



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

May 12, 2026

7:00 PM

Board of Selectmen Meeting Room, Town Hall

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

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

AGENDA

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **ATTENDANCE**
4. **PUBLIC INPUT**
5. **RECOGNITIONS, NOMINATIONS & APPOINTMENT**
 - A. **Recognitions** – None
 - B. **Nominations** – None
 - C. **Appointments**
 - 1) Conservation Commission – Makaela Murray, *alternate member*
 - Alternate vacancy to expire December 2026
 - 2) Benson Park Advisory Committee – Ellen Griffin, *member reappointment*
 - Member vacancy to expire April 2029
6. **CONSENT ITEMS**
 - A. **Assessing Items**
 - 1) Elderly Exemption Requalification
 - 2) Pro-Rated Tax Abatement
 - 3) Solar Exemption
 - 4) All Veterans' Tax Credit
 - 5) Veterans' Tax Credit

- 6) Institutional Property Tax Exemption
- 7) Abatement
- 8) Elderly Exemptions

B. Water/Sewer Items – None

C. Licenses & Permits & Policies

- 1) Tag Day Permit – Knights of Columbus
- 2) Outdoor Gathering Permit – Hudson Speedway

D. Donations – None

E. Acceptance of Minutes

- 1) April 28, 2026
- 2) May 5, 2026

F. Calendar

05/12	7:00	Board of Selectmen	BOS Meeting Room
05/13	7:00	Planning Board	Buxton Meeting Room
05/19	7:00	Municipal Utility Committee	BOS Meeting Room
05/20	6:00	Library Trustees	Hudson Cable Access Center
05/21	9:30a	Trustees of the Trust Fund	BOS Meeting Room
05/21	7:00	Benson Park Committee	Hudson Cable Access Center
05/25		**Town Hall Closed – Memorial Day**	
05/26	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

- A. Sustainability Advisory Committee Charter – Administration/Discussion**
- B. BOS Bylaws – Administration/Discussion**

8. NEW BUSINESS

- A. Police Department Update Presentation – Police/Presentation**
- B. Fire Department Donation Funds Withdrawal – Fire/Decision**
- C. Hudson Logistics Center Public Safety Funds Withdrawal – Fire/Decision**
- D. Grant Opportunity to Purchase Land – DSD/Decision**
- E. Process for Land Use Boards – DSD/Discussion**
- F. Hudson Logistics Center Public Safety Funds Withdrawal – Police/Decision**
- G. Policy Subcommittee, First Read Considerations – Administration/Decision**
- H. April FY26 Revenue and Expenditures – Administration/Informational**

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

10. REMARKS BY TOWN ADMINISTRATOR – Presentation

11. REMARKS BY SCHOOL BOARD

12. ENTER NONPUBLIC SESSION (if necessary)

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, May 21, 2026.**

TOWN OF HUDSON
Nominations & Appointments/Talent Bank Application Form
(Hudson, NH Residents Only)

Date: April 14, 2026

Makaela Murray
Name

61 Robinson Rd.
Street Address

(603) 508-2230
Home Phone Number

Makaela24@gmail.com
E-mail Address

Residential Counselor
Occupation (or former occupation, if retired)

B.S. Neuroscience Northeastern University / Nature, animal + human behavior.
Education/Special Interests

Counseling (change trauma informed), Hiking/park clean up.
Professional/Community Activities

Passion for nature + conservation.
Reason(s) for applying

Don Kirkland
Reference(s)

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

- | | | |
|--|---|--|
| Member <input type="checkbox"/> | Alternate <input checked="" type="checkbox"/> | Reappointment <input type="checkbox"/> |
| <input type="checkbox"/> Benson Park Committee | <input type="checkbox"/> Zoning Board of Adjustment | <input type="checkbox"/> Building Board of Appeals |
| <input type="checkbox"/> Cable Utility Committee | <input checked="" type="checkbox"/> Conservation Commission | <input type="checkbox"/> Nashua Regional Planning Commission |
| <input type="checkbox"/> Municipal Utility Committee | <input type="checkbox"/> Recreation Committee | |
| <input type="checkbox"/> Planning Board | | |
| <input type="checkbox"/> Sustainability Committee | | |
| <input type="checkbox"/> Other _____ | | |

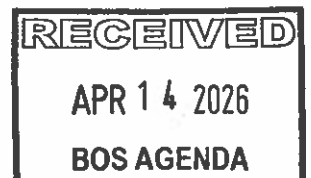
Area(s) of Expertise:

- | | |
|--|---|
| <input type="checkbox"/> Architecture/Construction | <input type="checkbox"/> Environmental Planning |
| <input type="checkbox"/> Information Technology | <input type="checkbox"/> Communications |
| <input type="checkbox"/> Finance | <input checked="" type="checkbox"/> Other <u>Ecological, Biological</u> |

Information contained on this form is available to the public and will be given to the press. The Town of Hudson exercises affirmative action in its employment/appointment practices. Applicants must be Hudson, NH residents. For additional information, call 886-6024. Appointees are required to complete a Financial Interest Disclosure Form (FIDF) in accordance with the Town Code.

Are you a Hudson resident? Yes No (circle one)

Signature of Applicant



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



Date: _____

Name _____ Street Address _____

Home Phone Number _____ Work Phone Number _____

Occupation (or former occupation, if retired) _____

Education/Special Interests _____

Professional/Community Activities _____

Reason for applying _____

Reference(s) _____

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

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

Area(s) of Expertise:

- Architecture/Construction
Information Technology
Finance
Environmental Planning
Communications
Other _____

Information contained on this form is available to the public and will be given to the press. The Town of Hudson exercises affirmative action in its employment/appointment practices. Applicants must be Hudson, NH residents. For additional information, call 886-6024. Appointees are required to complete a Financial Interest Disclosure Form (FIDF) in accordance with the Town Code.

Hudson Resident: Yes No

Signature of Applicant

e-mail address

Descriptions of Boards/Committees

Benson Park Committee's mission is to protect and maintain the rich history of the park. This committee, which consists of 8 members and 2 alternates, continues to build upon the efforts of the prior Benson's Committee and is a permanent standing committee of the Board of Selectmen. It operates with various subcommittees to accomplish its mission. Meets the first and third Thursday of the month at 7:00 p.m. at Town Hall

Building Board of Appeals derives its authority from Section 112 of the International Building Code. The Board hears and decides appeals of orders, decisions or determinations made by the building official relative to the application and interpretation of this code. Members must be qualified by experience and training to pass on matters pertaining to building construction and are not employees of the Town. Board consists of 5 members and meets on an as-need basis.

Cable Utility Committee was established September 28, 2004. Its members are appointed for three-year terms. There are nine voting members: seven citizen cable-user members, one selectman and one school board appointee. The number of members was increased by two on December 13, 2005.

Conservation Commission is established under RSA 36-A to provide for "the proper utilization and protection of the natural resources and for the protection of watershed resources of said city or town." The Commission spends much time reviewing and investigating proposed wetlands alterations of new construction within the town. Commission consists of 7 members and 3 alternates and meets on the 3rd Monday of the month.

Municipal Utility Committee is charged with overseeing the Water and Sewer Utilities, preparing bylaws, policies and procedures concerning the utilities; making recommendations regarding a utility budget, providing an overview of income and expenditures, and providing overview and recommendation for the ongoing administration and operations of the utilities. The committee was formed effective May 8, 2013 pursuant to BOS vote on 3/28/13 and a motion to adopt Hudson Town Code Chapters 142 and 270 to combine Sewer and Water Utility Committees into a seven-member committee of which three (3) members do not have to be served by either Town Water or Sewer. The MUC meets the 3rd Tuesday of the month at 7:00pm at Town Hall.

Nashua Regional Planning Commission (NRPC), as authorized under RSA 36:45-53, the state has delineated 9 planning regions for NH "so that each municipality of the state shall have the opportunity of forming or joining the regional planning commission for that planning region." Candidates should be a sitting member of a local board, or have experience as a former Selectman, Town Councilor, Planning Board member, etc., or have a direct link to the decision making process of the Town. Per RSA 46, the Town of Hudson is entitled to 3 representatives and 2 alternates on said committee. The full Commission meets to conduct official business approximately six times a year on the 3rd Wednesday of January, February, March, May, June, October and November at 7:30 p.m. at NRPC, 115 Main Street, Nashua.

Planning Board's authority stems from RSA 673:1 and its principal function is "to prepare and amend from time to time a master plan to guide the development of the municipality" as per RSA 674:1. The Planning Board has the "authority to make investigations and recommendations which relate to the planning and development of the municipality." The Board consists of 6 members and 3 alternates and meets on the 2nd and 4th Wednesday of the month at 7:00 p.m.

Recreation Committee is charged with overseeing and coordination of all recreational activities at various recreational facilities, including but not limited to the Recreation Center, Robinson Pond, ball fields, etc. The committee consists of 7 members and 1 alternate and meets on the first Thursday of each month at 6:30 p.m. at the Town Hall.

Sustainability Committee (formerly Recycling/Energy Committee) is charged with getting information out regarding the new contract/process; work with the schools, cable, civic groups regarding the recycling effort; educate people on getting rid of electronic/hazardous waste and on the recycling process, and to provide energy-related activities for the town. The committee consists of 8 members and 2 alternates and meets the fourth Monday of the month at 7:00 p.m. at Town Hall.

Zoning Board of Adjustment is a quasi-judicial board authorized under RSA 673:1 to hear three kinds of cases: 1) requests for variances, 2) requests for special exceptions, and 3) appeals of decisions by Town zoning officials or other boards. The ZBA consists of 5 members and 5 alternates and meets on the 4th Thursday of each month at 7:30 p.m. Depending on case load, the board may also meet on the 2nd Thursday of the month, same time.

6A1




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 Sorenson, Town Administrator

From: Jim Michaud, Chief Assessor 

Date: May 12, 2026

Re: Elderly Exemption Requalification:

- 8 Nottingham St. – map 174/ lot 147
- 44B Windham Rd. – map 160/ lot 097/ sub 002
- 15 Beaver Path – map 225/ lot 003
- 22 Mobile Dr. – map 178/ lot 013/ sub 100
- 30A Lund Dr. – map 162/ lot 040/ sub 001
- 1 E St. – map 198/ lot 054
- 67 Schaeffer Cir. – map 253/ lot 024

Recommended Motion: I recommend the Board of Selectmen sign the PA-29 forms granting Elderly Tax Exemptions to the property owners listed above. The property owners provided the proper documents to prove their qualifications.

RECEIVED
 MAY 06 2026
 BOS AGENDA



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 *jm*

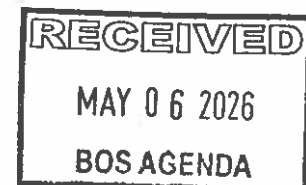
Date: May 12, 2026

Re: Pro-rated tax abatement – 20 Tiger Road - Tax Map 143 Lot 009

Recommended Motion: To approve an abatement for pro-rated 2025 property taxes for Map 143 Lot 009, 20 Tiger Road, as per the attached abatement forms, as recommended by the Chief Assessor.

Background:

The property referenced above suffered an unintended fire on 3/04/2026 that caused the primary building on the property to be uninhabitable. A state law, RSA 76:21, mandates that as long as the applicants have filed their abatement applications within 60 days of the fire event (or by March 1st whichever is later), and that the fire caused the property to be unoccupiable for its intended purpose, and that the fire was unintended, that the property owners are eligible for a pro-ration of property taxes (attributable to the affected building only) for the remainder of that tax year. The property owner, and property, meet all of the above criteria, the proration goes from 3/04/2026 – 3/31/2026 (end of property tax year). The attached abatement form tallies up the prorated property tax amount, for the building only, to be abated as per state law.



6A3




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 Sorenson, Town Administrator

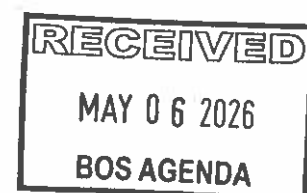
From: Jim Michaud, Chief Assessor 

Date: May 12, 2026

Re: Solar Exemption:

10 Haverhill St. – map 174/ lot 067

Recommended Motion: I recommend the Board of Selectmen sign the PA-29 form granting a Solar Exemption to the property owner listed above. The Assessing Department has verified that this property has installed solar panels.



6A4



TOWN OF HUDSON

Assessing Department

12 School Street
Hudson, New Hampshire 03051

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jmichaud@hudsonnh.gov · Tel: 603-886-6009 · Fax: 603-598-6481

To: Board of Selectmen
Roy Sorenson, Town Administrator

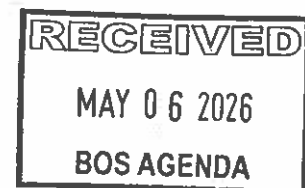
From: Jim Michaud, Chief Assessor 

Date: May 12, 2026

Re: All Veterans' Tax Credit:

8 Blueberry Ln. – map 241/ lot 017

Recommended Motion: I recommend the Board of Selectmen sign the PA-29 form granting an All Veterans' Tax Credit to the property owner listed above. The property owner has provided the proper documents to prove their qualifications.



6A5



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 Sorenson, Town Administrator

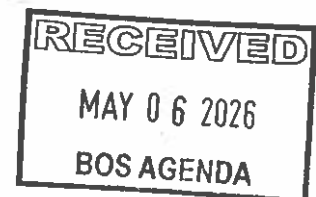
From: Jim Michaud, Chief Assessor

Date: May 12, 2026

Re: Veterans' Tax Credit:

62 Windham Rd. – map 160/ lot 102

Recommended Motion: I recommend the Board of Selectmen sign the PA-29 form granting a Veterans' Tax Credit to the property owner listed above. The property owner has provided the proper documents to prove their qualifications.





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

DATE: May 12, 2026

FROM: Jim Michaud, Chief Assessor

RE: Institutional Property Tax Exemption
New Life Christian Church

MOTION:

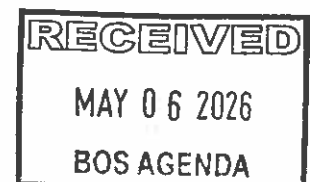
Motion to grant the institutional exemption listed to the property owner referenced in the above request.

The Assessing Department received a late filing of the BTLA Form A-9, religious property tax exemption, for the New Life Christian Church property. The form was required to be filed by April 15th, a statutory requirement, the was received on April 21st. The state law governing this property tax exemption status makes it clear that the governing body may grant an extension of a late filing if, in their opinion, that “accident, mistake, misfortune” caused the late filing. The Assessing Department has received the written answer and rationale from the church, the letter is available for any BOS member review. I am of the opinion that the church representative has adequately satisfied the “accident, mistake, misfortune” requirement and I recommend that the BOS approve the exemption for this property for the 2026 tax year.

Religious Exemption Request – RSA 72:23 III:

New Life Christian Church - Map 228/ lot 054

Completed application is available in the Assessing Department for your review as needed.



Dillon Dumont, Chairman

Bob Guessferd, Vice Chairman

Heidi Jakoby

Xen Vurgaropulos

Kimberly Allan

**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 *jm*

Date: May 12, 2026

Re: Abatement – Tax Map 174 Lot 118 – 70 Highland Street

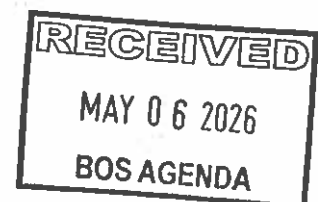
Recommended Motion: To approve an abatement, for the 2025 tax year, for Tax Map 174 Lot 118 – 70 Highland Street, as recommended by the Chief Assessor.

Background:

I recommend that the Board of Selectmen approve the abatement on the above referenced property. I have attached a letter from the property owner's legal representative requesting this abatement. The property had received a fractional elderly exemption for 2025, as the records provided to the department at the time showed only a tenants-in-common ownership, there were ZERO documents showing any life estate, at all. In light of the now, very recently provided, documents, we are in agreement with the property owner's legal representative and recommend this abatement.

Cc: File

2025AbateApprovalLifeEstate70Highland Street



6A8



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 Sorenson, Town Administrator

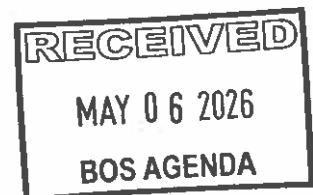
From: Jim Michaud, Chief Assessor 

Date: May 12, 2026

Re: Elderly Exemptions:

8 Berkeley Dr. – map 147/ lot 022/ 004
5 Jackson Dr. – map 168/ lot 041
14 Westchester Ct. – map 147/ lot 022/ sub 011
14 Windham Rd. – map 168/ lot 128
2 Hilltop Dr. – map 151/ lot 057

Recommended Motion: I recommend the Board of Selectmen sign the PA-29 forms granting Elderly Tax Exemptions to the property owners listed above. The property owners provided the proper documents to prove their qualifications.



6C1



Knights of Columbus

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

To: Hudson Board of Selectmen
Date: May 4, 2024

On June 19-20 and September 18-19, 2024 the Hudson KofC Council #5162 would like to solicit donations to benefit the mentally handicapped of New Hampshire.

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

Thank you for your consideration in this matter.

Sincerely

Bill Beilly
KofC Council # 5162
Hudson, NH

Ph: 603-305-5209



April 28, 2026

Bill Reilly
Knights of Columbus
Breilly47@aol.cm

Dear Bill:

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

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

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

Demoulas Super Markets, Inc.

STORE LOCATION: Hudson #33

DATE(S): June 19-20, Septebmer 18-19

OFFICE USE ONLY

Applicant _____ Date of Event _____

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

SANITARY APPROVALS

Stipulations _____

Health Officer/Date David R. White 5/4/26

FIRE SAFETY

Stipulations _____

Fire Dept./Date David R. White 5/4/26

ZONING

Stipulations _____

Zoning Administrator/Date Don Imple 5/4/26

BUILDING

Stipulations _____

Building Inspector/Date [Signature] 5/4/26

POLICE DEPARTMENT

Stipulations _____

Police Chief/Date _____



TAG DAY PERMIT
Hudson, New Hampshire

RSA 31:91
Soliciting Funds

The right to grant permits for soliciting funds for charitable purposes and for the sale of tags, flowers or other objects for charitable purposes shall be vested in the mayor, aldermen of a city or the selectmen of towns.

Instructions to obtain Tag Day Permit:

- 1) **Submit a letter to the Board of Selectmen** at 12 School Street, Hudson, NH 03051, stating the date, time and location that the collection of funds will take place (email to ehynes-brock@hudsonnh.gov or fax to 603-598-6481).
- 2) **Indicate how the collected funds will be used/distributed** or to whom it will benefit or to whom the funds will be collected on behalf of.
- 3) **Include verification of being properly registered** with the NH Attorney General's Office, Division of Charitable Trusts, unless exempt, i.e., governmental subdivisions or religious organizations, who shall provide verification they are the bona fide representative of an exempt entity (RSA 7:19, ct scq).
- 4) **Include name, address, phone number and e-mail** of a contact person in case there are questions, concerns or if additional information is required.
- 5) **Include a signed letter of permission** from the establishment where the collection of funds will take place.

For Office Use Only

Organization _____

_____ Approved _____ Denied by Board of Selectmen on _____

If denied, reason _____

Chairman, Board of Selectmen



OUTDOOR GATHERING PERMIT
(Chapter 253 of the Hudson, NH Town Code)

Type of Activity Midget Wrestling
Date & Time of Activity Friday, July 31, 2026 10AM - 11PM
Site (address) of Activity 120 Old Derry Road, Hudson, NH 03051
Name & Address of Company conducting Activity Bosowski Racing, LLC
40 Temple Street, Nashua, NH 03060

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

Signature of Officer of Company conducting Activity *[Signature]* Date 5/14/26

Name, Address & Phone No. of President/Manager Ben Bosowski (603)233-1328
51 Trigate Road, Hudson, NH 03051

State of Incorporation (if incorporated) _____

Name & Address of Registered Agent (if corporation) _____

Name of Local Organization sponsoring Activity _____

Signature of Officer of Local Organization sponsoring Activity _____ Address _____

Phone Number _____ e-mail Address _____

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

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

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

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

For Office Use Only

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

Proof of public notice.

Date approved by Board of Selectmen

Chairman, Board of Selectmen

OFFICE USE ONLY

Applicant _____ Date of Event _____

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

SANITARY APPROVALS

Stipulations _____

Health Officer/Date David R. White 5/4/26

FIRE SAFETY

Stipulations _____

Fire Dept./Date David R. White 5/4/26

ZONING

Stipulations _____

Zoning Administrator/Date David R. White 5/4/26

BUILDING

Stipulations _____

Building Inspector/Date [Signature] 5/4/26

POLICE DEPARTMENT

Stipulations _____

Police Chief/Date [Signature] 5/4/2026



EVANSTON INSURANCE COMPANY

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – DESIGNATED PERSON OR ORGANIZATION

This endorsement modifies insurance provided under the following:
COMMERCIAL GENERAL LIABILITY COVERAGE FORM

SCHEDULE

<p>Name Of Additional Insured Person(s) Or Organization(s):</p> <p>Hudson Speedway 120 Old Derry Rd Hudson NH 03051</p>
--

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule of this endorsement, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by the acts or omissions of any insured listed under Paragraph 1. or 2. of Section II – Who Is An Insured:

1. In the performance of your ongoing operations; or
2. In connection with your premises owned by or rented to you.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following is added to Section III – Limits Of Insurance:

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
2. Available under the applicable Limits of Insurance shown in the Declarations; whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

All other terms and conditions remain unchanged.



HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the April 28, 2026 Board of Selectmen Meeting

7:00 PM

Board of Selectmen Meeting Room, Town Hall

1. **CALL TO ORDER** – by Chairman Dumont the meeting of April 14, 2026 at 7:18 p.m. in the Selectmen Meeting Room at Town Hall.

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

3. **ATTENDANCE**

Board of Selectmen: Dillon Dumont, Bob Guessferd, Xen Vurgaropulos and Kimberly Allan. Heidi Jakoby, excused.

Staff/Others: Town Administrator, Roy Sorenson – Director of Development Services, Elvis Dhima – Police Chief, David Cayot; Public Works Director, Jay Twardosky – Chief Assessor, Jim Michaud – Finance Director, Laurie May – Payroll Manager, Kim Brooks – Executive Assistant, Lorrie Weissgarber.

4. **PUBLIC INPUT**

Chairman Dumont: At this time, does anyone in the audience wish to address the Board on any issue which the Board has control of at this time? Please come on up. State your name and address for the record.

Leo Bernard, 3 Bungalow Ave. I'm here on behalf of what I heard of your last meeting, that you want to dissolve the Sustainability Committee. And I think that's a big mistake. The Sustainability Committee has been a great thing to this town. I was the chairman and everything, and I left because of family problems. And I really don't think they need to be dissolved. I think they're doing good. When Pinard came in the first time, they never did their job on how to do recycling and everything. I think it was the committee that got that all going and everything. And I think that they still are doing a great job because I went last night to see one of their meetings. And I saw plenty of goodness in them. So, I really don't think, and I was wondering why, that you're thinking that they should be dissolved.

Chairman Dumont: We don't have a back and forth during this. There will be a discussion under old business concerning the Sustainability Advisory Committee, though.

Leo Bernard: All right.

Chairman Dumont: Thank you very much for your input. Is there anybody else in the audience that would wish to speak? Going once, twice. I don't see anybody. We will close the public input at 7.22 p.m.

5. **RECOGNITIONS, NOMINATIONS & APPOINTMENTS**

Chairman Dumont: Next we're going to roll and do recognitions, nominations, and appointments. First up for nominations, we have a Conservation Commission alternate position. And I would ask Michaela Murray to come on up. It's for one alternate vacancy to expire December 2026. Just state your name and address and tell us a little bit about yourself.

A. Recognitions – None

B. Nominations

- 1) Conservation Commission – Makaela Murray, alternate position
 - o One (1) alternate vacancy to expire December 2026

Michaela Murray: Okay. Hi. My name is Michaela Murray. I live at 61 Robinson Road in Hudson. So, I live across from Robinson Pond. And my property is also surrounded by wetlands. And I am, like, a very big wildlife enthusiast. And just, like, the daily routine for me and numerous other people, because I see them, of course, at the ponds, is huge for, like, just the happiness and morale. So, I'm, like, very passionate about conservation and nature. And having grown up in Pelham and, like, going there now, and I'm not, like, hating on Pelham by any means, but, like, seeing it now, it, like, genuinely, like, you know, makes me sad because of all of the deforestation and everything. And I feel as though I would just love to do my part to try to prevent that same fate for Hudson. And even in Nashua, there was, like, this developmental project that was happening, and they didn't get permits, but they had already, like, decimated, like, a forest, and then it was just a mud pit overnight. And it was, like, you know, very defeating of a feeling. And I really like this sense of community, and I think that, like, bringing people together with the challenge of, like, trying to find creative ways of solving things, or maybe even just, like, being proactive about certain things and informing the community. Having them come together to come up with, like, creative solutions is a great way to help conservation, and as well as, like, bring the community together, like, for all different ages and backgrounds, too. So, I do have, like, a very curious mind and a pretty diverse resume, but the cement of it all is biology, and, like, the scaffolding of it would definitely be, like, nature. So, I've worked – well, I have a degree in behavioral neuroscience from Northeastern, but whilst I was there, I worked animal behavior at the zoo, Franklin Park Zoo, with gorillas, which was incredible, of course. And I also work with my cousin on his farm in Amherst. It's an organic grain farm, and I've learned so much, and it's a really gross, important job, but it's very gross. And for hobbies, I love being outside. I do nature photography, canoe, kayak. I read a lot of books. And, yeah, like, when I was in middle school is when, like, Sir David Attenborough became my role model, and maybe it was a little isolating, but I'm glad that he was, because even though it may be nerdy, he's hopefully going to make it to 100 next week, so that's really good. And, yeah, I honestly regularly go to Robinson Pond with my trash stick, like, for fun, and pick up trash, like, not even kidding, because it's – yeah, it's fun. I don't know, like, there's some things that – you know, I wear gloves, and I, like, you know, I do it safely, but it's just beautiful to see it, you know, and I think a lot of people, if they tried it, would also feel that way, because it's kind of, like, meditative in a way, too. And then you, like, actually get to see the, like, I don't know, your progress in front of you. And just New Hampshire, like, the wild and beautiful lands that we have here is, like, the identity of the state, and I think that, you know, as citizens and residents of New Hampshire, that we should protect the water, air, soil, and all of the life within it as best that we can. And, yeah, I'd just be, like, super excited to learn more. I've been really trying to get involved in this sort of thing, and just haven't known how to go about it until I came down to the town hall. And, yeah, so, yeah. Yeah, that's it. Sorry if I went on forever.

Selectman Guessferd: Thank you very much. Appreciate it. We like hearing about people's passions and how they fit with the things that they're volunteering that you could do to help the town.

Michaela Murray: Yeah. Okay. Awesome.

Chairman Dumont: Well, thank you very much. First, I'll open it up to the boards. Any questions from the board members? Go ahead

Selectman Allan: What specific experiences or skills do you bring that would add value to the conservation committee or commission?

Michaela Murray: So, I have basically studied biology and ecology. Like, I don't know, it's been a passion of mine since middle school. And I also do a lot of, like, further research into it and look up other creative ways, like, for my home and, like, outside, like, different lighting, things like that to maybe, like, help bats and, like, fireflies, things like that. And I'm quite social. Like, I like to talk. So, I think it, like, is helpful for community engagement as well. And I did work as a residential counselor, counseling kids, and I did a lot of nature activities with them. And they became pretty passionate about it, too, even though they thought it was so lame at first.

Selectman Allan: Fantastic. Thank you.

Chairman Dumont: Any other questions? So, I appreciate you stepping up and submitting to volunteer. It's not an easy feat to find people who are willing to give their time to the town. I know everybody has busy lives, so I do want to say thank you very much for that. My first question is, I think your skill set does align well, and it seems as though conservation would be a good fit. But are you familiar with the role that the conservation commission plays within town government?

Michaela Murray: Yes.

Chairman Dumont: And what the duties of that are?

Michaela Murray: Yes. I have read up on all the bylaws and everything as well. I have it all in here. And, like, I do not know how to survey, read a surveying map yet, but I do have it. I'm printing it out at the library. There's, like, this UNH extension, kind of like HORSE, I guess, in it. But, yeah, and I know, like, maintaining trails and – but, like, yeah, the easements and a lot of kind of that stuff, which I'm eager to learn and ask a lot of questions about as an alternate, because I definitely am not going to say I know how to do, like, zoning or, you know, things like that.

Chairman Dumont: No, no, and I appreciate that, and I think that's a terrific place to start as an alternate. And to that point, you know, conservation doesn't delve into those zoning issues or a lot of aspects that, you know, the planning board or the zoning board handles that. You know, a big part of that is obviously being a steward for the conservation land that we have here, maintaining those trails like you talked about, and then, you know, they'll be playing an advisory role to certain applications to the planning board. And in that, you know, we're not looking, obviously, for you to be able to survey a lot, but, you know, staff will have some comments and recommendations as well as, you know, the applicant and the committee members themselves. So to pay attention to that is a very big, important part of it.

Michaela Murray: Okay, yeah.

Chairman Dumont: All right, no, I think that's all that I have. Is there any other questions or comments? All right, so typically what we do at this point is the first meeting we come in, we take it under advisement. The board will make a decision at the subsequent meeting. You're more than welcome to attend. You're not required to. And then that decision will get emailed out to you. Lorrie will reach out and let you know the status of that.

Michaela Murray: Okay.

Chairman Dumont: All right, thank you very much for coming. Appreciate you stepping up.

Michaela Murray: Thank you.

Selectman Allan: Thank you.

- 2) Conservation Commission – Heidi Jakoby, alternate position
 - o One (1) alternate vacancy to expire December 2026

Chairman Dumont: All right, we did have another Conservation Commission Selectman Jakoby for the alternate position. She was not able to be here tonight, and she did ask me to read a statement into the record. That statement is, "I, Selectman Jakoby, want to thank Michaela Murray for coming forward and volunteering to serve on the Conservation Commission. As someone who is dedicated to conservation, preservation, and responsible development in Hudson, I was looking forward to serving on the Conservation Commission. Knowing there is only one spot, I respectfully withdraw my nomination. Thank you."

C. Appointments

- 1) Conservation Commission – Patricia Keller, alternate position
 - o Alternate vacancy to expire December 2028

Chairman Dumont: So, that nomination will be withdrawn at this time. We will move into appointments. We have Conservation Commission Patricia Keller, who we heard from at our last meeting. Questions, comments, motions, board members?

Selectman Guessferd made a motion, seconded by Selectman Allan, to appoint Patricia Keller as an alternate member of the Conservation Commission with a term to expire December 2028. Motion carried, 4-0.

- 2) Cable Utility Committee – Mike Campbell, member reappointment
 - o Member vacancy to expire April 2029

Chairman Dumont: Next, we have an appointment for our Cable Utility Committee. Mike Campbell, same thing, was here at the last meeting. Any questions, comments, motions?

Selectman Vurgaropulos made a motion, seconded by Selectman Guessferd, to appoint Mike Campbell to the Cable Utility Committee with a term to expire April 2029. Motion carried, 4-0.

Chairman Dumont: Next up, we have our consent items. Does any member wish to remove anything for a separate consideration? If not, do we have a motion to approve consent items 6A through 6F?

Selectman Allan made a motion, seconded by Selectman Vurgaropulos, to approve Consent Items 6A-F. Motion carried, 4-0.

6. CONSENT ITEMS

A. Assessing Items

- 1) Charitable Exemption Application
- 2) 2025 Property Tax Abatement Application
- 3) Certification of Yield Assessed/Timber Warrant
- 4) Institutional Property Tax Exemptions
- 5) Elderly Exemption Requalification
- 6) Veterans' Tax Credit
- 7) Disabled Veteran Tax Credit
- 8) Solar Exemptions
- 9) Elderly Exemption and Solar Exemption
- 10) Elderly Exemptions

B. Water/Sewer Items – None

C. Licenses & Permits & Policies – None

D. Donations – None

E. Acceptance of Minutes

- 1) April 14, 2026

F. Calendar

04/28	7:00	Board of Selectmen	BOS Meeting Room
04/28	7:00	Board of Selectmen	BOS Meeting Room
05/06	7:00	Budget Committee	Buxton Meeting Room
05/11	7:00	Cable Utility Advisory Committee	Hudson Cable Access Center
05/11	7:00	Conservation Commission	Buxton Meeting Room
05/12	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

Chairman Dumont: With that, we're going to roll back into our normal business of 7A, the Sustainability Advisory Committee Charter. And once I can find my paper here. Alright, I will recognize Mr. Sorenson just to kind of bring us back around for the Sustainability Advisory Committee Charter.

A. Sustainability Advisory Committee Charter – Administration/ Discussion

Chairman Dumont: All right, next up is Old Business Sustainability Advisory Committee Charter. I will recognize Mr. Sorenson.

Roy Sorenson: All right, thank you, Mr. Chair. As the board is well aware, this item has been on the table twice at this point, and we have made a decision to bring it back here tonight to have that discussion. The Sustainability Advisory Committee has created a charter as well, which we have. The question was, was the viability of sustainability still necessary? Would we move forward without them as a committee, and or if we do move forward with them as a committee, does the board do so by agreeing to their charter, which has been drafted? At that point, I'll turn it over to the board for discussion.

Chairman Dumont: All right, board members, questions, comments? I see Mr. Huber in the audience. Would you like to come up and speak?

Carl Huber: I think there's a magic button. Let me just fire it up, and then I will introduce myself.

Selectman Vurgaropulos: There it is.

Carl Huber: Beautiful. So, my name is Carl Huber. I live at 23B Clearview Circle in the Shepherds Hill community, and I am representing as the chair the Hudson Sustainability Advisory Committee. And I'm here to just give you a snapshot, echoing what was presented in the annual town report of what we did in 2025. And I will just reiterate this again, and I thank you to Mr. Sorenson for mentioning that our charter has been tabled for some time. We met the deadline dates. We worked with the edits that were provided to us by the board of selectmen, and we're still in limbo on what's going on with this. So let me just step through this. First of all, this committee has no interest whatsoever in pursuing the 501(c)(3) nonprofit organization. We are all volunteers. This process takes time. It takes a lot of information. It takes a lot of data. We didn't come on board as volunteers to do this. We came on board as volunteers to take the charter that we presented to this board and move forward and be held accountable. So here are some of the items that we did. Pumpkin smash. We all heard about the pumpkin smash. So let me tell you, the pumpkin smash, we worked in collaboration with Smith Farms. We collected all of their carved pumpkins. We loaded them up. We worked with Irvine, the sustainability club, and that's who you see working around here. Black Earth is the person, the driver of the truck that came in to the community gardens, which is the most accessible and best place to smash pumpkins and dispose of them properly. It was a Saturday, so we had a driver and a truck. Yeah, it cost us \$300, but we disposed of all of those things that the kid enjoys. Every child that was there had an enjoyable time. Every parent that was there had an enjoyable time. This was a great day outside. The cow calves were walking around. Kids were taking pictures with the cow calves at the community center. So, all of the residents are looking forward to this. So, under the recommendation of our liaison, Selectman Jakoby, I reached out to Chrissy Peterson of the rec department because I guess it was perceived that the rec department would be a better organization to do something like this. She was not aware. I gave her all of the things that we needed to do. This is not one of those things that you just throw the switch, and in two, three days, it's done. The students from Irvine that were there worked with us the entire day.

Selectman Guessferd: Do you mean Alvirne?

Carl Huber: Alvirne, I'm sorry. It's that Jersey accent, you know? But this was a very positive environment. Selectman Jakoby came and joined with us. So, inside of the handout that I shared with you, because it's later on in the slide, but the Irvine Sustainability Club, Katie Murphy, who is a science teacher and advisor to that club, sent a letter of support to the sustainability committee. They are a part of our, as a student rep. They come to our monthly meetings to share with ideas. So, holiday lights recycling program. So, our first year was 600 pounds of recycling lights. We put boxes out at Town Hall, Rogers Memorial, and this is great. People never knew how to get rid of their lights. And, yes, during this planning, we talked to Lowe's. We talked to Home Depot corporate. What they said to us is, well, you got to talk to the local stores. Well, Lowe's, Nashua, not interested. Hudson, I mean, Home Depot, Nashua, not interested. So, what we did was we collected it. But working with Tony Belanger from Casella, he tuned us in to a company called Harding's Metal. And what we did this year, we collected all of those bags that you see. That's Chris Thatcher, one of our sustainability members, loading up the back of his truck. We took it to Harding's Metal, and the town will get 25 percent per pound. We took it, dropped it off, and I believe you could ask Mr. Sorenson, I think Laurie May may have gotten that check from Harding's Metal. So, it

didn't come to sustainability. It's revenue that we go right to the town, and they break it down. They break down. All they want is the copper. Selectman Morin said, well, why don't we go to this one organization? And I think Selectman Xen said, no, there's only certain places that will break it down to what they really need. So, we found a place. So, New Hampshire Saves. We did Button Up New Hampshire at the Rogers Memorial Library, and it was fantastic. We had so many people coming in. It was an open community conversation, and it was great. So, we stay in touch with these kinds of organizations because as a committee, under the sustainability umbrella, we get a lot of e-mails and a lot of workshops and webinars that may be of interest. When we get it, I know we've shared something with Director Twardosky on certain things that have come up with Casella. We shared Styrofoam cleanup. So, there's a lot of things that, as a part of our charter, like we said, to educate the residents of Hudson, that's what we're going to do. And again, as we said in the charter, we will talk to and present to and ask advice from the Board of Selectmen if we should survive. So, here's another thing, community outreach. National Night Out, we had a booth at National Night Out. We conducted a survey on the residents that attended, and I included that survey result in the hard copy because I don't expect you to read it on the slides. Hudson Old Home Days, we got a survey from people. Were they all Hudson? No, but it was recycling, composting, energy efficiency. How do we find out more? Where do we go? What do we do? Social media, this committee has a webpage. We also touch the Hudson Residents webpage on Facebook. We also touch a couple of other webpages. Anything that we have, we try to share. Roadside cleanup. Two years ago, I championed that program, and I met with Director Twardosky at that time, Chief Dionne, and Chief Tice, and we went through a plan, basically the plan that we all agreed to on the Sustainability Advisory Committee page. There's a community roadside request page. Any organization, Lions Club, whatever the case might be, individuals, maybe there's a bunch of neighbors that want to get together and clean up their neighborhood. All they have to do is go to that webpage, fill out the information, the streets that they're interested in, the days that they're interested in. It comes to me and the Sustainability Committee. What I do is I take that, and I take it over to Director Twardosky, PD, now Chief Cayot, and Fire to make sure that those roads that those residents are looking to do are safe, that we can manage it, that we can control it. We've done it. We've done it. We're not going to do washing, because imagine 12 people with vests walking through picking up garbage. No. But what we do is we find Webster Drive. We did Musquash. We did those, but we did it in a plan with DPW, because they would put up the litter crew signs out. We have the bags that we pick up, and then with PD, PD knows that we're there. A squad car will come and just make sure everything is going fine. When we're done, the very next day, DPW picks up the bags, and boom, it's done. People are looking for that, and what we're trying to do right now, we met last night, Sustainability Committee. We're going to target June 9th as the next one, and what we are going to do is we are going to put out a poll. What roads do you think would be nice to clean up? Look at the winter that we had. We had mounds and mounds of snow that finally dissipated and went away, and then the winds came. So plastic bags, bottles, garbage, newspapers flew all over the place. So, we're going to put it out to the community. You're interested? Yes. So let us know, and then we'll work in concert. The biggest mission statement for the community roadside cleanup, best practice, resident safety. That's it. So, here's a copy of the survey that we took, National Night Out, Old Home Days. It's in the hard copy handout that I took, that I shared with you instead of reading this, but we had a good response. People are interested. So, here's the other thing, education. As a part of our charter, every one of these organizations that we work with are in touch with us. Third act on the bottom is Simply Solar. Simplify Solar, what they're doing is they're trying to educate with webinars and workshops and periodicals on what we can do for solar. Department of Environmental Safety, New Hampshire Networks. We get a lot of this information from them, and we share it in collaboration with DPW, Fire, Rec. Chrissy and I are going to have a conversation with Rec and others. We can't do this by ourselves, nor do we want to. We want to do it in collaboration instead of reinventing the wheel in many different organizations or groups. Let's consolidate, and then we'll put together what the activities are with some of the budget items of what we experienced, and we'll present it to the board. You, as this body, can say no or yes, or did you think about this one? We are not here to do it on our own. Here, Sustainability Club at the high school, those are the students that spent the entire day with us, working, taking pictures, cleaning up, enjoying it. Now, they're all student representatives that attend. One of them, whoever it is, come to our monthly meetings. The projects that we're doing, they're looking at, well, can we talk about that? Sure. They come in, and they echo what their concerns are. Those are the students that are coming forward. They're interested. This is the way to give them the opportunity. They're jumping on it. Katie Murphy is saying, boy, every time they have their meeting, they're talking about this, that, and the other thing. When they leave our meetings, they talk about, oh, we just found out about, or the last student, Phoenix, came in, and she made

some suggestions. She sat right next to me, just, well, have you ever thought about this? Wow. How do you turn that away? How do you stop an opportunity from that generation to come, get involved, and just talk and learn and listen? So, again, here are the letters that we got from Director Twardosky and Chief Cayot. Thank you so much, by the way, Chief and Jay. And I shared that hard copy with you both instead of trying to read this. Those are the letters that we got. Tony Belanger from Casella is sending me a letter because this committee in Casella and DPW, we work in concert and collaboration with one another. So here it is. This is it. Here's the meaning of that word, all the things around it. And this committee, we came on to this committee to volunteer our time to do just that, just what it says right there, nothing else. And I think, I believe we've been doing a damn good job. And all I would expect and hope, if this board looks at that charter, this is not the first time you saw it. This is about the third, fourth, fifth time. And we can just come to a closure and just say, let's keep it going, not by ourselves, but in collaboration. We took the suggestion with Rick, yeah, with Benson Park, with Rogers Memorial. They already invited us to National Night Out. I can't say we're going to commit and come because we're not in existence anymore. And you heard from Mr. Bernard. He, thank God that he started this. He came to our meeting last night, and I told him last night, I hope you are proud of what we've been able to sustain and do. And to Jay and Chief Cayot and Chief Didion, you know, Tad, and even Chief Tice from Fire. We're in front of them to make sure that we can do things the right way. So, I thank you for the opportunity. And if there's any questions, by all means, let me know if there's anything else that you need. Like I said, if we are sustained and we have another period of life expectancy, we will put together a spreadsheet of pumpkin smash, National Night Out, you know, holiday of light. And we'll give you the cost of what we experienced because that was a big issue on our budget. So, I know we're going level-headed with our budget going into the next fiscal year at \$1,300, but we're prepared to give you that breakdown. And you have all the rights because we're answering to you for our charter. We're presenting to you. We're advising to you on what we see, what's happening, and how we should share it. Mr. Sorenson, you've been getting emails shared from us on a bunch of different things. You know, Casella has a big tour of the facility in Charlestown, Mass. So, you know, there's other things that permitting committees for simply simplify solar. There's a webinar coming up that our permit organization should look at if we are getting involved in permitting solar. So, we're trying to educate. We're trying to get what we get and move forward. And if there's more questions on those things, bring it back to us. We'll go and try to find out those answers. That's all I have. That's all I have. I joined this committee. I lived in Dunstable. And for 21 years, I worked on committees in Dunstable, master plan, water commissioner, et cetera. When I came here to Hudson, I said I'm going to do the same thing. And I sit on sustainability. I'm also on the municipal utility advisory committee for water and sewer because I moved to this town and I want to do whatever I can to help it. So are the other members of the committees that are in this town. So, I thank you for giving me the opportunity.

Chairman Dumont: Thank you, Mr. Huber. And I just want to lead off with I understand your passion with it. I get that. I'm hoping that we can all have a calm, cool, collective discussion over this. This is not to attack someone's integrity or passion over the subject. The sustainability committee has had a longstanding purpose in Hudson. The disagreements, though, that I have with it within the charge is the sustainability advisory committee will meet on a regular basis to advise the BOS. So, I'm just going to start there on that one. I'm going into my fourth year on the BOS. I think I can probably count on half of one of my hands the number of times you've come and presented in front of this board to advise us on issues. The charter was created to bring ideas forward to try to instill sustainability within town property, town buildings. I haven't seen that.

