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

July 14, 2026
7:00 PM

Board of Selectmen Meeting Room, Town Hall

Non-Public Session under RSA 91-A:3 (a), (b) & (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**
     1) Benson Park Advisory Committee – Stephen Przystac, *member request*
        - One (1) member vacancy to expire April 2027
        - One (1) alternate vacancy to expire April 2028
   - **C. Appointments** – None
6. **CONSENT ITEMS**
   - **A. Assessing Items**
     1) Elderly Exemption Requalification
   - **B. Water/Sewer Items**
     1) Water Utility Abatement
   - **C. Licenses & Permits & Policies**
     1) Outdoor Gathering Permit
     2) Raffle Permit

D. Donations

1) Fire – Car Donation

E. Acceptance of Minutes

1) June 23, 2026

F. Calendar

07/14	7:00	Board of Selectmen	BOS Meeting Room
07/15	6:00	Library Trustees	Hudson Cable Access Center
07/16	7:00	Benson Park Advisory Committee	Hudson Cable Access Center
07/21	7:00	Municipal Utility Committee	BOS Meeting Room
07/22	7:00	Planning Board	Buxton Meeting Room
07/22	7:00	Budget Committee	BOS Meeting Room
07/23	7:00	Zoning Board of Adjustment	Buxton Meeting Room
07/28	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

A. Policy Subcommittee, Purchasing – *Public Hearing*

8. NEW BUSINESS

A. Assessing Department Update – *Assessing/Presentation*

B. Benson Park Advisory Committee Safety Concern – *Admin/Decision*

C. NHDES Dredge and Fill Permit – *DSD/Decision*

D. Grant Opportunity – *Fire/Decision*

E. IAFF Negotiating Team – *Admin/Decision*

F. Policy Subcommittee – *Admin/ First Reads*

G. Zoning Administrator Interview Committee – *Admin/Decision*

H. Revenues and Expenditures – *Admin/Informational*

I. FY2028 Budget Directive – *Admin/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, July 23, 2026.**

5B1

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

Date: June 30, 2026

Stephen Przystac	9A Canterberry Ct, Hudson, NH 03051
Name	Street Address
(239) 631-0323	N/A
Home Phone Number	Work Phone Number

Environmental, Safety and Industrial Hygiene Manager (Retired)
Occupation (or former occupation, if retired)

MS Industrial Safety   I enjoy Gardening, Athletics and History
Education/Special Interests

Adopt A Spot Volunteer, Friends of Benson Park Volunteer, Former Member NFPA, First Aid, CPR and AED Instructor National Safety Council
Professional/Community Activities

I would like to become part of shaping the future of this beautiful park. I maintain 3 gardens and would like to do more.
Reason for applying

Dr. William Flynn (603) 493-0848
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 _x_   Alternate ____   Reappointment ____

x	Benson Park Committee	____	Building Board of Appeals
____	Cable Utility Committee	____	Conservation Commission
____	Municipal Utility Committee	____	Nashua Regional Planning Commission
____	Sustainability Committee	____	Recreation Committee
____	Zoning Board of Adjustment	____	Planning Board

Area(s) of Expertise:

____	Architecture/Construction	____	Environmental Planning
____	Information Technology	____	Communications
____	Finance	x	Other Environmental Management

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.

Stephen J Przystac
Signature of Applicant

Hudson Resident: Yes No

SPrzystac@gmail.com
e-mail address

RECEIVED
JUL 02 2026
BOS AGENDA

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: July 14, 2026

Re: Elderly Exemption Requalification:

31 David Dr. – map 118/ lot 054

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 has provided the proper documents to prove their qualifications.

6B1

TOWN OF HUDSON

Selectmen's Office

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

Account # 3507911106 **Date: 04/15/2026**
Name: JMH REALTY
Property Address:
218 Central Street
Hudson. NH 03051

RE: WATER UTILITY ABATEMENT REQUEST

Dear Sir or Madam:

Please be advised that the Board of Selectmen reviewed your Abatement Request at their regular meeting which was held on July 14, 2026.

The Hudson Board of Selectmen has approved your abatement request in the amount of $240.90. If you have any questions concerning your account, please contact the Water Utility Clerk at the Water Utility Office between the hours of 8:00 am and 4:30 pm Monday through Friday. 603-886-6002.

The Hudson Board of Selectmen:

Chairman   Date

TOWN OF HUDSON

Water Utility

12 School Street Hudson, New Hampshire 03051 Tel: 603-886-6002 Fax: 603-881-3944

06/29/2026

The Municipal Utility Committee recommends to the Board of Selectman that the following application(s) for abatement(s) from water utility charges be

APPROVED:

W-UTL-26-04 (06/16/2026) JMH Realty Acct # 3500880203

The Municipal Utility requests abatement due to clerical error. The committee recommends abatement in the amount of $240.90.

The Hudson Board of Selectmen

____________________________________ Date: __________________

Chairman

7A

TOWN OF HUDSON

Water Utility

12 School Street Hudson, New Hampshire 03051 Tel: 603-886-6002 Fax: 603-881-3944

APPLICATION FOR WATER UTILITY ABATEMENT

ABATEMENT # W-UTL-26-04

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

Water Account #: 3507911106 Date: 6/16/26

Name of Applicant: Sandra Kirkland

Name of Property Owner: JMH Realty

Address of Property: 218 Central street

Parcel ID: 176-027-000 Amount: $ 240.90

I/We request an Abatement of water charges on the property listed above for the billing period 4/30/26 - 5/29/26, for the following reason(s): made an error while estimating usage on account.

Signature of Applicant(s): [signature] Date: 6/16/26

Date:

Mailing Address: Street: 12 School street Town/City: Hudson

State: NH Zip Code: 03051 Phone #: (603) 886-6002

RETURN COMPLETED APPLICATION TO THE WATER UTILITY CLERK

Do not write below this line- official use only

Date Received: 6/16/26 Received By: Santra Kirkland

Type of Request:

Monthly Utility Rents: Monthly Fire Service Fee: Water Connection Fee: Water Access Fee:

Total Abatement Amount: $ 240.90 Refund Amount: $

ABATEMENT RECOMMENDATION REPORT

1. Water Utility Department:

Date of Filing: 6/16/26 Utility Clerk: Sandra Kirkland

Accuracy check, corrections, and deficiencies: Property is vacant. While estimating usage, inadvertently entered reading as usage, causing the large bill.

2. Finance Director:

Finance Director Recommends: Approving Abatement: ☑ Denying Abatement: ☐

Comments:

Signature: Laurie O'May Date: 6/17/26

3.Municipal Utility Committee:

Date Submitted and Reviewed :

Municipal Utility Committee Recommends: Approving Abatement: ☑ Denying Abatement: ☐

Comments:

Signature: David Shaw Date: 6/18/26

Recommended Total Abatement/Refund Amount: $ 240.90

4. Board of Selectman: Granted: ☐ Denied: ☐ Date:

5. Date Notification Letter Sent to Applicant:

6. Date Copy given to the Sewer Utility Department:

TOWN OF HUDSON, WATER UTILITY 12 SCHOOL STREET, HUDSON NH 03051 **WATER BILL**

Bill#	Bill Date:	Due Date:	Map/Lot
01990020	6/10/2026	7/07/2026	176-027-000

Reading Date	Prev Reading	Cur Reading	Usage
5/29/2026	73	146 Est	73

Service Location	Account#
218 CENTRAL STREET	3507911106

Bill To:

**JMH REALTY
C/O DON LEVESQUE
214 CENTRAL STREET
HUDSON, NH 03051

Description	Charges
5/8 Monthly	$10.69
Usage	$240.90

Total Current Charges:	$251.59
Past Due	$21.38
Total Due	**$272.97**

Billing Period

Usage 4/30/2026 through 5/29/2026

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 inquires 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 ADVICED 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.
****WATER BAN EFFECTIVE FROM MAY 1ST 2026 TO SEPTEMBER 30TH 2026****ALL RESIDENTS WITH ODD NUMBERED HOUSES MAY USE OUTDOOR WATER ON ODD NUMBERED DAYS ALL RESIDENTS WITH EVEN NUMBERED HOUSES MAY USE OUTDOOR WATER ON EVEN NUMBERED DAYS
*****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 DIRECTLY TO BACKFLOWTESTING@HUDSONNH.GOV************
*******************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
01990020	6/10/2026	7/07/2026	176-027-000

Reading Date	Prev Reading	Cur Reading	Usage
5/29/2026	73	146	73

Service Location	Account#
218 CENTRAL STREET	3507911106

Description	Charges
Total Current Charges	$251.59
Past Due	$21.38
Total Due	**$272.97**

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

**JMH REALTY
C/O DON LEVESQUE
214 CENTRAL STREET
HUDSON, NH 03051

Run: 6/16/26 10:02AM

Meter History

Town of Hudson, NH

Page: 1

PrintMeterHist

Start Date

End Date 12/31/2099

Name: **JMH REALTY
C/O DON LEVESQUE

Acct#: 3507911106

Loc: 218 CENTRAL STREET

Meter# 92548294

Read Date	Prev Read	Reading	Usage	Est
5/29/2026	73	146	73	Y
4/30/2026	73	73	0	Y
3/31/2026	73	73	0	Y
2/27/2026	73	73	0	Y
1/30/2026	73	73	0	Y
12/31/2025	73	73	0	Y
12/01/2025	73	73	0	N
9/30/2025	73	73	0	Y
8/29/2025	73	73	0	N
7/31/2025	73	73	0	N
6/30/2025	73	73	0	N
5/30/2025	73	73	0	Y
4/30/2025	73	73	0	Y
3/31/2025	73	73	0	N
2/28/2025	73	73	0	Y
1/31/2025	73	73	0	N
12/30/2024	73	73	0	N
4/30/2024	71	71	0	Y
3/29/2024	71	71	0	N
2/29/2024	71	71	0	N
1/31/2024	71	71	0	Y
12/27/2023	71	71	0	N
11/30/2023	71	71	0	N
10/31/2023	71	71	0	N
9/29/2023	71	71	0	N
8/31/2023	71	71	0	N
7/31/2023	71	71	0	N
6/30/2023	71	71	0	N
5/31/2023	71	71	0	N
4/27/2023	71	71	0	N
3/31/2023	71	71	0	N
2/28/2023	71	71	0	N
1/31/2023	71	71	0	N
12/30/2022	71	71	0	N
11/30/2022	71	71	0	N
10/31/2022	71	71	0	N
9/30/2022	71	71	0	N
6/30/2020	35	35	0	N
5/29/2020	35	35	0	N
4/30/2020	35	35	0	N
3/30/2020	35	35	0	N
2/28/2020	35	35	0	N
1/30/2020	35	35	0	N
12/30/2019	35	35	0	N
11/27/2019	35	35	0	N
10/30/2019	35	35	0	N

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

Type of Activity Hudson Old Home Days

Date & Time of Activity August 6,7,8,9

Site (address) of Activity 211 Derry Rd. Hudson CHills House -

Name & Address of Company conducting Activity Hudson old Home Days Committee PO Box 572 Hudson NH 03051

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

[signature] Pres. 6/25/26
Signature of Officer of Company conducting Activity Date

Name, Address & Phone No. of President/Manager Tim Malley
4 Saint John Street Hudson NH 03051 603-765-2086

State of Incorporation (if incorporated) N.H.

Name & Address of Registered Agent (if corporation)

Name of Local Organization sponsoring Activity Hudson old Home Days

[signature] Pres PO Box 572 Hudson NH 03051
Signature of Officer of Local Organization sponsoring Activity Address

603-595-2970 Hudson oldhomeday@gmail.com -
Phone Number e-mail Address

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

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

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

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

****

For Office Use Only

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

Proof of public notice.

Date approved by Board of Selectmen

Chairman, Board of Selectmen

OFFICE USE ONLY

Applicant ______________________ Date of Event ______________

Map ________ Lot ________ Building Permit Req'd ________ Street ______________

SANITARY APPROVALS

Stipulations Portable Toilets Required

Health Officer/Date David R. Hebert 6/30/26

FIRE SAFETY

Stipulations ______________________

Fire Dept./Date David R. Hebert 6/30/26

ZONING

Stipulations ______________________

Zoning Administrator/Date Ben Northover-Cong 6/29/26

BUILDING

Stipulations ______________________

Building Inspector/Date Mark Cotalli 6-30-26

POLICE DEPARTMENT

Stipulations ______________________

Police Chief/Date 6/30/2026

ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 06/29/2026

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

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

PRODUCER Financial Insurance Services Inc 194 Rockingham Rd Londonderry NH 03053	CONTACT NAME: Jamie McLaughlin PHONE (A/C, No, Ext): (603) 432-6414 FAX (A/C, No): (603) 432-3852 E-MAIL ADDRESS: jmclaughlin@fisins.com
INSURED Hudson Old Home Days Committee PO Box 422 Hudson NH 03051	INSURER(S) AFFORDING COVERAGE / NAIC # INSURER A : Nautilus Ins / NE Excess INSURER B : INSURER C : INSURER D : INSURER E : INSURER F :

COVERAGES CERTIFICATE NUMBER: 26-26 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. *LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. LIMITS SHOWN ARE INCLUSIVE OF AMOUNTS REQUESTED BY THE CERTIFICATE HOLDER AND MAY NOT REFLECT POLICY LIMIT AMOUNTS IN EXCESS OF THOSE REQUESTED. *Not Applicable in WY

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	[X] COMMERCIAL GENERAL LIABILITY [ ] CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: [X] POLICY [ ] PRO-JECT [ ] LOC OTHER:			PENDING	08/06/2026	08/09/2026	EACH OCCURRENCE	$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 100,000
							MED EXP (Any one person)	$ 5,000
							PERSONAL & ADV INJURY	$ 1,000,000
							GENERAL AGGREGATE	$ 2,000,000
							PRODUCTS - COMP/OP AGG	$ Included
								$
	AUTOMOBILE LIABILITY [ ] ANY AUTO [ ] OWNED AUTOS ONLY [ ] SCHEDULED AUTOS [ ] HIRED AUTOS ONLY [ ] NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident)	$
							BODILY INJURY (Per person)	$
							BODILY INJURY (Per accident)	$
							PROPERTY DAMAGE (Per accident)	$
								$
	[ ] UMBRELLA LIAB [ ] OCCUR [ ] EXCESS LIAB [ ] CLAIMS-MADE DED RETENTION $						EACH OCCURRENCE	$
							AGGREGATE	$
								$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) [ ] If yes, describe under DESCRIPTION OF OPERATIONS below	N/A					PER STATUTE / OTH-ER	
							E.L. EACH ACCIDENT	$
							E.L. DISEASE - EA EMPLOYEE	$
							E.L. DISEASE - POLICY LIMIT	$

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

Event: Hudson Old Home Days
Dates: 8/8/2024 - 8/11/2024
SAU 81 is named as Additional Insured on the General Liability policy as required per written contract, agreement or permit.

