



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 26, 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) Benson Park Committee – Jan Horvath, *reappointment member*
 - Alternate vacancy to expire April 2029
6. **CONSENT ITEMS**
 - A. **Assessing Items**
 - 1) Elderly Exemption Requalification
 - 2) Abatement Applications
 - B. **Water/Sewer Items**
 - 1) Sewer Abatement
 - C. **Licenses & Permits & Policies**
 - 1) Tag Day Permit – Humane Society for Greater Nashua
 - 2) Pole Licenses – Alvirne Drive

D. Donations – None

E. Acceptance of Minutes

1) May 12, 2026

F. Calendar

05/12	7:00	Board of Selectmen	BOS Meeting Room
05/27	7:00	Planning Board	Buxton Meeting Room
05/28	7:00	Zoning Board of Adjustment	Buxton Meeting Room
06/02	5:30	Supervisors of the Checklist	BOS Meeting Room
06/03	8:30a	Highway Safety Committee	BOS Meeting Room
06/03	7:00	Budget Committee	Buxton Meeting Room
06/08	7:00	Cable Utility Committee	Hudson Cable Access Center
06/08	7:00	Conservation Commission	Buxton Meeting Room
06/09	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

A. BOS Bylaws – Administration/Discussion

B. Policy Sub-Committee – Administration/Discussion

8. NEW BUSINESS

A. IT Department Update Presentation – IT/Presentation

B. Boat Launch Design and Permitting at Merrill Park – DSD/Decision

C. AFG Grant Application – Fire Decision

D. Public Safety Platform Truck – Fire Decision

E. Town-Wide Paving Program – DPW/Decision

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 (if necessary)

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, June 4, 2026.**

5C1

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

Date: MAY 13th 2026

JAN HORVATH, 7 B RANGERS DRIVE, HUDSON NH
Name Street Address

978 371 2130
Home Phone Number Work Phone Number

SOFTWARE ENGINEER
Occupation (or former occupation, if retired)

MSEE, OUTDOOR ACTIVITIES
Education/Special Interests

Professional/Community Activities
LOVE TO HELP WITH COMMUNITY RESOURCES

Reason for applying
REPLY

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

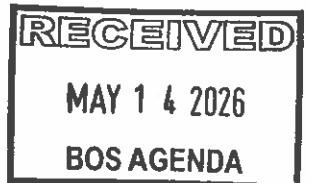
Area(s) of Expertise:

- | | |
|------------------------------------------------------------|----------------------------------------------------|
| <input type="checkbox"/> Architecture/Construction | <input type="checkbox"/> Environmental Planning |
| <input checked="" type="checkbox"/> Information Technology | <input checked="" type="checkbox"/> Communications |
| <input type="checkbox"/> Finance | <input type="checkbox"/> 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

Jan Horvath
Signature of Applicant
JAN.HH.43@GMAIL.COM
e-mail address



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

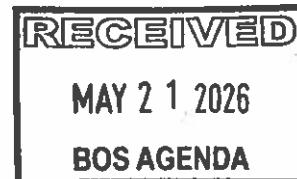
From: Jim Michaud, Chief Assessor

Date: May 26, 2026

Re: Elderly Exemption Requalification:

5 Brookfield Rd. – map 241/ lot 058

Recommended Motion: I recommend the Board of Selectmen sign the PA-29 form granting an Elderly Tax Exemption to the property owner listed above. The property owner 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

From: Jim Michaud, Chief Assessor

Date: May 26, 2026

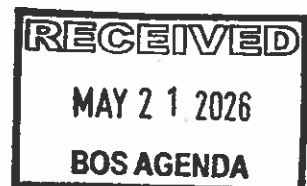
Re: 2025 Abatement Applications – Eversource Energy
Map 100 Lot 8; Map 100 Lot 8-1, Map 100 Lot 8-2; Map 167 Lot 9; Map 190 Lot 192; Map 179 Lot 31; Map 107 Lot 30; Map 208 Lot 11; Map 107 Lot 3-1; Map 144 Lot 8; Map 175 Lot 153; Map 182 Lot 181; Map 162 Lot 80; Map 138 Lot 36; Map 179 Lot 11; Map 195 Lot 5; Map 175 Lot 6; Map 171 Lot 30; Map 171 Lot 31; Map 162 Lot 16; Map 135 Lot 7; Map 135 Lot 2; Map 171 Lot 46; Map 138 Lot 56; Map 175 Lot 153-2; Map 138 Lot 86

Recommended Motion: Motion to deny a 2025 abatement for map/lots as in this memo, as recommended by the Chief Assessor.

Please approve the signing of the attached form denying an abatement on the above referenced property. The property owner, Eversource Energy, owns a distribution & transmission network of telephone poles, electric wires, transformers, substations and associated taxable real estate, in addition to land rights, throughout Hudson. The property was collectively assessed at \$122,838,600 for the 2025 tax year in accordance with an appraisal received on the same from the Town's public utility valuation contractor, George E. Sansoucy. That contractor letter recommending denial is attached.

The taxpayer representative, Jake Adkins, represented that their opinion of market value was based on the DRA's allocated value opinion, \$65,475,132. The information provided within the abatement application did not provide a credible value, nor a credible basis for the requested value. That value is essentially book value, an approach to value that does not represent market value for public utility property according to many decisions of the NH Supreme Court. The taxpayer has not proven that their property assessment was disproportionate relative to the marketplace.

2025AbateDenyEversource





**SANSOUCY
ASSOCIATES**

Complex Utility and Property Valuations, and Regulatory Consulting

Sent via electronic email:

Jim Michaud {jmichaud@hudsonnh.gov}

May 11, 2026

Hudson Selectboard
Town of Hudson
12 School Street
Hudson, NH 03051

RE: 2025 Public Service of New Hampshire Abatement Application

Dear Selectboard,

We have received and reviewed the tax year 2025 abatement requested for Public Service of New Hampshire.

After reviewing the application, we recommend that the board deny the abatement for the following reasons:

- The taxpayer did not provide sufficient market value information or an independent appraisal/opinion of value in the abatement application to support their claim that the assessment is in excess of a just and proportionate valuation.

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

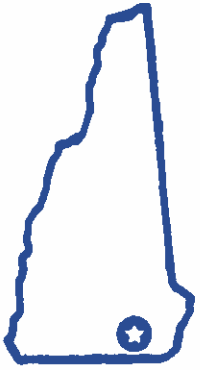
Should you have any questions about our recommendation, please feel free to contact us at 603-788-4000.

Very truly yours,
SANSOUCY ASSOCIATES

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

Sansoucy Associates

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



TOWN OF HUDSON

Board of Selectmen



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

Eversource Energy

PO Box 270

Hartford, CT 06141-0270

Attn: Jake Adkins

May 26, 2026

Re: 2025 Abatement Requests ; Map 100 Lot 8; Map 167 Lot 9; Map 190 Lot 192; Map 179 Lot 31; Map 107 Lot 30; Map 208 Lot 11; Map 107 Lot 3-1; Map 144 Lot 8; Map 175 Lot 153; Map 182 Lot 181; Map 162 Lot 80; Map 138 Lot 36; Map 179 Lot 11; Map 195 Lot 5; Map 175 Lot 6; Map 171 Lot 30; Map 171 Lot 31; Map 162 Lot 16; Map 135 Lot 7; Map 135 Lot 2; Map 171 Lot 46; Map 138 Lot 56; Map 175 Lot 153-2; Map 138 Lot 86; Map 100 Lot 8-1; Map 100 Lot 8-2

Dear Jake Adkins:

This will acknowledge your request for a 2025 property tax abatement on the above referenced property. The abatement application cited that you believe that your assessment of April 1, 2024 is too high, is disproportionate, and cited a Department of Revenue allocated value of \$65,475,132.

The property was assessed for \$122,838,600 for the 2025 property tax year in accordance with an appraisal received on the same from the Town's public utility valuation contractor, George E. Sansoucy. The information provided within the abatement application did not provide a credible value, nor a credible basis for the requested value. That value is essentially book value, an approach to value that does not represent market value for public utility property according to many decisions of the NH Supreme Court.

The data that was provided did not show a disproportionate assessment. The Town hereby denies your appeal for abatement. If you wish, a further appeal to the State Board of Tax and Land Appeals, or Superior Court, may be made, the filing deadline for that next level of appeal is September 1, 2026.

Very truly yours,

HUDSON BOARD OF SELECTMEN

Dillon Dumont, Chairperson

TOWN OF HUDSON

Sewer Utility Department

12 School Street Hudson, New Hampshire 03051 (603-886-6029)



May 21, 2026

IN ACCORDANCE WITH ORDINANCE 092-13, the Municipal Utility Committee recommends to the Board of Selectmen that the following abatement be **APPROVED**:

S-UTL-26-18 (3/13/26) Leclerc 35 Riverside Ave. m/l 190-137-000 Acct#1122.

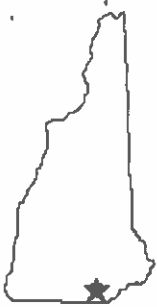
The applicant requests an abatement of sewer utility charges on the basis of the water did not go through the sewer system. Customers pipe burst during the cold weather and water drained into a crawl space under the house.

Motion made by Dan O'Brien; second by Karl Huber "to recommend to the Board of Selectmen to approve abatement S-UTL-26-18 in the amount of \$375.84" (261 x1.44).

APPROVED:

Date _____

Town of Hudson Board of Selectmen



10A

TOWN OF HUDSON

Sewer Utility Department



12 School Street, Hudson, New Hampshire 03051

603-886-6029

APPLICATION FOR SEWER ABATEMENT REQUEST

ABATEMENT # S-UTL-26-18

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

Sewer Acct# 1122 Date: MARCH 13, 2026

Name of Applicant JENNIFER LECLERC

Name of Property Owner JENNIFER LECLERC

Address of Property 35 RIVERSIDE DRIVE

Map/Lot 190-137-000 Water Source, Metered Yes / No Other _____

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

1/1/26 - 3/31/26, for the following reason (s): PIPES FROZE

DURING LOW TEMPS, BURST, AND DRAINED INTO CRAWL SPACE BELOW HOUSE, NOT INTO SEWER.

Signature of Applicant (s): Jennifer Leclerc Date: March 13, 2026

_____ Date: _____

Mailing Address: 2301 SE CESAR CHAVEZ BLVD. PORTLAND, OR 97214 Phone # 971-235-2676

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

Do Not Write Below This Line - Office Use Only

Date Received 3-13-26 Signed Barbara Orben

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

Total Abatement Amount \$ 375.84 Paid Amount \$ _____

Accounts Receivable Amount \$ _____ Refund Amount \$ _____

ABATEMENT PROGRESS REPORT

1. Date of Filing: 3-13-26 Utility Clerk: Barbara Abner

Accuracy check, corrections, and deficiencies: See meter reading +
Acct notes

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

Signed: _____

3. Date received by the Finance Director: 5/15/26

Recommendations: approve,

Signed: Laurie Conway

4. Date Reviewed by Municipal Utility Committee: 5/19/26

Actions and Recommendations taken by the Municipal Utility Committee: _____

Signed: David Johnson
Chairman

APPROVE

DENY

Recommended Total Abatement Amount: \$ 375.84

Recommended Refund Amount: \$ _____

Date of Municipal Utility Committee Action: _____

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

6. Date Notification Letter Sent to Applicant: _____

Run: 5/14/26 9:01AM

Meter History

Page: 1

Start Date 7/01/2025

Town of Hudson, NH

PrintMeterHist

End Date 3/31/2026

Name: LECLERC, JENNIFER

Acct#: 3500284703

Loc: 35 RIVERSIDE DRIVE

Meter# 39088622

Read Date	Prev Read	Reading	Usage	Est
3/31/2026	651	655	4	N
2/27/2026	390	651	261	N
1/30/2026	390	390	0	N
12/31/2025	390	390	0	N
12/01/2025	386	390	4	N
10/31/2025	386	386	0	N
9/30/2025	386	386	0	N
8/29/2025	386	386	0	N
7/31/2025	383	386	3	N
Meter Total:			272	
Acct Total			272	

Name: LECLERC, JENNIFER

Water note

Acct# 3500284703

Location: 35 RIVERSIDE DRIVE

3/05/2026

03/05/2026 VM CALLED JENNIFER ABOUT THE HIGH USAGE AND SHE HAD A PIPE THAT BURST UNDER THE HOUSE EXPLAINED THAT SHE MIGHT BE ABLE TO GET AN ABATEMENT ON THE SEWER END. SHE ASKED FOR A PAYMENT PLAN I AGREED 70 A MONTH PLUS CURRENT CHARGES.

METER DATA RIGHT

Meter#	Import Id	Last Read Date	Last Reading	Last Usage
39088622		1/30/2026	390	0

Name: LECLERC, BENJAMIN A.

Sewer Note

Acct# 1122

Location: 35 RIVERSIDE DR

3/05/2026

3/5/2026 Barb: Valerie called customer because of a high water read. Customer said that a pipe burst under the house 261 units of water went through the meter will talk to customer about an abatement.

METER DATA

Meter#	Import Id	Last Read Date	Last Reading	Last Usage
		1/12/2026		4

Total Amount Due:\$300

SIGNED

[Handwritten Signature]

313.26

Notes: Paid in full project complete

TOWN OF HUDSON, WATER UTILITY

12 SCHOOL STREET, HUDSON NH 03051

WATER BILL

Bill#	Bill Date:	Due Date:	Map/Lot
01967627	3/10/2026	4/06/2026	190-137-000
Reading Date	Prev Reading	Cur Reading	Usage
2/27/2026	390	651	261
Service Location		Account#	
35 RIVERSIDE DRIVE		3500284703	
Bill To:			

Description	Charges
Usage	\$861.30
5/8 Monthly	\$10.69

Total Current Charges: \$871.99

LECLERC, JENNIFER
 2301 SE CESAR CHAVEZ BLVD
 PORTLAND, OR 97214

Billing Period

Usage 1/30/2026 through 2/27/2026

PAYMENTS MADE ON OR AFTER THE ABOVE BILL DATE WILL NOT BE REFLECTED ON THIS BILL. TO AVOID SEEING OUTSTANDING AND/OR INTEREST CHARGES ON YOUR MONTHLY BILLS, PLEASE ENSURE YOUR PAYMENTS ARE MADE BY THE DUE DATE. Pay online 24/7 at www.hudsonnh.gov
 * For billing inquiries please call the Town of Hudson Water Utility at (603) 886-6002. The hours of operation are Monday through Friday 8:00am to 4:30pm.
 * For after hours EMERGENCY service call WhiteWater at (603) 324-8318 * BE ADVISED THAT A \$250 AFTER HOURS FEE WILL BE CHARGED IF A TECHNICIAN IS REQUIRED TO GO TO PROPERTY****
 * All water passing through the meter will be charged, whether used, wasted or lost by leakage.
 * Interest of 12% per annum will be charged for all unpaid balances. Returned check fee is \$25.00 per returned check. Payments will be applied to interest and any outstanding charges prior to being applied to current charges.
AVOID EXPENSIVE WINTER REPAIRS
 *****WINTER PIPE PROTECTION TIPS WHEN TEMPS GO BELOW FREEZING*****
 *****PLEASE SEE OUR WEBSITE FOR WINTER PIPE PROTECTION TIPS*****
 *****BACKFLOW TESTING***** AS OF JULY 1ST, 2026, WHITEWATER WILL NOT BE CONDUCTING BACKFLOW TESTING. YOU WILL NEED TO FIND YOUR OWN PROVIDER AND HAVE THE RESULTS SENT TO WHITEWATER DIRECTLY AT HUDSONWATERUTILITY@RHWHITE.COM*****
 *****IF YOU DO NOT HAVE A BACKFLOW PREVENTER IN YOUR PROPERTY NO ACTION IS REQUIRED.*****

TOWN OF HUDSON, WATER UTILITY

12 SCHOOL STREET, HUDSON NH 03051

WATER BILL

Bill#	Bill Date	Due Date	Map/Lot
01967627	3/10/2026	4/06/2026	190-137-000
Reading Date	Prev Reading	Cur Reading	Usage
2/27/2026	390	651	261
Service Location		Account#	
35 RIVERSIDE DRIVE		3500284703	

Description	Charges
Total Current Charges	\$871.99

TOWN OF HUDSON WATER UTILITY
 PO BOX 9572
 MANCHESTER, NH 03108-9572

LECLERC, JENNIFER
 2301 SE CESAR CHAVEZ BLVD
 PORTLAND, OR 97214

Bill#	Bill Date:	Due Date:	Map/Lot
01980267	4/24/2026	5/26/2026	190-137-000
Reading Date	Prev Reading	Cur Reading	Usage
			265
Service Location		Account#	
35 RIVERSIDE DR		1122	
Bill To:			

Description	Charges	
Usage 144.0500/100	5.70	\$381.73
5/8" flat rate maint		\$27.83
Total Current Charges:		\$409.56

3360

LECLERC, BENJAMIN A.
 7435 159TH PLACE NE APT #G143
 REDMOND, WA 98052

Billing Period
1/01/2026 through 3/31/2026

For billing inquiries, please call (603) 886-6029. Payment can be made at 12 School Street Hudson, NH 03051. Office hours are Monday through Friday from 8:00am to 4:30pm.

The Town of Hudson offers online bill paying. Please visit us at www.hudsonnh.gov for more information.

Sewer usage is based on your water readings. Outside water users- please ask us how you can reduce future sewer bills. The flat rate maintenance charge is based on the water meter size, bedroom count (well users only) or access only.

Interest of 12% per annum is charged on past due amounts. Liens accrue interest at 14% per annum. A notice will be with your bill if you have a sewer lien and is due in addition to your sewer bill. It can be paid online at the Property Tax link.

The provisions of the Federal bankruptcy law may affect the rights of the Town under State law. If you are a debtor in bankruptcy or other person with an interest in the property subject to the sewer charges, the Town: 1) is only acting to maintain the perfection of its statutory lien and is not attempting to collect any delinquent sewer charge debt, 2) will not deliver a deed or impair a debtor's interest in the property without appropriate bankruptcy approval, and 3) will not increase the interest rate on unpaid sewer charges without seeking appropriate bankruptcy approval. If you have any questions about this bankruptcy notice, you may wish to seek legal counsel. Please be advised that the Town cannot provide you with legal advice.

Bill#	Bill Date	Due Date	Map/Lot
01980267	4/24/2026	5/26/2026	190-137-000
Reading Date	Prev Reading	Cur Reading	Usage
			265
Service Location		Account#	
35 RIVERSIDE DR		1122	

Description	Charges
Total Current Charges	\$409.56

LECLERC, BENJAMIN A.
 7435 159TH PLACE NE APT #G143
 REDMOND, WA 98052

TOWN OF HUDSON SEWER UTILITY
 P.O. BOX 9572
 MANCHESTER, NH 03108-9572

74 0001980267 0000040956 6



TOWN OF HUDSON

SELECTMEN'S OFFICE

12 SCHOOL STREET, HUDSON, NH 03051



REFERENCE NO: S-UTL-26-18

ACCOUNT NO: 1122

NAME: Jennifer Leclerc
 PROPERTY ADDRESS: 35 Riverside Ave.
 MAILING ADDRESS: 2301 SE Cesar Chavez Blvd, Portland OR 97214
 MAP / LOT: 190-137-000
 RE: YOUR APPLICATION FOR A SEWER ABATEMENT S-UTL-26-18

=====

Dear Ms. Leclerc,

Please be advised at its regular meeting held on 5/26/2026, the Hudson Board of Selectmen **GRANTED** your application for abatement for the following reasons:

Applicant requested an abatement of sewer charges on the basis of a water did not go through the sewer system.

The Municipal Utility Committee voted to recommend approval of the abatement.

The Selectmen voted to grant the abatement.

=====

Your sewer utility account will reflect this activity. If applicable, a refund request has been initiated and you will receive a check in the mail within a couple of weeks. If you have any questions concerning your account, please contact the Sewer Utility Office. Tel: 886-6029 Monday through Friday, 8:00 am to 4:30 pm.

The Board of Selectmen:

Dillon Dumont - Chairman

Date: _____

pc: Barbara O'Brien, Sewer Utility Administrative Aide



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 Humane Society of Greater Nashua

_____ Approved _____ Denied by Board of Selectmen on _____

If denied, reason _____

Chairman, Board of Selectmen



May 7, 2026

To: Hudson Town Clerk, Board of Selectmen

Fm: Humane Society for Greater Nashua

Re: Request to Solicit Funds at Market Basket, Lowell Rd. Hudson

We'd like to formally request your endorsement to allow us to solicit funds at Market Basket supermarket on 212 Lowell Road. Having already received permission from the Demoulas corporate office, it is our understanding to seek permission from you to do so as well.

The dates for this activity are: **6/27/2026 & 11/7/2026**

If there are any questions, please contact us, or if there are no questions and once approved, we'd welcome your approval as an email attachment sent to olivia@hsfn.org

With gratitude & best regards,

Olivia Ross

Director of Community Engagement
Humane Society for Greater Nashua
24 Ferry Road
Nashua, NH 03064
(603) 889-2275 x36

Board of Trustees

Leslie Menella
Board Chair

Michelle Currier
Vice Chair

Janis S. Belmonte, MBA
Treasurer

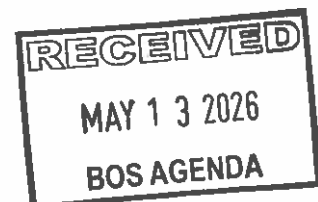
Samantha Singer
Secretary

Trustees

Karen Bohrer
Sue Camirand, MBA
Ellen Constant, SPHR, SHRM-SCP
Mary DeRoche, JD
Laurie Garland, CPA
Anne Haight
Lori Hoffman
Etena Jawitz-Blue
Kristen Lavoie
Christian Marcelo
Meghan Martell
Julia McCaughey
Brad Meehan
Kevin Pian, MHCI

Douglas A. Barry, CAE
President/CEO

24 Ferry Road
Nashua, NH 03064
(603) 889-2275
www.hsfh.org





March 3, 2026

Olivia Ross
Humane Society for Greater Nashua
olivia@hsfn.org

Dear Olivia:

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 27, November 7

6C2




TOWN OF HUDSON
Development Services Department
12 School Street
Hudson, New Hampshire 03051

Tel: 603-886-6008 · Fax: 603-598-6481

INTEROFFICE MEMORANDUM

DATE: May 13, 2026

TO: Roy Sorenson, Town Administrator
Board of Selectmen

FROM: Elvis Dhima, P.E., Development Services Director 

RE: Petition and Pole Licenses for three (3) new poles, 9/2, 9/3, 9/4 on **Alvirne Drive**, in the town of Hudson, as per attached for PSNH, dba Eversource Energy

Attached please find three new Pole License Petitions from PSNH, dba Eversource Energy, for three new poles on **Alvirne Drive** in Hudson.

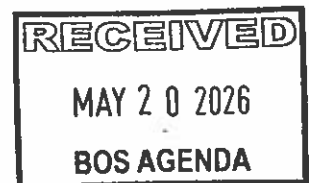
The Public Works and Engineering Departments have both reviewed them and are recommending that these Pole Licenses be approved.

Thank you.

Motion:

To approve the Petition and Pole Licenses from PSNH, dba Eversource Energy, for three (3) new poles, Pole #'s: 9/2, 9/3, 9/4 on Alvirne Drive.

Enclosures





TOWN OF HUDSON

Development Services Department
12 School Street
Hudson, New Hampshire 03051

Tel: 603-886-6008 · Fax: 603-598-6481

INTEROFFICE MEMORANDUM

DATE: May 13, 2026


TO: Elvis Dhima, P.E., Town Engineer
Jay Twardosky, DPW Director

FROM: Doreena Stickney, Administrative Coordinator

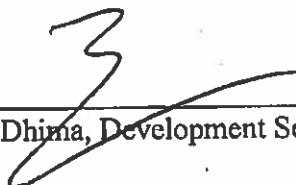
RE: Petition and Pole Licenses for three (3) new poles, 9/2, 9/3, 9/4 on Alvirne Drive, in the town of Hudson, as per attached for PSNH, dba Eversource Energy

Attached please find three new Pole License Petitions from PSNH, dba Eversource Energy, for three new poles on Alvirne Drive in Hudson.

Please sign below to verify that you have reviewed and approve this license.
Thank you.



Jason Twardosky, DPW Director



Elvis Dhima, Development Services Director

Attachments

**PETITION AND POLE LICENSE
PETITION**

Manchester, New Hampshire

May 13, 2026

To the Town of Hudson, New Hampshire.

PUBLIC SERVICE COMPANY OF NEW HAMPSHIRE, dba EVERSOURCE ENERGY requests a license to install and maintain underground conduits, cable and wires, and maintain poles and structures with wires, cables, conduits and devices thereon, together with such sustaining, strengthening and protecting fixtures as may be necessary along, and under the following public ways:

License three (3) pole(s), 9/2, 9/3, 9/4 on Alvirne Drive in the Town of Hudson.

PUBLIC SERVICE COMPANY OF NEW HAMPSHIRE, dba EVERSOURCE ENERGY

BY:
Elizabeth Jeffrey, Licensing Specialist

LICENSE

Upon the foregoing petition and it appearing that the public good so requires, it is hereby

ORDERED

This 13rd day of May, 2026, that, PUBLIC SERVICE COMPANY OF NEW HAMPSHIRE, dba EVERSOURCE ENERGY be granted a license to erect and maintain poles and structures, with wires, cables, conduits and devices thereon, together with sustaining, strengthening and protecting fixtures, in the public ways covered by said petition. All of said wires, except such as are vertically attached to poles and structures, shall be placed in accordance with the National Electrical Safety Code in effect at the time of petition and/or license is granted.

In accordance with the requirements of RSA 72:23, I (b), this license is granted to the licensee(s) subject to the condition that the licensee(s) and any other entity using or occupying property of the Town of Hudson pursuant to this license shall be responsible for the payment of, and shall pay, all properly assessed real and personal property taxes no later than the due date. Failure of the lessee to pay the duly assessed personal and real estate taxes when due shall be cause to terminate said lease or agreement by the lessor. Furthermore, in accordance with the requirements of RSA 72:23, I (b), the licensee(s) and any other entity using and/or occupying property of the Town of Hudson pursuant to this license shall be obligated to pay real and personal property taxes on structures or improvements added by the licensee(s) or any other entity using or occupying property of the licensor pursuant to this license.

The approximate location of the poles and structures shall be shown on plan marked EVERSOURCE No. 23-0740, dated 5/13/2026, attached to and made a part hereof.

Town of Hudson, New Hampshire

Town of Hudson, New Hampshire

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

Received and entered in the records of the Town of Hudson, New Hampshire, Book _____, Page _____

Date: _____

ATTEST: _____

Town Clerk

**PETITION AND POLE LICENSE
PETITION**

Manchester, New Hampshire

May 13, 2026

To the Town of Hudson, New Hampshire.

