE PERMANENTLY STABILIZED WITHIN 30 DAYS UNLESS CONDITIONS DICTATE OTHERWISE.
- THE TOWN OF HUDSON SHALL RESERVE THE RIGHT TO REQUIRE FURTHER EROSION CONTROL PRACTICES DURING CONSTRUCTION SHOULD THEY FIND IT NECESSARY.

LOAM & SEED ALL DISTURBED AREAS (TYP.)

GRAPHIC SCALE



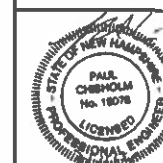
UTILITY, GRADING & EROSION CONTROL PLAN STEEL PROPERTIES LLC

MAP 105 LOT 7
321 DERRY ROAD
HUDSON, NEW HAMPSHIRE
HILLSBOROUGH COUNTY

OWNER/APPLICANT:

STEEL PROPERTIES LLC
8 CHRISTINE DRIVE
HUDSON, N.H. 03051
BK. 9717 PG. 717

KEACH-NORDSTROM ASSOCIATES, INC.
Civil Engineering Land Surveying Landscape Architecture
10 Commerce Park North, Suite 3B, Bedford, NH 03110 Phone (603) 627-2881



REVISIONS

No.	DATE	DESCRIPTION	BY

DATE: MARCH 4, 2024

SCALE: 1" = 30'

PROJECT NO: 23-1002-3

SHEET 5 OF 10

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: Rob Whitten & Jane Lo DOB: 2/24/77
2. Applicant's Address: 14 Hawks Ridge Rd, N Billerica, MA 01862
3. Email Address: rob@pingthru.com
4. Home Phone #: 781-640-5532 Business Phone #: 855-617-7464
cell
5. Goods Sold in the Name of: ping
6. Address & Phone if different from self: _____
7. Type of Vending Operation/Merchandise to be sold: coffee, energy drinks, teas, lemonade
8. Description of Stand or Vehicle (include Make/Model): 14' x 8' shipping container
9. License #: _____ Registration #: _____
10. Date(s) of Sales: _____
11. Proposed Location(s) of Sales (be specific): 207 Central St, Hudson, NH 03051
12. Approximate length of time at each Location: _____

- ☐ 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: _____

Date: 11/24/25

OFFICE USE ONLY

ZONING ADMINISTRATOR'S SECTION

Location is consistent w/Zoning regulations:

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

☒ Owners Permission

☒ Recommended NO FASTER FLAGG - ONLY 12 MONTH

☐ Not Recommended w/reasons: _____

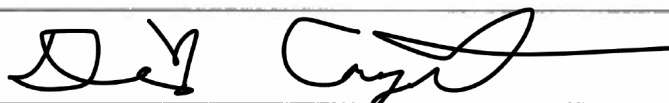
 11 / 18 / 25
Zoning Administrator Date

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

POLICE DEPARTMENT SECTION

☒ Recommended

☐ Not Recommended w/reasons: _____

 11 / 21 / 25
Chief of Police Date



New Hampshire Department of Health and Human Services
FOOD PROTECTION SECTION
29 Hazen Drive
Concord, NH 03301-6503
603-271-4589
DHHS.FoodProtection@dhhs.nh.gov

Date 11/17/2025
Time In 10:00 am
Time Out 11:50 am
Inspector JEFFREY HUGHES

ISSUED PROVISIONAL

RETAIL FOOD INSPECTION REPORT

Facility ID FA0010028 Establishment Name PING
Address 207 CENTRAL ST, HUDSON
Purpose LICENSING/CERTIFICATION INSPECTION

Licensee SZIPPS INC
Est. Type 16F5 Vending machines w/TCS
food/Unattended Mkt

IN = In Compliance OUT = Out of Compliance COS = Corrected Onsite NA = Not Applicable NO = Not Observed R = Repeat Violation

Violation Summary	
No Violations Cited	
FOODBORNE ILLNESS RISK FACTORS AND PUBLIC HEALTH INTERVENTIONS	
Supervision	
1	☒ IN ☐ OUT ☐ COS ☐ R Person in charge present, demonstrates knowledge, and performs duties
2	☐ IN ☐ OUT ☐ COS ☒ NA ☐ R Certified Food Protection Manager
Employee Health	
3	☒ IN ☐ OUT ☐ COS ☐ R Management and food employee knowledge, and conditional employee; responsibilities and reporting.
4	☒ IN ☐ OUT ☐ COS ☐ R Proper use of restriction and exclusion
5	☒ IN ☐ OUT ☐ COS ☐ R Procedures for responding to vomiting and diarrheal events
Good Hygienic Practices	
6	☒ IN ☐ OUT ☐ COS ☐ NO ☐ R Proper eating, tasting, drinking, or tobacco use
7	☒ IN ☐ OUT ☐ COS ☐ NO ☐ R No discharge from eyes, nose, and mouth
Preventing Contamination by Hands	
8	☒ IN ☐ OUT ☐ COS ☐ NO ☐ R Hands clean and properly washed
9	☒ IN ☐ OUT ☐ COS ☐ NA ☐ NO ☐ R No bare hand contact with RTE foods or a pre-approved alternate properly followed.
10	☒ IN ☐ OUT ☐ COS ☐ R Adequate handwashing sinks, properly supplied and accessible
Approved Source	
11	☒ IN ☐ OUT ☐ COS ☐ NA ☐ R Food obtained from approved source
12	☐ IN ☐ OUT ☐ COS ☐ NA ☒ NO ☐ R Food received at proper temperature
13	☒ IN ☐ OUT ☐ COS ☐ NA ☐ R Food in good condition, safe and unadulterated
14	☐ IN ☐ OUT ☐ COS ☒ NA ☐ NO ☐ R Required records available: shellstock tags, parasite destruction
Protection from Contamination	
15	☐ IN ☐ OUT ☐ COS ☒ NA ☐ R Food separated and protected
16	☒ IN ☐ OUT ☐ COS ☐ NA ☐ R Food-contact surfaces: cleaned and sanitized
17	☐ IN ☐ OUT ☐ COS ☒ NA ☐ R Proper disposition of returned, previously served, reconditioned, and unsafe food
Potentially hazardous Foods (TCS food)	
18	☐ IN ☐ OUT ☐ COS ☒ NA ☐ NO ☐ R Proper cooking time and temperatures
19	☐ IN ☐ OUT ☐ COS ☒ NA ☐ NO ☐ R Proper reheating procedures for hot holding
20	☐ IN ☐ OUT ☐ COS ☒ NA ☐ NO ☐ R Proper cooling time and temperatures
21	☐ IN ☐ OUT ☐ COS ☒ NA ☐ NO ☐ R Proper hot holding temperatures
22	☒ IN ☐ OUT ☐ COS ☐ NA ☐ R Proper cold holding temperatures
23	☐ IN ☐ OUT ☐ COS ☐ NA ☒ NO ☐ R Proper date marking and disposition
24	☐ IN ☐ OUT ☐ COS ☒ NA ☐ NO ☐ R Time as a Public Health Control: procedures and records
Consumer Advisory	
25	☐ IN ☐ OUT ☐ COS ☒ NA ☐ R Consumer advisory provided for raw or undercooked food
Highly Susceptible Populations	
26	☐ IN ☐ OUT ☐ COS ☒ NA ☐ R Pasteurized foods used; prohibited foods not offered



RETAIL FOOD INSPECTION REPORT

Facility ID: FA0010028 Establishment Name: PING

FOODBORNE ILLNESS RISK FACTORS AND PUBLIC HEALTH INTERVENTIONS		
Chemical		
27	☐ IN ☐ OUT ☐ COS ☒ NA	☐ R Food additives: approved and properly used
28	☒ IN ☐ OUT ☐ COS ☐ NA	☐ R Toxic substances properly identified, stored, and used; held for retail sale, properly stored
Conformance with Approved Procedures		
29	☐ IN ☐ OUT ☐ COS ☒ NA	☐ R Compliance with variance, specialized process, reduced oxygen packaging criteria or HACCP plan
GOOD RETAIL PRACTICES		
Safe Food and Water		
30	☐ OUT ☐ COS	☐ R Pasteurized eggs used where required
31	☐ OUT ☐ COS	☐ R Water and ice from approved source
32	☐ OUT ☐ COS	☐ R Variance obtained for specialized processing methods
Food Temperature Control		
33	☐ OUT ☐ COS	☐ R Proper cooling methods used; adequate equipment for temperature control
34	☐ OUT ☐ COS	☐ R Plant food properly cooked for hot holding
35	☐ OUT ☐ COS	☐ R Approved thawing methods used
36	☐ OUT ☐ COS	☐ R Thermometers provided and accurate
Food Identification		
37	☐ OUT ☐ COS	☐ R Food properly labeled; original container
Prevention of Food Contamination		
38	☐ OUT ☐ COS	☐ R Insects, rodents and animals not Present
39	☐ OUT ☐ COS	☐ R Contamination prevented during food preparation, storage and display
40	☐ OUT ☐ COS	☐ R Personal cleanliness
41	☐ OUT ☐ COS	☐ R Wiping cloths; properly used and stored
42	☐ OUT ☐ COS	☐ R Washing fruits and vegetables
Proper Use of Utensils		
43	☐ OUT ☐ COS	☐ R In-use utensils; properly stored
44	☐ OUT ☐ COS	☐ R Utensils, equipment and linens; properly stored, dried, handled
45	☐ OUT ☐ COS	☐ R Single-use/single-service articles; properly stored, used
46	☐ OUT ☐ COS	☐ R Gloves used properly
Utensils, Equipment and Vending		
47	☐ OUT ☐ COS	☐ R Food/non-food-contact surfaces cleanable, properly designed, constructed, used
48	☐ OUT ☐ COS	☐ R Warewashing facilities, installed, maintained, used, test strips
49	☐ OUT ☐ COS	☐ R Non-food-contact surfaces clean
Physical Facilities		
50	☐ OUT ☐ COS	☐ R Hot and cold water available; adequate pressure
51	☐ OUT ☐ COS	☐ R Plumbing installed; proper backflow devices
52	☐ OUT ☐ COS	☐ R Sewage and waste water properly disposed
53	☐ OUT ☐ COS	☐ R Toilet facilities; properly constructed, supplied, clean
54	☐ OUT ☐ COS	☐ R Garbage/refuse properly disposed; facilities maintained
55	☐ OUT ☐ COS	☐ R Physical facilities installed, maintained, and clean
56	☐ OUT ☐ COS	☐ R Adequate ventilation and lighting; designated areas used
Measured Observations		
Item/Location	Measurement	Comments
Water/bucket in unit	32 Fahrenheit	
Ambient air/Unit	35 Fahrenheit	
Inspection Images		
Total # of Images: 0		



RETAIL FOOD INSPECTION REPORT

Facility ID: FA0010028 Establishment Name: PING

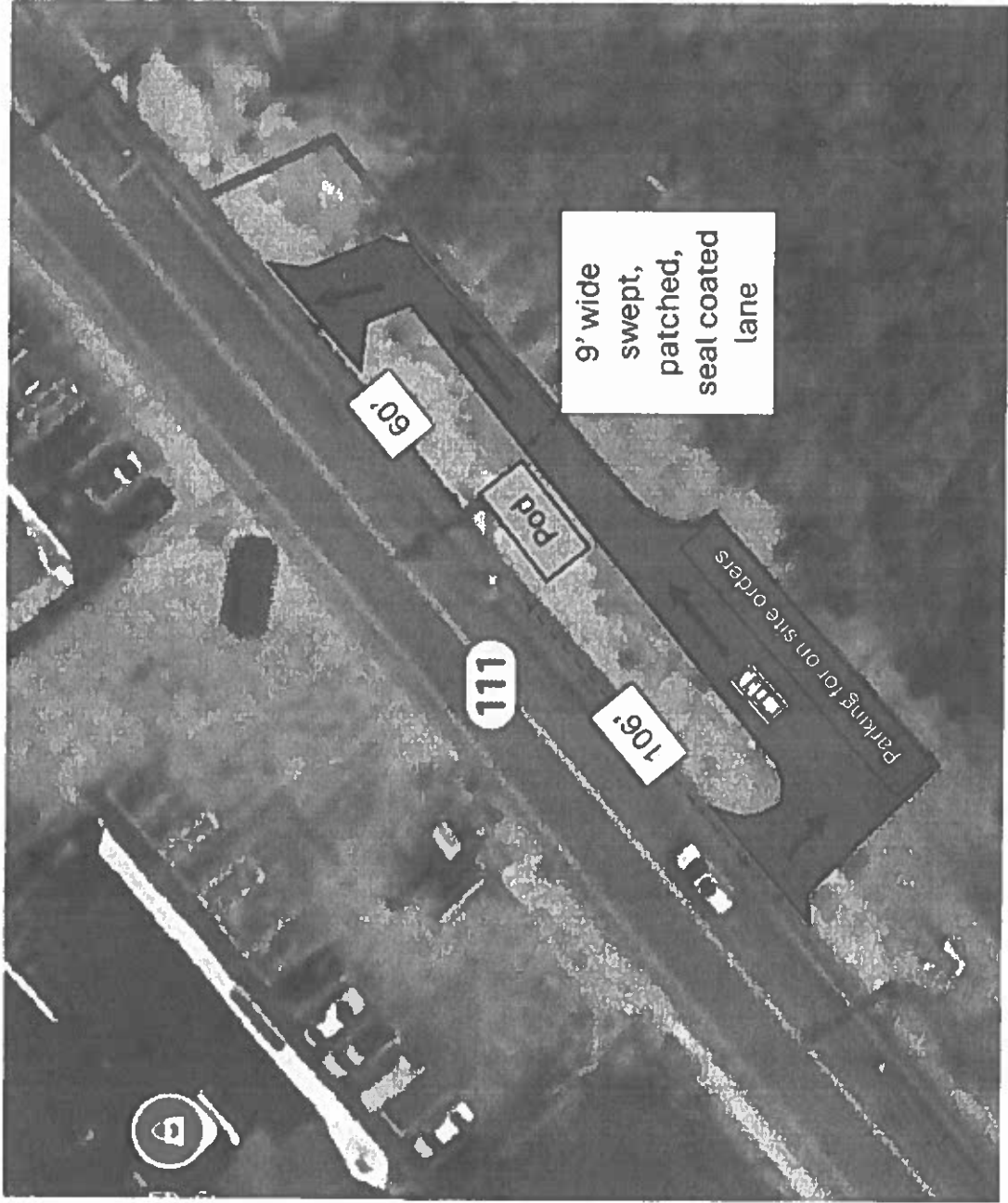
Overall Inspection Comments

No Overall Inspection Comments

Person in Charge (Signature)

Rob Whitten

Owner



9' wide
swept,
patched,
seal coated
lane

109

111

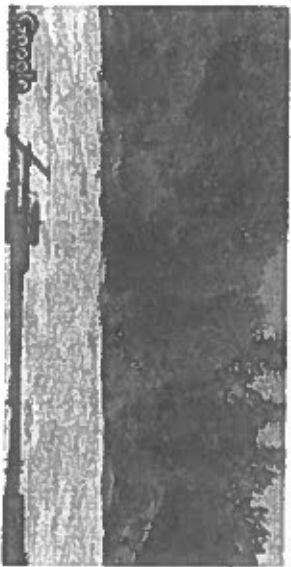
Pod

106

Parking for on site orders



Parcels



Property Details

LOCATION: 207 CENTRAL ST

PARCEL ID: 176-041-000

ACCOUNT: 2382

BUILDING TYPE:

YEAR BUILT:

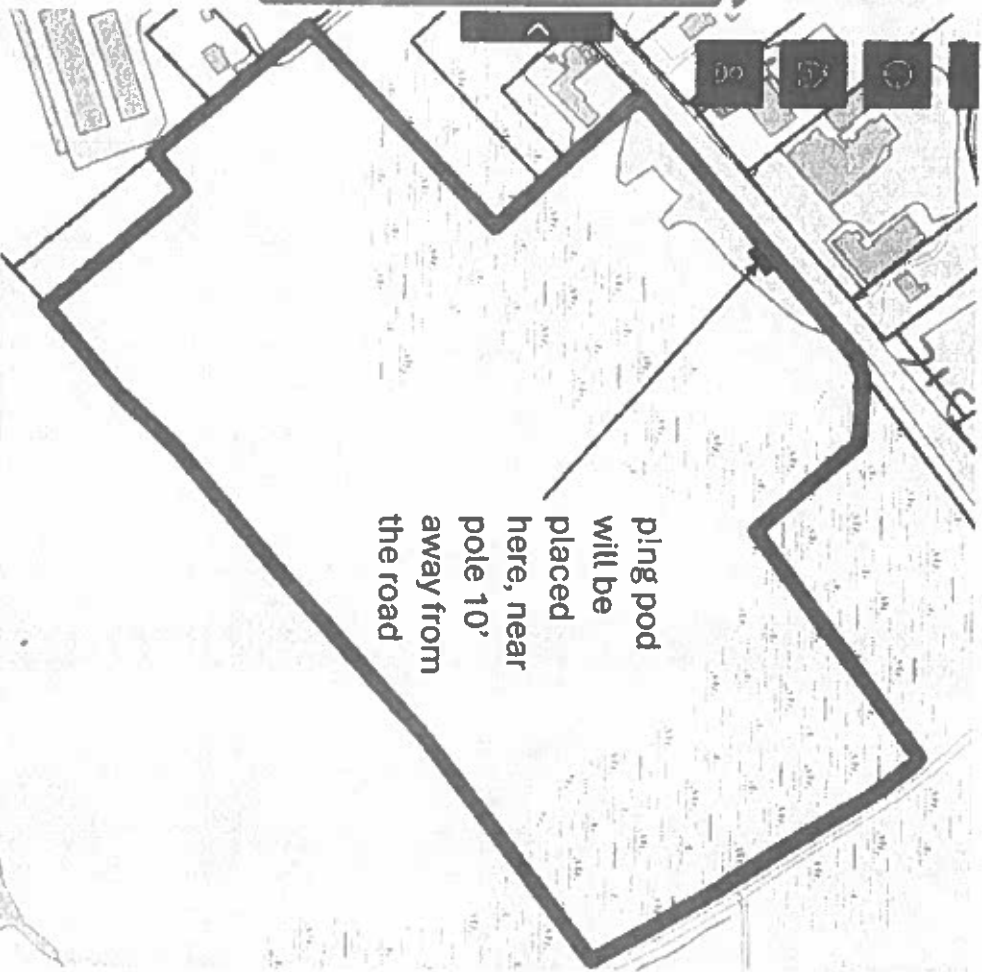
Ownership

OWNER 1: MEADOWS PROPERTY, LLC

OWNER 2:

LOCATION: 207 CENTRAL ST

OWNER ADDRESS: 195R CENTRAL ST.