CERTIFICATE HOLDER	CANCELLATION
Hudson School District 20 Library Street Hudson NH 03051	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE

6C2

RAFFLE PERMIT

Hudson, New Hampshire

Name of Organization: Hannah Dustin Quilters Guild, Inc

Address: PO Box 121 Hudson, NH 03051

Raffle Benefit of: Guild Programs

Date & Time of Raffle: June 7, 2027 12 NOON

Raffle to be held at: VFW Hudson Memorial Post 5791, Hudson NH

Prizes: King Size Quilt

Date of Ticket Sales: Beginning August 2026
(must be __after__ date of Board of Selectmen approval)

Applicant's Signature/Address/Phone Number

Lynn Flaherty
Applicant's Signature

Lynn Flaherty
Applicant's Printed Name

32 Parmenter Rd Londonderry NH 03053
Address

617-519-9870
Phone Number

Approved on:____________________, by

HUDSON BOARD OF SELECTMEN

____
Chairman

____
Selectman

____
Selectman

____
Selectman

____
Selectman

(Fax completed form to 603-598-6481 or e-mail to lweissgarber@hudsonnh.gov, with Raffle Permit in subject line.)

TOWN OF HUDSON
Fire Department
39 Ferry Street
Hudson, New Hampshire 03051

Scott Tice, Fire Chief
stice@hudsonnh.gov · Tel: 603-886-6021 · Fax: 603-882-7115

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

From: Scott Tice, Fire Chief

Date: July 8, 2026

Re: Public Agenda Item – 14 July 2026

Recommended Motion: To authorize the Fire Chief to accept the donation of a 2011 Honda Civic from Hudson resident and former Hudson Firefighter/AEMT Joshua Frumkin.

Background:
We received a generous offer from Hudson resident and former Hudson Firefighter/AEMT, Joshua Frumkin. He wishes to donate his 2011 Honda Civic to our department for training purposes. Although the vehicle is currently non-operational, Mr. Frumkin hopes it can be used for auto extrication training.

Based on online appraisals, the vehicle's value is estimated to be less than $500, assuming it were running with significant issues. Once accepted, the vehicle will be moved to our facility on Burns Hill Road.

We kindly request the Board to accept this donation and extend our gratitude to Mr. Frumkin for his generous contribution.

RECEIVED
July 10, 2026
BOS AGENDA

HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the June 23, 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 June 23, 2026 at 7:38 p.m. in the Selectmen Meeting Room at Town Hall.

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

3. **ATTENDANCE**

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

   Staff/Others: Town Administrator: Roy Sorenson; Director of Development Services: Elvis Dhima; Police Chief: Dave Cayot; Wellness Officer: Jason Downey; Fire Chief: Scott Tice; Director of Community Media: Mike Johnson; School Board Liaison: Heather Cook; Executive Assistant: Lorrie Weissgarber.

A. **PUBLIC INPUT**

Vice-Chairman Guessferd: All right, does anybody, do we want to do public input first?

Roy Sorenson: Yes, we'll do public input.

Vice-Chairman Guessferd: All right, does anybody in the audience wish to address the Board on any issue for which the Board has control at this time? Please state your name and address for the record. Seeing none, we will move on to the next section. All right, so what we're going to do is we're going to move up, we're going to move a couple things here, but the first thing we want to do is we would like to call up Sue Clement and Jack Madden for a special presentation. You don't have to stand, sir, that's good.

Roy Sorenson: Thank you, Mr. Chair. So, as you mentioned, Sue Clement's here. She's the new chair of the Benson Park Advisory Committee, our longtime chair, Jack Madden, who's alongside her, and obviously has been a very important part of this community. We would like to do a proclamation tonight recognizing him for his service, as he has since stepped down, and I think this is the least we can do for Mr. Madden, so with that, Sue, if you could read the proclamation, that'd be great.

Sue Clement: On behalf of the town of Hudson, New Hampshire, is a proclamation to recognizing John, which we call you Jack Madden, whereas John Jack Madden has a tremendous volunteer, advocate, and friend of Benson's Park, whereas through his leadership as chair of the Benson's Park Advisory Committee, Jack has played a vital role in helping Benson's Park reach its full potential, and whereas Benson's Park Advisory Committee works diligently to preserve and protect the historical Benson's Wild Animal Farm, a treasured Hudson landmark with history spanning more than 100 years, and where Jack has especially passionate about the renovations of the historic train station building, bringing valuable knowledge, insight, and dedication to his important preservation effort, whereas Jack has also contributed his expertise and leadership to many other engineering preservation projects throughout Benson's Park, and whereas his dedication, commitment, and service has made lasting impact on Benson's Park and its future. And whereas Jack, hard work, contributions will be appreciated by the many generations who will enjoy and benefit from Benson's Park for years to come. Now, therefore, be it proclaimed that the Board of Selectmen in the Town of Hudson, New Hampshire, hereby recognizes the honors John Jack Madden for his unwavering commitment to the Town of Hudson and for all he has done to preserve Benson's Park, a truly special place for future generations. In witness, we have set our hands and cause to seal of the Town of Hudson, New Hampshire to affix this day, the 11th day of June, 2026. Roy Sorenson, Bob Guessferd, Dillon Dumont, Chair, Heidi Jakoby, Kimberly Allan, and I can't remember…

Roy Sorenson: Xen Vurgaropulos.

Sue Clement: Thank you.

Jack Madden: Okay. So first of all, it's completely unexpected, but very much appreciated. My wife, Chris, and I, we moved here, it'll be 10 years this August. And we quickly realized that with the, with Benson's Park, the town had a gem here that wasn't necessarily recognized by a lot of people. And, you know, I mean, Chris and I, we had worked for the railroad, we had been in the Army, worked for New York DOT. So, we've had a chance to travel around and do a lot of different stuff. So that all helped inform us of the possibilities that we could do for the town. And so, this proclamation is, at least a good part of it is, you know, also due to my wife, Christina, who has kept us on the straight and narrow. So again, I thank you all very much. Sue is continuing to, you know, you gotta get this done, Jack. So, I'm still doing volunteer stuff. In any event, so again, thank you very much. I appreciate it. And we'll find a worthy place to hang this in the household.

Vice-Chairman Guessferd: Excellent.

Jack Madden: Oh yeah, yeah, you wanna see the pain, that's all.

Vice-Chairman Guessferd: I understand that pain.

Heidi Jakoby: Now we're going to move the chair. Okay. Are we going to take it? You wanna take some pictures?

Sue Clement: Take a picture? Take a picture, yeah.

Jack Madden: Hey, Heidi.

Selectman Jakoby: Good to see you. Good to be seen, not viewed. Excellent. The chair's gone.

Vice-Chairman Guessferd: My new picture this way? Yeah, yeah, she's got the camera right there. All right, thank you very much.

Jack Madden: Yeah, Chris keeps finding files of the Benson's Park.

Vice-Chairman Guessferd: Jack, we'll see you around.

Jack Madden: Oh yeah, yeah, I'm not going anywhere.

Vice-Chairman Guessferd: Still going to be interactive with the VFW, right?

Jack Madden: Oh yeah, yeah, yeah. And the, not just for the VFW, but also Wreaths Across America.

Vice-Chairman Guessferd: Yeah, Wreaths Across America.

Jack Madden: So, I'm told by Chris that it's time for us to leave. This is my escort.

Chief Cayot: Good seeing you, sir.

Jack Madden: Nice to meet you. Can we move the rest of the consent agenda?

Vice-Chairman Guessferd: Okay. All right. That was the best part of the meeting.

B. RECOGNITIONS, NOMINATIONS & APPOINTMENTS

Vice-Chairman Guessferd: All right. Okay, so moving on, we don't have any other recognitions, nominations or appointments tonight.

- **A. Recognitions** – None
- **B. Nominations** – None
- **C. Appointments** – None

C. CONSENT ITEMS

Vice-Chairman Guessferd: We're moving on to consent items. Does any Board member wish to remove any item for separate consideration?

Selectman Allan: No.

Vice-Chairman Guessferd: Okay do we have any motions at this point?

Selectman Jakoby made a motion, seconded by Selectman Allan, to accept all the consent items what a 6A through F. Motion carried, 3-0.

Selectman Jakoby: Okay, now we do G?

Vice-Chairman Guessferd: I don't see a G on mine.

Selectman Jakoby: Oh, on the agenda it that's what I thought was weird the transfer of appropriations that got moved down. My old agenda item has it as a G.

Vice-Chairman Guessferd: You're right, you're right on the old agenda there was one.

Roy Sorenson: Yeah, except 6A through 6G. You can take a new motion if you want.

Selectman Jakoby: Well, that's why I said G and then you say that. Did we move the transfer of appropriations?

Vice-Chairman Guessferd: No, we didn't. So, do we want to just amend the motion or

Roy Sorenson: Just amend the motion?

Vice-Chairman Guessferd: Amend the motion. A through G. Okay you want you okay with that Heidi?

Selectman Jakoby: Yes.

Selectman Jakoby made a motion, seconded by Selectman Allan, to amend the motion, to accept all the consent items what a 6A through F, to include 6G. Motino carried, 3-0.

Vice-Chairman Guessferd: All right so now I got to look at two agendas.

- **A. Assessing Items**
  1) Tax Deferral Application
- **B. Water/Sewer Items** – None
- **C. Licenses & Permits & Policies** – None
- **D. Donations** – None
- **E. Acceptance of Minutes**
  1) June 9, 2026
- **F. Calendar**

06/23	7:00	Board of Selectmen	BOS Meeting Room
06/24	7:00	Planning Board	Buxton Meeting Room
06/25	7:00	Zoning Board of Adjustment	Buxton Meeting Room

07/04		*****TOWN HALL CLOSED*****	
07/08	7:00	Planning Board	Buxton Meeting Room
07/13	7:00	Conservation Commission	Buxton Meeting Room
07/13	7:00	Cable Utility Committee	Hudson Cable access Center
07/14	7:00	Board of Selectmen	BOS Meeting Room

G. Transfer of Appropriations

7. OLD BUSINESS

Vice-Chairman Guessferd: All right okay next up we're going to move the first old business item to the to the back of the agenda so we can get to some of the folks are here tonight to present and with other agenda items. So, we'll move the policy cups subcommittees purchasing contracts to the end of the public agenda. A new agenda I should say the new business agenda.

A. Policy Sub-Committee, Purchasing and Contracts – *Administration/Decision*

8. NEW BUSINESS

A. Target Public Safety Funds Release – *Fire/Decision*

Vice-Chairman Guessferd: So, having said that we will now go to Target Public Safety Funds Release. Chairman recognizes Fire Chief Scott Tice.

Chief Tice: Thank you, Mr. Chair. Tonight I'm asking to use $5,980 from the Target Public Safety Funds to buy every firefighter one particular hood. Now what a particular hood is, as part of our structural firefighting gear, it's a hood that goes over our heads that covers the head and our neck ears and around our face around where the mask is. What's important about a particular hood is because a regular hoods just provide thermal protection where the particular hoods provide a barrier from the soot, the smoke, all the carcinogens. It provides a higher level of protection for our employees and around the head and neck area is one of our very vulnerable places to take in potential cancer-causing carcinogens. So, these hoods would provide a higher level of protection for our employees and this will allow us to buy everyone one. This is not something that we have budgeted for. These are fairly new so it would also save us from having to take this money out of our budget.

Selectman Jakoby: What is the lifespan of one of these hoods?

Chief Tice: Usually 10 years. All of our gear now it also depends on usage, heavy use or if it gets some sort of a damage can happen but most of these get cycled out at max 10 years.

Selectman Jakoby: Okay I just think it's important for the public to know that that it is something that we will need to replace as they become needed.

Selectman Allan made a motion, seconded by Selectman Jakoby, to release an amount not to exceed $5,980 to the Hudson Logistics Center public safety money (account #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 the purchase of fifty-two (52) particulate hoods. Motion carried, 3-0.

B. SNHHMMAD Designee – *Fire/Decision*

Vice-Chairman Guessferd: All right next up I will again recognize Fire Chief Scott Tice.

Chief Tice: Thank you again. At the last meeting you authorized me to move the department to the Southeastern New Hampshire Hazardous Materials Mutual Aid District. This organization runs on two, has two different groups for oversight. There's an operations committee that the fire chief of each community is part of and then there's a board of directors that either an elected representative or the town manager or town administrator typically sits on but they also have provisions that if one of the elected officials or the town manager or administrator can't make it they can allow the fire chief to sit on that board for a meeting and act as a proxy for the town. So that's what I am asking is for the approval from the Board as the fire chief to sit on that, sit on that board vote on that board as needed. Okay. It's typically the annual meeting that they hold in June every year. That meeting is coming up Thursday night. We will not have a vote this year because it'll be we're just getting into that organization but in the future it would it'll allow me to do that.

Vice-Chairman Guessferd: Absolutely. Do we have any questions or comments from the Board?

Selectman Jakoby: My question is so if they need to have additional meetings they will or?

Chief Tice: I believe they can but that's typically they do everything at the annual meeting.