Carl Huber: So, we've done that. So, Selectman Guessferd was a liaison for this committee for a while. Now Selectman Jakoby. We bought the Hudson Community Power in front of this board.

Chairman Dumont: So, I'm going to pause you right there. That has not worked out to Hudson's benefit.

Carl Huber: So, what I'm saying is, so it didn't work out to Hudson's benefit. So, I hope now, now that it's the responsibility of this board to find out what's going to work. We washed our hands of that.

Chairman Dumont: Well, and that's kind of, I'm glad you brought that up. And that's kind of where some of my hesitation comes from. Mr. Sorenson brought in last meeting a representative from Freedom Power, which you guys had interviewed and decided not to go with. Out of everything that we've gone through and seen, community power or CPCNH has been a disaster for us with higher energy rates for our taxpayer, for our base

here. It's actually hurt people and probably our most vulnerable population who aren't aware of how to swap in and out of that program.

Carl Huber: Now it's time for a change. And that's entirely up to you.

Kate Messner: Can I say something? I know I'm not up there. I was pretty much involved in Community Power.

Chairman Dumont: I'm going to keep the discussion between me and the chairman at this point. The other part of this, Mr. Huber, and I get the passion behind it, don't get me wrong. Again, it's not an attack on you, but the presentation you just showed us wasn't delivered to town hall until 3 o'clock this afternoon.

Carl Huber: Okay.

Chairman Dumont: So, the urgency that you're showing here now, none of us had a chance to review or even get any of that information. And you know, you paint the picture there in front of everybody that, excuse me, I let you speak without interrupting you. You paint the picture there that where we have been negating you, we're pushing you off and pushing you off and pushing you off. When we ask for information, it doesn't come. It doesn't happen. We asked for this charter over a year ago and went, by the time that we did get it, was probably closer towards mid-budget season, which I'm sure you're well aware we had to go through all of those changes. And then by the time that we got the finalized charter, we were told that more changes were needed. And from your own selectman liaison who attended your meeting, and I'm not sure who at your meeting said it, we were told that sustainability itself didn't feel as though they filled or met the need of this charter anymore. That came from Select and Jakoby and was stated at your meeting. So, there's, you know, you can understand where my confusion is coming from.

Carl Huber: So, I think there's a, so with this charter, so we met, not right away, but we took the time to do it the right way. We put it in front of this board. And then it took a certain set of time to get the edits. And then we put it in front of you again. Chairman Dumont, it's, I'm not going to go back and forth. This is not a tennis match. I have a passion, and I still will have a passion. And when somebody just says, well, maybe you should follow a nonprofit. No, that wasn't what we signed up for.

Chairman Dumont: Well, I want to be frank that that was a conversation I had with Selectman Jakoby, who also, being your liaison, thought it was a good fit. And the only reason why I even brought that up is because I thought that the activities that the Sustainability Advisory Committee was morphing into, those events and everything that you put on that everybody liked, that you guys are passionate about, seemed to fit that charge more, a community-involved nonprofit. If you don't want to go with a nonprofit, nobody's tweaking your arm or twisting your arm about it. There's no need to go that route. A volunteer organization, and there's plenty of them that get together, that just hold community events, that get the word out and spread it. And that's where I was coming from, stating that I believe that I think you would be more powerful that way, and I think that you would have more free will to do those events. The goal of sustainability is to advise us, and that is just not occurring anymore. Well, you know what?

Carl Huber: When our BOS liaisons report on what's going on during the Board of Selectmen meeting, you have that section in the agenda, any communication from the members of the board, let the liaisons speak it up, and then they'll come back to us. We're not going to come to every meeting. But if we find something, we have to justify it and make sure that it's on the agenda for the board.

Chairman Dumont: Correct.

Carl Huber: We're not going to bring every little bit and piece to you. No.

Chairman Dumont: No, I would agree with that. And to that point, that's why I do lean on Selectman Jakoby as a liaison, who, when we initially had the conversation, also thought that a 501(c)(3). And again, I'm just throwing it out there because it showed that while we were on different sides of the aisle with that, we were both thinking, okay, this committee is becoming something different than what it was initially charged with, which happens. Things grow. People change. They see other opportunities. It doesn't negate what you guys are trying to do or cause any doubt or shame on any of those things. It's just whether or not it fits with Hudson as a committee. Some of the things that cause me for concern that I think would be fine as a volunteer organization that doesn't

sit right with me as a taxpayer is some of the financials, where the money is going to. While I appreciate the want and the need to advertise, some of the overspendings that happened in this most recent budget, the over expenditures that occurred, we can't have as a town, we cannot overexpend our line items. And that has occurred. So, we have to be fiscally responsible with the taxpayer funds.

Carl Huber: So, we apologize for that because it was Hudson Holiday Recycling Light Program. It was an accounting issue from the Hudson Times that was rectified because it was donations through a couple of different entities. That's why I'm saying to you is we are ready to give you a list of the program activities that we've been doing with the cost. And it will be entirely up to this board to say yes or no. So, you control the puppet strings. I don't lie.

Selectman Guessferd: Okay. Yeah, you're right. I was a sustainability rep. And a lot of what you've talked about tonight brought back a lot of those experiences that I had with the committee. The purpose of this committee and what you're doing and the things you're doing for the citizens of Hudson, I think those things are vitally important for our town in terms of how they get done. And, you know, that's really what's at stake here. I've been out of the loop for a few weeks because I've had some health issues. So, I've been kind of getting back into kind of looking into this particular issue. And, you know, what I want to do, because I don't think I can make a decision tonight, especially after getting, not even seeing this until now. A lot of it was stuff I remembered from when I was on the committee. So what you're doing, what those things that are being done are honorable things and things that obviously there is a lot of interest in, in terms of the town. I'm as concerned as the chairman is about the budgets, the budget things. I'm as concerned. As a matter of fact, you probably don't see me as a board member here getting annoyed or upset too often. But the thing that really bothered me the most was the whole CPCNH fiasco and how it was handled by members of your committee. OK. And that that bothered me a lot. And so, what, what we got to figure out here and I need to talk to some of the department heads individually over the next week or two. So, I'm not ready to vote on this tonight. I'll tell you that right now. If we can. But it's up to it's up to the board. That's what the board wants to do. But I know I need to get some feedback. And we've gotten we've gotten the letters. You know, we've gotten letters. And they point to what things have been done. What I want to understand is how those things are going to get done. And I'll ask the board as well. Not just. I mean, this is not the answer is how these things are going to get done. If this committee is disbanded, you know, is and because these things are important. And the way I what I listen to him and open my eyes again a little bit about those actions, those things. Now, I agree. I have a one C3. It's a great way to be able to do a lot of these things that you're doing now. We're no longer in that in some of these programs. We've kind of expended our, our, you know, with the lights and the things that have helped town buildings and those sort of things. OK. But we're there. We're done with that now. And it was great recommendations. And it saved us money. So those are all good things. The other the other concern I have is how some things are being represented or done. And in particular, I am the rec committee liaison. OK. And the rec department liaison. And when I get a call from my director as liaison, and I find out about things that are misrepresented. And then I, you know, I'm trying to figure out what is going on. And there's with just basically, well, the rec department needs to take this over. It's not your call.

Carl Huber: No, no, no, no, no, no.

Selectman Guessferd: And it was represented. Hold on. That the board, the board wanted. Hold on. The board wanted. This the rec department to take this over. That was not the case.

Carl Huber: All right. So, Selectman Guessferd, all I can say being on the receiving end of the message. You talk to your fellow selectman Jakoby and figure that out.

Selectman Guessferd: Sure. But the thing is, I should I should have been talked to before then. As a department, probably. Well, not necessarily by you. All I'm saying is that I should have known about those conversations. At least at least at least in kind of CC mode. You know what I'm saying?

Carl Huber: Overall, there's a communication problem.

Selectman Guessferd: Could be. Could be. But, the fact of the matter is, you know, to suggest that a department take over an activity where they have their own budgets, as you do. And they have their own availability of resources and all of that. That bothers me.

Carl Huber: OK. It bothers me. It bothers me that it's still going on. I stopped when I found out, even through Mr. Sorenson, that we shouldn't do that communication. I thought departments were open to collaborate with one another. Well, nobody, nobody was ordering anybody to do anything. Well, so you know what?

Selectman Guessferd: So, I'm just telling you that I'm not saying I'm against this. I'm not. I'm just saying these are the problems that I had with it.

Carl Huber: Well, the problem that I have is let's get the communication going the right way.

Selectman Guessferd: I agree.

Carl Hubert: Let's, let's make sure the left hand and right hand knows what's going on.

Selectman Guessferd: I agree. I agree.

Carl Huber: And so, the other thing I want to reiterate is everything that we talked about tonight. If you looked at the 2025 annual report that I provided, everything that we talked about, the dates and everything else were in that report. So, it's not the first time here. Then you don't read the annual report because it was submitted and it was covered. Each and every one of those projects.

Chairman Dumont: Selectman Alan first the Selectman Vurgaropulos.

Selectman Allan: Selectman Guessferd touched on what I was going to ask.

Selectman Vurgaropulos: I hear what you're saying. I think communication is a huge issue. But I'm going to go back to like what Chairman Dumont was saying is you guys were charged with communicating that to us. So, like, yes, departmental working together. Yeah, that is huge. That makes everything go around in this place, no matter what. You know, so that's great. But the problem is, is when a thought comes up or an idea, it's great to get the information. But not to act on it immediately, because before action happens, it needs to be relayed up the chain. So, if it's not being relayed up and getting approval here, then you guys are kind of in a rogue state, per se. And I'm not saying, like, that what you guys are doing is malicious or anything like that, but saying for us to read the annual report, that's all history, right? So, we don't know what's coming.

Carl Huber: So, anything that's coming, we've shared with Mr. Sorenson, with Director Twardosky. Anything that's come through our network, we've shared that. And I have the e-mails that I could show you. So, we're not making a decision without talking to this board or collaborating with our other departments. No, we are not. And maybe if we did in the past, well, lessons learned. We don't look back. I don't have the energy, nor does this board or any one of us have the energy to look back and say, oh, geez, how do we fix that? No, you're just proactive. In 45 years of doing business, I've always been looking forward. I have lessons learned. Did I win them all? No. Did I lose them? Yeah. You know, did I win a lot? Yeah. But I've learned a lot, and I try to bring that forward.

Selectman Vurgaropulos: No, and I understand what you're saying. And don't get me wrong. Almost every single event and all that stuff, I stand behind. Like, I think you guys do great work. I think one of the big things is you may have passed it to Mr. Sorenson or Jay, but it's not Jay's responsibility or his responsibility to make sure we get it. We have our own emailing system where that stuff should be provided. It's a generalized, so we all get it. And, like, so, like, those things are – You're taking – So, you know what I mean? So, like, it's hard to – so, yeah, actually, it's not hard to say you guys are doing great because you guys do great things. But it's hard to be, like, a net revisionist, right? You're like, read the report. Read this. But that's all history stuff. It's great to have that report of what we did, but also, we'd like to know where we're going.

Chairman Dumont: Yep. So, I just want to pause right there. So, day to day, I want to reiterate and reinforce this, and, you know, you can correct me if I'm wrong, Selectman Vurgaropulos, but, you know, Mr. Sorenson is the guy in charge, right? Obviously, the Board of Selectman is the authoritative body, but we charge Mr. Sorenson with day-to-day activities. He is the one to go to. He is the one to make sure to run everything up, and he will collaborate with us. He always has, always will. The concerns that I have, and like I said, it's not about the quality of your work or the integrity of you or any of the members on there. It's just where the committee is going versus where it was originally designated to be. The events and everything that are taking place is not what I envision of a Hudson Sustainability Committee. The Hudson Sustainability Committee, as charged in here, was to advise the Board of Selectman on sustainable actions for town buildings. The event, the pumpkin smash, all those things,

those are perfectly fine events. I'm happy to hear that the kids had fun. Nobody appreciates that more than I do. I'm not trying to take any of that stuff away from you, and I apologize if it seems as though that it came off that way. But we need to make sure that we're holding people accountable to what we believe their duties are, and we also need to make sure that we're holding them accountable for the taxpayer and the citizens of the town. You have, whether it be a minimal amount or a large amount, a duty to responsibly spend taxpayer funds. The way those funds are spent, I have a concern with, and how they were handled, I have a concern with. I believe that they should be utilized to look for sustainable actions for the town buildings. That's not how they've been used. A bulk of them have been used on advertisements in a local newspaper. I know that when times are tough at home, I'm not looking to spend and just kind of give and give and give, and I'm sure the taxpayer would say the same thing. They want us to make sure that we're fiscally responsible with those funds and make sure we're prudent with where they're going. We need to make sure that we're following the charge. If the goal is for you guys to hold events, I do truly believe I think you'd be better served as a volunteer organization outside of the town budget so that way you can have some more free roam and probably do some greater events than what we're constraining you to. And there's also no reason, as you know and as we saw with Mr. Bernard here earlier, there's always an opportunity to come here and speak. There's always an opportunity at the beginning of every meeting to advise the board on any issue which we have in front of us.

Carl Huber: Okay. So let me ask you a question.

Chairman Dumont: And then I want to make sure that I get to Selectman Guessferd. Go ahead.

Carl Huber: If this committee goes away and what your idea of sustainability is, who's going to do it?

Chairman Dumont: So, I'll lead into what I believe and also the letters that you supplied us here with tonight. The police department took upon itself two initiatives aimed at improving energy efficiency. They did utilize funds out of CRF that came long ago. However, that department did that. Jay at DPW, his department handled the compost pile, running all of that, organizing that. Engineering worked with him to do that. And I appreciate, you know, the thought and the support that your committee gave, but those departments did that, and they need to be recognized for that. And I am a firm believer that our departments are capable of doing that. You know, as this town has grown, things have just changed. Originally what this committee was charged with is just no longer the case today, which is why we're reviewing it. And to your point earlier, all's we can do is look back at prior actions, right? That's what we all have. Everybody does it. We get judged based on what we did prior, and we try to hope for the best going forward. So that's what we're doing.

Selectman Guessferd: Yeah, the other way that we can communicate is, you know, through, you know, the updates, the advisory things, through the town administrator, and he will set up an agenda item, you know, saying maybe every three months or so, you know, they'll, okay, the Sustainability Committee wants to come in and talk about, you know, some initiatives that they're advising you on, something like that. I mean, those are the kinds of things I envision, not a one-time project. Like, I mean, you know, we always go back to CPCNH, but, I mean, that was a lot of meetings we talked about all that. Okay? It was one thing. But I'm just talking about just a general, you know, kind of periodic update that the administrator would come to us, would put on our agenda and say, okay, and then you or somebody in your committee would come in and say, this is what we're doing, this is what we'd like to advise you on for the next, you know, six months or whatever. That's the kind of thing I envision if this continues to survive. Like I said, I get concerned about how these things are going to take place. And, like, we recently had a committee or a group of individuals come forward and take over an activity, and within a month they had a 501(c)(3), they had everything set up. It didn't take a lot of effort. You know, one person spent some time on it with an attorney. It was relatively easy to do. And believe me, I've done a few of these myself over time. And exactly what Chairman Dumont says, the funding, you know, you would get donations, and I guarantee you that you would get and you'd have a lot more freedom to decide how those donations are spent, on what you're spending them on, and that sort of thing. And it did kind of ring true to me when you were saying, you know, the money for the budget, you know, wasn't for running these events or for advertising. It was for, you know, coming up with these advisory ideas for us. So, things have evolved. And this is what I'm struggling with because, like I said, I'm concerned that if you guys go away, and I mean, I know that departments can do some of these activities, well, not some of the fundraising stuff that we would look at as a fundraiser, but I would just wonder how those things are going to get done if there's not a group of citizens that

takes over and says, hey, you know, we'll create a 501(c)(3), and I guarantee you, your budget would be much, much larger than it is now, with donations coming in. Because, again, you've said it, there's a lot of people that love these types of activities and that would support them and that would provide a donation. You know, so that's my concern. There's going to be a hole from the board's perspective. There's going to be a hole if we don't have it continue. But how would that hole then be filled? And that's why I want to have brief talks with the department heads to find out what are these kinds of things that you're going to be doing to maybe fill that hole, organizing cleanups. Are the departments going to organize cleanups? I mean, they may. And, again, collaboration, though, you're absolutely right. Collaboration is key. But it's collaboration and it's working together and trying to figure out how we get all aspects of a particular activity done. So, I do applaud you on the committee. Like I said, I was on the committee for a while. I enjoyed those times and I appreciate the things that you all were doing, people you were bringing onto the board, onto the committee. You've gotten some good people in there that are doing some good things and research and things like that. So how do we move forward? And that's what I'm struggling with. So anyway.

Chairman Dumont: Are there any further questions for Mr. Huber before I bring this back in front of the board for deliberation? All right. Mr. Huber, I do want to say I have the utmost respect for you and everybody that volunteers in this town. I've been adamant about it. I want to say I do thank you very much. While we may disagree on some things, it's no easy feat to get up there and have the conversation in the hot seat, as I always like to call it. It can get uncomfortable. It can get frustrating. You clearly have a passion for it. And I just want to say thank you for coming here, presenting, and making your case in front of the board.

Carl Huber: Thank you for giving me the opportunity to do just that. Thank you so much. Thank you.

Selectman Vurgaropulos: Thank you.

Chairman Dumont: All right. Board members, at this time, how would you like to handle Item 7A on old business? Where are we at?

Selectman Vurgaropulos: There's a lot to chew here, right? I disagree with you slightly on the ability of our departments to take on additional. I'm not saying that they can't, but I know a lot of our departments, especially DPWs, they're pretty tight. We all know that. So, I'm concerned about that. I think the list that Mr. Hubert spoke that he could provide to us, I think, would be invaluable while we try to talk to department heads and try to sort some of this out to see what can be accomplished by our departments. But I don't believe they can handle it all.

Chairman Dumont: Let me pause you with that thought. I have spoke to department heads over the past couple weeks, and I can assure you that not only can they handle it, they're doing it now. Since I've been here, and I'll ask you since you've been here, when was the last time sustainability came to advise you on an issue and bring forward a sustainable action for our departments or for the town buildings?

Selectman Vurgaropulos: Well, I've never received one.

Chairman Dumont: That's what I'm getting at, right? But they're doing it now, and it doesn't take away from the events of the other stuff, and it's an emotional thing, and it doesn't make anybody feel like the good guy for having to have this conversation. But we have a charge. We have to hold these committees accountable to that charge. That's why they were created. It is simply not occurring.

Selectman Vurgaropulos: I don't disagree with that. No, I hear what you're saying.

Chairman Dumont: And if you need to talk to the department heads, and I'll look at the letter that's right here from the police department. The police department was the one that initiated and handled this. The funding was identified through an energy-efficient capital reserve fund, sure, but the control technologies, I remember getting the police chief in here, and he was the one that gave the update and with his captain said, this is how we're going to do it, here's how we're going to approach it. The replacement of the windows and the doors was the same thing. Not the loom pile, but the leaf compost was the same thing. Mr. Sorenson, Elvis Dima, Jay Twardosky all worked together to push those things forward. We've seen it happen.

Selectman Guessferd: On that point, though, I do recall, especially when I first joined the board and before that, that there were individuals that were on this committee who actually, you know, where does the genesis of the

idea come in? In other words, would they have done these things? Maybe they would have figured this. But I know that there was Ms. Kipnis, I think, was one of the ones. She was on this committee a while back. I don't know if anybody remembers her. She was a huge proponent of the lighting, you know, the sustainable lighting, and I think she was, I think, a huge impetus to making that happen. Actually, making it happen is the implementation of it. Those costs were borne by the departments. But where did those ideas come from? Where did they start? And I think a lot of times in the past, when this committee was first chartered, it came from them. It came from some of those ideas, not all of them, but some of them. That's my concern is that where is now that beginning kind of seed of an idea coming from? There may be something on the horizon that they're aware of that we're not. That's the kind of thing I'm looking for is to be advised by, hey, there's this great thing going on, and we can save a lot of money for the town, and they bring it to us. That would be like one of those updates that we would get, hopefully. So, from my perspective, that's what I'm trying to figure out. For sure, the pumpkin smash is likely to be done by the committee. I know the rec department can't really take that on because I've talked to the direct director, and they can't really take that on unless they had additional resources, additional budget, and all of that. But that's another piece of this is where do the ideas come from that then they can execute? And those are the kind of things, discussions I want to have briefly with the department heads is, was this an internally thought of idea first, or did they kind of take the recommendations from somebody who had done all this research and said, hey, we can save the town a lot of money, and then picked it up and ran with it, which is a great thing. So that's what I'm concerned with. That's what I want to understand. How do we then get those ideas?

Chairman Dumont: So, I don't disagree with any of that, and I'm sure as we all know, a sustainability committee was created some time ago, and when that committee was created, I would say that sustainable actions weren't as well known, weren't as wildly popular as what we are seeing now. And typically, within any government organization, committees have a sunset date, especially advisory ones. They come in, they play a role to advise and to inform, and then eventually they go away as those departments get up to pace, or if that committee is now morphed into something else, right? I do believe that sustainable actions is well within everybody's eyesight or in their purview now. People are looking at them all the time. The departments are constantly looking to see how they can shave costs, whether it be through sustainable action or whether it be through other updates to the building. I am 100% confident in our departments in doing that. I also believe that there still would be absolutely nothing stopping any one of those folks from reaching out to a department or the board of selection to say, hey, did you know about this? I'm sure you all get them. I get e-mails from people that aren't on committees asking questions, asking me if we're a part of this group or that group or have we looked into this or have we looked into that. It occurs. I still just go back to what the basic charge of the committee was and how those funds are being expended. The committee was not created to create community events. That was what was decided when it was created. That's what it says in their charge that they gave to us. They wrote this. They edited it. Not us.

Selectman Allan: One thing that sticks out to me is now the communication is urgent. Now they want to communicate with us. They want to keep us in the loop of what's going on when that hasn't been happening throughout, even before I was here. I've not been here that long. The other thing that sticks out to me is any committee that I've ever been on and we've been at risk of being disbanded, our first thought isn't, well, if we're being disbanded, we're done. We're walking away from it. Our thought is, what can we do? How can we either convince the board to keep us, show them that we're viable in this town and moving forward the things that we're going to do, or what can we do if we're going to be disbanded? The fact that they're so dead set against the 501(c)(3), that speaks volumes to me, just because that is such a great opportunity to bring in, as Selectman Guessferd said, more funds. There's so much more you can do outside of the town and the \$1,300 that we provide them when you are an organization of your own. And I speak from personal experience with working at several of them here in town. The resources and the money that's out there, especially for something like a sustainability committee and the work that they want to do, it's not a lot of work to open it. It's not a lot of work to sustain it. The work that you put in to bring in these grants or bring in the fundraising, that's the reward of it, because that's what you get to give back to the town. And the fact that they're dead set against it, that's hard to get past.

Chairman Dumont: All right. I think everybody is beating the dead horse. I know I have, and I apologize for probably talking to people asleep. But where are we at?

Selectman Guessferd: Motions? Like I said, I'm still not ready to vote on it. I mean, if you guys want to vote, that's fine.

Chairman Dumont: All right.

Selectman Allan: I'm ready to vote.

Chairman Dumont: Selectman Guessferd offered a suggestion. Selectman Allan is offered hers. Selectman Vurgaropulos?

Selectman Vurgaropulos: I'm on the fence, but I think I need some time.

Selectman Guessferd: All right. I don't want to kick the can down the road much longer here. He makes a good point, but I do need to kind of dig into this a little bit more at the department level. And for me, like I said, if we're prepared to vote, that's fine.

Chairman Dumont: I know I am, and it sounds like Selectman Allan is. And based on the comments, I think we're on the same page. But if you two are not, I think we can do the simple math there and see that we're just going to be going round and round in circles. So, you know, it will be up to the will of the board. Like I said, if someone is willing to make a motion, go right ahead. If not, I'm going to move to table, and we're going to move on to the next item. Any motions? Okay. We're going to table this. We'll take it back up at a future time. Thank you very much.

8. **NEW BUSINESS**

Chairman Dumont: Mr. Sorenson again, Hudson Community Power Plan.

A. Request to Purchase Town-Owned Property – *Assessing/Decision*

Chairman Dumont: We're going to move on to new business. Request to purchase town-owned property. I will recognize Mr. Sorenson.

Roy Sorenson: All right. Thank you, Mr. Chair. I'm going to ask our chief assessor to come up. He can speak to this much more professionally and eloquently than I can. We will have some graphics. We have two slides. So, we'll start with this slide. I'll turn it over to you, Mr. Michaud.

Jim Michaud: Sure. We were approached by a property owner, a legal representative from a property owner of the parcel that's next to the town-owned parcel, the subject parcel in question, and they were seeking to purchase it. You know, would the town be willing to sell it? So, it's a tax-deeded property, and that falls under the purview of the Board of Selectmen. You can sell it. And in the town code, it tells you various ways in which you could choose to make that sale. The purpose of tonight is to just broach the subject. It's not really to lead to a motion that's going to be definitive. It's more to just kind of lay out where this property is. It's on Oak Ave, and it's a vacant piece of land. It's on the top right, 163-1. That's the town-owned property, vacant land abuts First Brook, roughly. Oak Ave. comes almost all the way down to C. It just about covers all the frontage of this parcel. So that's in front of the board. It's town residence zoning, which is 90 feet of frontage, 10,000 square feet of area for a building lot. Because this lot was recorded on a deed in 1915, a long time ago, it predates our zoning ordinance of 1943. So more likely than not, this would be considered a building lot. I have two sample motions for the board. If you're interested in holding on to the property, then you could just do that by consensus, and that would be the end of it. If you want to explore possibly selling the property, you might want to direct the town administrator or myself to get a zoning determination to determine is this really a building lot, right? So that's what's in front of the board. The property owner at lot 163, that's the one that's interested in it. We don't just sell it to a person because they asked for it, right? We have to expose it to the world in one of a couple of manners. One is sealed bid, one is through a realtor, one is through an auction. Those are kind of getting ahead of myself a little bit there. I have the memo, and I'm here to take any questions the board may have.

Roy Sorenson: So just to reiterate what Mr. Michaud said, you do have, and I handed it out to you tonight, two potential motions. I do agree with him regarding the process by which you should go with that as far as giving it to zoning first. So, I'll offer that to the board, and we can have that discussion.

Jim Michaud: And might I say, if you decide to, you know, authorize for a zoning determination, that doesn't mean later. You can't just change your mind and confirm your mind and say, you know, I guess we don't want to sell this, right? So, we're just going to the next step, getting a zoning determination. Doesn't mean you are absolutely going to sell it. We're entitled to the back taxes on the property upon the sale, but we're not entitled to any profit, right? So that stuff has to go to superior court, interpleader. It has to be distributed to people that had prior ownership interests, again, back to 1941. We actually do have a pretty good idea of a local heir to that property from when we tax deeded it. But my memo speaks to a Supreme Court decision that says, you know, municipalities cannot benefit from the largess, right? And so that's why we're only entitled to a certain amount of back taxes and interest and sheriff's fees, et cetera.

Chairman Dumont: So, I think, you know, this board's talked about. I know I have, I'm all in favor of disposing of property, getting it back on the tax rolls. I know we're not in the business of making money off it, and that's not the way it works. But I think it's better than just sitting there and nothing going on with it. To the zoning determination part of it, I'm fine with the process. It's kind of more of a checks and balances. But we've gone through this process before. My understanding of it is a lot of record is a lot of record, and it's owed to minimal use. Nothing that we can do about it or anybody else. A subdivision of that lot or anything else subsequent to that is a different story. But looking at where it is, I think that, you know, obviously it would be a lot of record for a single-family home. I think that's what we'd find, but I'm fine with going through that process if that's the will of the board. My goal would be to dispose of the property and move on. Board members?

[Selectman Vurgaropoulos made a motion, seconded by Selectman Allan, for the Board of Selectmen to direct the Town Administrator, subject to delegation, to seek an official zoning determination on the subject property, Oak Ave. Tax Map 190, Lot 163, Sublot 001. Further dispositive status of this property will be determined at a later BOS meeting. Motion carried, 4-0.](#)

Chairman Dumont: Thank you very much, sir. Thank you. Appreciate you digging in the weeds on that one. I'm sure that was a lot of research.

Selectman Guessferd: Thank you very much.

B. Town Administration Report – Administration/Presentation

Chairman Dumont: All right, town administrator report, Mr. Sorenson.

Roy Sorenson: All right, so not to be confused with my report at the end of the night, this is actually my department update. So, as you folks know, I tasked the department heads with this last year. This is what I'm going to call 2.0 as we get into the new year. So, I'll kick things off, and we'll start seeing one department succeeding me as we go along for each meeting. All right, I talk a lot about organizational development. That will continue, and the departments have done a great job with this last year. They'll continue to do so. Certainly, they've already marketed their descriptions, statements, goals, which will change each year. The SWOT analysis, strengths, weaknesses, opportunities, and threats, as well as planning, master, and strategic. And we'll get into that in that slide coming up. Basically, that culminates with their department update. All right, that's their chance to put that out there. That's your chance to ask questions. And it kind of brings us right into the budget sequence, too, where, again, they'll try to reiterate what a lot of those goals and objectives might be. Organizational chart, you can kind of see how it lays out with my position itself. Top to bottom and side to side. All right, you have your legislative body. That is the residents of Hudson, right? They're in charge of everybody. Everybody in this room, the elected officials, the selectmen, boards and committees, myself. We talked about some advisory committees tonight. You see the library HCTV off on the branch because, in theory, that's directly under pretty much our administration. The library is a unique aspect to that as far as how that's governed. And then you see all the departments below and how they're set up. And they'll come in individually and show you. I did put water and sewer over here, as you know. And, obviously, DSD, that's the Development Services Department, which is your planning, your engineering, and your zoning. So that was part of the reorganization we went through that changed this chart quite a bit. And we consolidated some things, and I think we have better horizontal movement all in those areas because of that. All right, mission statement. The town administrator is responsible for the overall management of the affairs of Hudson, New Hampshire, as effectuated by this board of selectmen. It shall

be their priority, their meeting all of us, to ensure local governance to the community that fosters professionalism and integrity. Under the direction of the board of selectmen, the town administrator shall implement the overall strategy for the town through its department goals and objectives. Again, that's the key. You're going to hear a lot of those in advance of the budget because, certainly, everything has a budget implication. The shared responsibility thereof is purposed in public interest, ensuring continued economic, social, and financial success of the town, notwithstanding delivering high-quality services. All right, mission statements, one way to put some things out there. You also have a vision statement, right? And how do you create those vision statements and how you get there? It's a little more simplistic, but promoting a safe and healthy environment, preserving our past, and serving the future so we can promote responsible livability for our community, residents, business, and guests. So, the structural objectives behind that, and, again, you saw this last year. I want to reiterate the importance of what we're doing and what I'm asking the departments to do. A lot of it's informative within the budget process. These cover pages, which are giving you both current, past, whether it's financial, projects, mission statements, goals, and objectives. Policy updates, as an example, this one here is from HCTV. So, they were struggling financially, right? We did some things this year based off of what they gave to the board, including their underwriting process, right, which you see on their screen now, and they have folks helping fund some of their programs, which is great. This is a slide from the PD. How is their budget comprised? How is it broken out? Where are they heavy? Where are they light? Where does Chief Cahill believe they should be moving assets versus other places, right? It's the ability to transfer that to the board to make sound decisions. And obviously the budget committee and ultimately the voters weigh in on all that come next March. All right, goals. Typically, goals, you can have goals. I want to see them be based off of what are called SMART goals, specific, measurable, achievable, relevant, and time-bound, right? We have to give certainty to these things. Anyone can have goals. How you get there and how you lay that groundwork or that roadmap to get there is important. A lot of it's driven on data. Again, data is going to tell you how you get there and what you need to do it. As one group, we're all one big piece of the pie, but then you break it out, right? Now we're all competing against each other, and every single one of us has an impact. All right, Hudson's very conservative by nature, which is great. We have a very lean budget. You saw that with our audit report. So, everything we're doing is principled on the fact that we're going to try to get the most bang for our buck, as they say. Goals that you'll see in the upcoming years. Organizational development, five, six years from now, I will say the same thing. That will be up top. I think that needs to happen every year. Policy review, we'll go after that pretty heavy this year. So, I know Selectman Vurgaropoulos is all excited to do this. He was part of it last year. A lot of our focus has been on finance and personnel, specifically, now that we have the HR generalist as well. Financial software, we're putting the working group together for that. You will see that item come before you as we get closer to the introduction of the budget season. Time and attendance, that's going to be heard tonight. Another major project and a major goal for this town, for the board to consider. Formal procurement process, we're working on that now. I'm working with some of the larger departments, Mr. Dhima included, who gets into large projects, millions of dollars. How are we procuring these projects? How are we getting the people here to bid on those projects? And then the capital improvement plan. I brought this up at the last meeting. We haven't done a capital improvement plan, I believe, since 2020. We should be doing it every year. Whether the projects are done or not, they move up, they move down. It's like chess, right? You're moving things around based off of whatever the philosophy of the town might be, depending on the economy. But nonetheless, we should do it for a six-year period so we have something on the books. Federal government comes down and says, we found \$2.5 million. The first thing they ask you is, where's your capital improvement plan? When's the last time was it updated? All right. Organizational development, we'll come back into that. Now, the HR generalist is on board in a lot of the things we're doing, and she'll work with the individual department heads. Your small department's pretty straight, right? Hierarchy, top to bottom. But nonetheless, the bigger departments, top to bottom as well, but you see that horizontal connectivity. The big thing behind this is relationships within, whether it's top to bottom, vertically or horizontally. Does everybody kind of understand what's happening in the department as a general mission and vision? And then what their role is, and what they're central to, and what they can fill in as. Is there any type of redundancy? What are the gaps there? As I mentioned, that'll be a big task for the HR generalist to take a look at those as we move forward. I did ask her to put together a quick slide. You see it here. She started to work on some of that stuff, which is great. She's been busy, postings, interviews, descriptions, policies, and things of those nature. That's where the position will be in the beginning. We're going to see how this position shapes up. As I mentioned, it'll be dynamic over the coming year. It's a new position for the town, and we're anxious, obviously,

for it to fill that role. I know some of the departments are excited as well to be able to speak to that person in that capacity. SWOT analysis, strengths, weaknesses, opportunities, threats. So, this is good. You'll hear this in the department updates. A big thing with this is when I talk to the department heads, we have to keep things in perspective. What's the biggest threat you're going to hear from every single one of them? Budget constraints, budget constraints, budget constraints. I think we all understand that. That's reality. So how do we work through that? How do we anticipate that? How do we deal with the challenges, interpret them, make decisions, and learn from them, right? So, you have some ideas. You think they're a great idea until Selectman Guessferd tells you that's not really a good idea. And then you say, all right, let's regroup. It might not be a good idea for that moment in time, but you move through it, and you carry it with you, and you try to bring it back and redevelop it. That obviously plays into the master plan, strategic and master, as I mentioned. I'm not going to spend a lot of time here, but we have work to do on a capital improvement plan. I'll dive into our coffers. I'll dust off the 2020 plan, see what kind of progress we made. Reenact that committee, reshape it. I'll bring it back to the board and say, how do you want to proceed with this? And we'll get started on that. But it's good to know short-term, mid-term, and long-term, right? Because you have that master plan, and then you can put some strategy behind it. In essence, expenditure is the key word there, right? If the money is not there or the timing is not right, the project still may be good. It just needs to wait. It's just not ready yet. That's pretty much it. So, the public interest, that's why we're all here, right? The inherent trust given to the public servants and elected officials to act in a capacity that supports the common good through policy and planning borne by constructive debate and sound proposals for consideration. I think one of our most known presidents, Abraham Lincoln, has a pretty good quote there, "to do for a community of people whatever they need to have done, but cannot do it all or cannot so well do for themselves in their separated individual capacities." What does that mean? It means we're entrusted with a lot of things. And that's important. So, we're trying to do the right thing for the community, for the people in the community, to bring the community forward. So that's my department update. I hope I didn't take up too much time. I'll take any questions if you have them.

Selectman Guessferd: Probably just maybe a suggestion as you go through on the capital improvement plan.

Roy Sorenson: Yep.

Selectman Guessferd: I remember working through all that as a selectman and being on the planning board as well. That was a pretty involved process, you know, and who was involved and who was leading it up. And it will be important to kind of take that and maybe streamline it, because I know it took a while to get it all done, all the meetings and the people that were appointed to that committee to get it done. So, if we can learn anything from that process and maybe make it a little bit more efficient, that would be great.

Roy Sorenson: Does he say he wants to apply to that committee?

Selectman Guessferd: Who knows? Maybe.

Roy Sorenson: No, I agree with you, 100 percent. So, I've done these before, obviously, in other municipalities, and it can get cumbersome at times, right? So that's where you've got to keep, again, the word perspective. Let's put it here. Let's make it realistic as much as we can and understand the sequence of how it may take shape. I know even from a department head back in the day, you get a little down because you're like, we're never going to get this, we're never going to get that. It's still a need, right? It's a need for what you believe the community needs. You need to put it there on paper and have it and just continue in perpetuity if you have to. But you're always demonstrating that need. Absolutely.

Chairman Dumont: Thank you very much, Mr. Sorenson. Thank you.

C. Donation E-Bike Helmets – Police/Decision

Chairman Dumont: All right, next up we have donation e-bike helmets.

Chief Cayot: Thank you, Chairman, members of the Board. As you remember, back in 2025, we had a very generous donation from Janie Freedom for an e-bike. So, the Hudson Police Department has that e-bike. We also purchased one with asset forfeiture, so we have two e-bikes. And Janie Freedom wanted to make sure that we

were safe on these new e-bikes, so she bought four helmets that she donated to the Police Department. I'm just looking for permission to accept those four helmets.

Selectman Allan: Motion?

Chairman Dumont: Yep. Real quick, if we don't mind, just for discussion. So, I just want to, you know, and I think this kind of segues perfect from our previous conversation, this is a sustainable program, you know, created through donations and through the department. You guys asked how this was going to continue to happen. It's happening in front of us right now, and I'm sure it will continue. I'm very happy to see this. I think it will be great. I'm looking forward to see you buzzing around on the e-bikes.

Chief Cayot: Absolutely.

Selectman Guessferd: I think we need HCTV over there as you guys get trained on them.

Chief Cayot: We are working on that right now.

Chairman Dumont: Selectman Allan, go right ahead.

[Selectman Allan made a motion, seconded by Selectman Guessferd, to allow the Police Department to accept a donation of four \(4\) Trek Quantum WaveCell helmets with a retail value of \\$539.96. Motin carried, 4-0.](#)

D. Taser Purchase – Police/Decision

Chairman Dumont: Next up, we have the TASER purchase. Take it away, Chief.

Chief Cayot: All right, so about five years ago, we had entered into an agreement with TASER for the current TASERs that we have. Every five years, that contract ends, and we look to renew it. One of the reasons we have to do that is these TASERs, it's not like they will stop working. However, they are an electronic device, and we want to make sure they are going to work when the officers need them. So that's one of the reasons we looked up the contract. The other thing is that contract includes Evidence.com, which is the software that allows us to get all the information from the TASERs. It seamlessly fits with our body cameras and the cameras in our cruisers. That expires as well, so by reentering the contract, it gets these new TASERs on that evidence.com platform. Can you do it separately? Yes, you could purchase Evidence.com separately for these TASERs after they get out of that five-year span. The problem is TASER covers them during that five years with a \$10 million policy for liability. That also expires in that five years. So, even if we continued these current TASERs with Evidence.com, we would lose that liability coverage. So, with that, I'm looking to first waive the competitive bid process because this contract, the five-year contract, does exceed that amount. The reason I'm looking to waive that is there's no real competitor for the Axon TASERs, and even if there was, it wouldn't seamlessly integrate with Evidence.com, which we currently have. So, it would be the first part, and then the second part would be to enter into this new five-year contract with TASER for the new TASERs with that evidence.com platform.

Chairman Dumont: Thank you very much.

Selectman Vurgaropulos: Thank you, sir. Chief, I might have misheard you, but did you say these interact with your cameras in the cruiser and your body?

Chief Cayot: They do. So, if I pulled my TASER out of the holster right now and turned it on, it would actually turn my body camera on and all of that would be recorded in evidence.com.

Selectman Vurgaropulos: Got you. Okay, thank you.

Chief Cayot: That is another thing. These new TASERs do have additional safety features that the old ones don't. The current one I'm carrying has a 27-foot range. The new ones actually have a 45-foot range, so you can keep additional distance when you're dealing with a—

Roy Sorenson: What's the distance to Mr. Dhima right now?

Chief Cayot: I could definitely reach him. The one other safety feature that these have is this current TASER shoots two probes at one time. So, you have to try and make sure you get a direct hit with that one shot. The new TASER,

you'd actually do two trigger pulls. You'd shoot one dart, and then you could make sure the other one was going to go where you wanted instead of having to calculate where those two were going to separate with that one trigger pull.

Chairman Dumont: That would be another good thing. We could test on Mr. Dhima.

Chief Cayot: Maybe we can sign him up when we get the new ones.

Chairman Dumont: I'm sure we could dig up a waiver for him. We'll be good. All right. Any other questions or comments for the Chief? Motions?

Roy Sorenson: You do have the procurement of a waiver attached to this.

Chairman Dumont: Yes. I didn't see everything. All right.

Selectman Guessferd made a motion, seconded by Selectman Allan, to waive the competitive bidding requirements as outlined in Hudson Town Code 98-1C, and allow the Police Department to award the bid to Axon Enterprises, Inc. Motion carried, 4-0.

Chairman Dumont: Next up.

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to accept the Police Department's recommendation to purchase TASER-10s by entering into a five (5) year contract with Axon Enterprises, Inc., starting in FY27 with a yearly cost of \$47,999.99. Motion carried, 4-0.

Chairman Dumont: Open for discussion. Go right ahead.

Selectman Vurgaropulos: Chief, we're currently on contract. What's the contract comparison, the new versus the old?

Chief Cayot: As far as the cost?

Selectman Vurgaropulos: Yes.

Chief Cayot: So, the old one was about \$37,000.

Selectman Vurgaropulos: Okay. Oh, yes. It's right here. Sorry.

Chief Cayot: \$35,294. The new one did come in a fair amount higher than this, \$47,999.99. However, just looking at percentages, I told them they needed to be under a certain percentage increase, and that's why you see that number that's \$99.99.

Selectman Vurgaropulos: Sorry, I missed that.

Chairman Dumont: Thank you very much, Chief.

Chief Cayot: Thank you very much. Have a good night.

E. Drainage Pipe Lining – DPW/Decision

Chairman Dumont: All right. Next up we have drainage pipelining. Mr. Twardoski.

Jay Twardoski: Good evening, Chair, members of the Board. So as part of our town-wide paving programs, any road that we go to do construction on, we use our closed-circuit TV truck to inspect all the pipelines. On George Street, we found that the drainage pipeline is in desperate need of repair. Looking at the depth, the type of digging, and the length of it, we figured it's much more cost-effective and a lot less impact on residents to have this relined versus replaced. This particular pipe does not need to be upgraded in size. It's big enough to handle what's there. So, we figured this is the best option. We have two contractors that we have pre-qualified, and Vortec Services is the contractor that's come in the lowest the last couple of times that we've used, and we have a great rapport with them. They do great work. And you saw their work on the Adam Drive project. It was a huge culvert there. So tonight we're going to get two recommended motions in front of you, and I'd like to get them for the project if you have any questions.

Selectman Vurgaropoulos: Thank you. Jay, I'm assuming since you're going with the lining, there's no sections that are collapsed, probably just cracked and eroded a little bit?

Jay Twardosky: Yeah, they're eroded. There's some galvanized and aluminum. There's some areas that are rotted right away, but it has not started to collapse yet. So, it will have a full round pipe to it.

Selectman Vurgaropoulos: Okay. So, with the parts completely rounded away, is there any worry that the liner will be worn by the same?

Jay Twardosky: Negative.

Selectman Vurgaropoulos: Okay.

Chairman Dumont: And correct me if I'm wrong, but these liners have even been successful when we've had pipes separate.

Selectman Vurgaropoulos: Yes.

Chairman Dumont: So, the joints have separated. They're still able to go put the lights on. That's what I was going to say. There's a little bit of a misalignment. Sometimes the liner will actually go and straighten them out, but nonetheless the flow has always been improved and has always been structural.