XY

-71.412519°, 42.766815°





TOWN OF HUDSON

FIRE DEPARTMENT - INSPECTIONAL SERVICES DIVISION

12 School Street · Hudson, New Hampshire 03051 · Tel: 603-886-6005 · Fax: 603-594-1142

BUILDING PERMIT APPLICATION - PLEASE PRINT

Address: <u>207 Central St Hudson, NH</u> Unit # _____		Office use: Map <u>176-</u> Lot <u>041-000</u> Zone <u>B</u> Permit # <u>2026 00857</u>
Site/Sub Plan: _____ HCRD _____		
Residential ☐ Single family detached ☐ Modular Homes ☐ Duplex ☐ 3+ family dwelling (# of units _____) ☐ Other _____	Type of Improvement ☐ New Building ☐ Addition ☐ Alteration/Renovation ☐ Repair/Replacement ☐ Conversion of +/- dwelling units ☐ Other _____ ☐ Deck ☐ Shed ☐ Swim Pool ☐ Garage ☐ Carport	
Commercial ☐ Office/Bank/Professional ☐ Hospital/Medical ☐ Industrial/Warehouse ☐ Restaurant ☐ Other _____ ☐ Garage ☐ School ☒ Store ☐ Utility	Type of Improvement ☐ New Building ☐ Addition ☐ Alteration/Renovation ☐ Repair/Replacement ☐ Conversion from residential to commercial space ☒ Other <u>Temp trailer/ pod</u> ☐ Deck ☐ Shed ☐ Swim Pool ☐ Interior Demo	
Will the applicant/owner manufacture, assemble or produce any product, regardless of water use? Yes ☐ (Need IDA Form) No ☐ (Need IDA Checklist) *Please consult the Town Engineer at 886-6008 with any questions		
Total Cost of Project: \$ <u>11,000</u>	General Description of Work and Use Include dimensions of building, room, shed, pool, etc. List # of bedrooms and bathrooms if new home or added. If use of existing building is being changed, enter proposed use. The plug pod is a 14'x8' insulated and refrigerated shipping container that contains two drink making robots. Two automated pick-up window are located on the side so customers can drive up to retrieve orders placed on the mobile app. The parking lot will be swept and patched to provide a clear and smooth approach to the pod. Power will be connected from the nearby pole. Entry into the pod will only occur for resupply and repair.	
Square Footage	Footprint <u>14'x8'</u>	Renovated/added _____
	Living area of new home (exclude unfinished areas and garage) _____	Number of stories <u>1</u> Total area of bldg <u>112 sq ft</u>
Principal Type of Frame	☐ Masonry (wall bearing) ☐ Wood Frame ☐ Structural steel ☐ Reinforced concrete ☒ Other-Specify <u>shipping container</u>	
Type of Sewage Disposal	☐ Town or private company (requires Town permit) ☐ Private (septic tank, etc.)	

RECEIVED

AUG 22 REC'D

HUDSON FIRE DEPARTMENT
INSPECTIONAL SERVICES DIVISION



TOWN OF HUDSON

FIRE DEPARTMENT - INSPECTIONAL SERVICES DIVISION

12 School Street · Hudson, New Hampshire 03051 · Tel: 603-886-6005 · Fax: 603-594-1142

Type of Water Supply

☐

Town

Type of Heat Source

☐

Gas

☐

Other

☐

Private (well, cistern)

☐

Oil

☐

Electric

	Name	Address	City/State/Zip	Phone
Owner	Meadows Property LLC	195R Central St	Hudson/NH/03051	(603)231-7345
Lessee				
Contractor				
Architect				
Engineer				

I hereby certify the owner of record authorizes the proposed work and I have been authorized by the owner to make this application as his agent and to conform to all applicable laws of the Town of Hudson. I hereby attest all statements made on this application are true to the best of my knowledge. The signature on this building permit authorizes all Code Officials, Building Inspector and Assessor or their Agents to conduct inspections from time to time during and upon completion of the work for which this permit is issued. If said structure is commercial or industrial I understand that an as-built plan is required prior to occupancy of the structure. Permits that require a foundation or expansion of building footprint will be issued a foundation only permit until a certified foundation plan is submitted and approved. The building/framing permit will be issued after foundation location approval.

Signature of applicant

Date 22 Aug 25

Address 14 Hawks Ridge Rd North Billerica, MA 01862

Email: rob@pingthru.com

Phone: (781)640-5532

Filing fee

\$ 30.00

Receipt # 834 015

Date 8/22/25

Building permit fee

\$

Receipt #

Date

THIS BUILDING PERMIT IS

☐

Issued subject to the following condition(s)

☐

Denied for the following reason(s)

☐ Plans received

Date

Use group:

Comments:

Construction type

Live loading

Occupancy load

Certificate of Occupancy Required Final Inspection(Building & HFD)

Comments:

☐

Approved

☐

Denied

Inspectional Services Official or Designee

Date

* Electrical Permit, Plumbing Permit, Mechanical Permit, Certificate of Occupancy, Water, Sewer and Driveway are to be applied for separately, when applicable.

OCCUPANCY AGREEMENT

This Occupancy Agreement (this "Agreement") is hereby entered into as of **Aug 8th, 2025** by and between **Meadows Property LLC** ("Owner") and **sZipps Inc (dba p!ng)**, a Delaware C-Corp, ("Occupant").

- A. Owner owns the property commonly known as **Central Street Lot**, located at 207 **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 **paved lot**, see attached site layout (the "Licensed Area").
- C. Occupant would take occupancy as of **September 1, 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**, after which time it can be renewed in twelve (12) month intervals.

NOW, THEREFORE, the parties agree as follows:

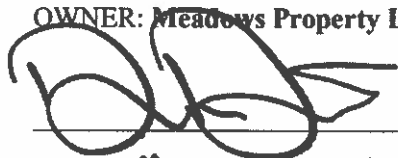
- 1. GRANT OF THE OCCUPANCY AGREEMENT: Owner hereby grants to Occupant a revocable license to use the Licensed Area subject to the terms of this Agreement.
- 2. AS-IS CONDITION: Owner and Occupant hereby agree that Occupant has had the opportunity to inspect the Licensed Area and is accepting the use 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 testing and operating an automated coffee shop (14' shipping container). Occupant is permitted to arrange for site power from existing poles and make minor site improvements (pavement patch/coating, bush/tree trimming, etc) at their own expense. 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 that components of the p!ng system need to be relocated, i.e sensors, signage, etc., 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. GEOFENCING: Tenant to have the right to geofence the parking lot with the p!ng sensor system. Sensors to be placed at Tenants discretion.
- 5. 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.
- 6. DATE AND TIME: The Licensed Area may be used 24 hours a day.

7. 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 **\$1,100.00 per month**, payable in advance, as of the first business of each month without any prior demand and without deduction or offset, upon execution of this License agreement, to Licensors at the address specified below, or such other address as designated in writing by Licensors.
8. ADDITIONAL COSTS: N/A.
9. 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.
10. INSURANCE: In conjunction with Section 6. 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 Licensors 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.
11. ASSIGNMENT: It is expressly agreed that Occupant shall not assign its rights or delegate its duties under this agreement.
12. 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.
13. LIABILITY: Occupant acknowledges and agrees that Owner has no liability under this agreement, except as previously stated in Section 9, 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.
14. 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.
15. 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 Licensors 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.

16. 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.
17. 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.
18. 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.
19. 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: Meadows Property LLC



By: Dillon Demant

manager
Date: 8/15/25

OCCUPANT: sZipps Inc (dba p!ng)

By: Robert K. Little

dotloop verified
08/08/25 5:05PM EDT
PKB-112529-2788 v1462

Date: 08/08/2025



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

APPLICATION FOR HAWKER/PEDDLER/INTERANT VENDOR'S LICENSE

Calendar Year 2023

Date: 11/18/25

Name: Rob Whitten + Jane Lo

Address: 14 Hawks Ridge Rd., N. Billerica, MA

Description of Goods: coffee, energy drinks, tea, lemonade

Goods sold in the interest of: ping

Location of Sales: 207 Central St. Hudson, NH



Fee:

☐ Day--\$5.00

☐ Week--\$25.00

☐ Year--\$100.00

Date(s) of Operation: 24/7 unmanned

____ 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.)

**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: November 17, 2025

Re: Public Agenda Item – 25 November 2025

Recommended Motion: To authorize the Fire Chief to accept the donation of \$1,000.00 from Digital Federal Credit Union.

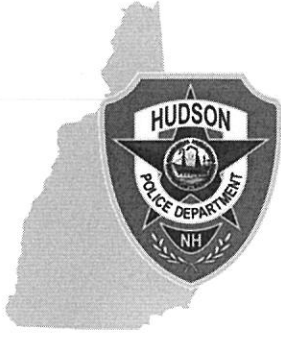
Background:

Digital Federal Credit Union has graciously donated a check for \$1,000.00 to support the fire department. We kindly request that the Board formally accept this generous contribution with our heartfelt thanks.

Funding:

To be deposited into the Fire Department's General Donation fund (4557).





TOWN OF HUDSON

Police Department

1 Constitution Drive
Hudson, New Hampshire 03051



David A. Cayot, Police Chief
dcayot@hudsonnh.gov · Tel: 603-886-6011 · Fax: 603-886-0605

BOS AGENDA 11/25/25

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

CC: Laurie May & Dan Thibeault

From: David Cayot, Police Chief 

Date: November 19, 2025

Re: Public Meeting – Accept Donation

Recommended Motion:

The Police Department is requesting to accept a donation of \$1,000 from Digital Credit Union.

Background:

The Police Department received a donation in the amount of a \$1,000.00 check (#6672) from Digital Federal Credit Union for deposit in our Community Policing Donation Account.

Funding:

Police Department Community Policing donation account (4556)



November 6, 2025

To Whom It May Concern,

On behalf of DCU – Digital Federal Credit Union, I am pleased to provide your organization with the enclosed donation. **This donation represents DCU's support of your organization's efforts in providing programs and services that make a difference in the common communities we serve.**

As a socially responsible organization, DCU is committed to giving back and helping provide the resources needed by your organization to do the good that you do each and every day. The donation is **not** a sponsorship or an opportunity for DCU to market our credit union. The objective for our donation is to directly affect the lives of our common community members who need help most.

Thank you for all that you do! I work with Maureen Spaulding, our Foundation Manager on DCU's philanthropic work and to build our partnership with organizations that align with supporting our community members in need. Please do not hesitate to reach out to Maureen on any questions and/or inquiries directly at mbspaulding@dcu.org, or 508.263.6809.

DCU also continues to explore volunteer opportunities to support our communities. If there are such opportunities at your organization, please contact Maureen to see how we can further our help community members.

For further information about DCU and our branch locations, or communities we serve, please visit our website at www.dcu.org.

Sincerely,

Maureen Spaulding
Sr Foundation Specialist
DCU – Digital Federal Credit Union

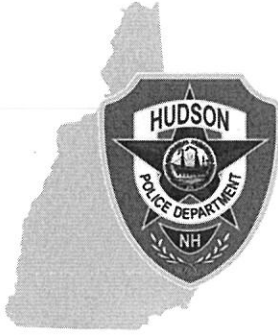
mail

PO Box 9130
Marlborough, MA 01752-9130

connect

dcu.org | dcu@dcu.org
800.328.8797

Insured by NCUA



TOWN OF HUDSON

Police Department

1 Constitution Drive
Hudson, New Hampshire 03051



David A. Cayot, Police Chief
dcayot@hudsonnh.gov · Tel: 603-886-6011 · Fax: 603-886-0605

BOS AGENDA 11/25/25

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

CC: Laurie May & Dan Thibeault

From: David Cayot, Police Chief 

Date: November 19, 2025

Re: Public Meeting – Accept Donation

Recommended Motion:

The Police Department is requesting to accept a donation of \$5,000 from Janie Freedom.

Background:

The Police Department received a donation in the amount of a \$5,000.00 check (#118) from Janie Freedom to be used for purchasing an E-Bike for our Mountain Bike Program. This would be for deposit in our Donation Account.

Funding:

Police Department Donation account (4556)

Chief Dave and all of our finest at
Hudson Police Dept,

As we begin a season of Thanksgiving, I am
thrilled at working with you all to expand
our Mountain Bike Program by adding
E Bikes to your patrol.

I humbly ask that you accept this
donation of \$5,000 to specifically go towards
a brand new E Bike!

Respectfully & Thankful,

...to deliver this message of hope and peace.

Merry Christmas
and
Happy New Year!

Janie D.
Freedom



HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the November 10, 2025 Budget Review Meeting

7:00 PM

Board of Selectmen Meeting Room, Town Hall

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

Regular meeting will begin immediately after Non-Public Session

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

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

3. **ATTENDANCE**

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

Staff/Others: Town Administrator: Roy Sorenson; Police Chief: David Cayot; Fire Chief: Scott Tice; Director of Development Services: Elvis Dhima; Director of Public Works: Jay Twardosky; School Liaison: Ethan Beals; Executive Assistant: Lorrie Weissgarber.

4. **PUBLIC INPUT**

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

5. **RECOGNITIONS, NOMINATIONS & APPOINTMENTS**

A. Recognitions

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

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

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

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

Steve Dube: Absolutely.

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

2) Citizen's Service Award – Fire Department

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

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

Kyle Reed: I really appreciate that.

Chief Tice: You're welcome.

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

Kyle Reed: Thank you.

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

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

6. CONSENT ITEMS

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

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

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

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

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

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

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

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

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

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

7. OLD BUSINESS

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

8. NEW BUSINESS

A. 9 Industrial Drive Lease Extension

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

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

Chairman Dumont: Mr. Dhima, take it away.

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

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

Elvis Dhima: Yes, absolutely, yes.

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

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

Chairman Dumont: Increases to rent?

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

Chairman Dumont: Every year?

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

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

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

Elvis Dhima: The Pickleball Court.

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

Elvis Dhima: Yes.

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

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

Selectman Jakoby: Their entrances.

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

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

Elvis Dhima: Correct.

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

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

Selectman Jakoby: Correct.

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

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

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

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

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

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

Elvis Dhima: Yeah. Or the communities around us.

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

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

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

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

Chairman Dumont: Motion carries 5-0.

Elvis Dhima: Thank you.

B. Emergency Management Director Appointment

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

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

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

Chief Tice: He was very excited about this.

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

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

C. Purchase of Utility Vehicles

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

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

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

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

Selectman Guessferd: Is the officer okay?

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

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

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

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

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

Selectman Guessferd: That's where you service them?

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

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

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

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

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

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

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

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

Selectman Guessferd: Exactly. Correct.

Chairman Dumont: No taxes and a great workforce.

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

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

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

Selectman Vurgaropulos: Okay. Thank you.

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

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

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

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

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

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

Selectman Morin: Yeah, I'll second.

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

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

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

Selectman Jakoby: Once the new policy is adopted.

Chairman Dumont: Correct.

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

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

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

D. Underwriting Policy Presentation

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

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

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

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

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

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

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

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

Selectman Jakoby: I like fun stories.

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

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

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

Chairman Dumont: Questions from the Board? Comments?

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

Mike Johnson: Yes.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Selectman Vurgaropoulos: That's fair.

Mike Johnson: Thank you.

Selectman Vurgaropoulos: You're welcome.

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

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

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

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

Selectman Morin: No, I'm good.

Chairman Dumont: Keep on rolling.

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

Selectman Guessferd: And the citizens voted for it?

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

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

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

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

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

Selectman Guessferd: Yeah, I agree.

Chairman Dumont: Any other questions or comments?

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

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

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

Selectman Jakoby: Yeah, I know.

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

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

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

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

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

Mike Johnson: Oh, absolutely.

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

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

Selectman Vurgaropulos: Okay. Perfect. Thank you.

Mike Johnson: We'll touch base about that.

Selectman Vurgaropulos: All right. Thank you.

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

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

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

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

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

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

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

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

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

Chairman Dumont: Thank you for coming and presenting it.

F. Human Resources Generalist Position

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

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

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

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

Selectman Jakoby: Will this position have administrative support?

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

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

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

Selectman Jakoby: Excellent. Can I keep going?

Chairman Dumont: Sure.

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

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

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

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

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

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

Chairman Dumont: Any questions or comments?

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

Selectman Vurgaropoulos: I saw that, too.

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

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

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

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

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

Roy Sorenson: We have your first comments on record.

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

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

Selectman Jakoby: They could be better defined.

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

Selectman Guessferd: Exactly.

Selectman Jakoby: Thank you. You warm my heart.

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

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

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

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

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

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

Selectman Jakoby: It was my first thought.

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

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

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

E. 2025 Tax Rate Use of Fund Balance

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

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

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

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

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

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

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

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

Roy Sorenson: Trend line, yes.

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

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

Selectman Guessferd: Four cents?

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

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

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

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

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

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

Selectman Guessferd: All right. I hope so.

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

Selectman Morin: Second.

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

Selectman Morin: Second.

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

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

Selectman Guessferd: Yeah.

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

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

Selectman Jakoby: Yeah, you just leave that off.

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

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

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

Chairman Dumont: Motion carries 5-0.

G. Warrant Articles Update

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

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

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

Roy Sorenson: Yes.

Elvis Dhima: It's \$2 million.

Roy Sorenson: Okay, so \$2 million.

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

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

Elvis Dhima: Correct, zero.

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

Elvis Dhima: From the Corridor Funds.

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

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

Elvis Dhima: Thank you, Mr. Chairman.

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

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

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

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

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

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

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

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

Selectman Guessferd: Okay. Sounds good.

Chairman Dumont: Mr. Dhima, take it away.

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

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

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

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

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

Elvis Dhima: Thank you.

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

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

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

Selectman Morin: The learning system is?

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

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

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

Roy Sorenson: Not in the budget, no.

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

Roy Sorenson: Yeah, well.

Chairman Dumont: Stuff happens.

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

Chairman Dumont: Go ahead, Chief.

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

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

Chairman Dumont: .025.

Selectman Morin: Yeah.

Chairman Dumont: Two and a half cents.

Selectman Morin: Correct.

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

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

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

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

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

Selectman Morin: Okay.

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

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

Chairman Dumont: Who brought it up?

Chief Tice: It came up through the Deputy Chiefs.

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

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

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

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

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

Chief Tice: Yes, exactly.

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

Chief Tice: It won't add any.

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

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

Selectman Vurgaropulos: Oh, okay.

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

Selectman Vurgaropulos: Yeah, okay, I get it.

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

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

Selectman Jakoby: And it sticks.

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

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

Selectman Vurgaropulos: Gotcha, all right, thank you.

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

Selectman Jakoby: Can we do the other fire?

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

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

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

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

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

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

Chief Tice: Three, so.

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

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

Selectman Jakoby: Excellent.

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

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

Roy Sorenson: This is for new vehicles, correct?

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

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

Roy Sorenson: Correct.

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

Roy Sorenson: Would it confuse people?

Chairman Dumont: I would think so.

Selectman Guessferd: Yeah, that would be my concern.

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

Selectman Jakoby: Well, and then.

Chairman Dumont: Go ahead.

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

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

Selectman Jakoby: Yes.

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

Selectman Jakoby: Yes.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Selectman Vurgaropoulos: Thank you, Chief.

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

Chief Cayot: Absolutely.

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

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

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

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

Chief Cayot: There should have been, it was.

Selectman Jakoby: From?

Chairman Dumont: Department head.

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

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

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

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

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

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

Selectman Jakoby: Let me see.

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

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

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

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

Roy Sorenson: You wanna speak to that one next?

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

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

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

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

Chief Cayot: Twenty-nine and a half.

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

Chief Cayot: You're welcome.

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

Roy Sorenson: No, additional sergeant. Sergeant.

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

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

Roy Sorenson: This is plus one as well.

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

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

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

Selectman Vurgaropulos: Circle back.

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

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

Chief Cayot: Correct, it would be ...

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

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

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

Selectman Vurgaropulos: Yeah.

Selectman Jakoby: Okay, good. I tried.

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

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

Selectman Vurgaropulos: All right, thank you.

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

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

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

Chief Cayot: Thank you very much.

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

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

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

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

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

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

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

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

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

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

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

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

Jay Twardsoky:

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

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

Jay Twardsoky: Correct.

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

Jay Twardsoky: Yep.

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

Jay Twardsoky: It's three years old now.

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

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

Chairman Dumont: Yeah.

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

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

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

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

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

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

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

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

Chairman Dumont: Okay, that's fine.

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

Jay Twardsoky: So, we ...

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

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

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

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

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

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

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

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

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

Chairman Dumont: Yeah.