Selectman Jakoby: Okay so not really number of other meetings. And, if you are unable to make it for some reason how then do we send someone else? Well, that was my question do we just designate an alternate while we're doing this?

Chief Tice: I was going to say the town can send any elected official, okay? Or any member of the Board of Selectmen or the town manager or administrator and that's an automatic, that's a representative. So, it would only need to be me if none of the elected officials and the town manager, town administrator couldn't make it.

Vice-Chairman Guessferd: One of us could probably do it.

Selectman Jakoby: Okay yeah that's fine, that's why I was confused. Okay so you're just asking to be that designee?

Chief Tice: Correct yeah if something happens and it sounds like there's several towns that just have the fire chief do it, but, it would be in a case where something happens and nobody else can make it and I'm the only one there.

Selectman Jakoby: Okay.

Vice-Chairman Guessferd: Okay any further discussion on it?

Selectman Jakoby made amotion, seconded by Selectman Allan, to authorize the fire chief to vote as the town of Hudson proxy on any and all matters to come before the Board of Directors at any and all meetings of the southeastern New Hampshire Hazardous Materials Mutual Aid District. Motion carried, 3-0.

C. Acceptance of Donation – *DSD/Decision*

Vice-Chairman Guessferd: Thank you. Appreciate it chief. All right next up on the agenda. Chairman recognizes Development Services Director Elvis Dhima.

Roy Sorenson: Before Mr. Dhima speaks Mr. Chair if you could just open this item up with a public hearing.

Vice-Chairman Guessferd: Okay, so we're just going to have a public hearing on this.

Roy Sorenson: Yeah, we'll allow anyone to speak on the matter.

Vice-Chairman Guessferd: On the donation?

Roy Sorenson: Correct.

Vice-Chairman Guessferd: All right so we're now, we're now going to open the public hearing on this matter.

Elvis Dhima: Thank you, Mr. Chairman. So, as you might be aware in 2022, we lost a petition bridge that was put together by a group of volunteers. For safety reason we took it down. We've been trying to put it back. Something, a version of it.

Selectman Jakoby: The public doesn't have this before them so.

Elvis Dhima: This is where Mr. Sorenson comes in. So, this particular bridge is adjacent I think it's very close to you know to Elephant Barn if you want to call it that. About a hundred feet away. It's by a dam, state-owned. And it was a beautiful view. I personally walked with myself numerous times and as I said they had some deficiencies. It became a safety issue. We had to take it down. If you go there today you will see two boulders on each side of it. And that's about it. You cannot cross it from one side to the other. So, due to budget restrictions and the main issue is being adjacent to a dam. We haven't been able to put something together. So, the Friends of Benson's or the Benson Committee I think folks have came to the town a couple times. Talked to staff, myself and a public works director. And long story short we were able to reach out to a folks in town. Mr. Lacasse with M.R. Lacasse Homes. He's donating about ten thousand dollars in equipment and in material and labor to put a version of this back together. Which is very nice. And the idea is between Mr. Lacasse, public works and engineering. We should be able to put something together that the public can enjoy, save and be there for hopefully 20-30 years. With that said I'll take any questions you have.

Selectman Jakoby: I just wanted to clarify that the Benson Park Advisory Committee came to the town with this concern and brought it up. And I want to thank the staff for moving it forward. The Friends of Benson Park did not have a role in this. It was the Benson Park Advisory Committee as their role to advisors to this committee said hey, this needs to be done. How do we get it done? Can we use funds that we have? We said that's a problem and our staff went forward to find funding in order to accomplish it. So, I want to especially thank the Benson Park Advisory Committee for all their effort and they're diligent. I know there were one person in particular who was diligently here regularly to try and get this bridge done. Yes, thank you for recognizing them and all their efforts.

Elvis Dhima: Thank you for clarifying that.

Selectman Allan: Excuse me?

Vice-Chairman Guessferd: Did you want to say something?

Selectman Jakoby: The chairman of the Benson Park Advisory Committee is here.

Vice-Chairman Guessferd: Did you want to say something Sue?

Susan Clement: Susan Clement, Benson's Park Advisory Committee chair. I also wanted to thank somebody else on our advisory committee who has worked hard to try to get this up and going. I know this has been something that's been quite a few years. Joe Undercoff has also been working hard over the years to try to get it up and going. And Jan, also in the back, he also has been working hard to try to get this up and running because it's what a lot of people have been wanting for a lot of years. I know my kids were photographed on that exact bridge that you have there as many as other kids in town and other families coming from out of town. But I do want to say you know I'm very excited about this you know up and coming and I didn't know if you guys had like a date or something.

Elvis Dhima: We're hoping so the materials been it's basically laid out we know exactly what we need we're going to put the order in as soon as the board accepts it tonight. So, I'm hoping within a month or so.

Susan Clement: That's great.

Elvis Dhima: We'll have something together.

Susan Clement: And thank you for the donations too.

Elvis Dhima: Yes, absolutely.

Vice-Chairman Guessferd: Yeah, we missed that bridge. I used to go over.

Susan Clement: Oh, everybody in pictures it was always there.

Elvis Dhima: So, what we're hoping to do is once we put the bridge together because it's one of those things we have to put real footings in the ground. We're going to have Mr. Sorenson drive with a little tractor across like they used to do with a lot of locomotives.

Roy Sorenson: Are you building it?

Elvis Dhima: No, I don't feel I'm it's safe for me but we'll send him first and if he goes I will open up to the public. Yeah, it'll be good. Well, we're going to have HCTV cover the construction. It shouldn't take long. We're expecting maybe a couple weekends once it gets going and the biggest the biggest challenge is going to put the footings in. We're going to have it's going to build the proper way. It's going to be there for a while and we're going to put something together on HCTV to show folks what it took to put this together.

Susan Clement: Will the bridge look similar to that or is it a different construction?

Elvis Dhima: It's going to be like this. It's going to be compost decking so it's going to be there while we don't have to worry about treating it and we're looking for metal railing instead of wood railing. So only the best for us. We'll see what the final product will look like but yeah we're looking for something simple that's functional but it's going to be there for a while and it does not need a lot of maintenance either from the volunteers or from staff. So, something pressure treated obviously. It's going to be it's going to be as I said there for hopefully 20 years, 30 years.

Susan Clement: That's great and I want to say thank you to Ms. Jakoby for helping push this forward. I know that you know we had you were on our board as our liaison at the time that we were trying to get this going again so thank you very much.

Vice-Chairman Guessferd: Does anybody else in the public like to speak on this matter at this point? Okay so at this point I will now close the public hearing at 7:27 p.m., 7:28 p.m. Now do we have a motion?

Selectman Jakoby made a motion, seconded by Selectman Allan, under the authority of RSA 31:95-b, the Board of Selectmen hereby accepts with gratitude a donation of $10,000 in labor and materials from M.R. Lacasse Homes, LLC, of Hudson, New Hampshire for a pedestrian bridge at Benson Park. Further to authorize staff to coordinate and assist with this project. Motion carried, 3-0.

D. Outdoor Water Restrictions – *DSD/Decision*

Vice-Chairman Guessferd: I will now also recognize Development Services Director Elvis Dhima for another presentation.

Elvis Dhima: Thank you, Mr. Chairman. Hopefully this is a quick one. So, this is something we do every year. Unfortunately, we went from the winter directly to the summer with no spring. So here we are.

Vice-Chairman Guessferd: It's New England.

Elvis Dhima: It's New England. We got about a week of spring and that was it if you want to call it that. So, what we're trying to do here is plan ahead to make sure that we're ready to make some changes out there if we have an operational issue. So, what we have right now is an advisory on even days and we're going to keep it that way after this item tonight. And what you have in front of you is basically a motion that authorizes me to implement Tier 2 and Tier 3 which is mandatory or complete ban on outdoor water usage if we have an issue out there. A significant water main, transmission line failing, tanks empty now for some reason or another. There's always something breaking and with high demands we're seeing right now it provides us with the ability to make some changes out there if we need to without the need to come back to the Board of Selectmen. And that's it. In my 12 years here, we haven't had to go to Tier 2 or Tier 3 but I'd rather have it and not need it and not being able to execute it because I need Board's approval. So that said I'll take any questions.

Selectman Jakoby: I just want to remind the public of that right now we are on Tier 1 which means that watering of lawns on an odd even schedule between the hours of 12 a.m. and 7 a.m. is what's required and I just want to remind everyone who uses our water system that that's where we are right now. So, if you haven't thought about it it's after May 1st. Time to schedule your watering.

Vice-Chairman Guessferd: And it's a it's a suggestion. Tier 1 is a suggestion. Strongly.

Selectman Jakoby: I wanted to make sure people understood what Tier 1 was.

Vice-Chairman Guessferd: Right, right, yeah.

Selectman Jakoby: If you're on municipal water.

Vice-Chairman Guessferd: Yep.

Roy Sorenson: I think one of the most important things of it in total is when you water, I think, the 12 a.m. to 7 a.m. is most important. Yeah. If you got water.

Selectman Jakoby: If you're going to water because of the evaporation is that it's the most helpful for your plants.

Vice-Chairman Guessferd: It's not great for your grass in the afternoon.

Selectman Jakoby: Yeah. So just to remind everyone because not all of us were taught that growing up so it's really important when you're a homeowner to think about that.

Vice-Chairman Guessferd: That sun can get really hot in the afternoon.

Selectman Jakoby: And again, let's hope Tier 2 and Tier 3 are not necessary but it's important that you have the authority to do it.

Vice-Chairman Guessferd: Absolutely. All right okay so having said all that do we have a motion? Yes.

Selectman Allan made a motion, seconded by Selectman Jakoby, to authorize the Development Services Director to implement Tier 2 or Tier 3, if and when necessary, between June 24th to October 1st 2026. Motion carried, 3-0.

E. Transfer Station Partnership Opportunity – *DSD/Decision*

Vice-Chairman Guessferd: Okay. One more time, Mr. Dhima.

Elvis Dhima: Thank you, Mr. Chairman. So, the transfer station as you all know right now, we're utilizing a portion of the transfer station property for the shooting range and our staff is out there training and other agencies that are allowed to be there. Another portion of the transfer station which is the enclosed area it's going to be utilized for the solar farm. So that's also going to be utilized. So that leaves about six to eight acres of property that could be utilized for something to the benefit of the town. There's been discussions in the past with the Board related to maybe partnership with Casella, Pinard prior to them being purchased by Casella, and other contractors that work for them for maybe a partnership between the town and a third entity that can benefit both without the town requiring to put any capital to put any infrastructure in there or facilities. So, we've talked to a couple of folks, as we were directed by the Board a couple years ago. And basically, we believe that we're to point out to put something out there to see what can come back. We don't know what offers we might get if any but we feel that there might be enough interest out there for someone to submit something forward to us. We're going to try to keep it as broad as possible with one important feature that I believe should be no capital required by the town whatsoever in any scenario. So basically, if you want to come in and propose something please know that we're not putting any money up front. It's going to be all on you and then you return. We're going to see now what are we going to get back. It's either going to be a lease, is it going to be a break on maybe on our solid waste and or a hybrid something of that sort to see there's a potential to do something there. It's a good location, it's got water down the road if we need to, it's got gas, it's got electricity and if they don't like to do electricity we're going to have plenty to produce next door to us so they can tap into that if they wish to do so. So, I wanted you know to bring this up on behalf of you know town administrator and public works director because we've been kind of talking to other folks and see if the Board is willing to let staff give it a shot and see where we at. I'll take any questions you might have.

Roy Sorenson: Yes. What's important to me is for the Board to decide. So, you understood what the grant opportunities were before. Is that the approach the Board wants to take now? Is there a different approach? Is there some other use that you might see there? Because you want to be pretty specific if we are going to launch an RFP on this.

Vice-Chairman Guessferd: I'm fine with it as presented.

Selectman Jakoby: So, the recommendation is to seek out some really from the transfer station kind of use. I mean the use isn't, we're not looking at all different kinds of uses. So, there is a parameter here which is what I'm hearing which I'm fine with because that's what we looked at previously but it didn't happen. And I think most of the town's people or the residents are aware of the different things that have been requested and tried it around the transfer station. So, if we keep it consistent with that I think that should be acceptable. And it's just it's just putting out a question it's not mandating anything or requiring us to commit to anything.

Vice-Chairman Guessferd: Well yeah and we'll be seeing Mr. Dhima back here before us with some of the results and further recommendations, if any.

Elvis Dhima: We might come back empty-handed saying there's nothing out there or whatever we got. Here it is, I don't think we can recommend any but we I feel like we're at the point that maybe we should just put this out there and see what we come back with. And there's any way to lower the impact on our operations. Come up with something sustainable out there you know for recycling or whatever that might be. Why not? Or maybe a hybrid and especially before budget season we all look good I guess if we come up with something like that.

Selectman Allan: And you know just a reminder to the public, if you don't mind. I mean the Sustainability Advisory Committee when they did some research with the residents they were looking for other ways we can be more sustainable in town. Whether that be through home composting, food composting, other waste opportunities. You know we talked about Styrofoam being collected only two days in Nashua and you have to save it forever. There are lots of little things and lots of big things that can be done. When I went to Casella and got the tour of their facility it is amazing the things that they're looking at and the progress that they're trying to stay on the cutting edge of. So, there's things coming before us so I think it's the right time to do it and I look forward to anything that helps with sustainability coming forward. Can I make a motion?

Vice-Chairman Guessferd: Any further comments? Okay go ahead make a motion.

Selectman Jakoby made a motion, seconded by selectman Allan, to authorize town staff to prepare and issue a request for proposals for potential partnership opportunities related to the use of the transfer station and to return to the Board of Selectmen with the results and any recommendations for further action. Motion carried, 3-0.

F. Wellness Officer Proposal – *Police/Discussion*

Vice-Chairman Guessferd: Thank you. All right next up, wellness officer proposal. So, I'm going to recognize Police Chief Dave Cayot and Officer Downey.

Roy Sorenson: Chief, do you have additional?

Chief Cayot: I do, I'll hand those out in a second.