Selectman Vurgaropoulos: Okay.

Jay Twardosky: Correct.

Selectman Vurgaropoulos: Yeah, that was my question.

Jay Twardosky: Yeah, it creates a nice smooth flow, so you actually get a better flow out of it, even though you'll be decreasing the diameter of the pipe slightly, but because of the flow increase, you're actually gaining.

Selectman Vurgaropoulos: All right. Sounds good.

Chairman Dumont: So one quick thing I did want to mention about this, and I spoke to Mr. Sorenson about it, going forward, so I know that we're waiving the bid and I understand why and I appreciate you putting the information in there, but going forward to contract out, can we work to try to put a bid together for three companies to see for future work of what these numbers will be? I know we've stuck with them and they were able to hold to their numbers, but for the next project or possibly for a contract of three years, like I think we've done in the past, if we could put something together and do a formal bid process for that just to see where everybody's at with pricing.

Jay Twardosky: Absolutely. That's what we did last time. This is like the third year that we're in this, so I understand where you're coming from.

Chairman Dumont: Yeah, I just figured now that we're getting there and it may turn out to be the same, that Vortex is still the competitive one in there, but I think we're so many years away from it, it's just worthwhile to check into it.

Jay Twardosky: Absolutely.

Chairman Dumont: I appreciate Mr. Sorenson bringing that to my attention. Any other comments, questions, motions?

Selectman Vurgaropoulos made a motion, seconded by Selectman Guessferd, to waive the competitive bidding requirements as outlined in Hudson Town Code 98-1C and allow Public Works to award the bid to Vortex Services LLC. Motion carried, 4-0.

Selectman Vurgaropoulos made a motion, seconded by Selectman Allan, to approve the expenditure of up to \$121,000 using the Drainage CRF account 20-3916-2701-000-743 Capital Reserve Fund, for the purpose of installing a cure-in-place liner on approximately 1,400 linear feet of drainage pipe under George Street, as recommended by the Public Works Director. Motion carried, 4-0.

F. Truck Replacement – DPW/Decision

Chairman Dumont: Thank you very much. Next up, truck replacement. Take it away.

Jay Twardosky: So, in this year's budget, we had the replacement of five of our smaller trucks, the Ford F450s and a couple of F350s. We looked around and through state bid, Grappone Ford had the state bid for these particular trucks. So rather than going out to bid, we're requesting permission to use the state bid price to get these trucks.

Chairman Dumont: One quick question just on the waiving of the bid, and I know we're going with the state process and they do an in-depth detail, but for anybody watching, I know you're familiar with the trucks, and I'm sure you took a look around. Can you speak a little bit to maybe what some of the other dealers are looking for? Do you have an idea of cost on what they were? I know it wasn't a formal bid, but do you have an idea of where the difference was?

Jay Twardosky: So, there's basically Ford, Chevy, and Dodge, and they're all pretty close to the same. Some of the manufacturers don't have exactly what we're looking for. Like Dodge, they're extended cab trucks. They don't come the way that we need them as a one-ton instead of a three-quarter ton, and they were about the same price for the smaller truck on that bid. Most of these, it's a base price bid, and then you add on to it what you need for equipment. And then once you start doing the add-ons, Ford becomes the better price out of the three.

Chairman Dumont: Some of those, right from the back of the cab to the actual wheel, the length changes. I'm guessing it's a better fit for those bodies you're looking for.

Jay Twardosky: Absolutely.

Selectman Vurgaropulos: Thank you. I know I've asked this before, but what are we doing with the old vehicles?

Jay Twardosky: So, they're getting traded in.

Selectman Vurgaropulos: Is it a trade-in line in here?

Jay Twardosky: Yeah, there's a—

Selectman Vurgaropulos: I know they're not in probably the best shape, so I don't expect a high number.

Jay Twardosky: No, they're old, so I had to trade in. I think it's \$15,000 for the five trucks total.

Selectman Vurgaropulos: Okay, thank you. I didn't see that line item in here, like notified in here.

Chairman Dumont: Any other questions or comments?

Selectman Guessferd: Forgive me if I missed it, but what was in the budget?

Roy Sorenson: It's on the funding line.

Chairman Dumont: So, the bottom of page 167, 162, 2770, 2770, 2381.

Selectman Guessferd: That's the general fund line.

[Selectman Allan made a motion, seconded by Selectman Guessferd, to waive the competitive bidding requirements as outlined in Hudson Town Code 98-1C to allow Public Works to purchase replacement trucks as in marked in the FY27 general fund budget from Grappone Ford via the State of New Hampshire Purchasing Contract No. 8003755. Further to appoint the Public Works Director as a signatory for the purchases. Motion carried, 4-0.](#)

Chairman Dumont: Selectman Allan, you want to take away No. 2?

[Selectman Allan made a motion, seconded by Selectman Vurgaropulos, to enter into a five-year lease purchase agreement with KS State Bank, non-appropriated for the sum total of \\$375,416.90, which represents the total cost including financing and trade and values, further to appoint the Town Administrator as a signatory to effectuate the lease agreement. Motion carried, 4-0.](#)

G. Land Use Regulations and Zoning Ordinance – DSD/Decision

Chairman Dumont: Thank you very much. Land Use Regulations and Zoning Ordinance. Mr. Dhima.

Elvis Dhima: Thank you, Mr. Chairman. Good evening, everyone. Once Mr. Sorenson saw this item, he says, I better put a presentation first on the item, on the agenda, than I talk about changes we need to make. I'm kidding. So, as you all know, the Planning Board and the Zoning, and we also, I think they're related to those in Zoning and Planning, continue to make updates through the years, either through legislation at the State that needs to be adopted here. One thing we haven't done is go across the line and make sure that we're staying true to all these regulations. So, we're having some inconsistencies out there, and it's catching up and needs to be done. So, as you all know, the Planning Board was able to secure \$200,000 for the Town of Hudson from Target project related to the master plan. They have a good master planning, they have a good foundation, which is basically your planning and your zoning rules. So, the Planning Board felt that it was time to basically get these in order. So, we went to them, and they're all for this, and they recommended \$100,000 towards this. So, we put a bid out there. We had four vendors come forward. You got the packets submitted to you. One thing we did a little differently with this one is we broke down the rating, 40% related to the cost, 30% to the approach, which is how you're going to do it, are you familiar with us, and then 30% interview. Interview was conducted by the Chairman of the Planning Board, the Town Planner, and myself, by us, because it's mostly technical. I'm trying to keep the politics out of it, right, a little bit.

Selectman Guessferd: Always a good idea.

Elvis Dhima: And also, one of the reasons we did that is we wanted to make sure this was the most cost-effective way to do it, as you said, Selectman Guessferd, as you touched earlier. What we're trying to do is get this thing going so we have a good set of rules for the Planning Board by October, but also have a good set of rules for the ZBA. The hope is the Planning Board takes this recommendation, adopts them through two public meetings, and then ZBA forwards this to the taxpayers that get to vote on it. But instead of having 20 articles like you have every year on the ballot, you're going to have one, and that one is basically going to represent all the updates that we're going to do. We're not trying to change the rules. What we're trying to do is get everything synced in. We're also trying to simplify the language a little bit. When they did this, I think it must have been Shakespeare, I guess, who put these things together, because I'm reading some of it, and I don't seem to understand what we're trying to say. We say one thing here, we say something else over there. We're trying to do this to simplify it in a way that we all understand and you don't have to hire a land-use attorney to understand what we can and cannot do in this town. It shouldn't be that complicated, right? To me, when I read something, it should be as clear as can I do this, yes or no? It shouldn't be subject to interpretation. It should be zero language that reflects interpretation there. That's just the way I see it. So, we did the rating, and Fuss & O'Neill scored the highest. Fuss & O'Neill had the advantage that they have done the tech review for the town of Hudson since 2007. They teamed up with NRPC, who also brings a lot to the table as well. Mr. Minkarah is going to be spearheading the effort from NRPC. So, it was a team effort, and they did very well. They did very well on the approach.

They did very well in the interview. Now, everyone was qualified to do this. What kind of stuck with me on the approach that Fuss & O'Neill put forward with NRPC was the fact that one of the things that I heard during the master plan was we wish the town went to different locations in town to get public input. There's going to be three public meetings related to this. And their proposal calls for having a meeting at different locations, on the south end at T-Bones, at the White Birch for central, and then going to Alvirne High School or Rogers Library as well. I think, to me, that speaks volumes about hearing and being very familiar to what the pulse is for the community. But also, I like the fact that we're going to have open bars, which is always good. I'm just kidding. It's not going to be open bars for everyone. Just elected officials here and us. But it's going to be basically one of those where it's not going to be just like a work. It's going to get everyone involved. It's going to be in different locations. We're going to reach out to see if people can, you know, we can go to them instead of expecting them to come to us. We might not be able to incorporate everything they're going to bring in, but we're hoping that everything that we get, if we don't do it on this round, then maybe we can save those notes and incorporate them in the master plan when the planning board is ready to go. So, with that said, you're being recommended tonight the firm that scored the highest, which is Fuss & O'Neill. Weston & Simpson was a very close second, and then IMAG, and then Resilient Planning was very close to each other. IMAG was the lowest, and the reason for that is a lot of their meetings was going to be virtual, so that's why they were a bit lower than the other three.

So, you had \$80,000, and the other ones were between \$96,000 to \$100,000. So, that's why there was a bit of a gap there in between is because the meetings were not going to be in person and were going to be virtual, and I think that's very important. We respond better to face-to-face. I want people to come out, say what they have to say, and then we can move forward. So, this is not being done in a vacuum. And with that said, I'm looking forward to it. I think it's going to be very good. I think it's much needed. And as Mr. Sorenson said, hopefully once we get this trued up, once it's for good, then we do this every three years for about \$5,000 to \$10,000, and every time we get something from the state saying you need to change something, we're like, okay, and then every three years we get a consultant to come in and just say, all right, make sure that we're trued up so we're not falling behind like we have. And that's the intent, trying to have a better product out there that we can all understand and rely on. I'll take any questions you might have.

Chairman Dumont: I think the big thing that you hit on was the contradictory statements that are within our land use regs and our zoning ordinances and the difficulty that places on staff, applicants, planning board, zoning board. You have overlapping statements. You have things that say the exact opposite of one another. And I think the voters would appreciate not having to vote on a 5,000-pound trailer here and a change of a little bit of a word over here and 20 different things. So, I'm in favor of going right through and trying to take a comprehensive look at it.

Selectman Vurgaropulos: Yeah, I'm in favor of the process. It sounds really good. My question would be, since you were involved in the interviews, what was Fuss & O'Neill's approach for gaining community interest? I like the idea of having separate locations makes it easier for everybody, but how do we engage the people who they know?

Elvis Dhima: So, a couple things is they talked about a partnership. They talked about this is going to be a partnership between the consultant and the town staff. We're not going to do this again. We're going to be like, here's the purchase order. See you later. No, we're going to be involved every step of the way. Another thing they're going to do is we're going to put brochures out there, make sure that everyone is aware of the meetings, the locations. There are going to be refreshments there as well. Just anything to get everyone motivated out of the bed to come in and talk to us.

Chairman Dumont: Keep mentioning refreshments.

Elvis Dhima: All right, refreshments.

Selectman Guessferd: I thought he was a little less specific.

Elvis Dhima; Yes, but generally, as I said, for the public, for us, we're going to have a good meeting.

Chairman Dumont: It's probably the best way to get people to attend, to be honest.

Elvis Dhima: Yeah, it is.

Chairman Dumont: Give them a beer ticket.

Elvis Dhima: Whatever it takes to get folks out. Another thing that they talked about is doing online surveys. We're going to send it out. We're going to get some feedback. Another thing they talked about is to make sure that we're not getting the same person providing the same feedback over and over again. There's a way to do that by getting an IP address, so we're not getting 20 different recommendations from the same person. We're going to try to make sure that we get a uniform feedback from everybody so it's not being flooded by one or two individuals or five. But the main thing was they see it as a partnership, and I like that. I don't envision anyone being successful doing this on their own. They need to do this with us, with the board members. They're going to reach out to zoning, to planning, and they're going to do this in a partnership with us. That's what really stuck out. They talked about some of the experience they had with some of the big projects we had, which I'm not going to say because I don't want to trigger anyone. But they were very in line with what happened, what the reaction was. They have a good understanding of that, and they were able to speak more than anybody else that was in that meeting in those interviews. That was the main thing. I hope that answers your questions.

Selectman Vurgaropulos: They could beat our voting numbers?

Elvis Dhima: We'll see. I mean, you know, it was a bit disappointing the last time we did this. Again, it was for the master plan. This is not a master plan, but I see a lot of value. I look at this, and a lot of us from staff look at this from the inside out, and sometimes you don't see things that are wrong, right? I mean, we have an idea, but the feedback we get from the outside looking at it on the inside, it's just unbelievable because it's like you look at it from a different angle, right? So, I'm hoping I get some of that. If we do, great. If we don't, that's fine. We tried. But I think it's going to be a better product than it is, much better product.

Selectman Guessferd: Absolutely. Yeah, I mean, a couple of minor little comments. One, you're never going to get 100 percent clear, right? But you get as close to it as you possibly can, eliminate or at least mitigate all those things. And I kind of have to piggyback on Selectman Vurgaropulos. Getting the information out to people somehow, however we need to do it, because this is more technical than like the master plan stuff. Master plan is like, yeah, I'd like to see this. This is trying to get people to come out to actually do this. So, you're really going to have to hope that they've got a really good plan and working with you guys to get at least, I mean, we can only do what we can do.

Elvis Dhima: Yes.

Selectman Guessferd: To get people out there, like just like with voting. But, yeah, it's going to be important that folks weigh in on this, especially anybody even at a small level who's had a plan that they've had to.

Elvis Dhima: They had a problem. They were frustrated. They came in for one thing. They found out it was another. Here's your chance to come in.

Selectman Guessferd: Something else, yeah. Right. Get another waiver.

Elvis Dhima: Yes. Can we do it better? I think if you get rid of this. Yes, and we've done some changes already, like, you know, with our conditional use permit. If it's a small amount, you can do it through a minor site plan. You don't have to go through hoopla. We have tried, and we're looking to take that to the next level, but also true things out between zoning, planning, and engineering details that are regulated and produced by the planning requirements and land use.

Selectman Guessferd: And even a few years ago, the planning board, you were on the planning board at the time, went through a – I don't think we ever really completed it. We were trying to get the regulations to kind of read better and to kind of flow, and that just never finished up. Hopefully this will kind of complete that process as well.

Elvis Dhima: You're absolutely right. They started it. It became overwhelming, and it was one of those things that you really can't do in the house because then something else happens and something else. So, we saw value in just having someone from the outside help us in the task. We're going to be doing this with them. That's why it's not \$200,000, \$300,000. It's \$100,000. It could be much more than that. But we need someone to drive most of that data because we're just – if I get a call saying drop everything, go do this, I have to. It's all about emergency priority and then everything else. So, this, having the third party and having a fresh set of eyes, I think it's going to make all the difference. And we're going to get this thing done by October. That's the biggest thing. It's not going to be a five-year process. It's not going to be let's talk about this. No, in October, that's where the deadline is, and I want to have two things, one for the planning board to adopt, which they can do with two public hearings, and zoning to say, yep, this is good enough. Put it into the voters for March and be done with this.

Selectman Guessferd: I was going to ask how you were going to end this thing up.

Elvis Dhima: Yes.

Selectman Guessferd: That's perfect. It's perfect.

Elvis Dhima: I don't want to do it in November, December. Now everyone is rushing. Now it's felt like it's been chopped down people's throats. It's plenty to digest. Everyone is going to be exposed to it. And now we follow the regular ZORC meetings. It might not even be a need for a ZORC, not talking to folks because this is what they do, trying to clean things up, and this is going to be it. So, a big push from the planning board. I think they're doing a great job identifying the need for it, having the money, which is not Hudson taxpayer, which is big.

I mean, you guys should be all excited about that. Yeah, absolutely. I am. I always get excited when it comes to that. So, it's getting done.

Chairman Dumont: All right, where are we at here?

Selectman Guessferd made a motion, seconded by Selectman Vurgaropoulos, to award the contract to Fuss O'Neill, the highest-ranked consultant, as recommended by the Director of Development Services, Chairman of Planning Board, and the Town Planner, in an amount not to exceed \$99,200 from the Target Master Plan Fund's (account number 09-2000-2050-000-585), for a comprehensive review and update of the Town's land use regulations, zoning ordinance, and engineering construction details. Motion carried, 4-0.

Selectman Guessferd: I'd just like to say one more thing. I do appreciate the competitive process, very robust. I think it shows a lot of impartiality, I guess, as much as it could be, because, I mean, Fuss & O'Neill does other things too.

Elvis Dhima: Thank you.

H. Pennichuck Water Works MOU – DSD/Decision

Chairman Dumont: Next up, Pennichuck Water Works, MOU. Mr. Dhima, take it away.

Elvis Dhima: Thank you, Mr. Chairman. You don't have a lot of time, by the way, to introduce. Two seconds for this one. Another legendary project moving forward, as you know. Now, you all remember the discussion that Mr. Sorenson and myself have had with Pennichuck, with DES, the AG's office regarding funds that are available for handling all the issues related to the PFAS in the southern portion of New Hampshire. As you all know, we're working with St. Gobain. We have secured \$1 million. And what this is tonight is the \$9.7 million that's available by the legislator that says you guys can work something out and utilize these funds for this transmission line that's being built, not only related to the transmission line, but also improvements related to anything related to support this transmission line. So, it's a big win for the town. I will say Mr. Sorenson was spearheading most of it. He did a nice job. I don't like to say that. It bothers me. It bothers me a little bit. But he did good. We had a lot of fun. It wasn't always fun. And the one thing that you will see is it says on the second sheet, it says something related to, and I don't have it in front of me, but it says for the distribution system in Hudson, it should be in Litchfield. I talked to the state about that. I guess the legislation said Litchfield. I guess they assumed that the transmission line was going to end in Litchfield. As you all know, it's landing in Hudson because there was some work there, and we felt it was better off in Hudson. So, if there's any minor changes here, you know, from Pennichuck, or if you work this out, again, it's just a memorandum of understanding. It's not an agreement. But it basically says we're going to work with them. They're going to work with us. We have access to this money. And the nice thing about this is it gives us the option to now renegotiate the price, purchasing water from Pennichuck at a lower rate because it's a direct shot now from the treatment facility instead of going around Nashua and get it all to them. So, I think it's going to be beneficial for us in the long run. The reason I want to have, I'm recommending Mr. Sorenson to sign it instead of the chairman is because in case they come back with a minor stuff, you know, they don't like something, we can change it if we don't think it's significant. It doesn't have to come back to the Board of Selectmen. If it does, we'll bring it back. That's the second page, I think, first paragraph.

Chairman Dumont: Page three. You got to work on that memory, buddy.

Elvis Dhima: Huh?

Chairman Dumont: I said page three. You got to work on your memory.

Elvis Dhima: Oh, it is? Page three too? I don't know. But anyway, they brought it out. The state says it's in the legislation. Obviously, we can't change it. I was okay with it. But if it comes back and they want to make another change, I don't want to keep coming back to the Board of Selectmen. So, if it's minor enough, we'll take care of it. If it's big enough, we'll bring it back to the Board.

Chairman Dumont: But the intent will be to acknowledge it.

Elvis Dhima: As long as it's beneficial to the town, we're going to continue to execute it. And with that said, I'll take any questions you might have. But, again, a big win for the town. Getting this money separate from what we have secured and we're going to secure. This is another pot of money.

Chairman Dumont: I just want to make sure that that word does get X'd out and Hudson gets put in there. Obviously, that's a big thing for this whole project. So, we'll leave it up to you guys to sweet talk and make sure that happens. Any other questions or comments?

Selectman Vurgaropulos: No, that was my comment, too. To make sure that the edit gets changed. Like you said, it's up at the legislature, so we can't do nothing to do it. But when it comes back, we should make sure that gets amended.

Elvis Dhima: You got it. We'll take care of it. No worries.

Chairman Dumont: All right. Motions?

[Selectman Vurgaropulos made a motion seconded by Selectman Guessferd, to authorize the Town Administrator to sign the Memorandum of Understanding, as recommended by the Town Administrator and Director of Development Service. Motion carried, 4-0.](#)

I. Time & Attendance Software – Finance/Presentation

Chairman Dumont: Next up, time and Attendance Software. Mr. Sorenson.

Roy Sorenson: All right. Thank you. This is a slide. I showed this to you at the last meeting. It was part of what we talked a little bit regarding the audit. I talked a little bit about it in our department. My department update as well, payroll processing, how we look at payroll, how we do it, some of the issues that we've had before I arrived here, and even going back further. I mean, this isn't anything new. It's been before this board, not necessarily this board, but in this room, I should say, as early as back in 2020. So, with that, I'm going to ask Laurie May, the finance director, to come up. We also have Kim Brooks here. She's our payroll manager. And I've kind of worked with both of them and tasked them with, all right, let's find a more formal payroll system. Okay? What does that mean? Obviously, it involves software. It involves cost. Why would we do this? You know, the board should keep in mind some of the things we do here as part of the benefits to our employees, who are great employees as well as we pay out our own time, right? So, we want to make sure we have the most effective timekeeping system in place. As I mentioned, whatever we've done, at least in the past, and then Laurie will bring you up to speed in her presentation, has been good, but not good enough, right? So, we need to get better. So that's what we're going to talk about tonight. We also have Barry Madsen here from UKG, once known as Kronos. Obviously, they're one of the industry leaders as far as payroll software goes. So, with that, Laurie, I'm going to turn it over to you. You can control it with the mouse in front of you.

Laurie May: Thank you, Mr. Chairman and the board, for having me come in and speak to this. I'm presenting our proposal for modernizing the time and attendance for the Town of Hudson. I've been informed a few years back, back in 2020, that the board had given a directive to put a timekeeping system in place. But then COVID happened. We all know what happened with that. Lots of things just went by the wayside. And Mr. Sorenson has asked, Mr. Sorenson and I would like to resurrect that. There are many reasons why a time and attendance system would be beneficial to the town. Three reasons that I think, or I feel most strongly about, are, first, that it will alleviate the errors and inefficiencies that arise in keeping track of five collective bargaining agreements, or CBAs. The second is to ensure that we are compliant with state and federal labor laws. And the third is to avoid the errors that are caused by manual timekeeping and manual data entry. A time and attendance system would alleviate those issues, all three of those issues. Up on the screen, you'll see a little fact sheet that comes directly from New Hampshire DOL. Number two talks about... Every year, they do a list of 10 labor law violations. And number two is failure to keep accurate records of all hours worked. Manual timekeeping systems, writing it down on a piece of paper each week, isn't very factual. People in our system usually type it in either at the end of the week or the beginning of the next week. I don't know about you guys, but sometimes I have trouble just remembering yesterday. So, trying to accurately record that information one day a week isn't very accurate. So, going back up to FY24, you remember we didn't receive a clean audit, and there were a number of issues, and a

timekeeping system really would have prevented that from happening. And it compounded after that, because once the state found out that we didn't have a good audit, they started digging in. Mr. Sorenson tried to fix the issue by putting a different timekeeping system in. It was more electronic, but that system has its own issues. He responded to the state, and the state seems to have accepted that we were trying to make things better. So, we're kind of through that FY24 issue. These are just a couple of examples that we kind of put together. These really aren't real timesheets, but just trying to show some of the areas that we run into. So, on the left would be like a holiday week. So, each time we have a holiday, people typically on the old system, where we just had a manual timekeeping timesheet through Excel, would just really rewrite that timesheet each week. So, forgetting that maybe last Monday was a holiday, they would put in that they actually worked that day. The person that's calculating or processing the payroll, you know, if they see that and the department director signed off on the timesheet. So, by rights, if that person actually worked on that day, they should get holiday plus overtime for working that day. If the person processing payroll didn't catch that because now it's a holiday on Monday, they need to get payroll processed sooner, you know, rushing, trying to get that money back. According to New Hampshire DOL, we're only allowed to take back 20% of the person's gross pay. So, depending on the amount that we overpaid that person, it could take some time to recoup that money, plus all the added, you know, paperwork for each week to prove why we're doing that, recouping that money. The one on the right-hand side, and these errors, and it's not just one person, it's not one department, it's not intentional. People are just trying to get the paperwork processed so that they cannot hold that payroll and get paid. So, all of these things, a payroll system, a timekeeping system would take care of. It would be automatic. The person would just walk in, whether it be at their computer. Most of our employees have computers. So when they come in in the morning, they just clock in, and then when they leave or go to lunch, they clock out, clock back in when they, you know, bring their computer back up again, go into the timekeeping system, and just, you know, I'm back at my desk now, ready to work, and a system just keeps track of all of that information. So, our timekeeping system with five CBAs, it's really difficult. Each CBA has its own intricacies, and anytime if somebody makes a mistake on that, it could be called past practice. There could be lawsuits. Not only that, but our employees, if mistakes are being made, they might feel frustrated and betrayed. We don't want any of that. We don't want those things to be happening. Currently, there's no consistency between departments, and most of the departments outside of the town offices calculate their time cards and enter them in a batch that gets imported into our current Munismart payroll system. Having the UKG system, it would all be imported. So, all of that duplicate time, to rekey all of this information, that time and the ability for error, because you're rekeying things, the UKG program would take that away. So, all the inefficiencies would go away. So, Mr. Sorenson, seeing that the process that he put into place still wasn't working, asked the finance department to take a look at it and look into a timekeeping solution. Our first process was to go to Munis-Mark to find out what systems would import directly in. And they gave us three names. They said ADP, Time Clock Plus, and UKG. So, we reached out to ADP first, and they said they no longer allow people to use their timekeeping system to import into their own systems. They'll do it. You can have their timekeeping, but you must vend with them to do the payroll. That wasn't going to be cost-effective. So, we went to Time Clock Plus. You can see there some of the reasons, the amounts that they quoted for us. But their system doesn't integrate with our fire scheduling software, Telestaff, and they really don't meet the needs that we have with the CBAs. So then third, we reached out to UKG, and this system will meet the needs of the town with the union contracts, the CBAs. It has more features. The price is a little more expensive, the setup fee for the first year. But the Telestaff, we already deal with UKG because they are the owner. They manage the Telestaff program. So that Telestaff that the fire department uses for their scheduling will automatically download into Munismart. Less keying errors, it'll be smooth. These are the whole package that we will receive.

Selectman Guessferd: That's correct. So, the stuff that...

Roy Soirensen: Yeah, I'll come back to that.

Laurie May: Yeah.

Selectman Guessferd: Yeah, okay.

Laurie May: Yeah, so up until like...

Chairman Dumont: Those are the accurate costs to go by.

Selectman Guessferd: Thank you. I was confused when I first saw it.

Roy Sorenson: Yeah, we'll come back to that.

Laurie May: We were negotiating up until about two hours ago.

Selectman Guessferd: Maybe getting a good deal.

Laurie May: That's for sure. Yes, we are. So, yep, human resources. Let's see. As you know, we have a new HR person, and this will help with the onboarding. When a prospective employee comes in, they can have the new employee sit down and go into the list of items that need to be uploaded for the town to process their payroll. And there's a benefits side, and currently the employee that does the benefits, she's using a program that was created by one of our employees here. And it's got its own quirks, and there's one spot where if she clicks the wrong button, it could go back to a prior situation she can't get out of. And if that employee that created that were to retire, there's no one that knows that program. So that's just like the Munismart. We have one person that manages that. Once that person retires, we don't know what we're going to be doing. Same thing has happened with our benefits program. The UKG package also includes scheduling, if needed. One of the department directors who currently uses a different scheduling program really liked the thought of using this program so that they didn't have to re-key that information into Munismart. It will benefit them that way. Reporting, performance, compensation, that's going to benefit us when it comes time to do the payroll for the budget. So, it has many modules. UKG did provide us ROI, and these numbers here are a little bit off. It's actually the ROI is increased because our price has decreased. And Mr. Madsen from UKG can answer any questions regarding this. Are there any questions?

Roy Sorenson: I'm just going to go back real quick. So, the question Selectman Guessferd had, these are the actual numbers right here. So that's a one-time setup fee, all right? What the board would be considering if you choose to proceed with this, we would pay that one-time \$11,500 out of FY26. As I mentioned in the memo, we would be utilizing our contingency line, all right? So, the board has the authority to do that. I think this is an action item that was noted in the audit. It's your purview, you folks make the decision. After that, it would be \$25,530 for three years. And then after that, you'd revisit the three-year contract. As the finance director mentioned, it's more than just the time and attendance. So, it's not just a simple time clock, okay? Everything's digital, can produce reports, matrix, and all that. It also introduces the HR module, which is an add-in. We thought it was important to do. Think of the things you sign, Mr. Chair, the PCNs, things of those. These things are going to go digital. They're going to go digital, they're going to be in the system. The reviews are going to be in the system. The employees have the ability to look at that themselves. So, this is a dashboard for them, interface with them as well. And then there's connectivity across the departments. Now, each department's different, okay? So that's important to note. You have multiple CBAs, you have multiple rules. I'll do respect to Mr. Madsen, he sells us the best product in the world, it can cure everything. It's not. There's still going to be some administrative work here, there's no doubt. There's complexities of CBAs that staff will be required to still do. This is not eliminating people and AI is taking over. Don't think of it that way. It's a mechanism to help us record time accurately. That's important. We're not doing that right now. We haven't been doing that, so we need to get there. And that's nothing that we're sitting here having this conversation on. They had it six years ago, we're continuing it today. We have the state telling us that, we have the auditors telling us that. We need to move in a different direction. If this is the direction you choose, great. If not, I'm coming back with something else. So just keep that in mind, okay? I think we covered a lot of it. I'll open it up to questions if the Board has any.

Chairman Dumont: A couple quick things. First off, I really appreciate it. Obviously, the Board, you know, my understanding, this is something that we wanted to see. Obviously, you know it started back in 2020. I was aware of it when I got brought on. It came up in the audit. We've had conversations about it. We know it needs to get done. I really appreciate the hard work going into it. You mentioned CBAs, and one conversation that I've had going through negotiations or a couple conversations I had that I think we've all talked about is being able to understand the complexities, the different pay grades, the different steps, the schedules, the overtime, the holiday pay, of all that in real time as we're trying to work out. This will allow you to do that quicker and more efficiently. I know you touched on it, but I just want to, if you can speak to that a little bit more, because I think that's really important when you look at, you know, the different union contracts. And then not only is it just that

contract, but now we've got to go figure out where that employee is, what step they're on, the anniversary dates, all that.

Laurie May: Mr. Chairman, would you mind if I had Ms. Madsen come up and speak to that? Of course, yeah.

Chairman Dumont: Of course, please do. Come right up. State your name and affiliation for the record.

Barry Madsen: I'm a local government account representative for UKG.

Chairman Dumont: So, if you could just, I guess, elaborate a little bit on how this system will allow us in real time to navigate through all those complexities.

Barry Madsen: Yes, absolutely. Something that's definitely different about UKG than some of the other vendors that Ms. May, you know, ADPs and the clock time cluster. We have a couple different differences. We have a real local government focus. Every customer, every town that I deal with here in New England, I deal just in here in the Northeast, is going to have unions, collective bargaining agreements. UKG is not a canned solution. We build it from the ground up around your work rules, your workflows, and what that lets us do is it lets us ingest those CBAs, go through everything, say this works, this works, this works. If we find something in there that we say the solution might have a problem with this, we'll let you know. Typically, anything that is compliant we'll be able to handle because the system is built around that. But, yeah, the main difference is we're really going to build it around those CBAs. It's built from the ground up. We talk about the original implementation price. That's where that is. You have a project manager assigned to the project. Timekeeping has an application consultant. HR has an application consultant. Benefits has an application consultant. You get folks that are experts in that area. So, the person that you're dealing with is a timekeeping expert who is used to working with local government, who is used to working with collective bargaining agreements. So, you get a really specialized team, which, again, Mr. Sorenson said it. Is it a magic wand? No, but this is what we do. And as you look at UKG, which, again, is Kronos, which was founded here in Lowell, Mass., in 1977, our world headquarters in Lowell at the Crosspoint Towers. When you look at that, if you look at timekeeping and scheduling, the good news is UKG is going to be number one in every Google search you do, and a lot of that is specifically because we can handle tricky CBAs. And, again, to sort of go back to the original pie, it lets you stay ahead of it. You also have the compensation module in there. You're going to have the compensation module with the timekeeping that's looking at those CBAs. Those two modules are going to work hand-in-hand and let you plan year-to-year on what your budget is going to look like, step in grade, what do we have coming up, all those things that have been collective bargaining. The solution is so robust. The engine behind it will be doing the work.

Roy Sorenson: So, that's typical. So, we're entering negotiations. You have scenarios, right? What percentages? Maybe there's three different scenarios. You're estimating whatever the health insurance costs might be, benefits costs. You can plug these into that, and it's going to run. You're not filling in an Excel spreadsheet hoping your formulas are okay. You're uploading that data into the system, say, run this one for me, run that one for me, run that one for me. It gives you the number and also produces the data or the report that goes behind it.

Chairman Dumont: So, to that point of leading in, what about overtime?

Roy Sorenson: Same thing.

Chairman Dumont: You're going to put it in. Obviously, that's a very difficult thing that I think a lot of municipalities struggle with. I know we have. The Budget Committee has talked about it. We've talked about it. How will that help us streamline that and get a more accurate number?

Barry Madsen: Yeah, when you look at this and strengths and weaknesses and the smart analysis, measurable, a timekeeping system like this, what it does is it can really help you in overtime. We talk about overtime with every town that I go into. Can you manage it better? We can get notifications. So, let's say you say, I want to know the public works department, highway, whoever it happens to be, parks and rec in the summer when you have all the kids come in. I want to know when every employee is at 39 hours. Text message goes to the manager or supervisor. Text messages goes to whoever you want. It depends on you. You can have four people alerted to that. So, what that director or supervisor can do then is they can say, hey, let me take a look at the schedule. Dave is at 39 hours. Let me look at Billy was off. He's only at 26. He was off Wednesday. I want Billy to stay. Dave, go home. We just get into that overtime. So, through the notifications, we can really help that. But the other one

you can do is what most of the town is doing right now is technically the honor system. You're doing paper time sheets at the end of the week based on the previous week, just the amount of overtime that can flow into that. But just in general, hours there are to the honor system. A system like this really lets you track. You know, if you want to track raw punches, great. Punch in, punch out. Punch out for lunch, punch back in. You could really, you know, to handle overtime, you could really start to do that because really what you're doing now is you're saying it was 43 hours last week. I stayed late on Tuesday. You know, stuff like that.

Roy Sorenson: So, overtime is a whole other situation, right? It all depends on the CBA and how it's granted. It all depends on your vacancies. You still will be able to run reports, though. You can say these four vacancies are costing us X in overtime, right? So, the budget committee says, what is the impact of having four vacancy on the overtime? You could show that. You'll be able to run those reports more readily.

Selectman Vurgaropoulos: Thank you, Mr. Chairman. So, you just brought up the honor system. Obviously, I don't disagree with you. The funny thing about the honor system is it only takes one not honest person to make it bad, right? Sure. So, you brought up, I don't know if it's the same way for everybody, but I know the finance department, everybody uses the desktop module to punch. My question is, is that editable by that person after the fact, or does it take a director's authorization or permission base in order to go back and fix that if they made an error, like currently right now?

Roy Sorenson: Do you want me to answer that? Sure. I have familiarity with this because we have this in Salem. So, you introduce the rules of the system.

Selectman Vurgaropoulos: Well, I'm asking what's being done right now.

Roy Sorenson: Right now?

Selectman Vurgaropoulos: Yeah.

Roy Sorenson: No, it's – I'm sorry.

Selectman Vurgaropoulos: I was looking at you. You were at my next question.

Roy Sorenson: Yeah, go ahead. Sorry. I'm thinking ahead.

Selectman Vurgaropoulos: So, like right now, anybody can go back and re-edit their stuff. I'm not saying there's dishonest people. People make errors and stuff like that. I've been at other places where we've implemented. I think we actually have UKG at the airport where I used to work, and we migrated to that. I've never been a huge fan of the desktop punch-in, punch-out, for the fact that the ones I've used have been readily editable by the person who just made the error, or maybe they rounded the numbers, we'll call it. Right?

Roy Sorenson: Yeah, so we would –

Selectman Vurgaropoulos: So, like is there – now we're getting to what you were saying.

Roy Sorenson: So, you'll set the rules. If I missed a punch, it's going to say, hey, it's going to tell me I missed a punch. It's going to tell my supervisor I missed a punch. Someone missed a punch here. If you have the ability to go in and put your time in manually, depending on maybe your salary position, the system will tell you that this is a manual entry. It's not a real-time entry. So, you'll be able to see all that. Now, you can make the corrections. It offers you the ability to do it, but it basically says, well, this person should be here at X, and he leaves at Y. Now, it's different because salaried employees can be different than union employees. And some people second shift, whatever it might be. And then PD and fire are unique in themselves in how they will still do their scheduling and their timekeeping purposes. But, yeah, you could kind of set the parameters up.

Barry Madsen: Yeah, I was going to say it's really up to you because we're going to build it around your – and every employee's profile is specific to them. So, you might say, we are going to give this group or everyone ability to go in and edit their punch. I was late yesterday. I put it in. You have to put in a note. Forgot to punch. Left early for an appointment. Whatever happens to be. Or you can say you can't. Nope. No self. You do that. The manager or supervisor has to do it. I typically see that more often than letting employees do their own edits. But what Mr. Sorenson said is the solution we're looking at has over 500 reports in there. So, you could run an audit report on multiple different things to get the answer to who edited their own card. Was it a supervisor? It's complete. The

employees, as we go through a couple of other things, time off requests, whatever it is. Whatever abilities you give the employees at self-service, they'll have. But you can also restrict what they have. It's really up to you. When we build the system out, you'll tell us what rights do employees have.

Selectman Vurgaropulos: Okay. For the board, I guess that would be – I'm fine with all this. I've dealt with UKG before. They're a good program. But I would like to have that elevated permissions for punching. I don't mind the desktop punching if it's controlled. But if you have the person that's punching being able to make their own control and adjust it, I would like to remove that functionality from that.

Chairman Dumont: So, I would say, and Mr. Sorenson already spoke briefly to me about this, following something like this, we're going to need to update our policy, rewrite the whole thing. And you, as the fantastic guy you are, you're on that subcommittee. You'll be able to bring that work right to it. But definitely, I see the concern. Selectman Allan, did you have anything?

Selectman Guessferd: No, not really. I mean, I'm not too familiar with punch-in, punch-out stuff because I've been always salaried. And so, it's like at BAE we have auto time. And for me, it's very flexible. And you can also see where it can get abused. So, what I'm hearing here is it sounds like I like the idea that we could decide exactly how we want to set this up. You said you had it in Salem.

Roy Sorenson: Yes.

Selectman Guessferd: Are there any other towns around here that have had it?

Barry Madsen: We had Nashua, Portsmouth, Cheshire County, Merrimack County, Rockingham County.

Selectman Guessferd: Have we gotten feedback from them? I know we've had feedback from you.

Roy Sorenson: We certainly can. We can.

Kim Brooks: Yes. May I speak?

Roy Sorenson: Come on up here.

Kim Brooks: Thank you all for having us here. This has been a project.

Chairman Dumont: Kim, if you don't mind, I apologize. If you could pull up a seat or swap seats just so everybody can hear you. Thank you.

Kim Brooks: I'm Kim Brooks. I'm a town resident. I'm also the payroll manager here at the town. I've been working very hard with Lori and Roy to bring something to the table that would help fix a lot of the manualness and the double entry and the double work load that we have going on and give people more room to do their jobs more effectively and efficiently by alleviating the manual work that they're doing. I worked for Nashua for four years. Nashua has over 23 CBAs. We had Kronos. We had their system. We had the Telestaff. It is probably by far the most robust for a municipality with having CBAs. There's a lot of complexity to them. As to Roy's point, the system is not going to be able to meet every CBA rule, but it's going to get it a hell of a lot closer than we are today. It takes me three reports just to figure out the earned time payouts and keep track of that on anniversary dates and things like that. Everything is on an Excel spreadsheet, and it takes three reports on Munismart for me to combine to get it. With this package, we get everything. A lot more click of a button helpful than we have right now. I can speak to the Kronos package that UKG has purchased and state that we were able to handle 23 contracts in Nashua with 3,000 employees, and our errors were minimal, and we met all audits and guidelines.

Chairman Dumont: Thank you very much. I appreciate that. Obviously, as all you know, the Finance Department goes through this every day. They're the best ones to speak to it, and I completely sympathize with Ms. Brooks. You know, what they have to go through and to hear that it's on Excel and to try to figure all that is absolutely crazy. Not only is this a benefit for staff and the work environment thing, but this is going to be a big help for the taxpayer. So, Mr. Sorenson, go ahead.

Roy Sorenson: We have this discussion here tonight. The board makes a decision. We still have a lot of work to do. The policy is one of them. You mentioned that, all right, so that comes back here as well. And then just getting information out to staff so they understand our approach and how this will roll out, all right, because there will

probably be, I'm going to assume there's going to be numerous questions to talk to the department heads about it so they have an idea behind it, but obviously there's always going to be concern, right? It's change. It's something different. You know, we call it a sensitive issue. It could be for some folks, but nonetheless, we'll move forward.

Chairman Dumont: Questions, comments, motions?

Selectman Allan made a motion, seconded by Selectman Guessferd, to enter into an agreement with UKG for a comprehensive time and attendance system and authorize the Town Administrator as a signatory to effectuate all necessary documents. Motion carried, 4-0.

Chairman Dumont: Thank you very much. We appreciate it.

Selectman Guessferd: Good work. Lots of good work. Thank you.

J. Benson Park Historical Markers – Administration/Discussion

Chairman Dumont: All right. Next up. Yeah. Sorry. I'll get my paperwork in order. Next up, Benson Park Historical Markers. Mr. Sorenson.

Roy Sorenson: All right. Thank you. So just to look at the memos real quick, I think they did a good job submitting the request, so I said I'm not going to attach a cover letter to this other than to put a recommendation on the top right-hand corner. So, what you see here for 8, I believe we're on 8GA, correct?

Selectman Guessferd: Correct.

Roy Sorenson: Is that correct?

Chairman Dumont; Yes, sir.

Roy Sorenson: This is just a simple request to give the Benson Park Advisory Committee authorization. You approved the historical markers, I think, a couple meetings back. They just want to kind of coincide their unveiling of these historical markers with the Friends of Benson Park during the historical walking tour. I know that Director Twardosky is working with the vendor to get those markers in as well. But anyways, I think it's a pretty straightforward request. I don't see any issues with it.

Chairman Dumont: Nope. I think the only thing that I would add, and I'm sure that they will, but just to keep us in the loop as it moves along. Love to see it. So, questions, comments?

Selectman Allan made a motion, seconded by Selectman Vurgaropoulos, for the Board of Selectmen to hereby grant the Benson Park Advisory Committee authorization to unveil the historical markers as part of the historical walking tour with Friends of Benson Park. Motion carried, 4-0.

K. Use of Donated funds – Administration/Decision

Chairman Dumont: Use of donated funds. Mr. Sorenson?

Roy Sorenson: All right. Second item, again, pertaining to the Benson Park Advisory Committee. We have actually a donation fund for this group. And it was brought up, brought through. It's made up of numerous donations over the years. Bottom line is it has a balance of \$10,589 in it, okay? Their request was to use the funds. While I'm saying the spirit of that or the intent of that is great, which the board can do that tonight, then I would go back and task them with, okay, now we need a subsidized or itemized. What are you doing? We're going to do X. It's going to cost this. We're going to do Y. It's going to cost that. But they're getting the authority to actually venture down that road to kind of discover that. So, with that, the motion, again, is in the upper right-hand box.

Chairman Dumont: I think that's fantastic and consistent with what Chairman Madden had done in the past when he was doing things. So, motions?

Selectman Guessferd: I'll make a motion. I'll make a comment as well. No, I think it's good. It's good that we don't give, like, a blank check and just say go. I mean, it's good to say, yeah, go out after it, come back to us, let us know what you want to spend it on. It's awesome. Okay, so having said that.

Selectman Vurgaropulos: Are they subject to a competitive bid process? Or no, because they're friends of Benson?

Roy Sorenson: It's donated money. In theory, they are. It would all depend on whatever the amount might be. But generally speaking, it's not.