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

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

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

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

Jay Twardsoky: Excellent.

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

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

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

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

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

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

Jay Twardosky: Absolutely.

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

Jay Twardosky: Correct.

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

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

Elvis Dhima: Yes.

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

Chairman Dumont: All right.

Roy Sorenson: So that's very similar.

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

Roy Sorenson: Yep.

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

Roy Sorenson: Correct.

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

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

Chairman Dumont: Yes, thank you.

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

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

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

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

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

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

Selectman Jakoby: Excellent. Thank you.

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

Selectman Jakoby: I brought it up.

Chairman Dumont: All right, Mr. Sorenson.

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

H. October FY26 Revenue and Expenditures

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

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

Chairman Dumont: Yes.

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

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

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

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

Roy Sorenson: Yep.

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

Selectman Guessferd: Default?

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

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

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

Selectman Guessferd: Yeah, I think it makes sense.

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

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

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

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

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

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

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

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

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

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

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

10. REMARKS BY TOWN ADMINISTRATOR

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

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

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

Selectman Guessferd: You got a full week.

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

11. REMARKS BY SCHOOL BOARD

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

12. MOTIONS MADE IN NONPUBLIC

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

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

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

13. ADJOURNMENT

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

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

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

Dillon Dumont, Chairman

Bob Guessferd, Vice-Chairman

Xen Vurgaropulos, Selectman

Heidi Jakoby, Selectman

Dave Morin, Selectman

Town of Hudson
Transfer of Appropriations/Budget Line Item Transfer Form

Date: Nov. 3, 2025

Committee ~~Department~~ Sustainability Advisory Committee (SAC)

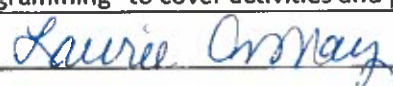
Program Sustainability Advisory Committee (SAC) Budget Reallocation

	Description	Account Number	Amount
Transfer To	B. Dues & Fees	#01-4199-5065-217-000	\$ 50.00
	A. <u>Programming</u>	#01-4199-5065- 340 -000	\$ 250.00
	C. <u>Programming</u>	#01-4199-5065- 340 -000	\$ 55.00
Transfer From	A. News / Ads	#01-4199-5065-214-000	\$ 50.00
	B. Printing	#01-4199-5065-241-000	\$ 250.00
	C. Office Supplies	#01-4199-5065-303-000	\$ 55.00

Committee Chair. ~~Department Head~~ Comments: The SAC intends to reallocate budgetary funds in order to align finance programs to the SAC Charter. It is very important that this reallocation of funds will be included in the Nov 10th BOS Consent Items agenda section.

Committee Chair. ~~Department Head~~ Signature 

Other Comments: Reallocation of funds plus have change request on account #01-4199-5065-340-000 From "Small Oper Mat" to "Programming" to cover activities and projects per the SAC Charter.

Finance Director Signature 

Town Administrator Signature _____

Board of Selectmen Action Required?

Yes ☒

No ☐

Board of Selectmen Signature _____

**TOWN OF HUDSON****Assessing Department**

12 School Street
Hudson, New Hampshire 03051

James A. Michaud, CAE, CPM, Chief Assessor
jmichaud@hudsonnh.gov · Tel: 603-886-6009 · Fax: 603-598-6481

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

From: Jim Michaud, Chief Assessor *hm*

Date: November 25, 2025

Re: Solar Exemption – possible warrant article- **FOLLOW UP**

Recommended Motion: I have no recommendation in regards to capping the Solar exemption or not, it is a BOS policy decision.

This memo represents a follow up from the BOS discussion on this item from October 14, 2025, as follows.

- Town assessing database shows 249 properties approved for the Solar Exemption, current exempted value amount total is \$2,262,500. If we use the 2025 tax rate of \$17.11 that exempt value amount translates to \$38,711.38 in taxes avoided in the aggregate for that subset of properties. The rest of the taxpayers, as is the same with other property tax exemptions, pick up that amount, there is no net loss in property tax revenue received with this.
- The median Kw rating for the solar energy systems in that subset is 9 Kw, the mean Kw rating is 11 kw.
The median assessed value of the median 9 Kw rating is \$8,600, therefore the median tax savings for 2025 was \$147.15.
The mean assessed value of the mean 11 Kw rating is \$10,500, therefore the mean tax savings for 2025 was \$179.66.
- Of the 249 properties approved for Solar Exemptions, only five (5) are for non-residential properties.

- As per above, if Solar Exemption repeal warrant article was put forward, and was passed by the voters for the 2026 property tax year, the typical property that has solar value exempted, would see an approx. **property tax increase \$150-\$200 +/-**, just for the loss of the exemption.
- In a query to assessors around the state, has any community repealed their solar exemption, after initially adopting it, the Town's of Raymond (2025) and Whitefield did repeal the solar exemption, some details attached. There was no indication of any other municipalities that have approved a repeal of solar exemptions.
- As a point of information, there is a proposed bill to eliminate the solar property tax exemption, statewide. That bill, HB 1002, is attached to this memo.
- What about a cap on Solar Exemptions, to adjust the existing unlimited 100% Solar Exemption and institute a limit on the amount of assessed value to be exempted?

In the (dated) NH DRA report on Solar Exemptions, that was part of the original BOS memo attachments, the capped dollar exemption amounts varied from \$2,100 - \$300,000. In regards to communities with caps, 35 communities in that report with a cap, seven (7) had caps of \$20,000, 6 had caps of \$5,000 and five (5) had caps of \$10,000.

- What about a cap on the amount of solar exemption a property can receive?

If the BOS/other were to propose a warrant article (and it passed) to cap the amount of assessed value that is exempted, a cap of \$20,000 would cover the existing assessed value of solar on residential properties. The 1st \$20,000 in Solar value would be exempted, all other \$\$ of solar array value over \$20,000 would be taxable.

- Does the warrant article have to contain a \$\$ amount, for any cap of the exemption, in order to be implemented?

Yes, The law that governs this speaks to assessed value (.." a dollar amount ..") being exempted, as opposed to Kw/output or any other metric.

72:62 Exemption for Solar Energy Systems. – Each city and town may adopt under RSA 72:27-a an exemption from the assessed value, for property tax purposes, for persons owning real property which is equipped with a solar energy system as defined in RSA 72:61.

Applicable DRA Admin. rules:

Rev 401.22 “Property tax exemption” means “exemption” as defined in RSA 72:29, namely “the amount of money to be deducted from the assessed valuation, for property tax purposes, of real property.” The term includes “exemption.”

Rev 415.01 Exemption for Solar Energy Systems.

(b) The amount of the exemption for solar energy systems shall be equal to:

- (1) 100% of any increase in the assessed value of the applicant’s residential real estate resulting from the solar energy system; or
- (2) A dollar amount adopted by the municipality.

Draft Warrant Article:

Shall the town re-adopt the provisions of RSA 72:61-64 inclusively, which provide for an optional property tax exemption from the property’s assessed value, for property tax purposes, for persons owning real property, which is equipped with solar energy systems intended for use at the immediate site. Such property tax exemption shall be in the amount equal to {ENTER \$ AMOUNT} of the assessed value of qualifying solar energy system equipment under these statutes.

Recommended by the Budget Committee
(No additional 2025 Tax Impact)

Raymond

Explanation of Article 18:

This article, which was created in 1982 had little or no application until the last couple of years. This Article provided tax relief for people who have chosen to install solar infrastructure on their property. This type of exemption does not equally apply to all taxpayers and raises the tax burden for anyone who does not have solar installed or has not applied for the exemption. Non solar users pay a higher share of the tax burden because they do not benefit from a reduced property assessment as they do not have the solar infrastructure. This article offers a repeal of this exemption for the Town. This will create a level playing field for the assessment of properties without giving advantage to those who have chosen to include solar on their property. Currently there are 59 taxpayers benefiting from this exemption. Should this exemption be revoked, properties with solar will no longer have an advantage over all other taxpayers.

Article 18 - Rescind and Revoke the Property Tax Exemption for Solar Energy:

To see if the Town of Raymond will vote to rescind and discontinue the provision of RSA 72:61-64 inclusively, previously adopted in 1982, Article 2, which provides an optional property tax exemption for persons owning real property which is equipped with solar energy systems intended for use at the immediate site. If rescinded, this Article shall take effect for the 2025 tax year. (Majority Vote Required)

Recommended by the Board of Selectmen

~~Recommended by the Budget Committee~~ N/A No Value Assigned
(No additional 2025 Tax Impact)

Raymond

WARRANT ARTICLES CONTINUED

Article 18: Rescind and Revoke the Property Tax Exemption for Solar Energy:

To see if the Town of Raymond will vote to rescind and discontinue the provision of RSA 72:61-64 inclusively, previously adopted in 1982, Article 2, which provides an optional property tax exemption for persons owning real property which is equipped with solar energy systems intended for use at the immediate site. If rescinded, this Article shall take effect for the 2025 tax year. (Majority Vote Required)

680
YES ☒
NO ☐
640

Recommended by the Board of Selectmen
Recommended by the Budget Committee N/A No Value Assigned
(No additional 2025 Tax Impact)

Article 19: Revaluation Capital Reserve Fund:

To see if the Town of Raymond will vote to raise and appropriate the sum of One Hundred Thousand Dollars (\$100,000) to be placed into the Revaluation Fund. Under NH State law RSA 75:8a, the Town of Raymond Board of Selectmen are required to appraise all real estate within the municipality so that the assessments are at full and true value as often as every fifth year. These funds shall be paid from the Unassigned Fund Balance, and no amount will be raised from future taxation. (Majority Vote Required)

708
YES ☒
NO ☐
491

Recommended by the Board of Selectmen
Recommended by the Budget Committee
(No additional 2025 Tax Impact)

Article 20: Citizen Petition Warrant Article: Wreaths Appropriation:

Shall the voters of the Town of Raymond vote to raise and appropriate the sum of Seven Hundred Fifty Dollars (\$750.00) to be used for the purchase of wreaths to be used at Memorial Day and Veterans Day services held within the Town. Submitted by petition.

867
YES ☒
NO ☐
364

Not Recommended by the Board of Selectmen
Recommended by the Budget Committee
The additional 2025 Tax Impact is \$0.00055

YOU HAVE NOW COMPLETED VOTING THIS BALLOT

TITLE V TAXATION

CHAPTER 72 PERSONS AND PROPERTY LIABLE TO TAXATION

Solar Energy Systems Exemption

Section 72:61

72:61 Definition of Solar Energy Systems. –

I. For purposes of an exemption under RSA 72:62 adopted before January 1, 2020, in this subdivision "solar energy system" means a system which utilizes solar energy to heat or cool the interior of a building or to heat water for use in a building and which includes one or more collectors and a storage container. "Solar energy system" also means a system which provides electricity for a building by the use of photovoltaic panels.

II. In a municipality that adopts or re-adopts the exemption under RSA 72:62 on or after January 1, 2020, "solar energy system" means, in addition to the definition in paragraph I, a system which utilizes solar energy to produce electricity for a building and includes all photovoltaics, inverters, and storage. Systems may be off grid or connected to the grid in a net metered or group net metered arrangement pursuant to RSA 362-A:9 or in a direct retail sale arrangement pursuant to RSA 362-A:2-a.

Source. 1975, 391:1. 1993, 93:1, eff. April 1, 1993. 2019, 327:1, eff. Oct. 15, 2019.

TITLE V TAXATION

CHAPTER 72 PERSONS AND PROPERTY LIABLE TO TAXATION

Solar Energy Systems Exemption

Section 72:62

72:62 Exemption for Solar Energy Systems. – Each city and town may adopt under RSA 72:27-a an exemption from the assessed value, for property tax purposes, for persons owning real property which is equipped with a solar energy system as defined in RSA 72:61.

Source. 1975, 391:1. 1991, 70:26. 1993, 93:2. 2003, 299:17, eff. April 1, 2003.

TITLE V TAXATION

CHAPTER 72 PERSONS AND PROPERTY LIABLE TO TAXATION

Solar Energy Systems Exemption

Section 72:64

72:64 Application for Exemption. – Applications for exemptions under RSA 72:62 shall be governed by the provisions of RSA 72:33, 72:34, and 72:34-a.

Source. 1975, 391:1. 1977, 502:4. 1983, 155:10. 1995, 265:8, eff. Jan. 1, 1996.



THE GENERAL COURT OF
New Hampshire

NEW HAMPSHIRE LEGISLATIVE SERVICE REQUESTS (LSR)

HB 1002 - AS INTRODUCED

2026 SESSION

26-2282

07/06

HOUSE BILL *1002*

AN ACT repealing the solar energy systems tax exemption.

SPONSORS: Rep. Turcotte, Straf. 4; Rep. Harrington, Straf. 18; Rep. Vose, Rock. 5; Rep. D. McGuire, Merr. 14; Rep. Verville, Rock. 2; Rep. Sirois, Hills. 32; Rep. DeRoy, Straf. 3; Rep. Sellers, Graf. 10; Rep. Sheehan, Hills. 43; Rep. R. Brown, Carr. 8

COMMITTEE: Science, Technology and Energy

ANALYSIS

This bill repeals the solar energy systems tax exemption.

Explanation: Matter added to current law appears in *bold italics*.
Matter removed from current law appears ~~in brackets and struck through~~.
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.
26-2282
07/06

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty-Six

AN ACT repealing the solar energy systems tax exemption.

Be it Enacted by the Senate and House of Representatives in General Court convened:

- 1 The State and Its Government; Department of Revenue Administration; Duties of Commissioner. Amend RSA 21-J:3, XIII to read as follows:
XIII. Equalize annually by May 1 the valuation of the property as assessed in the several towns, cities, and unincorporated places in the state including the value of property exempt pursuant to RSA 72:37, RSA 72:37-b, RSA 72:39-a, ~~(RSA 72:62)~~ RSA 72:66, RSA 72:70, RSA 72:85, and RSA 72:87, property which is subject to tax relief under RSA 79-E:4, and property which is subject to tax relief under RSA 79-E:4-a or RSA 79-E:4-b, by adding to or deducting from the aggregate valuation of the property in towns, cities, and unincorporated places such sums as will bring such valuations to the true and market value of the property, and by making such adjustments in the value of other property from which the towns, cities, and unincorporated places receive taxes or payments in lieu of taxes, including renewable generation facility property subject to a payment in lieu of taxes agreement under RSA 72:74 and combined heat and power agricultural facility property subject to a payment in lieu of taxes agreement under RSA 72:74-a, as may be equitable and just, so that any public taxes that may be apportioned among them shall be equal and just. In carrying out the duty to equalize the valuation of property, the commissioner shall follow the procedures set forth in RSA 21-J:9-a.
- 2 Taxation; Property Taxes; Procedure for Adoption, Modification, or Rescission. Amend RSA 72:27-a, I to read as follows:
I. Any town or city may adopt the provisions of RSA 72:28, RSA 72:28-b, RSA 72:29-a, RSA 72:35, RSA 72:37, RSA 72:37-b, RSA 72:38-b, RSA 72:39-a, ~~(RSA 72:62)~~ RSA 72:66, RSA 72:70, RSA 72:76, RSA 72:82, RSA 72:85, or RSA 72:87, in the following manner:
- 3 Taxation; Property Taxes; Interpretation; Rules. Amend RSA 72:36, I to read as follows:
I. The commissioner's interpretation of RSA 72:28, 72:28-b, 72:28-c, 72:29, 72:29-a, 72:30, 72:31, 72:32, 72:33, 72:34, 72:34-a, 72:35, 72:36-a, 72:37, 72:37-a, 72:37-b, 72:38-a, 72:38-b, 72:39-a, 72:39-b, 72:41, ~~(72:62)~~ 72:66, 72:70, 72:85, and 72:87; and
- 4 Repeal. The following are repealed:
I. RSA 72:61, relative to the definition of solar energy systems.
II. RSA 72:62, relative to the tax exemption for solar energy systems.
III. RSA 72:64, relative to the solar energy system tax exemption.
- 5 Effective Date. This act shall take effect April 1, 2027.



TOWN OF HUDSON

Development Services Department

12 School Street
Hudson, New Hampshire 03051

Elvis Dhima, P.E., Development Services Director
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., Director of Development Services

Date: November 19, 2025

RE: Hawkers / Peddler, and Vendors Licenses

Recommended Motion

To authorize staff to begin a comprehensive review of the Hawker, Peddler, and Vendor licensing process and associated ordinance, and to schedule public meeting notifications for January 13, 2026 and January 27, 2026 to discuss proposed updates.

Background

The Town's Hawker, Peddler, and Vendor ordinance has not been updated since 2011 and no longer reflects current business practices or technologies. Recent applications, including fully automated and unattended retail systems, highlight gaps in definitions, approval criteria, and enforcement. Staff will conduct a focused review to modernize the ordinance by updating definitions, clarifying requirements, and aligning the process with current standards and best practices. This effort includes evaluating existing procedures, improving consistency, and developing an updated application form along with clear guidance materials to assist applicants. The goal is to provide a fair, predictable, and efficient process for both the public and staff. Attached is a draft of what we expect the new permit application could look like.

This update, if successful, will bring the ordinance to modern standards and ensure applicants and staff have clear, uniform guidelines to follow. Public input will be gathered at the January 13 and January 27, 2026 meetings before any amendments are considered by this Board.



TOWN OF HUDSON

Application for Hawker/Peddler/Itinerant Vendor License

12 School Street
Hudson, New Hampshire 03051

ADMINISTRATION

Name of applicant: _____

Home address: _____

Telephone (home): _____ (work): _____

Date of birth: _____ Email address: _____

Business name/address: _____

Type of vendor license requested: ☐ Hawker & Peddler ☐ Itinerant Vendor

Merchandise to be sold: _____

Vehicle or Stand details (make & model): _____

License plate #: _____ Registration #: _____

Exact location(s) for sales: _____

License requested for: ☐ Day (\$5) ☐ Week (\$25) ☐ Year (\$100)

Date(s) of sales: _____

Duration each day: _____

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: _____ Date: ____/____/____

The following three main items are required in order to obtain a Vendor License:

- **Zoning Determination:** You are required to complete a Zoning Determination form specifying the location of your proposed vending site. This form may be obtained from the Development Services Department here in Town Hall.
- **Statement of Permission:** If the proposed site is located on private property, you must submit a written statement from both the property owner and the current lawful possessor granting permission for its use. This statement must explicitly indicate their consent for the proposed activity and specify the duration for which such consent is authorized.
- **Food Service License:** In the event that the proposed sales involve food or beverage items, you must provide a copy of a valid Food Service License issued by the New Hampshire Department of Health and Human Services. For additional information, you may contact the department at (603) 271-4589.

IMPORTANT INFORMATION

- Once all three of the above items have been completed, please submit them to the Administration Office. Please review the current requirements list, listed on sheet 3.
- All applications are subject to review and final approval by the **Board of Selectmen**. If granted, applicant will be subject to all provisions of Chapter 232 of the Hudson Town Code governing Hawker/Peddler/Itinerant Vendors.
- Exception for a 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 320:3-11).