Roy Sorenson: So, if I may Mr. Chair, Master Patrol Officer Downey is handing out two slides that have been added to this presentation so they're not in your packet, they are in this presentation that they will present tonight. It's actually going to be slides two and three I believe right in the front, is that correct?

Jason Downey: Yes.

Roy Sorenson: All right. The floor is yours.

Chief Cayot: Thank you, I appreciate that. As everyone here knows, MPO Downey, our Hudson Police Wellness Officer, has been tasked with researching and implementing employee wellness initiatives. One initiative under consideration is a sabbatical program. In collaboration with SHIP Consulting in the University of New Hampshire, MPO Downey has developed this pilot program to maximize its potential benefits for the Hudson Police Department employees. The sabbatical program is a research-based wellness initiative designed to promote employee wellness, reduce burnout, and improve retention. The purpose of the pilot program is to collect and evaluate relevant data to determine its effectiveness and overall value to the organization. Upon completion of the pilot, the findings and recommendations will be presented to the Board of Selectmen for consideration and determination of the program's future. So now MPO Downey has a slideshow to explain this, but when I say it's research-based, I do want to hold up the binder that I know has been provided to the Board in the past, and this is the research that MPO Downey has put into this program that you're going to see today. The floor is yours.

Jason Downey: Thank you, Chief. Good evening. Members of the Board, thank you for this opportunity to present a pilot sabbatical program. As first responders, we excel at showing up for others on their worst days. However, we rarely learn how to show up for ourselves. While traumatic events are part of the job, carrying the stress over our entire career shouldn't be. Today, I will share how the Trailblazing Program redefines self-care specifically for first responders, giving our team the tools to process trauma, build resilience, and protect both the mind and the body. So, I kind of put this presentation together to do this. So, the first slide, recently I've just been made aware by Manchester PD of a study they tested or they did a research program on the mortality rate of law enforcement officers from 2020 to 2023. I will tell you that these average deaths, so I will tell you because it's hard to see up there, but I did write them down. So, the average death of law enforcement was 53.7 years. Both male and female law enforcement average roughly 54. 50% of the male law enforcement deaths and 60% of female law enforcement deaths occurred between the ages of 55 and 64. So and the female rate is 2.2 times the mortality rate higher than the average working person and then the male police officer is 1.1 times higher than the average working person. So that is one of the reasons why we're trying to combat that and I'm going to, you'll see in a couple other slides of what is actually causing some of this stuff for us to have a quicker higher mortality rate. So, as you can see, it's two times more for, as you can see the graphs, it's, you know, especially with females, the leading cause for male law enforcement officers it used to be suicide. Now the number one is for male law enforcement is actually cardiac circulatory problems and for female officers it is cancer. So, and that's just kind of a graph to kind of show you the two times the rate as for females and then obviously for police officers, male police officers. So just to kind of give you some of the numbers too, what part of this is preventing is we usually typically lose law enforcement officers more to suicide than in the line of duty deaths. Across the nation, across the country for almost the last, I don't know how many years, but the number for law enforcement deaths in the line of duty has been lower than suicide rates. The numbers are getting a little skewed during the COVID time, but if you can see that, as you can see, 2020 we had 2022, suicides. Now this is an agency, this is First Help, they actually are self-reporting. So sometimes there are officers that families don't want their families to be reported that it was a suicide. Some agencies, because of the stigma, they're afraid of the stigma, or the backlash potentially. So, some of these are just self-reporting numbers, but this is what we're getting so far. I checked it this morning, 2025 actually went to 152. Like I said, it's self-reporting, so sometimes they're delayed and 2026 we're still at 55 officers right now and we're only halfway through the year. So, this is one of the other things that we're trying to prevent, suicide amongst law enforcement officers across the board. As you can see lower, there are fire corrections officers, firemen, EMS, you can just go into that website and they'll actually, you can just go into the special, you could just do firemen and it'll give you the years and almost where in the region they are as well. So and then the gender and everything else. I will tell you that the average years of service for suicide amongst firefighters is 15 and a half years. For law enforcement it's 16. For dispatchers it's 9. For EMS it's 11.93 and then for, and then I think I have somebody else, nope, that so EMS is 11.93, so almost 12 years on. So, what we really want to talk about too is, and this, I think this is a number that is really, really puts it in the process of even sometimes people believe in, we are definitely a safe town, but the officers and the stuff that I've, you know, I'm approaching almost 26 years in August. Some of the stuff that I've seen and you, people would be surprised actually goes on this community, but it does happen. But it, you know, not on the scale that we might always see in maybe Manchester or in Nashua, but we do have a scale. So, this is right here is usually what we talk about is, you know, the accumulation or hypervigilance and everything else of why people like, why are you always on alert? So, this is just to say a first responder, their career high exposure to traumatic events is 900. For a career low for a first responder, so this is a first responder in general, not just police officers, is 400. The average civilian is five. So, we're talking about even the lowest of low, we're talking about 400 of a 20-year career. And now the way the system has, a lot of officers have to do 25. So just, I wanted to really kind of have that out there to kind of sink in in regards to this is, this is definitely the exposure, what we might not think, but at the same time we are constantly going. There are untimely deaths, there is people that lose parents, there's accidents that we are constantly seeing that not everybody gets exposed to. So, this is what we kind of talk about, hypervigilance. I kind of wanted to show you this is, in the sense of what we really want our officers to kind of be in is the window of tolerance all the time, right? So grounded, flexible, open, and curious, so able to emotionally self-regulate. But at the same time, our body will go into the hyperarousal state because someone has a gun, someone is a domestic, there's somebody maybe robbing a bank, or a car accident, or DWI that fled, or there's a fight, or someone wants to fight us. We have to go and our body goes in the fight or flight, which is usually the fight. So, we have to be up in that hyperarousal state. And typically, what happens if we don't teach our officers how to get into the, or regulate down quicker to the window of tolerance, pretty much what you'll see is the bottom line of that red arrow is becomes our normal thing, and then what happens is once I retire after 26 years, I am in that hyperarousal state all the time. And then that's why we're taking the mortality rate to 65 or 60, because my body is on adrenaline 24-7. And we don't teach our officers kind of sometimes how to come down on that, or we're like suck it up buttercup. When we do that, this is what happens. Or then we self-medicate with alcohol, with sleeping pills, and so because we can't sleep, and then what happens is too, we have to flow through all three though. Sometimes it says shut down or numb. Sometimes that's what we need to do. It's almost like you need to power down, just like sometimes you just need to power down your computer, or your AC unit can't keep on going all the time. You have to shut it off at one point. We have to shut down. And if we don't teach our officers that it's okay to shut down, and teach their families that it's okay to shut down, then we have a barrier. And then all of a sudden the family members start to fill these holes with what is wrong with them? Why are they doing this? I don't, why are they shutting down? Like they, I want to just help. And we fill these gaps in of like what's really going on, opposed to just had a bad day. So, we're trying to teach that communication, but ultimately we really want to stay in that window of tolerance. And then again, obviously that helps with liability for us. You know, we're a window of tolerance. We're more apt to not lose. We're not going to be spread all across, you know, on a video camera, look at the Hudson police officer that lost his mind over like some silly accident, because maybe we went from one call to the next, and we need to try to help and teach our officers how to self-regulate. So obviously, I kind of just talked about it. It's a survival mechanism essential for first responders. So, it elevates our cortisol, it disturbs our sleep, and we get impaired decision-making when we're at the hypervigilance. Emotionally detached, because obviously you feel like crawling out of your skin, and we have crease reactivity. So, if you ever see somebody jump, all of a sudden someone bangs something, or you hear, sometimes the motorcycles. I sometimes will jump, or I get, because I've been to several fatal accidents of motorcycles, and hearing it, sometimes I'm just waiting for the bang. And that's just part of it, but at the same time I've been able to learn how to process that. But obviously the study shows that first responders typically take 48 to 72 hours for the nervous system to begin returning to baseline, which after a high stress. So, that's Gilmartin, so he's wrote in plenty of books. He is the guru of officer wellness, family survival, wellness survival, and you know, and he's done studies on military and police officers for a very long time. So, and after a critical incident, it's obviously significantly long. So, we're just talking about the basic stuff is 48 to 72 hours. We're on a four day on, two days off. We are off two days, which is 48 hours, and we're back in. So, our body is maybe just starting to regulate, and then we're not back. So, and then we're back to work, and we have to be up. So, what is really causing all this stuff too, which doesn't help, and I'm going to get into why we need to focus on sleep. Shift work, adrenaline surges, and traumatic exposures obviously disrupts the circadian rhythm. So obviously our heart rhythm, and then that's why we have cardiac problems, because 40 to 50 percent of first responders suffer from a sleep disorder. So that was a study done in 2015. So, half of the police officers for suffer from a sleep disorder. Sleep deprivation impairs decision-making, reaction time, memory, and emotional stability. And that is definitely true, and sometimes you know you might feel like you know, you're almost impairment if you're stay up, and you people have known like even if you try to stay up for like 18 hours, you're almost you know, you know 24 hours, you're almost like a 0.08 intoxication if you're trying to do that. So, and then sometimes we're at react to domestics or anything like that. So sometimes that can be poor sleep, and we're not, if we're having trouble doing it, we need to teach our officers how to retake back the sleep. Poor sleep is linked to cardiovascular disease, obviously obesity, and mental health disorders. So obviously we're talking about PTSD, so we're not sleeping and everything else. That's going to probably higher rate of PTSD and depression, anxiety, because obviously half of it goes to our sleep disturbance as well. And so more than 30% of first responders develop behavioral health conditions related to job stress, and then chronic exposure to trauma leads to the biological state of persistent hyper arousal, and like I said hyper vigilance. So really the normal person is here, and then we're here to like do a call, but then what happens is we always up here, and then our body starts to regulate here. We're still high above the normal person, and that's what is causing a lot of our chronic exposure and stress to you know, all these health issues. So, the goals of our sabbatical program, now that I kind of gave you the scary part in the realization of what our bodies are really experiencing as being law enforcement or first responders. So, we're going to try to do a proactive, preventative, and compassionate approach. We're going to allow time to come down off the hyper vigilance state, prioritizing self-care, because again like I said, we take care of everybody else, but we really always focus on everything else and like, oh I'll take care of myself once I help out to me, and we are great at avoidance, and I guarantee it. Candice is probably smiling, laughing behind me because we are the number one first responders, are great at avoidance when it comes to ourselves, and then we keep ourselves busy. So, that's why we're always, always on the move. So, building a long-term resilience program, re-establishing a healthy sleep pattern, so and then strengthening the connection with our families, and really teach them how to really truly communicate, you know, our adult children. So, part of it is the HPD sabbatical format. There'll be a pre-test for the employee and the employee supervisor, and there'll be a post-test as well. It's going to be based on the eight dimensions of wellness. So, we have emotional, spiritual, intellectual, physical, environmental, financial, occupational, and social. So, we're going to focus on that, and part of all of that is we're going to kind of go in and go a self-assessment checklist where the officers will sit down with me, and we'll kind of then develop a plan. We'll work with SHIFT New Hampshire, Integrated SHIFT, SHIFT Integrated, as well as UNH is going to collect data for us as well, because as you'll see, each employee will be given a heart rate monitor and a sleep monitor, which we will allow. I mean, we will be monitoring. It'll be a three-week time frame. They'll be given a daily prompt for journals. They'll have an intention set for the day, and then we'll do evening journals on how did they really, how did they, how did the intentions go? Was it a struggle? Was it hard? Why was it? And really see if they can meet their goals. And then, obviously, sometimes they're not going to be able to meet their goals, but that's okay. But we're learning about ourselves and really getting to the inner peace of ourselves to really understand what is going on so we can actually articulate, hey, you know what? I'm a little amped up tonight, or so I need to kind of take a couple more deep breaths or other ways that we can do to help ourselves. So, the employee will complete a post self-assessment with the clinician. So, they'll do their yearly intake, their yearly check-in, I mean, with that, with part of this program. There'll be three clauses that we put into the program as well for safety protocols. So, there'll be a safety protocol. God forbid someone really is struggling. Once they really get in depth and realize that maybe they have been hiding a lot of their pain and something starts oozing out, that we actually have a safety protocol to make sure people are safe. Employees can withdraw themselves if they're like, no, I don't really want to do this. This is too hard. I thought this was, you know, a vacation. And then a clinician can have the employee withdrawn. So, obviously, if they're not participating or not following up with what we're asking them to do. I, as well, if they're not doing their weekly check-ins with me and kind of really chatting with how they're doing, they can be withdrawn from myself. And then UNH will be collecting the data from the heart rate and the sleep rate monitors to make sure that we're trying it. The goal would be to have the officer learn how to, or the employee, how to sleep a minimum of six hours and try to get six to eight hours. And then see how well you actually truly feel and how much more engaged you are with your family, your relatives, and just in general, that they will not have access to the police department or their department email. They'll literally be shut off from the PD in the sense of, you know, having to be part of it or trying to wander around to try to, you know, hey what's going on? I'm curious. We're trying to see them to self-regulate with the help of family, but obviously they have me if they need me. So, if anybody has any questions, I know there's a lot. I don't see any questions. Thank you very much.

Selectman Allan: I just have one. You spoke about how this job affects you guys as officers. How does this job affect your family, your family dynamic, and how would this program help with that?

Jason Downey: So, I can speak for myself. It's hard. Like, we never are taught how to talk to our children. So, I think trying to, you know, I have four, so I think I am more relatable now to my younger ones or more open with what's going on opposed to, you know, the older two. And I think sometimes this is the misnomer that sometimes when we say we want to protect our family, I don't want you to know what I saw. But, if you're not communicating like, hey dad had a bad day or mom had a bad day or, you know, I had to deal with something that involved a child or something like that. If you're not doing that, kids can read their parents. So, what happens is, and Candace can back me up on this one, is and she loves this part about it is or she knows about it and when we key in on it. Our kids, if you say no daddy's fine or mommy's fine, you are actually telling your child that they're wrong. Their intuition is wrong when they know there's something wrong.

Selectman Allan: Yes.