Chairman Dumont: Item and dollar amount specific.

Selectman Vurgaropulos: Okay.

Selectman Guessferd made a motion, seconded by Selectman Allan, for the Board of Selectmen to hereby grant the intent of Benson Park Advisory Committee to use monies from the Benson Park Donation Fund for park improvements, items specific to be approved at future meetings. Motion carried, 4-0.

L. Scavenger Hunt – Administration/Decision

Chairman Dumont: Scavenger Hunt, Mr. Sorenson.

Roy Sorenson: Friends of Benson Park. This is a request from them. And they'll continue, probably, to come in. And, again, they've just been advised that they need to update us of their events this year. This is for the scavenger hunt event. And it's going to be a free scavenger hunt for an extended period, June 13 through August 8. Again, DPW is aware of what will be happening. And they'll proceed according to the general guidelines of their agreement over there. Okay.

Chairman Dumont: Perfect. Appreciate the update.

Selectman Vurgaropulos made a motion, seconded by Selectman Allan, for the Board of Selectmen to hereby grant Friends of Benson Park the authority to conduct the Scavenger Hunt event as requested for the 2026 season. Motion carried, 4-0.

Chairman Dumont: Brings us to the end of our list. I'm surprised I didn't see your report. You went back down to the bottom of the list there.

Roy Sorenson: Oh, well. It's good while it lasts. He's going to take away my rec slide, but that's okay.

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

Selectman Allan: I have nothing to report at this time.

Selectman Jakoby: Excused.

Selectman Vurgaropulos: Let's see. I only had the ZBA, which was interesting. I learned a lot even in my first meeting. I got a lot of good help from Ben and the team. They started showing me the ropes, gave me my literature. That was exciting. Unfortunately, two out of our three cases were postponed, but we'll handle that next time around. So, I'm looking forward to that. I still like it.

Selectman Guessferd: All right. Let's see. I think the library is still going to be coming in front of us for the use of the library, Hills library. Don't really have much more to report there. They're going through their policy updates as well, and I think they've reached out to Administrator Sorenson, and we're going to make sure it's coordinated, that they're consistent, the policy updates that they're making. Let's see. Planning. We had a couple cases last week. Our next meeting isn't until, I'm not sure the exact date, but a couple weeks from now. We'll get back on sync with the same week, I think, in May. May 13th. 13th. Yeah, that's it. Because we're the 12th. Yep. So, we'll have more there. And, Rick, I'm not going to really steal your thunder.

Roy Sorenson: I was just going to say. I got pictures.

Selectman Guessferd: You have pictures. You have really nice graphics here. But I will just say that the summer program is still underway. If you missed the early bird, that's okay. You can still get in until June 14th. So, get signed up. Don't let that cause you not to get signed up. So that's a great program, and we always look forward to how that gets run, and they'll be hiring their summer staff and all of that. So that's looking good. And beyond that, I think that's all I got.

Chairman Dumont: All right. Just a couple of small things. I attended a planning board meeting, obviously, the last one to fill in for Selectman Guessferd. As he said, things move along over there. It was the alternate. I think it was a productive meeting, good collaboration with the town, the applicant, butters, and the board. I attended a site walk for Conservation Commission for a subdivision off of LeClaire Drive. It was nice to be a part of a meeting that's held outside instead of in a basement, so that was fantastic. And I do want to express my sincere gratitude and thanks to the board members. I know that there was a delay with the liaison assignments, but you guys took it and ran with it, and everybody just got a hold of it perfectly and really appreciate Selectman Vurgaropulos taking my old seat at ZBA and taking the training and getting a certificate over there as well. So, I just want to say kudos to the board members for getting that all taken care of, and that's all that I got.

10. REMARKS BY TOWN ADMINISTRATOR – Presentation

Roy Sorenson: My turn. All right. Back up to the big board. So, Hudson Fire, Tower 2. Truck's in assembly right now. You can get a look at it. This is the truck that's being purchased with the target funds. Obviously, it's in pieces right now, but it is taking shape. You can see the chassis, the length of it, and the size of it for that matter. And I think we'll be seeing to expect this hopefully by the fall this year, I believe. I'm sure it's going to be quite the vehicle when it gets here, but they're excited to see it at this point.

Selectman Guessferd: Good to see the actual thing.

Roy Sorenson: Yeah. Compost is available. I don't know if folks have been up there, any of the selectmen or anything, but it's an excellent product. It's free to the residents. So first come, first serve. Get up there and get it, especially right now this time of year. If you're planting your garden, whatever you might be doing, have up there. Fill up your buckets, and happy gardening. Just a quick reminder, Loyalty Day is Friday night. As I mentioned, Don Kirkland for the town, PDs have Shane Grayson, Kody Palladino, Nick Colishaw, and for fire, Kyle Levesque. So, looking forward to that. That will be this Friday night. Spring cleanup, month of April, typically noted for that. The extension of continued streets that Public Works has been working along, along with the other groups, particularly we actually have had, we've been fortunate to have Hillsborough County and some of the inmates to clean up roads as well. Jay's done a good job organizing that. DPW staff's done a great job, given that their time's limited as well, and what they can do. But good progress to date, I think, given kind of what we saw once all the snow melted as well. So as my guest had mentioned, the early bird special is over. I think, I want to say Director Peterson, they brought in a record amount of money, I think, for this time around. It's still time to join. PD actually helps out too with that cause, with the Dribble for Dollars, to help out some families that have a hard time funding that on their own. So, kudos to PD. I know they do a lot of that in the year for some of the other programs, so it's a great thing. Coming up May 8th, May 9th, the Father-Daughter Dance, which is extremely popular, which kind of leads us into the other one. We had a mother-daughter, and I think they actually introduced a mother-son as part of it too. They called it the Sip, Sparkle, and Spin, and here's some pictures from it. It was quite a success. I think it was its first year doing it with the mother-daughter. As I mentioned, there was also some moms that could bring their sons as well. You can see those pictures at the top. But just another fantastic event that Recreation runs.

Selectman Guessferd: There's one more thing I just want to mention. I think they're doing the prom this year, right?

Roy Sorenson: Yes, yes.

Selectman Guessferd: That's coming up.

Roy Sorenson: The adult prom, yep.

Selectman Guessferd: May 16th.

Roy Sorenson: It's coming up.

Selectman Guessferd: That's in a couple weeks.

Roy Sorenson: There's some very excited people in this room, I think.

Selectman Guessferd: I'm not one of them.

Roy Sorenson: April recognition. There's some folks up here, some big numbers up here. So, Mickey Rudolph, she's part-time now, but she's still helping out over there, 45 years. Jim Paquette, Deputy Fire Chief, 32 years. Kathy Wilson, Human Services Specialist, 30 years. Eric Dionne on Public Works 28. Those are some big numbers, right? Those folks have been committed to this job. We actually wished one goodbye last Friday as well. Steve Dube of fire, 46 years. So, as I said on Friday, that means something not only to the individual but to the community. The fact that the folks want to be here for that long period of time, stay here and do what they do and serve the public. So, kudos to them. This is pretty important. If you folks have a chance, May recognition is a big month just for all the departments. You can see what you have up there with the National Fallen Firefighters Memorial Weekend. We have Police Week. We have Peace Officers Memorial Day, Public Works Week's in May, EMS Week's in May, and then obviously concluding right around Memorial Day where we recognize all of our folks as well and just in general. I think it's a big month. So, if you see the folks, thank them for their service. It is a big month of recognition in May. That's it.

11. REMARKS BY SCHOOL BOARD

Chairman Dumont: Thank you very much. Our school board liaison is exempt, so that brings us to the final part of the meeting, motions that were made during our non-public session prior to this. If Mr. Sorenson, once he has his paperwork in order, could please read the first session.

12. MOTIONS MADE IN NONPUBLIC

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to appoint Emily Leclerc to the position of Town Clerk for the Town of Hudson, a starting annual salary of \$54,921 per year, effective upon successful completion of all pre-employment requirements. This position is designated as exempt under applicable wage and hour laws. This appointment is to a position that is ordinarily elected and shall continue until the next election on March 9, 2027, at which time Emily LeClerc will be required to run for election to retain the position. Motion carried, 4-0.

Selectman Vurgaropulos made a motion, seconded by Selectman Allan, for the Board of Selectmen to seal the minutes of non-public session meeting minutes for item two, April 28, 2026 per RSA 91-A:3, 2A. Motion carried, 4-0.

Selectman Allan made a motion, seconded by Selectman Vurgaropulos, to authorize the Finance Director to issue payment to the Hudson SAU in the amount of \$863,549.08. As certified by the Town Auditor, said funds to be paid from the unassigned fund balance for the reconciliation of the FY24 assessment. Motion carried, 4-0.

13. ADJOURNMENT

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to adjourn at 10:04 p.m. Motion carried, 4-0.

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

Dillon Dumont, Chairman

Bob Guessferd, Vice-Chairman

Xen Vurgaropulos, Selectman

Heidi Jakoby, Selectman - **excused**

Kimberly Allan, Selectman



HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the May 5, 2026 Workshop Meeting

6:30 PM

Board of Selectmen Meeting Room, Town Hall

2. **CALL TO ORDER** – by Chairman Dumont the meeting of May 5, 2026 at 6:38 p.m. in the Selectmen Meeting Room at Town Hall.

3. **PLEDGE OF ALLEGIANCE** – Town Administrator, Roy Sorenson.

4. **ATTENDANCE**

Board of Selectmen: Dillon Dumont, Bob Guessferd, Xen Vurgaropulos, Heidi Jakoby and Kimberly Allan.

Staff/Others: Town Administrator, Roy Sorenson – Executive Assistant, Lorrie Weissgarber.

5. **NEW BUSINESS**

A. Board of Selectmen Bylaws – Administration/Discussion

Chairman Dumont: We can go around the room, whoever wants to go first.

Selectman Vurgaropulos: So, my changes, I'm not going to go section by section, because I did a lot.

Chairman Dumont: Yeah, just go to the first page.

Selectman Vurgaropulos: Oh, the first page.

Chairman Dumont: So, we can keep track of it. And Mr. Sorenson will have a live copy as we go through.

Selectman Vurgaropulos: Let's see which one it is. So, you want to go through my changes, or you just want me to read it?

Chairman Dumont: If you could speak to just the individual changes, I think that would be fine.

Roy Sorenson: Do you have changes on page one, or do you have it further down?

Selectman Vurgaropulos: No, mine's further down.

Selectman Jakoby: Just the one-word change, on page one.

Selectman Vurgaropulos: Yeah, the majority.

Chairman Dumont: Just the majority. So, if you could, I'm not opposed to the change, I just want to make sure. So, what was the thought, I guess, behind getting rid of vote?

Selectman Jakoby: Election shall be by a majority of those present. Because it says it's just, I thought it was redundant.

Chairman Dumont: So, the only thing, and I can see ...

Selectman Jakoby: Because it's an election, right?

Chairman Dumont: Well, and that's the only thing, I could see it kind of either way. Obviously, an election is by vote, but I think that they were trying to specify it in there. I'm fine with changing it or leaving it alone. I just figured if you had good reason for it.

Selectman Jakoby: Nope. You know, you start editing things, you just.

Chairman Dumont: Yeah, no, no, you get in the zone, and things sound a little weird, I get it. To me, I read it a few times, and I was thinking, I think vote should be in there.

Selectman Jakoby: All right, leave it in. I'm good with that.

Chairman Dumont: All right. Is everybody OK with page one the way it is now? Let's roll on to page two. Selectman Jakoby or Selectman Vurgaropulos, would you like to start us off?

Selectman Vurgaropulos: Hold on, I'm trying to get my notes.

Selectman Jakoby: So, the change I made here is just to ensure inclusion of requested agenda items. So, my main, and it'll be redundant in here, my main thing is that I just want to, in some way, whatever we all decide, formalize that process for getting agenda items on the agenda for any selectmen, and what that process would be. That if the chairman has a question or wants to move it to another date, then that's discussed or notification happens prior to that meeting. Just something a little more robust than what was here. This was my suggestion. I am not married to it. My point was just something. Because there were a couple of times previously in my three years here that I've made requests for agenda items, and they haven't made it on the agenda. OK.

Selectman Allan: Did they not make it on the agenda at all, or were they pushed to a different date?

Selectman Jakoby: They did not make it at all.

Selectman Guessferd: Yeah, yeah. Can I just offer some comments? And I get that. And we should be clear on if somebody wants an agenda item. I think ultimately, though, in the end, the chair and the administrator have to decide how much is going to be on that agenda. Because quite frankly, if we already have a full agenda that's going to make it a long meeting, and it's not something urgent, I think in the end that the chair and the administrator need to make that final decision. However, I think there needs to be a communication back. Yeah, we couldn't get it on the agenda this time. That way you would know ahead of time

Selectman Jakoby: Or to then say a date certain that it would be put on. Or one of the other suggestions I had, which is not in the, if you look at the agenda recommended in the bylaws, there could be a section for future agenda items. Because then, if the chairman doesn't feel today's the day for that, then he or she can just put it under future agenda items, strategic planning, future agenda items, strategic planning, Selectman Jakoby. And it's memorialized. I guess that's my point. Just to memorialize the request somewhere. So, I didn't know if it's better to just add it as an agenda item or add it more here. I didn't have a ...

Chairman Dumont: I like the idea of the agenda item. And the reason why is because, at least the experience that I've had, is there'll be priority items that come up closer to that deadline that, obviously, the town needs the board to vote on so that they can conduct their business. Not saying that the Selectman can't have a priority item. But it tends to be, obviously, that a department head or Mr. Sorenson coming up with something, that needs to get handled sooner rather than later. So that way they can continue moving forward. But I don't see a problem with the way you word it when we get to the agenda section, labeling it as a future agenda item on such and such date or something along those lines. And the same thing, I think, when we read through here, too, you will see it can be requested. It can also, an item can be forced on the agenda by a majority vote of the board. At a following meeting, if we say, hey, we really need to do this, we take a vote. And it gets put on and set a priority to it.

Selectman Jakoby: And to the public, the requests to force a vote in this group doesn't make a lot of sense to me, unless it's something urgent or important or like that can't wait. I know that one time there was a Selectman who had an item. There was something on our desk. I did not see it. The chairman allowed it to be brought to the floor. I had no information, and I still, I was forced to abstain from that, because I didn't even know it was coming. I didn't even know it was an issue. Yet, if there would have been some acknowledgment or some knowledge that there were things that needed, so all of my changes are in reference to that. You know, it's like, this was my experience, and I just don't want to be put or put any other Selectman in that situation.

Chairman Dumont: And so, I think, you know, obviously, what you're referring to is the general read, things that get up there. Sometimes we'll have contracts or packets that'll be up in that general read. And then a synopsis of

that is provided in the agenda. So maybe in that agenda section, we could word something. If there's an item on there, staff can say, hey, you know, here's where you can come find it to read it in person, or let us know if you need an additional printed copy.

Selectman Jakoby: Yeah, and this particular item was not on the agenda. It had to do with the fire memorial. Was not on the agenda. It needed to be moved on. Selectman Morin said it has to be done today. And I wanted at least a five-minute recess to go review it. And it wasn't an option that night, which I understand, which is fine. But that's the kind of thing that I think, if one of us has an item that we know we need to bring forward, we can also let the chairman and everybody know prior to. But I don't know that that can be memorialized. This was my only way of thinking of doing that, is if you know something's coming.

Chairman Dumont: Yeah, yeah, yeah. If you're aware. And in that case, I guess if something does come up at that meeting or after the agenda is posted, I would urge any board member, if you need a minute to request a five-minute recess, you know, I would say be more than happy to give you the time for that.

Selectman Jakoby: So that was my change of the chairman was just to ensure inclusion of requested agenda items by board members and leaving that. However, that chairman wants to do that, you know, whether it's included on the agenda or just included in that extra spot.

Chairman Dumont: Yeah, so I think so. I think we can work that into agenda. So, everybody's OK. We'll leave (b) just (b) one and two the same.

Selectman Jakoby: Review and approve the agenda before posting. Yeah. Eliminate the rest.

Chairman Dumont: OK, for item (c), I see your change. Town administrator, the executive assistant and the board of select and chairman. I think that that's a board of selection before the chairman. I think that's appropriate. I would ask, obviously, that the email goes in one lump so that those three, those three people are attached together. And that way everybody's notified and it can be up to the chair, the town administrator and the executive assistant to make sure that one, it gets on the agenda, but also to notify the other board members.

Selectman Jakoby: Yeah, because this was originally just the executive assistant.

Chairman Dumont: Yep. All right. So, let's just take a look at this.

Selectman Jakoby: And I had done that, and that's partly ...

Selectman Guessferd: OK, OK.

Roy Sorenson: So, just to clarify the language, so notify the town administrator, comma, the executive assistant, the board of selectmen, comma, before and the chairman by. So how about the executive assistant, the board of selectmen, comma, and the chairman get rid of by and put before.

Selectman Jakoby: OK.

Roy Sorenson: That makes sense.

Selectman Jakoby: Yep. That make reads better.

Selectman Guessferd: OK.

Selectman Jakoby: And can I just ask a clarifying question on that? So, when they so when agenda items come from wherever they're coming from, they're being pulled together mainly by the town administrator and the executive assistant and the chairman. Like you guys are working together behind the scenes to do that.

Chairman Dumont: Typically, what I'll do is I'll pop in on a Monday or Wednesday. Yeah. And a Thursday and a Friday. Sometimes it's sporadic. Throughout the week. But I try to get it in here at least three times that week prior. And then Mr. Sorenson will be filling me in. Hey, this has come up. This has come up.

Selectman Jakoby: These are the things that are coming.

Chairman Dumont: These are the ones that are a priority. And here's how we need to lay them out on the agenda. And it seems to flow pretty well that way. And that's how by Thursday we have that kind of hard-set deadline.

And then Friday is really, you know, just a final here. Here's what everything that was submitted. And here's everything that's been formalized and went out yesterday. Went out yesterday.

Selectman Jakoby: So, what I think is interesting about how this is worded is many of our agenda items are actually coming from Mr. Sorenson or from a department head. Yeah. Yet that is not addressed in the bylaws.

Chairman Dumont: So, we could we could add a section in there. And that clarifying that Mr. Sorenson is obviously pooling all those agenda items together, which, you know, day to day operations, Mr. Sorenson, the town administrator is the one handling those. Absolutely. So, I'd be fine if that wants to be if someone wants to come up with some language to clarify that in here.

Roy Sorenson: You could add an (e) if you want.

Selectman Jakoby: Yeah, or, or, it's almost like (c) should be the town administrator, (d) should be selectmen and (e) should be citizens.

Chairman Dumont: Yeah, yeah, I would agree because the proper, at least at least in my experience, the better channel is to make sure that the town functions and that's going to flow through Mr. Sorenson. So that should be the number one goal.

Selectman Jakoby: I agree.

Chairman Dumont: So, I'd be fine with having (c), you know ...

Roy Sorenson: A new (c)?

Chairman Dumont: Yeah, let's do (c). And then we can do town administrator shell the pool or put together agenda items per department head request or his or his or her and department head request.

Selectman Guessferd: It's kind of a gap in there right now.

Selectman Jakoby: What?

Selectman Guessferd: It's kind of a gap in there right now.

Selectman Jakoby: Yeah, there's just a gap.

Selectman Guessferd: How do they get started?

Selectman Vurgaropulos: If you just put your cursor at the end of the sentence and hit enter, it'll go to (c) and it'll cover it all the other ones.

Roy Sorenson: So, what do we add in the town administrator?

Selectman Jakoby: Shall collect.

Selectman Guessferd: Just solicit.

Selectman Jakoby: And solicit. And yes, that's the word.

Selectman Guessferd: And coordinate agenda items ... for timely consideration.

Selectman Jakoby: And coordinate agenda items for timely consideration.

Selectman Guessferd: Yeah, with the staff agenda items and requests.

Selectman Jakoby: Because it also keeps the staff from going to the chair or going other ways.

Roy Sorenson: And assembling the agenda.

Selectman Jakoby: For the chairman's review, right?

Selectman Guessferd: And yeah, and subsequently review with the chairman, the chairman. I like the word approval rather than acceptance this meeting.

Selectman Jakoby: Yeah, I think that's a good point.

Roy Sorenson: Approval?

Selectman Guessferd: Yep, yeah.

Roy Sorenson: All right. So, (c) will now read the town administrator shall solicit and coordinate staff agenda items and requests in assembling the agenda for the chairman's review and approval to be included on the agenda. It's kind of redundant with the word agenda in there, so. Clean this up a little bit. Thoughts. I mean, I can do it right here or the town administrator shall solicit and coordinate staff items. Just give it a word.

Selectman Guessferd: Maybe just say we just take out to be included on the agenda.

Roy Sorenson: Oh, well, assembling the. Information. What did you say, Bob?

Selectman Guessferd: So, my first thought was we leave the first agenda on there and we just said the town administrator shall solicit and coordinate staff items and requests in the sum of the agenda for the chairman's review and approval period.

Roy Sorenson: OK. Good?

Selectman Vurgaropulos: Well, you can't. OK, yeah, I guess that's OK. Like this, there's no point at which. You could just unilaterally block any agenda request like straight up. Just be alone. It has to be by a vote. So like ...

Chairman Dumont: Well, yes and no. So ultimately the chair, the final agenda that is posted is the discretion of the chair.

Selectman Vurgaropulos: Yes.

Chairman Dumont: Yes, just laid out.

Selectman Vurgaropulos: So, if that aspect of it, yes. But as far as there could be 10 agenda items, they eventually all have to get on a agenda.

Chairman Dumont: Correct. Yeah, I would never. I mean, I'm sure maybe it's happened in the past, but typically we try to get to every item. It all really depends on time of year.

Selectman Vurgaropulos: Yeah, there's nothing saying it has to be at that meeting. The next available meeting. It just has to be like scheduled. Like you just can't be like, all right, thanks for the input. We'll get it on an agenda and never come to fruition. It has to be something.

Chairman Dumont: Sure, sure.

Roy Sorenson: All right.

Selectman Jakoby: And then (d) was just trying to be consistent in the language. So, whatever language you liked before to just mimic there.

Roy Sorenson: So, let's go. Just if we look up at the screen, if we don't mind. So, we're on. It's going to be what will be (e).

Selectman Jakoby: Yeah.

Roy Sorenson: So, you added the word citizens there. Is that correct?

Selectman Jakoby: It was always there.

Chairman Dumont: It was in (c), she just broke it out.

Selectman Guessferd: This brings up an interesting point.

Selectman Jakoby: I just made it.

Selectman Guessferd: This brings up an interesting subject here. This almost implies that any citizen can put an agenda item on the agenda and it'll be there. It doesn't really say that, you know, because they might want to put because we've had people approach us and say, I want to be on the agenda. And like, no, you know, it wasn't appropriate because it would have treated, you know, a business in this case differently than other businesses.

So, we ultimately, the chair makes the decision, I think, on whether or not a citizen item goes on the agenda. The citizens have the right to come and give us public input. But I don't think a citizen just because he wants an agenda item.

Selectman Jakoby: This is how it was.

Selectman Guessferd: Yeah. Oh, I know, I know. I took a look at it this time. I'm just, no, no, I took a look at it this time and it just, it infers, you know, sometimes you take a look at things, you know, second, third views. And then, you know, I mean, I was the one that did the edits the last time.

Chairman Dumont: So, so I like how Selectman Jakoby broke it out as a separate item. What I was thinking about adding to that separate item was subject to approval of either the chair and or the town administrator. Because there are certain things, I'm sure we've all gotten emails that just aren't our purview.

Selectman Jakoby: Yep.

Chairman Dumont: And, you know, then we can direct them there as such. I'd be, I'd be, I was also thinking.

Selectman Jakoby: I think that's a good idea.

Chairman Dumont: That maybe we specify, you know, you know, a citizen to work with a Selectman in coordinating an agenda item. And then obviously that to be subject to the subject to the chair's approval.

Selectman Jakoby: I think I think that's I think that's really a great way to do it.

Selectman Guessferd: And I think we probably should include that language in (e) as well. Something to the effect of, you know, for subject to the chairman's approval. You know, because like I said, there's something just inappropriate, you know.

Selectman Jakoby: Well, and to that point is it's subject to the chairman's approval and if for any reason, and I'm not saying this about you or anyone in this room, someone's blocking it, then we can always bump it up to three of the Selectman wanting it on the agenda. So, there's always. So, I think that that's a nice back and forth.

Chairman Dumont: So, I would say in in this in this area, if it's subject to, let me flip over to the agenda. And I would say that if that did occur, that a single member was trying to block a valid item to be put on the agenda. There is ...

Selectman Guessferd: Under agendas. Yeah ...

Selectman Jakoby: I don't know if they're blind. I think they just might have a different, different ...

Chairman Dumont: No, I mean, I think I think that, you know, the point of the bylaws is to make sure the meeting functions well. And to try to avoid or cut off problems that may occur in the future, just because they, you know, they're not happening or whatever. You know, there needs to be some sort of guidelines for people to follow when they're coming in. But I was trying to find. Because I believe it's handled in agenda. I was trying to find the section where it talked about that a majority vote of the board could put something.

Selectman Vurgaropulos: Yeah, a two-thirds vote. Yeah, it's actually.

Roy Sorenson: Super majority. Shall we publish a meeting?

Chairman Dumont: Quite frankly, as I'm as I'm reading this, I'm almost tempted to say that I hate to make a big change, but those three should just be removed out of the duties and put into order of operations for the agenda.

Selectman Jakoby: Yes.

Chairman Dumont: Which is this more procedural?

Selectman Jakoby: I agree. That's what I thought. I was trying not to like.

Chairman Dumont: Yeah, no, those aren't really those aren't really duties.

Selectman Jakoby: Correct.

Chairman Dumont: I mean, they're, they're, you know, how we're going to solicit and obtain agenda items.

Selectman Guessferd: Yeah, it's the process. How does how do things get on the agenda.

Roy Sorenson: So, (c), (d) and (e) you want to remove?

Chairman Dumont: Not sure where to put them just yet, but I'm thinking somewhere under operation.

Selectman Jakoby: So, it could be under the one place it could go.

Roy Sorenson: I mean, it's agenda, right

Selectman Jakoby: It could be operations 1(b) and then subsection one.

Selectman Guessferd: Or, or ...

Selectman Jakoby: Or later on.

Selectman Guessferd: Or, under agenda.

Selectman Jakoby: Or, under the agenda.

Selectman Guessferd: And you put it as the first piece of ...

Selectman Jakoby: Rules of order.

Selectman Guessferd: How do agenda items get ...

Roy Sorenson: Correct.

Selectman Guessferd: Then you talk about the actual agenda itself.

Selectman Jakoby: OK, so under Section (d) rules of order number two.

Chairman Dumont: OK, before you keep jumping around, so I want to pause everybody right there. So, the agenda is listed under rules of order. I do believe that operation might be the better place for it. But yeah, I'll only reason why I say that some meetings, regular meetings, workshop meetings. I'm probably being expected to make sense to me that the operation to create the agenda would be underneath. There is the rules of order. It references agenda, but it mainly is just talking about how ...

Selectman Jakoby: What it'll look like and how it will be implemented. Yep.

Selectman Allan: Wouldn't it be something that fell underneath policy instead of bylaws?

Selectman Vurgaropulos: Well, the bylaws are written so that we could as the as the general guidance outside of Robert's rules, anything that's not in the bylaws is covered by Robert's rules. So, if you want to deviate from Robert's rules, you have to cover it in your bylaws.

Roy Sorenson: I mean, you could just make it its own category agenda if you want as well.

Chairman Dumont: That might be a better.

Selectman Jakoby: So, so those, those three ways of getting on the agenda are for regular meetings only. So, it does make sense under meetings, regular meetings, and that's how you would get on a regular meeting agenda. Under operations.

Selectman Vurgaropulos: Yeah, that makes sense.

Selectman Jakoby: It's logical.

Chairman Dumont: Yeah, you could have, you know, (b) one is what you're talking about.

Selectman Vurgaropulos: Yeah, that makes sense.

Selectman Jakoby: One (b) and then one, two, three or four.

Selectman Guessferd: Somebody before my time loved the word generally.

Selectman Jakoby: And then that ...

Chairman Dumont: Great word.

Selectman Vurgaropoulos: Because these are the general, it's the gray.

Selectman Jakoby: They only address a regular meeting. They don't address a workshop meeting or anything else.

Chairman Dumont: Right.

Selectman Jakoby: So, this way, it's all in one place. I think that makes it.

Roy Sorenson: All right. So, you want to take those. Let's just go through this. I don't understand what we're doing here. These three C, D and E.

Chairman Dumont: Yeah

Roy Sorenson: Now, is E OK? Or are we what are we doing with E here right now? Because I didn't change anything other than making that E instead of C.

Selectman Guessferd: Yes, I think I'd like to see ...

Selectman Jakoby: Oh ...

Selectman Guessferd: This is subject to ...

Selectman Jakoby: So, I've made a change. Sorry, I wrote it down. Do you want to do that first?

Chairman Dumont: Yeah.

Selectman Jakoby: Okay. So, I thought possibly, um, citizens wishing to place an agenda item on the Selectman's agenda and plan to make a presentation must work with a Selectman and or the town administrator.

Selectman Guessferd: To do what? In other words ...

Selectman Vurgaroulos: Yeah, you have to give the ...

Selectman Guessferd: But then it still has to end up. It still has to end up with the chair.

Roy Sorenson: It still has to get to the chair, correct.

Selectman Jakoby: Town administrator to create the item. And materials.

Selectman Vurgaropoulos: Required for board review. If it were accepted on the agenda

Chairman Dumont: I'm, I'm fine with that wording. And then at the very end, if it was just subject to the chair's approval. Yeah, I think it would be easier for a citizen to work with the Selectman. And hopefully that would cut down on some of the emails to.

Selectman Guessferd: Yeah, hopefully.

Selectman Jakoby: Yeah, so let's just do Selectman.

Chairman Dumont: All right. So, citizens ...

Selectman Jakoby: Wishing to place an item on the agenda because you don't. We know it's the Selectman's agenda. Shall work with a Selectman. I don't know, where you want to word that. Need a wordsmith.

Chairman Dumont: Either Selectman or select board member or ...

Roy Sorenson: Shall work with the Selectman.

Selectman Guessferd: I'm not sure that's the right place to put it. So, wishing to make a place on the agenda and plan to make the presentation must work. I think the work shall work with the Selectman should go after presentation.

Selectman Jakoby: OK.

Selectman Guessferd: Because those things go together.

Selectman Jakoby: Yeah, that makes better sense.

Selectman Guessferd: Yeah, they go together. Because I want to place an item on it and I want to put together a presentation. All right, now work with the Selectman to do that. I don't know if we need to get into the details of saying things like. The agenda item must be under the purview of the BOS and.

Selectman Jakoby: But I think if it's under ...

Selectman Guessferd: It's kind of obvious.

Selectman Vurgaropulos: That's where the selectmen will come in for review. Unfortunately, this is ... Y

Selectman Guessferd: In that process. Yeah. I just want to make sure that, like I said, sometimes I just don't want people to come in and think that they can just put an agenda on the item on the agenda. And just it's going to automatically happen. You know, I'll work with the Selectman Guessferd and, you know.

Roy Sorenson: Communicating with the town administrator.

Selectman Guessferd: Yeah. Communicates probably. They have parallel verbs.

Roy Sorenson: Yeah. And provide a copy of all presentation material and documentation to be included.

Selectman Guessferd: And change the word communicating to communicate. So, work with the Selectman, communicate with the town administrator and provide a copy of all presentation material.

Selectman Vurgaropulos: Yeah, for review by the chairman.

Roy Sorenson: Provide a copy of all presentation material and documentation. To be included. I think you're getting ahead of the chairman, right? in that process. So, you're gonna get the chairman in here somewhere.

Chairman Dumont: To be included in the Selectman's packet. I would get rid of all that. So that way all that information is provided before Thursday at noon.

Roy Sorenson: Want to get rid of that?

Chairman Dumont: I would.

Selectman Guessferd: And shall provide a copy of all presentation material and documentation. Get rid of that. Yeah. To be included in each. Because it's not only going to be included if it's the chairman approves it.

Chairman Dumont: So, delete that. Before Thursday the 12th prior to.

Roy Sorenson: All the chair's consideration.

Selectman Guessferd: Before the chair's consideration.

Roy Sorenson: Provide a copy of all presentation.

Selectman Guessferd: I like that. For the chair's consideration.

Selectman Jakoby: Yep.

Selectman Guessferd: For the chairman's, yeah, chairman's.

Selectman Vurgaropulos: We just have to be careful with that. So, like with the rules, the way they read, whether they're bylaws or Roberts. It's, we just have to be very clear about when you're working with the Selectman, doesn't make the Selectman the sponsor. Because otherwise you fall into the rule where the Selectman is allowed to place an agenda item on. So, you got to be careful when, with that.

Chairman Dumont: I do think, so I do, I mean, quite frankly, I do think the whole citizen part working with is, is redundant. But I was hoping it would clarify for anybody wondering, well, how do I get something on the agenda?

Selectman Vurgaropulos: Yeah.

Chairman Dumont: And as far as our bylaws versus Roberts rules. So, we have the purview to create our own rules. We don't even have to follow Roberts rules if we don't want to. It's just kind of the default that I would always fall on if something's not listed in here. So, if we have, if we believe that this is the proper way ...

Selectman Vurgaropulos: I believe that's the way the RSAs read. If you don't have adopted bylaws to cover it, the default is Roberts.

Chairman Dumont: Well, you could use, I mean, you could use Roberts, Masons.

Selectman Vurgaropulos: There's a few different ones that you could. But I think by the state, they use Roberts, so that's what they said.

Chairman Dumont: The state actually uses Masons.

Selectman Vurgaropulos: Oh, do they? Okay. There you go. I didn't know that.

Chairman Dumont: It's a totally different world.

Selectman Jakoby: Well, and that's fair for a first read too.

Chairman Dumont: Yeah.

Selectman Jakoby: Drop those down. And we might all come back and be like, yeah, this isn't working for us.

Selectman Vurgaropulos: Can you go to the very top and change that three to a five? For revision.

Selectman Jakoby: Yeah, nice and clean, right?

Selectman Vurgaropulos: Right at the top of the page. Before I forget.

Roy Sorenson: This here?

Selectman Vurgaropulos: That needs to be changed to a five. The last revision wasn't recorded. But if you count all the amendments, there's already been four amendments.

Selectman Guessferd: Right here?

Selectman Vurgaropulos: Yeah.

Selectman Guessferd: Yeah, but the revision is the revision that goes public, not all the stuff we're doing internally.

Selectman Vurgaropulos: No, no, no, no, no, no, no. There's been four amendments to the bylaws.

Selectman Jakoby: Yeah, if you list, look at them all.

Selectman Guessferd: If that's the case. Yeah, yeah, yeah.

Selectman Jakoby: See right there?

Chairman Dumont: Yeah, the dates are there.

Selectman Guessferd: Yeah, right there. Yeah, okay.

Roy Sorenson: This will be the fifth one.

Chairman Dumont: Yeah. That's fine.

Selectman Jakoby: So now we're going to take those ...

Roy Sorenson: Now you want to take all these and pluck them.

Selectman Jakoby: Those three.

Roy Sorenson: Here?

Chairman Dumont: Under regular meetings.

Roy Sorenson: All right, before we do that, Selectman Jakoby, were you trying to do something different here? Just with the delineation? What do you have?

Selectman Jakoby: Yeah, so I had that as just an A. So, under meetings, I had A, organizational meetings. The formatting was really hard to get consistent.

Roy Sorenson: All right, so this.

Selectman Jakoby: So, it should actually be. So, you have operations. You have one, meetings, and then do you have a two? You don't have a two.

Selectman Guessferd: Under one, it's got to be a letter. It can't be another number.

Selectman Jakoby: Wait, wait. So, you have meetings, right? And then you have schedule of meetings as number two. And number three is reports of liaisons.

Selectman Guessferd: Oh, it should go further down.

Selectman Jakoby: Yeah, yeah.

Selectman Guessferd: But those should be letters, not numbers.

Selectman Jakoby: Right, so if we want to do meetings as number one, those three should be an A, B, it should be an A, B, C. And within that, under B, then you, number those three go under there.

Selectman Guessferd: Oh, the regular meetings. Under regular meetings.

Chairman Dumont: So, I'm losing you here, because the bylaws that I have, the original copy, has them already as A, B, C.

Selectman Guessferd: And that's what it should have been.

Selectman Jakoby: Right, that's what I had.

Selectman Guessferd: That's what it should have been.

Chairman Dumont: I thought you were saying you were changing ...

Selectman Jakoby: No, I wasn't.

Selectman Guessferd: No, no, they should be, because you got a number. You always alternate numbers and letters.

Selectman Jakoby: Yeah, see, I had A, B, C.

Selectman Vurgaropulos: Yeah, it probably.

Chairman Dumont: Oh, you're talking about the I's up there.

Selectman Vurgaropulos: It's probably Microsoft.

Selectman Jakoby: Yeah.

Selectman Guessferd: Could be.

Selectman Vurgaropulos: That's not a perfect program ...

Selectman Jakoby: It should be A, B, C. And then under regular meetings, it should go to the one, two.

Selectman Guessferd: It's as easy as one, two, three.

Selectman Jakoby: Yes, that's right.

Roy Sorenson: All right, so these are going to get moved, right?

Selectman Vurgaropulos: You're going to put them under B?

Selectman Jakoby: Under B.

Selectman Vurgaropulos: Under B.

Selectman Jakoby: One more down.

Selectman Vurgaropulos: No, back. Head back. You're going to delete that now.

Roy Sorenson: Where do you want them, under B?

Selectman Vurgaropulos: Yeah, head back. Delete that still.

Selectman Jakoby: No, there.

Selectman Vurgaropulos: Time. There you go.

Selectman Jakoby: There you go. Well, it should be small i.

Selectman Guessferd: We can format.

Selectman Jakoby: Yeah, you can format it at another time.

Roy Sorenson: You want these to be small i?

Selectman Guessferd: They should be.

Selectman Jakoby: Small i automatically. But if you get rid of the C, it might happen.

Selectman Vurgaropulos: Oh yeah, that's probably what's messing you up.

Selectman Jakoby: Yeah, it should be small i. Or large i.

Selectman Guessferd: Large i.

Selectman Jakoby: You're correct. However, it does it. I get confused sometimes. Lorrie will know. Lorrie will fix it. Lorrie, you'll fix the formatting? We have an affirmation. All right, so we're going to. Lorrie will make it look nice. And then to Selectman Guessford's point. I just crossed out a lot of general's.

Selectman Guessferd: I saw that. I was looking through it. I go, oh, yeah, that makes sense.

Selectman Vurgaropulos: It was like they didn't want to write more for clarity, so they just wrote generally. And it was like, come on.

Selectman Guessferd: Like I said, that was their go-to word, generally. I did have another. I did have a comment on another section. Actually, on that page too, at the top of it. But I just wanted to talk about it. But we can talk about it after we do this. I just didn't want to go too far into the document and not address.

Chairman Dumont: No, I want to go page by page. And I think we've already confused Mr. Sorenson and Lorrie enough.

Roy Sorenson: All right, so C and D are fine here. Non-public. Workshop, non-public are good. Comments were added. Generally, you're accepting that, right? Reject it? That is correct?

Selectman Guessferd: Yeah, just taking that word generally out.

Roy Sorenson: No, that's fine. This was added.

Selectman Guessferd: What would it be conducted for?

Roy Sorenson: All right, last sentence was added. So, the meeting is not generally. There's another generally they're used to conduct regular business of the board. But can be used for strategic planning and discussions that would be handled in more open setting. These meetings and their topics are at the discretion of the board.

Selectman Vurgaropulos: Yes.

Selectman Guessferd: Yeah.

Roy Sorenson: Okay with that?

Selectman Guessferd: Yeah.

Selectman Jakoby: Well, so we should get rid of that other generally, by the way. This meeting is not used to conduct regular business.

Chairman Dumont: We'll just simply say, sorry to back up. But can be used for strategic planning and discussions that would require a majority vote of the board. Because that majority vote would force us into an open setting. You know, because we would have to have a quorum.

Selectman Vurgaropulos: Can you scroll up one knob on your mouse to zoom it?

Roy Sorenson: You want to come up here?

Selectman Vurgaropulos: No, just zoom it one stage.

Roy Sorenson: You want to go up?

Selectman Vurgaropulos: I want you to zoom.

Selectman Allan: Oh, that's better.

Selectman Vurgaropulos: Thank you, sir.

Selectman Guessferd: You can't see that?

Selectman Vurgaropulos: I can. I just want to see it.

Selectman Guessferd: I mean, I'm very much closer.

Selectman Jakoby: So, in C, this meeting is not generally. That generally should get rid of that one.

Selectman Guessferd: Right there, yeah. I mean, it's not used ...

Selectman Vurgaropulos: It's generally known that you don't need this many generals.

Selectman Jakoby: And then selectmen. And then Chairman Dumont had another change.

Chairman Dumont: So, what I would do is, but can be used for strategic planning and discussions that require a majority of the board.

Roy Sorenson: That require ...

Chairman Dumont: That would require a majority of the board.

Selectman Guessferd: That would require a quorum.

Chairman Dumont: That, yeah. Or quorum. Because that obviously, you know, that is a formalized meeting. We would need to come into a public setting.

Roy Sorenson: That would require a quorum.

Chairman Dumont: Yeah. I think that sounds better.

Selectman Guessferd: You can take the would out because that's two would's in there. That would line up the line ahead of it. Discussions that would.

Chairman Dumont: Or I hate to change again. I'm thinking on the fly. But it doesn't necessarily require a quorum, right? Because it's not that these discussions require it. But merely that we're having them together forces us into a public setting to make sure that we're complying with 91A.

Selectman Vurgaropulos: How about instead of a quorum? Because you wouldn't need a quorum unless we're taking action here. Like outside of this. But you could say require. You just say require a meeting.

Selectman Jakoby: Well, it says. So, these are meeting. So, it's under meetings. So, all of these meetings are formal meetings of the board. Because these are our bylaws. So, if you want to put an extra word in it. Workshop meetings. A formalized meeting of the board. Or once you say a formalized meeting of the board. That makes a quorum. That makes it.

Selectman Guessferd: That makes it so, right?

Selectman Jakoby: That makes it so. Because it's in the bylaws. Because that paragraph doesn't exist separate from the rest of the document.

Chairman Dumont: I'm trying to think if there's a way. I mean, basically, the reason why we're doing this as a workshop is to. This was an item that needed to get handled.

Selectman Guessferd: So why don't we say we require the Selectman. The Board of Selectman's attention. Or, you know, strategic planning discussions that would require Selectman. You know, Selectman's. Require attention or. It would require to be addressed by the Selectman or something like that.

Selectman Jakoby: But any formalized meeting is one of three or more of us.

Chairman Dumont: Yeah. So, I'm almost thinking that you can get rid of anything from, you know, this meeting is not generally all the way down to quorum. I think that that can get completely eliminated. And we just need to capture. Well, you know, business that basically overflow business that's not handled.

Selectman Guessferd: Or, we could leave everything up to the word discussions and put the period there.

Roy Sorenson: What can be strategic planning and extensive discussions?

Selectman Guessferd: Doesn't have to be extensive, right?

Roy Sorenson: Right. Because you don't want to. I mean, if we're gonna spend two hours on this tonight, you wouldn't do this at a board meeting, a formal meeting, right?

Selectman Guessferd: Well, that is a good point.

Selectman Vurgaropoulos: Require more detailed discussion.

Roy Sorenson: More detailed, extensive.

Selectman Vurgaropoulos: Trying to think of a better word than this. Requires more work.

Selectman Jakoby: Just requires more discussion. You don't need to quantify it.

Roy Sorenson: Can be used for strategic planning and significant. Yeah, I don't.

Selectman Jakoby: We don't need a lot. I mean, by laws, you don't need a lot of adjectives.

Selectman Guessferd: Let's not use the word discussion twice, though.

Selectman Jakoby: I thought you'd like that. Cut out words. Really succinct.

Roy Sorenson: Period.

Chairman Dumont: And significant is vague enough where everybody should be happy with that.

Selectman Jakoby: Yeah, yeah.

Roy Sorenson; Get rid of all this.

Selectman Guessferd: There you go. Okay, I like that. That looks good.

Roy Sorenson: All right. Non-public?