PUBLIC SERVICE COMPANY OF NEW HAMPSHIRE, dba EVERSOURCE ENERGY requests a license to install and maintain underground conduits, cable and wires, and maintain poles and structures with wires, cables, conduits and devices thereon, together with such sustaining, strengthening and protecting fixtures as may be necessary along, and under the following public ways:

License three (3) pole(s), 9/2, 9/3, 9/4 on Alvirne Drive in the Town of Hudson.

PUBLIC SERVICE COMPANY OF NEW HAMPSHIRE, dba EVERSOURCE ENERGY



BY:
Elizabeth Jeffrey, Licensing Specialist

LICENSE

Upon the foregoing petition and it appearing that the public good so requires, it is hereby

ORDERED

This 13rd day of May, 2026, that, PUBLIC SERVICE COMPANY OF NEW HAMPSHIRE, dba EVERSOURCE ENERGY be granted a license to erect and maintain poles and structures, with wires, cables, conduits and devices thereon, together with sustaining, strengthening and protecting fixtures, in the public ways covered by said petition. All of said wires, except such as are vertically attached to poles and structures, shall be placed in accordance with the National Electrical Safety Code in effect at the time of petition and/or license is granted.

In accordance with the requirements of RSA 72:23, I (b), this license is granted to the licensee(s) subject to the condition that the licensee(s) and any other entity using or occupying property of the Town of Hudson pursuant to this license shall be responsible for the payment of, and shall pay, all properly assessed real and personal property taxes no later than the due date. Failure of the lessee to pay the duly assessed personal and real estate taxes when due shall be cause to terminate said lease or agreement by the lessor. Furthermore, in accordance with the requirements of RSA 72:23, I (b), the licensee(s) and any other entity using and/or occupying property of the Town of Hudson pursuant to this license shall be obligated to pay real and personal property taxes on structures or improvements added by the licensee(s) or any other entity using or occupying property of the licensor pursuant to this license.

The approximate location of the poles and structures shall be shown on plan marked EVERSOURCE No. 23-0740, dated 5/13/2026, attached to and made a part hereof.

Town of Hudson, New Hampshire

Town of Hudson, New Hampshire

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

Received and entered in the records of the Town of Hudson, New Hampshire, Book _____, Page _____

Date: _____

ATTEST: _____

Town Clerk

POLE LOCATION PLAN

EVERSOURCE

DATE 05/13/2026

LICENSE NO. 23-0740

MUNICIPALITY: Hudson

STATE HWY. DIV. NO. 5

STREET / ROAD: Alvirne Drive

STATE LICENSE NO. _____

PSNH OFFICE: Derry
 PSNH Kris Nacos

WORK REQUEST# 25915725
 WORK FINANCIAL # 80543835

ENGINEER: _____

TELCO PROJECT # _____

TELCO ENGINEER: _____

Pole Numbers		Pole Sz-CI	Eq BH	INSTALL POLE PB	REMOVE	REF	100% LTS	J/O	100% TEL	Span	Dist. from: EOP	Remarks	Help	DOC REQ
LTS	TEL													
9/1		45'								Ref				
<u>9/2</u>		40'-2								8'	Install 40'-2 pole w/anc			M
9/3		40'-2								8'	Install 40'-2 pole w/anc			M
9/4		45'-2								8'	Install 45'-2 pole			M
<u>9/5</u>		45'-2								8'	Replace pole w/45'-2 + anchor			M
9/10		40'-2									Replace pole w/40'-2			M

In accordance with the requirements of RSA 72:23, I (b) this licensee(s) and any other entity now or hereafter using or occupying municipal property pursuant to this license shall be responsible for the payment of, and shall pay, all properly assessed real and personal property taxes no later than the due date. Failure of the licensee(s) to pay duly assessed personal and real property taxes when due shall be cause to terminate this license.

Furthermore, in accordance with the requirements of RSA 72:23, I (b), the licensee(s) and any other entity using and/or occupying property of the municipality within the Town of Hudson pursuant to this license shall (unless otherwise exempt under RSA 72) be obligated to pay real and personal property taxes on structures or improvements added by the licensee(s) or any other entity using or occupying property of the municipality within the Town of Hudson pursuant to this license.

The license granted herein, and the duty to pay properly assessed real and personal property taxes, shall apply to any other entity, now or hereafter, using or occupying municipal property pursuant to this license. The duty to pay properly assessed real and personal property taxes shall apply both to the owner and joint owner of any such pole or conduit, or an attacher to or user of said pole or conduit, pursuant to permission or by agreement of the owner of said pole or conduit. Within 90 days of the adoption of this amendment, the licensee(s) and any other users, occupying or using municipal property pursuant to this license, shall be responsible for notifying the Clerk of the Town of Hudson as to the use of the poles and conduits hereby licensed. Such notification shall include the following information: the identification number and location of all poles and conduits being used or occupied by any additional parties other than the named licensee; the property and equipment attached; and, the name and address of each such party using, attaching to, or occupying said poles or conduits.

As a condition of this license, the licensee shall, on an annual basis, beginning on February 1, 2015, provide the Clerk of the Town of Hudson with a complete list of each entity attaching to, or using any pole or conduit licensed hereunder. Said list shall be updated annually and shall include the following information: the identification number and location of all poles and conduits being used or occupied by any additional parties other than the named licensee; the property and equipment attached; and, the name and address of each such party using, attaching to, or occupying said poles or conduits. In the event that attachments and/or equipment is removed during the course of the year, written notification, containing the specifics thereof, shall be provided to the Town Clerk.

The changes to the within license set forth in the preceding paragraphs shall take effect April 1, 2014 and shall remain in effect until changed in accordance with the requirements of RSA 231:161163.



HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the May 12, 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 May 12, 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, Heidi Jakoby and Kimberly Allan.
Staff/Others: Town Administrator, Roy Sorenson – Director of Development Services, Elvis Dhima – Police Chief, David Cayot; Police Captain, Steve McElhinney – School Board Liaison, Heather Cook – Executive Assistant, Lorrie Weissgarber.
4. **PUBLIC INPUT**
Chairman Dumont: At this time, I'm going to open up public input. Does anyone in the audience wish to address the Board on any issue which the Board has control of at this time? If you would like to, please come on up, state your name and address for the record. Not seeing anybody, I will open and close the public input at 7:17 p.m.
5. **RECOGNITIONS, NOMINATIONS & APPOINTMENTS**
Chairman Dumont: Next up, we have recognitions, nominations, and appointments. We don't have any recognitions or nominations. We do have a couple of appointments.
 - A. **Recognitions** – None
 - B. **Nominations** – None
 - C. **Appointments**
 - 1) Conservation Commission – Makaela Murray, alternate position
 - o Alternate vacancy to expire December 2028

Chairman Dumont: First up is Conservation Commission, Makaela Murray, who we heard from last week. Is anybody at this time ready to make a motion?

Selectman Jakoby made a motion, seconded by Selectman Guessferd, to appoint Makaela Murray as an alternate member of the Conservation Commission with a term to expire December 2026. Motion carried, 5-0.

 - 2) Benson Park Advisory Committee – Ellen Griffin, member reappointment
 - o Member vacancy to expire April 2029

Chairman Dumont: Next up is the Benson Park Advisory Committee for Ellen Griffin. Anybody willing to make a motion? Questions?

Selectman Jakoby made a motion, seconded by Selectman Allan, to appoint Ellen Griffin as a member of the Benson Park Advisory Committee with a term to expire April 2029. Motion carried, 5-0.

Selectman Guessferd: The only thing I just want to make clear is, if you didn't read all this, it's a member reappointment. Yeah, it is a reappointment. So, once again, just to solidify the fact that that's why we're doing it tonight. We're not, you know, waiting a week to do a meeting to do that. So, that's all.

Chairman Dumont: Thank you. Next up we have consent items. Does any board member wish to remove any item for separate consideration?

Selectman Vurgaropulos: No, I'm ready to make a motion.

Chairman Dumont: Go right ahead. Go right ahead.

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

Selectman Jakoby: Yes. I just wanted to note, I did give two minor corrections that do not affect the content of the minutes to our, to be corrected. So, they were just a name correction.

Chairman Dumont: All right. Spelling errors to be fixed.

Selectman Jakoby: Yep, that was it.

Chairman Dumont: We'll address those as amended.

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

Chairman Dumont: Next up, we have old business. Sustainability Advisory Committee Charter. Where is the board at with this, this week? Mr. Sorenson?

Roy Sorenson: Thank you, Mr. Chair. So, this item has been tabled twice now. It was forwarded from the April 28, 2026 Board of Selectmen meeting. And I think at this time, the board needs to make a decision on, there's two things for consideration. So, number one would be to adopt the Charter, the Sustainability Advisory Committee Charter, as you have in your packet. That's number one. And they would just be charged to move forward as they always have done. There are actually certain recommendations within the Charter, I think, that we may change a little bit as far as how they operate. Or the alternative to that, which was discussed, is to actually dissolve the committee due to reasons that, at this time, given what they've brought forward and or what they're working on, may not meet exactly what the Selectmen believe is the directive behind that committee. With that, it's in the board's hands at this time.

Chairman Dumont: Questions, comments?

Selectman Jakoby: I just wanted to say that I did appreciate the conversation that was had at the last Board of Selectmen meeting. I just wanted to clarify a couple of points, just because I saw my name throughout the meeting. First of all, I think when I went back to the Sustainability Committee, the question that I posed to them was, does this group want to focus on events and events throughout the town? Because a lot of things were event-driven. And what I heard from them was no. And to me, if they wanted to do more events and be events-driven, that then really spoke to the 503(c). And that's where I was coming from for that. As I spoke to them more, and if you look at the past few meetings, they really spoke about how they are gathering information for the town continuously on sustainability issues, as well as through various organizations of which they're the contact member for the town, which was really fascinating to me. And, you know, for instance, the one thing I did since the last meeting is I actually went to Casella to their tour of their recycling center with one of the members of the Sustainability Committee. And we were able to ask questions and find out information that I think would have been difficult, you know, would have caused a staff member a lot of time in a day to do that. But those are the kinds of things that they really presented to me. And I know the gentleman who had been on it for many years did some public input last time, and he had come to our meeting and done some public input. So, you know, for me, a lot of these initial ideas, even for composting, the conversation about composting was started within this committee, and then when Mr. Sorenson came, he was able to implement it in a really swift way. It's something that had been talked about for a long time, and between the department and the committee, we couldn't figure out a way to make it happen. So those are just some of the reasons. This group of people, what they said to me is they want to be advisors, and they want to be at the forefront of what's going on sustainability-wise and bring those forward to us. Previously, before Mr. Sorenson was here, a lot of things were done both in the Sustainability Committee and the Benson Park Committee that were never brought before this board for permission or for guidance. A lot of it was done just automatically. So, we are changing that, and part of that was creating a charter. The original outline that Roy Sorenson gave out in that charter, they did make the deadline that we requested. That was brought back to us. Mr. Sorenson and I had a conversation saying that there was a budget piece missing and a financial piece missing. Rather than bringing it before this board without those pieces, we made the decision to bring it back to sustainability to get those two pieces in. That was one delay. And then the second delay was because of timing and the stacked nature of our meetings. So, I just wanted to clarify that as well. The third thing is, I just want to review this board before I was here, I think before I was here. The voters voted to create Hudson Community Power. Hudson Community Power is this board. This board then took the recommendation to go with CPCNH. There were other companies out there at the time, including one of the companies that presented here. At the time, CPCNH was the best option, given what was going on. That's why this board went with that company. Unfortunately, there were a lot of missteps within that company that nobody could predict. That had nothing to do with the Sustainability Committee or the Board of Selectmen. That had everything to do with the company. It just happened. So now, I think it is appropriate that we're looking at other companies. Maybe we should have jumped quicker as Hudson Utility, Hudson Community Power. But again, that's the process. So, us moving makes sense.

The first year or 18 months to a year, it was over a year, it was doing well. I know I was on it, and it was doing well for us. And then everything changed. And as did the laws and the regulations. So, there was a lot of things bearing on that. So, I just wanted to clarify that.

I'm okay. I'm one vote. If this board deems this committee should not exist, I'm okay with that. If we deem it should exist, I'm okay with that. I just wanted to put on the record my understanding and clarify those points. And I did have a conversation with Selectman Guessferd about the Recreation Department. The Sustainability Committee did reach out to the Director of Recreation over a year ago, last year, to be a part of the Pumpkin Smash. The Director said she would have liked to have been, at least that's what was relayed to me. But the date was a bad date. Please reach out next year. That was the entire conversation. So just looking forward, I think there's a group of volunteers here that can help make things happen. There's a group of volunteers here who are dedicated. My recommendation, if we really believe that it's time to sunset this committee, to let them go through this fiscal year and sunset it at the end of 20, 20. Let them go one more fiscal year.

Roy Sorenson: FY26, or are you talking about 27?

Selectman Jakoby: Yeah, 27.

Selectman Guessferd: So, June 30th of 2027 is what you're saying?

Selectman Jakoby: Yeah, that's what I'm suggesting. Because they did work hard on their charter. They haven't had an opportunity to fulfill their charter. We don't even know how it would work with the charter in place. That's where I stand. I would like to make a motion that we approve the sustainability charter as distributed.

Selectman Vurgaropulos: I will second, but then I got comments.

[Selectman Jakoby made a motion, seconded by Selectman Vurgaropulos to approve the Sustainability Charter as distributed.](#)

Chairman Dumont: Relative to her motion?

Selectman Jakoby: He's seconding my motion.

Chairman Dumont: No, but he said he had comments relative to her motion.

Selectman Vurgaropulos: Relative to her motion.

Chairman Dumont: OK.

Selectman Vurgaropulos: We're good?

Chairman Dumont: Yeah. I would like a further discussion, so I'll be voting against that motion. Go ahead.

Selectman Vurgaropulos: OK.

Selectman Jakoby: Well, there's a discussion for the motion.

Selectman Vurgaropulos: She kind of stole some of my thunder without knowing it. That was my thought, too. I think they do a lot of great things. I think maybe their role has changed inadvertently. I know in the beginning we had them, they were very targeted, and they've stated that they don't want to be event-driven, and that's fine. I would like to see them operate for another year with better communication and reporting to us, and then we'll reevaluate next cycle just to give them a chance. They did work on the charter pretty hard. I'd like to see if they can redirect their arrow and maybe get a better direction and more focus on what we want them to be doing.

Chairman Dumont: Well, as I said, I'm more prepared for a further discussion on Sustainability, so I don't think it's appropriate at this time, but I'll be voting against the motion. Selectman, guess what?

Selectman Guessferd: Yeah. It's a very difficult situation, and I at the last meeting had stated that I needed to talk to some of the department heads, have those conversations on what this committee has done and the effect it's had, and if the things that they are doing can also be accomplished. Selectman Jakoby makes a good point about the source of the information and of getting some of these things in front of the board, and to me, there's some utility there, obviously, because their focus, their sole focus is sustainability issues.

The problems that I've had with them recently is some of the, I'll say, the things that they have, the way they've handled the committee, the way they've handled the finances, and the other question is, you know, sustainability is supposed to be a function that helps the town to achieve savings through sustainability, as well as, obviously, education is a piece, and, you know, advising. I've almost been thinking about this whole kind of year sort of scenario to give them, you know, when I was in the military, you know, it's like we always used to say there's not a one mistake Air Force, okay? So, in other words, you screw up, you make a mistake, something happens. You know, it doesn't mean that you should be punished for that. I guess I'll say you should be counseled for that. On the other side, like I said, I'm looking at both sides of this, and I didn't find that I found a lot of support for this when I talked to the department heads in terms of it was great. They've done great work in the past. They brought a lot of things to our attention as a town. Again, I think I remember last time I said the lighting, sort of the lighting and windows and things like that. They certainly have brought a little bit of, you know, some knowledge of the composting to the town administrator. And so that to me is kind of the only really kind of, I think, utility at this point in terms of that committee. And I sat on the committee for a while. I saw some of the initiatives they were taking. I just think it's kind of gone a little bit, I'll say a little bit off the rails a little bit. So, what I believe I finally came up with in terms of my thought and process on this is reluctantly I think I'm going to also vote against this motion, I mean vote against the motion. But I just think that we as a town have to continue to understand what sustainability can do for us. And I'd like to see the town administrator, quite frankly, task his department heads yearly with a sustainability initiative and that sort of thing to kind of go through all of that and gain ideas from that. If that doesn't work, if we're not getting any sustainability ideas because of all that, then okay, then maybe we consider this committee with a new charter in a future iteration. But right now, I'm just not seeing the benefits outweighing the negative. We're not saving money on certain things like recycling anymore and certain things just, so like I said, I just think they've kind of done some wonderful work, but I think at this point, for now, we can't lose sight of it. We kind of sunset it.

Selectman Allan: I'd just like to say that I'm also going to vote against this motion. I think when sustainability started that they had these grand ideas of what they wanted to do. They did some great work throughout our community, bringing awareness to our community. But now we're at a spot where we've had a misuse of funds. We are using money, Pumpkin Smash cost money. We made, what, \$73 or \$78 on the Christmas lights?

Chairman Dumont: \$80. Spent more than \$300 in ads.

Selectman Allan: Okay, so ads, which I don't believe are part of what they're allowed to use the money towards.

Selectman Jakoby: It is. It is.

Selectman Allan: It is, okay.

Selectman Jakoby: Yes, they appropriately used their funding.

Selectman Allan: OK, so there was no misuse of funds?

Selectman Jakoby: There was misunderstandings.

Chairman Dumont: What happened was is that they over expended their budget. So, they spent almost \$400 in newspaper ads. The number was a little bit north of \$600, and it caused them to go over budget. And then they recouped that by receiving donations from two members on the board to offset that.

Selectman Jakoby: But there was also an error in the billing from the ads.

Chairman Dumont: Even with the error, they were still over budget.

Selectman Jakoby: Okay, that's not ..

Selectman Allan: Sorry, I misspoke.

Selectman Jakoby: I just wanted to make sure that they weren't ...

Selectman Allan: No, that's perfectly fine, I apologize for that. But it says here that they do roadside cleanups and community cleanups. I drive around all around Hudson every day, delivering products to customers, getting to my shop. The roadsides are filthy. We have bottles, we have cans, we have trash, we have plastic. And this isn't

a dig on them. When do they go out and do these cleanups? Is this a monthly thing, a bimonthly thing, once a year?

How often do they do cleanups?

Selectman Jakoby: It's in the annual report, and it's in their thing, that they actually helped to create the policy for roadside cleanups so that any group can now do those roadside cleanups. There was a lot of issues around police, DPW, and arranging all that. So, the committee itself hosts at least one a year because of the limitations put on them because they do the major roads, and they encourage others to volunteer to do other roads. So they've been the core promoting those.

Selectman Allan: So right now, DPW is reaching out to organizations in town to help facilitate the roadside cleanups? Thank you.

Selectman Jakoby: As were they.

Chairman Dumont: And so, real quick, I just want to make this clear. So, because of the way this goes, and you guys made the motion seconded it, and I've been lenient, we're not going to do it back and forth ...

Selectman Jakoby: I apologize. I'm sorry.

Chairman Dumont: I appreciate their comments and ...

Selectman Jakoby: And then I have another comment.

Chairman Dumont: And then we're going to vote on the motion. Quite frankly, it should have already been done. But I want to add a couple things. I wasn't going to speak, but everybody wants to get their piece in here. So, the discrepancy that Selectman Jakoby pointed out, originally the ads came in at \$600. That was what caused them to go over budget. They ended up being reduced down to \$400, which still caused them to go over budget, and they recouped that by two members on the board through donations. And I would agree, the Pumpkin Smash is a community event. It's not a sustainability initiative. That cost over \$500 inclusive with ads, not including any kind of man time, HCTV, or any other staff time that went into working with them on that. The Christmas lights, Jay from DPW brought up a viable option for them to be able to recycle those. It cost us more than \$300 to do that. The Clean Energy membership that's costing us \$300, I couldn't tell you what we're getting or what initiatives are derived from that. What I can tell you is that the composting was because of Mr. Sorenson and engineering and DPW. I don't believe it was because of sustainability. Mr. Sorenson came here, and he brought that work ethic with him. We've seen that with all kinds of other initiatives. The police chief and his department have worked through initiatives. They used funding that was created by sustainability through a CRF, and I appreciate that. But the whole thing I'm driving at here is that our department heads are successful at finding these initiatives, and they will continue to do that. They understand the charge or the direction that the board has given them, and to Mr., Selectman Guessferd's point, we can continue doing that. We have another conversation to come up after this, and part of those bylaws is setting goals, and if that's a goal that this board wants done, we give that direction to the town administrator, and he works through that and reaches out to the department heads. I'm sorry to say it, but I just believe it's time to move on. This committee is not doing what it was charged to do. And quite frankly, everything that it's doing today, there's no reason why that can't continue outside of this. The title of the Hudson Sustainability Committee does not stop them from doing any of those things or coming to speak at public input.

Selectman Jakoby: So, I just wanted to say one other thing. Just as we move forward and as clearly this charter, this committee, looks like it's going to be sunseting, I just want to raise the point that this was also the group of volunteers that were at National Night Out promoting our recycling and our programs that supported DPW and Casella and those things. They are also the program that does the flyer and educates the public and does a lot of those things. If all of that needs to be absorbed somewhere within the staff or to get other volunteers to do, if not this committee, then maybe somewhere else. But they were a huge presence at all of those locations. And then my other request would be, is if we are sunseting this, that we ask for a final report and or a thanks for their dedication because they're very dedicated people. Again, I am still voting for this motion, but I just wanted to comment, if that's the way this goes, then I think there's another motion to honor.

Chairman Dumont: All right. At this point, I'd like to get through this motion. If anybody has any other further comments, we can handle it after this motion. But I would agree with your last statement that thanks and appreciation is always owed to any volunteer for the Town of Hudson. So, with that, all those in favor of the motion on the floor, currently.

Selectman Vurgaropulos: Aye.

Selectman Jakoby: Aye.

Chairman Dumont: All those opposed? Nay.

Selectman Allan: Nay.

Selectman Guessferd: Nay.

Chairman Dumont: Motion fails 2 to 3. So, with that, I just wanted to add a comment. Considering the recycling thing that you brought up a couple of times. So recycling is under water in the United States as a whole. It costs more money than it actually, it costs us more money to get rid of it. China's not purchasing it from us like they used to. They've actually refused in multiple instances. I would hazard to guess that it's probably one of the reasons why our cost for trash continues to go up, and I would have hoped that sustainability looked at that a lot sooner. I know that Mr. Sorenson, again, another perfect example, has already brought that up to me as something to look into. The roadside cleanups that have been brought up, Mr. Sorenson and Jay from DPW brought up the idea of bringing in inmates to come and clean up the roads, and I think that's a fantastic thing. So, I do believe that these can continue.

Selectman Jakoby: I just want to comment that talking to Casella, it's a commodities market, and there are ways of decreasing our costs for recycling and to better our return on our contract. From discussing it at Casella. So, there's more to that, and it's much more nuanced than I even realized. So, as we go forward, I look forward to speaking to Mr. Sorenson and Jay Trodowski about my experience with Casella that day, because it's not that cut and dry, which I thought it was.

Chairman Dumont: No, and I appreciate that, and I'm happy to see one of our selectmen going and taking the charge on that, and I believe that that'll probably be extremely effective.

Selectman Jakoby: Yeah, because our contract is up in a year, right? That's why I went.

Chairman Dumont: Yeah. Any other comments?

Selectman Jakoby: So, do I make a motion?

Selectman Guessferd: We have a motion on the floor.

Selectman Jakoby: Well, no, someone needs to make a motion to now close it.

Chairman Dumont: The motion would be to dissolve the Hudson Sustainability Advisory Committee effective immediately with sincere thanks and appreciation extended to all current and former members for their dedicated service, time, and contributions to the town and its sustainability initiatives.

Chairman Dumont: Is there any discussion on that motion?

Selectman Jakoby: Again, I just want to reiterate that I believe it's a vital committee and that the information and resources that they've brought to this town are there. I think, fortunately, it wasn't able to be documented how many things they did plant seeds for, and I sincerely thank them and appreciate all that they've done, and I hope that they will consider finding another place and another way to volunteer in town.

Chairman Dumont: And I would concur that the work that they've done or have done doesn't go unnoticed, and I'm a firm believer that I think that that work still can continue without the sustainability tag on it or the Hudson sustainability tag on it. You see volunteers every day working throughout the town, and I hope that they continue that. I just don't see it fitting as the charter, which is why I'll be voting in favor of this. Is there any other discussion?

Selectman Jakoby: We already... Oh. This is...

Chairman Dumont: This is dissolved.

Selectman Jakoby: Dissolved. Okay.

Chairman Dumont: Is there any other discussion on this motion?

Selectman Allan made a motion, seconded by Selectman Guessferd, to dissolve the Hudson Sustainability Advisory Committee effective immediately with sincere thanks and appreciation extended to all current and former members for their dedicated service, time, and contributions to the town and its sustainability initiatives. Motion carried, 3-2 with Selectman Jakoby and Selectman Vurgaropulos opposing.

B. BOS Bylaws – Administration/Discussion

Chairman Dumont: All right. Next up on old business is the BOS bylaws. So, as you know, we had a workshop on this. I also had some small, not changes, but kind of reorganization that I moved some stuff around. I reviewed Salem's town council bylaws, Goffstown's selectmen bylaws, Pelham's bylaws, Auburn's, and Londonderry's. And the odd one out of the bunch, quite frankly, was Goffstown. I don't... It looked more like an index than anything, but I tried to take some ideas from everybody and see if there was a way to make it flow a little bit better, because some of the items that we talked about at the workshop that was in odd places, like information getting on the agenda, being labeled in two different spots, and a couple other items just seemed out of place. So, I moved some of those around. I did redact a couple of things and wanted to speak to some of the suggestions selectmen and Vurgaropulos brought up, which was referencing certain items of Robert's Rules, and after speaking with Mr. Lefevre, after he reviewed them, he didn't think that it was the proper place to have those Robert's Rules in there, because it could lead to confusion, and quite frankly, his belief is that it should be a guide, not a set in stone for how the local municipality would operate. He said it's more fitting for Congress, but for the municipality to lay out its bylaws the way it sees fit, and then as you see in a couple areas that was added in, is that any ruling made by the chair or procedural matter can be either appealed or changed by a majority vote of the board, which I think would be more appropriate. The board itself should guide how it wants to operate, and that can fluctuate. You see in there that there's places for past practices to be adopted, procedural matters, things of that nature. Thank you, Mr. Chair. Go ahead, Mr. Sorenson.

Roy Sorenson: So, everybody will have the copy, which anything that's colored was what the board talked about the meeting. Anything that the board agreed to delete is currently out of the agreement. This is an exception to some items, because I think they were still open for discussion. You'll see them with lines through them. It could be that they stayed deleted. Understanding, you wouldn't call this the first read anyways, correct? This is the first read, and you have it in front of you, and there's still time to take a look at it, I guess is what I'm getting at.

Chairman Dumont: Sorry, go ahead.