Jason Downey: So, by doing that we're really teaching them like, no daddy had a bad day. Okay, now you're a child and sometimes if you're not communicating with them, they can actually feel as a negative and that you're withdrawn from them or they feel like I must have done something to upset dad or mom and then they actually are upset by that. So, it could cause that thrift because they don't know. They know something's wrong, but when we say no we're fine, then it kind of throws them off like maybe I'm reading it wrong and maybe it's me and then they self-doubt themselves. So, we're not really teaching them what truly how to self-regulate and we want our officers to model this behavior because then when they kids get stressed out, they're able to articulate it and without stigma or without embarrassment and really have that talk and emotion and once you have that communication, you don't have to tell them all the gory details, but you need to let them in because they're going to know something's wrong with you before you do.

Selectman Allan: I asked that question because I don't think a lot of people realize how much your job affects your family dynamic and you bring a lot of this home, which you know can also lead to you know issues within your marriage, issues with your children. So, this is a program that help you be able to regulate those emotions and not bring those home to your family.

Candace Lazio: I love that question. I was very excited that you asked it. My name is Candace Lazio. I'm the owner and operator of Shift New Hampshire Integrated Wellness and partnering with the PD on this project and also doing the annual consultations for the PD and the fire department. No, the question's super valid and I love it because it's usually something that people don't think about when it comes to the impact on the job, right? So, family members probably feel it more impactful than even the officers do at times and it impacts a lot of different marriages. This program, I'm hoping a big part of that will allow them to reconnect. So, if there are those divisions within the marriage or between the officer and their children, this program will give them the opportunity to reconnect in those ways. Like Jason already mentioned, the connection to the department will be pretty much cut off and unless they're talking to him. So, they really will be turning toward their outside supports and being able to reconnect and make those stronger is a huge benefit.

Selectman Allan: Thank you.

Vice-Chairman Guessferd: I was thinking this whole thing. So, do you as part of the program or does the officer or does the family have an opportunity if they have a concern or something during or if they, you know, do you interact with the family as well or any of you or is it just the officer?

Jason Downey: I think we can definitely have that conversation. I think if I notice during that self-assessment that that could be a particular, I might reach out like, hey this is what we should try and then touch base with them and then a lot maybe allow that contact. Usually, too, what we're trying to do is usually with newer officers, we do a family meet and greet. So, I usually host and then kind of go over some of the stuff that and how to communicate and what they might experience, you know, because no matter what, I have changed from the 23-year-old that I was to now the 49-year-old that I am. This job will change you no matter what. There's no way of changing it, no way of stopping it. It's just the exposure that you're going to have is going to change you. It doesn't have to be a negative way but at the same time, I think it's all about perception and what we treat, you know, positive thinking and some days it's a crap day but at the same time, there's always light and we can be that light. Whether we're the light for that one person, even though it's dark and we feel it could be dark but there is always light and we need to be that light in teaching them opposed to sometimes we feel like we're the dark cloud because everything is just sometimes we have people that I, you know, everyone has the untimeliness and then one guy on the ship that every time that happens is there's always a dead body and then that's their response and then what happens is like, man, I'm like I'm Dr. Death and then people start joking about it and then, you know, but and we're not going to say, hey that kind of hurts my feelings. We're going to say, oh yeah, I know and then really we self-reflect and we internalize it and then it can cause some sometimes stuff when we don't want to admit to it and that's the part that we kind of gotta break that. And again, this whole program is all about culture and we need to start changing the culture of how we do things in law enforcement and first responders in general and like I said, this is one of these things that I think we can definitely set a bar and a standard for not only New Hampshire but potentially the country. There's only three other agencies that are doing it but I don't think they're in depth as well as we are. There's one that did some testing but I don't think what we're truly really trying to accomplish here, I think is really exciting and I think can show benefit, you know, huge benefits for our agency and other agencies around here.

Vice-Chairman Guessferd: Yeah, and I think, I think that whole connection, I mean the family connection and the support that you get from a spouse is so important. I mean even like with the military and the bottom line is, you know, they always say that, you know, I'm not the only one that served. My wife served as well and it's so important. It's so important that the officer or the military person, whoever it is, the dispatcher, all of them, that they have a safe haven at home. They know that because if everywhere you turn there's conflict or there's issues and the communication skills, learning all that is great, you know, and but having that person you can go to and trust at home is just super, super important and I guess that's why I was asking these questions on that because that's, you know, you've got your work family and you've got your home family and if your home family isn't, you know, isn't positive for you, where do you go? And that's what leads a lot of times to some of the outcomes that you showed up here.

Selectman Jakoby: So, can you just tell us a little bit about how the pilot program is going to work, how those people are going to be selected for the public to understand this is a pilot, you're asking us to approve it for six months, what does that look like, how many people would go through it, how would they be selected and how would their reporting be different than future?

Jason Downey: So ultimately the way we were looking at is they had to be on the job or with the Hudson Police Department for four years, minimum of four years. Usually what happens, the reason why we kind of came at that four-year, some, one agency had a five-year mark, four-year mark we're noticing that some people like once they're at the four-year mark or almost the five, they get to make a decision. Am I leaving law enforcement to go into the private sector or am I going to do my career, almost like the military, like it's almost like right around that mark and that's like kind of one of those but again sometimes like I don't want to do this, like this is just, I'm stuck on patrol and so we're trying to do that four-year to kind of teach them that you know, hey let's reset, this is how we reset it and do that. So right now, the agency has had 26 people available for that qualified for this program. We, I sent out an email to all 26, I have eight, I had eight responses. So, we kind of had them and they kind of sent in emails and then what we did was we allowed SHIP to kind of look at some of them, a couple of clinicians there and you know and based on some of my input and we decided to potentially we're going to decide which ones or two or three might fit this criteria.

Selectman Jakoby: So, starting with two or three.

Jason Downey: Yeah, starting with just two or three for right now. Obviously, the Chief mentioned, you know, we're going to grab a couple of the hot ones and actually have a controlled group, as well as the group that is starting. We might try to have them have the bands on prior to the testing to see, kind of, even have a beginning, middle, and end type thing, too, as well. So, that's part of the process. Hopefully, my goal is to keep it the way it is, especially. You know, yes, we might find some kinks and adjust it, but we might mix it up a little bit. For the totality of what I just said, we're going to hold to pre- and post-test supervisors. Everybody else, you know, there'll be the clinician check, and those are the mandated components. Then, I think, again, depending on what we get for the self-assessment, some people might be in a better position, better support; some people might not. So, it might look different for everybody because we're all unique in our own way, too. So, you know, I might have a strong connection to my spouse, but maybe, you know, with my kids I'm struggling. Then, you know, somebody might withdraw from their family because they don't want to let them in, but then we realize they've just put up a wall to protect them. They love them, but they're trying to protect them. So, it looks different for everybody, but hopefully the self-assessment will break down those barriers and then really give them guidance on what we really need them to work on. Again, sometimes it's baby steps, and I think, at the end of it, it gives us—or me, in my position—a great baseline for our officers. Then, once they know, like, hey, and we're showing the data that says, hey, you were successful, then all of a sudden it's like, wow, all right. You see the numbers, and you're like, oh, my goodness, this really does work. I thought you were just talking, you know, this mumbo-jumbo because sometimes people want to believe it, but, by our culture, we're very cynical. So, again, that's a culture change. We're trying to change that. That would be the goal, in the sense of making it work.

Selectman Jakoby: Yeah, and for the public to know, I had an opportunity to read through some of the materials and things. That's why I just want to make sure most of this gets out as far as what's going to happen. My other question that I just want to affirm: You're doing a post-test, right, when they end. Are you doing then, you know, a four-week test after they end to see how it's maintained? I just wonder because we didn't talk about that, and I didn't see it in the binder. You know, usually, like you said, we're trying to create new habits and new understanding. Do you then check after they've completed the program, like four weeks out or a month out, to see if they're still...?

Jason Downey: We could definitely, I mean, we could definitely do that. Again, like I talked about, trying to get that baseline. Ultimately, my goal will be checking in with them, hey, how, you know, because we're going to know. We're going to have that baseline once we have that post-test, and then I might still hit those, like, how's the sleep? Actually, I'm still doing great on that, or I'm not. All right, why are you not? What's going on? And it could be, like, I had a sick kid. All right, so we're going to use that. We're going to use that as, now it gives me more information to then, you know, you have that rapport, you know, and an openness, and we're already building trust by having this check-in. So, it just builds the confidence in our program overall and trying to change that culture.

Selectman Jakoby: Excellent, and it is. There is a cost. You know, we are investing in this program, and that's what I want the public to know. It's an investment. Can you talk a little bit?

Chief Cayot: I'm just going to jump in on a few things, so as... Far as the post-test, you know, weeks out, yeah, that is a good idea. That is something we look into. The other thing is we're still going to be monitoring their sleep through the sleep and heart rate monitor, so we're going to be monitoring those stats as well. So, before, during, and after, that will continue. I just wanted to also address that it is a pilot program, and I know Jason had mentioned eight people put in under the 26. I think part of the reason for that is, with it being a pilot program, one of the requirements was that they're going to have to come here and share some of the data and the experience with the Board so you can see how you want to continue with this program after. So, I do think that did skew the number a little bit because there are going to be some people who may be interested in this program but not ready to take that step and come and present, you know, what happened during that publicly. And the other reason is, I know we talked about potentially around three officers. The reason it's six months, even though it's a three-week program—you might wonder why they need so much time to get three people through three weeks each—is we have to make sure that staffing is appropriate and that it's not going to, you know, be a major cost to the Town. And so we can work through the staffing to fit those in during those six months.

Selectman Allan: And I think that's important for the public to know. You're trying to do this with the least impact on shifts and others in the department as possible. So, whoever those three people are, you have to manage that within that six-month period of time to make sure it fits properly. And I appreciate those logistics.

Chief Cayot: It's very important for us to make sure that we're not allowing someone to go out on the sabbatical while putting a lot of added stress on everyone else who has to cover those shifts. So, that's why we need that time to be able to work those in.

Selectman Jakoby: Excellent, thank you.

Roy Sorenson: Real quick, Jay or Chief. Candace, you're playing a more active role in this. Like, I know you do some counseling independently for the staff, right?

Candace Lazio: Yeah, I do the annual mandated consults, but I'll also be doing the consults at the end of their sabbatical time frame.

Roy Sorenson: Okay, great.

Vice-Chairman Guessferd: Excellent, okay sounds like a good program.

Selectman Allan: I'd like to make a motion.

Vice-Chairman Guessferd: Any further discussion before that? Okay, because I just want to make sure we thoroughly address your questions, and this is really, really kind of important. This is an important program. So, yeah, go ahead.

Selectman Allan made a motion, seconded by selectman Jakoby, to authorize the Chief of

Police to pilot a Wellness Sabbatical Program for six months. The results of the pilot program will be presented to the Board of Selectmen at a later date. Motion carried, 3-0.

Selectman Jakoby: I just want to add one comment.

Vice-Chairman Guessferd: I want to add one as well.

Selectman Jakoby: I can go first?

Vice-Chairman Guessferd: You can go first.

Selectman Jakoby: First, I just want to thank you for all the references that you put in your presentation. I know that was a request that I had, and the data that you used, and to know that the public can go out and seek, look at your presentation, even check your sourcing, and get more information if they'd like. So, thank you for that extra work.

Jason Downey: Absolutely, not a problem.

Vice-Chairman Guessferd: Yeah, and I just want to follow up on one of the things that Selectman Jakoby made. I think it's really important that we do have a scheduled check-in a month or so out, and I know, in the meantime, you'll be checking in with them, you know, anyway, just, so, hey, how you doing, whatever, and hope that trust that you built during the course of the sabbatical will transfer on as they come back on shift. The only other concern I'm sure that you have, in terms of scheduling these things, is making sure that, like, all two or three of them aren't on the same shift.

Chief Cayot: They won't be done at the same time. They will be spread out.

Vice-Chairman Guessferd: So, yeah, yeah, yeah. But still, it might be different, you know, if you have different shifts, if someone's on nights versus days or whatever it is.

Roy Sorenson: I gotta say, you did a great job, Officer Downey, here with the presentation. I thought maybe you could have been the first case study with the anxiety and stress that this may have caused you to put this presentation, but you can get back into your window of tolerance at this point.

Jason Downey: I'm good.

Roy Sorenson: I think, I think, I think you guys did a great job. We've talked a lot about this, and I think you hit it out of the park, presentation. So, good job.

Vice-Chairman Guessferd: Absolutely, I totally agree. And, you know, this, I think, is going to be one of the model programs around. You know, hopefully it will serve. You said there's only a couple other agencies doing it.

Chief Cayot: I would just like to also thank the Board for obviously listening to this. I know it is kind of groundbreaking and something that's out of the ordinary, so thank you for allowing us to do this. And I'm excited to come back with the information from the pilot program and share it with you.

Vice-Chairman Guessferd: Thanks a lot. A lot of hard work.

G. HCTV Update Presentation – *Community Media/Presentation*

Vice-Chairman Guessferd: Guess who's up next? So, I want to recognize the Director of Community Media, Mike Johnson, and Matt Guerrero. Okay. And we also have, in the back here, supporting the team, Diane Cannava. So, nice to see you bringing a group here with you.