Chairman Dumont: Yeah, that works. You had something else at the top of page two, though, before we go over to the next page?

Selectman Guessferd: Well, I just wanted to talk to the board about it, because this is something that I was very heavily involved with. The first paragraph that was on that second page initially, right up there.

Selectman Jakoby: Vacancies.

Selectman Guessferd: Wait a minute. Vacancies, yes.

Selectman Jakoby: Vacancies. It moved a little bit.

Selectman Guessferd: Yeah, there you go.

Selectman Jakoby: Vacancies created during the year.

Roy Sorenson: Page two.

Selectman Guessferd: Yeah.

Roy Sorenson: Top of page two? Selectman Guessferd: Yeah. There we go. Vacancies created during the year shall be filled by special election of the board as soon as practicable, ideally as soon as agreement can be reached on an appointee. Again, I'm not even sure we want to get into a change here, but I'll bring you back to the situation when I was selected for the board. It got messy. There was two, two, two, two, two, two, two. The board couldn't agree. And of course, I think the RSA say that the next step is the court appointed. And I don't know whether or not there is, it's worthy of thinking of any possible change to this that, that would at least lay that out a little bit. But it's, it's just, it's kind of a vague, you know, they'll be filled by special election. But what happens, what happens if you don't agree and then it drags on? And I think that at that particular time, it was like two or three, four months between, I think it was May when, when it began, when the other selectman resigned, and I wasn't appointed until August. So, for that period of time, it was a lengthy period of time. So, I'm not sure if we want to address it or maybe we just leave it for now. But I think it's something that can, that can get really messy. I think maybe, I'm not sure, I'm not sure we could do it justice in terms of, because there are rules associated with making that happen, you know, within the RSAs.

Chairman Dumont: I think the only thing that you could do, I guess, to kind of maybe eliminate the time frame would be to, to put in the bylaws how many votes will be taken. You know, if, you know, if the selectmen aren't able to decide within, you know, two or three votes or within two or three meetings, then, you know, this is your next step or something along those lines.

Selectman Vurgaropoulos: Yeah, then you can, then you can quote the RSAs stating that this is the next step if we can't figure it out.

Selectman Guessferd: I would say that a, that a selectmen shall be appointed in accordance with.

Selectman Vurgaropoulos: I would say whatever it is.

Selectman Guessferd: I would say whatever it is. And that way it's laid out here that that's what's going to happen.

Selectman Vurgaropoulos: Yeah, that makes sense because, yeah, like what do you, what do you do if you reach a deadlock? It's not addressed to.

Chairman Dumont: So, with that one, and it's up to you, but I would just put a note in to get a recommendation from Lefevre on what that exact RSA is.

Roy Sorenson: Okay.

Chairman Dumont: And then it'll just be like selectmen Vurgaropoulos said, you know, in accordance with, with, with this RSA. Because I don't, I don't have that off the top of my head.

Selectman Guessferd: Yeah. Yeah. Shall be selected in accordance with.

Selectman Jakoby: So, to your point, instead of as soon as practical or to be within four regularly scheduled board meetings, I mean, is that what you're saying? You want to put a ...

Chairman Dumont: What I would say is let's see what Lefevre says when it comes back for our first read.

Selectman Jakoby: Okay.

Chairman Dumont: His answer may.

Selectman Jakoby: Dictate that.

Chairman Dumont: Wrap the whole thing right up.

Selectman Guessferd: And also see if he has any, any suggestions of, of, of any word of that wording for this, or if it just, or maybe it doesn't make sense to touch it because it's already covered at a higher level.

Chairman Dumont: So, one thing, as everybody else said with that part, wait to see what Lefevre has to say.

Roy Sorenson: Yeah.

Chairman Dumont: Under the duties of the chairman, there's a couple of things that I just want to throw out that these were that I thought was just odd. So, perform all duties required by law. I didn't know if that was required within select and bylaws. I take it as within the RSA, but I didn't know if obviously both of those should be specified. I think it may be redundant. And obviously we have to follow these bylaws anyways, but I just want to throw that out there. Nothing I was married to, but it was just a thing. I had a question mark next to ...

Selectman Jakoby: To add the RSA?

Chairman Dumont: To reference that the selectman bylaws, because really ...

Selectman Guessferd: That is by these bylaws, you know ...

Chairman Dumont: it starts to sound weird the more I say it.

Selectman Guessferd: And RSAs, you know, and state RSAs, I don't know.

Chairman Dumont: All duties required within select and bylaws.

Roy Sorenson: All duties required for these bylaws. I think the hyphen is one word.

Chairman Dumont: And state RSAs.

Selectman Jakoby: Yep. I think that's ... and state RSAs. That at least puts a punctuation on it. I like it.

Chairman Dumont: And then I did have a third one that in my opinion happens already, but I didn't know if it was worth clarifying. But basically, obviously, you know, the chair is designated to handle day-to-day communication with the town administrator. And I didn't know if that should be clarified as a separate duty.

Selectman Jakoby: Yes.

Roy Sorenson: Three?

Chairman Dumont: Yeah.

Selectman Guessferd: I do like that idea.

Selectman Jakoby: I think that would be really important.

Chairman Dumont: So, handle day-to-day communication of town duties through the, through town administrator or something along those lines.

Selectman Guessferd: Maybe just make it shorter. Like you said initially, day-to-day contact with the town administrator. If you wanted to say regarding operations of the town. And I just, I think just that right there.

Selectman Vurgaropulos: So, the RSA is 669:63.

Selectman Jakoby: Shall review, shall provide, shall have day-to-day communications with.

Selectman Vurgaropulos: And it speaks to the selectmen.

Chairman Dumont: My word, ours. Oh, no, he was talking about the, the vacancies.

Selectman Vurgaropulos: Yeah. It says if you, we have to verify that we adopted that RSA, which I'm sure we have, because it has to do with elections. It says pretty much if you guys come to a deadlock, goes to superior court upon petition of citizens.

Selectman Guessferd: Yeah. Okay. So ...

Selectman Jakoby: There you go. Thank you.

Selectman Guessferd: Or we could even say communicate regularly with the town administrator.

Roy Sorenson: Sure. A routine.

Selectman Guessferd: Huh?

Roy Sorenson: Regularly or routine?

Selectman Guessferd: We just say communicate to make it ...

Selectman Jakoby: The chairman shall communicate.

Chairman Dumont: Well, I guess what I was trying to copy was. So not necessarily what the chair. I mean, we can put it in there. But what I was trying to communicate or get into there was. The board of selectmen designate the chair to handle day-to-day communications. So, whatever those, those functions may be right. If you guys ask for something or if we're supposed to be looking into a topic to basically ensure within a duty that that is what the chair is actually supposed to be doing. Now, typically, we take a vote on it and we assign a designee. I think that within the bylaws, it would be a lot cleaner.

Selectman Jakoby: Yeah. No, I think that works. Okay.

Chairman Dumont: I just, I didn't have an exact wording, but I want to.

Roy Sorenson: Communicate with the town administrator on a day-to-day. Sound communicate, basis.

Selectman Guessferd: Communicate.

Selectman Jakoby: Communicate.

Selectman Guessferd: Yeah, instead of communication, it's just communicate. To make sure it's, it's consistent with the other two.

Selectman Jakoby: Perfect.

Selectman Guessferd: Yep. Okay.

Selectman Jakoby: Can I ask just one? Sure. Lorrie, my question for you is, would in the absence of the chairman be B? I mean, C and D. Formatting. The formatting looks off.

Lorrie Weissgarber: Yes.

Selectman Jakoby: So, you'll fix that? Okay. Lorrie will make that all formatted.

Selectman Guessferd: Yeah, it probably should be a separate paragraph.

Selectman Jakoby: So, we don't have to do that now, but thank you. Okay. Okay, so onward to.

Roy Sorenson: All right, non-public meetings, D.

Chairman Dumont: So, this one, the only one that I thought was a little odd, unless I missed it, was all non-public meetings requested by a member of the Board of Selectmen will follow the non-public meeting request and rules of procedure as adopted by the Board of Selectmen. I don't know if that's just redundant or if there's actually, if that's in here separately. I did not see.

Roy Sorenson: Is there a separate section on that?

Chairman Dumont: Not that I know of, unless if I missed it, but. Would tell me that the Board of Selectmen at some meeting adopted a procedure that I don't know anything about. I think it is just as simple as mimicking, you know, what we have under regular meetings.

Selectman Jakoby: Yes.

Chairman Dumont: I want to throw it out there because ...

Selectman Jakoby: It's odd.

Chairman Dumont: Like I said, I didn't know of any procedure. I didn't know if anybody else saw anything or found anything when they were digging anything up.

Selectman Jakoby: No. No.

Roy Sorenson: All right, so. You want to get rid of that. Correct? What are we following? Procedure above?

Chairman Dumont: Well, I mean, if you want to separate it out as just a separate item underneath D, you could just almost cut and paste what we put under regular meetings and then adding in the last section and we'll reference a specific portion of the RSA under the, under which the non-public meeting is being requested.

Roy Sorenson: You're talking about all three of these?

Chairman Dumont: No, just the Selectmen wishing to place an item.

Roy Sorenson: This one here?

Chairman Dumont: Only because it's broken out separately, unless if everybody thinks that we need to have the town administrator when obviously citizens can't request a non-public meeting, so. Those are the only two that I didn't know if we should. If it was redundant or if it should be added in underneath that section, so everybody knows how those agenda items get placed.

Selectman Allan: I think it's better to have it in place, then it doesn't leave any question.

Roy Sorenson: So, this is non-public, so this should be the Chairman first.

Selectman Jakoby: Yes.

Chairman Dumont: How do you want to put in there the same way as a regular agenda item? Approval by?

Roy Sorenson: Huh?

Chairman Dumont: I was trying to get it to basically read similar to how our regular meeting agenda items are, where it's an approval and a, you know, and a request to the Chair along with the Town Administrator.

Roy Sorenson: Oh, I'm sorry.

Chairman Dumont: I guess under duties it captures the approval part, so I think that would be fine.

Roy Sorenson: Should it be through the Chairman first, then the Town Administrator for Thursday at 12 p.m. prior to the Tuesday meeting. No consideration will be given to be placed on the agenda.

Chairman Dumont: Should it be, shall be submitted or should it be, or is through? Through just sounds weird to me. Should it be, shall be submitted to the Chairman first, then the Town Administrator before noon, or should, or is through fine? Because it's a request.

Selectman Guessferd: I like submitted rather than through.

Roy Sorenson: Do we want to add anything here? I mean, you go back to Chairman's duties, you have the right to.

Chairman Dumont: That's what I think. I think it's captioned under Chairman's duties, but if you want to do it, it would be subject to the approval of, but I think it's fine under duties.

Roy Sorenson: Um, this section here?

Chairman Dumont: Yeah, it is understood, so that would need to be, it would need to be, oh, wait.

Roy Sorenson: I mean, we just defined how it gets sent, so this would just get rejected. Right?

Selectman Vurgaropulos: Yes.

Roy Sorenson: Correct?

Selectman Vurgaropulos: Yeah, because that sentence makes it unclear.

Chairman Dumont: The only thing I want to add to that non-public meeting part is the last section there, and we'll reference the specific portion of the RSA under which the non-public meeting is being requested. I thought that that was important.

Selectman Guessferd: Yeah, I think that is important.

Selectman Vurgaropoulos: What did you say?

Chairman Dumont: Under non-public meetings, the way it's worded currently, the last sentence ends with, and we'll reference the specific portion of the RSA under which the non-public meeting is being requested, because obviously the RSA, there's multiple different reasons why we go into non-public.

Selectman Guessferd: Yeah, and we always cite those. Yes, I think it's, I think it's, I'm not going to let you copy it.

Selectman Guessferd: Undo, right?

Roy Sorenson: Yeah, where do you want it to be? So, we put the time administrator.

Chairman Dumont: It'll be submitted to, yeah.

Roy Sorenson: Reference the specific portion of the RSA ...

Chairman Dumont: Under which the non-public meeting is being requested.

Roy Sorenson: Non-public meeting is what?

Chairman Dumont: Is being requested.

Roy Sorenson: Special meeting's okay?

Selectman Jakoby: Yep.

Roy Sorenson: Okay, G was added. This is a new, oh no, it's still, it's in there.

Selectman Vurgaropoulos: It's just a slide down.

Roy Sorenson: Yep.

Selectman Allan: Which one?

Roy Sorenson: What did I miss? Did I miss a letter?

Selectman Allan: Hold on.

Selectman Vurgaropoulos: Missing H.

Roy Sorenson: No, this should be E.

Selectman Vurgaropoulos: Oh, it's because you still have E up there, and it's not crossed off.

Selectman Guessferd: Yeah, next to the D that's crossed off, the E up there should be crossed off.

Selectman Vurgaropoulos: C, D, E. See right there.

Roy Sorenson: Yeah, no, we're good.

Selectman Vurgaropoulos: Now, we're good.

Roy Sorenson: E, F, G. All right, so this is fine. This is, I don't know why it's on the line, but we're fine there, right?

Selectman Jakoby: Yep.

Roy Sorenson: All right, did you?

Chairman Dumont: So, I had some comments about this one as well.

Selectman Jakoby: Can I just talk to my point first? Okay, so in the remote attendance, I know this was written a long time ago, and with technology and things, I just was, my only point here was, I didn't think we needed the notice so far in advance. I mean, preferably, yes, but is it possible to do it within 24 hours? Because there's a lot of family stuff and travel that comes up unexpectedly. So, my only point in the changes reading this was trying to figure out how to make it more accessible when necessary. So, that's my only point. So, I don't, I'm not married to any of it, but that was my point.

Roy Sorenson: So, I'm sorry, go ahead.

Selectman Allan: The only thing that I wondered was moving it to 24 hours, would HCTV be able to accommodate that? And then something that I felt that perhaps should be put in there is when you have somebody having a remote meeting with us, and if we're having non-public, we need to make sure that their camera is on and that their room is empty. And I think, I feel that should be put into that also.

Selectman Vurgaropulos: Yeah, I've seen other wordings like that in other places, that talks about when you start those meetings, you have to actually take your camera, show that your room's empty.

Selectman Jakoby: And state it.

Chairman Dumont: I was going to say, typically the way we did it before was you stated that you were alone in the room.

Selectman Jakoby: Yeah.

Chairman Dumont: When we did a couple of them with another member. But that was going to be my same question was, so I know in the past when we started the whole thing, it was relatively difficult to get. And we ended up using the phone system. We did cameras at one point. It was a little bit of kind of a mix. Do you know any feedback, Mr. Sorenson, from HCTV of, is that enough time for them to have the meeting room ready for us? I guess we could leave it in now and get that feedback from them.

Selectman Jakoby: Yeah, that's what I would like.

Selectman Vurgaropulos: When you do a remote meeting, do we all have to be on the meeting camera?

Chairman Dumont: Typically, the way we've done in the past is by phone has been the most successful way.

Selectman Jakoby: Without camera.

Chairman Dumont: With no camera. Because I don't know if we have the ability to stream these cameras. And not every individual member had a camera. We did it by phone. They would call in. And that's another reason why we said, state who you're with and where you are and everything.

Selectman Guessferd: And that's why you also have a roll call vote as well.

Selectman Jakoby: Because I thought it worked well the couple of times I observed it with Cara going through and on the phone. I thought it worked well.

Selectman Guessferd: Yeah, it was fine.

Selectman Jakoby: Yeah. And again, I don't think any of us are going to want to be on the phone.

Chairman Dumont: No.

Selectman Vurgaropulos: You put me on a phone, I'm probably going to fall asleep on you.

Selectman Jakoby: But you know, I just know in my family situation, if I have to go to Long Island, there's no reason I can't call in.

Chairman Dumont: So, I wanted to add in something here. I don't have the wording, so I apologize for it. But remote meetings, I am a 50-50 on. I believe when it's a necessity, that's fine. We have the technology, utilize it. The last thing that I hate to see, and I've seen it occur, whether it be from HOAs or other boards and committees, is people take advantage of it. And they just simply don't show up anymore. And they just say, well, we have remote.

And I can just, you know, I'm not saying that any of these members would do this. But again, I look at this as how we perceive this board and future boards to try to act. I'm trying to figure out a way, if there's any way to put it.

Selectman Vurgaropulos: You could say remote meetings.

Roy Sorenson: The state law says may. This says is. So, you're saying you can do this.

Selectman Jakoby: I have to your point, maybe you need a minimum of three in person or two in person. Three members of the board minimum, or four, or only one member can be calling in remote. Limit it by number. That's the first thing that came to me. Because I think you're right.

Selectman Guessferd: I like your comment, too.

Roy Sorenson: I think I go back to, yeah, what the chairman was asking. So first of all, you have to, are we allowing this? It's this says you are. It says is.

Selectman Guessferd: Yes, maybe.

Roy Sorenson: Well, right now, you do allow it. That's the decision.

Selectman Jakoby: That's why I think ...

Selectman Vurgaropulos: No, we change it to may be allowed.

Selectman Guessferd: Somebody can, yeah, may be allowed.

Selectman Vurgaropulos: Upon review of circumstances by the chairman.

Selectman Allan: The only reason why I say may be allowed is, again, if somebody's trying to take advantage of it, they can say, nope, it says right here that this is what I can do. So, if we have that fine line of only under special circumstances, are you to call in or, you know, videos and however it may be. They're not saying the word is.

Roy Sorenson: Tell the state law.

Chairman Dumont: I would feel more comfortable with maybe allowed. And almost if it's worth putting in there under special circumstances.

Roy Sorenson: Yeah.

Chairman Dumont: I just and I get, you know, and I do see selecting Jakoby's point. Things do pop up. We're not all aware of what's going to come up tomorrow. I get that. But I don't, I just really don't want anybody to take advantage of. I just don't have to show up anymore. I can just call in and go travel the world. You know, we're elected to this position and we should. We should try to be here as much as possible.

Selectman Guessferd: I would just say if the member. I don't know, I see what you're saying. Cannot attend in person. Under certain, under. Well, and or. I don't like the and or.

Chairman Dumont: I would just put it under after allowed. Maybe allowed under certain circumstances. If the member cannot attend in person.

Selectman Vurgaropulos: With the provost chairman's review. I'm sorry, there's something wrong with that.

Selectman Jakoby: So, there's a couple of things that get icky here. That's my best word for it. Is HIPAA and the requirements of what you have to reveal or not reveal. So, let's say. I don't know, I had some kind of medical emergency.

Chairman Dumont: Well, I think that's as far as ...

Selectman Jakoby: I don't have to disclose.

Chairman Dumont: So, I think that's as far as you would have to go as medical emergency or something along those lines.

Selectman Jakoby: Well, I just want to make sure for the public and everyone else that it's it's, it's not that you have to prove to the chair or anyone. I don't want it to be you have to prove it.

Selectman Allan: It's we don't want a picture of you in your hospital gown.

Selectman Jakoby: Well, I think I think.

Selectman Allan: But I think, you know, those of us in the room right now, we have confidence in each other, knowing that we're not going to do that. But future boards, they may not be as lucky. And you may have that one person who's just looking to call in all the time.

Chairman Dumont: Well, and hopefully, I would hope, that when people choose to run for this position, they review the bylaws and they know that the standard that was set, OK, this is what is the expectation of me.

Selectman Vurgaropulos: Well, and we always have the fallback where by majority vote, if we don't like someone's attendance or what they're doing and their views on this, we can remove them.

Selectman Jakoby: Well, that was my point is that there is a way.

Selectman Vurgaropulos: So, we're protected by that.

Roy Sorenson: But that's a whole other ...

Selectman Jakoby: To curtail the abuse.

Selectman Vurgaropulos: It's not it's you can say it's a can of worms, but it's a procedural thing. Like if it's one of the chief, anything that if we as a board decide ...

Roy Sorenson: I think you can develop a policy on it. Absolutely. You know, that kind of defines it.

Selectman Jakoby: I'm fine. It's just if my like again, my biggest thing is just if we could close the gap on the timing.

Selectman Guessferd: I haven't seen anybody abuse it.

Selectman Jakoby: I haven't either.

Selectman Guessferd: I think most of us would want to be here at the meeting and face to face. So much more you can ...

Selectman Vurgaropulos: I could tell you so much with my face.

Roy Sorenson; All right, so this says ...

Selectman Jakoby: That's why I moved over here.

Chairman Dumont: I think, I think that's better word like that. And I'm fine with leaving alone and I'm fine with the 24 hours. So long as HCTV, isn't up against the wall.

Selectman Vurgaropulos: What was the original verbiage?

Chairman Dumont: Was it Thursday of noon prior to the meeting?

Roy Sorenson: It's 24.

Selectman Vurgaropulos: Why don't we do a 48? I think that's fair.

Chairman Dumont: Well, I mean, I guess what I would do is it's here.

Selectman Jakoby: This is my point. It's here every night. The machine is here. Is it a matter of one plug or is it a matter of a whole thing? If it's a matter of one plug, 24 is playing.

Selectman Vurgaropulos: True. But we don't have that info right now.

Selectman Jakoby: Correct.

Chairman Dumont: That's what I'm saying. I think I think let's leave it for now and we'll get their feedback.

Selectman Jakoby: And it's also a question of is it always is it's always set up. It may not be a big deal to just plug it in.

Selectman Guessferd: Yeah, the last sentence kind of I mean, you're actually notifying.

Chairman Dumont: So, notification. Yeah, it needs to go to the chair.

Selectman Jakoby: Oh, OK, to the chair. That's fine.

Selectman Guessferd: And you don't even, yeah.

Selectman Vurgaropulos: Yeah, because Roy or Lorrie can't say, OK, you guys are excused when you can't.

Selectman Jakoby: Yeah. So, yeah, that makes sense. I was just it was just trying to be redundant.

Selectman Vurgaropulos: Well, generally speaking.

Selectman Guessferd: Well, I mean, if you want to be more verbose about it, you can say, I mean, to the chairman who will inform the executive assistant and the town administrator,

Selectman Vurgaropulos: That's, I think that's a given.

Chairman Dumont: That's yeah, you're going to you're going to have to do that. Who's ever in this position, you're going to have to do that.

Selectman Jakoby: The wording was weird on that one. So, I was just trying to think I made that correction. It was just wording. And I think I put it back

Selectman Vurgaropulos: For this section?

Selectman Guessferd: I was wondering what did she change?

Selectman Jakoby: I didn't. I don't think I did.

Selectman Allan: OK.

Selectman Jakoby: It sounded weird. And then I was ...

Selectman Allan: But then you put, that's what I was like, I'm not sure.

Selectman Jakoby: I'm not changing.

Selectman Allan: That's fine.

Selectman Jakoby: But did, did you change it Xen?

Selectman Vurgaropulos: No, no.

Selectman Jakoby: OK.

Chairman Dumont: I think what we should do is get rid of it being bold. I don't know why. And only part of the word that is bold.

Selectman Vurgaropulos: Well, that's the important part.

Chairman Dumont: Well, it's just the ...

Selectman Jakoby: Something was weird and I didn't make it better.

Chairman Dumont: So, yeah, I mean, I think, you know, for this for this one, we don't want people sitting here on their phone or texting. They want to be paid to pay attention to meetings. But there's been plenty of times where if we're talking about a parcel or a certain thing in town, you know, pulling it up on this computer may not be working. Maps on ...

Selectman Vurgaropulos: Yeah, it covers it in there. Like you might you can use electronic devices if it's pertinent to the agenda item that we talked about.

Selectman Jakoby: Yeah, yeah. And for emergencies. So, I thought it was fine.

Selectman Vurgaropulos: Yeah, I for a second I had the emergency thing. I was like, and then I went back and read it and it's written in there, so.

Selectman Jakoby: OK. Onward.

Roy Sorenson: All right. So, all members of the board that are liaisons to any departments, that word is added, right?

Selectman Jakoby: I added the word department because we're liaisons to departments and to committees. It gives you an opportunity if you want to share something. So that's all I added there.

Selectman Guessferd: Yeah, the only concern I have there with that wording is the word shall.

Roy Sorenson: Which one?

Selectman Guessferd: Because, because what if nothing's happened? There's no report. So ...

Selectman Vurgaropulos: The report is I got nothing.

Selectman Guessferd: I have nothing to report.

Selectman Jakoby: But I think it's important to state that.

Chairman Dumont: So, the only thing I would.

Selectman Jakoby: Yeah, yeah.

Chairman Dumont: The only thing I would add to it's like a guess is point the end of it or as necessary. If there's nothing. Well, it's not at the next meeting. It's as necessarily or as readily available

Selectman Guessferd: Or, as necessary, yeah, OK.

Selectman Jakoby: It says or as necessary.

Selectman Vurgaropulos: Yeah, especially this time of year when we're first rolling into a new cycle. I think I went six weeks without anything. Yeah, you know.

Roy Sorenson: Yeah.

Chairman Dumont: Well, quite frankly, there are certain boards that there is no report there.

Selectman Vurgaropulos: You know, like, yeah, like if I was to do whatever the water when I was just trying to kind of remember.

Chairman Dumont: And it's always been this.

Selectman Vurgaropulos: Yeah, yeah, when I was on MUC, it's there's the Whitewater report where we used a lot of water. OK, you guys like it? Yeah, OK, bye. And so it's kind of like you're not getting anything to bring forward.

Roy Sorenson: Yeah.

Selectman Jakoby: So, and then the review of the audit reports was just to or to place the review of the audit report on a regular meeting agenda as soon as the report is made available and take any action related there, too. I think that was just cleaning it. And then I do anything until six. Did you do anything, Xen?

Selectman Vurgaropulos: No.

Selectman Jakoby: So, then we're down to town administrator.

Selectman Vurgaropulos: I just deleted him off my ...

Selectman Jakoby: So, I put no later than February because we, it seems to not happen.

Chairman Dumont: So, I will, and just so you know, his review is done and has been done for a little bit. So, we're all clear about that. I solicited from the board and I moved on with it after that.

Selectman Jakoby: Oh, because you said you were going to send it to us.

Chairman Dumont: And everybody got the email that we were supposed to.

Selectman Vurgaropulos: No, we had a whole conversation. We're like, what was that thing Dillon was talking about? And you said you were going to send an email. I never got it.

Selectman Jakoby: We never got it.

Chairman Dumont: That night you guys asked for his contract.

Selectman Jakoby: No, I asked for his goals and his presentation.

Chairman Dumont: We can we can revisit that. But I think this will ...

Selectman Jakoby: Well, and then we had asked for you to send us what you were, you said you would send us what that was going to be. And we didn't get that.

Roy Sorenson: So, you just we can send the review out. Or, you can actually go see if you want. You can see Michelle. She's got in my, my personnel folder.

Selectman Jakoby: So, I know that and I were ...

Chairman Dumont: At the meeting, though, I specifically remember asking for comments or concerns from everybody. And I was asked for a copy and we actually tasked Lorrie with sending it out. And, I remember the email of his contract going out. And after that email went out, I got nothing back from anybody.

Selectman Vurgaropulos: Because why I didn't do it was because I was waiting for on the end of that sentence you just said, you said I'll send out this, this and this ...

Selectman Jakoby: Yes.

Selectman Vurgaropulos: In addition to that.

Chairman Dumont: Both of you and Selectman Jakoby said, why don't we have Lorrie do it? So, Lorrie sent out the email at that meeting.

Selectman Jakoby: No, that had nothing to do, it doesn't matter.

Selectman Vurgaropulos: Yeah.

Selectman Jakoby: It has nothing to do with, that was clearly a miscommunication. But yes ...

Chairman Dumont: But here nor there, there's a couple of reasons why I think that this should be changed for a few things. One, I think it should be annually. It should be the chairman's responsibility for evaluating the job. And for him to solicit information from the board of selectmen. The chairman's the one working day to day with the town administrator. I would figure that the chairman would be the one handling that report and gathering the information from the board of selectmen for that report. And the other thing that I have with the timeline is I think it should line up with either the fiscal year or the contracts, or, the election of the officer. But when I got into his review, it actually called for, I believe, sometime. I think when you read through it, we all wanted it done within one year, which was February. The bylaws called for a different thing and the contract called for in June.

Selectman Jakoby: Right. So that was my issue with this whole point was that in here, it said it had to be done before the last selectman left.

Chairman Dumont: Yeah.

Selectman Jakoby: And there's also nothing wrong with doing, you know, do you do a half review and then the actual review according to his contract? Because there's nothing saying you can't review more than once.

Chairman Dumont: Oh, sure. Yeah, I would figure an annual review, but I was figuring more or less to let it be handled almost in sync with the election of officers.

Roy Sorenson: Yeah, that's probably the best time to do it. So, you have the chairman who can give a full year's discretion. The terms of my contract are in there, right? So, and we work off of a fiscal year. So, the timing sets itself up for budgeting for the next year anyways.

Selectman Jakoby: And I want to say I do not agree with the chairman being the reviewing, the sole reviewer of the town administrator. I think it is the entire board of selectmen that needs to be a part of that review. The chairman can be the deliverer of the review. But, I still think annually the board of selectmen are responsible for the evaluation of the job performance of the town administrator. I, I, I, I truly think that's the way it needs to stay.

Selectman Allan: Would that not be the information that Dillon would be gathering from us?

Selectman Jakoby: But if you do town administrator, if you do annually, the chairman shall, then it's, it's not putting the responsibility on the entire board.

Selectman Vurgaropulos: Yeah, you essentially block out the other members.

Selectman Jakoby: Correct. Not saying Dillon will. But I'm saying like you said, in future boards or future chairman.

Selectman Allan: Right.

Chairman Dumont: Is the chairman's responsibility to coordinate the evaluation, including obtaining input from other members of the board?

Roy Sorenson: So, then you would just go, shall administer?

Selectman Guessferd: The board of selectmen is responsible, right?

Selectman Jakoby: I just want that first sentence to stay. Annually, the board of selectmen are responsible for evaluating the job performance of town administrator, period. It is the chairman's responsibility to coordinate the evaluation and including input from members of the board and information presenting to the board a comprehensive draft of the evaluation document. That's what I was waiting for, because I didn't see the draft. Xen and I thought we were getting a draft of the evaluation document, and then that then the chairman would go and meet with the town administrator to inform him of what we have all decided.

Selectman Vurgaropulos: Yeah, I think that section reads how it needs to read. I agree with Heidi on this.

Selectman Jakoby: That's not what occurred, but that's what I believe should occur.

Chairman Dumont: February, I don't know if we want to wait until February, or it should be ...

Selectman Jakoby: Because the reason I put February was because the election is March 10th ish. And we all get caught up in the, we skip a meeting in March because of the election.

Selectman Guessferd: No, we typically move it.

Selectman Jakoby: Right, but that's what I mean. Everything gets really crazy.

Selectman Guessferd: Because this last time we got, we had a meeting before we had a meeting before the election.

Selectman Jakoby: But then that would be the last meeting we could do it.

Selectman Guessferd: Right, it would be the last meeting we could do it.

Selectman Jakoby: That's why I just said February to give it just a little ...

Selectman Guessferd: I mean, I think it gives, I think that makes timing sense.

Roy Sorenson: Yeah, but you gotta define February. Is it the beginning of February? Is it the end of February? What is it?

Selectman Vurgaropulos: The month of February.

Roy Sorenson: Where?

Selectman Jakoby: In the last meeting in February.

Chairman Dumont: Yeah, we need to say your first or second meeting of February. You pick one of the others.

Selectman Guessferd: I say the last meeting.

Selectman Jakoby: The second meeting in February. And I'll reiterate another reason for why I'm really, this is important for me as a selectboard member, is it, it was all of us at the time who did the review, who interviewed him. We were all involved in that process of hiring him. So, I think it's important, him or her, it's important for this board to all be a part of the process in that review. That's the other reason why I think it's critical that it is the entire board of selectmen.

Selectman Guessferd: Well, yeah, I mean, it does make some level sense, right? Because I mean, Kim wasn't here, you know, during that whole year, and Dave was.

Chairman Dumont: No, and that's why I'm fine with the February thing. I just wanted to make sure it was before the election. Like I said, when I read the contract and it's June, well, there's members that go and stay or if I, you know.

Selectman Vurgaropulos: Or, for quorum shall consist of, it should say, I think that should say a minimum of three members.

Selectman Jakoby: Oh, we've moved on?

Selectman Vurgaropulos: Okay. Sorry, no, I was just trying to talk to him, not moved on yet. Sorry.

Selectman Jakoby: No, we can, we're all together.

Chairman Dumont: Yeah, that's fine.

Selectman Guessferd: I think we're good on this.

Selectman Jakoby: Yeah, that's fine. So, rules of order?

Chairman Dumont: I'm fine with the way that it's, the way that's worded, but you want to add minimum?

Selectman Vurgaropulos: A minimum of three. That's, that's what makes a quorum.

Selectman Guessferd: A minimum of.

Selectman Vurgaropulos: So, if you, because I, I know what it reads and I know how it's supposed to read, but, if you were to take it at its word, it's saying, oh, a quorum is only three members. So, minimum just means that's the minimum requirement to have a quorum.

Chairman Dumont: That's fine.

Selectman Jakoby: And I think, yeah, yours is much more concise, right? Your changes.

Selectman Vurgaropulos: Yeah, mine, yeah. On the, yeah, all the purpose.

Selectman Jakoby: On agenda?

Roy Sorenson: Did you do something to the agenda section?

Selectman Vurgaropulos: Yeah.

Selectman Jakoby: We did.

Selectman Vurgaropulos: A lot of it was formatting.

Selectman Guessferd: Oh, yeah, it looks like I looked at the whole thing.

Selectman Vurgaropulos: Yeah, a lot of it was just formatting and cleaning it up a little bit. So, it just read a little bit cleaner.

Chairman Dumont: I was just going to say, yeah, public input is not in the right section.

Selectman Jakoby: Yeah, it should be higher, shouldn't it?

Selectman Guessferd: For the nominations and ...

Selectman Vurgaropulos: Oh, yeah, so yeah, we can fix that.

Selectman Jakoby: Yeah, this was all out of order, different order than what we did, than what we've been traditionally doing. So, I didn't know what order you preferred, but it was out of order.

Selectman Vurgaropulos: Yeah, I just reordered it the way it was already written. So yeah, we can adjust that.

Chairman Dumont: There's also a couple other towns and I'll send them out that I think I'm fine if we want to stay with this form of an agenda, but some other towns, in my opinion, looks more professional. Yeah, I would agree. I think that we maybe should consider changing our formatting and the way that the agenda is laid out when it's about public.

Selectman Jakoby: Yeah, there's so many out there.

Selectman Guessferd: Best practices are always welcome.

Roy Sorenson: This is yours, right?

Selectman Vurgaropulos: Yeah, that's mine.

Chairman Dumont: I hate to give Roy's town credit, but I think Salem does a nice job with how that they put out there.

Selectman Jakoby: And, are we are we adding future agenda items somewhere on this? Or how did you want to phrase that?

Roy Sorenson: Uh, well, right now we're on quorum's done, right?

Selectman Jakoby: Oh, I thought we were on agenda. Sorry.

Roy Sorenson: We are. So, I'm pulling up. These are the Selectman Vurgaropulos' comments.

Selectman Vurgaropulos: Yeah, this was just mainly formatting, like too much indent. You know what I mean? Like it was making the document longer than it necessarily needed to be, because there was just so much movement of the words.

Roy Sorenson: So, you didn't make any changes?

Selectman Vurgaropulos: Not there, no.

Roy Sorenson: Okay.

Chairman Dumont: So, I think what you would do, Selectman Jakoby, is right under where it's members that want to add an agenda item. I think we reference that other section, which would slim that down. And then at the end of that, any agenda item that isn't able to be worked into the next regularly scheduled meeting will be scheduled for a future meeting.

So, kind of similar to actually how they referenced in the non-public meetings, where it said we'll follow the non-public meeting request. So, we could say we'll follow the...

Roy Sorenson: So, are we keeping this language at two?

Chairman Dumont: On agenda? Which one?

Selectman Jakoby: No, I think we're changing that.

Chairman Dumont: Yeah, I would eliminate that. Leave what's there.

Roy Sorenson: All right, so you worked off of that, correct?

Selectman Vurgaropulos: Yeah, I worked off of what was on hers, because I didn't want to...

Roy Sorenson: So that goes away.

Selectman Vurgaropulos: I kind of think I should have created two separate ones, so it's easier to read.

Selectman Jakoby: So, what we said earlier was that we would add an agenda item onto the agenda here that says future.

Chairman Dumont: So, where I would... If you scroll down, Roy, just to underneath the actual agenda suggestion. Next one. So, members that want to add an item, I figured it would go in here, if you want to create a different section for that.

Roy Sorenson: Do you want to move that up here or leave it? So, is this language fine?

Selectman Jakoby: Did we get out of it? Did we get rid of it?

Selectman Vurgaropulos: So, one thing we should change on this since they are all out of order, once we correct the order.

Selectman Jakoby: We got rid of that.

Selectman Vurgaropulos: Yeah, so but we still have to... We should put non-public at the beginning and leave that.

Selectman Jakoby: I know, but we got rid of that paragraph, but... And it's different on his.

Roy Sorenson: Well, we open with non-public too, so...

Selectman Vurgaropulos: So, it should be non-public at the beginning and then close and then leave that non-public at the bottom if needed.

Selectman Guessferd: Oh, yeah, because that's what we're doing now.

Selectman Vurgaropulos: Yeah.

Selectman Jakoby: So, what I thought we did, I'm going to try and summarize.

Chairman Dumont: Let's do one thing at a time, just so we don't mess up. Let him finish up with the agenda.

Roy Sorenson: Agenda's fine right now. I mean, this language is too small for two words. Do you want to move that up or...

Chairman Dumont: I'm just trying to see, because what me and Selectman Jakoby were talking about before was referencing...

Selectman Jakoby: It's already... So, how to get an agenda item on is already referenced, so we don't need to readdress that. What we said there was that we would include on the agenda list a place for future agenda items, which then marries those together, and that's not needed.

Chairman Dumont: So, I misunderstood you. I thought we were talking about if that request was not added to it, you would receive one. I didn't know you wanted it listed on the agenda of the future items.

Selectman Jakoby: So that's memorialized.

Roy Sorenson: All right, so we're getting rid of this paragraph, correct?

Selectman Jakoby: Because that paragraph is addressed earlier. So that doesn't need to be there. So, then it's just how do we track those future agenda items, which I thought were just going to be...

Chairman Dumont: Any chance you can pull up a copy of the Salem one?

Selectman Jakoby: I think they have a section on there for that. Between there, say, future agenda items.

Selectman Vurgaropulos: Public input needs to go above nominations, because that's how we actually conduct business.

Chairman Dumont: I thought I remember seeing something.

Selectman Jakoby: What do you know? Pretty similar.

Chairman Dumont: They do it differently, yeah. I thought I remember seeing one that had future agenda items. That's why I asked them to pull it up.

Roy Sorenson: I mean, you would just probably just do something in here.

Chairman Dumont: Yeah, no, that's fine. Yeah, I thought they had a... Each one of their agendas seems a little different. I remember seeing something. I thought that was for future items, but maybe it was tabled that I was looking at. I thought that was... I thought that was important, too. We've tabled...

Selectman Jakoby: Wasn't that an action item at the end?

Roy Sorenson: No.

Chairman Dumont: That's a consent.

Selectman Jakoby: Oh OK, sorry.

Chairman Dumont: Which is, yeah.

Selectman Jakoby: Some agendas put on actions, just say future actions or...

Roy Sorenson: I can figure out. I'll have to look into it. I can figure out where it might go, but...

Selectman Vurgaropulos: So, public input needs to bump up one, above nominations.

Selectman Jakoby: So, we're just going to put a star there saying we're going to look into what might that be?

Chairman Dumont: Yeah, we'll find a place for it.

Roy Sorenson: I mean...

Selectman Jakoby: You can mark it as future agenda items now, and then we can change it after the first read.

Chairman Dumont: I have to think about that, because the only reason why it just seems odd to me within the agenda, because it's almost like you're going to take an action on it.

Selectman Jakoby: But normally you would have tabled items on your agenda, too.

Chairman Dumont: So, the tabled one, I definitely want to add in there.

Selectman Jakoby: Oh, okay, good. We've tabled... I'm all in on the tabled one.

Chairman Dumont: We've tabled multiple things, and they're never listed anywhere.

Selectman Jakoby: Excellent.

Chairman Dumont: I have notes of them, but I think they should be left in the agenda.

Selectman Jakoby: Yeah. So, let's add table.

Roy Sorenson: Well, they will come back under old business.

Chairman Dumont: Tabled items.

Selectman Jakoby: Right, but often a good practice is to list what the tabled items are.

Chairman Dumont: Even if we're not taking action.

Selectman Jakoby: Even if you're not taking...

Selectman Guessferd: In that meeting, right, for the next meeting.

Selectman Jakoby: To carry over on the agenda.

Selectman Guessferd: So, you don't lose track of it.

Selectman Jakoby: Correct. And that's the premise of the future agenda items.

Chairman Dumont: And typically, if somebody makes a motion to table an item, it takes a majority vote to remove that tabled item off the table. And then you take action on it at that time, which can't be done at any point, but...

Selectman Jakoby: Right.

Chairman Dumont: Why don't we... Why don't we all look into some tweaks from this one? We can email Mr. Sorenson with some of those suggestions.

Selectman Jakoby: Okay.

Chairman Dumont: But I definitely, I agree with the tabled items.

Selectman Jakoby: We're adding tabled items.

Chairman Dumont: I want to get something in there that lists those out.

Selectman Jakoby: Excellent.

Chairman Dumont: I'll at least have some sort of section. It could be with old business. Old business/tabled, something along those lines.

Selectman Jakoby: Yep. I don't think I changed anything for...

Roy Sorenson: No, it's just...

Selectman Guessferd: So, the chairman's duties. Oh, no, here.

Roy Sorenson: This is just looking at the second paragraph.

Selectman Guessferd: Chairman, I think we need to change a word there. The first sentence under chairman's duties.

Chairman Dumont: Down below, yeah.

Selectman Guessferd: Let Mr. Sorenson ...

Roy Sorenson: Well, this is... We're jumping around here. You want to go back to the other one?

Selectman Jakoby: No, we're going down.

Selectman Guessferd: No, we're going down here. Role of the chairman. The word chairman's duties are as follows. I think we need to take that word duties out of there, just that the chairman's role, you know, is as follows. Because we've already talked about chairman's duties earlier. This is different. His duties versus the role he takes at the meeting.

Chairman Dumont: Right, and one of the duties is to follow those.

Selectman Jakoby: You don't... So, this is the role of the chairman. You don't need that next sentence. You can just eliminate that sentence.

Roy Sorenson: Which one?

Selectman Guessferd: Well, that's true as well.

Selectman Jakoby: Get rid of the chairman's role duty. That sentence can go away.

Roy Sorenson: You want to get rid of the whole thing?

Selectman Jakoby: Yeah, yeah. It makes more sense.

Selectman Guessferd: I like it. Less words.

Selectman Jakoby: This is for Kim. She and I are like less words. And then you just go... You just got to renumber. Then that's A.

Selectman Allan: Yeah.

Selectman Jakoby: Right.

Roy Sorenson: Well, this was bulletized before. These are yours now. Roman numeral, is that...

Selectman Jakoby: That's because of how it was before. So now it's... Is that A, role of chairman? Is that an A or...

Selectman Allan: No, A is to open the session on the one I printed from you.

Roy Sorenson: I have it as just bullets. I don't have A, B, or...

Selectman Jakoby: Right. What I'm saying is it needs to be. And that's what Xen did too.

Selectman Vurgaropulos: So, if you highlight that whole section, then go up to...

Selectman Jakoby: Yeah, because Zen's is corrected.

Selectman Vurgaropulos: Then go up to layout.

Roy Sorenson: You can do that. You may...

Selectman Vurgaropulos: Yeah.

Selectman Jakoby: Yeah. There's you go.

Selectman Vurgaropulos: You can select that whole section and then you can hit the back indent and it should revert those to A, B, C, D.

Selectman Jakoby: That's okay. Lorrie's going to clean it up.

Selectman Vurgaropulos: No. Left. Right. Up. Up. Up. Right. Right. Right. No. See the little line, line, line to the blue arrow? Next to the A, Z.

Selectman Guessferd: Right next to that... Up top. All the way up top, right?

Selectman Vurgaropulos: Keep going, to the right.

Selectman Guessferd: Right there.

Selectman Vurgaropulos: Three over. No, not that. You could do that one too, I guess.