Selectman Jakoby: No, I lost my copy, but there were two questions I had, if we wanted to go through.

Chairman Dumont: I think just in the order of time, if we could just take it page by page, I think that that would be a little bit easier to keep everybody. So, you'll see on page one, one thing that was missing that I think is definitely needed was actually the authority section. So, I added that in where the Board of Selectmen derives its authority from, and then also the town administrator. I originally had an RSA with a question mark in there. Mr. Sorenson made the change serving as the authority under the Board of Selectmen as appointed Chief Administrative Office, managing daily operations, implementing policies, and overseeing town departments, which I think is an appropriate spot for both of those. Does anybody have any questions or changes or concerns about page one? Going to page two, another one that was added. We talked about it at the workshop, but the expectation that the Selectmen are available and ready to sign the paperwork that's needed to keep the operation of the town moving forward. So, I added in under item D, Selectmen are expected to sign various paperwork in a timely manner unless impending absence has been noted and the chair notified, so that way we can coordinate. Obviously, you know some things are just a simple majority to get taken care of. Other things need everybody. The next is the officers. So, I took a look at the other ones. This was a comment that Selectman Guessferd had brought up about the vacancies. And it seemed to me that it was getting a little maybe too in-depth. And what other towns had utilized was the chair will issue a call for candidates, set the parameters for the

applications, schedule a public meeting for the purposes of making the appointment, and all such appointments and related timing will adhere to the current New Hampshire state law. So just like we would do with any of the positions, the board kind of creates those, sets them out or the chair would then send them out to everybody, the candidates would come back and they would, you know, I believe it's similar to an interview process that the board would then vote on who the appropriate candidate was.

Selectman Jakoby: That's essentially what we did, what you did when...

Chairman Dumont: So, I wasn't a part of it ...

Selectman Jakoby: No, no, but if anybody watched those, that... So, I like that because it is essentially what they did and then unfortunately they just couldn't...

Selectman Guessferd: Yeah. And then it had to go to the next step.

Selectman Jakoby: And that was the state law.

Selectman Guessferd: But that's according... Yeah, that's the New Hampshire state law.

Selectman Jakoby: So that's what occurred. So that makes sense.

Selectman Guessferd: I think it's fine. I just think it was important to address this. I like the way it reads. It's good.

Chairman Dumont: All right. And then the other thing was chairman's duties. Obviously, these were items that we had talked about, you know, presiding at the meetings and perform all duties required of these bylaws and state RSAs, communicate to an administrator day-to-day basis. Member duties, just to make things easier and what I was reading in other communities again is so communications or requests of something would flow through the chair, which is typically how we're operating anyways and you'll see how other boards... But I think it was important to lay out in the bylaws the order of operations for whosoever in the seat it's expected to communicate with the chair and to bring that forward if there's going to be obviously future agenda items or anything like that. That's page two. Questions, comments, concerns?

Selectman Jakoby: Yeah, I have a couple.

Chairman Dumont: Go ahead.

Selectman Jakoby: So that hasn't been the practice.

Chairman Dumont: So, for ...

Selectman Jakoby: So, I'm like... Because you always talk about what our practice is and you a couple of times said, well, this has been the practice. So, I'm not sure I agree with that because as a selectman, I can communicate with the town's, you know, staff members and town... Yeah, with staff members and things.

Chairman Dumont: Yeah. So, I took that more as board communication.

Selectman Jakoby: Oh, okay.

Chairman Dumont: So basically, no member can act on their own, right? We are a board of five. So, any communications that are seeking to, I guess, change something, do something, an action of the board would flow through. That's how I took it. But if you have a tweak or a suggestion, I'm definitely open to it.

Selectman Guessferd: Maybe just say all board communications?

Selectman Jakoby: Yeah.

Chairman Dumont: That's fine by me.

Selectman Jakoby: I just don't want to limit it, you know.

Selectman Guessferd: Oh, right, right. That's fine. Because we all have liaisons.

Selectman Jakoby: I just want to make sure I can talk to...

Chairman Dumont: Yeah, no. I mean, you have your liaisons in your departments and obviously the boards that you're a part of and everything. That wasn't... That's not where I was going with that.

Selectman Jakoby: Yeah. Board? You want to just put board in there?

Chairman Dumont: That's fine, all board communications.

Selectman Jakoby: Thank you.

Chairman Dumont: Yep. All right. Anything else? All right. Page three, Workshop. So, I tweaked it. And again, I stole some language from a couple of other towns, but I think it reads better and I believe it's the purpose that we use the workshop for. What I would think of it as basically a less formalized meeting. And it obviously with a more detailed understanding of a number of issues or to permit discussion of issues in greater depth. And then further to meet with other boards and committees, that section was already in there.

Non-public. That stayed the same as what we did within our workshop. And then exceptions. This was advice from our attorney. So, obviously there's specific instances regarding whether it be personnel, certain departments that are related to non-public. And for those reasons, those meetings are called at the order of the chair or at a majority vote of the board.

Selectman Jakoby: Yep.

Selectman Guessferd: We're calling them non-meetings.

Chairman Dumont: Yep. Yeah.

Selectman Guessferd: Okay.

Chairman Dumont: All right. Anything on that page?

Selectman Guessferd: I think that's good.

Chairman Dumont: For liaisons, there wasn't much change on here.

Selectman Jakoby: So, the, I just had a question. This was one of the places where I had a question. So, in this section, we put the town administrator. But should that number six be under employees?

Chairman Dumont: So, I'm glad you brought that up. So, Mr. Sorenson did bring that up to me and he added a section under employees when we get there. I was kind of wondering the same thing. If this should just flow into that as one item. But he did add a section under employees.

Selectman Jakoby: I did see that. But I thought if this went over there, then it's all in one place.

Chairman Dumont: And I'll also say there's also a cross out of the no later than the second regular BOS meeting. I don't think that was supposed to happen.

Roy Sorenson: All right, so that stays.

Chairman Dumont: Yeah. Either that or meeting prior to the election.

Roy Sorenson: Yeah, that was the other.

Chairman Dumont: Either one of those I'm fine with. But there obviously should be a timeline in there. I don't know if there's a preference of the board.

Selectman Guessferd: I think meeting prior to the election is probably good because like this year we had we had the meeting. They fluctuate. So that Tuesday in March.

Selectman Vurgaropoulos: So, I agree with that.

Selectman Jakoby: But move section six to the end.

Roy Sorenson: It goes to the end. Section F number one. It should be 1A, 1B.

Selectman Jakoby: Yep.

Chairman Dumont: And then remote attendance stayed basically the same. I tweaked it to include the state law, per New Hampshire law. But other than that, it was pretty much the same. And that was just a cleanup after reading through, I believe it's under 91A. And then also just that the notification would be made to the chairman. So, that way, you know, I left the 24 hours in there. I didn't hear any pushback on that.

Selectman Jakoby: So, I asked a couple of people. So, these are phones.

Chairman Dumont: Yep.

Selectman Jakoby: And they're in each room now. I just for the public to know they are available in each room. In each meeting room. And they do work, that's why I was told. Because that was a concern.

Chairman Dumont: Yeah. No, no. That was valid. All right. Is everybody good with page four? Rolling to page five. So, this one. So, we had some comments about what the town administrator's role is in producing the agenda. So, you'll see the line that I added on agenda, which is 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. So, it stuck to what we talked about for the approval. But I think the necessity behind this is that Mr. Sorenson needs to be able to work with department heads and effectively get items on our agenda and shouldn't be tied to the Thursday at noon timeline. If there's something of dire urgency, he needs to be able to bring that to us. Ultimately, if the board needs more time or doesn't feel as though it has the information, we just tell them when it comes to meeting, hey, we need a little bit more time. We don't we're not able to vote on this at this point. So, the board still has that authority, but it gives him a little bit more leeway to make sure that he gets his things in in a timely manner. We updated the agenda to reflect that. I added tabled like we had talked about next to old business. I put a question mark next to future agenda items. I didn't really know if that was an appropriate spot for it. I'm not tied to it or really against it, but I just had the question mark, so I tossed that there. Go ahead.

Selectman Jakoby: I would personally put it after the remarks of the selectman because the chairman can always say if anyone knows there are future agenda items listed here. I don't think they have to be voiced. They're just there. So, they're noted. That would be my recommendation.

Chairman Dumont: The only thing I will throw out, well, I guess it wouldn't fit under tabled. I didn't know if it should be in that same line with old business table, but that would be.

Selectman Jakoby: No, because they weren't taken up yet.

Chairman Dumont: Yeah, right.

Roy Sorenson: They may have discussion.

Chairman Dumont: Yep. So future agenda items after remarks.

Selectman Jakoby: Yep.

Chairman Dumont: That's fine by me.

Selectman Vurgaropoulos: If necessary, on non-public, the last one, you should put that in brackets, in parentheses.

Chairman Dumont: Okay. The agenda items, I believe, stayed the same. The town administrator, selectman, citizens. Oh, so there was a change to the citizens that I made after reviewing, again, every other town, every town that was a select board had 9 a.m. Certain towns that are councils, their meetings are on different dates and different schedules. So, they were actually a little bit further back. But every other select board that I looked at for citizens, it was 9 a.m. and the rationale that I could find behind that was that that presentation or whatever they're preparing will give staff some time to review that before the noon deadline.

Selectman Jakoby: That's a good idea.

Chairman Dumont: And if anything else is needed.

Selectman Jakoby: I just have one. I forgot on the agenda. Did you want to put recognitions?

Chairman Dumont: Yep.

Selectman Jakoby: Because we do recognitions.

Chairman Dumont: Yeah, nomination, recognitions, and employments. That's fine, yeah.

Selectman Jakoby: And we don't do communications, but we do do recognitions. Sorry. I lost my noted copy, so thank you.

Selectman Guessferd: Oh, up at the agenda, yeah.

Selectman Jakoby: Yeah, I like the 9 a.m. as well.

Selectman Vurgaropulos: No, it's on there.

Selectman Guessferd: It gives the chair some time, a little bit of time.

Chairman Dumont: Well, and staff, too, because, like, you know, if there's going to be a presentation made, you know, staff needs to be able to prepare appropriately, the board of selectmen need to be able to prepare appropriately.

Selectman Jakoby: Or to say it needs to be put off.

Chairman Dumont: Or to be able to be put off. Otherwise, they're going to come here, and nobody's going to be able to give them the time of day that they need to be able to answer any questions.

Selectman Jakoby: Yep, I like that.

Selectman Guessferd: The only concern I have, and I think I voiced it during the workshop, is, again, it almost infers that if a citizen wishes to put something on the agenda, I mean, and I think we talked about it, there's obviously there's controls. You know, just because somebody wants to put something on the agenda does not mean that it's in our purview or, you know, appropriate for, you know, a particular agenda. That's the only concern I have, that word wishing. I don't know if there's a better way to say it.

Chairman Dumont: So, the only thing that I, to put in there for that was obviously for the chairman's consideration. You know, if you want to change the wording, but to me that's not a, you know, an automatic.

Selectman Jakoby: Right.

Selectman Guessferd: Yeah, and I know we talked about that as well. Yeah, it kind of gets buried toward the end of the sentence, but all right.

Chairman Dumont: I mean, if you have a suggestion, I'm more than happy to ...

Selectman Jakoby: Just instead of wishing, seeking?

Selectman Guessferd: That's actually a better word in my mind.

Selectman Jakoby: Yeah, citizen seeking to place an agenda item. Because the citizen would need the approval or the consideration of the chair to do it.

Selectman Guessferd: And that goes along with the chairman's consideration. I do think it makes more sense to say seeking.

Selectman Jakoby: Seeking.

Chairman Dumont: I'm going to be honest with you, I think they're both the same, but if seeking makes you guys feel more comfortable, it's fine by me.

Selectman Vurgaropulos: Seeking is a little softer.

Selectman Geussferd: It's, there's a subtle difference.

Chairman Dumont: Yeah. I thought wishing was, you know, people wish for things all the time.

Selectman Vurgaropulos: Or you could say the citizens that would like to place.

Chairman Dumont: Yeah, I'm good with seeking.

Selectman Jakoby: I think seeking is an easy change.

Chairman Dumont: That's fine. All right, so everyone's good with page five. We'll roll into page six. Obviously, there's a lot of items on here that we talked about. So, I'm trying to think if there was any major changes. I think Dave had.

Roy Sorenson: These are all the same.

Chairman Dumont: Yeah, these are all the same, right?

Roy Sorenson: Yep.

Selectman Jakoby: The formatting looks amazing, thank you.

Chairman Dumont: It's a lot easier to follow, isn't it? All right, so any questions on six? No.

Selectman Guessferd: No, I think that's ...

Chairman Dumont: So, seven, I just completely simplified it.

Selectman Jakoby: Yep.

Chairman Dumont: And just put see section C2. And I didn't put the C2. I just, you know, I wanted to reference the section. And when Roy cleaned up the formatting, he added that specific section, which should just be the same as the roles of the chairman. Yes. All right, it's Conduct of Meetings. So, these were, yeah, these were the ones that Selectman Vurgaropulos had put in. I added a couple things like just NH law, you know, and some minor stuff. I don't know if we want to rethink these based on, and I do have an email if you'd like, or you can speak to Mr. Lefevre. His reference should be that Robert's Rules should be referenced as a guideline. But that was the feedback that I got.

Selectman Jakoby: Yeah, and that's what you put in, right? Robert's Rules of Order shall serve as a guideline.

Selectman Guessferd: Right.

Chairman Dumont: I think it was, so. Something like that.

Selectman Jakoby: Yep.

Chairman Dumont: I mean, and I'm fine with it because it goes in, but motions and debate was, I think, one that, was that in there before Xen or, sorry, Selectman Vurgaropulos, or was that one that you had added from Robert's Rules?

Selectman Vurgaropulos: No, I believe that was in there. I think I just, a lot of everything that was in there was just, I just aligned it more to cover RSA and Robert's Rules and fallback.

Chairman Dumont: I thought there was one other in there, but I think you're right.

Selectman Jakoby: I think we removed a bunch of it.

Chairman Dumont: Yeah, well, there was a lot of crossed out stuff last time I was looking at it, so.

Selectman Jakoby: I think it looks good. I mean, it's concise.

Selectman Vurgaropulos: I'm fine with the way it is.

Roy Sorenson: As long as you're not saying per Robert's Rules, I think you're fine.

Selectman Jakoby: Yeah. Right.

Chairman Dumont: No, you're right. Yeah, I was thinking the copy that I had before.

Selectman Jakoby: Yeah, we took that out.

Chairman Dumont: It was all kinds of, it was all over the place. According to both, both stayed the same. Request of information. The only thing that got changed in here was the request of information, so if there's going to be

something that gets sent out again by the board, and I'm fine with if it's an action of the board or however it wants to be worded, but whether it be to a state agency, instructing a department to do a certain thing, all of those would have to flow through the chair and be a formal action of the board, obviously, and important that it's, you know, of a majority rule. And if, for whatever reason, the chair was to deny one of those requests, that that member could bring it back at the next meeting and have the board itself appeal that decision to deny over a majority vote and say, no, this is an action of the board, and this is how we want to proceed forward.

Selectman Vurgaropulos: Would it have to be the next meeting? It couldn't be subsequent motion?

Chairman Dumont: So, well, if it occurs at the meeting, definitely. What I'm thinking of is in between meetings. If there's a request of information that gets sent out, or you say, hey, you know, I believe that this occurred, and we need to go gather, I don't know, this from DES, and which would come up, you know, something along those lines, or a state agency or a department head or whatever, and the chair said, no, I disagree. Well, it gives the chair that authority, but it also tells the member, hey, if you disagree with that, you have the right to bring it back to the board, and the board as a majority gets to vote on that decision.

Selectman Vurgaropulos: That's fine.

Selectman Jakoby: And if it's time sensitive, there's bylaws in here if we need an urgent meeting or whatever.

Chairman Dumont: Yep, special meetings.

Selectman Jakoby: So, that's all doable if needed. So, I think that works fine.

Chairman Dumont: Basically, a lot of the tweaks like that that I was trying to make was just kind of an order of operations, but all of them led back to no board member, including the chair, is going to make a decision or act alone. It's all going to flow through a majority of the board or an act of the board as a whole.

Selectman Jakoby: Yes.

Chairman Dumont: Employees, you'll see the section Mr. Sorenson added, which we've now added the evaluation part under that. Do you think that should be separate or just like an A and a B?

Roy Sorenson: No, what I'll do is I'll just do A and B. I'll bring that one over and we'll go A and B.

Chairman Dumont: I tweaked under Executive Assistant, you'll see, you know, minutes and then the kind of meeting. I just referenced what we actually called them in our bylaws, they had different names beforehand. I can't remember off the top of my head, but I just referenced workshop, non-public, and special. And then I think everything else stayed the same.

Selectman Vurgaropulos: I'd like to talk about appointment to the planning board.

Chairman Dumont: Oh, yeah, go ahead. Sorry. Yep, you did. Yeah, it looks like when Selectman Vurgaropulos did send me an email about that, I thought this would be the best time to handle that. Go ahead.

Selectman Vurgaropulos: Yeah, so I'm not opposed to having rules. Obviously, that's what governs us throughout society. I just think that if we're going to keep stating publicly, as we have throughout hundreds of meetings, that you require a special set of skills to be eligible for that position, it needs to be defined somewhere. So, I think it should be defined in here, because otherwise we write a policy, and it gets lost. Even if we write a policy, the policy still needs to be referenced in here.

Chairman Dumont: So, in just reference, because me and Selectman Vurgaropulos did share a couple emails, so just to fill you in, he sent me that, and I don't necessarily disagree with the position of a certain set of skills. But, the way that I would view it, just like any elected official, right, whoever you're choosing for that, and in this case, the board is the one electing somebody to that position, it would be up to that individual member to decide what those are. For me, experience, knowledge of the area, or that particular board, weighs heavily on my mind. I'm just not sure if that should be something that is engraved into the bylaws. And I would say to that point, do we go and we list out a set of skills for every single liaison appointment?

Selectman Vurgaropulos: I disagree with that, because, so we're saying, what you're saying is everybody has a fair shot. Well, we know that's not true.

Chairman Dumont: Well, I would disagree. I would say that everybody has an opportunity for it. Whether or not you get a majority vote of that is a different set of circumstances.

Selectman Vurgaropulos: Then I go back to, we have to have a certain set of skills. Well, how am I ever supposed to know if I can get those skills if I don't know what they're defined?

Chairman Dumont: Well, what I would suggest, and what was told to me before, I came on the Board of Selectmen, and before I even ran for election, when I started poking around town, the question was asked, are you familiar with land use or are you familiar with budget? And if not, we suggest that you go get familiar with one of those. Well, obviously, years prior to that, I sat as an officer on the planning board and went through planning and National Regional Planning Commission, CIP, and got that experience as I made my way up.

Now, nobody has to do that. You can run for the Board of Selectmen and get right on the board. But to me, that was important. What you, Selectmen Jakoby, Selectmen Guessferd, Selectmen Allan, find important, I can't tell you that. That's up to you and no different than a voter electing somebody to a position.

Selectman Vurgaropulos: Okay. No, I hear what you're saying, and I understand what you're saying. But we keep coming back to the special set of skills. You can't keep saying that in public, any of us, if we can't define them.

Chairman Dumont: Well, I don't think I'm saying that they're required. I'm saying I look for them when I'm voting for a candidate. I think that's the difference.

Selectman Jakoby: But then, so to Selectman Vurgar..., I can't say your last name today. Vurgaropulos' point. Then, how does the chair determine whether people have those experiences? Because I know I haven't submitted my resume, nor does anyone know what experience I have throughout the town or throughout my lifetime and career. Because someone could move here, and they could have had experience in another town in those areas and I think that's kind of the point. It's like what I'm hearing you say, it's at the discretion of the chairman. Then put that. It's not special skills. It's at the discretion of the chairman.

Chairman Dumont: No, I did not say it's at the discretion of the chairman.

Selectman Jakoby: No, no. I'm not saying you're saying it. I'm saying that's one way of putting it, is it's at the discretion of the chairman or it's at the discretion of whomever. But if there's a certain set of skills, then if that's what we believe as a board, then we should articulate that.

Chairman Dumont: Well, I guess I'll just pose, and I don't know if I'm just getting confused here, but when you look to hire somebody or you look to vote in favor of somebody, I'll use the election as probably the best way of any kind, whether it be a congressperson, a governor, whatever, is there a job description for that? Or are you, as the voter, looking to see what those person's skills and knowledge in that area is and making your best judgment based on that?

Selectman Jakoby: It depends what's your top issue. If your top issue is to get someone in there who's going to question the status quo, that's a very different skill set than if you want to get someone in there who's going to keep the status quo. I mean, that's kind of how I look at it often.

Chairman Dumont: I think that's a different conversation than what we're talking about here at the bylaws.

Selectman Jakoby: But the skills would be different. The skills for questioning the status quo is someone who's inquisitive, who's willing to do the research and ask really good questions, who may not have the building planning information, whereas the status quo might be, okay, someone who's grown up through this town knows all the history and knows the history and those things. So, there's two different sets of skills depending upon the type of person you want in the position.

Chairman Dumont: And didn't you vote that way?

Selectman Jakoby: What?

Chairman Dumont: Didn't you vote that way?

Selectman Jakoby: But that's...

Chairman Dumont: Go ahead.

Selectman Jakoby: I think that's part of the point, right?

Selectman Vurgaropulos: Yes, that's part of the point. So, to go back to your example, when you're hiring somebody, are you just hiring them just because you want to hire somebody or do you have a job that you're hiring with a job description?

Chairman Dumont: Correct. And that's why I think I re-referenced the election. You're absolutely right. With a job, most likely you have a job description of a certain thing that you're looking for. And I don't think that that's comparing apples to apples. I would definitely say in an election of any sort, you're looking for a certain person, which there's typically not a job description. I guess I would throw out, so if this board puts on a certain set of skills, what happens when nobody has those skills?

Selectman Jakoby: Right.

Chairman Dumont: Does it just remain vacant?

Selectman Guessferd: I think what it comes down to is that each of us has, in our mind, what we're looking for when we do that election, when we do that election of the planning board liaison. And you may look at it differently, Selectman Allan. You may look at it differently. Yeah, there's a set of skills that may be different for you in terms of what you're looking for when you vote or what Selectman Jakoby is looking for when she votes and all the way around. We all are looking and saying who, in our mind, do we believe is going to represent the board and not really represent the board because, quite frankly, it's an independent decision that we make. We're not making a decision on behalf of the board. But we are making a decision for somebody who will be a representative, per se, of the board. And so, each of us is going to look at it differently. That's the way I look at it is I may be totally different looking for somebody and whether that's, and I don't think it comes down, like you said, it's a different conversation when we regard one factor in anybody's mind, status quo, whatever, whatever that is, whatever that set of skills that you're looking for when you vote for the planning board chair or the planning board rep. That's what you're going to vote for all the way around. So how can we articulate if you believe that set of skills is X and I believe it's Y and you believe it's Z? We're never going to come up with a set of skills that is.

Selectman Vurgaropulos: Well, the skill set doesn't have to be set in stone. It could be as simple as something, the recommended training that is looked for in these areas, blah, blah, blah, blah, blah. But it doesn't have to be a solidifying fact that if you don't have them, you can't get it. But if you don't have a way to point someone in the right direction to obtain those skills, then how is anybody ever going to obtain further knowledge on the subject besides just sporadically putting yourself all over the town?

Selectman Jakoby: So, right now the bylaws don't say anything about skills. No. But it's been a practice and something that's been stated. Maybe it's that . . . So, it's been stated, but it has never been memorialized. Is that what you're saying?

Selectman Vurgaropulos: Yeah, essentially, we're working off cardinal knowledge, right? A lot of the stuff that we do in town, we keep saying transparency, but there's no transparency here. It's just like ...

Chairman Dumont: Yeah, I don't agree with that, but I'll let you continue.

Selectman Vurgaropulos: No, it's just with this specific thing. I don't even particularly want to be on that board. I just want the transparency to be there because if you're the public looking at this, and every time we say, well, you're going to have to have a certain set of skills, or you have to have this, you have to ... but they're not defined in any way. So, the optics are horrible.

Chairman Dumont: Well, I would disagree with that because, like I said, so for every decision that we've even made here tonight, every decision that we've made at any past board meetings, it's not defined in here in how you're supposed to vote. How far do you want to take that? You as an individual, you're supposed to be a free thinker. You're supposed to come here and make a decision that's best for your constituents, best for the tax people. We all have various different mindsets, all from different backgrounds, which make up this board, and it leads to unanimous all the way down to tied votes or 3-2 or motions failed, which I think can be good. In my

opinion, you don't want a stagnant board that just votes unanimous all the time. But we shouldn't be trying to tie a future board to a certain specific person. They should hopefully do their research on that individual and put the best candidate forward.

Selectman Jakoby: You know, and I see both sides of this, but again, I'm not sure this is the place to memorialize that. I do wonder, I'm just going to put it out there, I wonder if the planning board liaison and the budget liaison should both be voted on. I don't know what the origin, because this was a...

Chairman Dumont: State RSA is required.

Selectman Jakoby: For the planning board?

Chairman Dumont: Both.

Selectman Guessferd: Both.

Chairman Dumont: So, the state and state RSA...

Selectman Jakoby: But we're not voting on the budget one.

Chairman Dumont: Oh, I thought you were talking about voting member.

Selectman Jakoby: Oh, no, no, no, no. I'm talking about this board's... We're voting to appoint a member of this board. And I agree with you. We can use whatever judgment we want on that. And I also agree that there could be some more discussion or maybe an addendum to look at, you know, what are some of the things that we might suggest you have. I don't know. But for this, I'm okay with it as is, because I see otherwise we're boxing us in or boxing the future in. I guess I don't know how to put that. If we said it today, it might be wrong for five years from now.

Chairman Dumont: I would just say whatever that skill set may be, what happens if they're not here. One thing I do like that Selectman Vurgaropulos brought up, and I appreciate because he did it when he became zoning, zoning board liaison is maybe some sort of an onboarding package, but it doesn't have to be developed in here. There was training that we talked about that he went and did and got a certificate to make sure that he was, you know, had all the knowledge available to best assist that board. And I would ask that any Selectman to their boards, if there's something that they can improve on or bring back to the board that they do that. So maybe that would be something that we could offer or make a recommendation towards.

Selectman Vurgaropulos: I would be amenable to that. That makes sense. At least that gives us that. Actually, since you brought it up, so, like, when you first come on board, I know it's different for you because everybody was throwing paperwork at you, but, like, when I came on board, and I know when Heidi came on board, there was no onboarding. That's why she was like, well, what is your plans for your first year? My first year is to figure out where the hell I am. So, like, but if I wouldn't have got half of the information if Heidi didn't make sure I got it, like Knowing the Territory and all those things that you could get, because, like you said, you come off the street, you know, you don't know, but you want to help. But there has to be something to kind of direct me so I could be more helpful and more beneficial to the town. So, like, that's all I'm looking for is, like, if it's fine if it's not in here, but let's come up with something so that for all the, like, hey, for budget, it's recommended that you go that these are some recommendations for classes to help you with that for planning. Maybe you should take these, you know, like stuff like that. So, like, I'm just saying, like, there has to be a way to give the average person some direction.