Office Use Only

ZONING ADMINISTRATOR/CODE ENFORCEMENT OFFICER

Physical location is consistent with Zoning regulations, Chapter 334, Zoning: ☐ Yes ☐ No

All required documents have been submitted: ☐ Food Service License: Date of expiration: ____/____/____

☐ Owner's permission

Proposal is consistent with Chapter 232, Hawker/Peddler/Itinerant Vendors: ☐ Yes ☐ No

☐ Recommended ☐ Not Recommended

Additional comment: _____

Zoning Administrator: _____ Date: ____/____/____

TOWN PLANNER

Meets all requirements: ☐ Yes ☐ No

☐ Recommended ☐ Not Recommended

Additional comment: _____

Town Planner: _____ Date: ____/____/____

CHIEF OF POLICE

☐ Recommended ☐ Not Recommended

Additional comment: _____

Chief of Police: _____ Date: ____/____/____

CURRENT REQUIREMENTS LIST:

The application shall include and be aware of the following:



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: Jayson Twardosky, Director of Public Works
Elvis Dhima, P.E., Director of Development Services
Date: November 19, 2025
RE: Award - Drainage Pipe Repair

First Recommended Motion

To waive the bid process and sole-source this work to Vortex Services LLC, for the following reasons:

1. They are the only prequalified and pre-selected vendor that responded to the request.
2. They have been the low bidder on past projects, most recently the Adam Drive culvert repair.

Second Recommended Motion

To approve the expenditure of up to \$42,300 for the repair of 180 feet of 30-inch drainage main, to be awarded to Vortex Services LLC, using funds from Drainage Reserve Account 20-3916-2701-000-743, as recommended by the Public Works Director and the Director of Development Services.

Background

The Public Works Department identified this drainage pipe as needing repair after a sinkhole was observed in the area. A visual inspection using the Town's camera system confirmed structural issues within the main. The most cost-effective method to address this problem—given that the pipe was installed in the 1970s—is to install a liner. We reached out to our two most cost-effective contractors who perform pipe-lining services; however, only one contractor responded. That contractor, Vortex Services LLC, was also the low bidder on our most recent similar project, the Adam Drive culvert repair.

Funding: Drainage Reserve Account 20-3916-2701-000-743 with current available balance of \$102,204.29.



TOWN OF HUDSON, NEW HAMPSHIRE

FINANCE DEPARTMENT

12 SCHOOL STREET, HUDSON, NH 03051
(603) 886-6000 · FAX: (603) 881-3944

Chapter 98 Purchasing and Contracts

Procurement Waiver

Date: 11/19/2025

To: BOS

From: DPW &ENG

Procurement Waiver for: Vortex

This memo is to obtain procurement of goods and services via a waiver to seek additional quotes.

This is being requested as: (Check all that apply)

- ☐ One-of-a-kind: There is no competitive alternative on the market.
- ☐ Compatibility: Must match existing brand or equipment for compatibility.
- ☐ Replacement part: For a specific brand of existing equipment.
- ☐ Unique design: Must meet physical design or quality requirements.
- ☒ Professional Services: Vendor has intimate knowledge of scope, asset, or history.
- ☒ Other :

Describe the purpose of the purchase of goods or services and why this is recommended:

This work is related to fixing a 30 inch drainage pipe in need of repair. Lining the pipe will be cheaper and less instructive. We reached out to our two most cost effective vendors and have only received one, which is very cost effective.

Staff Recommendation:

The recommendation for a waiver is based upon an objective review of the product/service required and appears to be the best interest of the Town of Hudson.

☒ Vendor and/or Staff Letter Attached (if applicable)

This procurement waiver request is accurate and complete to the best of my knowledge and belief.

Department Director Approval _____

Based upon the above, I authorize the procurement waiver for the goods or services specified.

Approved _____ Date _____

FINANCE DIRECTOR and/or TOWN ADMINISTRATOR



To: Town of Hudson, NH	Contact: Eric Dionne
Address: 2 Constitution Dr Hudson, NH 03051	Phone:
	Email: edionne@hudsonnh.gov
Project Name: NH - Hudson -Twin Bridge Drain 30" - UV CIPP	Bid Number: 2511941
Project Location: Near Memorial Bridge, Hudson, NH	Bid Date: 10/10/2025

Item Description	Estimated Quantity	Unit	Unit Price	Total Price
Cured In Place Liner Ultra Violet Up To 180' X 30"	1.00	LS	\$42,300.00	\$42,300.00

Total Bid Price: \$42,300.00

Notes:

- This proposal is inclusive of the stated items as defined by RFP for On Call Pricing.

ACCEPTED:

The above prices, specifications and conditions are satisfactory and are hereby accepted.

Buyer: _____

Signature: _____

Date of Acceptance: _____

CONFIRMED:

Vortex Services LLC

Authorized Signature: _____

Estimator: Patrick Holland
(207) 530-0937
patrick.holland@vortexcompanies.com



Search by Owner, Address, or ID



SEARCH RESULTS: 0

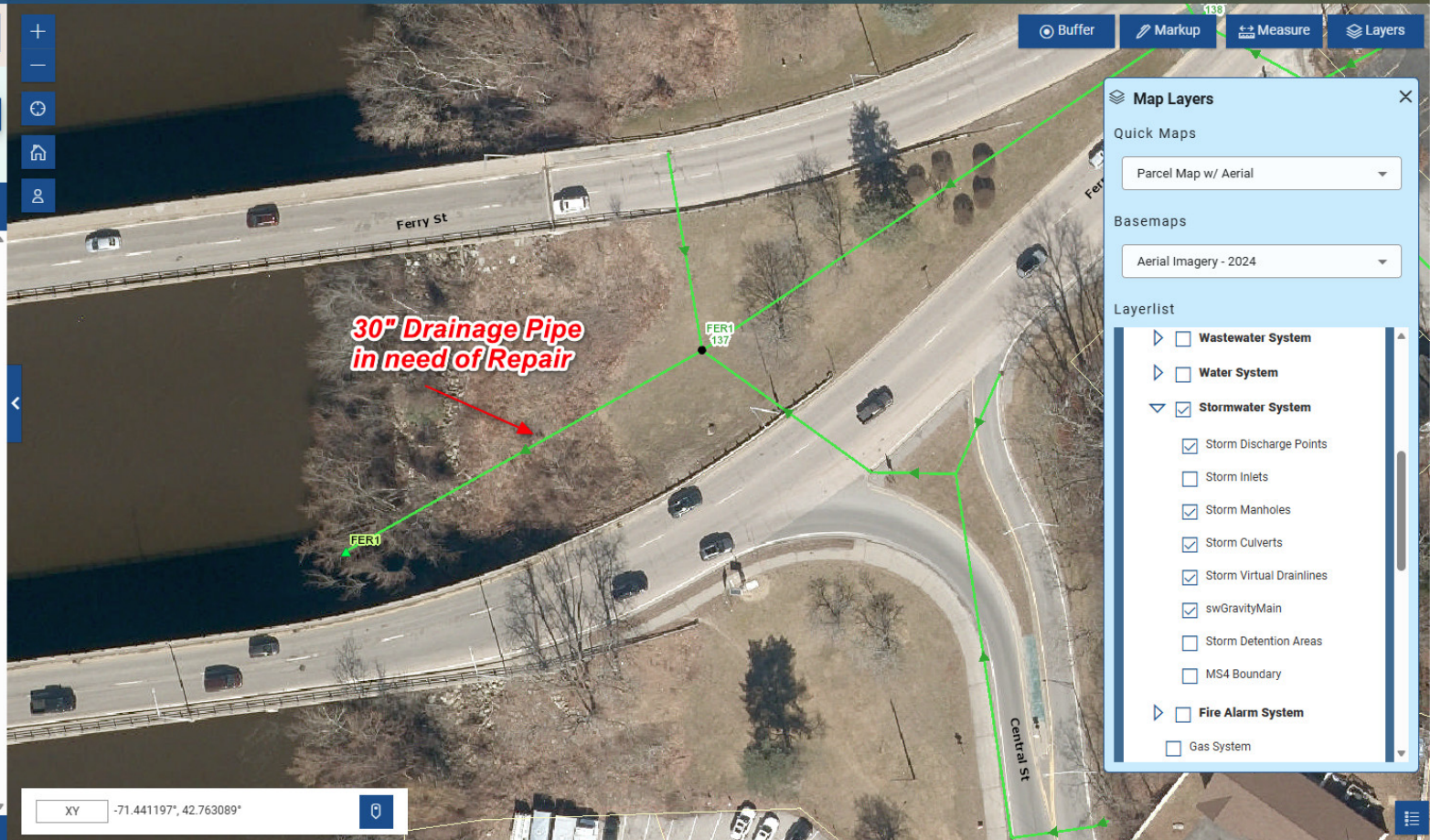
Clear

Zoom to

Export

QUERY RESULTS

SELECTED RECORDS



Buffer Markup Measure Layers

Map Layers

Quick Maps

Parcel Map w/ Aerial

Basemaps

Aerial Imagery - 2024

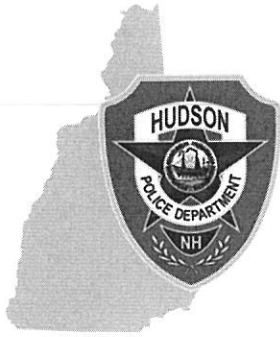
Layerlist

- ☐ Wastewater System
- ☐ Water System
- ☒ Stormwater System
 - ☒ Storm Discharge Points
 - ☐ Storm Inlets
 - ☒ Storm Manholes
 - ☒ Storm Culverts
 - ☒ Storm Virtual Drainlines
 - ☒ swGravityMain
 - ☐ Storm Detention Areas
 - ☐ MS4 Boundary
- ☐ Fire Alarm System
 - ☐ Gas System

General Ledger By Account

Town of Hudson, NH
2025 to 2026

Account Number		Description					Running Balance		
Batch	Orig Year	Related Account Number	Date	Src	Type	Ref #	Debits	Credits	Description
20-3916-2701-000-743		Drainage CRF					2025 Beginning Balance		0.00
58602	2025	20-0000-2110-000-000	6/30/2025	JE- ME	A		100,000.00	TTF JE new funds 2025	
58604	2025	20-0000-2110-000-000	6/30/2025	JE- ME	A		2,204.29	TTF JE Int Earned 2025	
2026 Ending Balance for Acct # 20-3916-2701-000-743							0.00	102,204.29	-102,204.29
Total Debit/Credit							0.00	102,204.29	
Grand Total							-102,204.29		



TOWN OF HUDSON

Police Department

1 Constitution Drive
Hudson, New Hampshire 03051



David A. Cayot, Police Chief
dcayot@hudsonnh.gov · Tel: 603-886-6011 · Fax: 603-886-0605

BOS AGENDA 11/25/25

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

CC: Laurie May & Dan Thibeault

From: David Cayot, Police Chief 

Date: November 19, 2025

Re: Public Meeting – Request to Apply for Grant

Recommended Motion:

The Police Department is requesting to apply for the Patrick Leahy Bullet Proof Vest Partnership (BVP) Program Grant. This grant is the partial reimbursement cost for bullet proof vests.

Background:

The Patrick Leahy Bullet Proof Vest Partnership is a program that provides reimbursement at 50% for the purchase of bullet proof vests. The deadline to apply is December 19, 2025 and vests can be reimbursed within the next two years.

Funding:

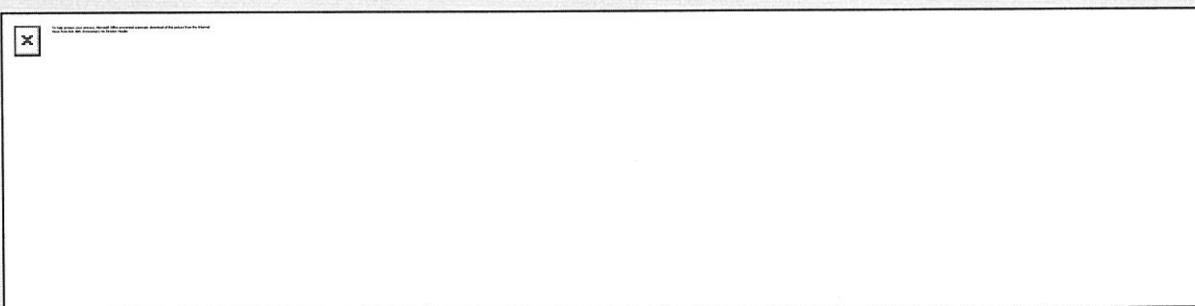
5630-319 (Police Uniform Purchase)

Kimball, Sherrie

From: Bureau of Justice Assistance <BJA@public.govdelivery.com>
Sent: Monday, October 20, 2025 5:08 PM
To: Kimball, Sherrie
Subject: Bulletproof Vest Partnership (BVP) Program Application Period Open

EXTERNAL: Do not open attachments or click links unless you recognize and trust the sender.

[View as a webpage / Share](#)



Dear BVP Participant:

The Office of Justice Programs' [Bureau of Justice Assistance](#) is opening the Fiscal Year (FY) 2025 [Bulletproof Vest Partnership \(BVP\) Program](#) application period today, Monday, October 20, 2025. All applications must be submitted online at [Bulletproof Vest Partnership: Login \(usdoj.gov\)](#) by **6:00 pm Eastern Time on Friday, December 19, 2025.**

The purpose of the BVP Program is to reimburse states, units of local government, and federally recognized Indian tribes, *i.e.*, jurisdictions, for up to 50 percent of the cost of body armor vests purchased for law enforcement officers. Please see the [BVP Fact Sheet](#) for detailed information on the BVP Program. In addition, detailed guides and training materials for the BVP application process and the payment request process can be found at [BVP Program Resources](#). For other questions about the BVP program please see the updated [BVP Frequently Asked Questions \(FAQs\)](#).

FY 2025 BVP Program and Application Requirement Highlights

- **Eligibility:** States, units of local government, and federally recognized Indian tribes, *i.e.*, jurisdictions that employ eligible law enforcement officers are eligible to apply for BVP funds. Multiple law enforcement agencies (LEAs) within the same jurisdiction must submit their own application information and vest needs to the jurisdiction. The jurisdiction will then submit the LEA applications in one submission to BJA. This includes colleges and universities. All public colleges and universities are considered LEAs under their respective jurisdiction.
- **System for Award Management (SAM) Registration Requirement:** An active registration in SAM is required to receive funds. Jurisdictions not registered with SAM are strongly encouraged to access the SAM website at [SAM.gov](#) as soon as possible in order to obtain information on and complete the online SAM registration process. Applicants should ensure that current bank routing and bank

account information is included in the SAM.gov profile, as the banking information in the SAM at the time of application will be used to transfer reimbursement funds to your jurisdiction. For more information about renewing and updating your existing SAM registration, or registering in SAM as a new entity, please access the SAM support materials here [SAM Help](#). The SAM Helpdesk can be reached at (866) 606-8220.

- **DIAMD Registration Requirement:** The first step to obtain access to the BVP system is onboarding to OJP's Digital Identity and Access Management Directory (DIAMD). DIAMD is a single-sign-on gateway service with multi-factor authentication. If you are an OJP grant program applicant or recipient, you may already have an account registration with DIAMD, and your BVP user account will be added to the OJP systems you access through DIAMD. Please see the BVP login page for details: <https://vests.bja.ojp.gov/bvp/login/externalAccess.jsp>. Detailed instructions can be found in the [User Account Activation Guide](#).
- **Body Armor Vest Requirements:** Body armor vests purchased with BVP funds must have been tested through the National Institute of Justice (NIJ) [Compliance Testing Program \(CTP\)](#) and found to comply with the most current NIJ body armor standards, appear on the [NIJ Compliant Products List](#) as of the date the body armor was ordered, be uniquely fitted, and be made in the United States. NIJ has started adding vests to the compliant products list for the new [0101.07 Standard](#). FY 2025 BVP funds may be used for the purchase of eligible vests listed on the 101.06 Standard and the 0101.07 Standard. In addition, applicants must have a written mandatory wear policy for uniformed patrol officers in place at the time of application. Detailed information on the mandatory wear requirement can be found in the [Mandatory Wear FAQs](#).
- **Items to Review:** To ensure that program participants are submitting applications that accurately reflect their vest needs for the next two years, please review the program guidance below. Prior to submitting an application for FY 2025 BVP funds:
 - Verify that the number of vests indicated on the application does not exceed actual agency needs. Review all currently deployed vests for those that will need to be replaced during the next two years, according to the replacement cycle indicated on your BVP system profile. Applications for funds should reflect the number of vests your agency needs to replace within the next two years, and vests for officers your agency anticipates hiring in the next two years. (New hires can be anticipated based on the average number of officers hired over the most recent three years.)
 - Ensure that the application accurately reflects the current market cost for the vests identified on the application.
 - Review previous year(s) BVP funding to identify any unspent funds that might currently be available for BVP needs.

Your careful attention to actual vest needs will help ensure that all eligible jurisdictions submitting requests will receive the maximum award allowable based on available funding and distribution guidelines.

For questions regarding this email or for assistance with the online application process, please contact the BVP Help Desk at 1-877-758-3787, or email vests@usdoj.gov.

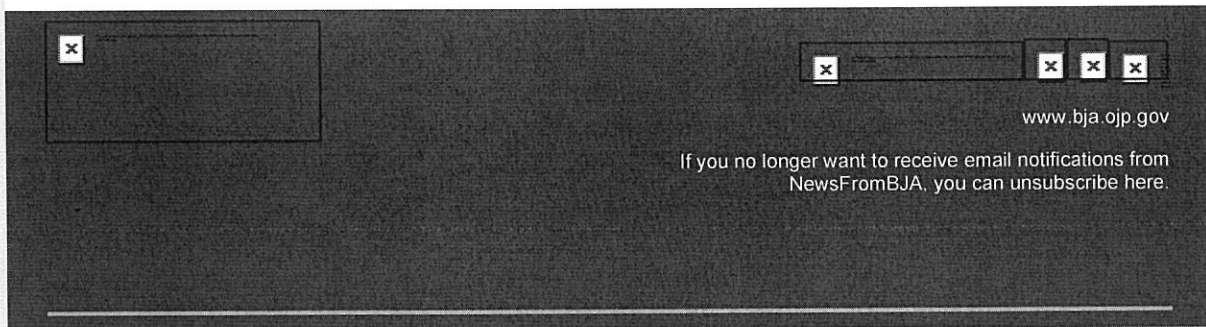
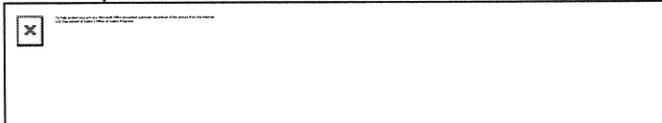
In addition, please visit BJA's Officer Robert Wilson III Preventing Violence Against Law Enforcement Officers and Ensuring Officer Resilience and Survivability (VALOR) Initiative website to obtain other information regarding officer safety: [VALOR Officer Safety and](#)

Wellness Initiative.

The VALOR Initiative is a comprehensive set of programs that deliver no-cost officer safety, wellness, resilience training, resources, and technical assistance to law enforcement throughout the country. VALOR brings together the latest research and practices to address current and emerging officer safety and wellness issues/threats. Please see the BJA VALOR Initiative booklet for a detailed synopsis of this important initiative.

Sincerely,

BVP Program Team
Bureau of Justice Assistance
Office of Justice Programs
U.S. Department of Justice



This email was sent to skimball@hudsonnh.gov using GovDelivery Communications Cloud on behalf of Department of Justice · Washington, DC



BUREAU OF JUSTICE ASSISTANCE FACT SHEET

PATRICK LEAHY BULLETPROOF VEST PARTNERSHIP PROGRAM

The [Patrick Leahy Bulletproof Vest Partnership \(BVP\) Program](#), administered by the [Department of Justice, Office of Justice Programs \(OJP\), Bureau of Justice Assistance \(BJA\)](#), reimburses states, units of local government, and federally recognized Indian tribes for up to 50 percent of the cost of body armor vests purchased for law enforcement officers. Since 1999, more than 13,000 jurisdictions have participated in the BVP Program, with a total of \$573 million in federal funds for the purchase of more than 1.5 million body armor vests. See the [BVP program resources](#) page for detailed award history.