Selectman Jakoby: You didn't have any changes there, though.

Roy Sorenson: What do you want to...

Selectman Jakoby: No. No, we didn't have any changes.

Selectman Vurgaropulos: See that one right to the right of where you just clicked? If you click that, it'll bring it over and should revert it.

Roy Sorenson: One here?

Selectman Vurgaropulos: Go to the top. See where it says A, Z? Go two to the left of A, Z. Right there. You're just on it. No, two to the left. Yes. Normally, it reverts it. Hit it again. One more time. Stop hitting the opposite one.

Selectman Jakoby: That one.

Roy Sorenson: What do you want me to do?

Selectman Vurgaropulos: Hit that one again. Hit that one again.

Selectman Jakoby: Hit it again.

Selectman Vurgaropulos: Okay. Normally, it reverts it. Now, go one right. Now, you got to go and do that format change.

Chairman Dumont: Because we're running out of time, let's move on from the formatting thing and we'll handle the actual substance. So, if everybody's fine with that, we're on to vice chair.

Selectman Jakoby: Yeah, we're on to vice chair.

Selectman Allan: Can I submit my shortened version of E for the rule of the chairman?

Chairman Dumont: Okay.

Roy Sorenson: Yeah, it's all set. I just fixed it.

Chairman Dumont: What?

Selectman Jakoby: So, we're going to roll a chairman?

Selectman Allan: Well, sorry. I just took what Heidi put in there and I shortened it because less is more sometimes. And I don't think I left out anything that you're trying to get across. It just said, instead, to help move business along efficiently while respecting members rights, including allowing brief comments on routine motions and calling short recesses to restore order or clarify issues when needed.

Selectman Vurgaropulos: Can I make an amendment to that?

Selectman Allan: Yeah.

Selectman Vurgaropulos: Can I say, instead of move along, say conduct business?

Roy Sorenson: Is this an addition?

Selectman Jakoby: It's changing item of specific item.

Selectman Allan: It's the bottom line. I just want to give this to Roy.

Selectman Jakoby: It's nicely written.

Selectman Allan: Because I was like, I like this, but let's condense it.

Selectman Jakoby: So, we're just going to replace it with that.

Selectman Guessferd: Yeah. By the time you get to the end of that particular item, you're like, what?

Selectman Allan: Yeah.

Selectman Vurgaropulos: It's like Microsoft's nice for doing these reviews, but they're always so hard to read. Yeah. Especially if you have more than like two people.

Selectman Guessferd: Right. That's why I didn't add my own comments to it because I know I saw the comments. OK, I can always throw in some things if I need to.

Selectman Jakoby: See, I like it because I know who wrote what and where it is. I love it. I'm like, everybody, throw it in.

Selectman Vurgaropulos: Oh, no. The reason I say it's hard sometimes is because typically Microsoft is linked to your account for your organization. So, every single person would end up with a different color. And then when you change organizations, you sometimes clash with the colors.

Selectman Jakoby: Oh, really?

Selectman Vurgaropulos: So, like your red.

Roy Sorenson: When you open it, yeah.

Selectman Vurgaropulos: It might be my red on my screen.

Selectman Jakoby: That's why we need our own.

Selectman Guessferd: Right, what else we got here?

Selectman Jakoby: Our own.

Selectman Vurgaropulos: Yeah, true.

Selectman Jakoby: We're just waiting for him to catch up. So, because the next is your, the role of vice chairman, which I think is all set.

Selectman Allan: Yeah.

Selectman Jakoby: Because it's just the one sentence.

Selectman Guessferd: Yeah.

Selectman Jakoby: And then conduct of meetings. I don't think I changed it. I didn't have any changes. I don't think Xen did either.

Selectman Vurgaropulos: Well, I did.

Selectman Jakoby: Well, which one?

Selectman Vurgaropulos: But I'm looking at five. But we'll get there in a minute.

Selectman Jakoby: You have changes it on five?

Selectman Vurgaropulos: Yeah.

Selectman Jakoby: Oh, there's five.

Selectman Vurgaropulos: Yeah, five is a giant purple one.

Selectman Jakoby: I see it.

Selectman Vurgaropulos: Or it might be red for somebody else. Yes, exactly. Like it's purple on mine. It's red on hers.

Roy Sorenson: Where are we now?

Selectman Jakoby: Five.

Selectman Vurgaropulos: Conduct of meetings.

Roy Sorenson: All right, so this is this is fine, right? We'll let you vice chairman.

Selectman Allan: That's good.

Roy Sorenson: Conduct of meetings. Is that where we are?

Selectman Vurgaropulos: Yeah. So, I know mine is a lot bigger, but mine kind of like really like lays it out. Like kind of how we're supposed to be doing stuff. So, it's a little more elaborate. But if you guys like it, you like it. If you don't, then we work it and we'll ...

Roy Sorenson: Just do yours.

Selectman Jakoby: Excuse me. I just have an emergency.

Roy Sorenson: Did you change everything?

Selectman Vurgaropulos: Yeah, it's pretty much a rewrite because it was only like this big. You know, it's like, yeah, we'll do it in a good way. So, this is kind of spells it out more.

Roy Sorenson: That was existing.

Selectman Allan: Yeah.

Roy Sorenson: Right?

Selectman Vurgaropulos: Yeah.

Chairman Dumont: All right. So, I say the way you get around this is just your name, Mr. Sorenson, the parliamentarian. And there we go. We don't need any of this.

Roy Sorenson: All right. So, did everybody do you have you have it right? Okay. Again, in front of you.

Chairman Dumont: Yeah.

Roy Sorenson: That's purple here. It's red. Yeah, that's fine.

Chairman Dumont: Yeah. Trying to keep track of three different. Well, that's the problem when you open and close docs. Like you said, just does it all the time.

Selectman Allan: It's a lot, but I don't have an issue with it.

Selectman Vurgaropulos: Yeah. Yeah, I know. It's a lot. Like I said, it's just really more of an elaboration on a small segment. The other one just says, we'll be good. This one's just more.

Chairman Dumont: So let me ask you. So, the parliamentary authority in order of business, right? So, I get how Robert's Rules does it. And I get how Mason's doesn't have bylaws. I've treated the order of business as the chair's discretion or majority vote by the board. So, you want to eliminate the chair's discretion for the order of business?

Selectman Vurgaropulos: No, we can edit this. I'm not married to it. It's just I just wanted it more than just a blurb.

Selectman Allan: It's a good catch. I didn't even catch that.

Selectman Guessferd: Well, it doesn't this. Right here, doesn't this conflict?

Chairman Dumont: That's what I would get rid of.

Selectman Guessferd: The agenda above. I would already put an agenda shall be as suggested. And now here we're saying no.

Roy Sorenson: Well, I think, I think, I think you just get rid of this because you're setting the agenda.

Selectman Vurgaropulos: Yeah, exactly.

Selectman Guessferd: Okay.

Selectman Vurgaropulos: All right.

Chairman Dumont: But I would just get rid of that entire section.

Roy Sorenson: Which one?

Chairman Dumont: Parliamentary authority in order of business.

Selectman Vurgaropulos: Yeah, you can take that out.

Chairman Dumont: Motion's in debate. No board action shall be taken without a motion. Motion should be stated by the chair.

Selectman Vurgaropulos: No, he wasn't saying to reject the whole thing. He's just saying take that.

Chairman Dumont: Yeah, just that section. I'm going to put the tracking on the floor through the chair. Confined remarks to the pending question or personal remarks. That's a good one. Debate may be limited by the chair to ensure orderly progress. Amendment shall be decided before the main motion is amendment. Before the main motion has been shared.

Roy Sorenson: This section up here's okay?

Chairman Dumont: Yeah, I mean, I, I do think it's somewhat redundant, but I'm fine with it. I mean, it should be. The meter is where not inconsistent just sound weird.

Selectman Vurgaropulos: What did I write?

Chairman Dumont: We're not inconsistent.

Selectman Vurgaropulos: Yeah, you're probably word that better.

Selectman Jakoby: We are consistent.

Selectman Vurgaropulos: No, it's saying where as a location. The subject matter is not consistent, but it could probably be worded better.

Chairman Dumont: I would almost tend to say that you just want Robert's rules of order. I mean, it's typical that wherever you go for a meeting, you're going to go with the most recent edition. But I guess you could specify it if you want.

Selectman Vurgaropulos: You could delete it if you want. I was like when I did this, I compared a lot of it to Robert's rules and the RSA's.

Chairman Dumont: Yeah, no, it references newly revised. I guess it's just kind of more of a ...

Selectman Vurgaropulos: Newly revised just means like if you lock it on the 12th edition, then you're stuck on the 12th edition.

Selectman Jakoby: Most of them always say that the most recent are newly revised.

Selectman Vurgaropulos: Yeah.

Roy Sorenson: All right. So, you're on. This goes away. You want motions and debate? Is that staying? It's all this ...

Selectman Vurgaropulos: I told you I could make him think.

Chairman Dumont: Well, I get what you're trying to do. Some things in my mind make sense. Some people want it in writing.

Selectman Vurgaropulos: Well, I think that's the only fair thing to do to put it in writing, right? That way, nobody could say they're not on the same page.

Chairman Dumont: Yeah, I'm not against it. I'm just trying to make sure. Scroll. Can you scroll up a little bit?

Roy Sorenson: Do you want to go this way?

Chairman Dumont: Yeah. So, we need to fix the we're not inconsistent part. I don't know if we can figure out a better way to word that. In the event of a dispute, something along those lines, I think it would be better. Yeah, in the event of a dispute, Robert's rules would be the Parliamentary Authority.

Selectman Jakoby: Yes, I like that.

Selectman Guessferd: Yeah.

Selectman Jakoby: Yeah, in the event.

Chairman Dumont: Or, you use the word conflict in the next one. You could use conflict above.

Selectman Guessferd: I mean, do you really even need those words?

Selectman Jakoby: Yeah, I don't think you need those.

Selectman Guessferd: You're already stating it.

Selectman Vurgaropulos: Yeah, you can take that out.

Selectman Jakoby: I think you just delete them. Yeah, we're not in presence.

Selectman Guessferd: You're stating your presence already. So, it's there.

Chairman Dumont: So, the understanding that I just want to make sure is because the understanding that I have is the bylaws are what we follow. Where we lack something we fall back on Robert's Rules. I just don't want people to say, well, I'm picking between bylaws or Robert's Rules.

Selectman Vurgaropulos: No, you don't.

Selectman Jakoby: No, I don't think you are.

Chairman Dumont: That's why it says meeting shall be conducted in accordance with these bylaws. And if you don't have anything and Robert's Rules. Well, if I'm conducting it in accordance with both, which one is superior?

Selectman Vurgaropulos: Not covered by bylaws, the default back to like, how would we know?

Selectman Guessferd: It's not covered, there won't be a conflict.

Roy Sorenson: But as necessary, yeah.

Selectman Jakoby: And when necessary, Robert's Rules of order.

Selectman Guessferd: And we're not as necessary. And we're not addressed or something like that.

Selectman Vurgaropulos: We're not defined.

Selectman Jakoby: Yeah, just as necessary. It's still at the discretion of the chairman.

Chairman Dumont: I'm going to throw a question mark next time. So, I don't have that wording in my head. We're running out of time.

Selectman Jakoby: Well, this is better, Roy. So, if you leave that, I think you'll at least point to us and we can word it better next time.

Chairman Dumont: I would just, and this is up to you guys, but I would simply say just the next sentence in the event of a conflict that the chair has the authority to rule or chair has the authority to rule on a conflict subject to the appeal and decision by the board.

Selectman Jakoby: Yeah, that's more concise.

Selectman Guessferd: Yeah, but I think you also need to say what controls and if the bylaws do control. Typically, in order of precedence, sort of scenario in a contract or anything, you know, you typically state this, this event of a conflict. This is what's going to rule. And then you can also state the chair, you know, will make those decisions as appeal, you know, which can be appealed by the board, something like that. But I think it's important to state what the precedent is. You know, it is the bylaws.

Selectman Jakoby: Bylaws and then Robert's Rules. And it's the discretion of the chair.

Roy Sorenson: All right, so we did that up here right now. You just want to what was the sentence you had?

Chairman Dumont: Well, in the event of a conflict. I'll move on from that until to bring it back for a first read. I'm going to have to read with it. But I was thinking in the event of a conflict, the chair's rule show that or the chair shall rule on a conflict and then subject to an appeal and decision by the board. But I'll clean that up if everybody's just OK with that general wording.

Selectman Jakoby: Yep.

Selectman Guessferd: Concept is good.

Chairman Dumont: Motions and debate. No board action should be taken. The motion, motion should be stated to the chair before the board members.

Roy Sorenson: Second, third paragraph?

Chairman Dumont: Yeah, this is probably where we should have started. This is probably more important than the other stuff we talked about. A motion should be stated by the chair before the debate.

Selectman Jakoby: We just follow the chair.

Chairman Dumont: No, I know.

Roy Sorenson: All right, so if we get through this, then that's really it.

Selectman Vurgaropulos: You have to get past this one. I think there's only one more thing. Maybe get that Heidi change.

Selectman Guessferd: Yeah. We're almost being redundant here when we have the voting shall be by voice unless a roll call is required by these bylaws. The press of any member or otherwise directed by the chair. And then you go down below and say roll call votes are required. I guess it's a little different, but.

Selectman Vurgaropulos: Yeah, one, one, one's, they're both two separate operational procedures. So like, yeah, kind of had to repeat it.

Selectman Guessferd: They seem to conflict with each other.

Selectman Jakoby: Because of five and six are different.

Selectman Vurgaropulos: Well, yeah, because one's the process in which we vote, what do you do in which we conduct business? And the other one is the process in which we actually vote on that business.

Selectman Guessferd: And I still think there's a conflict there, but I'm not going to. I'm not going to fall on my sword on it.

Selectman Vurgaropulos: If there is what we can hash it out.

Selectman Guessferd: No, I mean, it's not like it's I think it's OK in the end, but I just think we're kind of being redundant. Maybe not a conflict, but we're being redundant.

Selectman Jakoby: Redundant, possibly. I see that.

Chairman Dumont: I think that was fine with the way that that one was written.

Selectman Jakoby: OK, we'll have another look at it.

Chairman Dumont: Well, no. On the traditional, on the original, I was fine with the way that that was written. And I appreciate the author references to Robert's Rules, but I think that's the point of our bylaws. If we if you know, obviously, if we want to follow Robert's Rules, well, then you could just leave it blank. But or state that section in accordance with that, but.

Roy Sorenson: Did we have a ...

Selectman Jakoby: Are we deleting some of that?

Roy Sorenson: Well, what are we doing with ...

Selectman Jakoby: Yeah, what's this recommendation?

Chairman Dumont: The motions and debate, I think is fine. It just kind of adds clarity.

Selectman Jakoby: OK, motions and debates are staying. So, the voting and required majorities. That's I would just would delete that.

Roy Sorenson: You don't want that.

Selectman Jakoby: And leave it in six. Is that the redundancy?

Selectman Guessferd: No. Redundancy was more the roll call sort of piece of it for my purposes. That's all. But I get what you're saying about procedure versus.

Selectman Vurgaropulos: Yeah. And like I said, I'm down for whatever the board is wants to do. This was just where I amended.

Chairman Dumont: I would eliminate more than half the votes cast in the premises. I understand you're trying to add clarity, but in typically what you just see if is a majority vote, you follow through Robert's Rules, Mason's, all those things that way, regardless of the number that's there, you need to look at a simple majority.

Selectman Jakoby: So, the parentheses go away.

Chairman Dumont: Yeah. You could even just put a period after majority vote and eliminate up with a quorum present. Because we can't vote on anything if we don't have a quorum. The chair has the same voting rights as the other members. That's fine. That's in the other one. Tie vote results in the motion being lost.

Roy Sorenson: Hold on a second.

Chairman Dumont: I gotta be honest, I'd probably just delete everything after the chair has the same voting rights as other members, because if you don't have an affirmative vote, the motion always dies.

Roy Sorenson: All right. So, voting will require majorities unless otherwise required by law or these bylaws actions are adopted by a majority vote period, right?

Selectman Jakoby: Yep.

Chairman Dumont: And delete the rest of that sentence.

Selectman Jakoby: Yep, delete that.

Chairman Dumont: Leave the next sentence and delete everything after it.

Selectman Jakoby: Yep.

Chairman Dumont: The recording of votes, in my mind, I would stick with what's already in our bylaws.

Selectman Jakoby: That's what's there.

Chairman Dumont: Oh, it's in red on this thing. I thought that was a change. And I got green on this one, so.

Selectman Jakoby: Nope, that's the original. The formatting's a little off, but that's the original.

Chairman Dumont: Ah, that's what the change is. Okay, so the formatting. Okay.

Selectman Jakoby: And then we're.

Chairman Dumont: Yeah. So, you did add, yeah. So, a matter previously decided may be considered only in accordance. Okay, that's fine.

Roy Sorenson: So, it's all the same. This is new down here.

Selectman Jakoby: Yeah, that's the only.

Selectman Vurgaropoulos: That's the last one.

Selectman Jakoby: That's what. So, I just. The reason for this is I just wanted to memorialize what action needs to be taken after a meeting. Because there's been some confusion about motions and the next action. So, I didn't know if that should be the executive assistant to the board of selectmen or whom to just inform those impacted by the decision.

Chairman Dumont: I think the designee should always be the town administrator. That's our, that's our go-to. That's where the, where it flows. Whether recording of such would be the executive assistant.

Roy Sorenson: After meeting the executive assistant shall review actions that were taken and form those impacted. So Lorrie, you typically send your, when you do the motions ... On the bottom officially, do you send that to the departments?

Lorrie Weissgarber: Yes.

Roy Sorenson: So, she does that right now.

Selectman Jakoby: Yeah. I just wanted to memorialize it. And I don't know if you, the chairman wanted it to be.

Chairman Dumont: You want it to be at your discretion. And then obviously if you, if you designate her to do that, that's fine. But it would be at your discretion. Do you think that's not needed?

Roy Sorenson: I don't think it's needed. I think it's, I mean, typically when we're doing the motions, if we're communicating with each other, if there's, there's an issue.

Selectman Jakoby: And she's doing all the minutes. So that's why I left it.

Selectman Guessferd: Actually, has any questions.

Roy Sorenson: Yeah. If she's not sure on the motion or whatever, then I would certainly help her with that. Now, some of the stuff, obviously, and we have a lot of it. Personnel issues? Yeah, she wouldn't really necessarily ...

Selectman Jakoby: But that would be non-public, right?

Roy Sorenson: Yeah.

Selectman Jakoby: What was the question? You want to put it on the records then?

Selectman Vurgaropulos: What?

Selectman Jakoby: For the people.

Selectman Vurgaropulos: Oh, I was asking. There's currently we, we do track all of the motions made and the results. I was just asking her where it was and if I could see it.

Selectman Jakoby: Oh, there you go.

Roy Sorenson: At the town administrator's discretion.

Selectman Vurgaropulos: Yeah.

Selectman Jakoby: Yeah.

Selectman Vurgaropulos: It's, it's, I want to, I want to have it. Because it's nice to have, or at least know where to navigate on the computer. Because it's nice to have when you're looking at stuff like. Think about like last year when we were voting. Or any times I've been on and probably you guys do. Like Morin or one of the guys that have been here a long time that have been around. And you're like, oh yeah. Back in the day we did this. And you're like, oh, how do you, how is anybody supposed to know that? You know, but there is a way to do it. Because it's what I've seen it. I just don't know.

Selectman Jakoby: I haven't seen that. Yeah, we keep looking for that.

Selectman Vurgaropulos: There's a run. There's a, like you just said, it's like seven years worth of votes. And it shows pass, fail. And how everybody voted.

Selectman Jakoby: Oh, okay.

Selectman Vurgaropulos: And what the motion was. So like, I think that's something that we should all have access to readily. Like, I know you have it. But there's got to be a way we could share it with everybody.

Lorrie Weissgarber: I'll put it on my desk.

Selectman Vurgaropulos: Okay.

Lorrie Weissgarber: It's called Log of Votes. It's on the desk in the office.

Selectman Vurgaropulos: Yeah.

Selectman Jakoby: Oh, it's a hard copy?

Selectman Vurgaropulos: There's a hard copy. It's an Excel.

Selectman Guessferd: Yeah.

Selectman Vurgaropulos: So, we might be able to talk to Doug and have it added onto the actual SharePoint. And it doesn't have to be a public link. It could just be used for selectmen.

Chairman Dumont: All right, do we have anything else after that? That's it.

Selectman Allan: No.

Chairman Dumont: All right. So, we are at our end time. I put both agenda items on here because I was optimistic. Quite frankly, I didn't think we'd make it to town buildings. So, what we'll do is obviously town buildings is something that we've all discussed multiple times.

Selectman Jakoby: Yes.

Chairman Dumont: We will take that back up. I will talk with Roy. It'll either be a formal agenda item or another workshop. Most likely, I'm thinking that will probably be another workshop. Because I would imagine it's going to be a similar discussion like this one. And then based on that discussion, we might find an answer as to what

we want to do instead of just a formal action item. All right. So, with that, I'm going to lay that one on the table. And that takes care of tonight's workshop.

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to adjourn at 8:39 p.m. Motion carried, 5-0.

B. Town Buildings – Administration/Discussion

6. ADJOURNMENT

Selectman Guessferd made a motion, seconded by Selectman Vurgaropulos, to adjourn at 8:39 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

Kimberly Allan, Selectman



TOWN OF HUDSON

Office of the Town Administrator

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FORWARDED FROM THE APRIL 28, 2026, BOS MEETING - Item 7A Tabled

To: Board of Selectmen
From: Roy E. Sorenson, Town Administrator
Cc: Sustainability Advisory Committee
Date: May 7, 2026
Re: Old Business: Sustainability Advisory Committee Charter

Continued Discussion:

This item was previously discussed at the April 28, 2026, BOS meeting: Item 7A Old Business – Sustainability Advisory Committee Charter.

Background:

Chairman Dumont had requested this item to be placed on the agenda for discussion.

As you know the Sustainability Advisory Committee (SAC) was directed to work on a charter to help guide their mission moreover establish protocol on the necessary reporting to the Board of Selectmen. The draft charter was received on October 30, 2025 and review was delayed due to other more urgent items notwithstanding the dynamic budget meeting schedule. Attached hereto is the final draft of a charter should the Board choose to proceed in that manner.

Thank you for your consideration.

<p>RECEIVED May 7, 2026 BOS AGENDA</p>
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Sustainability Advisory Committee

The Hudson Energy Committee was approved by the Board of Selectmen (BOS) in 2007. Over the years the name of the committee changed with the most recent name being set by the BOS in 2025 as the Sustainability Advisory Committee.

The Sustainability Advisory Committee aims to promote and increase energy efficiency, recycling, proper waste disposal and other sustainable efforts throughout the town of Hudson, New Hampshire. We promote sustainability best practices in our community through community outreach/engagement and public events. We advocate for the implementation of green policies, practices, and technologies to ensure a more sustainable town. The committee can act on all basic activities and initiatives that fall within its Charter upon approval by the Board of Selectmen.

CHARGE BY BOS

The Sustainability Advisory Committee will meet on a regular basis to advise the BOS on fostering a sustainable and resilient future for our Town.

PURPOSE

The Sustainability Advisory Committee is dedicated to fostering a sustainable and resilient future for our town by promoting environmental stewardship. Through collaboration, education, engagement, and advocacy, the committee seeks to inspire and support initiatives that enhance the quality of life for all residents while preserving natural resources for future generations. Among our advising responsibilities we will collaborate to develop and recommend policies, programs, and practices that reduce environmental impact and make sense for the community. This will be done through research borne through community engagement and education on sustainability issues. We will work with local, state and national organizations, businesses, and residents on augmenting sustainable solutions that are feasible and respective of the public interest at large. State Senators and Representatives may also be helpful resources in this work. This is best accomplished through open communication and encouraging the integration of sustainability principles into all aspects of town planning and operations.

In general, the committee will:

- Research and propose actionable strategies to meet sustainability objectives.

- Collaborate with town departments to integrate sustainable practices into municipal operations.
- Monitor and evaluate the progress of sustainability initiatives and recommend adjustments as needed.
- Engage with residents and other parties to gather input and build community support for sustainability efforts.
- Serve as a resource for sustainability education and information.

As an Advisory Committee to the BOS, they may recommend programs and activities to the BOS to complete or sponsor provided ample notice thereof is given.

RIGHT TO KNOW

All activities and business conducted under the purview of the Sustainability Advisory Committee are subject to NH RSA 91-A, Right to Know. All meetings of the committee must have proper notice and be open to the public including accepting public input.

MEMBERS

The Sustainability Advisory Committee is currently a seven-member committee with three alternates per vote taken at the August 25, 2015, BOS meeting. There is one BOS liaison and the Public Works Director is an ex-officio member. Members are residents of Hudson who volunteer to participate on the Committee. They are interviewed and approved by the BOS for three year terms, normally set to expire on April 30 of the third year. At the end of a term, members may apply to the BOS to be reappointed to the Committee. If there is a vacancy on the Committee because a member resigns or moves, it is advertised and filled by the Board of Selectmen to end on April 30 of the current term, or to fill the term of the absent member.

There are three officers of the Committee: Chairman, Vice-Chairman, and Secretary. The Chairman will create an agenda for each meeting with supporting documents and have it posted on the town web site at least 24 hours prior to each meeting. They will also preside over committee meetings and will be the liaison between committee members, Town Staff, and BOS. The Vice-Chairman will serve as applicable thereof in the absence of the Chairman.

The Chairman will submit the Annual Report of the committee to the Board of Selectmen for inclusion in the Annual Report of the Town.

The Secretary will take minutes at the meeting and write the minutes for presentation to the members a minimum of one week prior to the next meeting.

Corrections will be noted at the meeting. The final minutes will be emailed to the Town Administrator's Office for posting on the website and be made available to the public as soon as practicable per RSA 91-A.

All appointed members will attend meetings and assist with the work of the committee as requested by the Chair. Committee members are required to notify the Chair as soon as possible in the event they will be unable to attend a meeting so that an alternate can be seated.

All appointed alternates are requested to keep their schedules open in the event that a regular member is unable to attend a meeting. Alternates are encouraged to attend or minimally view all meetings to stay abreast of discussions and issues in the event they are called to be seated.

The BOS Liaison will be the main conduit for communications between the Committee and the BOS. All recommendations approved by the committee will be brought forward to the BOS through the BOS Liaison communicating with the Town Administrator and BOS Chairman for an official agenda item at the next available BOS meeting.

Ex officio members will maintain open and timely communication with the Committee. It shall be the responsibility of the Committee Chairman to inform any ex-officio member, moreover town staff, of any action items discussed at the meetings .

QUORUM AND VOTING

A minimum of four voting members of the Committee shall constitute a quorum for the transaction of business. At any meeting, if a regular member is absent, an Alternate may be seated in his/her place and is then included when votes are taken. At any meeting where a quorum is present, the acts of the majority of the members at such meeting shall be Acts of the Committee.

Meetings shall follow an abridged version of Robert's Rules of Order: Members will request permission to speak from the Chairman and will address the Committee through the Chairman.

MEETINGS

Meetings will be held on the fourth Monday of the month at 7:00PM in one of the Town Meeting Rooms. All meetings are open to the public. If the regular meeting day is a holiday or in a holiday season, the meeting may be canceled, or another

date may be chosen by consensus of the members. The Town Administrator's office will be notified of any changes in the meeting schedule as voted on by the members. The revised meeting dates will be posted in a timely manner on the Town Calendar.

ROLES AND RESPONSIBILITIES

The Sustainability Advisory Committee's mission will be achieved by collaboration among the members characterized by mutual suggestions and open communication. Members are expected to serve as advocates for the charge, and as such, could include, but are not limited to attending public meetings speaking respectfully on any recommendation that shall be made. Members should ask questions and seek clarification to ensure they understand cumulative interests, concerns, and objectives. Deliberation and debate should be constructive and courteous with every effort made to reach consensus.

Recommendations put forth to the BOS shall be achieved through comprehensive discussion and a majority vote of the seated members.

BUDGET

The Sustainability Advisory Committee will have a line within the Town of Hudson General Fund Budget, 01-4199-5055, in which certain expenditures will be listed that provide funding to support the Charter. At no time shall the budget be over-expended. The Committee shall send all donations to the BOS for acceptance including preparing a memo for presentation by the Committee Chair to BOS for consideration of proposed use of funds. All expenditures and revenues shall follow Town policies with requests to the Town Administrator and BOS as required. Each year the committee shall prepare a budget request according to the BOS directive. Any additional increases must be submitted with justification to the Town Administrator based on budget preparation timelines. It shall be the responsibility of the Committee Chair to present the budget to the BOS if needed.

APPOINTMENTS AND SUB COMMITTEES

All appointments and/or the prospect of sub-committee initiatives shall be brought to the BOS through the BOS Liaison for consideration and confirmation. It shall be the directive of the Chair to deliver a memorandum thereof clearly outlining the need and desire for such a request.

REPORTING

The Sustainability Advisory Committee will make arrangements to present to the BOS its annual written report which reviews all Committee activities, accomplishments, and sets future goals. Scheduling will be done through the Town Administrator's office.

ACTIVITIES / PROGRAMS

As an advisory committee, the Sustainability Advisory Committee is currently involved in the following activities/programs:

- National Night Out
- Button Up NH program
- Roadside cleanups/Community Cleanups
- Pumpkin Smash
- Christmas light recycling program
- Educational programs/materials
- Composting/recycling initiatives
- Participation in regional conferences, such as Clean Energy NH (CENH)

All activities / programs, including those listed above, are subject to BOS approval at a normally scheduled BOS meeting.



TOWN OF HUDSON

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Roy E. Sorenson, Town Administrator
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To: Board of Selectmen
From: Roy E. Sorenson, Town Administrator
Date: May 7, 2026
Re: Board of Selectmen Bylaws

A handwritten signature in blue ink, appearing to read "Roy E. Sorenson", is positioned to the right of the recipient information.

Continued Discussion:

This item was previously discussed at the May 5, 2026, BOS Workshop Meeting: Board of Selectmen Bylaws

Background:

Included hereto is the draft marked version of the Board of Selectmen Bylaws as discussed at the BOS Workshop last Tuesday, May 5th. The changes still remain in color and are before you as a first read for further discussion as applicable.

Should the Board reach consensus on the overall document, the final version for acceptance will be prepared for a second read to be accepted at the May 25, 2026 meeting.

**Town of Hudson, NH
BOARD OF SELECTMEN
BY-LAWS**



By-Laws	Revision Number: 35
Approved By: Board of Selectmen	Last Review Date: 5/7/2026
Origination Date: 05/14/2019	Review Frequency: As Needed

A. PURPOSE:

These By-Laws describe the duties and methods of operation of the Hudson Board of Selectmen.

B. AUTHORITY: ~~Authority:~~

The Board of Selectmen is an elected Board and derives its authority from NH RSA 41:8. The Town administrator serves under the authority of the Board of Selectmen as the appointed chief administrative officer managing daily operations, implementing policies, and overseeing town derivesdepartments. ~~his authority from NH RSA?~~

C. ORGANIZATION:

1. Responsibilities of Members:

- (a) All members shall make every effort to attend each scheduled meeting. Members shall make every effort to notify the Chairman if they are going to be absent from a meeting as soon as possible.
- (b) Members of the Board have authority only when acting as a Board legally in session. The Board shall not be bound by any action or statement of any individual Board member, except when such statement or action is at the direction of the Board.
- (c) No official position, decision, opinion, etc. of the BOS and/or Town of Hudson shall be conveyed by any member of the Board without prior discussion and vote of the BOS.

- (d) [Selectmen are expected to sign various paperwork in a timely manner, unless impending absence has been noted and the Chair notified.](#)

2. Officers:

- (a) Election - A Chairman, and Vice-Chairman shall be elected at the first regularly scheduled meeting following the election of Selectman that are elected at the annual Town Meeting. Election shall be by a majority of those present at the Board meeting.

Vacancies created during the year shall be filled by special election of the Board as soon as practicable, ideally as soon as agreement can be reached on an appointee. [The Chair will issue a call for candidates, set the parameters for the applications, and schedule a public meeting for the purpose of making the appointment. All such appointments and related timing will adhere to the current New Hampshire State Law.](#)

- (b) Chairman Duties:

1. Review and approve the agenda before posting.
2. Preside at all meetings of the Board and perform all duties required [of these by laws and State RSA's.](#)
3. [Communicate with the Town Administrator on a day-to-day basis.](#)

- (c) Vice-Chairman Duties:

1. In the absence of the Chairman, the Vice-Chairman shall preside and assume all duties and responsibilities of the Chairman.

- (d) Member Duties:

1. In the absence of both the Chairman and Vice-Chairman the next senior member of the board shall assume all duties and responsibilities of the Chairman for that meeting.
2. [All communications and/or requests shall go through the Chair.](#)

D. OPERATION:

1. Meetings:

- (a) Organizational Meetings - An organizational meeting to elect officers shall be held in accordance with B, 2(a). The Board may adopt the

previous Board's policies and procedures, subject to amendment as provided in these by-laws. The Board shall establish a schedule for meetings.

- (b) Regular Meetings - A formalized meeting of the Board conducted in accordance with the order of the "Agenda" contained herein.
- (c) Workshop Meetings - A less formalized meeting of the Board that is conducted for the purpose of providing the Selectmen the opportunity with a more detailed understanding of a number of issues or to permit discussion of issues in greater depth. Further to meet with other committees and boards, department heads, and the School Board to get a better understanding of any issues that other committees and boards may be having and to work to help them resolve those issues. ~~This meeting is not used to conduct regular business of the Board, but can be used for strategic planning and significant discussions.~~
- (d) Non-Public Meetings - A meeting of the Board held for legal and personnel issues in accordance with RSA 91-A:3. All non-public meetings requested by a member of the Board of Selectmen shall be submitted to the Chairman first, then the Town Administrator, before Thursday at 12:00 p.m. prior to a Tuesday meeting. All requests shall reference the specific portion of RSA under which the non-public meeting is being requested.
- (e) Exceptions - There are a few specific situations where the Board of Selectmen are permitted under law to conduct official business without posting notice of a meeting or taking minutes as set forth in RSA 91-A:2, I. These nonmeetings may be held during the course of a non-public session or at any other time that is convenient to the participants. The scheduling of any such meeting shall be managed by the Chair.
- (f) Special Meetings - May be called by the Chairman in accordance with RSA 91-A: 2, II; upon demand of three (3) members of the Board; or at the request of the Town Administrator through the Chair. The Chairman shall notify each member in accordance with RSA 91-A: 2, II.
- (g) Attorney/Client – These sessions are not considered meetings and therefore do not have to be posted.

2. Schedule of Meetings:

Shall be published annually. Each meeting shall be posted in accordance with RSA 91-A.

3. Reports of Liaisons’:

All members of the Board that are liaisons to any [department](#), board, committee or commission shall give a report to the Board of Selectmen at the next regular meeting of the BOS or as necessary.

4. Review of Audit Reports:

The Board shall review [all](#) audit reports as soon as the report is made available and take any action related thereto.

5. Water & Sewer Commissioners:

As part of their responsibilities as Water & Sewer Commissioners, the Board shall conduct an annual review of the Unreserved Water and Sewer Funds with the Town Administrator and Finance Director each year. The Board shall then vote to set Water and Sewer Rates no later than April for billing the following July. A vote shall be recorded even if the determination is made that the rate(s) should not change.

6. Town Administrator:

Annually, the Board of Selectmen are responsible for evaluating the job performance of the Town Administrator. It is the Chairman’s responsibility to coordinate the evaluation, including obtaining input from the other members of the Board, aggregating that information, and presenting to the Board a comprehensive draft of the evaluation document ~~no later than the second regular BOS meeting in February.~~ The current seated Board of Selectmen must complete the final evaluation document prior to the next annual election. The final evaluation document shall remain on file in the Human Resources Department.

E. RULES OF ORDER:

1. **Quorum:** A quorum shall consist of a minimum of three (3) members of the Board.
2. **Remote attendance at Meetings:** Remote attendance by an individual Member may be allowed under certain circumstances per NH Law. When a member is attending remotely, voting may only be conducted by roll call vote. Notice of

remote attendance should be made as early as possible but no later than 24 hours prior to the meeting. Notification needs to be made to the Chairman.

3. **Agenda:** The Town Administrator bears the primary responsibility for coordinating and planning the Agenda. The Chair has the final authority over the final approved agenda, timing, schedules and related matters. The Agenda shall be published with meeting notice, and notice and included in the minutes. A suggested agenda is provided below and may be changed by the chair or by vote of the board:

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AGENDA

- Non Public Session RSA 91
- Call to Order
- Pledge of Allegiance
- Public Input
- Nominations and Appointments
- Public Input
- Consent Items
- Old Business/Tabled
- New Business
- Future Agenda Items?
- Remarks by Selectman
- Adjournment/Non Public Session RSA 91 if necessary

4. Agenda Items:

- (a) The Town Administrator shall solicit and coordinate staff items and requests in assembling the agenda for the Chairman's review and approval.
- (b) Selectmen wishing to place an item on the agenda must notify the Town Administrator, the Executive Assistant to the Board of Selectmen, and the Chairman, before Thursday at 12:00 p.m. prior to a Tuesday meeting.
- (c) Citizens wishing to place an item on the Selectmen's agenda and/or planning to make a presentation shall work with a Selectman, communicate with the Town Administrator, and provide a copy of all presentation material and documentation for the Chairman's consideration before Thursday at 9 A.M. prior to a Tuesday meeting.

5. Role of the Chairman:

- (a) To open the session at the time at which the Board is to meet by calling the members to order;
- (b) To recognize members entitled to the floor;
- (c) To state and put to vote all the questions which are regularly called or necessarily arise in the course of the proceedings and to announce the result of the vote;
- (d) To maintain decorum during meetings;
- (e) To assist in expediting all business in every way compatible with the rights of the members, as by allowing brief remarks when un-debatable motions are pending or by calling a brief recess to permit restoration of order or clarification of an obscure point if the Chairman thinks it is advisable;
- (f) To restrain the members by gaveling he/she out of order when engaged in debate within the rules or order;
- (g) To enforce on all occasions the observance of order and decorum among the members, deciding all questions of order (subject to an appeal by any two (2) members) unless he prefers to submit the question for the decision of the Board;
- (h) To inform the Board on a point of order or practice pertinent to pending business;
- (i) To authenticate by their signature, when necessary, all acts, orders and proceedings as directed by vote of the Board. This is when we are sending correspondence to an outside agency as a Board.
- (j) Shall vote as a member of the Board.
- (k) Discussions which are not addressing the business before the Board, or which are conducted in a disorderly or disrespectful manner, shall be ruled out of order.
- (l) The Chairman shall take whatever action is necessary to achieve and maintain order, including ordering the removal of any person who continues disorderly conduct.
- (m) To Ensure the Board communications abide by all aspects of the NH Right to Know Laws.

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6. Role of the Vice-Chairman:

[See section C.2\(c\):](#)

7. Conduct of Meetings:

- (a) Meetings shall be conducted in accordance with these By-Laws. In the event of a dispute regarding procedural matters, Robert's Rules of Order shall serve as a guideline with a vote of the Board being the final deciding authority. The Chair's rulings on questions of order are subject to appeal and decision by the a majority of the Board.
- (b) Motions and Debate: No Board action shall be taken without a motion. A motion shall be stated by the Chair before debate and vote. Members shall obtain the floor through the Chair, confine remarks to the pending question, and avoid personal remarks. Debate may be limited by the Chair to ensure orderly progress. Amendments shall be decided before the main motion as amended. The Chair may rule motions out of order if they conflict with NH law, or these By-Laws.
- (c) Voting and Required Majorities: Unless otherwise required by law, or these By-Laws, actions are adopted by a majority vote.
- (d) During meetings, cell phones must be turned off or placed on silent. Members are prohibited from reading or sending e-mail or text messages to or from the public using their personal cell phones during meetings. The exception is if the use is readily apparent to the public and pertains directly to that Board meeting, e.g. use of a cell phone to access the internet for information relative to a matter being discussed is permissible. This policy shall not prohibit a Member from receiving calls, e-mail, or text messages, regarding urgent personal matters which require the Member's immediate attention, in which case the Member shall excuse themselves from the meeting prior to responding.

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8. Recording of Votes:

Votes shall be verbal or by a roll call. The vote of each member present shall be recorded. No action shall be considered at a subsequent meeting in the same calendar year except by majority vote of the members present and voting. Roll call votes will be required:

- (a) When a member is attending remotely;
- (b) When entering Non-Public Sessions; or
- (c) When a roll call vote is called for by any Member.

9. Requests for Information:

- (a) Should it become apparent to the Chairman or an individual Board member, in the interim between meetings, that additional information relative to a specific item may be needed for the Board's use at the next regularly scheduled meeting, a request for this information shall be submitted to the [Chair and](#) Town Administrator before the agenda is set. All members of the Board shall receive copies of the information being requested.
- (b) [Requests for information from other Board members shall be made through the Chair. The Chair shall decide if they want the Town Administrator to proceed with the request. Should the Chair deny the request, the requesting Board member may bring the issue to the full Board at its next regular meeting for the majority to rule on. Any information provided to any individual member, including the Chair, shall be provided to the rest of the Council before, or at the next meeting. Information may not be withheld from other members.](#)

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F. EMPLOYEES:

1. Town Administrator:

Coordinates daily administrative functions of the meetings serving as the liaison between the Selectmen and Town departments. Coordinates with Town Counsel the preparation of agreements and other items needing Selectmen signature. Attends all Selectmen's meetings and takes part in the discussion notwithstanding advises on all municipal areas.

2. Executive Assistant:

The Executive Assistant shall be the official recorder of the minutes of the Board of Selectmen and an official copy of the records are to be filed in the Selectmen's Office and open to inspection by any person at reasonable times. In addition to keeping the minutes of the meetings, it is the duty of the Executive Assistant to keep a roll of members present and to call the roll when required. The Executive Assistant shall record the essentials called "the minutes" of the proceedings as follows:

- (a) The kind of meeting _ regular, [workshop, non-public, or special](#)
- (b) Time of meeting and place of meeting
- (c) The presence/absence of Board members

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- (d) Whether the minutes of the previous meeting were approved or amended.
- (e) All main motions and points of order and appeals, whether sustained or lost, and all other motions that were not lost or withdrawn.
- (f) The time of adjournment.

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The Executive Assistant shall record the essentials of the proceedings, the name of the member who introduced a main motion or amendment and the name of the second, and should enter the number and names of votes on each side.

After the meeting, the Executive Assistant shall review actions that were taken in the public session and inform those impacted of the vote/decision of the BOS the following business day at the Town administrator's discretion.

G. AMENDMENT PROCEDURE:

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An amendment to these By-Laws may be moved at one Board meeting but shall not be voted upon until the next regularly scheduled meeting, not less than seven (7) days later. A copy of any amendment shall then be certified and submitted to the Town Clerk for inclusion in the Town Records.

H. APPOINTMENT TO BOARDS AND COMMISSIONS:

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1. The Chair shall request from members their choices of committees, boards and commissions they wish to serve on as Selectmen's Liaison. The Chairman shall distribute to the Board all choices and set a meeting date as to when the Chair shall make appointments. The exception to the Chairman's appointments is ~~that~~ the Selectmen's Liaison to the Planning Board shall be elected by vote of the Board of Selectmen.

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2. The term of all appointments of Selectmen's Liaisons, including the terms of any ex-officio members (voting members) of the Board of Selectmen serving on local land use boards (i.e., Planning Board, Conservation Commission, etc.) and the Budget Committee shall be for one (1) year, or until next Town Meeting, whichever is sooner.

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I. E-MAIL COMMUNICATION

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When sending correspondence to the entire Board, blind copy (bcc) all members of the Board. If any member replies to the e-mail, they will not reply to all the

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other members it will only go to the original sender and therefore avoid an open communication to the entire Board making the e-mail compliant with RSA 91-A.

J. EMPLOYEE PERFORMANCE REPORTING

1. Any Board of Selectmen member desiring to address an issue dealing with any aspect of a Town employee's job performance shall bring those concerns to the attention of the Town Administrator, who will investigate the matter and advise the Board of Selectmen if Board action is necessary.