Chairman Dumont: I like the idea just in general because when I first became a board member, yeah, it was you're thrown to the wolves and go figure out. I would have never figured anything out if I didn't go ask questions. And there was nothing that was given to me. I was handed a set of keys and said, here's where your mailbox is. And, you know, that was.

Selectman Vurgaropulos: No, and I know we've all gone through the same thing.

Chairman Dumont: So, I like the idea.

Selectman Vurgaropulos: But it would have been nice to have some sort of onboarding package.

Chairman Dumont: No, I like the idea to say, hey, here's some available training.

Selectman Vurgaropulos: You know, map red star, you are here.

Selectman Guessferd: Or BOS for idiots. Yeah, exactly.

Chairman Dumont: I will ask, and only in the essence of time, if that's the direction that we kind of have a consensus we go in, I'd say let's try to get through these and let's talk about maybe developing something for future selectmen. You know, perhaps I don't see why that would be a bad idea.

Roy Sorenson: Just be an onboarding policy.

Selectman Guessferd: No, that makes sense.

Roy Sorenson: It could be for elected officials in general.

Selectman Jakoby: I started doing that.

Roy Sorenson: Some people might take it, some might not.

Chairman Dumont: Well, and that's the thing. Ultimately, an elected official, you know, you can't really force them to do those things. But it would be nice to at least have the option.

Selectman Vurgaropulos: No, that's why they could be recommended. Like, you can't tell anybody to go do anything. Obviously, we know that. But, think about remember when we were all first year coming in. If you had a book, at least a general onboarding, kind of like an employee handbook, which we really don't have either, you know, like at least you can thumb through it and look through it and be like, because all you have is the bylaws. And that's if you're going to get it. Like you said, you're handed a set of keys. I remember I got my keys and I walked into my first meeting and I was like, what's going on? And I'm just looking to, you know, there has to be a way to give people direction, especially new people.

Chairman Dumont: That's fair. I think that's fair. One quick thing on the ex-officio members, and just because Heidi mentioned the board's process of voting for planning board, not for budget. So, really what the state law says, obviously, is that there's two boards that are ex-officio members, which just basically means that you're given these duties based on another elected position. And the board, like when I first came on, I think, or just prior to when I came on, it was always just picked by the chair. The chair, including planning, just said, here's your assignments, you go do your thing. And then I think it was either my first, I think it was my first year or a couple, somewhere in there, that it was voted for a three-year term. And then there was conversation, well, that should have been a one-year term based off the RSA. And the board kind of evolved and has just kind of taken the stance of, okay, for planning board we want to vote on this position, it's a yearly thing, we'll do it at elections. But the RSA says either the board can designate that authority or can do it on their own. So, that's all I had on that. So, if everybody's good, I think we should focus on maybe something for the future for an onboarding policy.

Selectman Jakoby: I have one other thing that I thought was missing from the bylaws.

Chairman Dumont: Go ahead.

Selectman Jakoby: Where does Hudson Community Power go in? We have water and sewer, but we don't have Hudson Community Power. That was my catch. And I don't know what that should say.

Chairman Dumont: Yeah, a section regarding the authority over that.

Selectman Jakoby: So, it goes in under water, you know, under that area. So that would be number six probably. Because then that covers all our authority.

Selectman Guessferd: And obviously it's different than the other two.

Selectman Jakoby: Correct.

Selectman Guessferd: Because the other two are town-owned essentially.

Selectman Jakoby: Correct.

Selectman Guessferd: Yeah, I'm good with that.

Selectman Jakoby: Okay. So, someone just needs to write that.

Chairman Dumont: I think we...

Selectman Jakoby: I try and catch the things that are missing.

Chairman Dumont: We have a generic statement, I think, included in the charter that we can probably just put right in here.

Selectman Jakoby: Yep, that's it. I don't think we have any other authority.

Chairman Dumont: All right. Any other questions or comments? So that was the first read. We'll have the updated copy. Obviously, you know, including these bylaws is... You know, we're not allowed to even make a vote on this until at least seven days after. So hopefully, if there's no major changes by the next one, we can get these approved and move on to the next one.

8. NEW BUSINESS

A. Police Department Update Presentation – Police/Presentation

Chairman Dumont: All right. Next up, Police Department update presentation. If he hasn't fallen asleep with our wonderful discussion of bylaws. Chief Cayot and Captain McElhinney.

Chief Cayot: Thank you very much. We appreciate this opportunity to come up here and provide the update on the Police Department. We will try and keep it brief at Elvis's request over there. If you have any questions as we go through, feel free to ask as we're going through so you don't forget them. So, this is our organizational chart. This actually isn't our current one because come July 1st, we're actually going to be switching to this new organizational chart based on the fact that we'll be adding the Deputy Chief position, which was voted in for fiscal year 27. I know you guys have seen the organizational chart that we're currently under, but I thought it was more important to show you what we will be going to in July. Without getting into the weeds on it too much, you'll just see that it's myself, and then we go down to the Deputy Chief, and instead of having the three captains where we had a lot of overlap between some of the operational divisions, it's now broken down into the two different areas. We have the Operations Bureau and the Administration Bureau, and it's putting all of those operational components under that Operation Bureau commander, and then, like I said, all the administrative stuff under the other captain. Our current staffing levels, we are slotted for 52 sworn positions. We currently have two vacant sworn positions. We have nine dispatch positions, one of which is vacant, and then we have seven full-time civilian staff and three part-time civilian staff. I'll also note that the crossing guards that you see out helping the kids cross for school, they do fall under the police department as well. Mission Statement. To provide professional police service in partnership with the community through mutual respect and cooperation. This is the mission statement we've had since I got hired by the Hudson Police Department and every year we review it, and we've never found a reason to change it just because I think it really encompasses everything we do. And as everyone who works at the Hudson Police Department can probably tell you, I'm kind of annoying with the mission statement and start every meeting with it, and oftentimes we'll discuss it. And I just ask people to think about, what are you doing when you're out and about doing your job daily that helps meet this mission? 2025 completed goals. As you'll remember, when Chief Dionne was here last year, he went through what all those 2025 goals were. So, Mr. Sorenson asked us to select one and then update you on it. So, the one I chose to talk about was the one about drones and implementing a drone program and where we're going to go with that. I'd like to say I think it's been extremely successful so far. We currently have six licensed drone pilots and we have three more waiting to take the class to become drone pilots. We've been able to purchase three indoor drones and two outdoor drones, much of that using the target money, so that's been a great addition to the department. We've

also added drone mapping capabilities, and we're currently doing semiannual training with the drone unit, but come fiscal year 27, we're actually going to be moving to quarterly training for the drone unit.

Roy Sorenson: Captain McElhinney, is it true that he doesn't leave the office, he just flies the drone?

Captain McElhinney: That's right.

Chief Cayot: I am not one of the pilots. Captain Broderick is, though. Oops, I think I skipped. Now I got to figure out how to go backwards.

Roy Sorenson: Want to go back one?

Chief Cayot: Yes, please.

Roy Sorenson: Is it missing a page?

Selectman Guessferd: No, next one is the 2026 goals.

Roy Sorenson: You ready?

Chief Cayot: Yep. So, I'd added one. It must have been after you finalized this.

Roy Sorenson: You have two slides.

Chief Cayot: No, it was about the 2025 goal, but I'll go off memory for it. I just wanted to talk a little bit more about the drone program. We've had several really good wins with the drone program, but one of them was actually last month. We had a suspect who had run off into the woods. It was someone that we did have to apprehend. It wasn't something that we could let go. We were able to get the drone in the air and using the thermal imaging, we were able to locate where the suspect was and then we were able to direct State Police's K-9 unit to where he was and then take him into custody. Another one was about a year ago. We had a barricaded subject in a house. It was a call that would have probably typically resulted in a SWAT call-out. We were able to put a drone inside the house and locate the suspect. He was actually wedged in a crawl space between the attic going into the house and couldn't move. Using that, we were able to watch the suspect while we sent an entry team in and we were able to safely apprehend him. So not only were we able to apprehend him without calling out the SWAT team, but in all honesty, if we had done a call-out, surrounded and waited for the SWAT team, there's a very good likelihood that he would have had a medical emergency based on how hot it was in that attic and the lack of airflow during the hot weather. So, we were able to use those indoor drones and we were able to resolve that very quickly. Alright, 2026 goals. I'm not going to bore you by reading through everything in these, but I'll read the titles. These are our department goals. So, we make department goals and then all the different squads and divisions will build their goals off of these department goals. So, the ones we came up for this year are enhance and standardize department-wide training, strengthen proactive enforcement and crime reduction efforts, support officer wellness and mental health resilience, expand and integrate technology to improve police services, codify accountability, training, and oversight for specialty units, and implement the revised after-action review program. So, we put these out to the different divisions then we ask the lieutenant sergeants and their divisions to come up with goals that will help meet those. So, I didn't do a slide for it, but I can tell you I just pulled B-Squad's goals to give you an example of what they've built to help meet these goals. So, one of theirs was they have an average of 720 motor vehicle stops between 3.30 and 6 o'clock at night, based on the data from 2023, 2024, and 2025. Their plan is to increase that number by 20%, achieving 864 stops or more during these peak traffic hours. Increasing visibility and enforcement during this high traffic period will help reduce accidents and deter dangerous motor vehicle behavior. So that's one of the goals. They have a couple others and all of them will fall under these different goals to help meet them. Key objectives of the Hudson Police Department obviously reduce the fear and incidence of crime here in Hudson. One of our key objectives is enhancing retention and recruitment. Obviously, we want to keep the exceptional employees we currently have, but with those openings we also want to bring in additional employees who meet those values as well. Maintain the CALEA certification, provide high quality training, enhance department technology, continue to develop the officer wellness program, succession planning, which is part of what you saw in that organizational chart. We're trying to plan for the future and who's going to be the next person, who are going to be the next leaders in moving to the different divisions in the department. Ensure school safety, maintain exceptional service, and

continue partnership with the community. Mr. Sorenson also asked us to do a SWOT analysis. What you'll see as we quickly go through this is that some different things may fall under different categories. So, you'll see technology follows under a couple different ones and I'll explain why that is.

So, strengths. Current staff. Obviously, the employees we have are a huge strength for the Hudson Police Department. You guys and everyone in town sees that every day with the work that they do. The community is also a huge strength for us. We have tremendous support in this community and anticipate that we'll continue to see that. But, I think that support comes from the fact of the job that the men and women at the Hudson Police Department do. So, it is mutual, kind of like the mission statement says. CALEA is a huge strength for the Hudson Police Department and then the specialty units. For an agency our size, we do have a lot of specialty units and they have a lot of good equipment. Weaknesses. Budget. I'm sure you knew that one was going to come and it's not that we don't appreciate everything the town does and the money that they give us, but budget is always something we're up against. We're trying to pay employees with prices increasing on everything like it is for everyone, but it's tough with the budget to make sure we're meeting the expectations of the community. Workload. That's another weakness we have and as you'll see in a future slide, we do a lot of work for the number of employees we have and as we presented last year and you'll see as we move into the future, there are areas where we do need to increase the personnel we have to effectively continue to give the service that we're giving now. We want to maintain that level for the town. And vacancies. We have those two vacancies, but our goal is as we enter FY27 to fill those two vacancies and be at full staffing. Opportunities: Technology. Technology is a huge opportunity for us. Obviously, it costs money, but there's a lot of technology out there that helps us solve crimes and police more effectively. Social media. I know that everybody saw our new little graphic for what we're doing on a monthly basis. We're putting that out on social media along with a lot of other things and I think we're educating the public on what the Hudson Police Department is doing. And advanced training. We're looking for opportunities to get our officers additional training above and beyond what's required by the state. Threats. Retention and recruitment. Obviously, when you have quality employees like we do, there's other opportunities that do present themselves for them. So, we have to find ways to retain those employees and continue to bring in good employees. Budget and cost increases. Everyone's seeing it right now. Not just the police department, but everyone here in town is seeing that those cost increases and it's difficult to stay within that budget. And the reason you're seeing technology again is because although there are ways for us to use technology to make policing easier and better, criminals are using that technology as well and we have to find a way to try and keep up with that technology that they're using.

Roy Sorenson: Chief, before you move on, just talk about the process of actually procuring a potential officer and then what happens once you say, alright, we've got a good candidate. What's the timeline?

Chief Cayot: So, if they're not already New Hampshire certified, they go through our process which can take anywhere from six weeks to three months to even just get them in the dorks. We have an extremely difficult vetting process to make sure that they're going to be a good fit for us, that they're going to be able to meet the academy standards. We then send them to the 16-week academy after they do several weeks in-house where we're preparing them. So, they go to that 16-week academy, they then come back and they go through FTO with us which is an additional minimum 12 weeks of training. So, by the time we get someone that we present to you and get them ready to be out on their own, you're looking at approximately nine months to a year before they're actually an officer out there on their own answering calls where they don't have to be with another officer. So, every time we lose an employee, you have to think it's taken us a year to catch back up from that employee leaving. That's why it's so critical for us to retain the people that we have right now.

Selectman Guessferd: Thank you.

Captain Cayot: You're welcome. Any other questions on that one? 2025 statistics. So, you see here in 2025 we answered 31,178 calls. Obviously, there's various different types of calls we go to, but we've broken it down to a couple different areas. Of those calls, 9,893 of those were motor vehicle stops, 535 were accidents, 2,607 were incident reports, and then 1,251 were arrests. So those numbers, like the calls for service, to give you an example, in 2024, the year before, it was 29,788. During the budget presentations you saw earlier in there, you'll remember that from COVID moving forward, we've seen an increase in all this activity, except for accidents. We've seen them go down, which we'd like to directly correlate to the fact that we're stopping more cars and being more

present out in the community. FY27 budget. This is the budget that was voted in by the townspeople. As you can see, a majority of our budget goes to paying salaries. Once you take the salaries for all of our staff out, there's very little left over to do everything else that we're trying to do throughout the year. So, I know we're not even into FY27 yet, but I do want to talk about FY28 and beyond, and these are just some of the things. We're trying to project forward what we're going to need and able to continue the level of service that we're currently giving to the town. So, like we put forward last time and we'd like to bring forward again, we need additional resources for our legal division, and there's several reasons for that. A, we're making more arrests, we're dealing with more cases, but there's also been a lot of changes in the legal system that have put a lot more work back onto our legal division, which includes the rollback of felonies first, which means that now our legal division is doing the probable cause hearings for all these felony cases. It had been being taken care of by the county attorney's office, we're now taking all those back. Also, body cameras. That's a ton of information that needs to be looked through and provided for discovery, so that alone is just a huge task for the legal division. I'd also presented this to the board and it's something we're going to continue to push forward is the addition of a patrol sergeant. And one of the reasons we're looking to do this is we want to have consistent supervision across all of our different shifts. So right now, we have times where we'll have a lieutenant who's kind of doing double duty, and on the flip side of that, we'll have a sergeant who's doing double duty because we don't have the ability to have that consistent sergeant on every single shift at every single time. So, we're going to be looking to bring that forward.

Selectman Jakoby: Can I just, I just have a question.

Chief Cayot: Yes.

Selectman Jakoby: So, because when this came up before, for the addition of a patrol sergeant, right now, is that causing some overtime?

Chief Cayot: Yes, it can cause overtime, especially when someone takes a vacation or we send someone to training, yes.

Selectman Jakoby: I want to make that point again, because that's something that I think is really important. And then, the same with the additional resources for legal division, are you seeing more overtime because of the volume?

Chief Cayot: Yeah, one point to catch up, what we actually had to do was pay our legal clerks overtime, you know, a couple hours a week to catch up on some of the body camera stuff that needed to be released for discovery.

Selectman Jakoby: Because so much of it needed to be, and I know that that was on a warrant article and did not pass.

Chief Cayot: Correct.

Selectman Jakoby: So, I just want to remind the voters that we did not pass the additional resources for the legal division, and there is a consequence to that, which is overtime.

Chief Cayot: And speaking to that, I didn't have it on here, but I can't speak to why it didn't pass, but I think the number can be scary, and I think the one thing people have to remember is if you go to hire an attorney, just look at what that hourly rate is, and that price that was brought forward is actually an extremely good deal for a prosecuting attorney who's going to be going to the courts and prosecuting those cases.

Roy Sorenson: And that was no benefits either.

Chief Cayot: Correct.

Selectman Jakoby: With no benefits, yeah. And I just want the public to be aware, because I think it's the beginning of, again, it may come forward as a warrant, it may or may not.

Chief Cayot: We will be presenting it to you as a possible warrant.

Selectman Guessferd: It's not just a cost, though. I mean, a monetary cost. There are also other intangibles.

Chief Cayot: Burnout for some of our employees as they're trying to catch up on this work and keep up with it.

Selectman Guessferd: And probably some legal aspects, too. The agreements and things like that.

Chief Cayot: As Attorney Clay presented, it is getting very close to that critical point where she's going to have to start making tough decisions on cases, and we don't want to do that, A, for the citizens here in town, and B, for the officers who are putting the hard work into those cases.

Selectman Jakoby: And there is a video. There is a video.

Chief Cayot: Coming along with that is an incremental increase in sworn personnel. Like I said, I understand that it's expensive to add employees, but we are getting to the point where we do need to increase the staffing that we have for the Hudson Police Department. We've been running the numbers, we've been doing a lot of work looking into this leading up for the next budget season. And when you use the FBI numbers as well as just comparisons for other towns with similar call volume, similar populations, we're actually about 5 officers short. It's actually 5.3 officers short of where we should be. So, I understand that's a huge burden on the taxpayer, and that's why I say incremental increases to try and get to where we should be.

Roy Sorenson: I think your stats, though, are in line with some of those communities, even though you had that as far as calls and actual arrests and things of that nature.

Chief Cayot: I would like to say that we do a lot with a little here in Hudson. I think we provide a tremendous service to this town, but there are intangibles that come along with that, and it's officer burnout, people getting forced for a bunch of overtime, so we are taking them away from the families. We have to think about the wellness component as well, of how much of a burden are we putting on those officers that we have, and that goes back to we want to retain these exceptional employees we have and also bring some more in. One of the things that would come along with that if we were able to get increased personnel is increasing the minimum staffing on our shifts, and we don't put this out there a ton, but I'll answer it to anyone who asks, but if you look at the staffing we have, I think when I have presented it, a lot of times people are surprised by the number of officers that are actually working at a given time here in town, because like I said, we do a good job of putting people out there, answering the calls, and getting the job done, but there is a lot of burden on those officers as they do that. So, I would like to increase the minimum staffing to five on days, five on seconds, and four on midnights. That's one additional than we currently have for minimum staffing, so minimum staffing is currently four, four, and three. So, that is something that, like I said, we don't put it out there a ton, but I think people need to realize that those are the staffing levels that we're working with, and it's important for us to get those up, especially with that call volume increasing and the burden that's being put on these officers. And another thing that we'd be able to do if we're able to increase that personnel is career development. It would give us a little bit more of an opportunity to rotate people through different divisions and let them learn about those different divisions so they have that base knowledge, all goes into that succession planning. These are some current projects and programs we're working on. So, I told you where we want to go, but I'm going to tell you what we're doing right now. So right now, we're working on an IMC to pro suite transition, and I was going to say IMC is kind of reaching the end of life, but I actually like what Selectman Jakoby said, and I will say IMC is sunsetting. It is getting to the point where they're not really doing any upgrades except what's required by the federal government so that it can kind of keep chugging along. So, we're working on that transition to pro suite. Captain McElhinney is actually assigned to that project right now, and it's quite the endeavor, but it's going to get us forward into a program that they are updating, and it will have a lot more power to give us statistics and do what we need it to do. Like I presented to you last time, the TASER 10s, that's a transition we're going to be doing as we move into the new fiscal year. So, we're going to be going from the TASER 7s into the new TASER 10s. So, we'll have to train the officers and then issue those out. Power Products and implementing those, so that's Power Time, Power Ready, and Power Engage, and we had discussed those in the budget season. Power Time just helps us with scheduling. Power Ready is for when we bring in someone to train them. So, a dispatcher, officer, any new employee, it digitizes that so now we're not using all that paper that we had been using. And then Power Engage is going to be something that allows the community to kind of give us some feedback on the service that they're receiving from us. Mission Innovation, that is something that we was actually, it was Captain McStravick who came up with this, and it's kind of like a Shark Tank type idea. So once a quarter we pick a week and we let employees sign up for a time and they can come pitch ideas to us, things that they think would benefit the citizens in town, benefit the Hudson Police Department. And so far, I'd say it's been pretty successful. We've had a bunch

of ideas pitched to us. Some we've implemented right away. Some we're currently working on, and some maybe we didn't implement the whole thing, but we've taken bits and pieces of it and started to implement it. One of the first ones that was presented was the community offices by Lieutenant Flynn, and now we have those couple community offices that officers are using, which keeps them from having to go back to the station and keeps them out closer to those sectors that they're patrolling. Training vouchers, this is an idea that Captain McElhinney came up with. And it takes exceptional service that employees have been doing, so we look at the prior year, so we're going to be getting ready to issue a couple of these vouchers. And those officers who get them, instead of saying, like, hey, here's some good training, or what training do you want to go to, and we're going to see if we think it fits, we give them a voucher for a certain amount of money and say, you go find a training that helps the Hudson Police Department that you're interested in, and maybe it doesn't meet your current assignment, but it could help you in your future, present it to us, and we're going to let you use that voucher to go to that training you really want. And so far, I think it's been a very effective plan. I don't know if you have anything you want to say on that program.

Captain McElhinney: No, I think it just gets a lot of buy-in for our guys. It gives them opportunities to sometimes get training outside of state. I know one of the officers took an opportunity to go down to Connecticut for a three-day Youth Support Summit. It's something that we probably wouldn't have sent them to otherwise, but they sought it out. They brought back a lot of good feedback, and again, it was kind of an away game for them, where it's a reward where we also give them the autonomy to find, and responsibility to find those training opportunities. So, it gives them some responsibility and buy-in as well, which I think is really important for them. And again, it goes back to the retention issue. We're rewarding our people in a kind of unique way that allows us to use our training funds in a way to, like I said, to reward our officers for good work.

Chief Cayot: A few other things. Wellness initiatives. I know I presented something to you that we're going to be bringing back probably within the next month to give a little more information on. Attain full staffing. Like I said, my plan is, once we hit fiscal year 27, to hit that full staffing. And then, two other things. We're formalizing the southern New Hampshire regional crash team. So that's with us, Pelham, Windom, and Litchfield. So, we'll have a regional crash team where we can bring those resources together for major motor vehicle crashes that happen. And then the CORE team. And I am forgetting exactly what CORE stands for, but I'll explain to you what they are. It's kind of a it's a bridge between the SWAT team and the patrol officers. So, when we have certain types of planned events like a search warrant execution or certain calls that may come in, we have this CORE team who we can now use either to help with the execution of that search warrant or to help us out while we wait for the SWAT team to arrive. I wish I could remember what it stands for. I'm drawing a blank right now. And any questions about any of that or anything else for the Hudson Police Department?

Chairman Dumont: The only question I have now is what CORE means, but...

Chief Cayot: I will send you an email either tomorrow or the next day with what CORE means.

Selectman Guessferd: I'm sure somebody will be googling it.

Chairman Dumont: Board members, questions, comments?

Selectman Vurgaropoulos: Thanks, Chief. I do like the fact that I know you've been sending us those stat images, but I think it's a great thing that you're putting it out on Facebook and stuff. I've actually had people ask about that, and when they first saw it, they were like, what is that? And I'm like, well, those are the report outs. And I think that kind of opens the residents' eyes a little bit, like, oh, wow, we really do do a lot.

Captain McElhinney: I think an area where we could have done better in the past, which Captain Broderick has been big in selling, is how much work the Hudson Police Department does. We kind of kept that quiet, and that's part of that initiative, is to get that out there and let people know what we're actually doing and the numbers speak for themselves.

Selectman Vurgaropoulos: Yeah, exactly. Like you said, we're understaffed and operating at city volumes, right? Because we're big enough to be a city, but we're still called a town.

Captain McElhinney: Last year, it was kind of interesting when the end-of-year stats came out for a bunch of the nearby agencies. We actually, surprisingly, Salem, New Hampshire, our officers were busier almost across the

board than Salem, New Hampshire, which obviously they're a much bigger agency and a bigger town. So again, I think that just kind of speaks to the dedication of the men and women of the Hudson Police Department and their proactive approach to law enforcement.

Chief Cayot: You closed out my quote before I got to read it. I'm sorry.

Captain McElhinney: He's got it memorized. That's alright.

Chief Cayot: I was going to close with that you asked us to put a quote in there, so I looked through and I really like this one. 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 standards of requirements. And that was Calvin Coolidge. Mr. Sorenson, I know you like facts. Do you know when that was said and where it came from?

Roy Sorenson: He crossed me up here.

Selectman Vurgaropulos: It came from Calvin Coolidge.

Chief Cayot: But it was during the Boston police walkout.

Roy Sorenson: Was it?

Chief Cayot: It was. I thought it was very fitting.

Roy Sorenson: Definitely, definitely no. No, you guys did a great job. Like I said, that's a good picture because that kind of exemplifies everything you're doing, right?

Chief Cayot: And you're right next to your good friend.

Roy Sorenson: I'll say this. I was going to say this because Mr. Sorenson I don't know his name, the gentleman on the left who's got Calvin Coolidge's name on his head it's because he is that tall.

Chief Cayot: Yes, yes.

Roy Sorenson: He's probably 6'10 or whatever. He was up there. They deserved it. It was an excellent showing at the CALEA conference given that you talk about some of the other communities that were there. Very large cities smaller towns and the fact that they've been at that point with the recognition of what you've achieved and that's carried through. Some communities, you talk about struggles they just don't continue with it. It's just too much.

Selectman Vurgaropulos: You guys do great work. Thank you.

Captain Cayot: Thank you guys for your support.

Roy Sorenson: We appreciate it.

Selectman Vurgaropulos: Great job.

Selectman Guessferd: Thank you guys.

B. Fire Department Donation Funds Withdrawal – Fire/Decision

Chairman Dumont: Alright, next up we have a department donation funds withdrawal I will recognize the Fire Chief, Chief Tice.