Since FY 2015, body armor vests were directly attributable to saving the lives of at least 305 law enforcement and corrections officers (based on data collected by OJP). Forty-three of those body armor vests were purchased, in part, with BVP funds.

Program Requirements and Instructions

The following is an overview of the BVP requirements and instructions. Detailed information can be found in the [BVP Frequently Asked Questions \(FAQs\)](#).

Eligible Applicants: States, units of local government, and federally recognized Indian tribes—that is, jurisdictions—that employ eligible law enforcement officers are eligible to apply for BVP funds. For the purposes of the BVP Program, "state" means each of the 50 states, the District of Columbia, the Commonwealth of Puerto Rico, the

United States Virgin Islands, American Samoa, Guam, and the Northern Mariana Islands; "unit of local government" means a county, municipality, town, township, village, parish, borough, or other unit of general government below the state level.

Law Enforcement Officer Definition: "Law Enforcement Officer" is defined as any officer, agent, or employee of a state, unit of local government, or federally recognized Indian tribe authorized by law or by a government agency to engage in or supervise the prevention, detection, or investigation of any violation of criminal law, or authorized by law to supervise sentenced criminal offenders. This includes full-time, part-time, and auxiliary personnel, whether paid or volunteer.

Small Jurisdiction Priority Funding: By [statute](#), funds are first allocated to qualifying units of local government with fewer than 100,000 residents. Any remaining funds are then awarded to other qualifying applicants.



BJA
Bureau of Justice Assistance
U.S. Department of Justice

U.S. Department of Justice • Office of Justice Programs • Bureau of Justice Assistance

April 2023
<https://bja.ojp.gov>

FACT SHEET

Match Requirement: The federal portion of the costs for body armor vests purchased under the BVP Program may not exceed 50 percent.

Application Period: The annual BVP application period typically begins in April and closes six weeks from the opening date. The BVP [website](#) includes [user guides](#) and [checklists](#) for each step of the BVP application process.

How to Apply: Applications are accepted in OJP's BVP system, located at <https://vests.bja.ojp.gov/bvp/login/externalAccess.jsp>. An OJP Digital Identity and Access Management Directory (DIAMD) account is required to access the BVP system. See the DIAMD [OJP User Activation Job Aid](#) for more information.

Payment Process: When a BVP recipient is notified of an award amount, the funds are not disbursed until the recipient logs into the BVP site and provides the receipt information for the body armor vests. Once the payment request is made, BJA reviews the request for accuracy and completes payments on a monthly schedule. See [Submitting Payment Requests in BVP](#) for detailed information. An active registration in the System for Award Management at www.sam.gov is required to receive funds.

Body Armor Vest Requirements: Body armor vests purchased with BVP funds must have been tested through the National Institute of Justice (NIJ) [Compliance Testing Program \(CTP\)](#) and found to comply with the most current NIJ body armor standards; appear on the [NIJ Compliant Products List](#) as of the date the body armor was ordered be uniquely fitted; and made in the United States. In

addition, applicants must have a written mandatory wear policy for uniformed patrol officers in place at the time of application. See the [Mandatory Wear Requirement FAQs](#) for detailed information on the mandatory wear requirement.

Contact Information

The BVP Helpdesk can be contacted at 1-877-758-3787 or vests@usdoj.gov.

Media and Congressional inquiries should be directed to the OJP Office of Communications at 202-307-0703 or ojp.ocom@usdoj.gov.

ABOUT BJA

BJA helps America's state, local, and tribal jurisdictions reduce and prevent crime, lower recidivism, and promote a fair and safe criminal justice system. BJA provides a wide range of resources—including grants, funding, and training and technical assistance—to law enforcement, courts and corrections agencies, treatment providers, reentry practitioners, justice information sharing professionals, and community-based partners to address chronic and emerging criminal justice challenges nationwide. To learn more about BJA, visit bja.ojp.gov or follow us on Facebook (www.facebook.com/DOJBJA) and Twitter ([@DOJBJA](https://twitter.com/DOJBJA)). BJA is a component of the Department of Justice's Office of Justice Programs.

**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: November 6, 2025 
Re: Public Agenda Item – 10 November 2025

Recommended Motion: To adopt the Hudson, NH Emergency Operation Plan (EOP) 2025.

Background:

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.

I am pleased to present the final document for adoption. I will present an overview of the Plan and answer any questions before the Board votes to adopt the Plan. Once it is adopted and all signatures are collected, the plan will be distributed internally as needed.

Signatures from the Board are required as indicated on the following pages:

- Page 193 – Signature of the Board of Selectmen Chair and Vice Chair
- Page 195 – Signature of all members of the Board of Selectmen
- Page 197 – Signature of all members of the Board of Selectmen



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

Board of Selectmen Member

Signature

Signature

Print Name

Print Name

Board of Selectmen Member

Board of Selectmen Member

Signature

Signature

Print Name

Print Name

Board of Selectmen Member

Emergency Management Director

Signature

Signature

Print Name

Print Name

****Signatures are scanned-original signatures on file.***

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HUDSON FIRE DEPARTMENT EMERGENCY OPERATIONS PLAN



Board of Selectmen Meeting: November 10,
2025

CHAPTER 1 INTRODUCTION

- Purpose and Scope
- NIMS
- Situation
- Planning Assumptions



CHAPTER 2 CRITICAL INFRASTRUCTURE AND KEY RESOURCES AND HAZARD ANALYSIS

- Critical Infrastructure
 - EOC
 - Shelters/Medical Facilities
 - Law Enforcement/Fire/DPW/Dispatch
- Hazard Identification and Risk Assessment
 - Extreme weather
 - Infectious Diseases
 - Vulnerabilities



CHAPTER 3 CONCEPTS OF OPERATIONS

- Plan Implementation
- Phases of Emergency Management
- Assignment of Responsibilities
- Communication and Activation
- Continuity of Operations (COOP)
- Continuity of Government (COG)
- Recovery and Demobilization



CHAPTER 4 ADMINISTRATIVE AND FINANCE

- Administrative
- Financial
- Logistics
- Plan Management
- Authority and Regulations



CHAPTER 5 EMERGENCY SUPPORT FUNCTIONS

- ESF #1: TRANSPORTATION
- ESF #2: COMMUNICATIONS & ALERTING
- ESF #3: PUBLIC WORKS & ENGINEERING
- ESF #4: FIREFIGHTING
- ESF #5: EMERGENCY MANAGEMENT
- ESF #6: MASS CARE, HOUSING & HUMAN SERVICES
- ESF #7: RESOURCE SUPPORT
- ESF #8: HEALTH & MEDICAL
- ESF #9: SEARCH & RESCUE



CHAPTER 5 EMERGENCY SUPPORT FUNCTIONS

- ESF #10: HAZARDOUS MATERIALS ESF
- ESF #11: AGRICULTURE, NATURAL & CULTURAL RESOURCES
- ESF #12: ENERGY ESF #5: EMERGENCY MANAGEMENT
- ESF #13: PUBLIC SAFETY & LAW ENFORCEMENT ESF
- ESF #14: VOLUNTEER & DONATIONS MANAGEMENT
- ESF #15: PUBLIC INFORMATION
- ESF #17: CYBERSECURITY
- ESF #18: BUSINESS & INDUSTRY



CHAPTER 6 RESOURCE LISTS

- Provides a lists resources



CHAPTER 7 ADMINISTRATIVE DOCUMENTS AND REFERENCE MATERIALS

- Revisions
- Adoptions, signatories, NIMS
- Annual Review
- Town Stats
- Definitions/Acronyms/Abbreviations
- Authority/Statutes
- ICS



CHAPTER 8 FORMS

- Daily Shelter Report
- Receipt of Donated Goods and Cash
- Volunteer Registration Form
- Functional Needs Form



QUESTIONS





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: November 20, 2025
Re: Manchester Veterans Council

Motion:

To donate \$200.00 to the Manchester Veterans Park for a granite paver commemorating the service of Air Force Captain Ryan S. Phaneuf who was killed in action January 27, 2020, in Ghazni Province, Afghanistan.

Background:

The Town of Hudson has received a request for a \$200.00 donation in honor of Air Force Captain Ryan S. Phaneuf who was killed in action January 27, 2020, in Ghazni Province, Afghanistan. A granite marker commemorating his service will be placed at the Manchester Veterans Park which is dedicated to our fallen heroes.

Air Force Capt. Ryan S. Phaneuf paid the ultimate sacrifice while serving during Operation Freedom's Sentinel. Phaneuf was an 11B bomber pilot who flew the B-1B Lancer. He entered active duty in June 2012 after being commissioned through ROTC and his decorations included the Air Force Commendation Medal. He was the son of Donald and Nancy Phaneuf of Hudson and was a graduate of Presentation of Mary Academy of Hudson in 2003. Ryan then graduated from Alvirne High School in 2007.

Ryan served two internships with BAE Systems, one of the largest Department of Defense contractors, getting a behind the scene look at what goes into developing the equipment used to "protect those who protect us." In 2012, he completed his studies and earned a Bachelor of Science in Applied Meteorology. Ryan commissioned into the United States Air Force as a Second Lieutenant in May of 2012.

Funding: FY2026 Operating Budget: 5940-298 Contingency. Balance as of 11/20/25 is \$62,600.00

RECEIVED
NOV 20, 2025
BOS AGENDA

★ Manchester Veterans Council ★

"Veterans for all"

Town of Hudson

12 School St.

Hudson, NH 03051-4247

October 23, 2025

To Whom it may concern,

I hope this letter finds you well. I am writing to respectfully request your support in honoring the brave men and women from your town who sacrificed their lives during the Gulf War and the Global War on Terrorism.

We propose the installation of a commemorative granite paver at Manchester Veterans Park dedicated to these fallen heroes. The granite paver would include their names to ensure their sacrifices are recognized and remembered by our community. Additionally, a gold star will be placed at the top of the paver to symbolize their ultimate sacrifice and honor their memory.



Below are the names of the fallen heroes we wish to honor:

CPT Ryan Scott Phaneuf, USAF, KIA January 27, 2020, GHAZNI PROVINCE, Afghanistan

We kindly ask for your consideration and support to help make this tribute a reality. Enclosed with this letter, you will find additional documentation and information to support this request.

RECEIVED

NOV 03 2025

TOWN OF HUDSON
SELECTMENS OFFICE

Please let us know if there are any additional steps we should take or if you would like to discuss this proposal further.

We are planning to dedicate the monument on Memorial Day May 25, 2026, as such a timely response is requested.

Thank you for your time and your ongoing commitment to honoring our nation's heroes.

Sincerely,

Dan Beliveau

Dan Beliveau
Commander
Manchester Veterans Council
(603) 512-2793
Danmbel74@gmail.com



Steve Shillinglaw
Treasurer
Manchester Veterans Council
(603) 714-2511
Shillis45@comcast.net

Mike Lopez

Mike Lopez
Past Commander
Manchester Veterans Council
(603) 315-5759
aldmjl@comcast.net



Jamie Morse
Public Affairs Officer
Manchester Veterans Council
(603) 703-7614
Jamiemorse77@gmail.com

Manchester Veterans Council
103 Meadowcrest Drive
Bedford NH 03110

Encls:
Trifold Brochure
Granite Paver Form

Manchester Veterans Council

**GULF WARS/GLOBAL WAR ON TERROR
MEMORIAL
12" x 12"
PAVER**



Requester Name: _____ Date: _____

Address: _____ Phone: _____

_____ Email: _____

Signature: _____ (to insure the accuracy of your order)

Donation of \$200 Amount Enclosed: \$ _____

Non-Profit Tax ID: **85-2581933**
Make check payable to: **MVC Gulf War Monument**

Send checks to: Steve Shillinglaw, MVC Treasurer
103 Meadowcrest Drive
Bedford, NH 03110

Questions (call or email): Steve Shillinglaw, cell/text 603-714-2511, shillis45@comcast.net
Dan Beliveau, cell/text 603-512-2793, danmbel74@gmail.com
Mike Lopez, cell/text 603-315-5759, aldmil@comcast.net



Paver Criteria-0.875" characters – 19 characters per line(spaces, dashes, dots, etc. count as a character space) – 7 line; engraving will be black lithochrome all capital letters, Military Script. 5-pointed Star("SR") for KIA Service Members; Cross("CR"), 6-pointed Star("CD"), or Crescent Moon("CM") can be requested for religious reasons.

Larger letters can be requested but would result in fewer lines and characters

Please complete the grid below with all capital block letters as you would like the paver to read.
ALL VERBIAGE MUST BE APPROVED BY MANCHESTER PARKS & RECREATION

1																		
2																		
3																		
4																		
5																		
6																		
7																		

**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

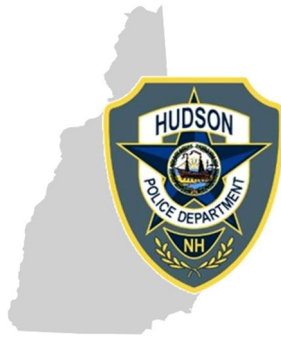
To: Board of Selectmen
From: Roy E. Sorenson, Town Administrator
Date: November 12, 2025
Re: Hudson Speedway 2026 Permit

Recommended Motion: To approve the Hudson Speedway License to Operate a Motor Vehicle Race Track for the 2026 racing season through the end of April with the conditions required by the Police Chief and the Inspectional services Division.

Background:

Attached please find a License to Operate a Motor Vehicle Race Track for the Hudson Speedway. The premises have been inspected and the Inspectional Services Division and the Police Chief have provided a list of conditions that must be met by the applicant. The application is only applicable for races through the end of April as dictated by presented insurance. Should the Board of Selectmen vote to approve the license, the above aforementioned motion is appropriate.





TOWN OF HUDSON

Police Department

1 Constitution Drive
Hudson, New Hampshire 03051



David A. Cayot, Police Chief
dcayot@hudsonnh.gov · Tel: 603-886-6011 · Fax: 603-886-0605

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

From: David Cayot, Police Chief 

Date: November 12, 2025

Re: 2026 Hudson Speedway License

In addition to the rules and regulations outlined in the Hudson Town Code, Chapter 264, the Hudson Police Department is requesting that the following conditions be met by the Hudson Speedway for a 2026 license to operate a Motor Vehicle Racetrack:

- 1.) Owners of the racetrack will ensure patrons are advised, via signs and announcements, of no parking on Old Derry Road, Robinson Road, Putnam Road, and Senter Farm Road. Patrons and race teams should be urged to depart the Hudson Speedway via Robinson Road to Route 102 at the conclusion of races.
- 2.) A minimum of two (2) police officers will be assigned to the racetrack and paid by the owners of the Hudson Speedway. The officers will be required to work 30 minutes before the beginning of the first race, to ensure safety and inspect parking issues, and will remain until the conclusion of the final race. If Hudson Police Officers are unavailable, the Hudson Police Department will offer the detail to Mutual Aid Agencies.
- 3.) All laws and ordinances regarding the proper and safe service of alcohol will be followed.

Please feel free to contact me with any questions, comments, or concerns.



Town of Hudson, NH
Place of Assembly Permit
Hudson Fire - Inspectional Services Division
12 School Street
Hudson, NH 03051
603-886-6005

Permit Number
2025-00895
Date of Issue
9/11/2025
Expiration Date
3/31/2026

Owner: 566 HARVEY ROAD SPE, LLC

Applicant:

Location of Work: 120 OLD DERRY RD
(No. and Street) (Unit or Building)

Description of Work: Semi Annual Place of Assembly inspection for Hudson Speedway

ZONING DATA: District: Map\Lot: 110-035-000

REMARKS:

ESTABLISHMENT: HUDSON SPEEDWAY

NUMBER OF PEOPLE NOT TO EXCEED:

Spectator Area: 1765

Beer Garden: 485

This permit is accepted on condition that all local ordinance provisions and State of New Hampshire RSA's now adopted, or that hereafter may be adopted, shall be complied with. This permit does not take the place of any license required by law and is not transferable. Any change in the use, occupancy or ownership of these premises shall require a new permit.

THIS PERMIT SHALL BE POSTED NEAR THE MAIN ENTRANCE AT ALL TIMES.

Permit Holder:		(Taking Responsibility for the Work)	
Company/Affiliation:		Job Site Phone Number:	
Constr Cost:	\$0	Permit Fee:	\$30.00
Check No.:		Cash:	\$0.00
The Permit Card Shall be Posted and Visible From the Street During Construction			
THIS BUILDING PERMIT AUTHORIZES ALL CODE OFFICIALS, BUILDING INSPECTOR AND ASSESSOR OR THEIR AGENTS TO CONDUCT INSPECTIONS FROM TIME TO TIME DURING AND UPON COMPLETION OF THE WORK FOR WHICH THIS PERMIT IS ISSUED.			
<i>David Hebert</i> Code Official		<i>[Signature]</i> Permit Holder	9/11/2025 Date



**Hudson Fire Department
Inspection Report**

**Page: 1
09/11/2025**

**Inspection #: 25-131-IS
Inspection Type: Place of Assembly Safety Inspection Report**

Entered: 09/11/2025
By: Inspector MARK J CATALDO

Status: Completed

Completed: 09/11/2025 Start: 1000 End: 1030
By: Inspector MARK J CATALDO

Disposition: Complete

No Images on File

Location

HUDSON SPEEDWAY
120 OLD DERRY RD
HUDSON NH 03051
Contact: BEN BOSOWSKI

Schedule

Type: Date
Scheduled Group: Fire Prevention
Date: 09/11/2025 @ 1000

Remarks

On September 11th, 2025 at 1000 Inspector Cataldo performed a POA inspection of 120 Old Derry Rd. (Hudson Speedway). Ben the owner was present for the inspection. The fire extinguishers were last inspected February of 2025, Emergency lights were checked in the tower and rest rooms. Inspection Passes



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
3/12/2025

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 Sports Insurance Specialists, LLC 14033 Illinois Rd., Suite A Fort Wayne IN 46814	CONTACT NAME:	PHONE (A/C No. Ext): 260-969-0305	FAX (A/C No.): 260-459-1630
	E-MAIL ADDRESS: Info@kicksomerisk.com		
INSURED Bosowski Racing, LLC dba Hudson Speedway 40 Temple Street Nashua NH 03060	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: Interstate Fire & Casualty Company		
	INSURER B: Fireman's Fund Insurance Company		
	INSURER C: US Fire Insurance Company		
	INSURER D:		
	INSURER E:		
INSURER F:			

COVERAGES **CERTIFICATE NUMBER:** **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	ADD'L SUBR INSD W/O	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	☒ COMMERCIAL GENERAL LIABILITY		UST026774250	4/5/2026	4/5/2026	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 1,000,000
	☐ CLAIMS-MADE ☒ OCCUR					\$ 100,000	
	GEN'L AGGREGATE LIMIT APPLIES PER						\$ Excluded
	☐ POLICY ☐ PROJECT ☐ LOC					\$ 1,000,000	
	☒ OTHER: Event					GENERAL AGGREGATE	\$ 5,000,000
	AUTOMOBILE LIABILITY					PRODUCTS - COMPROP AGG	\$ 5,000,000
	☐ ANY AUTO					Participant Legal Li	\$ 1,000,000
	☐ OWNED AUTOS ONLY					COMBINED SINGLE LIMIT (Ea accident)	\$
	☐ HIRED AUTOS ONLY					BODILY INJURY (Per person)	\$
	☐ SCHEDULED AUTOS NON-OWNED AUTOS ONLY					BODILY INJURY (Per accident)	\$
						PROPERTY DAMAGE (Per accident)	\$
B	☐ UMBRELLA LIAB		UST024304261	4/5/2026	4/5/2026	EACH OCCURRENCE	\$ 1,000,000
	☒ EXCESS LIAB	☐ OCCUR				AGGREGATE	\$ 1,000,000
	☐ CLAIMS-MADE						\$
	DED ☐ RETENTION \$						
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY					☐ PER STATUTE ☐ OTHER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	Y/N				E.L. EACH ACCIDENT	\$
	If yes, describe under DESCRIPTION OF OPERATIONS below	N/A				E.L. DISEASE - EA EMPLOYEE	\$
						E.L. DISEASE - POLICY LIMIT	\$
C	Participant Accident		US2172715	4/5/2026	4/5/2026	\$10,000 AD&D	
						\$10,000 Excess Medical	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Proof of Coverage

Liquor Liability provided under policy number UST026774250; \$1,000,000 limit; Effective 4/5/2026 - 4/5/2026
re: 120 Old Deery Road, Hudson, NH 03060

RECEIVED

MAR 19 2025

TOWN OF HUDSON
SELECTMENS OFFICE

CERTIFICATE HOLDER

CANCELLATION

Bosowski Racing, LLC dba Hudson Speedway	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 



**40 Temple Street
Nashua, NH 03060
(603)882-2702
bosowskiracing@gmail.com**

To: Town of Hudson – Board of Selectmen

RE: 2026 Motor Vehicle Race Track License

To Whom It May Concern,

I hereby submit this application for my 2026 license to conduct races at Hudson Speedway. All races will be conducted in accordance with all applicable laws and ordinances. The following race schedule of dates and times are requested;

January 18 – Snow Racing	12:00 Noon – 5:45PM
March 15 – Snow Racing	12:00 Noon – 5:45PM
April 5, 12, 19 & 26	12:00 Noon – 5:45PM

If you have any questions, please contact me at your earliest convenience at (603)882-2702 or e-mail me at bosowskiracing@gmail.com.