2. Any Board of Selectmen member contacted by a Town of Hudson employee or a member of the public regarding the job performance of a Town employee will advise the employee/member of the public to report the issue to the Town Administrator. If the employee raises an issue regarding the job performance of the Town Administrator, the employee should be advised to report the issue to the Board of Selectmen Chair.

Document History

Adopted May 14, 2019
Amended July 28, 2020
Amended July 27, 2021
Amended February 8, 2022
Amended March 7, 2023
[Amended May 5, 2026](#)



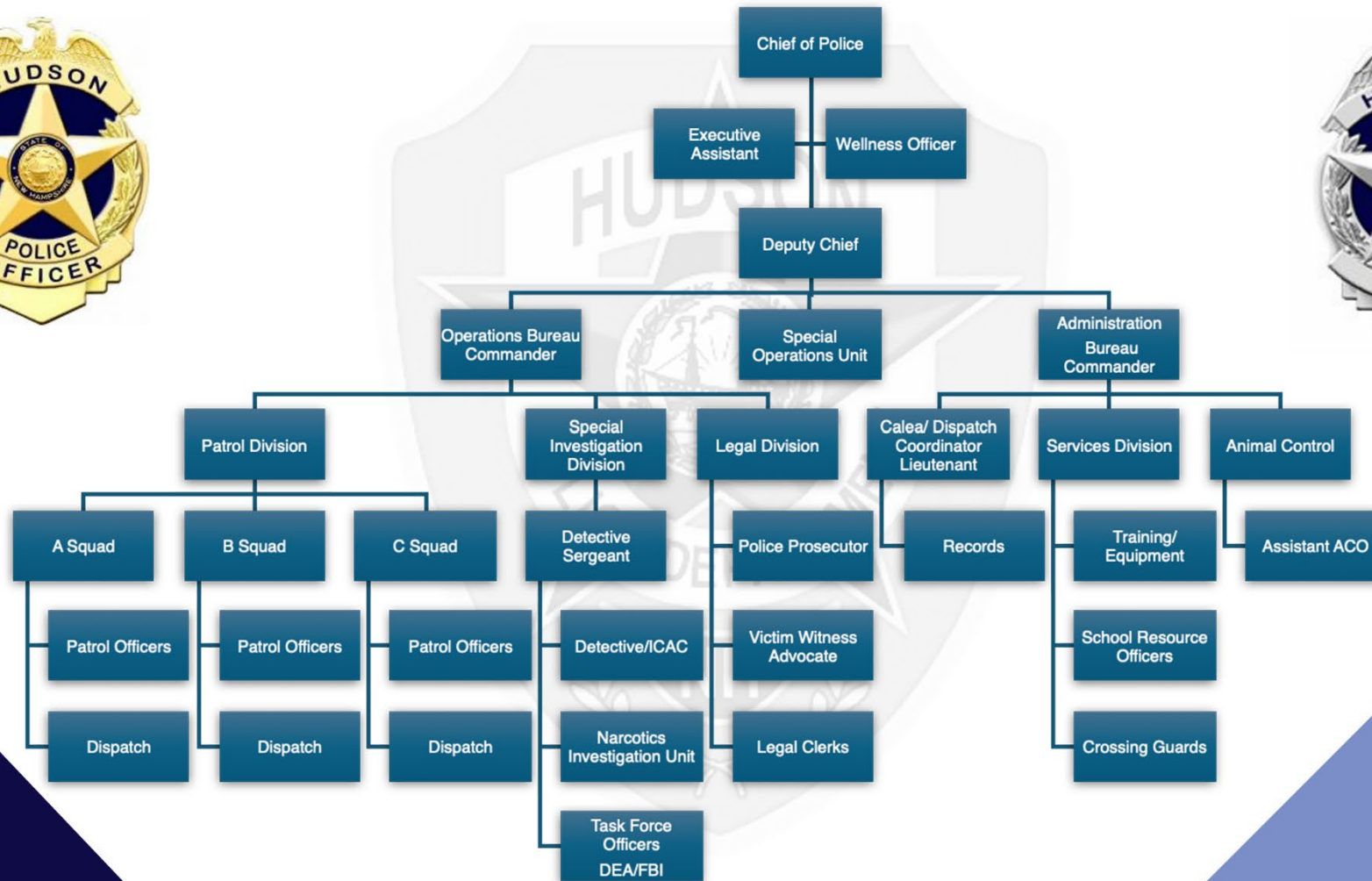
Town of Hudson NH

Police Department Update

Board of Selectmen: May 12th, 2026
Chief David Cayot



Police Department Organizational Chart (Effective 7/1/26)



Police Department Staff

- 52 Sworn Positions (2 Vacant)
- 9 Dispatch Positions (1 Vacant)
- 7 Full-Time Civilian Staff
- 3 part-time Civilian Staff



MISSION STATEMENT

**TO PROVIDE PROFESSIONAL POLICE
SERVICE IN PARTNERSHIP WITH THE
COMMUNITY THROUGH MUTUAL
RESPECT AND COOPERATION**



2025 Completed Goal

In an effort to enhance technological capacity for use in police service/responses, HPD will outfit and train a Drone Unit, to include the purchase of drones, accessories, and licensing of pilots.

- 6 Licensed Drone Pilots (3 additional waiting for licensure)
- 3 Indoor Drones
- 2 Outdoor Drones (Thermal Capabilities)
- Drone mapping capabilities
- Semi-annual training (Quarterly starting in FY27)

2026 Goals

- **Enhance and Standardize Department-Wide Training**
To ensure continued professional excellence and operational readiness, the Hudson Police Department will expand and standardize training programs for sworn and civilian personnel. This will include increased in-service training, scenario-based exercises, leadership development, and refresher training aligned with evolving best practices, legal standards, and community expectations.
- **Strengthen Proactive Enforcement and Crime Reduction Efforts**
To enhance public safety and maintain quality of life in the community, the Department will increase targeted enforcement efforts focused on traffic safety, criminal activity, and quality-of-life issues. Emphasis will be placed on data-driven policing strategies, and measurable enforcement outcomes to deter criminal behavior and reduce preventable incidents.
- **Support Officer Wellness and Mental Health Resilience**
Recognizing that employee wellness is critical to effective policing, the Department will continue to develop and implement mental health and wellness initiatives. These efforts will include access to peer support resources, critical incident stress management, mental health training, and partnerships with mental health professionals to support both employees and the community we serve.

2026 Goals Continued

- **Expand and Integrate Technology to Improve Police Services**
To improve operational efficiency and investigative capability, the Department will evaluate, implement, and expand technology-based solutions. This includes enhancements to digital forensics, crime scene and accident mapping, body-worn camera utilization, drone operations, and analytical tools that support investigations, transparency, and informed decision-making.
- **Codify Accountability, Training, and Oversight for Specialty Units**
To ensure consistency, professionalism, and accountability, the Department will formalize policies, training standards, and performance expectations for all specialty units. This includes documenting unit-specific qualifications, recurring training requirements, supervisory oversight responsibilities, and evaluation processes to ensure specialty assignments remain effective, compliant, and aligned with Department goals.
- **Implement the Revised After-Action Review (AAR) Program**
To promote continuous improvement, accountability, and the advancement of tactics, training, and procedures, the Department will fully implement the revised After-Action Review (AAR) process. This includes standardized AAR documentation, expanded eligibility for initiating AARs, and structured review procedures to identify successes, deficiencies, training needs, and policy or procedural gaps. Findings from AARs will be incorporated into training, policy development, and operational planning to enhance Department performance and officer safety.

Key Objectives

- Reduce the incidence of crime
- Reduce the fear of crime
- Enhance retention/recruitment
- Maintain CALEA Certification
- Provide high-quality training
- Enhance Department technology
- Continue to develop the Officer Wellness Program
- Succession Planning
- Ensure School Safety
- Maintain exceptional service
- Continued Partnership with the community



SWOT ANALYSIS

- **Strengths:** Current Staff, Community, CALEA, Specialty Units,
- **Weaknesses:** Budget, Workload, Vacancies
- **Opportunities:** Technology, Social Media, Grants, Advanced Training
- **Threats:** Retention/Recruitment, Budget/Cost Increases, Technology



2025 Statistics

31,178 Calls for Service



Yearly Report

Year End 2025

Calls for Service: 31178

Motor Vehicle Complaints: 656
Alarms: 468
Suspicious Activity: 272
Assist a Citizen: 466
Welfare checks: 761
Mental Health: 474

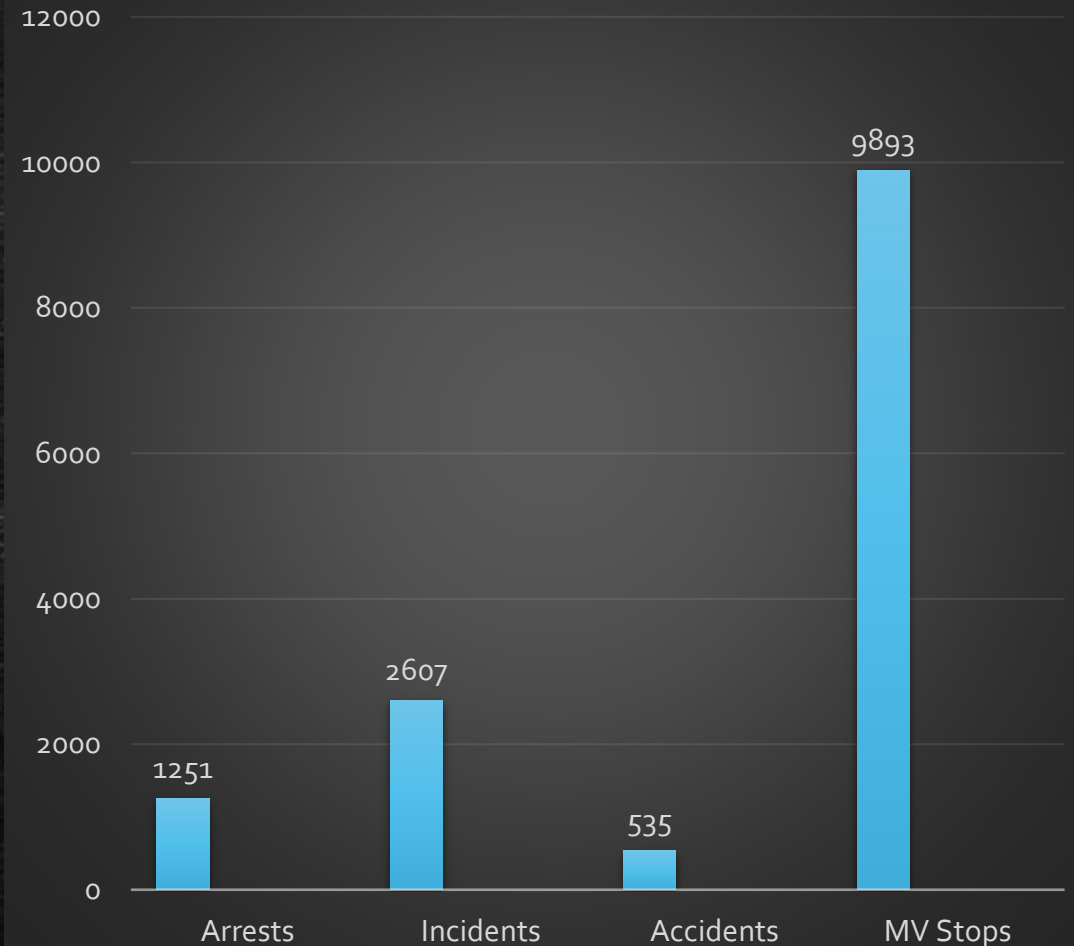
Enforcement Activity

Motor Vehicle Stops: 9893
Arrests: 1251
Drug Arrests: 299

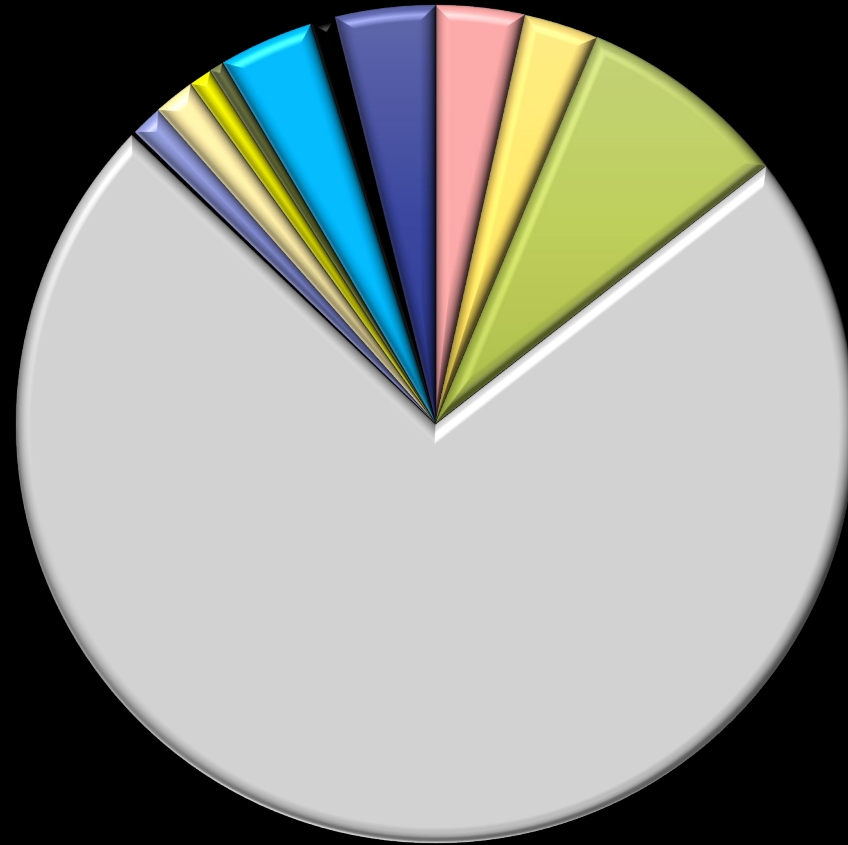
Reports Taken: 2607

Accidents: 535
Thefts: 739
Assaults: 350
Criminal Threatening: 99
Criminal Mischief: 128

2025 Police Activity



FY27 Budget \$12,599,650



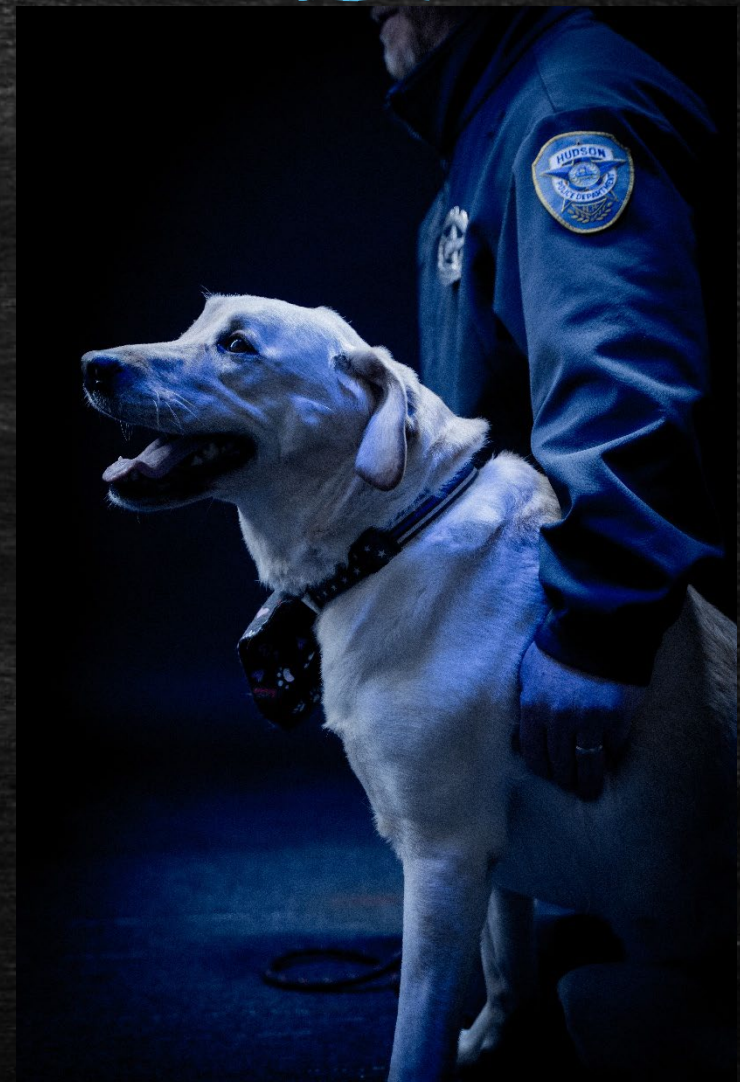
Administration 3.43%	Facility 2.87%
Communications 8.14%	Patrol 72.7%
Investigations 0.15%	Animal Control 1.23%
Info Services 1.59%	Support Services 0.89%
Crossing Guards 0.57%	Prosecutor 3.66%
IT 1.0%	Debt Service 3.82%

FY28 and Beyond

- Additional Resources for Legal Division
- Addition of a Patrol Sergeant
- Incremental Increase in sworn personnel
- Increase to minimum staffing (5, 5, 4)
- Career Development.

Current Projects and Programs

- IMC to Pro Suite Transition
- Taser 10 Training/Deployment
- Power Products Implementation (Time, Ready, Engage)
- Mission Innovation
- Training Vouchers
- Wellness Initiatives
- Attain Full-Staffing
- SNHRCT
- CORE Team



QUESTIONS?

No one is compelled to choose the profession of a police officer, but having chosen it, everyone is obliged to perform its duties and live up to the standard of requirements.

-Calvin Coolidge





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: April 27, 2026

Re: Public Agenda Item – 12 May 2026

Motion #1: To authorize the Fire Chief to withdraw \$3,464.32 from the Fire Department donation account (4557) to be used to purchase fitness equipment for each station.

Background:

I am pleased to present this request on behalf of the department for the acquisition of five types of fitness equipment. This initiative aims to enhance the physical readiness of our team and reflect the shift towards healthier lifestyles. Our members are increasingly embracing wellness and fitness, motivated by a desire to integrate these practices into their daily routines. Engaging in regular exercise activities is becoming a priority for many, as they recognize the benefits to both physical and mental well-being. I would like to thank FF Colin Murphy and FF Logan Falk for leading this important effort. Their dedication and initiative have been invaluable in bringing this proposal to fruition. This equipment will be utilized throughout our three stations.

This request represents the cost of the following equipment including shipping charges:

- Three (3) TRX Suspension Trainers
- Three (3) PB Elite 6" firm Round Molded Foam Rollers
- Rogue Rubber Hex Dumbbell Set
- Three (3) Rogue Kettlebells
- Three (3) REP Fitness AB-3100 Adjustable Weight Benches

Funding:

The Fire Department donation account (4557) currently has \$25,411.11 in funding available to cover this expense.





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 *ST*

Date: April 29, 2026

Re: Public Agenda Items – 12 May 2026

Motion #1: *To release an amount not to exceed \$73,000.00 of the Hudson Logistics Center Public Safety Money (Account #09-2000-2050-000-583) as defined by condition 61(d) of the Hudson Logistics Center Amended Site Plan, to the Hudson Fire Department for the purchase of water rescue equipment including a motor, new rescue boat and trailer, adhering to all purchasing policies.*

Background:

Our current boat is not capable of operating in the river during times the river current is heavy because the motor is underpowered, and the boat will not accept a motor powerful enough to use during these times. The current motor on this boat has been experiencing mechanical problems in past years and is becoming unreliable. This boat is still useful in times the current is slow or in still waters such as a pond. The smaller size of this boat makes it possible to launch in remote areas close to where it is needed and when no boat ramp is available. I recommend we purchase a new motor for this boat. We have the opportunity to trade the existing motor in and receive a \$600 trade-in allowance towards a new motor. The final expenditure after the trade-in for this motor would be \$3,000.

To improve our ability to operate in the river during high flows, I recommend we purchase a boat to replace the Boston Whaler that has been placed out of service. This boat would be similar in size and power which would allow the department to operate in the river during high flows and to tow disabled boats before they experience an emergency situation. The larger boat would require a boat ramp. It is anticipated that Hudson will have a boat ramp within the next five years, which is a short time considering the lifespan of this boat. Until we have our own boat ramp, we would use the boat ramps in Tyngsborough or Nashua. This request would include a trailer to tow the boat along with a total not to exceed \$70,000.00.

RECEIVED
May 6, 2026
BOS AGENDA

We are currently working to arrange water rescue and boat operator training. This will be an initiative we aim to complete over the next year.

Funding:

Condition 61(d) Public Safety of the Hudson Logistics Center Amended Site Plan between Target Corporation and the Town of Hudson provides \$1,050,000 for Fire and Police Department training and equipment. The Fire and Police Departments have agreed to an 80/20 split of these funds, \$840,000 Fire and \$210,000 Police. At this time, the Fire Department has allocated \$184,467.60 from that funding, excluding this particular request.

8D



TOWN OF HUDSON

Engineering 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
Laurie May, Finance Director

From: Elvis Dhima, P.E., Development Services Director
Conservation Commission

Date: April 29, 2026

RE: Grant Opportunity - Request to File a Letter of Intent to Purchase
121R Wason Road (Map 212 / Lot 22)

Recommended Motion:

To authorize the Director of Development Services to submit a Letter of Intent to the New Hampshire Land and Community Heritage Investment Program (LCHIP) for the acquisition of 121R Wason Road (Map 212 / Lot 22), in an amount not to exceed \$321,000, with a 50% match (\$160,500) to be funded from the Conservation Commission Cash Flow Account with current balance approximately \$733,500, as recommended by the Director of Development Services and Conservation Commission.

Background:

The Conservation Commission has identified a grant opportunity through LCHIP for the acquisition of a portion of the decommissioned Circumferential Highway corridor. The subject property is located at 121R Wason Road (Map 212 / Lot 22) and consists of approximately 75.36 acres. The property has an assessed value of \$261,100 and an equalized assessed value of approximately \$321,000.

This grant program requires a 50% Town match (\$160,500), which would be funded through the Conservation Commission’s Cash Flow Account. These funds have historically been used for similar land acquisition efforts.

Although the original application deadline of April 29, 2026 has passed, the Town has been granted an extension and may still submit a Letter of Intent, subject to support from the Board of Selectmen.

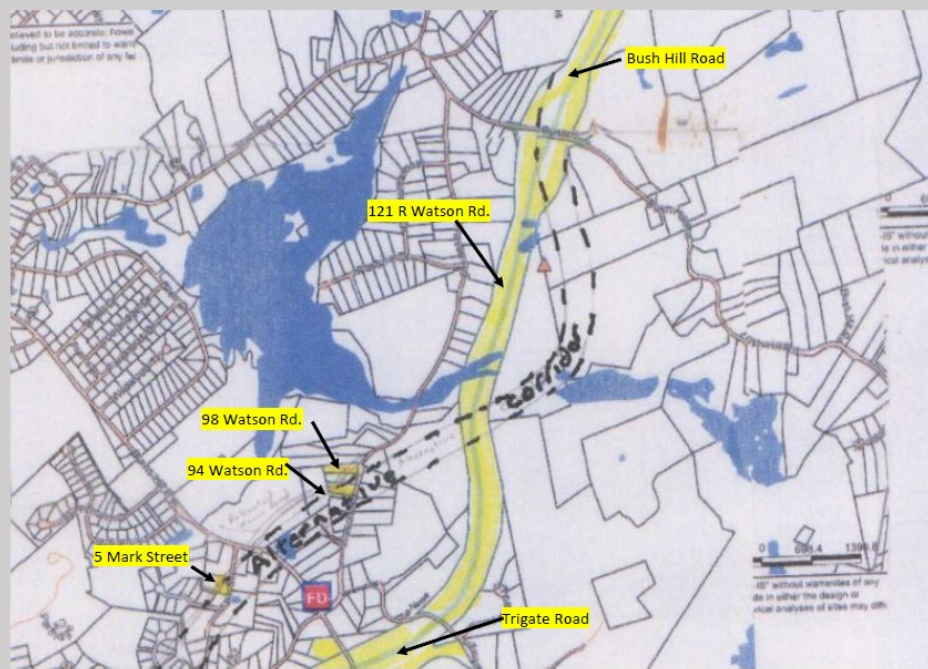
Financing:

The Conservation Commission Cash Flow Account has an approximate balance of \$733,500 as of April 2026.



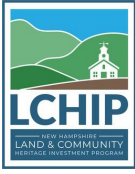
MAP/LOT	ADDRESS	ACREAGE	TAX ASSESSED VALUE	EQUALIZED TAX ASSESSED VALUE (Equalization Rate = 81.4)
186/014	Speare Road	19.34	\$ 104,500.00	\$ 128,378.38
194/005	Bush Hill Road	37.58	\$ 189,400.00	\$ 232,678.13
* 212/005	94 Wason Road	1.38	\$ 476,000.00	\$ 584,766.58
* 212/007	98 Wason Road	1.41	\$ 493,000.00	\$ 605,651.11
212/022	121 R Wason Road	75.36	\$ 261,100.00	\$ 320,761.67
* 217/034-CDX	5A/B Mark Street	0.919	\$332,900/\$323,200	\$408,968/\$397,051
218/001	Trigate Road	22.49	\$ 120,100.00	\$ 147,543.00
218/030	21 Trigate Road	0.83	\$ 160,000.00	\$ 196,560.20
222/044	232 Lowell Road	64.01	\$ 2,916,800.00	\$ 3,583,292.38
* 223/031	39 Wason Road	0.89	\$ 441,400.00	\$ 542,260.44
* 223/032	37 Wason Road	0.99	\$ 411,400.00	\$ 505,405.41
* 223/033	35 Wason Road	1.38	\$ 421,500.00	\$ 517,813.27
223/034	33 Wason Road	1.46	\$ 162,900.00	\$ 200,122.85
224/007	Musquash Road	9.57	\$ 51,800.00	\$ 63,636.36

* = Residential home with tenants.









LAND CONSERVATION GRANTS

Land conservation seeks to protect and preserve natural landscapes, ecosystems, and open spaces that hold ecological, cultural, or recreational significance at the local, regional, state, or national level. By safeguarding these irreplaceable natural resources in perpetuity, land conservation helps maintain biodiversity, enhance climate resilience, and support the well-being and character of our communities.

RESOURCE ELIGIBILITY

LCHIP's land conservation grants focus on the following Conservation Priority Areas:

- Working lands – farm & forest land
- Source water protection lands
- Ecologically significant lands – including important wildlife habitat, wetlands, riparian areas
- Lands for recreation and educational uses
- Scenic areas and viewsheds
- Historic and cultural lands and features

PROJECT ELIGIBILITY

- Funded projects must permanently conserve eligible land via fee acquisition or acquisition of a qualified conservation easement that will permanently conserve areas of ecological value.
- Funded acquisitions should be completed following the Land Trust Alliance's Best Practices, which outline a set of ethical and technical guidelines designed to support strong, sustainable, and legally sound land conservation efforts.
- All property must be open to the public for transitory, pedestrian, recreational uses including hunting and fishing. The property (or easement) acquired will be held in public trust, and may not be used for purposes inconsistent with the purposes of the LCHIP grant or NH RSA 227-M.
- Eligible expenses include, but are not limited to, fair market value of the property acquired, appraisal, survey, title research and insurance, recording fees, transfer taxes, environmental assessments, baseline documentation, and contributions to qualified stewardship funds.
- Property management and improvement expenses such as trail development or maintenance, installation of parking areas, kiosks, or other built infrastructure are not eligible.

PROJECT COMPLETION REQUIREMENTS

Once funded, Land Conservation projects are completed in two phases:

1. Preliminary Documentation ~3 months prior to acquisition

Grant recipients will submit preliminary title research, a survey (if available) and other information to LCHIP to assist in developing the required conservation restrictions, which may take the form of a conservation easement and/or grant agreement. LCHIP staff will work closely with Recipients to develop the required legal documentation.

2. Final Project Documentation ~1 month prior to acquisition

Prior to acquisition, grant recipients will submit final project documentation. This includes the survey, appraisal, title work, environmental site assessment, final project budget, baseline documentation or current conditions report, and any other required materials.

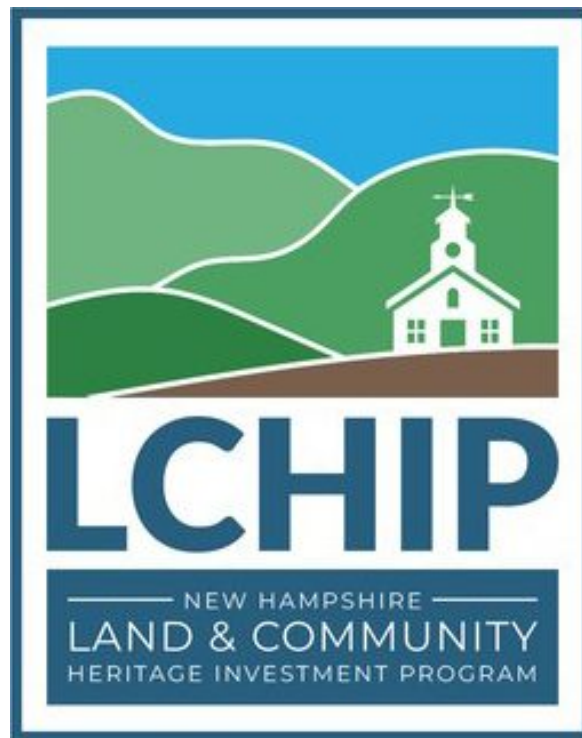
Stewardship: Grant Recipients are responsible for ongoing stewardship and oversight of the protected property. This includes annual monitoring and inspections. Each year, beginning the calendar year following acquisition, a monitoring report must be submitted to LCHIP.

QUICK LINKS

NH GRANIT (<https://granit.unh.edu/>) – As NH’s statewide GIS clearinghouse, NH GRANIT provides access to New Hampshire’s geospatial data. Using NH GRANIT, LCHIP applicants can create all required maps and gather geographic data to illustrate the natural, cultural, and conservation values of their project area using reliable, statewide data.

Land Trust Alliance Standards & Practices (<https://lchip.org/documents/LandTrustStandardsandPractices.pdf>) – The Land Trust Alliance’s Standards and Practices provide a set of ethical and technical guidelines designed to support strong, sustainable, and legally sound land conservation efforts. These standards cover key aspects of land trust operations, including governance, financial integrity, land transactions, and stewardship.

For land conservation grant recipients, they serve as a roadmap for ensuring that land is conserved in a responsible and lasting manner. LCHIP recipients should use the Standards and Practices to guide project planning, implementation, and long-term stewardship, helping ensure that conservation outcomes are durable, defensible, and aligned with national best practices in land trust management.



GRANT ROUND SCHEDULE AND EVENTS

1. Application Materials Available – March

2. New Applicant Webinar – March

A brief webinar describing LCHIP’s eligibility requirements and the grant application and evaluation process. Attendance is recommended for new applicants or those who have not applied in the prior 3 years.

3. Letter of Intent (Eligibility Screening) – April

Prospective applicants must complete and submit a “Letter of Intent” (LOI) form. LCHIP staff will review the information provided for compliance with LCHIP’s eligibility requirements. All applicants with proposals that meet LCHIP’s eligibility requirements will receive an invitation to apply.

4. Full Proposals – mid-June

A full proposal must be submitted on or before the deadline established. Detailed instructions on how to complete the proposal and additional guidance materials will be provided.

Project and Proposal Evaluation Period: July – October

Review Panels comprised of volunteers knowledgeable in various aspects of natural- and historic-resource conservation and preservation will review all proposals, visiting project sites to gain a better understanding of each. The Review Panels provide recommendations to the Board of Directors, which is responsible for making all funding decisions.

5. Funding Decisions – mid-November

All applicants will be notified of the Board’s funding decision in mid-November.

A Notice of Award summarizing the obligations of the Grant Recipient and LCHIP, and outlining the funded project’s scope, structure, and purpose as understood by LCHIP will be provided. To accept an LCHIP Award, an authorized representative of the applicant organization must sign and return the Notice of Award by the established deadline.

If a proposal does not receive funding, LCHIP will provide the applicant organization with an opportunity to meet with LCHIP staff to discuss the project and proposal. The goal of this meeting is to assist applicants in identifying ways in which the project or proposal could be strengthened in the future. There is neither a prohibition against resubmissions of improved proposals in future grant rounds, nor is priority given to such resubmissions.


8E



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: May 5, 2026

RE: Communication and Decision-Making Process for Land Use Boards

The proposed rules clarify the communication flow and chain of command outlined in the accompanying charts for Land Use Boards. The intent is to ensure that all requests, concerns, and initiatives follow a consistent, transparent, and coordinated process.

All communication from individual board members should be directed through the Board Chair, who serves as the central point of coordination. The Chair is responsible for consolidating and advancing matters on behalf of the board. Requests are then forwarded to the Development Services Director for staff review, coordination, and determination of next steps.

Where necessary, items are elevated to the Town Administrator for executive oversight and alignment with Town priorities. The Selectmen Liaison may be engaged to facilitate communication with the governing body. Matters requiring formal action or policy direction are ultimately brought before the Board of Selectmen.

This structure ensures that all parties are appropriately involved, reinforces clear roles and responsibilities, and establishes a defined process from initiation through final decision. While intended for Land Use Boards, a similar framework can be applied to all advisory and non-advisory boards to promote consistency across Town operations. These charts and the associated language may also be incorporated into individual board bylaws to formalize and standardize this process.

RECEIVED
 May 6, 2026
 BOS AGENDA

§ XXX. Communication

All communication done by board members shall conform to the conduct and process requirements outlined below.

§ XXX-1. Exemptions.

Motions to request information, Board action, or Board of Selectmen action that are undertaken at a public meeting, by motion of the Board are exempt from this chapter.

§ XXX-2. Requests for Technical Details or Information.

Informational and technical questions shall be conveyed to the Staff Liaison and Chair of the Board, either of whom may respond directly or deny the request, with cause provided.

§ XXX-3. Requests for Legal Opinion.

Requests for legal opinion on a matter before the board are at the sole discretion of the Chair. These requests shall be conveyed to the Staff Liaison and the Development Services Department Director for direct communication with counsel. The Development Services Department Director may deny requests for legal opinion with cause.

§ XXX-4. Requests for Board Action.

Requests for action on the part of the Board shall be directed to the Chair of the Board, who shall either communicate them to the staff liaison and schedule on an agenda, or deny the request with cause provided.

§ XXX-5. Requests for Board of Selectmen Action.

Requests for action on the part of the Board of Selectmen shall be directed to the Chair of the Board, who shall either communicate them to the staff liaison and the Development Services Department Director for further action, or deny the request with cause provided.

§ XXX-6. Request Guidelines.

All requests shall be in accordance with the following conduct and process guidelines:

- A. All requests shall be communicated in writing or electronically, no requests may be made verbally.
- B. All requests shall be made to the appropriate contact person(s), no requests or contact may be made to outside staff, other boards, or the public without prior authorization of the Chair.
- C. The Chair, Staff Liaison, Development Services Department Director, and Town Administrator may deny a request to the Board of Selectmen at any stage with cause.
- D. Communication to other Boards shall be done by the Chair and/or Staff Liaison, to the Chair and/or Staff Liaison of the respective Board.

Communication Flow Chart



§ XXX. Communication

All communication done by board members shall conform to the conduct and process requirements outlined below.

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§ XXX-4. Requests for Board Action.

Requests for action on the part of the Board shall be directed to the Chair of the Board, who shall either communicate them to the staff liaison and schedule on an agenda, or deny the request with cause provided.

§ XXX-5. Requests for Board of Selectmen Action.

Requests for action on the part of the Board of Selectmen shall be directed to the Chair of the Board, who shall either communicate them to the staff liaison and the Town Administrator for further action, or deny the request with cause provided.

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- A. All requests shall be communicated in writing or electronically, no requests may be made verbally.
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- C. The Chair, Staff Liaison, and Town Administrator may deny a request to the Board of Selectmen at any stage with cause.
- D. Communication to other Boards shall be done by the Chair and/or Staff Liaison, to the Chair and/or Staff Liaison of the respective Board.

A. Flow Chart for Communication





TOWN OF HUDSON

Office of the Town Administrator

12 School Street
Hudson, New Hampshire 03051

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

To: Board of Selectmen
From: Roy E. Sorenson, Town Administrator
Cc: Michelle Brewster, HR Generalist
Date: May 7, 2026
Re: Policy Subcommittee – First Read Considerations

Recommended Motion:

“Move that the Board of Selectmen hereby direct the Policy Subcommittee for first read and review of the policies as presented and read into the record by the Town Administrator.”

Background:

At the April 14, 2026, Board of Selectmen Meeting, the Policy Subcommittee was rechartered to begin its review of policies. The core group will be Selectman Jakoby, Selectman Vurgaropulos, myself, HR Generalist Michelle Brewster, and any relative staff required, based on intent of policy. The first assembly will include ten policies based in part as five (5) financial and five (5) personnel:

- FIN-002: Investment Policy
- FIN-003: Fund Balance Policy
- FIN-010: Budget Transfers
- FIN-015: Audits
- FIN-017: Purchasing
- II-B Administration of Personnel Records
- III-C Recruitment and Hiring Process
- III-F Probationary Period
- III-G Exit Interview Form
- IV-E Harassment

The motion above has been included for your consideration. Should you have any questions or need additional information, please feel free to contact me.

Thank you.



8G



TOWN OF HUDSON

Office of the Town Administrator

12 School Street
Hudson, New Hampshire 03051

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

To: Board of Selectmen
From: Roy E. Sorenson, Town Administrator
Cc: Finance Department
Date: May 7, 2026
Re: April FY26 Revenue and Expenditures

A handwritten signature in blue ink, appearing to read 'Roy E. Sorenson', is located to the right of the 'From:' field in the email header.

Informational:

Attached hereto are the Revenue and Expenditure Reports for the Fiscal Year 2026 through April 30, 2026. As we enter the final quarter of the fiscal year, we are focusing on any occurrences that may cause significant deviation in the remaining budgeted funds. The general fund budget including encumbrances is in line with the expected overall expenditure through this period and/or eighty-three percent (83%). That is a good sign as we approach the home stretch. Much of the overage at this point is, and continues to be, attributed to encumbrances including contracts that are let at the beginning of the year. Furthermore, some departments are running over due to retirement payouts, vacancies, operational seasonal needs, and items that are scheduled to be reimbursed through reserve funds moreover gross-ups upon receipt thereof.

This was presented to the Budget Committee at the May 6, 2026, meeting and contains additional information they had requested previously. The larger reports have been prepared for general reads and are available in the office. I look forward to the presentation and any questions you may have.