Chief Tice: Thank you Mr. Chairman and good evening, everyone. So, one of the goals we've set for the organization is to become healthier, physically and mentally. We've taken on the more strenuous physicals in the last couple of years. We've been doing the mental health consultations and the firefighters are really embracing the healthier lifestyle. A lot of them are trying to eat healthier, keep their weight in check. They're working out. We have more firefighters working out on duty than I've ever seen. Some of the groups are working out, doing group workouts. So, a couple of the firefighters, Logan Falk and Colin Murphy Logan's a personal trainer and Colin's working on becoming a personal trainer. They approached us and asked if we could update some of the fitness equipment. So, I asked them to take a look at what a firefighter workout would entail and what we would

need for that and to take input from the entire organization, which they did. They put out a survey, collected information and looked at what would be best for the firefighters. They came forward with a list; three suspension trainers and these are the kind of bands you get mounted up high. You use your body weight to do exercises with them. One for each station, that's why they're asking for three of each of these. They're looking for a foam roller for stretching, particularly your core and your back, which we do a lot. We're very susceptible to back injuries. One set of dumbbells. Two of the stations have a good set, one station doesn't. That's why we only need one of those. Three kettle balls and three new adjustable weight benches. I was asking that we use the donation funds for this. We have \$25,411.11 in that account and this cost would be \$3,464.32.

Selectman Guessferd: So, you're getting all that for \$3,000 some dollars?

Chief Tice: Yes.

Selectman Geussferd: You guys must be getting a pretty good deal.

Chief Tice: They did some shopping.

Selectman Guessferd: The TRXs themselves are expensive, but they're a really great way to work out a small space. No spin bikes though.

[Selectman Jakoby made a motion, seconded by Selectman Allan, 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. Motin carried, 5-0.](#)

C. Hudson Logistics Center Public Safety Funds Withdrawal – Fire/Decision

Chairman Dumont: Next up we have the Hudson Logistics Safety's Public Center Funds Withdrawal. Chief, take it away.

Chief Tice: So going back a few years, we used to have a two-boat operation. We had one larger boat, it was a 16-foot boat with a 75-horsepower motor engine and then we have a 10-foot inflatable with a 20-horse motor on it. So, each has its pros and its cons. The larger motor was able to get out in the river with that, even at the higher flows and operate efficiently. And we were able to tow boats with that. A disabled boat in the current can become a safety issue and we were able to help those boaters out as well. The downside is it needs a boat ramp to launch. The inflatable boat was the opposite. We can get that in more places. We have more versatility to launch that in places where you don't have a boat ramp. The downside is with the smaller boat, the smaller motor doesn't have enough power to operate in the river when it's really flowing. Several years ago, we put the Boston Whaler, the larger boat out of service. It had a lot of deterioration beyond the point where it could be repaired. So that was put out of service. So, we still have the 10-foot inflatable which itself is in good shape. But we have been developing over the last couple years motor issues with that that continue to get worse. So, my recommendation is that we go back to a two-boat operation. This would require us to replace the motor. It's my recommendation we replace the motor on the inflatable. We have a chance to trade that in and get a little bit of value for that towards a new motor. The new motor will also be lighter and make it easier to maneuver that when you've got to put it in places where you don't have a boat ramp. And then go through the purchasing process. The purchase will do a larger boat that we can get in the river when it's flowing heavy. And we could be towboats that are in distress as well. And we would use the target public safety funds to do this.

Chairman Dumont: Questions? Comments?

Selectman Jakoby: So, for the new boat, what's the longevity of that boat?

Chief Tice: I would say going by it would most likely be an inflatable is what we're thinking. The current inflatable we have now is I believe 14 years old.

Selectman Jakoby: And it's still So even though it would be trailered it would be an inflatable still?

Chief Tice: Yeah, and it would be trailered because of the size and its weight it would have to be.

Selectman Jakoby: So, you're thinking 10 to 15 years?

Chief Tice: I would say easily.

Selectman Jakoby: The reason I'm asking is because we know that our own boat ramp won't be anywhere near completion. It'll barely be started in 2029 maybe. And then each year after that, so 2032 So that's why I'm just asking. I'm just trying to think future planning as well. You know, I think it's important to go to a two-boat process. I agree with that. I think that's really important. For the trailering, we are looking at Tyngsboro or Nashua at this point until such time that we get our own. And then at that point, we'll be close to replacing this one. Just checking.

Chairman Dumont: With the new fitness program, they should be able to just carry it right down the river.

Selectman Jakoby: See, I thought that! I just want the public to think through the whole thing. Everybody sees the money and thinks everything's happening simultaneously, but it can't happen simultaneously. And you feel this is a need that needs to happen now to have the two boats now and not wait.

Selectman Guessferd: Yes. Be able to use the other two ramps.

Selectman Jakoby: Yeah, it's just They're just far.

Chief Tice: It is a delay, but I think there's going to be certain situations that we can't get into the river now. That we have no other option. And the option of using one of those two boat ramps with a boat that we can get in the river with is worth it.

Chairman Dumont: And that was my only question, was about the inflatable. You do feel as though that'll be adequate? Obviously, with having the smaller one, you don't feel it'll be more beneficial to go another route instead of an inflatable?

Chief Tice: Right now, what we've looked at, the inflatables are the best option for operating in the river. Okay.

Selectman Jakoby: Because the river bounces here. Too many rocks.

Chairman Dumont: Questions, comments, motions? Make a motion.

[Selectman Vurgaropoulos made a motion, seconded by Selectman Allan, to release the amount not to exceed \\$73,000 of Hudson Logistics Center Public Safety money \(account number 09-2000-2050-000-583\) as defined by the Condition 61\(d\) of the Hudson Logistics Center Amended Site Plan, to the Hudson Fire Department for purchase of water rescue equipment including a motor, new rescue boat, and trailer adhering to all purchasing policies. Motion carried, 5-0.](#)

Chairman Dumont: Thank you very much, Chief.

Chief Tice: Thank you very much. Have a good evening.

D. Grant Opportunity to Purchase Land – DSD/Decision

Chairman Dumont: All right, next up we have a grant opportunity to purchase land. Mr. Dhima.

Selectman Vurgaropoulos: Oh, Elvis.

Elvis Dhima: Unlike the rest of these gentlemen that's spending money, we're looking to get money, so just want to put it out there. And spend just a little, just only half. Thank you, Mr. Chairman. Good evening, everyone. So, we have a grant opportunity. This came from ConCom. It's basically an L-CHIP grant that provides you with the ability to file for properties that make sense from a conservation standpoint. As you all know, segments of the circumferential highway are going to become available. You already know that. State already came to. We identified one of them, 121R Watson Road. I believe it's worth submitting a letter of intent. I don't know if we're going to get in or not, but basically, this particular piece, it's assessed as a certain value. We have the 50% match. It will be coming from Conservation Commission. And with that said, at this time, I'd like to ask the Board of Selectmen if you're willing to grant permission to staff to move forward with the letter of intent. We'll find out this year if we get it or not. We're going to find out if we get in, what we need to do. This could be very complicated. This could have a lot of work into it. But I think as of now, it does not cost us anything to move

forward and at least see if this might be a good fit for us. With that said, I'll take any questions you might have. You have some pictures if you want to put them up. It's a nice area. It's got a lot of water bodies. We've got some Canadian goose there. It's probably like a sanctuary area. Obviously, we're going to have to take care of them if we purchase this land. I'm just kidding. They're an endangered species. But I don't know. It's a decent spot. I'm not concerned about this being purchased by somebody else and developed. As you can see, it's all wet. But I think it'll be a good fit for a conservation commission. Hopefully, we have to figure out how we're going to get access to it and from there, if we get it, that will be the next thing. For now, just a letter of intent. I'll take any questions you might have.

Chairman Dumont: I do just want to, because we spoke about this at conservation last night. Obviously, the letter of intent just figures if it's even feasible. Then, depending on that response, a formal application can be submitted later on. How long does that normally take to get a response back?

Elvis Dhima: We have some kind of timeline in here. Basically, a letter of intent in April. We missed that, but I reached out to them. They were able to put a pin on it, depending on the outcome tonight by the board. Full proposal by mid-June, project evaluations by October, and then funding decision by mid-November. You would know in about five or six months.

Chairman Dumont: If you've been dealing with these before, how often is that timeline actually accurate?

Elvis Dhima: Fifty percent of the time.

Chairman Dumont: That was the reason why I was trying to gauge where we might land. A lot of these grants, they don't follow those standard timelines that they're posted.

Elvis Dhima: The one for the boat launch right now, we were supposed to be all done. They're telling us that we're in, we're front runners, we scored great, but they're not going to tell us until October of this year when the total amount is. The good news about that is we're willing to wait because they increased our grant from \$500,000 to \$700,000, so I'm like, eh, we'll wait a little bit. It was nice. It was very sweet of them. But, to answer to your point, yes, these timelines are a projection, but it's not a guarantee.

Chairman Dumont: The only reason why I ask, obviously, is that a decision hasn't been made as of when that land will be sold yet, so we're not 100% sure how they'll all connect, so that's why I was curious.

Elvis Dhima: If the state, I think if we were told that the meeting is six months, it could be a year, but I will tell you this, the developed properties that they already put out there, I can tell you one of them is under agreement right now. They're flying. They're moving faster than I thought they would, and I think if they unload those, this is next. So, we'll see. We can't do anything until we have the grant and the commitment, so we'll see how it goes.

Chairman Dumont: Oday, I think it's good. Alright. Any other questions, comments, motions?

Selectman Guessferd made a motion, seconded by selectman Vurgaropoulos, 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 Wasson Road, (Map 212, Lot 22), in an amount not to exceed \$321,000, with a 50% match (\$160,500), to be funded by, from the Conservation Commission Cash Flow Account with current balance approximately \$733,500, as recommended by the Director of Development Services and Conservation Commission. Motion carried, 5-0.

E. Process for Land Use Boards – DSD/Discussion

Chairman Dumont: Alright, next up we have Process for Land Use Boards. Mr. Dhima.

Elvis Dhima: Thank you, Mr. Chairman. This is in line to what you were discussing earlier about your own bylaws and usually the overall picture to who does what, especially with the new members coming in. I think one of the, some of the issues we're seeing is as you mentioned, all of you mentioned, is, you know, what is my role? What do I do? How do I proceed? So, every board, these ones are for land use, which is zoning, planning and conservation, but you also have a template there if you wish to expand this and do it for other boards as well. Advisory or not. And the idea is to implement basically some kind of flow chart regarding to how the requests

come in, who gets involved. All the liaisons for this board by the board selectmen are basically included in the process, so when things come in here they are aware of things. And basically, provide some kind of guideline to the new members coming in so they're not running out there and bypassing certain people that should be included from the beginning and it's not wasting everyone's time and resources. Another issue that has come up in the past, not an issue, but more like a, you know, what do you really do is board members trying to reach out to town council. I've said this before, I'm going to say it again. That attorney is not free. We pay him for every minute we're utilizing, so it's very important that we utilize the resources the proper way. This kind of provides a bit of a flow to who can call, who doesn't, you know, when it's warranted, when it's not warranted, and you don't have to make a decision tonight, but it's something for you to consider if you wish to add another layer to these boards as far as, you know, the flow of operation and what's expected of them, especially the new people that come into the boards. With that said, I'll take any questions that you may have, but as I said, you don't have to make a decision tonight. It's something that it's up to you to consider, not consider, and see how you want to do it.

Chairman Dumont: Thank you, Mr. Dhima, and I'm happy to see this. I think it goes in line exactly with what we were talking about. I would like to see this across all committees, boards, commissions. Obviously, the certain boards will have to choose to adopt these, but if we can offer the recommendation to them, and the ones that are under our purview, we can ask for them to amend their bylaws, but I think this is great.

Elvis Dhima: It's not a burden on anyone. As I said, it's just more for everyone and the chairs for those boards to basically have a mechanism so everyone understands the flow of information and the requests.

Chairman Dumont: I think it's important, too, to recognize that individual members don't have the authority of the board or of the chair, and the other members should be aware of what certain requests are being made to make sure that they have the same information to be prepared for whatever may be coming up.

Elvis Dhima: With that said, that's it. It's basically advisory at this point. If you wish to develop it, tweak it later, bring it up under old business, new business, whatever you wish, but it's just another tool for the board to consider if you wish to proceed.

Chairman Dumont: Thank you.

Elvis Dhima: Thank you very much. You have a great night.

F. Hudson Logistics Center Public Safety Funds Withdrawal – Police/Decision

Chairman Dumont: Alright, Mr. Sorenson, go right ahead.

Roy Sorenson: We'll put the bylaws to test right away. We'll see what the board says. I would like to introduce an item that we missed, unfortunately, that should have been on the agenda. That's why the police chief and the deputy chief are still here. This is a request. We would move this up to become 8F. It's a request to release logistic center public safety funds. They are looking to purchase some gear and some equipment through the public safety fund. With that, I'd ask the chief and deputy chief to come up. If the board is willing to entertain it, we'll let them speak. Unless you want to bring it to the next meeting, they can introduce it.

Selectman Jakoby: Is there a piece of paper? I'm like, wait a minute.

Chairman Dumont: This just came across the desk. Mr. Sorenson was filling me in during the last one. I'll ask if the board has any objections to it. I'm okay with it. They've waited this long. I don't see why not hear them out. Is there any objection?

Selectman Guessferd: Not at this point. They've been back there very quiet for a while.

Chairman Dumont: We appreciate it. Take it away, guys.

Chief Cayot: I apologize for the confusion with this. We're looking to use some of the logistics money for two different sets of gear. The first thing is 0-9 duty gear. What the 0-9 duty gear would do is if you look at how I have this material making up these two. Mine looks pretty good, but the guys and girls who wear it every day getting

out of the cruisers, it gets beaten up pretty quick. We're looking to switch from this fabric type gear to replace it with this, a plastic, like you'll see on my taser right here.

Selectman Jakoby: Oh, yeah.

Chief Cayot: So that's what you'd replace the magazine pouch and the handcuff pouch with. It's also much easier to move around on the vest as people switch up how they have the layout on their vest. That would be the first thing, and it would be getting 52 of each of those so that it would cover everybody. That would be for \$4,368. The second thing we're looking to get is a second 40mm launcher from Defense Technologies. So, what this is, is it gives us one more option in the less lethal arsenal, I guess you'd say, in that you have the tasers, which those new ones we're getting, yes, they can go up to about 40 feet, but this 40mm launcher has a much greater distance, so we have that less lethal option at a bigger distance. So, you can just imagine if you had someone with a machete or a knife, you don't want to get close to them, that's a lethal force situation, but with this option, you now have a less lethal option, so you're not having to necessarily resort to the firearm. It doesn't mean that that may not be the case. It doesn't mean the 40mm option is going to be what's used, but it's an option that the officers would now have. We do currently have one. We're just looking for a second one so that each supervisor car can have one in it, because the supervisor would be responding to any call like this. It just makes it a much better chance that we'll get to the scene quicker if we have one in each car.

Captain McElhinney: And currently, we're in the process of, right now, about a quarter, about a third of the officers are trained in the use of our 40mm launcher, and hopefully by the end of the year, we're going to have the entire agency trained in it, so another opportunity.

Chief Cayot: So, the total for those two things out of logistics funds would be \$8,916.55.

Chairman Dumont: Alright, fantastic. Are there any questions, comments, concerns?

Selectman Vurgaropulos: Chief, of the non-lethal options, do you guys have what are they called, BOLO guns?

Captain McElhinney: We do not. We've looked into them in the past, and I don't want to say it was a gimmick, but it seemed like one of those fad less lethal technologies, whereas this is obviously, you know, pretty tried and true, and the accuracy of this less lethal weapon system is much higher.

Selectman Vurgaropulos: That's fair.

Chief Cayot: This is kind of a replacement to, you used to see, the less lethal shotguns with the bean bag rounds. This is kind of an improvement on that, and up at the range when we've used it, I'd say 75 yards, guys and girls are still able to hit the target effectively with this.

Chairman Dumont: Alright, any other questions, comments?

[Selectman Jakoby made a motion, seconded by Selectman Allan, to release \\$8,916.55 of the Hudson Logistics Safety Public Center money at account 09-2000-2050-000-583 as defined by condition 61\(d\) of the Hudson Planning Board decision dated January 11, 2023 to the Hudson Police Department for the listed equipment as presented. Motion carried, 5-0.](#)

Chairman Dumont: Thank you guys for waiting.

Chief Cayot: Apologize for the mix up on that.

Chairman Dumont: No worries.

G. Policy Sub-Committee, First Read Considerations – Administration/Decision

Chairman Dumont: Alright, next up we have Policy Subcommittee first read considerations. Mr. Sorenson.

Roy Sorenson: Alright, so this was originally Item 8F. This will now be 8G. I'm bringing this in advance. I still have to meet with the Policy Subcommittee, and the reason I'm doing that is because this is a heavy lift. We are looking at 10 policies, so I will assemble the Policy Subcommittee first read of the following policies. FIN-002, the Investment Policy. FIN-003, Fund Balance Policy. FIN-010, Budget Transfers. FIN-015, Audits. FIN-017, Purchasing.

Policy 2B, Administration of Personnel Records. Policy 3C, Recruitment and Hiring Process. Policy 3F, Probationary Period. Policy 3G, Exhibit to View Form. And Policy 4E, Harassment. So, 10 policies. We will ask, obviously, the Finance Department to contribute to this effort as well as some of our other staff, which would be the HR Generalist and our Human Services or Benefit Specialists as well on the other side for the personnel ones. So that being said, I will convene with the two members of the committee after this meeting and try to set aside some dates and times to do so.

Selectman Jakoby made motion, seconded by Selectman Vurqaropulos, for the Board of Selectmen to hereby direct the Policy Subcommittee for a first read and review of the policies as presented and read into the record by the Town Administrator. Motion carried, 5-0.

H. April FY26 Revenue & Expenditures – Administration/Informational

Chairman Dumont: Next up we have Revenue and Expenditures Report. Mr. Sorenson?

Roy Sorenson: Thank you, Mr. Chair. Alright, so you have the physical copy of the revenue expenditures in your packet. As I typically do, I'll walk us through the dashboard presentation and take questions at the end. At this point in time, through April, we should be at 83%, roughly 83.33 if you're counting at home, but we'll use 83 as our guide rail to see where we're heading and what direction we might be going. General fund right now is at 86%, as you can see. The sewer fund is at 70%, and the water fund is at 100%, and I will talk about that as we move forward. This includes encumbrances, so if we look at the encumbrances in the general fund, we have roughly a little bit under \$1.6 million encumbered, so that's part of that number. On the sewer side, a little over \$436,000, and on the water side, a little over \$654,000, so those numbers obviously affect the expenditures as they are included at this time. We break it out a little more closely. You can kind of see where the departments from the general fund alone kind of settle in at this point during the year. We talked about this early on, and the green line will catch up with some of the high bars. DPW, obviously with the winter, you see them above that green line. Assessing that's a big encumbrance, I'll talk about that in a slide that's coming up. PD, that was because of some vacancies they had during the year, so they kind of went through what fire was going through at this time last year. Recreation, slightly above, and that's encumbrances as well. Non-departmental, the big items there are the insurance, which is workers' comp, property and liability, those get paid right away, as well as the solid waste contract, so overall, 100%. The encumbrances are a little over 1.6 million. You take those encumbrances out, and we're actually doing pretty good, we're at 79%. So, we're under the 83%. That's general fund exclusively. If we look at the sewer fund exclusively, kind of see where we are to date, shows you where we're lined up. Operations, again, this is some of the stuff we talked about in the audit, and looking at our potential rate. A lot of that is just the cost in operations and to send our waste to Nashua, and their prices obviously to treat have gone up, so I think at some point we'll have a discussion on the rate again. We haven't necessarily seen the adjustment in the rate that was made over the past year, or what the benefit that might be as far as how operations or expenditures versus revenues are going. I think we'll have a better idea when we end the fiscal year as far as what we might need to adjust a little bit further in the sewer. Encumbrances, still a big number, a little over \$436,000 on that end, and if you take it out, 54%. Again, we have to take a close look at where we are because we have on this fund, as identified in the audit, our expenditures have superseded our revenues. We've been pulling back on our unassigned fund balance to offset those costs, so we'll have a little bit of work to do there I think in the coming months. Water funds, let's talk about that, and I'll get into why is the water fund expended 100%. I'll come back to that 111% under supply. Revenues are very good at this time of the year, 92%, so that's looking good. The encumbrances, \$654,000, a little bit over that, \$654,000. You take those out, the fund itself is right where it should be balanced, about 83%, 84%. This number here, that's going to be grossed up. That's actually the Merrimack River Crossing. You may remember Mr. Dhima was here asking for \$279,000 of St. Gobain money. That goes in as expenditure. It'll get offset by a gross up, so that 111% is just reflective of an expense being in the budget that will be offset and will not affect the rate. It'll be a wash. Major expenditures in the GF at this time, solid waste contract, a little bit under \$2 million. Paving, which is completed for FY26, a little bit over \$800,000. As I mentioned, the insurance, which has gone up, and I'll anticipate that going up again for FY28, a little bit under \$700,000. We break it out individually, and we look at the encumbrances and expenditures just at a singular level, department-wise. The big number in assessing, that's just professional services. Again, much of that is an encumbrance, probably will not be used and will come off the books. Legal,

again, another encumbrance. We're doing very good, though, on the legal line, if you look at how it's tracked this year versus previous years. Community grants have already been paid out at \$107,000. Police vehicles, that's encumbered, but that will be paid out in totality. It is budgeted. The fire software, same thing, \$70,608. The fire truck leases have been paid out, \$342,818. Fire protective gear, \$92,000, a little bit over that. It's been paid out to date. Engineering services, a lot of that's an encumbrance. I would imagine developmental services will continue to use that up. DPW salt, well, we're not using salt anymore, but you see the damage that was done from the winter, over \$300,000. Traffic lights, this is an item that we corrected in the FY27 budget, as you may recall. This has been overrun almost every year. The gear for traffic intersections is significantly higher than it was five years ago, so they're over budget there. That money will be made up within their budget, but that's just to give you an idea. I think that line was budgeted, if I want to say, maybe \$10,000, just to give you an idea. And fuel, we're looking pretty good, even though the prices have gone up. We may be okay getting through \$26,000 on that, regardless of where the prices may finish, so we're keeping a close eye on that one. This was one of the things the Budget Committee asked me, and that's why I put it in here. They wanted an idea of our FY25 encumbrances, how much of that's been expended. To date, we're almost at the number for the general fund, so that stuff will come off the books. The monies have been spent, which is good. You don't want to carry your encumbrances over too many years and get in the habit of doing that. All right, if we look at our revenue, 83%. Where are we currently? 87%. Motor vehicles is one we look at all the time. I'll talk about this in a slide coming up, because we've talked about it before. We were a little concerned a couple months ago. M&R is meal and rooms. We are complete for the year. We budgeted \$2.2 million. This is the money that comes in from the state. We finished at \$2588,407. And if we just break out some of the other ones that we kind of keep a close eye on. Highway block grant, we do have one more payment coming in there. I would anticipate around \$120,000, so that'll probably finish right around \$520,000, somewhere in there. Cable fees, that will change, obviously, in FY27. They're still down. We expect them to be down, as Mike Johnson's come in numerous times to tell us about. Doing fantastic on our investment interest. We've already beat our number for the year with two months left, so very good there. Barbara Bouley's done a great job. And then the ambulance billing, it's down, but we haven't tried up April yet, so I would imagine that line's going to come up once finance gets the books reconciled for April. All right, motor vehicles, if you may recall, back in February, we talked about this. We were concerned because of that area right there. We had a dip in registrations. We looked at the sales. The sales tended to be down, so we were concerned about those three months, December, January, and February. Well, our prayers were answered, because in March, we had an outstanding month, extremely well, and then that carried over. It went down in April, but still carried, so you can kind of see the area here was made up in more. So, this deficit was made up here. If you take that area under the curve, as they say, I don't know if they taught that in the Air Force, Selectman Guessferd, but that was a calculus term, area under the curve. GF interest revenue, we talked about what good of a job Barbara Bouley's done as the treasurer. I just want to kind of show you how it trended, and we'll plug in here. You can see the rise in what she's done. The other thing she's done, too, is, I mean, we're at \$542,000, \$842,000. We budget \$375,000. One of the things she did is, if you remember, when she came in with her presentation, she was talking with the banks about potentially adding interest to funds that they typically didn't want to add interest to, and she was able to do that. We actually shifted banks. I'm not going to tell you which banks she went to, because I don't want to put that out there, but we did change one of our providers, and we've done much better there. With two months to go, that's actually looking really well. Alright, salary snapshots. So, PD is the big one as far as overall salaries, 31%, 28% for fire, 22% for public works, and then the general fund finishes up at 19%. So, salaries, this is all inclusive. Straight time, overtime, benefits, you name it. 83% is where we should be. We're a little bit over that. We're at 84% in totality. We break it out. We compare 25% versus 26%. If you remember last year, we talked about fire, right? Because of some of the overtime and vacancies they had. Well, that's a little bit different. It's more like PD this year. So, they'll be offset between fire and PD there. PD's slightly higher, but that number will come down, I think, over the next two months. They may balance out. DPW, they still have springtime overtime to run. They have to do it. Much of that obviously is their winter overtime. They'll continue to need to work through the spring and finish up with their expected level of service. General funds trend in below the 83%. Now, we talked about the vacancies weighing in. Fire's done very well this year. Their vacancies are actually at zero now, which is pretty amazing. PD, the chief spoke tonight, he has two plus the one that came in from dispatch. That number's actually three now. DPW, zero as well. Fully staffed. And on the general fund side, that number's actually one now, not two anymore. It's carried mostly two for the year, but it's a one. Budget committee also asked for a closer snapshot of individual overtime lines and

what the effect of that is. In public works, obviously, the street section is the big one. There's the orange bar, that's the overtime. Much of that is winter overtime. Where should they be? That's going to be your green bar. So, you can kind of see what's budgeted, where they should be at this point in time and where they are. And I'll do the same for equipment maintenance, drains and parks. You can kind of see where that falls in. The large orange bar in equipment maintenance, because again, a lot of winter work. They had a lot of winter repairs, a lot of winter storms. Drains and parks are right where they should be. Nothing unusual there. Patrol, this is where Chief Cayot had much of his vacancies throughout the year. They're down to two now. But earlier in the year, they had more vacancies, so there was more overtime being let for that process to cover those shifts. So, he'll offset some of that as we come towards the end of the year, as I mentioned. He'll still probably finish over, just because of the vacancies. This is his dispatch side, communications. Even though he's had the vacancies, the discrepancy is not too much. Still doing pretty good training-wise there. Fire's actually doing very well this year, suppression. They're up a little bit in overtime, but you may recall some of their numbers were cut back a little through the budget process in '26. So, you'll see that. We'll take a look at that data and see how that affected them. On the communications side, they were down quite a bit on that last year because they had vacancies, not this year. So, they're doing extremely well on that end. So, between these two, fire's right where they should be overall, across all salary lines. Just some other big numbers that are in there. Capital Reserve funds, the board's seeing these, \$42,300 for drainage work. PD HVAC at \$28,750, PD VESTS, \$26,446. And suppressors, \$31,59. These are all eligible for CRFs. We'll take a look at this next month, we'll review the paperwork. If we need to go to the CRFs to cover these, we will. The board's already given the authority to do so. HCRP is the Hudson Community Recreation Park. That's the pickleball courts and things of that nature. This money's in the budget. It's going to get offset by donations. However, it does reflect within an expense line. And then this was the conservation land purchase. \$90,000. If you look at conservation, they're way over where they should be. That money will be reimbursed as well. It just hasn't been done yet. And finally, one thing the Budget Committee asked was a little bit on the target exaction funds. You made two transactions tonight as well. Before that, though, focused on the public safety aspect of the agreement, the development agreement. Overall, that number, \$840,000 will go to fire, \$210,000 to PD. And that's going to be this number right here, the \$1,050,000. That was expended. Now, you did approve two tonight, so they're obviously not in here. But right now, fire's expended a little bit under \$185,000. And PD's expended a little bit under \$160,000. So that gives you kind of an idea on the exaction funds that would have been spent to date. That's it. Any questions?