Mike Johnson: I'm very appreciative of my staff and all the volunteers of HCTV for all their support. But good evening, Mr. Chairman, members of the Board. Thank you very much for allowing us to present our annual update to you tonight. We're going to start off with our organizational chart for HCTV. So, our staff consists of myself, the Director of Community Media. We have our two full-time production coordinators. We have on-call staff and our part-time videographers, which fall underneath our production coordinators. Our on-call staff might work seasonally, so they might be back from college, work an event here and there, or even just fill in occasionally. Our part-time videographers—we'll get into the function of that role when we get to the next slide—but their primary job is to cover the government meetings, like what's going on right now. We currently have two regular part-time videographers on staff, and we have a cleaner who works for the DPW and works for us two nights a week. So, our staff's responsibilities. My job is to facilitate the PEG channels in Hudson, our social media, and the access center, the day-to-day operation that goes on there. I have to plan for the future of HCTV and deliver reports to boards and committees around Town and train our staff on proper production procedures, you know, meeting procedure, how do things flow regularly for us. Our production coordinators, their primary function is to plan and produce our HCTV productions. So, anything that's live or pre-recorded, they're responsible for editing almost all of our content on our channels, and they seek out local news stories. They're also responsible for training our videographers on proper meeting and sports procedure. So, it trickles down. I show them the procedure, and they show our videographers the procedure. And our videographers, their primary role is recording and live-streaming Town of Hudson meetings, events, and high school sports. So, we all work very closely with each other because we are a fairly small crew. We're always throwing ideas to each other. Our mission statement from last year remains the same: to produce, teach, and provide quality hyper-local content and information by and for the residents of Hudson. We remain available on Comcast cable channels 6, which is our public channel; 8, our educational channel; 22, our government channel; and 1073 HD, which is a best-of channel of all three. So, you have our public, school district, and government content on there. We also have...

Vice-Chairman Guessferd: These Selectboard meetings end up on your best of, right?

Mike Johnson: The picture's a lot clearer. So, for example, a lot of the slideshows are a lot easier to read on that than if you're watching in standard definition. In 2026, and I did want to mention, too, before I go to the next slide, HCTV is currently funded by the cable franchise fee revenue in Hudson, and we'll get into a little bit of the impacts and where we stand with that later on tonight. So, our key objectives, and I have this underlined for a reason. Our main purpose, the reason we exist, is to live-stream Town of Hudson and School District meetings and events. This is our bread and butter. This is the main function of our department. We also cover local community events and human interest stories. We provide AV support for Town of Hudson meeting room spaces. We provide a platform for residents to produce their own content at our studio, or if they sign out a camera and send shows and programming to us. We have a very dedicated volunteer on the Cable Committee, Pete Lanzillo, for an example. He sends us the races from the Hudson Speedway. He's done it for years. Just an example of what someone can do on HCTV. We try to partner with many community organizations to cover more events around Town and collaborate. Like I said before, we maintain the four local cable channels, our streaming app and website—they're not mentioned there—as well as our social media pages. So, the more platforms, the way media works, we're constantly expanding where we can reach folks. Also, part of our job is to monitor our broadcast quality and production standards. So, if we watch a meeting and all of a sudden you're in the audio, we have to troubleshoot that, figure out what's wrong, and get that resolved. And we're going to continue to develop modern media practice and content creation. What does that mean? Doing more reels on our social media, different types of short-form content, so we can get information and news to our residents. Does anyone have any questions so far? All right. So, our goals from FY26, when we were here last year, and what we achieved last year. So, we launched our underwriting program in February of 2026. We have filled five out of the seven slots for this year, and we've raised a total of $11,350 this year. It's been amazing for us, and we're very thankful for everyone that supported us this year.

Vice-Chairman Guessferd: So, what you're saying public is there's two slots available?

Mike Johnson: We do, yeah. We have two slots available for next year still, and even if a business wanted to sign up in the middle of the year, we have that flexibility to work on that. So, thanks to the support of the residents and this Board, we also got Warrant Article 16 passed last year, which modifies our revolving fund to switch the revenue from 80% to 100% into a fund. So, that'll begin this fiscal year.

Roy Sorenson: If I may, Mr. Chair. So, those are two major goals that you hit on. This time last year, we were talking about how your revenue was in really bad condition, so you made a ton of progress there over the past year. So, that's fantastic.

Mike Johnson: Thank you. It's huge, and you'll see in a later slide just the impact and how close it was this year, and how the underwriting made a difference of being in the red and being in the green. So, this year we also upgraded our cellular infrastructure so we have a more reliable way of utilizing our broadcast vehicle and just streaming out on the go. So, we bought a Peplink router. It's a cellular router that we actually buy data as you go. It's commonly used in, like, convention centers and expos, so it can deal with higher volumes of people. Still, if you hit a super dead zone, it's not going to be great, but, for the most part, we've done really well with it this year. So, we really enjoyed having that piece of equipment, and it's allowed us to stream on the go more reliably. As I mentioned before, we promoted our streaming app. I think that's an important thing for us to do. Although we're funded by cable, we need to make sure we're meeting people and still getting our content to people, and a lot of people don't have cable anymore. So, we want to make sure we're getting that information to our residents from these meetings, events, and HCTV. Last year, we actually received two first-place awards in the ACM Hometown Media Awards: Jackie Lemay in the educational category for a JROTC program she did, and we also received an award for a video we did with Mr. Dhima and Mr. Kirkland on the Twin Bridges over there in the government category. So, we're really proud of that. This year we also replaced our video switcher with a new piece of equipment. Now, when I did my budget and I came before this Board last year, one of our out-of-budget requests was a TriCaster to use in the field. After doing a little bit of research, I actually found a much cheaper alternative that met our needs, and you'll see a picture of it. It was game-changing for our graduation in terms of us being a small crew and what equipment we have to bring out and work with. You'll see a picture. Some of you might have seen it. It's a little black case you open up, right here. It's this right here on the left, but it's a case you open up. You can hook all your cameras up to it. It's an Osee GoStream Duet. It's actually a new kit that just came out this year. We used that throughout our whole graduation season this year. It worked reliably, and we can hook upwards of eight cameras into it with no converters or anything. So, it's a lot more compact, and rather than getting that, you know, we would have needed a rack to hook it into. For our staff size, that made more sense to me. I'm just going to back up real fast here. We also, this year, purchased two wireless transmitters, just, again, another way we can stream our video to that switcher safely without running cables. We had older units. They were about 10 years old, and they weren't even sending a signal anymore. So, we were really happy to get that done last year. A big project for us in FY26, and I'm very thankful to Principal Beals at the high school, Athletic Director Justin Huff, and Michael O'Keefe from our Cable Committee. So, we have access. The School District has these cameras, their HUDL cameras, in the gymnasium and the field. We now have access to that. So, if we can't make a game, we're able to cover it. It's essentially an AI camera that's meant for coaches, so it follows kind of the action. So, it was game-changing this year. For spring sports, we were a little short-handed, and we were able to cover lacrosse with that camera while sending people to cover softball and baseball. So, it was huge for us. It's going to make a big difference.

Selectman Jakoby: Well, and can you just add to that what you did for them?

Mike Johnson: Yes, yes. So, in return, through a collaboration, they were looking to run network to the press box. Hudson Community Television, years ago, we have our network there from the Access Center from when we do our football games. So, what we did is we lent them, rather than them spending, I believe it was $19,000 they were quoted, we lent them our network, and in return we have access to the camera. So, it's a joint collaboration that benefits us, and it saved the taxpayers. It's good.

Matt Guerrero: I also want to jump in. Through the use of the Hudl camera, I mean, it's kind of been revolutionary for us because I know, from Mike telling me, that we've never really recorded JV or freshman games before. Fortunately, through getting the Hudl camera set up for both lacrosse and for basketball, we were able to get JV games up on our channel. So, even more output and even more games recorded for families, which is huge for us. Huge, huge.

Selectman Allan: Will you be able to cover the freshman and JV football games? That's the most important question.

Mike Johnson: Yeah, anything we know about if it's in either of those spaces, we'd be happy to do that for the district.

Matt Guerrero: Volleyball, too.

Mike Johnson: We're hoping for next season to also be able to record. So, again, that's actually just a picture of the Hudl camera right there on the right. You'll see it mounted in the gymnasium or on the football field. That's our wireless transmitter right there, just the picture. That was Mike Campbell, one of our Cable Committee volunteers, helping out at Scholarship Night this year. And that's just a picture of what the Hudl camera looks like. It's a little tiny there, so I apologize, but it actually also crops out the scoreboard, which is nice. So, if you're watching at home, okay, you know what the score is rather than just being a blank canvas. It's, for what it does, it's perfect. It's a good way for our parents to be able to watch their kids. It's good. So, our goals for FY27. We're going to be revisiting our underwriting policy. I'd like to have this accomplished by January of 2027 before we get into renewals, and I'd like to look at more opportunities, right? Maybe lower cost for smaller businesses and different ways we can interact with them. So, I want to visit that with our Cable Utility Advisory Committee, get their input, and then take it back to this Board. Something we're going to be talking about tonight a little bit, which is something we're going to be mandated to do, is the ADA web compliance. With the new deadline being April 26, 2028, we fall under the category of communities with populations under 50,000. This was originally going to be April 2027, but it got pushed back. So, we had the closed-captioning piece solved. That's actually in my budget for this year, and we have a PO signed for it. So, we'll be having closed captioning on our website for everything we do because it's going to be mandated that way. So, more to come on that. We're going to be exploring the descriptive audio piece, and we have an example tonight I'll show you guys in the presentation. Any Hunger Games fans in here? We're going to be purchasing some more backup storage for our VOD files. Currently, we're at max capacity on all of our video servers. So, we're looking to put a storage array at Town Hall, off-site on our network. So, God forbid, an act of nature, something happens to the building, we have everything backed up here. Rather, it's backed up natively right now. I'd like it backed up here. I think that makes more sense. I'd also like to revisit and reformat our policies to the Town of Hudson formatting rather than it being its own separate thing. We did our underwriting policy last year, so it's in the new format. And something we want to look to do this year is phase some of our meeting room equipment. When we get to the SWOT analysis, I'll get to that, but a lot of our meeting room equipment is aging. Just yesterday, for example, in the Buxton Room, one of our audio mixers, again, I was talking about that nice crackling sound, and this nice crackling sound, and I was taking it apart, cleaning it, working fine for a while, taking it apart, cleaning it, working. It got to the point where it just wasn't helping anymore. We had one backup at the studio. It's still an old mixer, but I put it in there. So, something I would like to do is evaluate a phased replacement of certain equipment, and specifically in the Town Hall meeting rooms because these are the ones we utilize the most, and see what we can do there, whether we start with audio or cameras. It's going to be a good addition for us, for sure. So, this is an example of descriptive audio. So, this is a clip from *The Hunger Games*.

[Showing a short video]

Mike Johnson: So, that would essentially be for anything that's on our website. You would have something like that. How detailed is it going to look? That remains to be seen. You know, if it's something we'll have to program is names, right? So, it would be Mr. Sorenson looks to the right, Chairman Dumont, Vice Chair Guess. That's what we'd like to have it do. So, when it launches, it's going to be a work in progress once we get it. Our vendor has a separate Cablecast unit called MediaScribe that would allow us to do that. So, I'm going to be exploring pricing for that. What does that look like on our budget, and see what we can do there. Anything we can provide like that, we want to make sure we're doing that.

Matt Guerrero: You can correct me if I'm wrong. We will be also posting a version without that for people who don't need the descriptive audio.

Mike Johnson: Yes. Yeah, yeah. So, it'll appear as an option, just like closed captioning, so you can turn it on or off on the website. There we go. Again, if any resident wants to learn more about this, you can review it on the ADA's website. We fall under the population of under 50,000, so that's when we'll have to have this done by. And the closed captioning will be launching this month. So, doing our SWOT analysis, it came out very similar to last year when I took a look at it, but it's also different in some ways. So, I reevaluated our strengths. Something that I think HCTV does a good job of is providing local information at a snapshot to residents, whether they visit our social media or go to our website and watch any of the meetings or events. We have, in my opinion, a well-built infrastructure, and our previous director, Jim McIntosh, did a really, really good job of that for us in terms of swapping out equipment, the way things are labeled. It's been very easy for myself to go in and say, okay, we need to replace this piece of equipment, and things are wired already. So, we have a solid infrastructure to work on. We want to make sure we're maintaining that and keeping the equipment in a healthy state. That's where we're at right now. I feel like HCTV is embedded well within the community. We work a lot, and that goes to the next piece, where we work a lot with the Town, the School District, different nonprofits in the community, as many people as we can help and get the message out to people about what's going on in Town. Our weaknesses, that's a piece where I felt remained the same from last year. So, we have aging equipment, and I think we've done a good job of replacing it with what we've had the last year. Again, we're just starting to phase things out slowly. We're making sure we keep track of what needs to be done. While we're fully staffed, we do have a small staff, so sometimes it can be challenging, especially in the busy times of year. It can be hard to reach every event that people ask us to cover. So, we also have backups and storage, too. Like you mentioned, the Super Bowl season, graduation season, is definitely one of our busiest times of year.

Vice-Chairman Guessferd: And then concerts and all kinds of different stuff like that, they go on.

Mike Johnson: Opportunities, like we talked about already tonight, we have the phased equipment replacement potential. I'd like to see if there's accessibility grants for things like the descriptive audio and closed captioning. So, the closed captioning, the way that works, I have to buy it by the hour. So, I purchased 1,000 hours for FY27. I'm anticipating that lasts us the whole year, maybe even a little bit longer with the events we cover, but it's a cost on the department. It's important, though. It's important. Volunteer engagement, getting more volunteers involved, whether it be community members, students, or the Cable Utility Advisory Committee, having more members be involved in some of our productions. Compacting our workflows. Like I mentioned before, we already started doing that with the new switcher. Many of you have seen us when we're at the Community Center. We used to have the TriCaster, the computer, the monitors. If we were short on crew, it could be a lot sometimes. So, looking to see what we can do a little more efficiently, time-wise. The wireless video transmitters work more reliably. You're not running a 100-foot cable across the room, just saving us time and safety, too, really, when you think about it. There are fewer things for us to review. We do our safety walks. Our threats still remain the same. Long-term sustainable funding. Rising equipment cost is a big one. The price of electronics is crazy right now. We buy a lot of products from Blackmagic, and they just raised their prices on everything. We actually bought a recorder right before it, so we're grateful for that. We're happy about that, but it's tough. I mean, the prices are going up on just computers, computer parts in general, and that goes for AV equipment as well. Cord cutting, it's our number one threat. We talked about that last year. People switching to streaming, but we're funded through a franchise fee, so it's huge. It's something that I think, when I come back to this Board next year, you'll probably still see that on there. So, I just wanted to give the Board another financial status of where we are and exactly how the underwriter revenue came into effect this year. So, we actually had a pretty decent quarter last quarter from where we were. This is with the 80% allocation. So, we got $75,012. Our total revenue from the cable franchise fee payments was $304,788, and the underwriter revenue that we've raised is $11,350. My expenses to date, when I put this chart together, were $305,391 for the fiscal year, and our total revenue for the year was $316,138. I'm anticipating we end somewhere around$314,000, $312,000 to $315,000, in that range. It was close, and that, instead of being in the red, put us dead even. So, it made the impact of that for our operational costs, ending where we started in FY26, where we actually put away money last year. It has been a big win for us. We're very thankful for all our underwriters for what they did for us this year, really.