RECEIVED
MAY 7, 2026
BOS AGENDA

Town of Hudson



Revenues and Expenditures

Through April 30, 2026

Board of Selectmen Report

EXPENDITURES through April 30, 2026



Town of Hudson, NH
FY2026 Expenditure Summary

Month Ending: April 30, 2026 - Report Run Date May 4, 2026

State #	Dept #	Department	Budget FY 2026	Prior Year Encumbered	Budget and PY Adjustmts	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
01	General Fund									
4199	5020	Trustees of Trust Funds	3,435	0	0	3,435	1,882	0	1,553	55%
4195	5025	Cemetery Trustees	5,050	0	0	5,050	3,280	1,260	510	90%
4140	5030	Town Clerk/Tax Collector	511,448	(119)	18,429	529,758	518,337	8,152	3,268	99%
4140	5031	Town Clerk	94,166	0	0	94,166	8,604	25	85,537	9%
4140	5041	Moderator	34,632	38,500	0	73,132	59,710	0	13,422	82%
4140	5042	Supervisors of The Checklist	6,298	0	0	6,298	2,691	0	3,607	43%
4199	5050	Town Treasurer	9,366	0	0	9,366	7,805	0	1,561	83%
4199	5055	Sustainability Committee	1,300	0	166	1,466	1,220	0	246	83%
4520	5063	Benson Park Committee	1,100	0	0	1,100	433	0	667	39%
4199	5070	Municipal Budget Committee	800	0	0	800	0	0	800	0%
4140	5077	IT - Town Officers	5,535	0	0	5,535	2,147	0	3,388	39%
4199	5080	Ethics Committee	100	0	0	100	0	0	100	0%
		Town Officers	673,230	38,381	18,595	730,206	606,109	9,437	114,660	84%
4130	5110	Board of Selectmen/Administration	648,184	(34)	9,512	657,662	495,526	2,979	159,157	76%
4194	5115	Oakwood	2,275	0	4	2,279	4,811	0	(2,532)	211%
4194	5120	Town Hall Operations	109,006	0	7,432	116,438	105,911	782	9,745	92%
4442	5151	Welfare	65,000	0	0	65,000	36,720	0	28,280	56%
4130	5177	IT - Town Administration	980	0	0	980	1,601	300	(921)	194%
		Administration	825,445	(34)	16,948	842,359	644,569	4,061	193,729	77%
4153	5200	Legal	116,324	0	0	116,324	38,607	49,871	27,846	76%
4191	5277	IT - DSD	7,000	0	0	7,000	3,537	0	3,463	51%
4150	5310	Finance Administration	214,282	(362)	362	214,282	184,323	393	29,566	86%
4150	5320	Accounting	375,237	(3)	8,172	383,406	235,620	3,365	144,421	62%
4150	5377	IT - Finance	3,245	0	0	3,245	4,398	0	(1,153)	136%
		Finance	592,764	(365)	8,534	600,933	424,340	3,758	172,835	71%
4150	5330	Information Technology	896,210	43,040	2,981	942,231	723,588	3,548	215,095	77%
		Information Technology	896,210	43,040	2,981	942,231	723,588	3,548	215,095	77%
4152	5410	Assessing Department	496,286	46,000	6,518	548,804	382,071	101,044	65,689	88%
4152	5477	IT- Assessing	16,994	0	0	16,994	18,732	0	(1,738)	110%
		Assessing	513,280	46,000	6,518	565,798	400,803	101,044	164,995	89%
4312	5515	Public Works Facility	72,217	(17,000)	0	55,217	32,938	3,650	18,630	66%
4312	5551	Public Works Administration	352,259	(119)	119	352,259	302,861	369	49,029	86%
4312	5552	Streets	4,063,251	(6)	11,045	4,074,290	3,727,134	68,312	278,843	93%
4312	5553	Equipment Maintenance	499,127	(413)	413	499,127	418,145	6,193	74,790	85%
4312	5554	Drainage	849,584	(3)	3	849,584	665,866	61,452	122,266	86%
4522	5556	Parks Division	283,034	(3)	6,772	289,803	186,868	13,875	89,061	69%
4312	5577	IT - Public Works	9,748	0	0	9,748	8,157	0	1,591	84%
		Public Works	6,129,220	(17,544)	18,352	6,130,029	5,341,969	153,850	634,210	90%
4191	5571	DSD - Planning	424,783	0	4,545	429,328	266,153	6,028	157,147	63%
4191	5572	DSD - Planning Board	6,446	0	0	6,446	1,673	0	4,773	26%
4191	5581	DSD - Zoning	247,340	(365)	3,927	250,902	210,693	2,197	38,012	85%



Town of Hudson, NH
FY2026 Expenditure Summary

Month Ending: April 30, 2026 - Report Run Date May 4, 2026

State #	Dept #	Department	Budget FY 2026	Prior Year Encumbered	Budget and PY Adjustmts	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
4191	5583	DSD - Zoning Board of Adj	16,680	0	0	16,680	10,839	2,665	3,176	81%
4311	5585	DSD - Engineering	491,915	469,611	40,837	1,002,363	844,254	67,854	90,256	91%
		Development Services	1,187,164	469,245	49,310	1,705,719	1,333,611	78,743	293,364	83%
4210	5610	Police Administration	412,488	(362)	29,758	441,884	426,944	7,306	7,634	98%
4210	5615	Police Facility Operations	363,728	(16,220)	8,030	355,538	329,498	(13,289)	39,330	89%
4210	5620	Police Communications	911,730	(238)	40,159	951,651	879,616	603	71,432	92%
4210	5630	Police Patrol	8,260,590	2,996	436,781	8,700,367	7,192,204	203,281	1,304,882	85%
4210	5640	Investigations	15,881	0	0	15,881	4,847	631	10,403	34%
4414	5650	Animal Control	167,263	0	2,009	169,272	144,883	2,102	22,286	87%
4210	5660	Information Services	170,833	0	10,522	181,355	150,906	0	30,449	83%
4210	5671	Support Services	105,384	4,745	7,421	117,550	115,457	13,963	(11,871)	110%
4210	5672	Crossing Guards	70,703	0	0	70,703	51,912	0	18,791	73%
4210	5673	Prosecutor	396,662	(3)	9,912	406,571	351,811	627	54,133	87%
4210	5674	Debt Service	491,328	0	0	491,328	491,328	0	0	100%
4210	5677	IT - Police	113,126	0	0	113,126	95,424	1,382	16,320	86%
		Police	11,479,716	(9,083)	544,592	12,015,225	10,234,829	216,606	1,563,791	87%
4220	5710	Fire Administration	878,693	1,045	10,576	890,314	741,482	49,157	99,675	89%
4220	5715	Fire Facilities	426,766	895	(155)	427,506	343,517	29,131	54,858	87%
4220	5720	Fire Communications	484,601	0	17,920	502,521	373,131	3,569	125,821	75%
4220	5730	Fire Suppression	7,858,159	24,728	739,089	8,621,976	7,161,777	55,070	1,405,129	84%
4220	5740	Fire Inspectional Services	599,675	0	12,666	612,341	461,728	17,271	133,342	78%
4220	5770	Emergency Management	84,383	1,925	0	86,308	86,560	0	(252)	100%
4220	5777	IT - Fire	126,633	0	0	126,633	79,064	48,393	(824)	101%
		Fire	10,458,910	28,593	780,096	11,267,599	9,247,259	202,591	1,817,749	84%
4520	5810	Recreation Administration	215,099	0	4,696	219,795	206,829	577	12,389	94%
4520	5814	Recreation Facilities	72,383	0	71	72,454	64,351	177	7,926	89%
4520	5821	Supervised Play	155,180	0	0	155,180	122,221	3,110	29,850	81%
4520	5824	Ballfields	11,642	0	0	11,642	4,041	695	6,906	41%
4520	5825	Tennis	2,000	0	0	2,000	0	0	2,000	0%
4520	5826	Lacrosse	0	0	0	0	0	1,125	(1,125)	0%
4520	5831	Basketball	51,459	0	0	51,459	40,470	553	10,435	80%
4520	5834	Soccer	14,161	0	0	14,161	14,119	50	(8)	100%
4520	5835	Senior Activities Operations	66,183	(686)	686	66,183	61,845	557	3,780	94%
4520	5836	Teen Dances	800	0	0	800	0	0	800	0%
4520	5839	Community Activities	12,580	34	(34)	12,580	6,555	1,344	4,681	63%
4520	5877	IT - Recreation	8,180	0	0	8,180	5,551	0	2,630	68%
		Recreation	609,667	(652)	5,419	614,434	525,982	8,188	80,263	87%
4196	5910	Insurance	680,316	0	0	680,316	676,284	0	4,032	99%
4199	5920	Community Grants	104,628	0	0	104,628	107,628	0	(3,000)	103%
4583	5930	Patriotic Purposes	7,100	0	0	7,100	5,100	0	2,000	72%
4199	5940	Other Expenses	149,554	0	0	149,554	26,731	9,186	113,637	24%
4220	5960	Hydrant Rental	276,971	0	0	276,971	230,809	0	46,162	83%
4321	5970	Solid Waste Contract	2,680,622	0	0	2,680,622	1,937,679	743,325	(382)	100%
		Non-Departmental	3,899,191	0	0	3,899,191	2,984,230	752,511	162,450	96%
General Fund Appropriation Subtotal			37,381,121	597,582	1,451,345	39,430,048	32,505,896	1,584,209	6,924,152	86%



**Town of Hudson, NH
FY2026 Expenditure Summary**

Month Ending: April 30, 2026 - Report Run Date May 4, 2026

State #	Dept #	Department	Budget FY 2026	Prior Year Encumbered	Budget and PY Adjustmts	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
01 Warrant Articles										
4220	6054	Hire Four Firefighters/AEMT	527,686	0	(527,686)	0	0	0	0	0%
4901	6032	Development of Benson Property	10,000	0	0	10,000	10,000	0	0	100%
4901	6216	Lowell Rd and Birch St Improv.	2,553,000	0	0	2,553,000	0	0	2,553,000	0%
4210	6058	Hudson Police Employees Associa	468,780	0	(468,780)	0	0	0	0	0%
4903	6220	Town Hall Renovations	54,800	0	0	54,800	5,600	44,400	4,800	91%
4220	6055	Fire Apparatus CRF	50,000	0	0	50,000	50,000	0	0	100%
		PW Dump Truck Replacement	145,399	0	0	145,399	132,832	0	12,567	91%
		Fund Mosquito Control Program	40,000	0	0	40,000	0	0	40,000	0%
4312	6063	DPW Vehicle Repair/Replace CRF	0	0	0	0	150,000	0	(150,000)	0%
4326	6095	Vaccon Truck Cap Rsrv Fund	15,000	0	0	15,000	15,000	0	0	100%
4199	6061	Hudson Support Staff Union Contr	96,426	0	(96,426)	0	0	0	0	0%
4220	6072	Fire Equipment CRF	25,000	0	0	25,000	25,000.00	0.00	0.00	100%
General Fund Warrant Articles			3,986,091	0	(1,092,892)	2,893,199	388,432	44,400	2,460,367	15%
02 Sewer Fund										
4326	5561	Sewer Billing & Collection	184,932	0	5,204	190,136	100,418	1,831	87,887	54%
4326	5562	Sewer Operation & Maintenance	1,337,460	246,095	(60,346)	1,523,209	934,884	435,027	153,297	90%
4326	5564	Sewer Capital Projects	935,000	0	0	935,000	341,524	0	593,476	37%
4326	6085	Drainage CRF	100,000	0	0	100,000	100,000	0	0	100%
4326	6095	Vaccon Truck Cap Rsrv Fund	15,000	0	0	15,000	15,000	0	0	100%
Sewer Fund Total			2,572,392	246,095	(55,142)	2,763,345	1,491,827	436,858	834,660	70%
03 Water Fund										
4332	5591	Water - Administration	333,585	(3)	9,387	342,969	205,069	10,715	127,185	63%
4332	5592	Water - Ops & Maintenance	1,421,308	134,418	396	1,556,121	1,370,893	168,847	16,382	99%
4335	5593	Water - Supply	1,282,840	0	307	1,283,147	945,290	475,271	(137,415)	111%
4721	5594	Water - Debt Service	936,466	0	0	936,466	936,466	0	1	100%
Water Fund Total			3,974,199	134,415	10,090	4,118,704	3,457,718	654,833	6,153	100%
TOTAL ALL FUNDS			47,913,803	978,091	313,401	49,205,295	37,843,872	2,720,301	10,225,332	82%
Library			1,426,189	(572)	639	1,426,256	1,031,129	572	394,555	72%
Conservation Commission			53,544	46,659	10,700	110,903	63,750	95,831	(48,677)	144%

REVENUES through April 30, 2026

Town of Hudson, NH

FY2026 Revenue Detail

<u>GF#</u>	<u>Description</u>	<u>X-Ref</u>	<u>FY24</u>	<u>FY 2025</u>	<u>FY 2026</u>	<u>FY 2026</u>	<u>% Collected</u>
			<u>Actual</u>	<u>Actual</u>	<u>Budget</u>	<u>YTD</u>	
4101	Overlay	3110	(82,851)	6,647	0	(48,103)	0%
4120	Yield Taxes and Interest	3185	8,067	1,232	8,000	0	0%
4115	Payment In Lieu of Taxes	3186	0	11,469	12,816	11,921	93%
4121	Excavation Activity Tax	3187	9,336	9,132	6,000	0	0%
4127	Boat Tax	3189	10,702	11,401	9,000	8,203	91%
4203	Charges on Property Taxes	3190	1,036	8,317	3,000	2,193	73%
4204	Interest on Property Taxes	3190	118,579	126,006	145,000	76,065	52%
4201	Motor Vehicle Permits	3220	6,418,845	6,841,164	6,150,000	5,779,602	94%
4216	Certificate of Occupancy Permit	3230	11,540	9,700	13,000	500	4%
4218	Building Permits	3230	369,693	872,204	375,000	188,636	50%
4381	Septic Inspection Fees	3290	7,000	7,300	6,000	3,500	58%
4209	Excavation Permits	3290	2,550	3,450	4,000	375	9%
4214	Driveway Permits	3290	2,100	2,000	2,000	1,600	80%
4217	Health Permits	3290	500	300	0	0	0%
4219	Blasting Permits	3290	0	0	0	900	0%
4221	Pistol Permits	3290	1,162	1,254	2,000	1,086	54%
4233	Oil Burner/Kerosene Permits	3290	300	0	0	0	0%
4238	Police Alarm Permits	3290	1,635	840	2,000	1,005	50%
4239	Place of Assembly Permit	3290	1,680	2,435	2,000	2,250	113%
4254	Resid/Comm Fire Alarm Permits	3290	2,001	2,798	1,500	69	5%
4312	Zoning Application Fees	3290	8,703	7,308	5,000	4,345	87%
4313	Planning Board Fees	3290	17,567	24,535	75,000	35,226	47%
4315	Sewer Service Permit Fees	3290	1,525	450	3,000	500	17%
4321	UCC Filings	3290	6,105	5,940	7,000	6,555	94%
4322	Vital Statistics	3290	11,291	12,785	10,000	10,446	104%
4323	Police Fines, Forfeit, Court	3290	0	0	0	0	0%
4325	Animal Control Fines & Court Re	3290	8,735	8,301	10,000	9,604	96%
4326	Notary Fees	3290	0	0	0	0	0%
4327	Parking Violation Fines	3290	445	670	1,000	685	69%
4328	Street Acceptance / Opening Fee	3290	0	400	0	50	0%

Town of Hudson, NH

FY2026 Revenue Detail

<u>GF#</u>	<u>Description</u>	<u>X-Ref</u>	<u>FY24</u>	<u>FY 2025</u>	<u>FY 2026</u>	<u>FY 2026</u>	<u>% Collected</u>
			<u>Actual</u>	<u>Actual</u>	<u>Budget</u>	<u>YTD</u>	
4333	Zoning Fines (Court Ordered, Violation)	3290	0	0	0	8,847	0%
4334	Construction Insp Fees	3290	65,876	53,495	35,000	39,525	113%
4335	Animal Boarding Fees	3290	850	245	1,100	515	47%
4343	Copy Fees & Sale of Books	3290	290	448	750	80	11%
4347	Bad Check Fees	3290	1,771	1,596	2,250	1,068	47%
4354	Fire Alarm Fines	3290	0	0	0	0	0%
4356	Police False Alarm Fines	3290	5,250	5,100	10,000	7,450	75%
4421	Marriage Licenses	3290	532	1,116	1,500	916	61%
4422	Hawker/Peddler License	3290	938	960	1,000	818	82%
4427	Articles of Agreement	3290	0	0	0	5	0%
4428	Pole Licenses	3290	100	80	0	80	0%
4450	Animal Control Licenses	3290	16,503	19,221	18,000	24,651	137%
4451	Drain layers License (new)	3290	7,750	6,500	3,000	5,000	167%
4656	Grants - Police	3359	122,298	94,116	52,085	75,899	146%
4657	Grants - Fire	3359	606,353	115,645	320,209	226,638	71%
4659	Grants - Other	3359	1,256,084	1,139,245	42,100	315,525	749%
4840	Shared Rev - Municipal Aid	3351	0	0	0	174,798	0%
4841	Shared Rev - Meals & Rental Tax	3352	2,431,094	2,529,872	2,200,000	2,588,407	118%
4610	Shared Rev - Highway Block Grant	3353	705,530	564,386	650,000	408,162	63%
4300	Sewer Utility Admin. Fee	3409	44,000	44,000	44,000	0	0%
4301	Water Utility Admin. Fee	3409	66,000	66,000	66,000	0	0%
4324	Police Record Fees	3401	8,348	8,477	7,000	6,005	86%
4342	Sale of Check Lists	3401	22	776	200	0	0%
4708	Welfare Reimbursement	3401	0	0	1,000	10,665	1066%
4716	Cash Over/Short	3401	(315)	0	0	(55)	0%
4720	Police Outside Detail	3401	108,456	91,818	125,000	54,342	43%
4721	Police Outside Detail - Cruiser	3401	28,075	25,038	25,000	19,823	79%
4729	Contracted Services Litchfield	3401	58,293	68,441	50,000	66,765	134%
4730	Ambulance Net Revenues	3401	468,508	569,183	425,000	417,809	98%
4732	Fire Incident Reports	3401	486	571	500	465	93%

Town of Hudson, NH

FY2026 Revenue Detail

<u>GF#</u>	<u>Description</u>	<u>X-Ref</u>	<u>FY24</u>	<u>FY 2025</u>	<u>FY 2026</u>	<u>FY 2026</u>	<u>% Collected</u>
			<u>Actual</u>	<u>Actual</u>	<u>Budget</u>	<u>YTD</u>	
4745	Hudson Cable Franchise Fees	3401	92,575	85,006	80,000	57,444	72%
4746	Police Testing and Appl Fees	3401	0	0	0	0	0%
4748	Insurance Reimbursement	3401	23,318	60,132	117,846	84,795	72%
4756	Misc. Revenues - Police	3401	8,246	8,090	5,650	2,930	52%
4757	Misc. Revenues - Fire	3401	1,200	689	750	(300)	-40%
4758	Misc. Revenues - Recreation	3401	0	0	0	0	0%
4759	Misc. Revenues - Other	3401	490,796	81,258	150,785	22,966	15%
4761	Rec Revenue - Basketball	3401	43,918	45,850	46,000	50,857	111%
4762	Rec Revenue - Supervised Play	3401	203,728	230,823	210,000	180,418	86%
4763	Rec Revenue - Flag Football	3401	0	0	0	0	0%
4764	Rec Revenue - Soccer	3401	31,400	40,265	33,000	3,485	11%
4765	Rec Revenue - Tennis	3401	2,370	130	2,000	0	0%
4766	Rec Revenue - Teen Dances	3401	0	595	3,600	0	0%
4767	Rec Revenue - Adult Softball	3401	16,653	19,225	17,000	28,765	169%
4768	Rec Revenue - Lacrosse	3401	2,430	0	0	0	0%
4769	Rec Revenue - Comm Activities	3401	17,828	24,124	19,000	23,833	125%
4704	Sale of Town Property	3501	6,800	5,522	20,000	72	0%
4702	Bank Charges	3502	(11,356)	(9,588)	(10,000)	(1,645)	16%
4703	Interest on Investments	3502	586,601	471,115	375,000	542,842	145%
4332	Rent of 9 Industrial Drive	3503	0	6,000	0	15,000	0%
4373	Rents of Town Property	3503	0	0	1,500	0	0%
4556	Donations - Police	3509	2,575	3,515	12,057	11,000	91%
4557	Donations - Fire	3509	625	2,125	960	1,350	141%
4558	Donations - Recreation	3509	225	0	0	0	0%
4559	Donations - Other	3508	32	94,851	69,026	21,500	31%
4922	From Capital Reserve Fund	3915	121,984	188,589	100,000	0	0%
4925	From Agency / Corridor Fund	3916	100,000				
4999	Use of Fund Balance	4999	0	0	1,100,000	0	0%
4330	Extra Dump Passes	4324	0	1,715	0	2,280	0%
4331	Mattress Disposal Fee	4324	0	2,490	0	7,280	0%

Town of Hudson, NH

FY2026 Revenue Detail

<u>GF#</u>	<u>Description</u>	<u>X-Ref</u>	<u>FY24</u> <u>Actual</u>	<u>FY 2025</u> <u>Actual</u>	<u>FY 2026</u> <u>Budget</u>	<u>FY 2026</u> <u>YTD</u>	<u>%</u> <u>Collected</u>
General Fund Operating Revenue			14,683,286	14,746,888	13,287,185	11,606,289	87%
4922	From CRF - VacCon Truck Replacement	3915					
4922	From CRF - Prior Year	3915					
4922	From CRF - PD Safety Eq / Fire Comm Eq	3915	121,984				
4922	From CRF 4 HVAC Sys (Central Fire)	3915					
4922	From CRF - Fire Apparatus	3915					
4925	From CRF - Agency	3916	100,000				
4998	Proceeds from Bond (PD)	3935					
4996	Voted from Unassigned Fund Bal	9998		205,000	0	0	
4996	Voted from UFB - VacCon Truck CRF	9998			0	0	
4996	Voted from UFB - Bridges Rehab	9998					
General Fund One Time Revenues			221,984	205,000	0	0	
4914	Sewer Fund	3914-02	1,655,046	1,611,195	2,457,392	1,067,831	43%
4914	Sewer Fund - Vaccon CRF	3914-02		15,000	15,000		
4914	Sewer Fund - Generator CRF	3914-02		10,000	0	0	
4914	Water Fund	3914-03	3,705,268	4,161,217	3,974,199	3,655,386	92%
4914	Water Fund - Generator CRF	3914-03		10,000	0	0	
4914	Library Fund	3916	3,619	344	2,261	168,305	
TOTAL REVENUES			\$20,269,202	\$20,759,644	\$19,736,037	\$16,497,811	84%

TOWN OF HUDSON
AUTOMOBILE REGISTRATION BY MONTH
FISCAL YEARS 2022, 2023, 2024, 2025, 2026

	JUL	AUG	SEP	OCT	NOV	DEC	1st half Fiscal Year	JAN	FEB	MAR	APR	MAY	JUN	2nd half Fiscal Year	Actual Fiscal Year Total	Budget Fiscal Year Total
FY2022	\$433,575	\$488,988	\$450,479	\$504,693	\$429,947	\$435,191	\$2,742,872	\$536,311	\$513,594	\$552,932	\$539,268	\$528,792	\$551,548	\$3,222,445	\$5,965,316	\$5,420,000
vs. Budget	8.0%	17.0%	25.3%	34.6%	42.6%	50.6%	50.6%	60.5%	70.0%	80.2%	90.1%	99.9%	110.1%	59.5%	vs. Budget	110.1%
FY2023	\$462,768	\$505,396	\$453,460	\$563,076	\$441,048	\$474,930	\$2,900,677	\$538,783	\$474,370	\$555,183	\$582,626	\$543,124	\$586,057	\$3,280,142	\$6,180,819	\$5,500,000
vs. Budget	8.4%	17.6%	25.8%	36.1%	44.1%	52.7%	52.7%	62.5%	71.2%	81.3%	91.8%	101.7%	112.4%	59.6%	vs. Budget	112.4%
FY2024	\$415,289	\$608,209	\$485,953	\$620,595	\$453,948	\$436,072	\$3,020,064	\$565,455	\$478,453	\$553,050	\$677,480	\$561,085	\$563,258	\$3,398,781	\$6,418,845	\$5,600,000
vs. Budget	7.4%	18.3%	27.0%	38.0%	46.1%	53.9%	53.9%	64.0%	72.6%	82.4%	94.5%	104.6%	114.6%	60.7%	vs. Budget	114.6%
FY2025	\$565,542	\$512,399	\$538,588	\$704,053	\$419,801	\$500,676	\$3,241,058	\$653,064	\$460,774	\$626,387	\$663,684	\$550,154	\$646,043	\$3,600,105	\$6,841,164	\$6,000,000
vs. Budget	9.4%	18.0%	26.9%	38.7%	45.7%	54.0%	54.0%	64.9%	72.6%	83.0%	94.1%	103.3%	114.0%	60.0%	vs. Budget	114.0%
FY2026	\$566,553	\$539,633	\$553,713	\$754,883	\$425,557	\$439,124	\$3,279,463	\$552,346	\$509,695	\$799,353	\$638,745			\$2,500,139	\$5,779,602	\$6,150,000
vs. Budget	9.2%	18.0%	27.0%	39.3%	46.2%	53.3%	53.3%	62.3%	70.6%	83.6%	94.0%			40.7%	vs. Budget	94.0%

TOWN OF HUDSON
GENERAL FUND INTEREST BY MONTH
FISCAL YEARS 2022, 2023, 2024, 2025, 2026


	JUL	AUG	SEP	OCT	NOV	DEC	1st half Fiscal Year	JAN	FEB	MAR	APR	MAY	JUN	2nd half Fiscal Year	Actual Fiscal Year Total	Budget Fiscal Year Total
FY2022	\$147	\$147	\$195	\$350	\$175	\$102	\$1,115	\$96	\$86	\$388	\$1,460	\$2,602	\$3,060	\$7,691	\$8,806	\$20,000
vs. Budget	0.7%	1.5%	2.4%	4.2%	5.1%	5.6%	5.6%	6.1%	6.5%	8.4%	15.7%	28.7%	44.0%	38.5%	vs. Budget	44.0%
FY2023	\$3,546	\$4,916	\$4,878	\$7,048	\$8,684	\$4,055	\$33,127	\$3,578	\$3,302	\$27,860	\$36,767	\$39,973	\$41,799	\$153,279	\$186,406	\$25,000
vs. Budget	14.2%	33.8%	53.4%	81.6%	116.3%	132.5%	132.5%	146.8%	160.0%	271.5%	418.5%	578.4%	745.6%	613.1%	vs. Budget	745.6%
FY2024	\$69,731	\$67,900	\$54,979	\$53,812	\$22,245	\$17,611	\$286,278	\$40,270	\$67,127	\$70,648	\$56,737	\$33,496	\$32,162	\$300,440	\$586,718	\$25,000
vs. Budget	278.9%	550.5%	770.4%	985.7%	1074.7%	1145.1%	1145.1%	1306.2%	1574.7%	1857.3%	2084.2%	2218.2%	2346.9%	1201.8%	vs. Budget	2346.9%
FY2025	\$31,060	\$47,142	\$44,326	\$42,947	\$16,724	\$11,291	\$193,489	\$18,254	\$52,483	\$24,489	\$54,276	\$48,087	\$46,688	\$244,277	\$437,766	\$300,000
vs. Budget	10.4%	26.1%	40.8%	55.2%	60.7%	64.5%	64.5%	70.6%	88.1%	96.2%	114.3%	130.4%	145.9%	81.4%	vs. Budget	145.9%
FY2026	\$48,631	\$50,367	\$55,789	\$57,222	\$43,643	\$33,449	\$289,101	\$61,519	\$64,034	\$70,879	\$57,309			\$253,741	\$542,842	\$375,000
vs. Budget	13.0%	26.4%	41.3%	56.5%	68.2%	77.1%	77.1%	93.5%	110.6%	129.5%	128.4%			67.7%	vs. Budget	144.8%

**FY25 ENCUMBRANCES
through April 6, 2026**

**FY25 Open Encumbrances
As of 4/6/26**

5585-252 Engineering, Prof. Services	VHB, Inc. Stormwater AMP, CWSRF Grant	PWADM25027	20,409.00
5671-237 Police Suppt Services, Training	Granite State Police Career Counseling - Training	POL25058	770.00
	Subtotal General Fund		<u>21,179.00</u>
5592-401 Water - Oper/Maint, Lg. Oper. Equip.	R. H. White Construction - Marsh Road Pump Station	WAT25011	5,000.00
	Subtotal Water Fund		<u>5,000.00</u>
5586-252 Conserv Comm, Prof Services	Vanasse Hangen Brustlin - Robinson Pond NHDES Permit	CON25006	75.00
	Subtotal Consv Comm Fund		<u>75.00</u>
2060-539 Agency Fees - Target 43 Steele Rd.	Fuss & O'Neill, Inc. Target site Engineering Services	AGN25009	4,112.98
2060-588 Agency Fees - Target ISD 269 Lowell Rd	Wright-Pierce - Inspection Fees	AGN25015	11,717.86
	Subtotal Agency Fees		<u>15,830.84</u>
2070-701 Zone 1 Corridor Account	Wright-Pierce, Lowell/Birch/Belknap Rd. Design & State Permitting	AGN25008	20,320.60
	Subtotal Corridor Fund		<u>20,320.60</u>

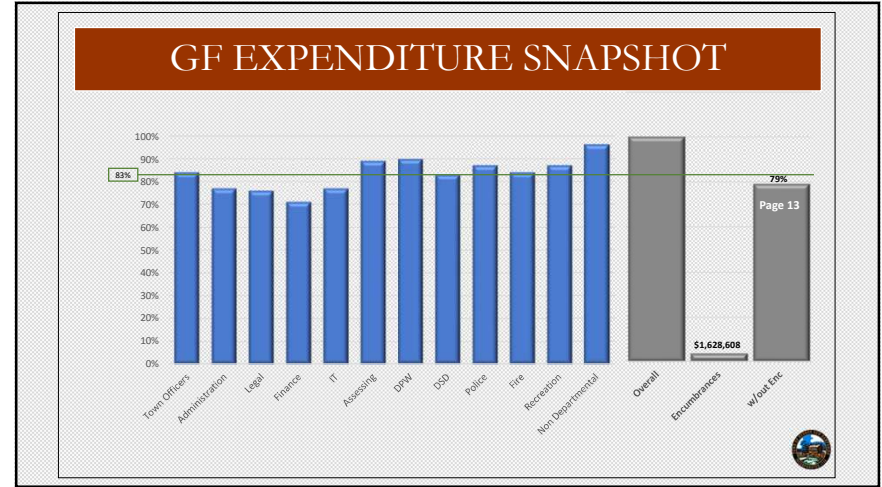
Total FY25 Encumbrances Remaining **62,405.44**



TOWN OF HUDSON NH

TOWN ADMINISTRATION

April FY26 Revenues and Expenditures
Board of Selectmen: May 12, 2026



FY26 BUDGET REPORT

Dept #	Dept Name	Budget	Expended	%
4339	Personnel	1,100	910	83%
4340	Personnel	1,100	910	83%
4341	Personnel	1,100	910	83%
4342	Personnel	1,100	910	83%
4343	Personnel	1,100	910	83%
4344	Personnel	1,100	910	83%
4345	Personnel	1,100	910	83%
4346	Personnel	1,100	910	83%
4347	Personnel	1,100	910	83%
4348	Personnel	1,100	910	83%
4349	Personnel	1,100	910	83%
4350	Personnel	1,100	910	83%
4351	Personnel	1,100	910	83%
4352	Personnel	1,100	910	83%
4353	Personnel	1,100	910	83%
4354	Personnel	1,100	910	83%
4355	Personnel	1,100	910	83%
4356	Personnel	1,100	910	83%
4357	Personnel	1,100	910	83%
4358	Personnel	1,100	910	83%
4359	Personnel	1,100	910	83%
4360	Personnel	1,100	910	83%
4361	Personnel	1,100	910	83%
4362	Personnel	1,100	910	83%
4363	Personnel	1,100	910	83%
4364	Personnel	1,100	910	83%
4365	Personnel	1,100	910	83%
4366	Personnel	1,100	910	83%
4367	Personnel	1,100	910	83%
4368	Personnel	1,100	910	83%
4369	Personnel	1,100	910	83%
4370	Personnel	1,100	910	83%
4371	Personnel	1,100	910	83%
4372	Personnel	1,100	910	83%
4373	Personnel	1,100	910	83%
4374	Personnel	1,100	910	83%
4375	Personnel	1,100	910	83%
4376	Personnel	1,100	910	83%
4377	Personnel	1,100	910	83%
4378	Personnel	1,100	910	83%
4379	Personnel	1,100	910	83%
4380	Personnel	1,100	910	83%
4381	Personnel	1,100	910	83%
4382	Personnel	1,100	910	83%
4383	Personnel	1,100	910	83%
4384	Personnel	1,100	910	83%
4385	Personnel	1,100	910	83%
4386	Personnel	1,100	910	83%
4387	Personnel	1,100	910	83%
4388	Personnel	1,100	910	83%
4389	Personnel	1,100	910	83%
4390	Personnel	1,100	910	83%
4391	Personnel	1,100	910	83%
4392	Personnel	1,100	910	83%
4393	Personnel	1,100	910	83%
4394	Personnel	1,100	910	83%
4395	Personnel	1,100	910	83%
4396	Personnel	1,100	910	83%
4397	Personnel	1,100	910	83%
4398	Personnel	1,100	910	83%
4399	Personnel	1,100	910	83%
4400	Personnel	1,100	910	83%

GENERAL FUND

\$32,505,896

86%

SEWER

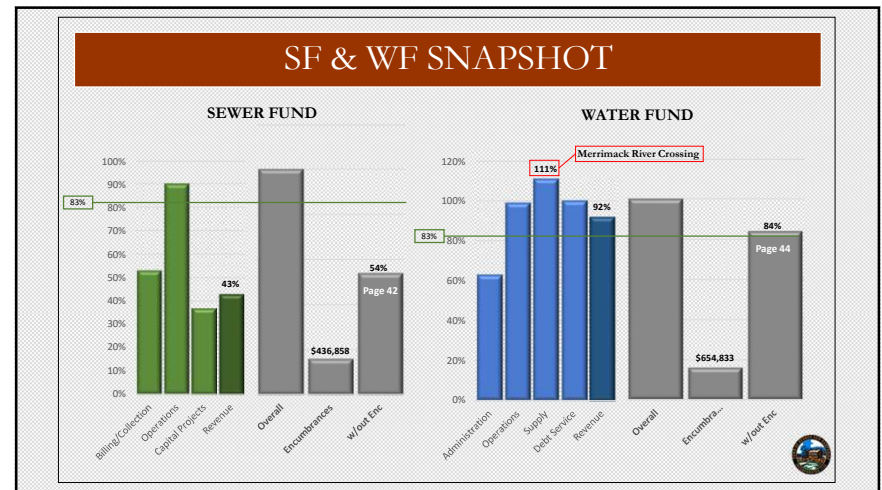
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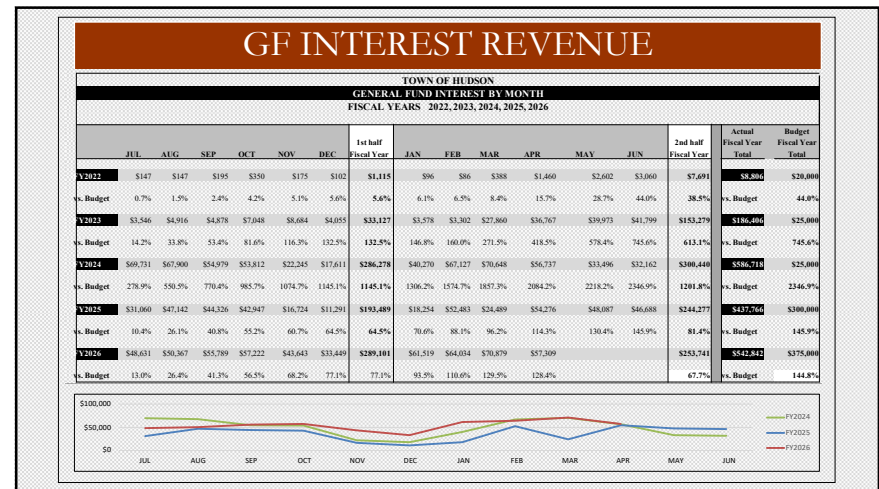
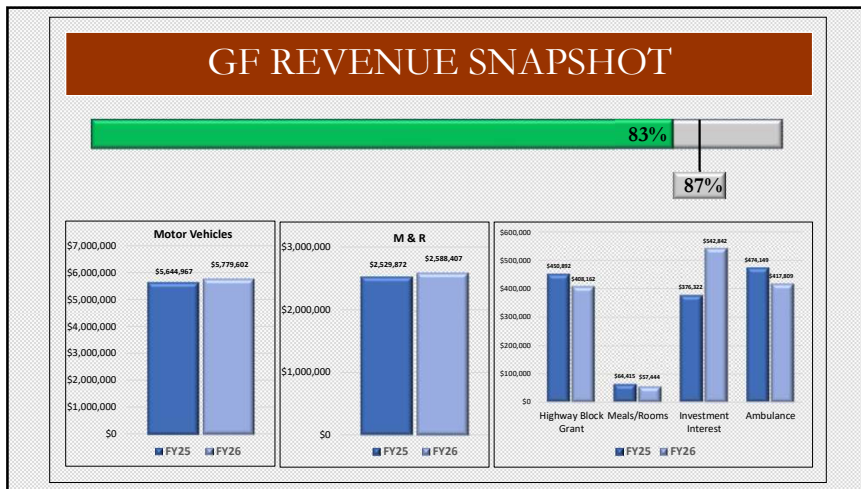
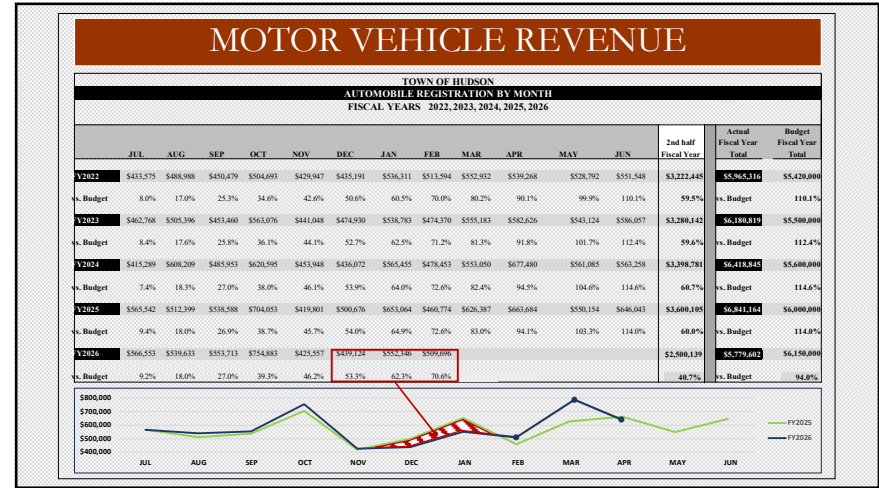
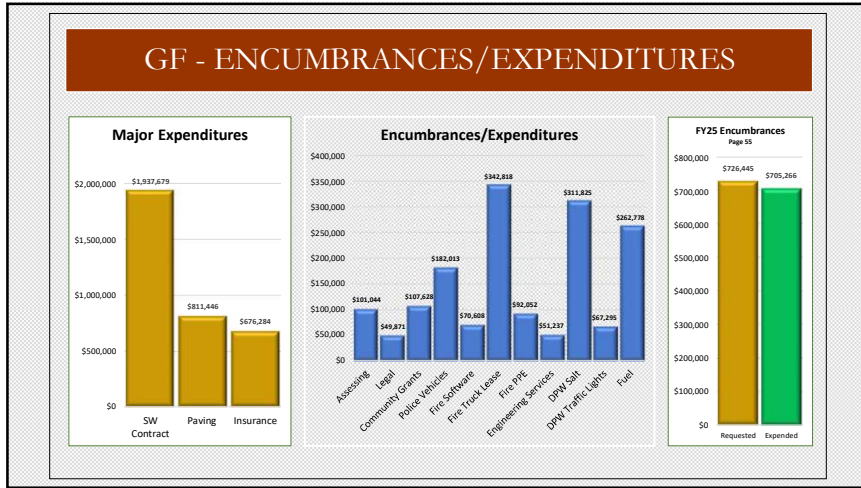
70%

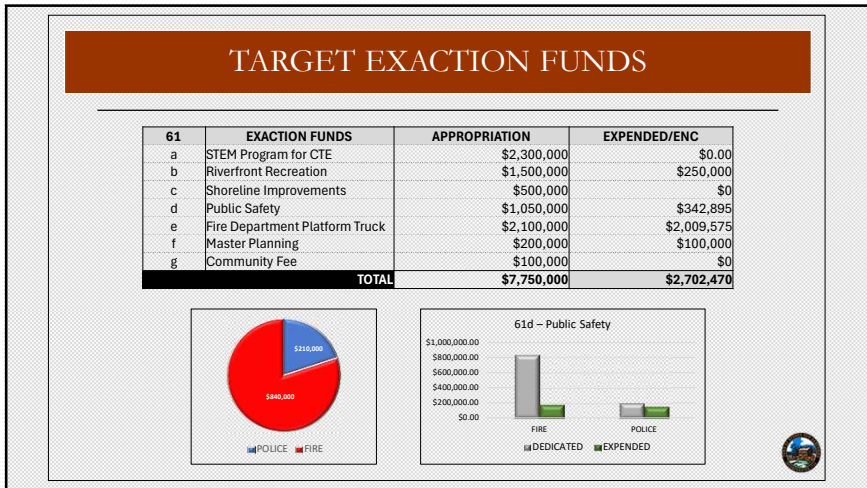
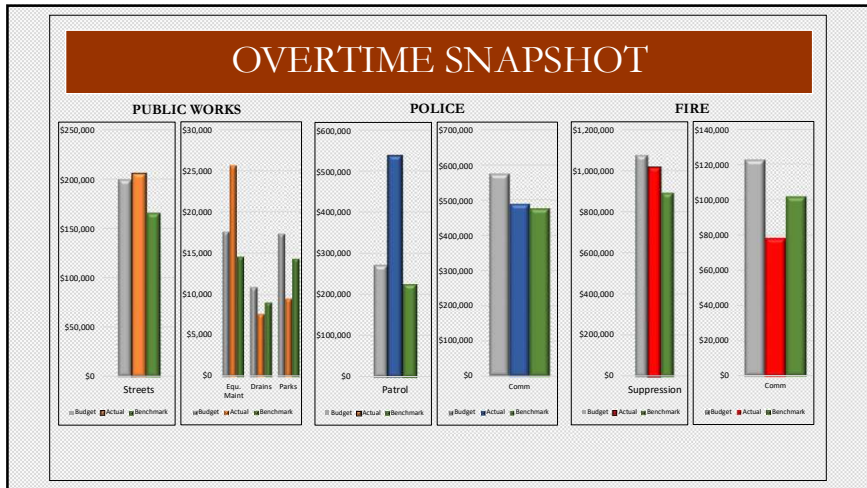
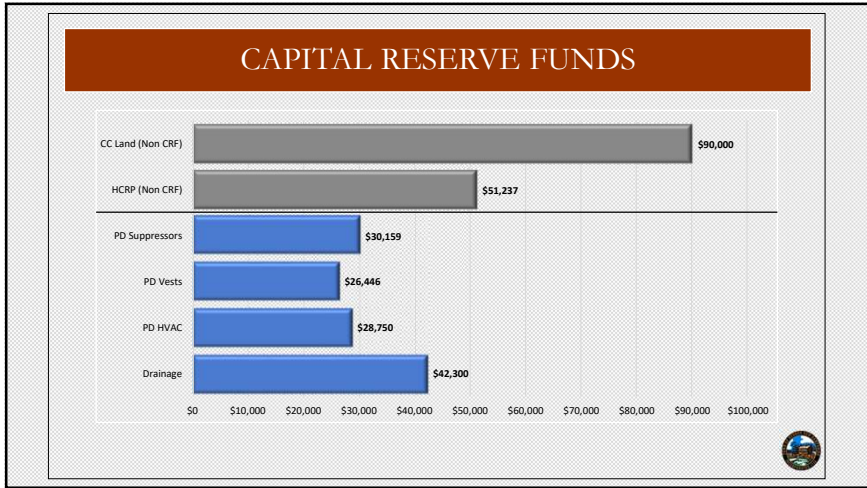
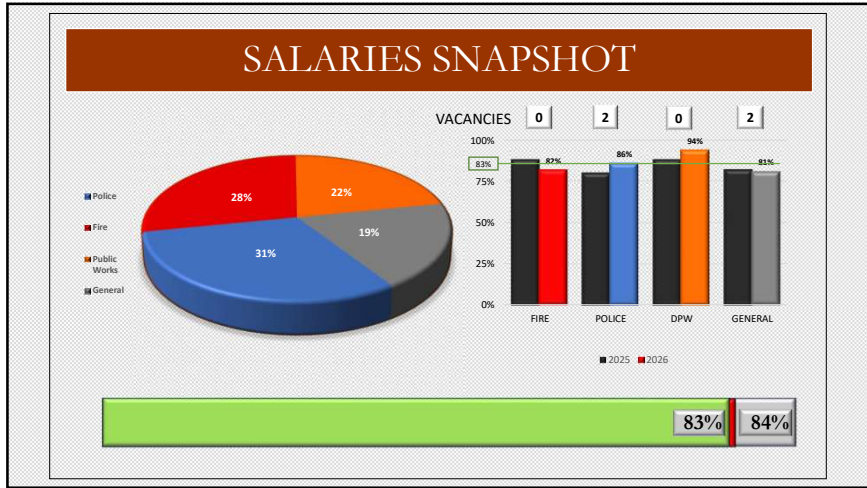
WATER

\$3,457,718

100%











TOWN OF HUDSON NH

TOWN ADMINISTRATOR REPORT

Board of Selectmen: May 12, 2026

SENATOR ROBERT E. CLEGG JR. MEMORIAL HIGHWAY



VFW LOYALTY DAY



RECREATION



HUDSON RECREATION DEPARTMENT PRESENTS

FALL SOCCER REGISTRATION!!

FALL SOCCER REGISTRATION IS NOW OPEN FOR AGES 3 YEARS THROUGH 8TH GRADE.

DEADLINE TO REGISTER IS 6/25/26!

PRICING

- ✓ Little Kickers - 3yr & 4yr Olds - \$55
- ✓ Kindergarten - 8th Grade - \$70 **INCLUDES TEAM SHIRT.**

Team assignment and schedules are released in August.

DEADLINE TO SIGN UP IS 6/25 ONLINE, 6/29 IN PERSON CASH OR CHECK.

WWW.HUDSONNH.GOV/RECREATION

DON'T WAIT! THIS NIGHT IS GOING TO BE EPIC!

Hudson Recreation Department Presents

Adult DECADES Prom

THE NIGHT EVERYONE WILL BE TALKING ABOUT!

Saturday, May 16th 7PM - 10PM

At the Community Center

DJ ENTERTAINMENT EVENT IS BYOB SNACKS & DESSERT SERVED

DON'T JUST HEAR ABOUT IT—BE THERE!

GET YOUR TICKETS NOW AND SAVE YOUR SPOT!

\$25 A TICKET

www.hudsonnh.gov/recreation

Go to the Prom Again!
This time around, it can be **Funnner!**

Dressing in theme is not required - Come in jeans if you want!

HUDSON FIRE

LEONARD A. SMITH CENTRAL FIRE IMPROVEMENTS



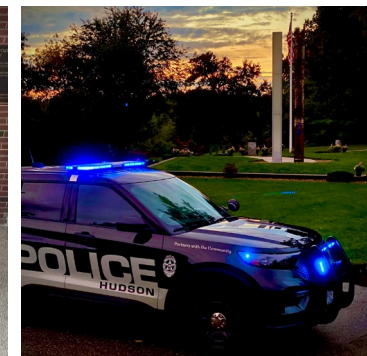
FY26 funding was approved to undertake essential renovations including replacement of floor drains, resurfacing of the apparatus floor, and the installation of a new HVAC system. This project is winding down and has progressed on schedule and within budget.



MAY RECOGNITION

Honoring Those Who Serve Our Community

May 10th through May 16th - Police Week



CONSUMERS OPTION

Customers are free to choose between Community Power, Eversource, or third-party options.

To opt in, out, or to select cleaner power, customers can:

- www.communitypowernh.gov/ and use the online portal
- Call 1-866-603-7697 (POWER)
- Email: Info@CommunityPowerNH.gov

You will need your utility account number handy (printed on your electric bill) so your request can easily be processed. There are no fees for switching between Hudson Community Power and Eversource supply service. Switches will be processed as of the next available regular meter reading date.



MAY RECOGNITION

Honoring Those Who Serve Our Community

May 15th - Peace Officers Memorial Day

May 17th through May 23rd - Public Works Week

May 17th through May 23rd - EMS Week

May 25th – Memorial Day

HISTORY SNIPPET



The year was 1909. Edwin Atkins Grozier, owner and publisher of The Boston Post, launched his most famous and longest lasting advertising campaign to increase readership of his paper: The Boston Post Cane. A letter was sent to the chairman of the of selectmen in many New England towns. With this letter Mr. Grozier asked them to become trustees of a fine ebony cane with a top of 24-carat sheet gold. He stipulated the cane was to be given to the oldest citizen of the town. Upon the death of that citizen the cane was to be returned to the town and quickly transmitted to the next oldest citizen. The canes were separately expressed to each town.

-rememberhudsonnhwhen.com

Boston Post Cane



Hudson NH Historical Society

Gerald Winslow

May 17, 2026

Hills House

12PM – 3PM