Chairman Dumont: Thank you very much. Questions? A couple things while we're on that. And you had mentioned, obviously, Budget Committee, Selectman Vurgaropulos also sent out an email. I believe he sent it to the entire Board about some of their requests. So, I figured it would be appropriate just to add a little to that discussion. I'm hoping to get some buy-in from the Board members, but instead of getting further in the year, I wanted to talk to Mr. Sorenson about this, but kind of task him for a couple of things that this Board wants to start to produce in preparation for that Budget Committee season. Some of those, maybe a better understanding or a better budget schedule. I think Budget Committee's talked about it, we've talked about it, it has been brought up. But I think it would be appropriate to start working towards that instead of right in the middle of the scheduled season. Status of what FY28 might look like with additions that we're seeing coming forward. Utility energy outlook. Breakdown of historical budget performance. The last 10 years of the budget including our default numbers and information on obviously water and sewer which we know is a big conversation. But I just wanted to make sure that if we were all on the same page those would be some items that he could work towards and come back to us and hopefully we'll be in a better position when we're ready to go for budget season. Is that amenable to everybody?

Selectman Guessferd: Yeah, that sounds good.

Chairman Dumont: Okay. Just wanted to make sure we did it as a full board. Alright. With that, we'll roll right into the Selectman Liaison report.

9. SELECTMEN LIAISON REPORTS/OTHER REMARKS

Selectman Allan: We had a school board meeting last Monday. They were talking about some issues that they're having with e-bikes, dirt bikes, stuff like that on school property and parking lots. The fields at HMS have been torn up a couple times with these bikes. And also, at the high school they brought up how when there's events going on, sporting events and stuff, the kids on their electric bikes are flying through the parking lots with those and their dirt bikes. They're not watching. I can attest to that because I'm there five days a week with my son. They come bombing through, they don't look, we're slamming our brakes. So, they were looking to see if they can cure that with some signage. How can they stop them from coming in? Some of these kids ride e-bikes to school. So, what limitations could you put on that? Also, to ensure the safety of, you know, not only the students who are riding these bikes, these kids who are riding the bikes, but those who are driving the cars in the parking lots and then preserving our fields that, you know, we have our sports and stuff that go on in those fields, especially the high school fields. That's a lot of money that goes into keeping those fields to the point that we don't even practice on the football field. We practice in the lower fields to preserve that field. Another thing they talked about is they found some money so they're going to start rolling out AI products in our schools. It's going to start with our teachers in January and that's going to help them improve and assist teachers with instruction and then in March they're going to roll it out for the students. What that looks like I'm not sure yet, but I'm sure there's going to be more conversations about it. There were some concerns from those on the board about you know, critical thinking children being able to come up with their own solutions. What are the parameters of the AI? What are they going to be able to access with the AI? So, there's still a lot of questions to be answered, but these are things, this is a program that's going to be hitting all of our schools. I believe it's the middle school and the high school. Students will have more access to it than elementary school if I remember correctly. But that is something for the citizens to look out for.

Selectman Jakoby: Yes, thank you. I wanted to note that I did the walkthrough with the cemetery trustees to the various cemeteries throughout town. I think there will be a number of items coming forward from them around some care and maintenance of those cemeteries. There's some things were noted beyond just the grave sites, but some land being kind of sinking on one edge due to some construction next to it. Another one has some of the rock wall being removed. You know, so there's some bigger issues there that as the town we're going to need to address so you'll be seeing some of that coming forward. Just know that we did do a good walkthrough. I took some pictures and raised some of those questions for the trustees to bring forward because it is our, we need to care and maintain those. And I know a lot of what the trustees focus on is the grave sites and making sure those are okay but there's some fundamental infrastructure things that need to be looked at as we go forward. So, I'm just letting the board know that we'll probably see that coming forward little by little. I also, the cable utility committee, I just wanted to note that the staff at HCTV assisted the SAU a great deal in creating some web connections and actually saved SAU 81 over \$19,000 with helping them to connect some internet pieces. In turn, they were able to use some of the coach cams and some of the equipment of the school. So, there's going to be a continuous process of looking at how HCTV and Hudson Media supports the schools and the town and what the future of that will look like because there's savings if we work together. And so, we started talking a lot about that moving forward and I know that the school board representative is going to bring some of that back to them as well. As we know their budget will continue to get tighter and tighter. There are two slots left for underwriting. So, if anyone knows of anyone who might be interested, it is \$2,000 for the entire year to become an underwriter for HCTV. So, there are two spots left which we would really like to fill in order to shore up that budget as well. So, they're working on looking at equipment and various things to help move all that they do forward. Know that they are also looking for volunteers. So, if, you know, this is concert season and awards season if any of you are going to a concert and maybe there's a sibling an older sibling who doesn't want to go but you really want that older sibling there that older sibling might be able to volunteer and run a camera for that concert that game or something else. So, we are looking for, they are looking for volunteers and I was thinking, you know some parents really want a good seat for concerts or to get in early. These are all ways that being a camera person can get you in early. So, I was saying there's a concert I might want to go to I may go run a camera. So, if you see me out there running a camera, that's why. Because I want a good seat and get in early. So just keep that in mind. They're always looking for volunteers they train and you know we all use our cameras to record and now you can use, you know a production camera to record. I also had the pleasure of attending the NRPC annual forum which I wanted, I know Tim Malley was there Mr. Van der Veen Mr. Crowley and Brooke was also there our town planner

and it was a really great event and we talked a lot a lot of it was focused on recreation funding different recreational opportunities as well as really looking at the overall southern region and what can be done both water wise and recreation wise. And what I did notice is that with all the funding that we have both for like that's coming in for our pickable courts and how we might want to expand that and also for the boat ramp and the money we have going towards that those funds could be the matching funds we need in order to seek out some of this funding that they spoke about. So, I will bring that forward as well. So, there's a lot of creating funding opportunities and ways to even make our parks more accessible and usable throughout. One of the other speakers was about accessibility you know one of my favorite topics and they pointed out some really easy low hanging fruit for even an old building and other things so I'll be hopefully doing at least a memo to discuss that in the future as well. I wanted to say that I also enjoyed the VFW event where I know many of us attended where they recognized noteworthy people throughout the town but I'm sure that's going to be mentioned later on and I was honored to be at that event as well. So that's my report and thank you all for all the volunteers and there's many opportunities so come out and help.

Selectman Vurgaropulos: Thank you, Mr. Chair. So, I didn't have much going on. I did have a Budget Committee meeting which in fact where Mr. Sorenson presented a lot of the data that we just saw which was requested by the Budget Committee and they were satisfied with the town side a little less satisfied with the school side because they didn't get a full response. They're working on that for the school side. What was I talking about? So yes, talking about the budget request that the Budget Committee had to the board. They want to know if, obviously we're starting to talk about it now, which is why Chairman Dumont brought it up. They're hopeful that House Bill 1575 I think it is. Default budgets. Reverts power to them for default budget. So, they're trying to get ahead of that and get be staged because I think it passed I think maybe one more step and then it's got 60 days. Right?

Chairman Dumont: In the Senate Committee, I believe. I don't know if it made it to their calendar.

Selectman Vurgaropulos: So, once it makes it past there, then it goes into effect 60 days after?

Chairman Dumont: Once it gets through there, depending on the amendments it would have to go to concur. If both chambers concur, you're fine. If it doesn't concur, it goes to a committee at conference and then after that it would go to Governor and depending on when she has to sign it, each bill has a different deadline. So, it's still a little grey as to when you'll get that final date, but it's getting close.

Selectman Vurgaropulos: So, either way, once it makes it through all those channels, the hope is that it makes it, it should make it through there and be enacted before our actual budget cycle starts or budgeting process, the cycle's already started. So, they're hoping they're posturing to be ready to go full bore on both default budgets and have those set well in advance to actually doing the budget. And they're hoping that we are amenable to being able to provide the town budget by October 5th. They've also put that same deadline on the school for which they haven't gotten a response yet. That's what the question is from them. I think that's feasible, I think that's reasonable and I think it's going to make everybody's life easier. As opposed to, obviously you guys remember last cycle was very fun. We were crunched not so much on the town side, we did have crunches on our side, but school board was right up against it. They were right up against it with us. So, we saw that. I think this is very agreeable to and from what Mr. Jasper was saying many years ago it slowly trickled away from it used to come in October and it slowly kept ticking and pushing and pushing. So now we're pretty much doing the budget right up to the election. There's really no wiggle room if we have errors to correct or big changes to make.

Selectman Guessferd: Do we have the bandwidth to do it?

Roy Sorenson: Yeah, I mean I'll take a look as the chairman's directed the board for that matter and see what we can do.

Selectman Vurgaropulos: I think once we come to that consensus, if you can email Chairman Lawrence and say we're amenable to that if the board's amenable I think that's all they're looking for. They're not looking for anything right now they're just looking for us to say yeah, we can hit that.

Chairman Dumont: Yeah, I'll stay in contact with Roy and depending on the information he has, I'll make sure to get it out to all you guys and if everybody's good we'll send that off to their chair.

Selectman Vurgaropoulos: Perfect, thank you. That's all I have.

Chairman Dumont: Sounds good, let me know when you get something.

Selectman Guessferd: Alright, well I'll start off with REC this time. I'm going to steal just a hair of TA's thunder here, but the Adult Decades Prom is this Saturday. Tickets are on sale until tomorrow, so get your tickets or miss out. So, if our Town Administrator Sorenson might have a little more to say about that, I don't know I think he might be going.

Selectman Vurgaropoulos: I heard he has two dates.

Selectman Guessferd: So, you purchase tickets on the website there's a DJ, food, and voting on the prom king and queen. I think that's what he's going for. Senior Citizen Program, they hosted a Kentucky Derby Mother's Day Tea Party. It was a huge hit with the seniors. Did you go?

Selectman Jakoby: I saw part of it. I did not. It was sold out.

Selectman Guessferd: Yeah. So, they're going to play on it again next year because it was so popular and such a good time. And then of course for all you softball aficionados the softball league is beginning this week. And you can still sign up if you want. So, if you haven't signed up or you missed the deadline if you just go down to Jetty and Sousa Fields off Lowell Road between 6:30 and 10:00 this week you can check out a game, see what it's like and get yourself signed up. It's a lot of fun. I've participated for a lot of years. Pretty competitive and it gets a lot of interest. And there's women's and men's and then I know for a while back there was also a co-ed league later in the year after all the men's and women's got done. So anyway, so there's all that. Library meeting next week, Board of Trustees. Nothing really new there. We will obviously we'll be talking to them soon about the transition of the Hillsborough Library. And the only other thing is tomorrow night's planning board meeting. We had two cases. One of them has been deferred until I believe June. And the second one is concerning some parking and that sort of thing. So, we're going to be going over that. And I think we have a bond as well. So not too much going on tomorrow night for that but there'll be more coming up soon. So, I'll try to keep everybody apprised as to what's there. So, we'd like to have participation. We'd like to have people coming out providing their input on individual plans. So, we want to hear from you. That's it. Thank you.

Chairman Dumont: Thank you very much. The VFW Loyalty Day Award was fantastic to see obviously police, fire, and municipal as well as the school get their recognition for the dedicated servants. Head Conservation Commission last night they reviewed and favorably recommended a subdivision off of LeClaire Drive that's off of Webster Street. I believe it's a six-lot subdivision with a historical wetland crossing so I'm sure you'll be seeing that on your agenda now that it's cleared its way through conservation. They also spoke in depth about the 121R Wasson Road LCHIP grant looking to purchase that property and I'm sure they'll be happy to hear that that got a favorable recommendation tonight. They also wanted me to put on the radar that they're going to be looking at other parcels in the area. They want to try to preserve more land in those spots of town to try to connect some dead ends of trails. They're also going to be doing a cleanup day for the town forest over off of Rangers Drive. I'm sure everyone's known about that. There's been a recent tree harvest so they're going to do a cleanup over there and re-delineate some trails. They're still working on a formalized plan for that but that'll be coming up. That's all that I've got.

10. REMARKS BY TOWN ADMINISTRATOR – Presentation

Roy Sorenson: Alright, thank you Mr. Chair. So, I'll just get through my TA report. Great day when we dedicated a portion of Route 111 to Senator Robert E. Clegg, Jr. Matt Mayberry there on the left, he kind of put a lot of this together along with the Clegg family and obviously members from the state as well. Senator Carson was there. Some folks spoke as well. So just a great day. I wanted to say that HGTV did a great job covering this. DPW did a fantastic job getting the area ready and just putting a snapshot together for, like I said, what was a very special dedication to a very special community member so all in all I think it worked out extremely well. Just some pictures from the VFW Loyalty Day. Thanks to the VFW for hosting this and I think it means a lot to the employees that get the awards across the board, whether it's town, school side or even some of the students that got some of these awards. Very meaningful night. I know our staff was happy and everyone that got the awards certainly deserved them. And just a great night in general so I just want to thank the VFW for that as well. I think Selectman

Guessferd talked about this but recreation continues to do some great events. There was obviously the Mother's Day Kentucky Derby Tea Party. Fall soccer registration is open and anyone who wants to go to the Adult Decades Prom, I've heard it's a very interesting event. I've seen some pictures of it from last year and it looks like a fun time. But if you're interested those are available now. The Fire Department, they're kind of wrapping up a project. I talked to you over the winter about their drains getting fixed. They actually got the floors sealed at this point. I think they put the final coat on these today and I don't know how many coats they put on but they've been over there quite a while. It looks fantastic. The floors came out excellent, the drains look great. I think the Fire Department in general is happy with it. The project itself is winding down so they're able to get that done in a timely manner this year and it's good for them. It's good for the building as well.

Selectman Guessferd: On Monday, the doors were open and I was over here and it was the aromatic...

Roy Sorenson: Oh yeah, yeah, yeah, you could, yeah.

Selectman Guessferd: Yeah, the sealant is...

Roy Sorenson: Interesting process, no doubt. On the left, this is Chief Cayot talking about putting this new card together for their calls for service and things like that for their monthly updates. It's a new format, I love it, it looks great. And just the PD in general, this is their week, May 10th through May 16th is Police Week, so congrats to them. I thought they did a good job tonight with their presentation and continue to do a good job moving forward. I met with the seniors last week, I did get down to a round table with them and Community Power came up, CPCNH, and we talked about this a little bit because they want to know what the town's position was and I obviously informed them that we're withdrawing. I told them that they can still withdraw too. I think one of the issues was some of them were calling the number, and I think when you call, it's a little bit more like it's not as good as if you go online and do it. It's much easier to go online and do it. Now some of them obviously agree with going online, so I did work with them a little bit and try to talk to them about it, but basically brought them up to speed with where we are and helped them out a little bit, but we had a good time over there at the Senior Center talking with the folks. I thought it was a great time well spent. And just to finish out with May recognition, as I mentioned, this week's Police Week, Peace Officers Memorial Day May 15th, next week Public Works Week, EMS Week, and then obviously Memorial Day is coming up, so May is a heavy month of recognition for many of our staff members, so obviously we want to thank them for everything they do.

Selectman Guessferd: On that point, Memorial Day, just a reminder that there's a parade on Memorial Day here in Hudson over at Library Park. We do it every year. It starts up at the Hanford Supermarket area parking lot. They march down. The Alvirne Band participates, the American Legion Band participates, and it's quite a nice event. And then it'll end up at the Legion. Afterwards they reform and go on down that way. I think step off is at 1:30 or maybe 2 o'clock, so if you haven't gone before, go and recognize our fallen veterans. It's a really nice community event.

Roy Sorenson: Absolutely. History snippet. May 17th, Historical Society is going to celebrate Gerald Winslow. He will be receiving the Boston Post Cane. What is the Boston Post Cane? So, 1909, the publisher of the Boston Post was creating this. Obviously, it's an advertising tool you can see up there in the narrative to increase readership of the paper. It's given to the oldest member of the community, and they hold on to that Cane. I won't get into how they give the cane away. I won't get into that other than to say they received the Cane. It's a great thing, though. He will be, I believe, 97 this year. He was actually a postmaster in Hudson at one point, so congratulations to him, and that is May 17th at the Hills House, 12 to 3 p.m. That's it.

Chairman Dumont: Thank you very much.

Selectman Jakoby: Can I add just one other announcement? Because a lot of people had noticed many of the renovations and changes at the chapel, and they're having an open house, because people have asked me about this. There's an open house on Sunday, the 17th at one o'clock, I believe, because I know I'm going. I understand it's amazing to see. If you haven't seen it since it's been cleaned, it's amazing. A whole bunch of people were asking me.

Chairman Dumont: Thank you. Next up, Ms. Cook.

11. REMARKS BY SCHOOL BOARD

Heather Cook: Selectman Allan did a great job summarizing. To reiterate what she said, the district rolled out their AI plan for students, and that was presented by Christian Locke. This will assist teachers. It's used in other districts, and believe it or not, the age range is actually K-12, but the district intends to focus this on upperclassmen, middle school and high school. There's still lots to learn about that as we're in the early stages. We had a budget transfer, which was to replace chairs, desks, and a cafeteria table at Hills Garrison, which the board approved. The board also discussed the fund balance and the end-of-year purchase requests, just reviewing and still discussing at this point. We also did approve a couple of nominations for the Spring nomination in Skills USA. There's a national competition coming up in Atlanta. Then, as Selectman Allan said, we discussed and added to the agenda the electric bikes and the hazard that they are posing. Not only are the fields being ruined, but it poses a safety hazard to our athletes. We did discuss that, and hopefully we'll have a solution for that. That's all I have.

Chairman Dumont: Thank you very much. Our last thing is actions taken during non-public sessions. I will turn it over to Mr. Sorenson.

12. MOTIONS MADE IN NONPUBLIC

Selectman Guessferd made a motion, seconded by Selectman Vurgaropoulos, to accept the resignation of Officer Stephen Sanchez, with an effective date of May 21, 2026, at 1500 hours, as recommended by the Police Chief. Motion carried, 5-0.

Selectman Vurgaropoulos made a motion, seconded by Selectman Allan, to seal the Board of Selectmen Non-Public Session Meeting Minutes for Item 2A of May 12, 2026, per RSA 91-A:3 II (c). Motion carried, 5-0.

Selectman Vurgaropoulos made a motion, seconded by Selectman Allan, to seal the Board of Selectmen Non-Public Session Meeting Minutes for Item 2B of May 12, 2026, per RSA 91-A:3 II (c). Motion carried, 5-0.

Selectman Guessferd made a motion, seconded by Selectman Vurgaropoulos, to seal the Board of Selectmen Non-Public Session Meeting Minutes for Item 3A of May 12, 2026, per RSA 91-A:3 II (a). Motion carried, 5-0.

Selectman Allan made a motion, seconded by Selectman Jakoby, to seal the Board of Selectmen Non-Public Session Meeting Minutes for Item 3B of May 12, 2026, per RSA 91-A:3 II (a). Motion carried, 5-0.

Selectman Alan made a motion, seconded by Selectman Jakoby, to seal the Board of Selectmen Non-Public Session Meeting Minutes for Item 3C of May 12, 2026, per RSA 91-A:3 II (a). Motion carried, 5-0.

13. ADJOURNMENT

Selectman Guessferd made a motion, seconded by Selectman Vurgaropoulos, to adjourn at 9:54 p.m. Motion carried, 5-0.

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

Dillon Dumont, Chairman

Bob Guessferd, Vice-Chairman

Xen Vurgaropoulos, Selectman

Heidi Jakoby, Selectman - **excused**

Kimberly Allan, Selectman

Draft



TOWN OF HUDSON

Office of the Town Administrator

12 School Street
Hudson, New Hampshire 03051

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

To: Board of Selectmen
From: Roy E. Sorenson, Town Administrator
Date: May 20, 2026
Re: Old Business - Board of Selectmen Bylaws

Recommended Motion: “The Board of Selectmen hereby adopt the revised Bylaws as presented.”

Continued Discussion:

This item was previously discussed at the May 5, 2026, BOS Workshop Meeting with continued discussion at the May 12, 2026, meeting as First Read.

Background:

Included hereto is the draft marked version of the Board of Selectmen Bylaws continued discussion at the BOS Meeting, May 12th and/or first read. The changes still remain in color and are before you as a second read for further discussion if/as applicable.

Should the Board reach consensus on the overall document, the final version for acceptance will be posted accordingly with the Board certification through the recommended motion attached above.

RECEIVED
MAY 20, 2026
BOS AGENDA

Town of Hudson, NH



BOARD OF SELECTMEN BY-LAWS

By-Laws	Revision Number: 5
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:**

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 departments.

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 **Board** 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.
- (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. Hudson Community Power:

Warrant Article 20 of the 2023 Town Warrant adopted the Hudson Community Power Plan. This authorizes the Board of Selectmen, pursuant to RSA 53-E, to seek more flexible electricity procurement through municipal aggregators for community wide competitive electric supply rates versus the default provider. The plan must initially provide lower electricity supply rates for residents, or it will not launch. Initial participation in the plan can be declined, after which enrollment becomes voluntary. The Board of Selectmen has full authority to withdraw at anytime or to contract with a different provider.

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 will be published with meeting 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:

AGENDA

- Non Public Session RSA 91
- Call to Order
- Pledge of Allegiance
- Public Input
- **Recognition, Nominations and Appointment**
- Consent Items
- Old Business/Tabled
- New Business
- Remarks by Selectman
- **Future Agenda Items**
- 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 **seeking** 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.

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 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.

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.

F. EMPLOYEES:

1. Town Administrator:

- (a) 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.

- (b) 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 at the meeting prior to the March election. 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.

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
- (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.

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:

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:

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 the Selectmen's Liaison to the Planning Board shall be elected by vote of the Board of Selectmen.
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.

I. E-MAIL COMMUNICATION:

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 other members as 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

DRAFT



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 21, 2026
Re: Policy Subcommittee – Second Read Considerations

A handwritten signature in blue ink, appearing to read "Roy E. Sorenson", is positioned to the right of the "From:" line in the email header.

Recommended Motion:

“The Board of Selectmen hereby adopts the following policies upon this second reading: FIN-010 Budget Transfers, FIN-015 Audits, FIN-020 Fund Balance Policy, and FIN-021 Investment Policy, as recommended by the Policy Sub-Committee”

Background:

The Policy Subcommittee met on May 20, 2026, to review the five finance policies that were before the Board at their last meeting. The core group for this review was Selectman Jakoby, Selectman Vurgaropulos, myself, Finance Director Laurie May, and Town Accountant Jim Lockwood. We would like to present the following four policies to the Board as second reads and adoption:

- FIN-010: Budget Transfers
- FIN-015: Audits
- FIN-020: Fund Balance Policy
- FIN-021: Investment Policy

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.



Town of Hudson, NH

Policies and Procedures



Section: Finance

Subject: Transfer of Appropriations/Budget Line-Item Transfer

Policy Number: FIN-010	Revision Number: 00
Approved By: Board of Selectmen	Last Review Date: 05/26/2026
Origination Date: 05/26/2026	Review Frequency: 3 Years

1. Purpose

The purpose of this policy is to establish procedures and authority for budget transfers within the Town/City budget to ensure compliance with New Hampshire law, maintain fiscal accountability, and provide consistent financial oversight.

This policy is intended to:

- Maintain proper control over appropriated funds;
- Ensure expenditures remain within authorized budget limits;
- Establish approval authority for transfers between line items;
- Promote transparency and accountability in municipal financial operations

2. Definitions and Legal Authority

This policy is adopted pursuant to applicable New Hampshire laws, including:

- **RSA 32** – Municipal Budget Law;
- **RSA 32:7** – Transfer of Appropriations;
- **RSA 32:10** – Expenditure limitations;
- **RSA 41:9** – Duties of town officers;
- **RSA 47:6** – Financial administration authority for cities;
- **RSA 91-A** – Public records and meeting requirements.

For purposes of this policy:

- **Budget Transfer** means the movement of appropriated funds from one budget line item to another.

- **Department** means as identified in the Budget Book, i.e., 5000-Town Officers, 5100-Selectmen, 5200-Legal, 5300-Finance, etc.
- **Line Item** means a separately identified expenditure category within the adopted municipal budget.
- **Department Head** means the individual responsible for administration of a municipal department or division.
- **Governing Body** means the Board of Selectmen

3. Applicability

This policy applies to all municipal departments, boards, commissions, funds, and operations funded through the annual municipal budget.

4. General Policy

Appropriated funds shall be expended only for purposes authorized by the legislative body through the adopted municipal budget and in accordance with applicable New Hampshire law.

For municipalities operating under the official ballot referendum system pursuant to RSA 40:13 (“SB2”), the adopted operating budget shall be administered as a bottom-line appropriation except where expenditures are otherwise restricted by law, collective bargaining agreement, grant requirement, trust restriction, capital reserve restriction, special warrant article, or other legally binding limitation.

Budget transfers shall only be permitted in accordance with RSA 32 and this policy.

No transfer shall create or authorize expenditures in excess of the total appropriation approved by the legislative body except as otherwise permitted by law

5. SB2 Bottom-Line Budget Authority

For municipalities operating under RSA 40:13 (“SB2”), the annual operating budget adopted by the legislative body shall constitute a single bottom-line appropriation unless otherwise restricted by statute, warrant article, collective bargaining agreement, grant condition, trust requirement, or other legal restriction.

Within the total amount appropriated by the legislative body, the governing body may authorize transfers between line items and departments as necessary for the administration of municipal operations, provided that:

- The total bottom-line appropriation is not exceeded;
- Transfers comply with RSA 32 and all other applicable laws;
- Funds restricted for specific purposes are not improperly transferred or expended;
- Transfers are properly documented and approved in accordance with this policy.

Nothing in this policy shall authorize the expenditure of funds beyond the total amount appropriated by the legislative body without additional authorization required by law.

6. Authority to Approve Transfers

6.1 Department-Level Transfers

Department heads may request transfers between line items within their department budget subject to approval by the Finance Director and governing body where required. However, over expenditures within the bottom-line department budget should stay true in recognition of the following years budgeting process.

6.2 Governing Body Approval

Transfers between departments, by department code as delineated in the budget book, shall require approval by the governing body at a properly noticed public meeting.

6.3 Emergency Transfers

Emergency transfers necessary to protect public health, safety, or municipal property may be authorized by the governing body in accordance with RSA 32 and other applicable laws.