Respectfully Submitted,

Benjamin Bosowski
Owner – Bosowski Racing, LLC



TOWN OF HUDSON

Board of Selectmen



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

LICENSE TO OPERATE A MOTOR VEHICLE RACE TRACK

A license to conduct motor vehicle racing at the Hudson Speedway during the months of January, March and April, 2026 is hereby granted SUBJECT TO ALL PROVISIONS OF ORDINANCE NO. 115, MOTOR VEHICLE RACE TRACK ORDINANCE, adopted on March 26, 1983 by the 1983 Annual Town Meeting, and Article 24 as adopted at the March 1985 Town Meeting and SUBJECT to any revisions or amendments to ordinances as hereinafter enacted.

Dates and hours of operation (and no others) have been approved as follows:

January 18 _ Snow Racing	12:00 Noon – 5:45 PM
March 15 – Snow Racing	12:00 Noon – 5:45 PM
April, 5, 12, 19 & 26	12:00 Noon – 5:45 PM

Approved at meeting of Board of Selectmen on: November 25, 2025

November 25, 2025

Date

Chairman, Hudson Board of Selectmen



TOWN OF HUDSON

Board of Selectmen



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

2026 HUDSON SPEEDWAY LICENSE

Date: November 25, 2025

This is to acknowledge that I have received the license issued by the Town of Hudson, which was approved by the Board of Selectmen on November 25, 2025, along with Town of Hudson Ordinance No. 115 as enacted April 8, 1983 and Town Meeting Article No. 24 as adopted March 18, 1985, and that Hudson Speedway will abide by the provisions outlined therein and in accordance with attached staff comments.

Hudson Speedway's mailing address is:

40 Temple Street
Nashua, NH 03060

And the name(s) and phone number at which an official or representative of Hudson Speedway can be contacted are:

Ben Bosowski: Work: 882-2702
Cell: 233-1328
Email: bosowskiracing@gmail.com

HUDSON SPEEDWAY

November 25, 2025

Date

Chairman, Hudson Board of Selectmen



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: November 20, 2025
Re: Domestic Partners Health Insurance Request

Motion:

To add Domestic Partners Insurance to the current binder of Health Insurance offered to the Town of Hudson Employees.

Background:

Myself and Kathy Wilson have been contacted by Lieutenant Corey Girard of the Fire Department who has inquired about domestic partner coverage as applicable through our current townwide health insurance offerings. Domestic partner health insurance provides health coverage to an unmarried partner in a manner akin to that of a spouse. To be eligible, couples generally need to satisfy certain requirements, such as cohabiting, sharing financial responsibilities, and being in a dedicated relationship. The criteria for eligibility, necessary documentation, and specific plan stipulations can differ depending on employer and state laws. Our current provider, HealthTrust does offer Domestic Partner Coverage (DPC) however, this coverage is not currently included in our rider. That said, the town does have the option to extend DPC to eligible employees, retirees, and COBRA beneficiaries—pending approval by the Board of Selectmen. Employees who request and are enrolled must sign an affidavit which is attached here further describing the requirements that shall be met.

If the Board is willing to add this coverage to our binder the motion provided would be appropriate. Should you have any questions or need additional information, please feel free to contact me. Thank you.

RECEIVED
NOV 20, 2025
BOS AGENDA



DOMESTIC PARTNER AFFIDAVIT

PLEASE COMPLETE AND RETURN THIS FORM TO YOUR EMPLOYER

Enrollee Name: _____ Date: 11/19/2025
Enrollee Mailing Address: _____ Date of Birth: _____
Group Name: _____

As a condition of membership for Domestic Partners and their eligible children, the following completed affidavit is required at the time of enrollment. *This affidavit must be notarized and submitted to your Group Benefits Administrator with your completed enrollment form.* Your Group will forward a copy of the affidavit and enrollment form to HealthTrust. The information in this affidavit will not be used or released for any purpose other than to establish eligibility and availability of benefits or as required by law, unless your Group or HealthTrust have your expressed written consent for other use or release. By signing and submitting this affidavit, each party agrees to the terms of the affidavit and to the terms and conditions of coverage under the Subscriber Certificate and/or Dental Plan Description, including the Domestic Partners Rider.

We, _____ and _____
(Enrollee Print Name) (Domestic Partner Print Name)

Certify under penalty of perjury, that each and every statement contained in this affidavit is true and correct to the best of our knowledge. We agree to all of the terms of this affidavit and declare the following:

Declaration of Fact:

1. We are adults and neither of us are legally married. We have resided together in the same legal residence for at least 12 consecutive months or length of time over the 12 months the group has elected as each other's sole Domestic Partner. We live in a committed, mutually monogamous, non-platonic family-type relationship and intend to remain so indefinitely. We are competent to enter into contracts. We are jointly responsible for the common welfare and financial obligations of the relationship.
2. It has been at least 12 months since either of us has filed a Statement of Termination naming the other as a party or naming another partner.
3. It has been at least 12 months since either of us has been a party to a divorce or annulment proceeding.
4. Neither of us is the policy holder in a health and/or dental benefits plan which covers a spouse, ex-spouse or former Domestic Partner as a dependent. Neither of us is a dependent on any other person's health and/or dental plan policy.
5. We are at least 18 years of age and mentally competent to enter into contracts and are each jointly responsible for the common welfare and financial obligations of the couple.
6. We are not related by blood, which would bar marriage in the state where we are legal residents.
7. The Subscriber's enrollment form is complete and contains all of the information required by the Group and by HealthTrust regarding the identity and residence of eligible persons and contains information about any other health and/or dental insurance coverage available to the Subscriber, Domestic Partner and any eligible children covered under the Subscriber's policy, including children of the Domestic Partner.

Change in Domestic Partnership:

Each of us agrees to notify the Group of any changes to our domestic partnership, as attested to in the declarations above. For example, if one partner changes residence or if we are no longer each other's sole Domestic Partner, we will notify the Group. *Notice will be in the form of a Statement of Termination, which will be completed in full and will include the names of any children effected by the change.* The Statement of Termination will be filed with the Group within 31 days of the change. Coverage for the Domestic Partner and any affected children will terminate at the end of the month, which includes the date on which the individual ceases to meet the definition of a Domestic Partner. Continuation and conversion privileges will be subject to the terms of the Domestic Partners Rider and the Subscriber Certificate and/or Dental Plan Description.

Both partners agree that if either executes a Statement of Termination, he or she will mail a copy of the Statement of Termination to the last known address of the other (unless the other party is deceased).

Both partners agree that a subsequent Domestic Partner Affidavit cannot be filed until 12 months after any Statement of Termination is received by the Group. The 12 month period will be waived only if another Domestic Partner Affidavit is filed for the same domestic partners within 31 days following the date that the Statement of Termination is received by the Group.

By signing this affidavit, we agree that HealthTrust has full recovery rights if it is determined that any statement is false or misleading. We also agree that if any statement is determined to be false or misleading, or if we fail to notify the Group of changes effecting eligibility, our health and/or dental coverage may be terminated on a date as determined by HealthTrust.

Enrollee Signature

Date

Domestic Partner Signature

Date

NOTARY PUBLIC STATEMENT

STATE OF _____

COUNTY OF _____

on this _____ DAY OF _____, in the year _____,

before me personally appeared herein and who executed the foregoing, and swore to its truth.

Before me, _____

Notary Public Signature and Commission Exp. Date

Town of Hudson, NH
Fiscal Year 2027 Budget

WA#	Warrant Articles	Current CRF Balance	FY26 Warrant Amount	Department Budget Request	Board of Selectmen Changes	BOS Proposed FY 2027	Budget Committee Changes	Budget Comm Proposed FY2026	Current Year Tax Impact	Tax Rate Impact	Funding Source
2	General Fund Operating Budget (incl Libr & Consv Comm)			41,605,849	484,995	42,090,844	(565,196)	41,525,648	28,871,558	\$5.543	Tax
3	Sewer Fund Operating Budget			2,038,902	26,131	2,065,033			-	\$0.000	SF
4	Water Fund Operating Budget			4,011,969	31,306	4,043,275			-	\$0.000	WF
	Hire Four Firefighters/AEMT's			590,629					590,629	\$0.113	
	Convert PT Legal Clerk to FT			72,249					72,249	\$0.014	
	Create Additional Sergeant Position			166,416					166,416	\$0.032	
	Create Part Time Prosecutor Position			90,275					90,275	\$0.017	
	Fire Apparatus CRF Withdrawal	108,648		96,030					-	\$0.000	
	Public Works Dump Truck Replacement Capital Reserve Fund	150,000	150,000	50,000					50,000	\$0.010	
	Robinson Pond Improvement - Boat Launch *		-	500,000					250,000	\$0.048	
	Revise CRF for Former Bensons Property			0					-	\$0.000	
	Route 102 - New Sidewalks **			2,000,000						\$0.000	
	Property Revaluation Capital Reserve Fund	222,137	-	50,000					25,000	\$0.005	
	VacCon Truck Replacement Capital Reserve Fund	180,850	30,000	30,000					15,000	\$0.003	
	Drainage Capital Reserve Fund	207,115	100,000	100,000					100,000	\$0.019	
	Fire Apparatus/Equipment Capital Reserve Fund	579,768	225,000	225,000					225,000	\$0.043	
	Communications Equipment & Infrastructure Capital Reserve Fund	233,814		50,000					50,000	\$0.010	
	Fire Station Alerting System			255,000					255,000	\$0.049	
	Create & Fund Extreme Weather Capital Reserve Fund			0					-	\$0.000	
									-	\$0.000	
	9 Industrial Park Drive - Lease Agreement								-	\$0.000	
	Discontinue Allocation of Cable Franchise Fee Revenue to HCTV fm GF			70,794					70,794	\$0.014	
	Totally & Permanently Disabled Vet Tax Credit Adjustment			4,000					4,000	\$0.001	
	Solar Exemption Adjustment								-	\$0.000	
Total Warrant Articles				52,007,113	542,432	48,199,152	(565,196)	41,525,648	30,835,921	\$5.920	

2026 TOWN MEETING WARRANTS

Article ____ : Property Revaluation Capital Reserve Fund \$25,000

Shall the Town of Hudson vote to raise and appropriate the sum of Twenty-Five Thousand Dollars (\$25,000) which will be added to the Property Revaluation Capital Reserve Fund as previously established in March 2008?

Recommendations: Board of Selectmen: Budget Committee:

Background: This article funds essential appropriations to continue funding into the Property Revaluation Capital Reserve Fund. This capital reserve fund was established in 2008 for the purpose of conducting future property revaluations. This capital reserve fund currently has a balance of \$ 227,889 +. New Hampshire municipalities are required to reassess property a minimum of once every five years. Hudson's last town-wide property reassessment was in 2022. The last revaluation cost was approx. \$175,000 +/-, from the 2021 calendar year. The town is scheduled to conduct its next reassessment no later than the 2027 property tax year.

Funding Source: Property Tax

Rate Impact: \$0.005

Article ____ : Veteran Tax Credit Adjustment \$4,000

Shall the Town of Hudson vote in accordance with RSA 72:27-a to modify the provisions of RSA 72:35, previously adopted, for an optional tax credit of \$4,000 for a Service-Connected Total and Permanent Disability? If approved, this article shall take effect for the final property tax bill of the 2026 property tax year.

Recommendations: Board of Selectmen: Budget Committee:

Funding Source: Property Tax

Rate Impact: \$0.001

Article ____ : Route 102 New Sidewalks \$2,000,000

Shall the Town of Hudson vote to raise and appropriate the sum of Two Million Dollars (\$2,000,000) for design and construction of new sidewalk along Route 102? This project will be funded \$1,600,000 (80%) from NHDOT federal grant and \$400,000 from Corridor Funds. This is a Special Warrant Article, per RSA 32:7 VI, reflecting an appropriation that will not lapse until the monies are expended, or June 30, 2032, whichever is the earliest.

Background: To construct new sidewalks along Derry Road to connect sidewalks from Library Common to Alvirne High School. Currently this project is on the NHDOT 10-year plan and funding will consist of 80% from the state and 20% match from corridor funds. There is no tax impact and the project is contingent upon state funding and will not be constructed otherwise.

Funding Source: Property Tax

Rate Impact: \$0.000

Article ____: Robinson Pond Improvements \$500,000

Shall the Town of Hudson vote to raise and appropriate the sum of Five Hundred Thousand Dollars (\$500,000) for construction of Robinson Pond Improvements? This project will be funded \$250,000 (50%) from a State grant and \$250,000 (50%) from general taxation. This project will include improvements at the boat launch. This warrant article is contingent on receiving the State grant and if the State grant is not received, the Town will only do improvements to the boat launch, not to exceed \$250,000. This is a Special Warrant Article, per RSA 32:7 VI, reflecting an appropriation that will not lapse until the monies are expended, or June 30, 2032, whichever is the earliest.

Recommendations: Board of Selectmen: Budget Committee:

Background: The Town is required to comply with Federal EPA MS-4 permit requirements and these improvements will assist the Town in satisfying the EPA MS4 requirements. Proposed improvements will help to improve the water quality at the pond by preventing runoff from entering the pond. The boat launch is in need of rebuilding to make it easier for watercraft to get in and out of the pond.

Funding Source: Property Tax

Rate Impact: \$0.048

Article ____: Ratification of Lease Agreement for 9 Industrial Drive

Shall the Town of Hudson vote, pursuant to RSA 41:11-a, to ratify a Lease Agreement between the Board of Selectmen and Drive Force CDL Academy LLC (“Drive Force”) according to which Drive Force will be leasing a portion of the property located at 9 Industrial Drive (Map 161 - Lot 040 and Map 161 - Lot 039) for a commercial driving academy training ground? The initial term of the lease shall be five (5) years, and may be extended for one (1) additional five (5) year terms (total 10 years). Rental payments during the first year of the lease shall be \$24,000 (including taxes), and thereafter increase by 2.5% annually. Copies of the full text of the Lease Agreement are available at the Town Clerk’s office.

Recommendations: Board of Selectmen: Budget Committee:

Background: The Town of Hudson currently has a lease agreement with Drive Force CDL Academy, LLC of Manchester, NH, for use of a Town-owned parking area, for 9 Industrial Drive , otherwise known as Map 161 - Lot 040 and Map 161 - Lot 039, for commercial driver's license (CDL) training purposes. The existing lease is through March 10, 2026. This is a revenue opportunity for the Town which helps offset property taxes.

Rate Impact: \$0.000

Article ____: Revise Capital Reserve Fund for Purchase and Renovation of Former Benson's Property

Shall the Town of Hudson vote to revise the existing Capital Reserve Fund for the Purchase and Renovation of Former Benson's Property established under the provisions of RSA 35:1, to expand the purpose of the fund to include the repair and maintenance of Benson Park features, including all buildings and appurtenances located within the parcel identified as Map 185, Lot 040-000. Further, to designate the Board of Selectmen as agents to expend from said fund.

Recommendations: Board of Selectmen: Budget Committee:

Background: The Capital Reserve Fund for Purchase and Renovation of Former Benson's Property was established in March of 1998 and the current balance is \$115,848.67. The revision to this article will allow the Board of Selectmen to use the funds for repairs and maintenance of the park and all the buildings located within the park, which are the responsibility of the Town.

Rate Impact: \$0.000

Article ____: **Hire Four Firefighter/AEMT's \$590,629**

Shall the Town of Hudson vote to raise and appropriate the sum of Five Hundred Ninety Thousand Six Hundred Twenty-Nine Dollars (\$590,629) to hire four (4) Full-Time Firefighter/AEMT's?

Recommendations: Board of Selectmen: Budget Committee:

Background:

To maintain adequate staffing levels and ensure continued delivery of high-quality emergency services, the Fire Department is requesting funding to hire four Firefighter/AEMTs. This request will only be pursued if our application for the SAFER grant is not approved. This addition would bring daily minimum staffing to 13 members, enhancing operational efficiency, reducing response times, and improving firefighter safety through better crew coverage. The proposed allocation includes \$288,813 for salaries covering base wages, contractual overtime, and holiday/community event compensation; \$271,522 for comprehensive benefits including health, dental, pension, and insurance; \$23,884 for essential personal protective equipment; and \$6,410 for uniform costs. These additions are critical to sustaining operational readiness, improving response times, and enhancing community safety.

Funding Source: Property Tax

Rate Impact: \$0.113

Article ____: **Request for Withdrawal from Fire Apparatus Capital Reserve Fund – Utility Vehicle Replacement \$96,030**

Shall the Town of Hudson authorize the withdrawal of up to Ninety-Six Thousand Thirty Dollars (\$96,030) from the Fire Apparatus Capital Reserve Fund for the purpose of purchasing a 2026 Ford F250 to replace a 2001 Ford F250?

Recommendations: Board of Selectmen: Budget Committee:

Background:

We request funding to support the replacement of Utility 2, a 2001 Ford F250 that has reached the end of its service life due to rust and mechanical deterioration. The proposed purchase of a 2026 Ford F250—at a total cost of \$96,030 aligns with our fleet replacement program and enhances operational flexibility for utility, brush, towing, and plowing tasks. This vehicle will be outfitted with emergency lighting, sirens, graphics, and storage solutions, and acquired through state bid pricing due to the absence of a police package. Approval will allow us to retire the aging Utility 2, reassign the 2022 Ford F150 to Utility 2 duties, and deploy the new F250 as the shift commander vehicle, thereby extending the F150's service life. The old vehicle may be traded, reassigned, or auctioned based on residual value, ensuring responsible asset management.