Vice-Chairman Guessferd: It doesn't seem like a lot, you know, when you look at the big scheme of things, $11,350, whatever, but, yeah, it proved to be huge. So, that was one of your brainchilds wasn't it?

Mike Johnson: It was. It was. I saw it was another station started doing, and I reached out to them, and that was one of the first things I wanted to do when I was promoted to Director because, just with the way the trends are looking, I wanted to make sure we were doing something.

Vice-Chairman Guessferd: Thinking ahead, planning for the future. That's great stuff. Thank you.

Mike Johnson: So, I'm actually going to turn it over to Matt Guerrero briefly, just for some of our upcoming programs. He's been working very hard behind the scenes on a documentary for the centennial of Benson Park, and he's been working on this alongside the Friends of Benson Park. Matt's been spearheading the whole project, so if you want to talk a little bit about what that process has been like.

Matt Guerrero: Yeah, absolutely. Let me just pass something out to the Board real quick. All right. So, good evening, Board, and for those at home, this is my first appearance before the Board. So, my name is Matt Guerrero. I grew up in Hudson, and I've been working for Hudson Community Television, HCTV, for almost a year now. Yeah, so early in December I had the privilege to speak with Natalie Newell, who's the Chairman of the Friends of Benson's, and she put forward this idea, saying Benson's is coming up on its 100-year anniversary, so she would love for HCTV to do a documentary. I tried my absolute best to contain myself and not get too excited, and fortunately Mike saw me trying to contain myself, and he asked if I wanted to kind of head this whole project, of which, of course, I said yes. Really, from the jump, really starting in January all the way up until now, I've been doing a ton of work, as Mike said, in terms of making sure I have the historical accuracy of Benson's down to an absolute T, getting people to interview for the Benson's documentary, one of course being Selectman Jakoby, who helped me out with that, and plenty of people who are involved in Benson's in numerous ways, from people who used to work at the park, people on various boards, Friends of Benson's, the Benson Park Advisory Committee, people who were on the very initial, the very first Benson Park Committee Board. I know they changed their name. So, just so many people within the Town who have some sort of involvement in Benson Park because I know, for me, and I know for a lot of people, Benson's is a very, very big part of what Hudson is. So, I know how delicate Benson can be, so I wanted to make sure I went at it with my 100% best. So, yeah, I just wanted to talk a little bit about it, give an update of where we are at now. So, in accordance with their 100-year anniversary, the documentary is going to be called *100 Years of Smiles*, which someone in the Friends of Benson's came up with, and I think it's a great name. The documentary is going to be about an hour to an hour and 15 minutes long, and essentially it's going to be set up in a timeline, how you see many Ken Burns documentaries, where it's going to be the beginning, speaking about John T. Benson, all the way up to when Arthur Provencher eventually had to get rid of Benson's Park. So, that's going to be about the first beginning of the documentary. The middle part is going to be kind of when, unfortunately, Benson's was just left a wasteland. I know it was a good at least 10 years that Benson's didn't have anyone that could really help it at the time. But fortunately, in 2009 and 2010, there was a huge push from Hudson in reacquiring the land, and through all the volunteers and all the organizations and the boards and committees and all the donations and so many people involved, they really just completely brought the park back to life. So, that's going to be where the documentary ends, really just thanking all those people, them telling their story of all the things that they had to do. I mean, everyone has their own story with Benson's. I know, for my parents, they used to go on field trips there when they were in fifth and sixth grade, and, you know, they'd see all the animals and stuff like that. My idea of Benson's is not that. It's graffiti on the walls. It's not being allowed in, or at least the cops will be called on you. So, the idea of Benson's is so different to everyone. I think that's the beautiful part about it. I think now, more than ever, we're able to appreciate the park from what it was to what it became to what it is now. It's truly one of the biggest success stories in Hudson. So, I'm pleased to have put a lot of effort into it. One of the big things I wanted to give a big shout-out to is I did reach out to the Boston Public Library. There's a gentleman there whose work is there by the name of Leslie Jones, who is a famous Boston photographer back in the 1950s, and they gave me permission to use 31 of his photographs from when he visited the park in the 1950s. So, along with the Hudson Historical Society, Ruth Parker and everyone there has been phenomenal. In terms of, I know Selectman Vurgaropulos, I know when I recently spoke to him about it, he wanted to see newspaper clippings, so I brought that in for him, and he's not even here, so that's all right. So, yeah, that's what I handed out to you guys. Those are a couple of the newspaper clippings that belong to the Hudson Historical Society. So, that's going to help tell the story of the different events that happened in Hudson and Benson's. I'm sure you guys have heard plenty, from when it got robbed to when there was an ancient mummy there. So, there's plenty of fun stories to tell with Benson's, and I met plenty of fun people, and I can't wait to tell the story of Benson's Park to the Town of Hudson and all its residents. So, yeah, any questions on that? I'd be happy to take.

Vice-Chairman Guessferd: I'd like to see you once this is all over, you know, maybe a submission to the Oscars.

Roy Sorenson: There's got to be some kind of award, they have awards for documentaries.

Matt Guerrero: I'm going to try my best. Like I said, I've put probably my life into it at this point, just from, like, well, you know, just being in the office, and I've probably read more Board of Selectmen minutes than anyone in the past year has. So, I put a lot of effort in, speaking with Ruth Parker. I think the biggest thing with this is just the historical accuracy. It's hard because, once you get further back, once you get back to, like, the 1940s, you can't really believe a whole lot of things. But there are things that we know for a fact are true. So, the historical accuracy of the documentary and making sure that the residents feel like it's their story. HCTV is just merely producing it. This really is just for the residents of Hudson.

Roy Sorenson: What's the premiere date?

Matt Guerrero: I can't, I can't give that to you yet. We're working with the Friends of Benson's Park. We're looking to put on a gala. Top secret, top secret. But my aim is probably, I would say, early to late fall, so still within the 100-year centennial celebration. I know they're doing theirs September 12th, so we want to do it after that. We don't want to steal their thunder.

Mike Johnson: Must be a good way to end the centennial in a way, right? Reflecting back on the history of the people that were a part of the park.

Vice-Chairman Guessferd: Excellent.

Roy Sorenson: Very nice, thank you.

Mike Johnson: That's definitely, I would say, one of our biggest projects coming up in terms of something that's been in the works in the background. A lot of this stuff is just kind of reiterating what we've talked about tonight in this slide. Our FY27 underwriter launch begins next week. We actually started a little bit early for everyone this week just to get everything ready. We'd like to get our production coordinators their drone certification when we're flying and just have them do a safety course in that. Fall 2026 sports with our NDI workflow. Now that we have it, we actually have our own network in the gym, in the high school, and in the field now, so we're able to actually send camera feeds from our cameras back to the studio and utilize equipment there. So, again, just exploring different workflows for our staff so we can be a little bit more efficient in some ways and meet our obligations to the underwriting program, right? You can utilize a switcher at the studio, play videos on it, put graphics up. A lot of the rest of the stuff on this slide is stuff we've already covered tonight, but the big thing coming up for us will be the storage and evaluating our meeting room spaces this year. Those are the two, I'd say, big key items we're working on right now. This summer I've been seeing where we're at, and I'll bring that back to the Board on where we stand with the gear in the meeting rooms in particular. And lastly, I would just like to thank our underwriters for this year publicly. We have VFW Post 5791, Northpoint Construction Management, American Legion Post 48, Chase Steel, and the Hudson Lions Club. We'd like to thank them all for their support this year, and we hope to collaborate with them and get feedback throughout the year on the program and how we can improve and what they liked about it throughout everything. So, with that, I'll end on a quote: Local news is the glue that holds communities together, by Penny Abernathy. I liked that quote because I think that's something that we mentioned at the start, that we kind of bridge the gap for the community. And just to wrap it up, I'd like to thank my staff for all their support, and the Cable Utility Advisory Committee members, Diane Cannava, Mike O'Keefe, Stu Croner, and the rest of the Board for all their support of HCTV. I'd be happy to take any questions.

Vice-Chairman Guessferd: I just, I'm really glad to see the work that you're doing. Like I said, you know, you're thinking about what's coming up. You're not just thinking for today. You know, the future, to me, looks bright for what you do and for what you bring to this community. You know, the park is a gem for our community. So is our HCTV. They set an example for a lot of communities in terms of local TV. So, it always impresses me. And, you know, I think since you've been Director, some really good things are going on.

Mike Johnson: Thank you.

Roy Sorenson: Yeah, I think you, I just, the whole group does a great job, and I know you had kind of a crazy year, right? You guys really had to shuffle around. I will say, anytime I call Mike and the group and ask for something, it doesn't really matter how busy they are. He says, yep, no, we'll do it, we'll get to it. And the product speaks for itself. I mean, it's just fantastic. So, I think, like I just said, we had our conversations early on last year about setting goals and things of that nature, and you were steadfast with it, and you get where you need to be. As the Chair mentioned, you're continuing to move forward. So, forward thinking is important.

Mike Johnson: Thank you. Thank you.

Selectman Jakoby: I also just want to thank you for your presentation, but also, you know, thank you for all the wonderful interactions you have with the community. I've heard great things just out and about from the community. Even when things are not live-feeding correctly, people can message you, and you're right on top of it. So, I just really appreciated hearing it from people who are not with you all the time, that they appreciate it as well. So, thank you.

Mike Johnson: Thank you. Anytime something's not working, we always tell people, call us up. Even if it's a big complaint about it, call us up. We want to hear about it. We can fix it.

Vice-Chairman Guessferd: Okay. Excellent.

Selectman Jakoby: Great customer service. Great job.

Vice-Chairman Guessferd: All right. Great job, guys. Thank you. Matt, I appreciate you coming. I appreciate it.

Mike Johnson: Thank you for having me.

H. Transition of Banking Services – *Administration/Decision*

Vice-Chairman Guessferd: Okay next up transition of banking services I will recognize Town Administrator Roy Sorenson.

Roy Sorenson: All right. So, included in your packet, Item 8H. This is actually from Barbara Bouley, who's our Treasurer. She had mentioned this earlier about her letter of intent to go out to different banks. The reason she wanted to do that was to get us more money back on our earnings of what we'd have in our accounts. Now, her job is difficult in that she has to move money around sometimes to take funds out to cover whatever payables might be there, and sometimes with that, with the school payments and things of that nature, they can be quite large. Some banks don't allow your accounts, depending on where you put them, to do that. They won't gain as much interest. So, she put this out, and as she mentioned in her memo, we are going to shift. We're going to move to TD Bank. Included in this packet is the Cash Management Master Agreement with TD Bank, as recommended. And, you know, I think Barbara's been pretty true. We have seen the interest she's gained over the past two years. She's expecting, by doing this in and of itself, and if this is true, this is fantastic. I'm not saying it's not true. It's a big number. It's in your memo, expecting a $1.9 million positive impact for the Town. So, if you can do that by just keeping money in an account somewhere, we need to do that, I guess is my point. So, the actual, this is a pretty complex agreement. So, the full agreement is upstairs if you want to get into the technical aspects of it. This kind of hits on the beginning stages of it, and this is where you need to sign, on the last page. But the full information is upstairs in the General Read. Yep. By the way, Barbara will be in as well with her update, I want to say, I think it's the second meeting in July as well.

Vice-Chairman Guessferd: Okay, so okay, any comments to the Board, motions?

Selectman Jakoby made a motion, seconded by Selectman Allan, to authorize the Chairman of the Board of Selectmen to execute the Cash Management Master Agreement with TD Bank, as recommended by the Treasurer. Motion carried, 3-0.

Vice-Chairman Guessferd: Okay, great job. When she's here, we will thank her. I want to see that $1.9 million. Yeah, I know TD Bank does a pretty good job with their fees and things like that, you know.

I. FY26 Accrued Time Payouts – *Administration/Decision*

Vice-Chairman Guessferd: Okay next up I'm going to recognize you again Roy

Roy Sorenson: Thank you, sir. 8I, so FY26 accrued time payouts. You have that before you. We are looking to withdraw up to $485,000 from the Earned Time Capital Reserve Fund if we need to. You can kind of see the breakout, which is attached here, between whether it's retirements, resignations, or just buyouts, general buyouts per our policy. As I mentioned in the past, and as the practice has been, we really don't go to this fund unless, once we get in with the auditors and we close out and we see an area that needs it because it does impact the departments. Don't forget that. And you saw one of those Selectman Jakoby brought up. It was in the consent agenda. That was to move some money into PD because of some of the major retirements there. Mm-hmm. This is typical, as I mentioned, of how we do it each year. So, I can take any questions if you have them.

Selectman Jakoby: I've just gotten some questions from the public. Can you just explain for the public why people would accrue the number of hours that are in the chart? The questions that they had were, is this per contract? Is this per policy? Just, if you could, tell them what our policy is.

Roy Sorenson: We have an accrued time policy. Now, some of it is typical. It depends because you do have union contracts versus employees like myself that may have something separate in there. But you can accrue up to a certain amount of time based off of your time in service, of what you might be, and you have the ability. We do two cash-outs each year. We do one in December, which is generally when most people do it, and/or this time of year in June. So, yeah, we typically, and you can see the breakout there, versus, you know, the December payout versus the June payout, and what they can accrue and carry over. So, it's just a policy we've had. It's a great benefit for the employees. It's actually a fantastic benefit for the employees. Not a lot of folks certainly take advantage of it, but it's good because they store their time. You look for employees that, as they typically say, aren't using their time as soon as they get it, right? So now you're awarding employees for maintaining their time and carrying it over.