6.4 Purpose of Appropriated Funds

Notwithstanding the Town's authority to administer the operating budget as a bottom-line appropriation under RSA 40:13, all appropriated funds shall be expended substantially consistent with the purpose for which the funds were originally appropriated by the legislative body.

No budget transfer shall:

- Alter or defeat the stated purpose of a warrant article;
- Reallocate funds restricted by statute, grant condition, trust agreement, collective bargaining agreement, or capital reserve purpose;
- Divert funds appropriated for a specific legally restricted purpose to an unrelated use.

The Board of Selectmen and Finance Director shall consider the original intent and purpose of appropriations when reviewing proposed transfers.

7. Transfer Restrictions

Budget transfers shall not:

- Increase the total amount appropriated by the legislative body;
- Circumvent warrant article limitations;

- Transfer funds restricted by statute, grant, trust, or donor requirements;
- Create ongoing obligations without identified funding sources;
- Be used to avoid required public approval processes.

8. Transfer Requests (Form Attached)

All transfer requests shall be submitted in writing and include:

- Source line item;
- Destination line item;
- Amount requested;
- Reason for transfer;
- Fiscal impact;
- Certification that sufficient funds are available.

The Finance Director shall review all requests prior to approval.

9. Documentation and Recordkeeping

Approved transfers shall be documented and maintained as part of the municipality's financial records.

Documentation shall include:

- Approval date;
- Authorizing body;
- Amount transferred;
- Supporting justification.

Records shall be retained in accordance with New Hampshire municipal retention requirements.

10. Reporting

The Finance Director shall periodically report approved budget transfers to the governing body.

Such reports may include:

- Summary of transfers;
- Departments affected;
- Remaining balances;
- Fiscal impact analysis.

11. Compliance with RSA 32

All transfers shall comply with the requirements and limitations of RSA 32, including any restrictions applicable to special warrant articles, capital reserve funds, expendable trusts, grant funds, and separately voted appropriations.

12. Internal Controls

The Town/City shall maintain internal controls designed to:

- Prevent unauthorized transfers;
- Ensure proper approvals;
- Maintain accurate accounting records;
- Safeguard municipal funds.

13. Public Access

Approved transfer actions shall constitute public records and shall be available in accordance with RSA 91-A.

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

Date: _____

Department _____

	Description	Account Number	Amount	Account Balance
Transfer To				
Transfer From				

Department Head Comments: _____

Department Head Signature _____

Other Comments: _____

Finance Director Signature _____

Town Administrator Signature _____

Board of Selectmen Action Required? Yes ____ No ____

Board of Selectmen Signature _____

BOS Meeting Date: _____

Town of Hudson, NH

Policies and Procedures



Section: Finance

Subject: Audits

Policy Number: FIN-015	Revision Number: 00
Approved By: Board of Selectmen	Last Review Date: 05/26/2026
Origination Date: 05/26/2026	Review Frequency: 3 Years

1. Purpose

The purpose of this policy is to establish procedures and responsibilities for the independent audit of municipal finances to ensure accountability, transparency, legal compliance, and protection of municipal assets.

2. Definitions and Legal Authority

For purposes of this policy, the following authorities shall apply:

- RSA 41:31-a through RSA 41:31-d – Municipal audit requirements and auditor authority;
- RSA 41:9 – Duties and financial responsibilities of town officers;
- RSA 47:6 – Financial oversight responsibilities for cities;
- RSA 91-A – New Hampshire Right-to-Know Law regarding public records and meetings;
- 2 CFR Part 200 Subpart F – Federal Uniform Guidance requirements for Single Audits of federal awards.

These authorities shall govern the administration and interpretation of this policy.

3. Applicability

This policy applies to all municipal departments, boards, committees, funds, financial records, grants, and operations of the Town.

4. Annual Audit Requirement

The Town shall obtain an annual independent financial audit conducted by a Certified Public Accountant or accounting firm licensed in New Hampshire.

5. Audit Standards

Audits shall be performed in accordance with Generally Accepted Auditing Standards (GAAS), Government Auditing Standards, GASB requirements, and federal Uniform Guidance requirements when applicable.

6. Selection of Auditor

The governing body shall approve the selection of an independent auditor through a competitive procurement process when practical. Auditors must remain independent and disclose any conflicts of interest.

7. Responsibilities

The Finance Director shall coordinate audit activities and provide records to auditors. Department heads shall maintain accurate financial records and cooperate with the audit process.

8. Internal Controls

The Town shall maintain internal controls designed to safeguard assets, prevent fraud, ensure accurate financial reporting, and maintain compliance with applicable laws and regulations.

9. Fraud Reporting

Any employee, official, contractor, or volunteer who suspects fraud, theft, misuse of funds, or financial misconduct shall promptly report concerns to municipal leadership.

10. Audit Findings and Corrective Action

Management shall respond to audit findings and implement corrective action plans with identified responsibilities and timelines.

11. Record Retention

Financial records shall be retained in accordance with New Hampshire municipal retention schedules and applicable federal requirements.

12. Public Access

Final audit reports shall be considered public records and made available in accordance with RSA 91-A.

13. Single Audit Requirements

If the Town expends federal awards in excess of the threshold established under 2 CFR Part 200 Subpart F, the Town shall obtain a Single Audit.

The Single Audit shall include:

- Audit of financial statements;
- Review of internal controls over federal programs;
- Compliance testing of federal grant requirements; and
- Corrective action plans for any findings.

The Finance Director shall maintain records of all federal grant expenditures and coordinate compliance activities with departments administering federal programs.

Town of Hudson, NH

Policies and Procedures



Section: Finance

Subject: Fund Balance Policy

Policy Number: FIN-020	Revision Number: 3 (5/1/2018)
Approved By: Board of Selectmen	Last Review Date: 5/26/2026
Origination Date: 5/24/2011	Review Frequency: Annually

1. Purpose

The purpose of this policy is to ensure that there will be adequate liquid resources to protect the Town of Hudson's financial stability against emergencies, economic downturns, as well as to contribute to the continuity of financial operations.

This policy recommends the minimum required fund balance reserve and the allowable uses of fund balance reserves.

2. Definitions

For purposes of this policy:

- Fund Balance means the accumulated equity balance in a governmental fund resulting from operations over the years.
- General Fund means the fund used to account for basic governmental services supported mainly by tax revenue.
- Unrestricted Fund Balance means the total of committed fund balance, assigned fund balance, and unassigned fund balance.
- Non-spendable Fund Balance means amounts that are not in spendable form or are required to be maintained intact.
- Restricted Fund Balance means amounts constrained to specific purposes by external parties, constitutional provisions, or enabling legislation.
- Committed Fund Balance means amounts constrained to specific purposes by formal action of the governing body.

- Assigned Fund Balance means amounts intended to be used for a specific purpose.
- Unassigned Fund Balance means amounts available for any purpose and reported only in the General Fund.

3. Applicability

This policy applies to the General Fund and all governmental fund balance classifications maintained by the Town of Hudson.

The unrestricted fund balance shall be monitored and managed to ensure adequate reserves are available to maintain continuity of operations and financial stability.

4. Fund Balance Reserves – General Fund

Fund balances recommended by the New Hampshire Department of Revenue Administration (DRA) and the Government Finance Officers Association (GFOA) are as follows:

Annual Budget	DRA 5%	DRA 10%	GFOA 8%	GFOA 17%
\$45,000,000	\$2,250,000	\$4,500,000	\$3,600,000	\$7,650,000
\$50,000,000	\$2,500,000	\$5,000,000	\$4,000,000	\$8,500,000
\$55,000,000	\$2,750,000	\$5,500,000	\$4,400,000	\$9,350,000
\$60,000,000	\$3,000,000	\$6,000,000	\$4,800,000	\$10,200,000
\$65,000,000	\$3,250,000	\$6,500,000	\$5,200,000	\$11,050,000
\$70,000,000	\$3,500,000	\$7,000,000	\$5,600,000	\$11,900,000

Minimum Balance:

The Town shall manage operations to maintain a minimum unrestricted fund balance of 5% of the general fund operating appropriations, the state education tax amount, the local school net tax commitment, and County appropriations.

Target Balance:

The Town shall work toward maintaining an unrestricted fund balance at a minimum of 8% of the general fund operating appropriations, the state education tax amount, the local school net tax commitment, and County appropriations.

Annual Budget	Minimum Balance 5%	Minimum Target Balance 8%
\$45,000,000	\$2,250,000	\$3,600,000
\$50,000,000	\$2,500,000	\$4,000,000
\$55,000,000	\$2,750,000	\$4,400,000
\$60,000,000	\$3,000,000	\$4,800,000
\$65,000,000	\$3,250,000	\$5,200,000
\$70,000,000	\$3,500,000	\$5,600,000

5. Plan for Target Balances

The unrestricted fund balance target level shall be achieved by conservatively estimating revenues and limiting the amount of fund balance used to reduce the tax rate.

6. Fund Balance Uses

The Board of Selectmen may appropriate any amount of unrestricted fund balance in excess of the minimum balance to offset property taxes as part of the final adopted budget for a fiscal year.

The Board of Selectmen may appropriate unrestricted fund balances for emergency purposes, as deemed necessary, even if such use decreases the fund balance below the minimum balance, subject to NH RSA 32:11.

Emergency purposes do not include the offsetting of property taxes.

7. Spending Prioritizations

When an expenditure is incurred that would qualify for payment with either restricted or unrestricted funds, it shall first be paid from restricted funds.

When an expenditure qualifies for payment from multiple unrestricted fund balance categories, expenditures shall be applied in the following order:

1. Committed Fund Balance;
2. Assigned Fund Balance;
3. Unassigned Fund Balance.

8. Annual Review

Compliance with the provisions of this policy shall be reviewed annually.

Town of Hudson, NH

Policies and Procedures



Section: Finance

Subject: Investment Policy

Policy Number: FIN-021	Revision Number: 01
Approved By: Board of Selectmen	Last Review Date: 05/26/2026
Origination Date: 03/09/1992	Review Frequency: Annually

1. Purpose

The purpose of this policy is to establish guidelines and procedures for the prudent investment of public funds for the Town of Hudson in accordance with New Hampshire law.

This policy is intended to:

- Ensure the preservation and safety of public funds;
- Maintain sufficient liquidity to meet operational needs;
- Establish appropriate authority and internal controls for investment activities;
- Ensure compliance with applicable New Hampshire statutes;
- Promote accountability, consistency, and transparency in municipal investment practices;
- Obtain a reasonable market rate of return while minimizing risk.

2. Definitions and Legal Authority

This policy is adopted pursuant to applicable New Hampshire laws, including but not limited to:

- RSA 41:29 – Duties of Town Treasurer;
- RSA 41:9 – Financial Duties of Selectmen;
- RSA 6:7 – Approved Bank Deposits;
- RSA 383:22-24 – Public Deposit Investment Pool;
- RSA 91-A – Public Records and Meetings.

For purposes of this policy:

- **Investment Portfolio** means all public funds under the custody and control of the Town Treasurer available for investment.

- **Liquidity** means the ability to convert investments into cash to meet operational requirements.
- **Prudent Person Standard** means the standard of care requiring investments to be made with judgment and care under circumstances then prevailing, considering the probable safety of capital and probable income to be derived.
- **Qualified Institution** means any financial institution authorized under New Hampshire law and approved for municipal investments pursuant to this policy.
- **Treasurer** means the duly elected or appointed Town Treasurer for the Town of Hudson.

3. Applicability

This policy applies to all financial assets in the custody of the Treasurer of the Town of Hudson, including but not limited to:

- General Fund;
- Special Revenue Funds;
- Capital Project Funds;
- Agency Funds;
- Any additional funds created by the Town unless specifically exempted by the governing body in accordance with law.

This policy also applies to all investment transactions involving the above funds.

Except for cash held in certain restricted or special funds, the Town may consolidate available cash balances for investment purposes in order to maximize investment earnings and improve administrative efficiency.

Investment income shall be allocated to participating funds in accordance with generally accepted accounting principles.

4. General Investment Policy

Public funds shall be invested in a manner that prioritizes:

- Safety of principal;
- Maintenance of liquidity;
- Compliance with legal requirements;
- Reasonable investment return consistent with risk limitations.

The Town's investment portfolio shall be designed and managed to:

- Preserve capital;
- Minimize credit risk and interest rate risk;
- Meet anticipated cash flow requirements;
- Maintain sufficient diversification where appropriate;

- Achieve a market-average rate of return within applicable legal and operational constraints.

Return on investment shall be secondary to the objectives of safety and liquidity.

5. Authorized Investments

The Town of Hudson shall invest funds only in investment instruments authorized by New Hampshire law, including:

- Obligations of the United States Government;
- Obligations fully guaranteed by the United States Government;
- Public Deposit Investment Pool investments established pursuant to RSA 383:22;
- Deposits, money market accounts, and certificates of deposit in federally insured banks authorized under New Hampshire law;
- Other investment instruments specifically authorized by RSA 41:29 and related statutes.

Investment maturities shall be scheduled to coincide with projected cash flow needs, taking into consideration payroll, accounts payable obligations, debt service, and anticipated revenues.

6. Delegation of Authority

Authority to manage the investment program is delegated to the Town Treasurer pursuant to RSA 41:29 and other applicable laws.

The Treasurer shall:

- Conduct investment activities in accordance with this policy;
- Establish written procedures and internal controls;
- Maintain appropriate documentation for all transactions;
- Ensure compliance with all legal requirements.

No person may engage in investment transactions except as authorized under this policy and established procedures.

7. Standard of Prudence

Investments shall be made in accordance with the “Prudent Person” standard:

Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived.

Officials and employees involved in the investment process shall:

- Avoid conflicts of interest;
- Refrain from personal investment activities that could impair impartiality;
- Disclose material financial interests in institutions conducting business with the Town;
- Subordinate personal investment transactions to the Town's investment activities.

8. Internal Controls

The Town shall maintain internal controls designed to:

- Prevent fraud, loss, or misrepresentation;
- Safeguard public funds;
- Ensure proper authorization of transactions;
- Maintain accurate accounting records;
- Ensure compliance with applicable laws and policies.

Internal controls shall include, but are not limited to:

- Separation of duties;
- Custodial safekeeping procedures;
- Written transaction confirmations;
- Dual authorization for wire transfers;
- Annual independent audit review;
- Clear delegation of authority.

The Treasurer shall establish procedures necessary to implement these controls.

9. Competitive Selection of Investment Instruments

Except for United States Treasury securities maturing in less than one year, the Treasurer shall utilize a competitive process when investing excess funds.

The Treasurer shall:

- Solicit bids or rate quotations from qualified financial institutions;
- Evaluate available investment options based on maturity, yield, safety, liquidity, and associated costs;
- Select the investment option that best meets the Town's objectives and policy requirements.

10. Qualified Financial Institutions

The Town shall utilize only financial institutions authorized under RSA 41:29 and RSA 383:22-24.

Qualified institutions must:

- Be federally insured where required;
- Meet applicable collateralization requirements;
- Be legally authorized to conduct municipal investment business within New Hampshire.

11. Safekeeping and Collateralization

Deposits exceeding federal insurance limits shall be fully collateralized in accordance with New Hampshire law.

Acceptable collateral may include:

- United States Government obligations;
- United States Government agency obligations;
- Obligations of the State of New Hampshire.

Collateral shall have a market value equal to at least 100% of the uninsured deposit amount.

Safekeeping procedures shall be reviewed annually by the Town's independent auditors.

12. Accounting and Reconciliation

All bank balances and investment accounts shall be reconciled monthly by the Treasurer and reported to the Town Accountant under the direction of the Finance Director.

General ledger entries shall be posted timely to accurately reflect the Town's financial position.

13. Reporting and Performance Evaluation

The Treasurer shall maintain sufficient documentation and reporting to evaluate investment performance and policy compliance.

Investment reporting may include:

- Investment balances;
- Maturity schedules;
- Rates of return;
- Compliance with policy limitations;
- Liquidity status.

Financial institutions utilized by the Town shall provide sufficient documentation and reporting to support investment oversight and evaluation.

14. Policy Review and Approval

This policy shall be reviewed at least annually by the Board of Selectmen, or its designee, and updated as necessary.

Any revisions shall be adopted by the Board of Selectmen in accordance with RSA 41:9 and other applicable laws.

15. Statutory References

Relevant statutory references include:

- RSA 41:29 – Duties of Town Treasurer;
- RSA 41:9 – Financial Duties;
- RSA 6:7 – Bank Deposits;
- RSA 383:22-24 – Public Deposit Investment Pool.



Section	Finance
Subject	Transfer of Appropriations / Budget Line-Item Transfer
Policy Number	FIN-010
Revision Number	00
Approved By	Board of Selectmen
Origination Date	05/26/2026
Last Review Date	05/26/2026
Review Frequency	Every 3 years

Purpose

The purpose of this policy is to establish procedures and authority for budget transfers within the Town budget to ensure compliance with New Hampshire law, maintain fiscal accountability, and provide consistent financial oversight.

This policy is intended to:

- Maintain proper control over appropriated funds;
- Ensure expenditures remain within authorized budget limits;
- Establish approval authority for transfers between line items; and
- Promote transparency and accountability in municipal financial operations.

Definitions and Legal Authority

This policy is adopted pursuant to applicable New Hampshire laws, including:

- RSA 32, Municipal Budget Law;
- RSA 32:7, Transfer of Appropriations;
- RSA 32:10, Expenditure Limitations;
- RSA 40:13, Official Ballot Referendum System;
- RSA 41:9, Duties of Town Officers; and
- RSA 91-A, Public Records and Meetings.

For purposes of this policy:

Budget Transfer: means the movement of appropriated funds from one budget line item to another.

Department: means a department or budget unit identified in the Town budget book.

Line Item: means a separately identified expenditure category within the adopted municipal budget.

Department Head: means the individual responsible for administration of a Town department or division.

Governing Body: means the Town of Hudson Board of Selectmen.

Applicability

This policy applies to all Town departments, boards, commissions, funds, and operations funded through the annual municipal budget.



General Policy

Appropriated funds shall be expended only for purposes authorized by the legislative body through the adopted Town budget and in accordance with applicable New Hampshire law.

For municipalities operating under the official ballot referendum system pursuant to RSA 40:13 (SB2), the adopted operating budget shall be administered as a bottom-line appropriation except where expenditures are otherwise restricted by law, collective bargaining agreement, grant requirement, trust restriction, capital reserve restriction, special warrant article, or other legally binding limitation.

Budget transfers shall only be permitted in accordance with RSA 32 and this policy.

No transfer shall create or authorize expenditures in excess of the total appropriation approved by the legislative body except as otherwise permitted by law.

SB2 Bottom-Line Budget Authority

The annual operating budget adopted by the legislative body shall constitute a single bottom-line appropriation unless otherwise restricted by statute, warrant article, collective bargaining agreement, grant condition, trust requirement, or other legal restriction.

Within the total amount appropriated by the legislative body, the governing body may authorize transfers between line items and departments as necessary for the administration of Town operations, provided that:

- The total bottom-line appropriation is not exceeded;
- Transfers comply with RSA 32 and all other applicable laws;
- Funds restricted for specific purposes are not improperly transferred or expended; and
- Transfers are properly documented and approved in accordance with this policy.

Nothing in this policy authorizes the expenditure of funds beyond the total amount appropriated by the legislative body without additional authorization required by law.

Authority to Approve Transfers

Department-Level Transfers

Department heads may request transfers between line items within their department budget. Such transfers are subject to review by the Finance Director and approval by the governing body when required by this policy or applicable law.

Governing Body Approval

Transfers between departments, as identified by department code in the budget book, shall require approval by the Board of Selectmen at a properly noticed public meeting.

Emergency Transfers

Emergency transfers necessary to protect public health, safety, or Town property may be authorized by the governing body in accordance with RSA 32 and other applicable laws.

Purpose of Appropriated Funds

Notwithstanding the Town's authority to administer the operating budget as a bottom-line appropriation under RSA 40:13, all appropriated funds shall be expended substantially consistent with the purpose for which the funds were originally appropriated by the legislative body.

No budget transfer shall:

- Alter or defeat the stated purpose of a warrant article;
- Reallocate funds restricted by statute, grant condition, trust agreement, collective bargaining agreement, or capital reserve purpose; or



- Divert funds appropriated for a specific legally restricted purpose to an unrelated use.

The Board of Selectmen and Finance Director shall consider the original intent and purpose of appropriations when reviewing proposed transfers.

Transfer Restrictions

Budget transfers shall not:

- Increase the total amount appropriated by the legislative body;
- Circumvent warrant article limitations;
- Transfer funds restricted by statute, grant, trust, or donor requirements;
- Create ongoing obligations without identified funding sources; or
- Be used to avoid required public approval processes.

Transfer Requests

All transfer requests shall be submitted in writing using the Town's transfer request form and shall include:

- Source line item;
- Destination line item;
- Amount requested;
- Reason for transfer;
- Fiscal impact; and
- Certification that sufficient funds are available.

The Finance Director shall review all transfer requests prior to approval.

Documentation and Recordkeeping

Approved transfers shall be documented and maintained as part of the Town's financial records. Documentation shall include:

- Approval date;
- Authorizing body;
- Amount transferred; and
- Supporting justification.

Records shall be retained in accordance with New Hampshire municipal records-retention requirements.

Reporting

The Finance Director shall periodically report approved budget transfers to the governing body. Such reports may include:

- Summary of transfers;
- Departments affected;
- Remaining balances; and
- Fiscal impact analysis.

Compliance with RSA 32

All transfers shall comply with the requirements and limitations of RSA 32, including any restrictions applicable to special warrant articles, capital reserve funds, expendable trusts, grant funds, and separately voted appropriations.



Appendix A: Transfer Request Form

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

Date		Department	
Requested By		Fiscal Year	

Transfer Details

	Description	Account Number	Amount	Account Balance
Transfer To				
Transfer From				

Justification and Approvals

Reason for Transfer / Fiscal Impact	
Department Head Comments	
Other Comments	

Department Head Signature		Date	
Finance Director Signature		Date	
Town Administrator Signature		Date	
Board of Selectmen Action Required?	Yes <input type="checkbox"/> No <input type="checkbox"/>	BOS Meeting Date	
Board of Selectmen Signature		Date	
Policy / Form	FIN-010	Department	Finance



TOWN OF HUDSON

Information Technology Department

12 School Street
Hudson, New Hampshire 03051

Doug Bosteels, IT Director
dbosteels@hudsonnh.gov · Tel: 603-886-1229

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

From: Doug Bosteels, IT Director

Date: 21 May 2026

Re: Public Agenda Item – 26 May 2026

DB

Scope:

The IT Director requests the opportunity to present key components of the Information Technology department in continuation with the recurring installments from Town Departments. This brief presentation will give some insight as to the status of the Information Technology Dept. from the past year into the coming year.

To achieve this, I will display the current organizational chart, and our mission statement, along with past achievements. I will show help desk statistics for current year and will include, some smart goals, and our FY27 department goals.

I hope this provides some insight to the public as to how the Information Technology Department completes its mission daily, and how we plan to continue to accomplish our vital vision for our future.

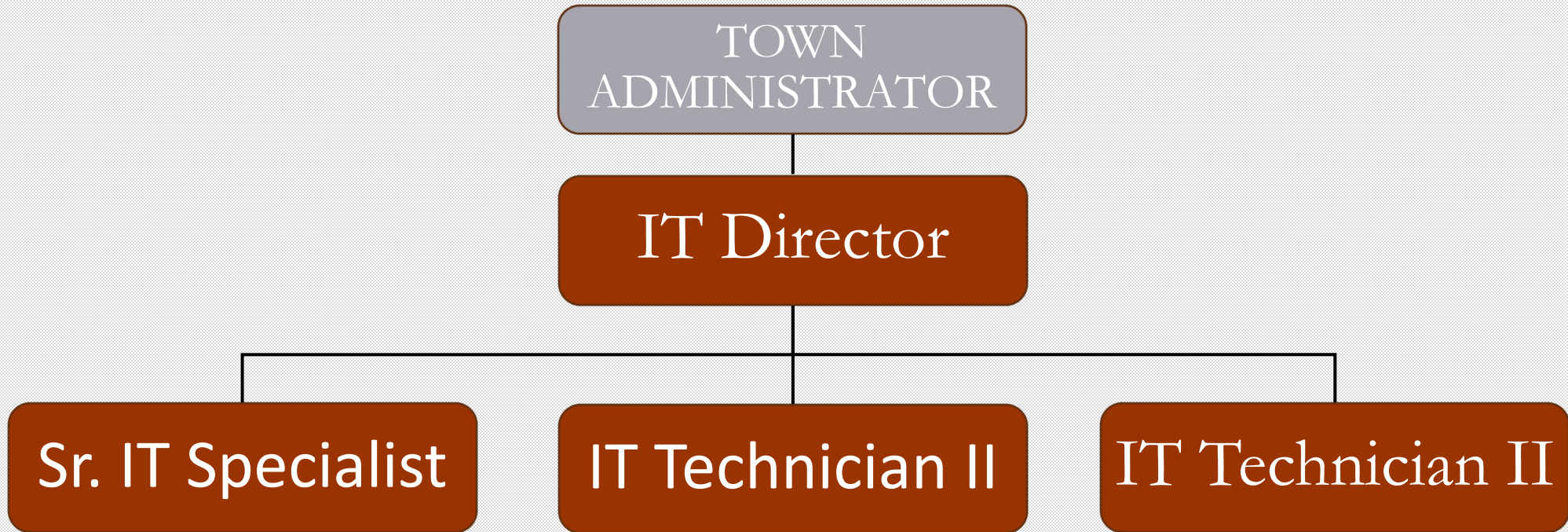


TOWN OF HUDSON NH

INFORMATION TECHNOLOGY – DEPARTMENT UPDATE

Board of Selectmen: May 26, 2026

ORGANIZATION CHART



INFORMATION TECHNOLOGY STAFF AND DUTIES

- **Sr. IT Specialist**

- Ensures infrastructure is stable and secure, continuously monitors and updates all peripherals for compliancy
- Mentors Junior staff members
- Manages and leads all projects in alignment with IT Director

- **IT Technician II**

- Help Desk tickets
- Infrastructure updates and monitoring
- Security adherence and oversight
- Supports SR. IT Specialist

MISSION STATEMENT

To drive technological advancement by creating seamless digital experiences that enhance and add value to municipal infrastructure.