Funding Source: Fire Apparatus Capital Reserve Fund

Rate Impact: \$0.00

Article ____: **Fire Apparatus/Equipment Capital Reserve Funding \$225,000**

Shall the Town of Hudson vote to raise and appropriate the sum of Two Hundred Twenty-Five Thousand Dollars (\$225,000) of which \$100,000 will be added to the Fire Apparatus Capital Reserve Fund previously established March 14, 2000, \$100,000 will be added to the Fire Apparatus Refurbishment/Repair Capital Reserve Fund previously established March 11, 2008, and \$25,000 will be added to the Fire Equipment Capital Reserve Fund previously established March 18, 2011?

Recommendations: Board of Selectmen: Budget Committee:

Background:

This warrant article consolidates funding for three critical fire department capital reserve funds ensuring continued investment in apparatus, refurbishment, and equipment needs. The fire department relies on capital reserve funds to plan and manage long-term investments in its emergency response infrastructure. These funds are not part of the annual operating budget but are essential for maintaining readiness and safety without sudden tax spikes.

- **Fire Apparatus Capital Reserve Fund**, is used to purchase new fire trucks and other major vehicles. These apparatuses have long lifespans but require significant investment when replacement is due.

- **Fire Apparatus Refurbishment/Repair Capital Reserve Fund**, allows the town to extend the life of existing vehicles through major repairs and upgrades, which is often more cost-effective than full replacement.

- **Fire Equipment Capital Reserve Fund**, supports the purchase and replacement of essential gear such as breathing apparatuses, hoses, and protective clothing.

Funding Source: Property Tax

Rate Impact: \$0.043

Article ____: **Communications Equipment and Infrastructure Capital Reserve Funding \$50,000**

Shall the Town of Hudson vote to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000) to be added to the Communications Equipment and Infrastructure Capital Reserve Fund previously established March 12, 2013?

Recommendations: Board of Selectmen: Budget Committee:

Background:

The purpose of this capital reserve fund is to support the ongoing maintenance, enhancement, and future upgrades of the Town of Hudson's radio communications system. Following the installation of a new, town-wide radio system completed in 2022, this fund remains critical to ensuring the reliability and effectiveness of communications for the Hudson Fire Department, Hudson Police Department and Department of Public Works.

While the 2022 system significantly modernized our infrastructure, technology continues to evolve, and proactive investment is necessary to keep pace with operational demands, software updates, and hardware lifecycle replacements. Maintaining this reserve fund allows the Town to plan for future improvements without placing a sudden financial burden on taxpayers.

Funding Source: Property Tax

Rate Impact: \$0.010

Article ____ : Fire Station Pre-Alerting System \$255,000

Shall the Town of Hudson vote to raise and appropriate the sum of Two Hundred Fifty-Five Thousand Dollars (\$255,000) for the purpose of purchasing a Fire Station Pre-Alerting System?

Recommendations: Board of Selectmen: Budget Committee:

Background:

The Hudson Fire Department is requesting up to \$255,000 in funding for the purchase and installation of a modern fire station alerting system, with an additional \$9,000 annually for ongoing maintenance. This system is designed to enhance firefighter health and safety by replacing abrupt, high-decibel tones with ramped, cardiac-friendly sounds and red night-vision lighting—features aligned with NFPA 1550 standards aimed at reducing physiological stress. The system will integrate directly with existing dispatch platforms to improve turnout times. It will also provide synchronized audio-visual messaging across all stations, enabling personnel to receive pre-alerts and assignment details before dispatch. Additional benefits include selective activation of individual stations and dynamic audio adjustments to ensure clear communication in high-noise environments such as apparatus bays.

Funding Source: Property Tax

Rate Impact: \$0.049

Article ____ : Hire One Part-Time Prosecuting Attorney \$90,275

Shall the Town of Hudson vote to raise and appropriate the sum of Ninety Thousand Two Hundred Seventy- Five Dollars (\$90,275), which represents the cost of wages to hire one (1) part-time prosecuting attorney?

Recommendations: Board of Selectmen: Budget Committee:

Background: The Hudson Police Department currently manages its prosecution duties through existing legal and administrative staff, who are responsible for preparing cases, coordinating with the court system, and representing the department in court proceedings. As case volume and the complexity of legal processes have increased, these responsibilities have placed additional demands on departmental resources and staff time. The addition of a part-time prosecutor would provide additional legal expertise to support case preparation, review evidence, and ensure timely and consistent court representation. The recent expansion of the Department's body-worn camera program, to include in-car video systems, has further increased the volume of digital evidence requiring review and management, adding to the legal and administrative workload associated with case preparation and prosecution. This position would help maintain compliance with legal standards and improve the efficiency of case resolution.

Funding Source: Property Tax

Rate Impact: \$0.017

Article ____: Part-Time to Full-Time – Legal Clerk for Police \$72,249

Shall the Town of Hudson vote to raise and appropriate the sum of Seventy-Two Thousand Two Hundred Forty-Nine Dollars (\$72,249), which represents the cost of wages and benefits necessary to convert the position of Legal Clerk from part-time to full-time in the Police Department?

Recommendations: Board of Selectmen: Budget Committee:

Background: The Hudson Police Department currently employs a part-time legal clerk to assist with case file preparation, court documentation, record requests, Body Worn Camera review, and coordination with the prosecutor. The recent expansion of the Department's body-worn camera program, to include in-car video systems, has further increased the volume of digital evidence requiring review and management, adding to the legal and administrative workload associated with case preparation. As the volume and complexity of legal documentation have increased—driven by higher caseloads, evolving reporting requirements, and expanded public record obligations—the workload has exceeded the capacity of a part-time position. Converting the existing legal clerk role to a full-time position would provide consistent administrative support, reduce delays in processing legal materials, and improve overall efficiency in case management. This change would align the department's staffing with current operational demands while ensuring compliance with legal and procedural standards.

Funding Source: Property Tax

Rate Impact: \$0.014

Article ____: **Hire One Additional Full-Time Police Sergeant \$166,416**

Shall the Town of Hudson vote to raise and appropriate the sum of One Hundred Sixty-Six Thousand Four Hundred Sixteen Dollars (\$166,416), which represents the cost of wages and benefits necessary to hire one (1) additional full-time police sergeant? This sergeant will be hired from within and assigned to the patrol division.

Recommendations: Board of Selectmen: Budget Committee:

Background: The Town of Hudson has experienced a continued increase in calls for police service, placing increased demands on the department's patrol division. The current supervisory structure requires existing sergeants to balance administrative responsibilities with first-line supervisory duties, which limits their ability to provide consistent on-scene leadership and oversight. The addition of a patrol sergeant position would address these operational gaps by ensuring adequate first-line supervision on all shifts, improving officer performance and accountability, and enhancing overall service delivery to the community. This would strengthen departmental efficiency, reduce overtime related to supervisory coverage, and help maintain the high level of professionalism and public safety that Hudson residents expect.

Funding Source: Property Tax

Rate Impact: \$0.032

Article ____: **Drainage Capital Reserve Funding \$100,000**

Shall the Town of Hudson vote to raise and appropriate the sum of One Hundred Thousand Dollars (\$100,000), which will be added to the Drainage Capital Reserve Fund previously established in March 2024?

Recommendations: Board of Selectmen: Budget Committee:

Background: This CRF, established in 2024, is used to offset costs related to installation, repairs, lining, upgrades, and replacement of storm water drains on town roads to accommodate heavier flows to help alleviate costly road damage, property damage, and is vital to improving the town's drainage infrastructure. These upgrades are also necessary for MS4 Stormwater permit requirements.

Funding Source: Property Tax

Rate Impact: \$0.020

Article ____: **DPW Vehicle Repair/Replacement Capital Reserve Fund \$50,000**

Shall the Town of Hudson vote to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000) which will be added to the DPW Vehicle Repair/Replacement CRF as previously established in March 2025?

Recommendations: Board of Selectmen: Budget Committee:

Background: This CRF, established in 2025, is utilized as a supplement to repair and replace Public Works aging fleet and currently has a balance of \$150,000 of which \$80,000 +/- is proposed to be utilized to offset the balance of the DERA Grant reimbursement for replacing a Public Works Dump Truck. Adding \$50,000 to the remaining balance will help fund future replacements or major, unexpected repairs.

Funding Source: Property Tax

Rate Impact: \$0.010

Article ____: VacCon Truck Replacement Capital Reserve Fund \$30,000

Shall the Town of Hudson vote to raise and appropriate the sum of Thirty Thousand Dollars (\$30,000) which will be added to the VacCon Truck Replacement CRF previously established in March 2006? Fifteen Thousand Dollars (\$15,000) of this sum will come from the General Fund and Fifteen Thousand Dollars (\$15,000) will come from the Sewer Utility Fund.

Recommendations: Board of Selectmen: Budget Committee:

Background: This article adds funding for replacing the vacuum truck used to keep sewer lines, drain lines, and storm drains clear and flowing, preventing backups in our infrastructure and helping the town meet MS4 permit requirements. This vital machine is in its fourth year of operation and has a lifespan of approximately 10 years. This CRF currently has a balance of \$180,850. With the cost of a new machine estimated at \$600,000, building up reserves in advance would help ensure the town has the funds for replacement with minimal impact on the tax rate.

Funding Source: Property Tax

Rate Impact: \$0.003

Article ____: Establish an Extreme Weather Capital Reserve Fund

Shall the Town of Hudson vote to establish an Extreme Weather CRF under the provisions of RSA 35:1 for the purpose of covering costs related to extreme weather events in case of an unexpected deficit in the Extreme Weather Budget, to be funded by unanticipated surplus funds, and further, to name the Board of Selectmen as agents to expend from, or add to said fund.

Recommendations: Board of Selectmen: Budget Committee:

Background: This article, seeking voter approval to establish a fund that can be expended, or added to, each given fiscal year, in conjunction with Public Works account 5557. The purpose

being to offset over expenditures related to extreme weather events, rather than using other budget lines to cover these expenditures. If there is an excess in 5557 at the end of a fiscal year, the BOS can vote to deposit those funds into this CRF to cover future years.

Funding Source: Property Tax

Rate Impact: \$0.000

Article ____: Modify Hudson Community Television Revolving

To see if the Town will vote pursuant to RSA 31:95-h to modify the existing Hudson Community Television Revolving fund established in 2015, to increase the amount of cable franchise fee revenues received from our Cable Franchise Agreement deposited into the Fund from (80%) to (100%). The Cable Franchise Agreement revenue share shall be as follows:

Beginning July, 1, 2026 = 100% to the HCTV Revolving Fund

0% To the Town's General Fund

Such monies, in addition to any Cable Franchise Equipment grants, will be deposited into the fund and the money in the fund shall be allowed to accumulate from year to year, and shall not be considered part of the Town's general fund balance. The Town treasurer shall have custody of all monies in the fund, and shall pay out the same only upon order of the Board of Selectmen and no further approval is required by the Board of Selectmen to expend. These funds may be expended only for purposes of community television access for public, education, or government, cable facilities equipment, maintenance, renovations, or associated operating and administrative purposes. (Majority Vote required)

Recommendations: Board of Selectmen: Budget Committee:

Background: When the Revolving Fund for PEG (Public, Educational, and Government) operations was established in 2015, the Town voted to allocate 80% of the Cable Franchise Fee revenue to HCTV and 20% to the Town's General Fund. With the continued trend of cord-cutting and the growing shift toward streaming as the primary way people consume content, Cable Franchise Fee revenue has declined significantly over the past three years. This article seeks to provide financial relief to sustain the Community Media Department's operation through FY27 and FY28.

Funding Source: Property Tax

Rate Impact: \$0.000

FY
27

Town Warrant



Hudson
New Hampshire

Article

2

**Recommended
Board of Selectmen**

TBD

**Not Recommended
Budget Committee**

TBD

\$0.00

Tax Rate Impact

General Fund Operating Budget

Shall the Town of Hudson raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$38,791,101? Should this article be defeated, the default budget shall be \$37,177,866, which is the same as last year, with certain adjustments required by previous action of the Town of Hudson or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.

Article

3

**Recommended
Board of Selectmen**

TBD

**Not Recommended
Budget Committee**

TBD

\$0.00

Tax Rate Impact

Sewer Fund Operating Budget

Shall the Town of Hudson raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amount set forth on the budget posted with the Warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$X? Should this article be defeated, the operating budget shall be \$Y which is the same as last year, with certain adjustments required by previous action of the Town of Hudson or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.

Article 3

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

**\$0.00
Tax Rate Impact**

Background

- ❖ Warrant Article 3 raises and appropriates \$X for the operation of the Town's Sewer Utility.
- ❖ The default budget for the Sewer Utility is \$Y should this article fail to pass.
- ❖ The Sewer Fund is a Special Revenue Fund and all costs are paid by the sewer users and not the property taxpayer. There is no tax rate impact for this warrant article.

Article

4

**Recommended
Board of Selectmen**

TBD

**Not Recommended
Budget Committee**

TBD

\$0.00

Tax Rate Impact

Water Fund Operating Budget

Shall the Town of Hudson raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amount set forth on the budget posted with the Warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$X? Should this article be defeated, the operating budget shall be \$Y which is the same as last year, with certain adjustments required by previous action of the Town of Hudson or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.

Article

4

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

\$0.00

Tax Rate Impact

Background

- ❖ Warrant Article 4 raises and appropriates \$X for the operation of the Town's Water Utility.
- ❖ The Water Utility is funded by Water user fees and charges. There are no changes to the water rates for Fiscal Year 2027.
- ❖ The default budget for the Water Utility is \$Y should this article fail to pass.
- ❖ The Water Fund is a Special Revenue Fund and all costs are paid by the water users and not the general taxpayer. There is no tax rate impact for this warrant article.

Article 5

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.005
Tax Rate Impact

Property Revaluation CRF

\$25,000

Shall the Town of Hudson vote to raise and appropriate the sum of Twenty-Five Thousand Dollars (\$25,000) which will be added to the Property Revaluation Capital Reserve Fund as previously established in March 2008?

Article

5

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

\$0.005

Tax Rate Impact

Background

- ❖ This article funds essential appropriations to continue funding into the Property Revaluation Capital Reserve Fund. This capital reserve fund was established in 2008 for the purpose of conducting future property revaluations. This capital reserve fund currently has a balance of \$ 227,889 +. New Hampshire municipalities are required to reassess property a minimum of once every five years. Hudson's last town-wide property reassessment was in 2022. The last revaluation cost was approx. \$175,000 +/-, from the 2021 calendar year. The town is scheduled to conduct its next reassessment no later than the 2027 property tax year.

Article 6

**Recommended
Board of Selectmen**
5 - 0

**Not Recommended
Budget Committee**
TBD

\$0.001
Tax Rate Impact

Veteran Tax Credit Adjustment

\$4,000

Shall the Town of Hudson vote in accordance with RSA 72:27-a to modify the provisions of RSA 72:35, previously adopted, for an optional tax credit of \$4,000 for a Service-Connected Total and Permanent Disability? If approved, this article shall take effect for the final property tax bill of the 2026 property tax year.

Article 7

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.000
Tax Rate Impact

Route 102 – New Sidewalks

\$2,000,000

Shall the Town of Hudson vote to raise and appropriate the sum of Two Million Dollars (\$2,000,000) for design and construction of new sidewalk along Route 102? This project will be funded \$1,600,000 (80%) from NHDOT federal grant and \$400,000 from Corridor Funds. This is a Special Warrant Article, per RSA 32:7 VI, reflecting an appropriation that will not lapse until the monies are expended, or June 30, 2032, whichever is the earliest.

Article

7

**Recommended
Board of Selectmen**

TBD

**Not Recommended
Budget Committee**

TBD

\$0.000

Tax Rate Impact

Background

- ❖ To construct new sidewalks along Derry Road to connect sidewalks from Library Common to Alvirne High School. Currently this project is on the NHDOT 10-year plan and funding will consist of 80% from the state and 20% match from corridor funds. There is no tax impact and the project is contingent upon state funding and will not be constructed otherwise.

Article

8

**Recommended
Board of Selectmen**

TBD

**Not Recommended
Budget Committee**

TBD

\$0.048

Tax Rate Impact

Robinson Pond Improvements

\$500,000

Shall the Town of Hudson vote to raise and appropriate the sum of Five Hundred Thousand Dollars (\$500,000) for construction of Robinson Pond Improvements? This project will be funded \$250,000 (50%) from a State grant and \$250,000 (50%) from general taxation. This project will include improvements at the boat launch. This warrant article is contingent on receiving the State grant and if the State grant is not received, the Town will only do improvements to the boat launch, not to exceed \$250,000. This is a Special Warrant Article, per RSA 32:7 VI, reflecting an appropriation that will not lapse until the monies are expended, or June 30, 2032, whichever is the earliest.

Article

8

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

\$0.048

Tax Rate Impact

Background

- ❖ The Town is required to comply with Federal EPA MS-4 permit requirements and these improvements will assist the Town in satisfying the EPA MS4 requirements. Proposed improvements will help to improve the water quality at the pond by preventing runoff from entering the pond. The boat launch is in need of rebuilding to make it easier for watercraft to get in and out of the pond.

Article

9

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.000

Tax Rate Impact

Ratification of Lease Agreement for 9 Industrial Drive

Shall the Town of Hudson vote, pursuant to RSA 41:11-a, to ratify a Lease Agreement between the Board of Selectmen and Drive Force CDL Academy LLC (“Drive Force”) according to which Drive Force will be leasing a portion of the property located at 9 Industrial Drive (Map 161 - Lot 040 and Map 161 - Lot 039) for a commercial driving academy training ground? The initial term of the lease shall be five (5) years, and may be extended for one (1) additional five (5) year terms (total 10 years). Rental payments during the first year of the lease shall be \$24,000 (including taxes), and thereafter increase by 2.5% annually. Copies of the full text of the Lease Agreement are available at the Town Clerk’s office.

Article

9

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.000
Tax Rate Impact

Background

- ❖ The Town of Hudson currently has a lease agreement with Drive Force CDL Academy, LLC of Manchester, NH, for use of a Town-owned parking area, for 9 Industrial Drive, otherwise known as Map 161 - Lot 040 and Map 161 - Lot 039, for commercial driver's license (CDL) training purposes. The existing lease is through March 10, 2026. This is a revenue opportunity for the Town which helps offset property taxes.

Article 10

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.000
Tax Rate Impact

Revise Capital Reserve Fund for Purchase & Renovation of Former Benson's Property

Shall the Town of Hudson vote to revise the existing Capital Reserve Fund for the Purchase and Renovation of Former Benson's Property established under the provisions of RSA 35:1, to expand the purpose of the fund to include the repair and maintenance of Benson Park features, including all buildings and appurtenances located within the parcel identified as Map 185, Lot 040-000. Further, to designate the Board of Selectmen as agents to expend from said fund.

Article 10

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

\$0.000
Tax Rate Impact

Background

- ❖ The Capital Reserve Fund for Purchase and Renovation of Former Benson's Property was established in March of 1998 and the current balance is \$115,848.67. The revision to this article will allow the Board of Selectmen to use the funds for repairs and maintenance of the park and all the buildings located within the park, which are the responsibility of the Town.

Article

11

**Recommended
Board of Selectmen**

TBD

**Not Recommended
Budget Committee**

TBD

\$0.113

Tax Rate Impact

Hire Four Firefighters/AEMTs

\$590,629

Shall the Town of Hudson vote to raise and appropriate the sum of Five Hundred Ninety Thousand Six Hundred Twenty-Nine Dollars (\$590,629) to hire four (4) Full-Time Firefighter/AEMT's?