Our goal is to provide a secure, efficient, and user-friendly digital environment while continuously adapting to emerging technologies to better serve the community



S.M.A.R.T GOAL

FY 2026 Goals

- ✓ Completed town wide network infrastructure update
- ✓ Installed new town wide phone system
- ✓ VLAN network for better security footprint 90%

FY 2027 Goals

- Finalize VLAN of network
- Complete MFA Yubikey rollout
- Complete phone system emergency backup architecture for PD and FD backup
- Upgrade/Install new storage array for town infrastructure



SWOT ANALYSIS

Strengths, Weaknesses, Opportunities, Threats

STRENGTHS

Deep institutional Knowledge Strong Security Posture Innovation Driven Skilled workforce

WEAKNESSES

Budget Constraints User Adherence Legacy Systems Data Silos

OPPORTUNITIES

Cloud Migration Grant Funding Strategic IT Partnership Citizen Engagement

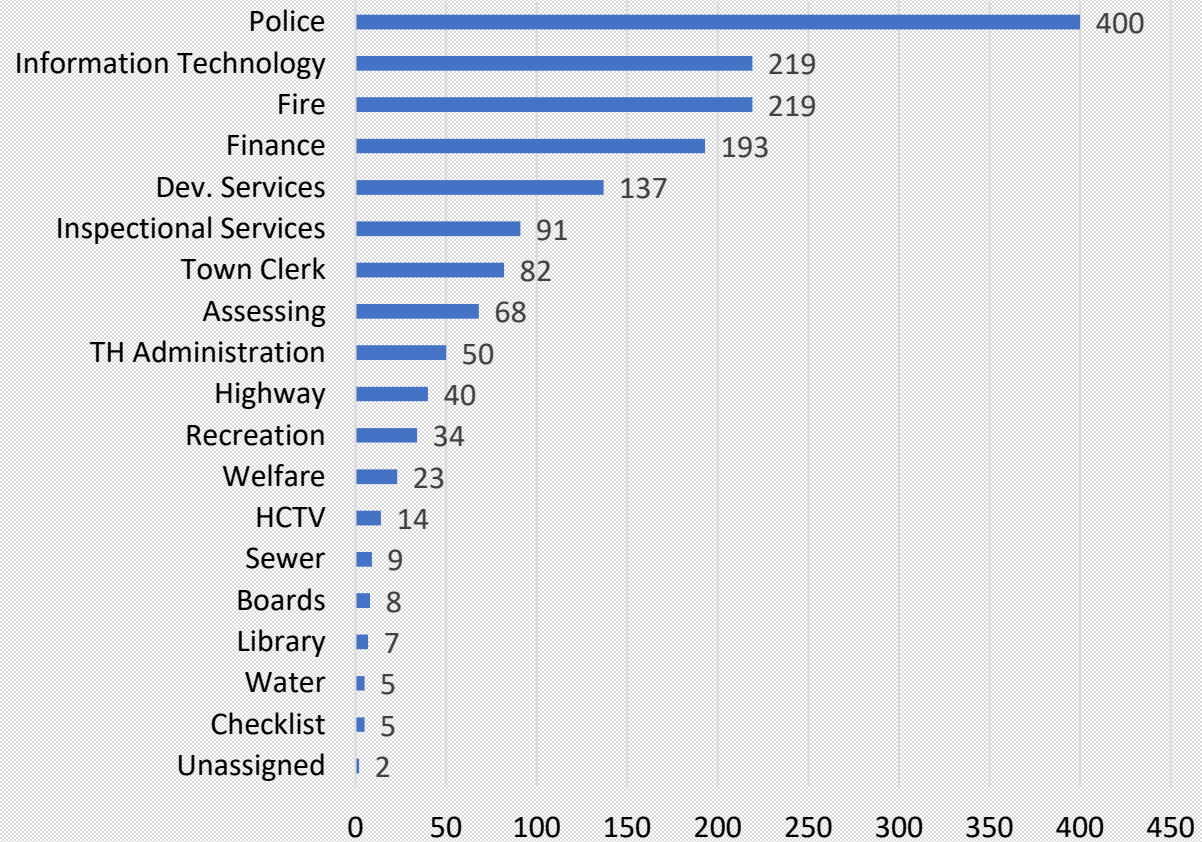
THREATS

Cyber Attack Budget Constraints Rising Vendor Costs Remote/mobile access

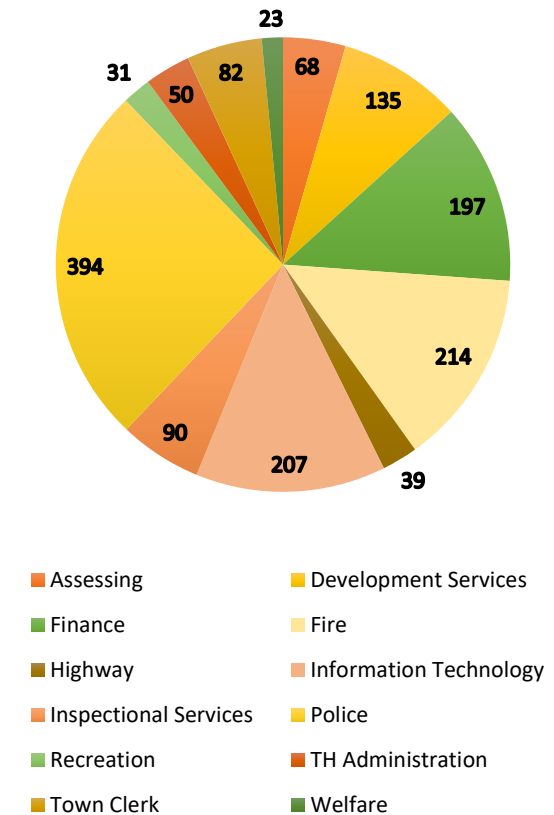


HELP DESK METRICS

Total Tickets by Dept. FY-26



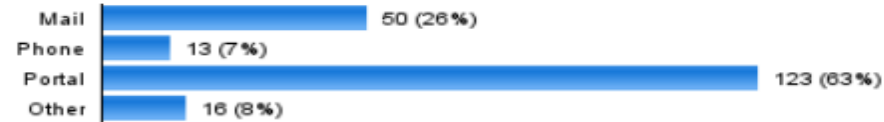
Closed Tickets By Department



HELP DESK SURVEY

Support Feedback (7/1/2025 - 6/30/2026)

1 . What method was used to contact the IT team? [Responses](#)



2 . How satisfied are you with the responsiveness of IT Support? [Responses](#)



3 . How would you rate the professionalism and courtesy of the IT Support representative? [Responses](#)



4 . Did the IT Support team resolve your issue to your satisfaction? [Responses](#)



5 . How clear and understandable was the communication from the IT support team? [Responses](#)



6 . Were you kept informed about the status and progress of your request? [Responses](#)



CYBERSECURITY AWARENESS

“There are only two types of companies: those that have been hacked, and those that will be.”

— Robert Mueller, former FBI Director.

Primex

- Information Technology employees attend bi-monthly seminar's at the Primex location in Concord which discuss cybersecurity awareness and threats both past and present.
- Ongoing Cybersecurity awareness training for all users (Knowbe4)

Town Audit

- Cybersecurity polices to be reviewed updated and viewed as a consistent process
- incident response plan is in place
- Employee training: Knowbe4 and Primex mandatory training
- Penetration testing conducted annually



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

Cc: Laurie May, Finance Director

From: Elvis Dhima, P.E., Development Services Director

Date: May 15, 2026

RE: Contract Award for Engineering Services for Boat Launch Design and Permitting at Merrill Park

First Recommended Motion:

To award the contract for the design and permitting of a boat launch at Merrill Park to VHB, the lowest responsible bidder, as recommended by the Director of Development Services, in an amount not to exceed \$149,750, to be funded from the Target funds (Account No. 09-2000-2050-000-586).

Second Recommended Motion:

To approve the additional recommended tasks proposed by VHB, as recommended by the Director of Development Services, in an amount not to exceed \$78,100, to be funded from the Target funds (Account No. 09-2000-2050-000-586), for the design and permitting of a boat launch at Merrill Park.

Background:

The Planning Board secured \$1.5 million from Target Corporation to support the future construction of a boat launch at Merrill Park. While the full amount will be released upon issuance of the certificate of occupancy for the main building, Target released \$300,000 at the Town's request to fund the design and permitting phase, which has since been received.

The project was advertised in the *Union Leader* on April 20, 2026, and six (6) firms attended the mandatory pre-bid meeting held on May 1, 2026. On May 15, 2026, the Town received two (2) proposals by the submission deadline and one (1) proposal after the deadline, which was disqualified.

The proposals were reviewed with respect to cost and scope of work. The bid amounts are summarized below:

- VHB — \$149,750
- GZA— \$224,900 (*disqualified due to failure to meet the submission deadline*)
- Fuss & O'Neill — \$242,700

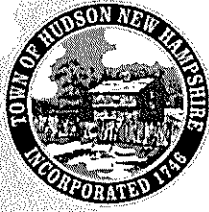
RECEIVED
May 20, 2026
BOS AGENDA

Following review of the proposals, VHB was requested to provide pricing for the additional recommended tasks no later than 2:00 PM on May 15, 2026, which is an additional cost of \$78,100.

While VHB's original proposal appears capable of providing the requested services, it is anticipated that the additional recommended tasks will ultimately be necessary to complete the project. In comparison, the proposal submitted by Fuss & O'Neill included a more comprehensive scope of services that generally encompassed all work required for the design and permitting process.

Financing:

Funding is available in Account No. 09-2000-2050-000-586, which had an available balance of \$300,000 as of May 2026.



TOWN OF HUDSON

Town Clerk's Office

12 School Street
Hudson, New Hampshire 03051

Emilie Leclerc, Town Clerk
eleclerc@hudsonnh.gov · Tel: 603-886-6003 · Fax: 603-816-1292

To: Roy Sorenson, Town Administrator

Cc: Elvis Dhima, P.E.; Board of Selectmen Office; Finance

Subject: Engineering Services for Boat Launch Design and Permitting

Date: 5/15/2026

Name and address	Date Received	Amount
VHB 2 Bedford Farms Dr Suite 200 Bedford, NH 03110	May 14 th 2026 3:11pm	\$149,750
Fuss & O'Neill The Gateway Building 50 Commercial St, Unit 2S Manchester, NH 03101	May 15 th 2026 8:35am	\$242,700

Respectfully submitted by Emilie Leclerc, Town Clerk

5/15/26



**Hudson Merrill Park
Cost Proposal including Recommended Tasks**

Task	Labor	Jr. Surveyor	Wetland Scientist	Jr. Engineer	Surveyor/Engineer	Env. Scientist	CAD Manager	Sr. Engineer	Project Manager	Sr. Surveyor	Sr. Scientist	Sr. QA/QC	Est. Expenses	Est. Labor	Total (Lump Sum)
1 – Project Kickoff					1			2	5	1				\$2,000	\$2,000
2 – Elevation Survey		8			40		24			3			\$200	\$12,100	\$12,300
3 – Natural Resource Delineation			26			7		2			2		\$100	\$5,000	\$5,100
4 – 10% Concept Design					24			8	10			1		\$8,200	\$8,200
5 – Geotechnical & Asbestos Investigation								2	3				\$23,100	\$1,200	\$24,300
6 – 30% Design					48			20	8			4		\$16,100	\$16,100
7 – 60% Design				16	96			40	12		16	4	\$50	\$34,400	\$34,450
8 – Federal & State Permitting				8	56	114		16	4					\$32,400	\$32,400
9 – 90% Design					16			8	4			4		\$6,700	\$6,700
10 – Construction Documents					24			16	4					\$8,200	\$8,200
Recommended Tasks															
11 – Boundary Survey		20			34		16			8		2	\$400	\$16,500	\$16,900
12 – Bank Stabilization					32			12	12				\$15,400	\$12,300	\$27,700
13 – Boarding Dock Design					50		8	20	12				\$100	\$23,500	\$23,600
14 - Archaeology					8	8		4	4				\$5,500	\$4,400	\$9,900
															\$227,850



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

Cc: Laurie May, Finance Director

From: Scott Tice, Fire Chief 

Date: May 21, 2026

Re: Public Agenda Item – 26 May 2026

Motion: *To authorize the Fire Chief to apply for the FY25 Assistance to Firefighters Grant (AFG).*

Background:

We were notified on May 19, 2026 that the application period opened for AFG and the deadline to submit the application closes on June 22, 2026. The proposal this evening is simply for permission to apply for the grant. Prior to accepting any grant if awarded, the Board would have the opportunity to hold a public hearing and decide whether we want to accept the funds.

We are currently in the process of determining the exact items we will be requesting funding for through the AFG grant. While specific details are not yet finalized, we anticipate this request will include items under the categories of EMS, communications, and basic equipment that are categorized as high-priority, as outlined in the Notice of Funding Opportunity (NOFO). This funding would support items that are not currently budgeted within our FY26 or FY27 budget. The AFG grant provides 90% of the costs through federal funding, with the remaining 10% required to be covered by the town.

Funding:

We would request that the funding for the 10% cost share required by the town come from utilizing existing funds within the EMS Revolving Fund, the Fire Equipment Capital Reserve Fund and the Communications and Infrastructure Capital Reserve Fund.



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: May 26, 2026

Re: Public Agenda Items – 26 May 2026

Motion #1: *To waive Chapter 98-7 Bidding procedure of the Hudson Town Code for the purpose of reconfiguring the Plymovent System by Air Cleaning Specialist.*

Motion #2: *To release an amount not to exceed \$32,000.00 of the Hudson Logistics Center Platform Truck Money (Account #09-2000-2050-000-584) as defined by condition 61(e) of the Hudson Logistics Center Amended Site Plan, to the Hudson Fire Department for the reconfiguration of the Plymovent System at the Central Fire Station.*

Background:

The Fire Department has a Plymovent System in each of its stations. The Plymovent System consists of hoses, pipes, and an exhaust fan that collects the exhaust from our apparatus and removes it to the outside instead of allowing the exhaust out into the atmosphere within the station. The system connects a hose to the exhaust of the trucks with an inflatable boot that is deflated by a switch on the track when the apparatus pulls out of the station. This system is for the health and safety of our employees. We need to reconfigure some of the pipes and the fan at Central Station to accommodate the tower truck when it arrives. The current method of deflating the boot is being phased out and parts are becoming scarce.

The reconfiguration is necessary, with an estimated cost of \$24,000. Additionally, an update to the deflation system should be completed in the near future at an approximate cost of \$6,000. The most efficient approach is to undertake both projects simultaneously.

We have the necessary funding available within the FY26 budget to cover these expenses. However, it would be prudent to consider utilizing Target funds to save taxpayer money when possible. Below, I have included the language from the site plan agreement for the Board to evaluate if this expense aligns with the stipulated guidelines.¹⁵ Prior to the issuance of a building permit the Applicant shall secure a contract and pay for a tower truck

(upon terms approved by the Fire Chief) with the design, vendor and construction schedule approved by the Hudson Fire Chief, utilizing funds identified in Condition #61. Timing of this deliverable may be modified with the Hudson Fire Chiefs approval.

61. (e) Intent: To procure a platform truck needed to service the proposed buildings.
Payable: prior to issuance of building permit for Main Building. Timing of this deliverable may be modified with the Hudson Fire Chiefs approval. In the event manufacturing is not complete at the time of application for Certificate of Occupancy, alternative coverage may be negotiated with the Fire Chiefs approval. Any remaining funds shall be contributed to Item (a) STEM Program for CTE.

The Plymovent System is a proprietary system and the work will have to be completed by the designated local vendor; Air Cleaning Specialists.

Funding:

Condition 61(e) Platform Truck of the Hudson Logistics Center Amended Site Plan between Target Corporation and the Town of Hudson provides \$2,100,000 for procurement of a Fire Department Platform Truck. At this time, the Fire Department has allocated \$2,009,575.02 from that funding, leaving a balance of \$90,424.98.



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

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

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

Cc: Laurie May, Finance Director

From: Jay Twardosky, Director of Public Works

Date: May 20, 2026

Re: Award of Town Wide Paving Program Contract

Recommended Motion:

To award the contract for the 2026 Town Wide Paving to Busby Construction Company Inc, the lowest and highest scoring bidder, as recommended by the Director of Public Works for an amount not to exceed \$1,046,250.00

Background:

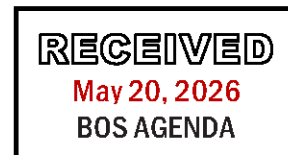
The Public Works Department prepared a Request for Proposals (RFP) for the above-referenced project and directly emailed the solicitation to four (4) interested firms. In addition, the project was advertised in the Nashua Telegraph and on the Town website.

A mandatory pre-bid meeting was conducted on May 12, 2026, with five (5) firms in attendance. On May 20, 2026, the Town received four (4) eligible sealed bids. The bid results are summarized below:

Bidder	Bid Amount
Busby Construction Company Inc.	\$1,046,250
Continental Paving Inc.	\$1,106,700
Brox Industries Inc.	\$1,194,200
Pike Industries, Inc.	\$1,330,000

The winning proposal was evaluated using the following criteria:

- Cost – 80%
- Schedule – 10%
- References & Experience – 10%



Bidder	Cost (80%)	Schedule (10%)	References & Experience (10%)	Total Score
Busby Construction Company Inc.	80	10	10	100
Continental Paving Inc.	76	0	10	86
Brox Industries Inc.	70	0	10	80
Pike Industries, Inc.	63	0	10	73

Busby Construction Company Inc. was the only bidder to provide a detailed project approach and construction schedule, both of which were clearly outlined in the RFP requirements. Based on the evaluation results, Busby Construction Company Inc. achieved the highest overall score while also submitting the lowest responsible bid.

Funding:

Funding for the 2026 Town Wide Paving Project is available within the FY27 budget under account 5552-248 Street Overlay. The current balance in this account is \$1,090,000.00.



TOWN OF HUDSON

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



Request for Proposal/Bid Checklist

Department: _____

Project Name: _____

Date: _____

Budget: _____

Was This Project Advertised? Yes No

Where? _____

Was it delivered to four vendors/contractors? Yes No

If No, reason why: _____

If Yes, list of vendors/contractors delivered to:

1.) _____

2.) _____

3.) _____

4.) _____

Selected Contractor/Vendor: _____

Award Amount: _____



TOWN OF HUDSON

Town Clerk's Office

12 School Street
Hudson, New Hampshire 03051

Emilie Leclerc, Town Clerk
eleclerc@hudsonnh.gov · Tel: 603-816-1279 · Fax: 603-816-1292

To: Roy Sorenson, Town Administrator

Cc: Jason Twardosky, Director of Public Works.; Board of Selectmen Office; Finance

Subject: 2026 Town Wide Paving Program

Date: 5/20/2026

Name and address	Date Received	Amount
Continental Paving, INC 1 Continental Dr Londonderry, NH 03053	May 20, 2026 9:23 am	See Attachment Total: \$1,106,700
Busby Construction Co., Inc. 71 Route 111 Atkinson, NH 03811	May 20, 2026 9:34am	See Attachment Total: \$1,046,250
Brox Industries, INC. 1 Tech Drive Suite 310 Andover, MA 01810	May 20, 2026 9:34 am	See Attachment Total: \$1,194,200
Pike Industries, INC. 650 Peverly Hill Road Portsmouth, NH 03801	May 20, 2026 9:34am	See Attachment Total: \$1,330,000

Respectfully submitted by Emilie Leclerc, Town Clerk

CONTINENTAL

2026 Town Wide Paving Program
TOWN OF HUDSON, NEW HAMPSHIRE

THE UNDERSIGNED HEREBY OFFERS TO PROVIDE SERVICES FOR THE ABOVE.

1. Bid Schedule:

Item No.	Item Name	Unit	Estimated Quantity	Unit Price	Extension
306	Reclaimed Stabilized Base	Sq. Yard	40,000	\$ <u>3.75</u> /SY	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Wearing Course)	Ton	3,800	\$ <u>99.50</u> T	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Binder Course)	Ton	5,600	\$ <u>93.50</u> T	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Winter Binder)	Ton	TBD	\$ <u>95.25</u> T	\$ _____
403.119	Hot Bituminous Pavement – Machine Method (High Strength)	Ton	TBD	\$ <u>110</u> /T	\$ _____
417	Cold Planing of Bituminous Surface	Sq. Yard	25,000	\$ <u>3</u> /SY	\$ _____

604.4	Reconstructing Catch Basins & Manholes	LF.	TBD	\$ <u>500</u> /EA	\$ _____
306	Reclaimed Stabilized Base (removal of excess)	CU.YD.	TBD	\$ <u>12</u> /EA	\$ _____
Total				1,106,700	

BUSBY

2026 Town Wide Paving Program
TOWN OF HUDSON, NEW HAMPSHIRE

THE UNDERSIGNED HEREBY OFFERS TO PROVIDE SERVICES FOR THE ABOVE.

1. Bid Schedule:

Item No.	Item Name	Unit	Estimated Quantity	Unit Price	Extension
306	Reclaimed Stabilized Base	Sq. Yard	40,000	\$ <u>2.50</u> /SY	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Wearing Course)	Ton	3,800	\$ <u>95</u> /T	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Binder Course)	Ton	5,600	\$ <u>90</u> /T	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Winter Binder)	Ton	TBD	\$ <u>91</u> /T	\$ _____
403.119	Hot Bituminous Pavement – Machine Method (High Strength)	Ton	TBD	\$ <u>107</u> /T	\$ _____
417	Cold Planing of Bituminous Surface	Sq. Yard	25,000	\$ <u>3.25</u> /SY	\$ _____

604.4	Reconstructing Catch Basins & Manholes	LF.	TBD	\$ <u>800</u> /EA	\$ _____
306	Reclaimed Stabilized Base (removal of excess)	CU.YD.	TBD	\$ <u>12</u> /EA	\$ _____
Total				1,046,750	

BROX

2026 Town Wide Paving Program
TOWN OF HUDSON, NEW HAMPSHIRE

THE UNDERSIGNED HEREBY OFFERS TO PROVIDE SERVICES FOR THE ABOVE.

1. Bid Schedule:

Item No.	Item Name	Unit	Estimated Quantity	Unit Price	Extension
306	Reclaimed Stabilized Base	Sq. Yard	40,000	\$ <u>4</u> /SY	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Wearing Course)	Ton	3,800	\$ <u>108</u> /T	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Binder Course)	Ton	5,600	\$ <u>98</u> /T	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Winter Binder)	Ton	TBD	\$ <u>100</u> /T	\$ _____
403.119	Hot Bituminous Pavement – Machine Method (High Strength)	Ton	TBD	\$ <u>115</u> /T	\$ _____
417	Cold Planing of Bituminous Surface	Sq. Yard	25,000	\$ <u>3</u> /SY	\$ _____

604.4	Reconstructing Catch Basins & Manholes	LF.	TBD	\$ <u>800</u> /EA	\$ _____
306	Reclaimed Stabilized Base (removal of excess)	CU.YD.	TBD	\$ <u>20</u> /EA	\$ _____
Total				1,194,200	

PIKE

2026 Town Wide Paving Program
TOWN OF HUDSON, NEW HAMPSHIRE

THE UNDERSIGNED HEREBY OFFERS TO PROVIDE SERVICES FOR THE ABOVE.

1. Bid Schedule:

Item No.	Item Name	Unit	Estimated Quantity	Unit Price	Extension
306	Reclaimed Stabilized Base	Sq. Yard	40,000	\$ <u>3</u> /SY	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Wearing Course)	Ton	3,800	\$ <u>125</u> /T	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Binder Course)	Ton	5,600	\$ <u>100</u> /T	\$ _____
403.11	Hot Bituminous Pavement – Machine Method (Winter Binder)	Ton	TBD	\$ <u>105</u> /T	\$ _____
403.119	Hot Bituminous Pavement – Machine Method (High Strength)	Ton	TBD	\$ <u>130</u> /T	\$ _____
417	Cold Planing of Bituminous Surface	Sq. Yard	25,000	\$ <u>7</u> /SY	\$ _____

604.4	Reconstructing Catch Basins & Manholes	LF.	TBD	\$1,500/EA	\$ _____
306	Reclaimed Stabilized Base (removal of excess)	CU.YD.	TBD	\$ 8 /EA CU.YD	\$ _____
Total				1,330,000	



TOWN OF HUDSON NH

TOWN ADMINISTRATOR REPORT

Board of Selectmen: May 26, 2026

FIELD OF FLAGS



American Legion Post 48



DONNA BRIGGS FOUNDATION



Master Patrolman Jason Downey

The **Donna Briggs Leadership Award** is the premier honor in the Southern New Hampshire region dedicated to recognizing outstanding peer support, mental health advocacy, and Critical Incident Stress Management (CISM) for first responders.

ARTIFICIAL INTELLIGENCE - AI



Artificial Intelligence in Town Management

Opportunities for the Town of Hudson, New Hampshire

1 | Key Benefits

- ✓ Improves decision-making with better data analysis
- ✓ Reduces administrative workload and increases efficiency
- ✓ Enhances resident service and communication
- ✓ Supports budget, staffing, and long-range planning

2 | Potential Uses Across Town Departments

Administration: meeting summaries, project tracking, board packets

Public Safety: analytics, reporting support, public messaging

Finance & HR: forecasting, policy review, training tracking

DPW / Planning: work-order trends, permit assistance, service mapping

3 | Recommended Implementation

- 1 Start with low-risk pilot projects
- 2 Adopt a townwide AI policy and guardrails
- 3 Create an internal cross-department AI working group
- 4 Train staff and require human review of outputs



Bottom Line: AI should support—not replace—staff judgment, public accountability, and resident service.

Town of Hudson, New Hampshire

HUDSON FIRE

EMERGENCY MEDICAL SERVICE

National EMS Week 2026 was **May 17th through May 23rd** and marked the **52nd annual celebration** of EMS professionals established in 1974 by President Gerald Ford. It recognizes the critical role of EMTs, paramedics, and other EMS clinicians in healthcare and public safety. The week highlights the life-saving work of EMS personnel and encourages public awareness of their contributions to communities.

NH STATE CPR CHALLENGE



PUBLIC WORKS

Central Street Sewer Service Repair



PUBLIC WORKS

Honoring Those Who Serve Our Community

May 17th through May 23rd – Public Works Week



MAY RECOGNITION

Honoring Those Who Serve Our Community

Public service encompasses activities and roles dedicated to supporting communities, serving others, and protecting public rights and interests.

EMPLOYEE	DEPARTMENT	YEARS
KEVIN HUSSEY JR	PUBLIC WORKS	27
JOHN J CIALEK	PUBLIC WORKS	23
TIMOTHY GREENWOOD	PUBLIC WORKS	21
VINCENT R GUARINO	IT	19
DAVID R HEBERT	FIRE	13
DOREENA M STICKNEY	DEVELOPMENT SERVICES	13
BROOKE E DUBOWIK	DEVELOPMENT SERVICES	11
AMANDA M BOWEN	IT	4
NICHOLAS H COLLISHAW	POLICE	4
LOGAN TW FALK	FIRE	3
KODY E PALLADINO	POLICE	3
CYNTHIA L ROBERTS	TOWN CLERK/TAX COLLECTOR	3
ALEXANDER T HORAN	POLICE	2
LAURIE C MAY	FINANCE	1

HISTORY SNIPPET



Boston Post Cane



Born 1928
US Coast Guard Veteran
Graduate of Boston University
Hudson NH – 1950
Married Elizabeth Hamel – 1953
Married for 59 years
Three Children
Postal Service – 1964
Postmaster – 1971
Retired - 1988



**Hudson NH
Historical Society
Gerald Winslow**