Article

11

**Recommended
Board of Selectmen**

TBD

**Not Recommended
Budget Committee**

TBD

\$0.113

Tax Rate Impact

Background

To maintain adequate staffing levels and ensure continued delivery of high-quality emergency services, the Fire Department is requesting funding to hire four Firefighter/AEMTs. This request will only be pursued if our application for the SAFER grant is not approved. This addition would bring daily minimum staffing to 13 members, enhancing operational efficiency, reducing response times, and improving firefighter safety through better crew coverage. The proposed allocation includes \$288,813 for salaries covering base wages, contractual overtime, and holiday/community event compensation; \$271,522 for comprehensive benefits including health, dental, pension, and insurance; \$23,884 for essential personal protective equipment; and \$6,410 for uniform costs. These additions are critical to sustaining operational readiness, improving response times, and enhancing community safety.

Article 12

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.000
Tax Rate Impact

Request for Withdrawal from Fire Apparatus Capital Reserve Fund – Utility Vehicle Replacement

\$96,030

Shall the Town of Hudson authorize the withdrawal of up to Ninety-Six Thousand Thirty Dollars (\$96,030) from the Fire Apparatus Capital Reserve Fund for the purpose of purchasing a 2026 Ford F250 to replace a 2001 Ford F250?

Article 12

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

\$0.000
Tax Rate Impact

Background

- ❖ We request funding to support the replacement of Utility 2, a 2001 Ford F250 that has reached the end of its service life due to rust and mechanical deterioration. The proposed purchase of a 2026 Ford F250 - at a total cost of \$96,030 aligns with our fleet replacement program and enhances operational flexibility for utility, brush, towing, and plowing tasks. This vehicle will be outfitted with emergency lighting, sirens, graphics, and storage solutions, and acquired through state bid pricing due to the absence of a police package. Approval will allow us to retire the aging Utility 2, reassign the 2022 Ford F150 to Utility 2 duties, and deploy the new F250 as the shift commander vehicle, thereby extending the F150's service life. The old vehicle may be traded, reassigned, or auctioned based on residual value, ensuring responsible asset management.

Article 13

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.043
Tax Rate Impact

Fire Apparatus/Equipment Capital Reserve Funding

\$225,000

Shall the Town of Hudson vote to raise and appropriate the sum of Two Hundred Twenty-Five Thousand Dollars (\$225,000) of which \$100,000 will be added to the Fire Apparatus Capital Reserve Fund previously established March 14, 2000, \$100,000 will be added to the Fire Apparatus Refurbishment/Repair Capital Reserve Fund previously established March 11, 2008, and \$25,000 will be added to the Fire Equipment Capital Reserve Fund previously established March 18, 2011?

Article 13

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.043
Tax Rate Impact

Background

- ❖ This warrant article consolidates funding for three critical fire department capital reserve funds ensuring continued investment in apparatus, refurbishment, and equipment needs. The fire department relies on capital reserve funds to plan and manage long-term investments in its emergency response infrastructure. These funds are not part of the annual operating budget but are essential for maintaining readiness and safety without sudden tax spikes.
 - **Fire Apparatus Capital Reserve Fund**, is used to purchase new fire trucks and other major vehicles. These apparatuses have long lifespans but require significant investment when replacement is due.
 - **Fire Apparatus Refurbishment/Repair Capital Reserve Fund**, allows the town to extend the life of existing vehicles through major repairs and upgrades, which is often more cost-effective than full replacement.
 - **Fire Equipment Capital Reserve Fund**, supports the purchase and replacement of essential gear such as breathing apparatuses, hoses, and protective clothing.

Article

14

**Recommended
Board of Selectmen**

TBD

**Not Recommended
Budget Committee**

TBD

\$0.010

Tax Rate Impact

Communications Equipment & Infrastructure Capital Reserve Fund

\$50,000

Shall the Town of Hudson vote to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000) to be added to the Communications Equipment and Infrastructure Capital Reserve Fund previously established March 12, 2013?

Article

14

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

\$0.010

Tax Rate Impact

Background

- ❖ The purpose of this capital reserve fund is to support the ongoing maintenance, enhancement, and future upgrades of the Town of Hudson's radio communications system. Following the installation of a new, town-wide radio system completed in 2022, this fund remains critical to ensuring the reliability and effectiveness of communications for the Hudson Fire Department, Hudson Police Department and Department of Public Works.
- ❖ While the 2022 system significantly modernized our infrastructure, technology continues to evolve, and proactive investment is necessary to keep pace with operational demands, software updates, and hardware lifecycle replacements. Maintaining this reserve fund allows the Town to plan for future improvements without placing a sudden financial burden on taxpayers.

Article 15

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.049
Tax Rate Impact

Fire Station Pre-Alerting System

\$255,000

Shall the Town of Hudson vote to raise and appropriate the sum of Two Hundred Fifty-Five Thousand Dollars (\$255,000) for the purpose of purchasing a Fire Station Pre-Alerting System?

Article 15

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

\$0.049
Tax Rate Impact

Background

- ❖ The Hudson Fire Department is requesting up to \$255,000 in funding for the purchase and installation of a modern fire station alerting system, with an additional \$9,000 annually for ongoing maintenance. This system is designed to enhance firefighter health and safety by replacing abrupt, high-decibel tones with ramped, cardiac-friendly sounds and red night-vision lighting—features aligned with NFPA 1550 standards aimed at reducing physiological stress. The system will integrate directly with existing dispatch platforms to improve turnout times. It will also provide synchronized audio-visual messaging across all stations, enabling personnel to receive pre-alerts and assignment details before dispatch. Additional benefits include selective activation of individual stations and dynamic audio adjustments to ensure clear communication in high-noise environments such as apparatus bays.

Article 16

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.017
Tax Rate Impact

Hire One Part-Time Prosecuting Attorney

\$90,275

Shall the Town of Hudson vote to raise and appropriate the sum of Ninety Thousand Two Hundred Seventy- Five Dollars (\$90,275), which represents the cost of wages to hire one (1) part-time prosecuting attorney?

Article 16

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

**\$0.017
Tax Rate Impact**

Background

- ❖ The Hudson Police Department currently manages its prosecution duties through existing legal and administrative staff, who are responsible for preparing cases, coordinating with the court system, and representing the department in court proceedings. As case volume and the complexity of legal processes have increased, these responsibilities have placed additional demands on departmental resources and staff time. The addition of a part-time prosecutor would provide additional legal expertise to support case preparation, review evidence, and ensure timely and consistent court representation. The recent expansion of the Department's body-worn camera program, to include in-car video systems, has further increased the volume of digital evidence requiring review and management, adding to the legal and administrative workload associated with case preparation and prosecution. This position would help maintain compliance with legal standards and improve the efficiency of case resolution.

Article 17

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.014
Tax Rate Impact

Part-Time to Full-Time Legal Clerk for Police

\$72,249

Shall the Town of Hudson vote to raise and appropriate the sum of Seventy-Two Thousand Two Hundred Forty-Nine Dollars (\$72,249), which represents the cost of wages and benefits necessary to convert the position of Legal Clerk from part-time to full-time in the Police Department?

Article 17

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.014
Tax Rate Impact

Background

- ❖ The Hudson Police Department currently employs a part-time legal clerk to assist with case file preparation, court documentation, record requests, Body Worn Camera review, and coordination with the prosecutor. The recent expansion of the Department's body-worn camera program, to include in-car video systems, has further increased the volume of digital evidence requiring review and management, adding to the legal and administrative workload associated with case preparation. As the volume and complexity of legal documentation have increased—driven by higher caseloads, evolving reporting requirements, and expanded public record obligations—the workload has exceeded the capacity of a part-time position. Converting the existing legal clerk role to a full-time position would provide consistent administrative support, reduce delays in processing legal materials, and improve overall efficiency in case management. This change would align the department's staffing with current operational demands while ensuring compliance with legal and procedural standards.

Article 18

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.032
Tax Rate Impact

Hire One Additional Full-Time Police Sergeant

\$166,416

Shall the Town of Hudson vote to raise and appropriate the sum of One Hundred Sixty-Six Thousand Four Hundred Sixteen Dollars (\$166,416), which represents the cost of wages and benefits necessary to hire one (1) additional full-time police sergeant? This sergeant will be hired from within and assigned to the patrol division.

Article 18

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

**\$0.032
Tax Rate Impact**

Background

- ❖ The Town of Hudson has experienced a continued increase in calls for police service, placing increased demands on the department's patrol division. The current supervisory structure requires existing sergeants to balance administrative responsibilities with first-line supervisory duties, which limits their ability to provide consistent on-scene leadership and oversight. The addition of a patrol sergeant position would address these operational gaps by ensuring adequate first-line supervision on all shifts, improving officer performance and accountability, and enhancing overall service delivery to the community. This would strengthen departmental efficiency, reduce overtime related to supervisory coverage, and help maintain the high level of professionalism and public safety that Hudson residents expect.

Article 19

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.020
Tax Rate Impact

Drainage Capital Reserve Funding **\$100,000**

Shall the Town of Hudson vote to raise and appropriate the sum of One Hundred Thousand Dollars (\$100,000), which will be added to the Drainage Capital Reserve Fund previously established in March 2024?

Article 19

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.020
Tax Rate Impact

Background

- ❖ This CRF, established in 2024, is used to offset costs related to installation, repairs, lining, upgrades, and replacement of storm water drains on town roads to accommodate heavier flows to help alleviate costly road damage, property damage, and is vital to improving the town's drainage infrastructure. These upgrades are also necessary for MS4 Stormwater permit requirements.

Article 20

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.010
Tax Rate Impact

DPW Vehicle Repair/Replacement Capital Reserve Fund

\$50,000

Shall the Town of Hudson vote to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000) which will be added to the DPW Vehicle Repair/Replacement CRF as previously established in March 2025?

Article 20

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.010
Tax Rate Impact

Background

- ❖ This CRF, established in 2025, is utilized as a supplement to repair and replace Public Works aging fleet and currently has a balance of \$150,000 of which \$80,000 +/- is proposed to be utilized to offset the balance of the DERA Grant reimbursement for replacing a Public Works Dump Truck. Adding \$50,000 to the remaining balance will help fund future replacements or major, unexpected repairs.

Article 21

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.003
Tax Rate Impact

VacCon Truck Replacement Capital Reserve Fund

\$30,000

Shall the Town of Hudson vote to raise and appropriate the sum of Thirty Thousand Dollars (\$30,000) which will be added to the VacCon Truck Replacement CRF previously established in March 2006? Fifteen Thousand Dollars (\$15,000) of this sum will come from the General Fund and Fifteen Thousand Dollars (\$15,000) will come from the Sewer Utility Fund.

Article 21

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

\$0.003
Tax Rate Impact

Background

- ❖ This article adds funding for replacing the vacuum truck used to keep sewer lines, drain lines, and storm drains clear and flowing, preventing backups in our infrastructure and helping the town meet MS4 permit requirements. This vital machine is in its fourth year of operation and has a lifespan of approximately 10 years. This CRF currently has a balance of \$180,850. With the cost of a new machine estimated at \$600,000, building up reserves in advance would help ensure the town has the funds for replacement with minimal impact on the tax rate.

Article 22

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.000
Tax Rate Impact

Establish an Extreme Weather Capital Reserve Fund

Shall the Town of Hudson vote to establish an Extreme Weather CRF under the provisions of RSA 35:1 for the purpose of covering costs related to extreme weather events in case of an unexpected deficit in the Extreme Weather Budget, to be funded by unanticipated surplus funds, and further, to name the Board of Selectmen as agents to expend from, or add to said fund.

Article 22

**Recommended
Board of Selectmen
TBD**

**Not Recommended
Budget Committee
TBD**

\$0.000
Tax Rate Impact

Background

- ❖ This article, seeking voter approval to establish a fund that can be expended, or added to, each given fiscal year, in conjunction with Public Works account 5557. The purpose being to offset over expenditures related to extreme weather events, rather than using other budget lines to cover these expenditures. If there is an excess in 5557 at the end of a fiscal year, the BOS can vote to deposit those funds into this CRF to cover future years.

Article 23

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.00
Tax Rate Impact

Modify Hudson Community Television Revolving Fund

To see if the Town will vote pursuant to RSA 31:95-h to modify the existing Hudson Community Television Revolving fund established in 2015, to increase the amount of cable franchise fee revenues received from our Cable Franchise Agreement deposited into the Fund from (80%) to (100%). The Cable Franchise Agreement revenue share shall be as follows:

Beginning July, 1, 2026 = 100% to the HCTV Revolving Fund, 0% To the Town's General Fund.

Such monies, in addition to any Cable Franchise Equipment grants, will be deposited into the fund and the money in the fund shall be allowed to accumulate from year to year, and shall not be considered part of the Town's general fund balance. The Town treasurer shall have custody of all monies in the fund, and shall pay out the same only upon order of the Board of Selectmen and no further approval is required by the Board of Selectmen to expend. These funds may be expended only for purposes of community television access for public, education, or government, cable facilities equipment, maintenance, renovations, or associated operating and administrative purposes. (Majority Vote required)

Article 23

**Recommended
Board of Selectmen**
TBD

**Not Recommended
Budget Committee**
TBD

\$0.000
Tax Rate Impact

Background

- ❖ When the Revolving Fund for PEG (Public, Educational, and Government) operations was established in 2015, the Town voted to allocate 80% of the Cable Franchise Fee revenue to HCTV and 20% to the Town's General Fund. With the continued trend of cord-cutting and the growing shift toward streaming as the primary way people consume content, Cable Franchise Fee revenue has declined significantly over the past three years. This article seeks to provide financial relief to sustain the Community Media Department's operation through FY27 and FY28.

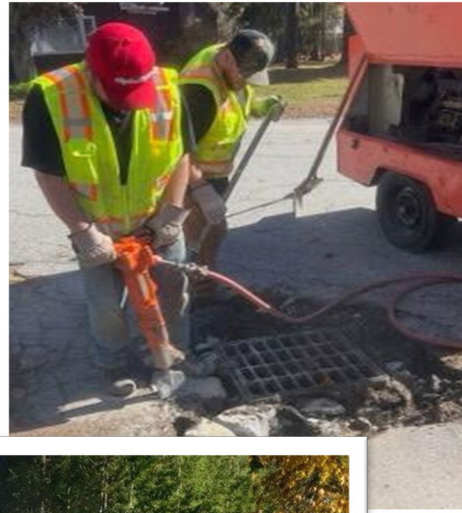


TOWN OF HUDSON NH

TOWN ADMINISTRATOR REPORT

Board of Selectmen: November 25, 2025

PUBLIC WORKS



Paving

Hickory Street
Birch Street
Chalifoux @ River Rd
Cherry Street
Ash Street

Structures

Derry Rd. – 3
Ferry St. – 7
Lowell Rd. – 3
Library St. – 2
Highland St. – 1
Gloria Ave. – 1
Pondview Estates – 4
A St. – 1
Regina St. – 1
Bear Path Ln. – 2
Flying Rock Rd. – 1
Whip Poor Will Est. – 4
Lindsey St. – 1
Riverside Dr. Area – 3
Birchcroft Estates – 6

TRANSFER STATION COMPOSTING

Compost – Yard Waste
Screening Operation

Townwide Effort
DPW
SAC
DSD



Compost will be available to residents Spring 2026

POLICE TRAINING

SMART GOALS – Enhance quality of training

Target Funds

Sig Sauer M17 and M18 Pistols with
Romeo M17 Red Dot Optics



HUDSON PD FIRING RANGE
Nate Glowacki – Training Officer





HFD AWARDS NIGHT





HFD AWARDS NIGHT

Chief's Award

Lieutenant Toby Provencal
Master Firefighter Adam Lebor

Promotions

Captain Gregory Rich
Lieutenant Corey Girard
Lieutenant Ian Canavan

Pinning Ceremony

Firefighter Joseph Inamorati
Firefighter Corey McLaughlin
Firefighter Colin Murphy
Firefighter Ryan Richard
Firefighter Peter Sykes-Clark
Firefighter Daniel Tanner
Firefighter Isaiah Whiteside

Rescue Class 1 Medal

Lieutenant Brian Clarenbach

Citizen's Service Award

Rick Rice



Lions Club Award

Business Manager Erika LaRiviere
Master Firefighter Tom Henley

Military Recognition

Firefighter Colin Murphy
Firefighter Isaiah Whiteside

Unit Citation

Captain Sean Mamone
Lieutenant Benjamin Crane
Lieutenant Corey Girard
Master Firefighter Thomas Henley
Master Firefighter Adam Lebor
Firefighter Mitchell Rufiange
Master Firefighter Michael Armand
Master Firefighter Sarah Delos Reyes
Firefighter Patrick Chamberlain
Firefighter Kenneth Ballou
Firefighter Brendan Carey
Dispatcher William Schofield



DEVELOPMENT SERVICES

MARSH ROAD BOOSTER STATION



Above Ground Station
Full Equipment Replacement
Three Year Project
\$1,200,000 - \$110,000 State



OCTOBER RECOGNITION

Honoring Those Who Serve Our Community

Public service encompasses activities and roles dedicated to supporting communities, serving others, and protecting public rights and interests.

EMPLOYEE	DEPARTMENT	YEARS
BRIAN K HEWEY	LIBRARY	30
HELEN M CHEYNE	FIRE	24
TOBY J PROVENCAL	FIRE	23
SARAH L DELOS-REYES	FIRE	15
ELVIS Z DHIMA	DSD	11
DUSTIN E SMALL	PUBLIC WORKS	10
PAUL W MORTIMER JR	FIRE	8
NAOMI R BUSNACH	RECREATION	8
KRISTA M GURSKY	LIBRARY	7
MARK W STAWECKI	LIBRARY	7
COREY R GIRARD	FIRE	7
ERIC M HACKETT	FIRE	7
PAULA J ORENDORF	FIRE	6
GARRETT P LEAOR	PUBLIC WORKS	6
DONALD N KIRKLAND	DSD	5
CORRINNE R BLANCHARD	POLICE	5
TIMOTHY P CASSIN	PUBLIC WORKS	5
KYLE CLOUTIER	PUBLIC WORKS	2
JAMES M MARTORANA JR	PUBLIC WORKS	2
HEATHER R CELESTE	TC/TC	1
MICHAEL T PATTERSON	POLICE	1

NOVEMBER RECOGNITION

Honoring Those Who Serve Our Community

EMPLOYEE	DEPARTMENT	YEARS
BRUCE DAIGLE	PUBLIC WORKS	29
PHILLIP A DURAND	CROSSING GUARD	17
VALERIE MARQUEZ	WATER	16
MICHAEL V JOHNSON	HCTV	12
KAREN M NAPPO	LIBRARY	10
PAULA G DEANGELIS	TRUSTEE TRUST FUNDS	9
ANNYSSA D ORMOND	POLICE	7
VICTORIA L SHAW	POLICE	6
PATRICK E CHAMBERLAIN	FIRE	5
ADAM J LEBOR	FIRE	5
CHRISTOPHER A PERVERE	FIRE	5
CHRISTINA KEENAN	LIBRARY	4
DANA S BENNER	LIBRARY	3
CARTER R OLENDZENSKI	LIBRARY	3
SARAH J CHAPIN	POLICE	1
ISAIAH I WHITESIDE	FIRE	1

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HISTORY SNIPPET



First Meeting House - 1734

Shown here is the second of two markers placed by the town Bi-Centennial Committee following the 1933 celebration. It was placed near the No 1 schoolhouse, still standing in 1933, which was also the general location of the first meetinghouse for the town of Nottingham, Mass. Today the marker faces Musquash Road and is easily visible as you enter the Musquash Conservation Area. When you are in the area and look closely behind the marker you will find remnants of the foundation stones of the No 1 school. The 1933 committee searched the area for a suitable boulder and located one in an old wall on the north side of the schoolhouse. The marker on granite boulder with a bronze tablet was placed in June 1934. The bronze has since been removed by vandals and the inscription placed directly into the granite.

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