Selectman Jakoby: And that's why I just wanted to let the public know this is something that we've had for a very long time, and we do this each year, twice a year, as Mr. Sorenson said. And, of course, if the public has any questions, feel free to ask.

Roy Sorenson: Yeah, we did this. I think we pulled this. Didn't we do the policy this year, too? Didn't we? I think.

Vice-Chairman Guessferd: Yeah, we redid it.

Selectman Jakoby: I just thought it was best to reiterate

Vice-Chairman Guessferd: Yeah.

Selectman Jakoby: Thanks.

Vice-Chairman Guessferd: Okay, further comments, do I have a motion?

Selectman Allan made a motion, seconded by Selectman Jakoby, to withdraw up to $485,000 from the Employee Earned Time Capital Reserve Fund, should it be necessary to cover accrued time payouts for FY26, as recommended by the Finance Director. Motion carried, 3-0.

J. FY26 Encumbrances – *Administration/Decision*

Vice-Chairman Guessferd: Okay, all right, and one more time.

Roy Sorenson: So, similar to the last item, this time of year, which we would call typical end-of-the-fiscal-year due diligence, this is encumbrances. We talked at length about what an encumbrance might be. I think this did come with the Budget Committee, too. Selectman Allan did send me an email on it. Do we have a policy on encumbrances? Typically, we don't, but it's not a bad idea. It's something to look at. There's really no... it's really based off of how we might set it up and what the auditors might tell us to do. In this instance, we've already actually started kind of combing through that. I'll bring that to the Policy Subcommittee because that will be a new policy. But this number is large, I will say, this year. But if you go into the breakout, you'll see it's because of the Lowell and Birch warrant. That's the major number in there. If you deduct that out, I think it's $2.55 million. Yeah, $2.55 million. It's typical. So, that brings you down to $1.1 million, and that's kind of where we are generally every year carrying it over. I would say, from my own personal standpoint, why would you carry money over? Typically, Development Services is a great example. It's major projects that will continue over fiscal years. I think our policy, if we do draft one, would speak to we're not going to just carry over ancillary money just because we want to have it. And then, what is the time before we bring it back to this Board? So, if we carry something for two years, three years, we need to have a formal review at that point instead of just continuously carrying it, and then just close it. Yeah, we're going to close. So, we'll work on it, and we'll create something. I don't think it's a bad idea. I didn't speak to anyone formally on it yet, but I think it's something I'll bring back to this Board, and then the Policy Subcommittee will have some more work to do.

Vice-Chairman Guessferd: Yeah, all right, okay, any other comments, motions?

Selectman Jakoby made a motion, seconded by Selectman Allan, to encumber the not-to-exceed amount of $3,619,704.92 for FY26, as recommended by the Finance Director. Motion carried, 3-0.

7. OLD BUSINESS

A. Policy Sub-Committee, Purchasing and Contracts – *Administration/Decision*

Vice-Chairman Guessferd: All right. Now, the only thing remaining right now is the item that we moved to the back, the old business on the second read of the Purchasing and Contracts Policy.

Roy Sorenson: So, this item has been tabled. As I spoke previously on this, I do have it up on the screen as well, and there are quite a bit of edits here that the Policy Subcommittee put forward. I think the Board wanted a little bit more time to look at that. We were part of the process of this because it's an ordinance. It's not a policy, necessarily. We would look to accept the revisions tonight. So, now we have what we're calling a new ordinance, but we're not finished at that point. We have to advertise it and publicly notice it. It comes back for two more hearings to the Board because that's part of Chapter 80, publication of ordinances. I just want the Board to understand that. Now, Chapter 80 may be another discussion at some point. As I mentioned, because you have to publish this in totality. Let's see, how many pages do we have here? I don't know what the rate is, Lorrie, for pages. Advertising this would be eight pages, so I don't know how that will end up in the newspaper, but it's going to take up quite a bit. Now, this could come down some because you have revisions in here, but my point is, Chapter 80, if you read that, 81(C), on adoption, the full text shall be published in a local newspaper and be filed with the Town Clerk. So, we need to look at that, is my point. Anyways, back to the actual ordinance itself. Is there any discussion here or concern?

Vice-Chairman Guessferd: I had a few comments, nothing major. Did you have some as well?

Selectman Jakoby: I'm all set.

Vice-Chairman Guessferd: You're all set? All right, so I'm going to be the one delaying us here, but that's okay. I just had a question on the Town Administrator will serve in such capacity as a purchasing agent. You know, if the Finance Director, you know, it says as necessary. Seems kind of a broad statement, as necessary.

Roy Sorenson: Well, in the absence of the— Well, I would say, perfect example is that is when I came on as the Town Administrator, we didn't have a Finance Director, right? Okay. Was it a two-month period? Maybe, yeah, that would be as necessary.

Vice-Chairman Guessferd: I don't necessarily need to make any edits to it. It's just, it just seems a little kind of open.

Roy Sorenson: I can change, you like different wording, or how would you, what are your thoughts?

Vice-Chairman Guessferd: The only thought I was thinking was something like, in the event of the availability and availability of the Finance Director, or something like that. I mean, that's the only reason that the Town Administrator would, which would do, would do. I think we should be a little more specific.

Roy Sorenson: That's in the absence of the Finance Director, maybe. Does that make sense?

Selectman Jakoby: So, it could be that that person is not in the position. It could also be that that person is incapacitated for a short period of time.

Vice-Chairman Guessferd: Due to the unavailability of the Finance Director, or something like that. Yeah, again, I don't want to be just totally verbose about this thing. I just—

Selectman Jakoby: Will serve it and capacity and—

Vice-Chairman Guessferd: Should the Finance Director not be available.

Selectman Jakoby: Be unavailable.

Roy Sorenson: Should the—

Vice-Chairman Guessferd: Should the Finance Director—

Roy Sorenson: Be unavailable.

Vice-Chairman Guessferd: Be unavailable. Let's make it short and sweet.

Selectman Jakoby: Then this way, if we don't have one, they're not available, and if they're incapacitated, they're not available.

Vice-Chairman Guessferd: Right, or, you know, they're on vacation or something, yeah.

Selectman Jakoby: So then, let's just clarify. So then, the Finance Director would not, we would not have an interim Finance Director take on this role? That doesn't affect this?

Vice-Chairman Guessferd: I think the Interim Finance Director would have the same authority as the Finance Director.

Selectman Jakoby: Okay, just triple checking that. Yeah, I don't want to go too far down.

Vice-Chairman Guessferd: I know, I was going to say—

Selectman Jakoby: I wanted to double check it.

Vice-Chairman Guessferd: All right. So, let's go to page, see, we got page one that's the same page number, so one, two, three, fourth page, Rules and Regulations for Purchases and Contracts under 98-6. This really just comes down to making sure that we don't have any gaps in the dollars, even if it's one dollar. So, it's actually Rules and Regulations, and there's consistency amongst the various sections. It's up to $50,000. In other words, up to $50,000 instead of under would mean $49,999. So, it's up to.

Roy Sorenson: So, show me where you are here.

Vice-Chairman Guessferd: 98-6, right in the title there, Rules and Regulations for Purchases and Contracts up to $50,000.

Selectman Jakoby: Good catch.

Vice-Chairman Guessferd: Yeah, and then in the next section, 98-7, Bidding Procedure for Purchases and Contracts. It said over $50,001. Well, over $50,000, because you got up to $50,000, and then you got over $50,000. So, the first one would cover everything up to $50,000, and then this would cover over $50,000. So, it's not over $50,001. It would be over $50,000.

Selectman Jakoby: Correct.

Vice-Chairman Guessferd: And, okay, next page, 98, under 98-8 at the top.

Roy Sorenson: 98-8?

Vice-Chairman Guessferd: No, 98. It's still a 98-7 under A(1)(2), the last sentence at the top of the next page. It's just a word that's missing. It said the highest-ranking bidder, based on qualifications, may be selected. The final award shall be approved. We should have the word approved in there.

Selectman Jakoby: Yeah, approved by.

Roy Sorenson: So, you did look at this Selectman Guessferd.

Vice-Chairman Guessferd: How about that I was even on vacation?

Selectman Jakoby: He was nice and relaxed.

Vice-Chairman Guessferd: All right, and down next under Solicitation of Bids, I just wanted to understand what the Nashua Standard Metropolitan Statistical Area is.

Roy Sorenson: It's originally in the code, I think.

Vice-Chairman Guessferd: I mean we don't have to define it I just would kind of like to know what it is.

Roy Sorenson: I would say it's, I mean, it might have been a fancy way of saying the Nashua area.

Vice-Chairman Guessferd: And that's your metropolitan area or whatever. Yeah, that's fine. We're publicizing, but, you know, in the Nashua Telegraph or whatever, right? But whatever. I just didn't know if there was a specific definition. If there's not...

Roy Sorenson: I mean, I would say, I mean, that's New Hampshire's southern tier. I mean, we do more than that. Like, we're doing the finance one right now. We'll be reaching out to multiple places, even in Massachusetts, and nationwide for that matter. I think it was just a general approach to say in the Nashua area. It could have been based on the *Telegraph* at the time. Yeah, it's changed.

Vice-Chairman Guessferd: Yeah, I mean, maybe make it easier and just say the Nashua and the greater Nashua...

Selectman Jakoby: Area because that's how it's the greater Nashua Chamber of Commerce it's the greater Nashua, blah, blah, blah, we are part of greater Nashua.

Vice-Chairman Guessferd: Yeah, as if somebody goes in and says, what is this?

Selectman Jakoby: Yeah, cuz that would modernize it.

Vice-Chairman Guessferd: Okay, now this gets into some of the guts of what I do. So, down below that next section under D, it says, any bidders which miss the deadline posted publicly and within the bid document shall be disqualified. Got that. But I would think you would also disqualify any company that was not determined to be a responsible bidder. Well, you define the responsible bidder two pages prior to that. It says, a recommendation for award approval will be to the lowest responsible bidder in accordance with the best interest of the Town. So, the question, you know, it just talks about what a responsible bidder is. That's a perfect definition.

Roy Sorenson: So, did you say you had…

Vice-Chairman Guessferd: I had words. I basically just said, so, any bidders which miss the deadline posted publicly and within the bid document, or are determined not to be responsible bidders, shall be disqualified.

Roy Sorenson: Or are…

Vice-Chairman Guessferd: Or are determined, yeah, to not be responsible bidders. Okay. All right, and I think that's it. That's all I had. The only other thing I just had a question on is going back to the chart, the As of July 1, 2026 chart, because there's two charts back there. You got the old one, and then you got the new one. I only had one real question here, and I'm a big fan of not micromanagement. When I look at, you know, the X's, everything ticks and ties. My only concern is expense reports. Why does the Board, or the Chair, Board of Selectmen Chair, have to sign off on expense reports? To me, it would be you would be the only one he would sign off on. That, to me, just makes sense. But does he sign off on all expense reports?

Roy Sorenson: Well, expense reports, yeah. Typically, he does. I mean, it depends on how you classify an expense report. Now, is it defined there? You know, as an example, payroll, accounts payable, yes.

Vice-Chairman Guessferd: I look at, see, I look at it, yeah. And again, from my own myopic view, I look at an expense report as, like, a travel expense report.

Roy Sorenson: Yeah, so I don't, so if we say it in that aspect, I'm not quite sure he needs to do that. So, that's a good point because, typically, we see them all the time. Yeah. And you say, I mean, what is your...?

Vice-Chairman Guessferd: I just think you should have the authority to do that, to sign off on an expense report. I don't look at it as the weekly payroll. No, that's a whole different report, right?

Roy Sorenson: So, these are just typical expense reports, right?

Vice-Chairman Guessferd: Yeah, yeah, because the way, if you look at this strictly, you'd be going, why are we saying, you know, he's...

Selectman Allan: Signing off on a travel expense report and any expenses. You know, ultimately, we get a report on what the expenses were and the reimbursements, and any one of us can ask a question of any...

Vice-Chairman Guessferd: I can put a hand up.

Selectman Jakoby: But I don't want to delay any of the reimbursements.

Vice-Chairman Guessferd: well and that's a part of why I'm saying that because a lot of times you can get hung up in

Selectman Jakoby: Good point.

Vice-Chairman Guessferd: In getting signatures, and we're at levels you really don't need to. I'd love to get... All right, let's take the X out of there. Okay, and that's all I had. That was everything. I guess a lot of minor stuff, but a couple clarifications. Everybody's eyes on these things, you know, all of our eyes on this does help a little bit, you know, because not one person, when you write something, you're looking at it as you want it to be. And sometimes, I do that all the time. Somebody else to look at it, did you really mean to say...?

Roy Sorenson: All right, so I'll put that together.

Vice-Chairman Guessferd: Can we do, we want to just go ahead and approve it with those edits.

Selectman Jakoby: Yeah, you want the motion?

Roy Sorenson: Yeah, let me just take a look at how I drafted that real quick. Yeah, yeah it's fine…

Selectman Jakoby: Because then we have to post it twice.

Roy Sorenson: Yeah, we're not adopting it now. We're just accepting it. Yeah, so the motion is good.

Vice-Chairman Guessferd: And why I think we probably should add to it: as recommended by the Policy Committee and edited.

Roy Sorenson: Including tonight's…

Vice-Chairman Guessferd: Including, yeah including.

Roy Sorenson: Revisions.

Selectman Jakoby: Including tonight's…

Vice-Chairman Guessferd: Revisions.

Selectman Allan: Or, except the revisions as amended.

Selectman Jakoby: Oh yeah, yeah, as amended.

Vice-Chairman Guessferd: As amended.

Selectman Jakoby: As amended

Roy Sorenson: Yeah, that's good, that works.

Selectman Jakoby: I knew there was…

Vice-Chairman Guessferd: All right so who wants to make that motion?

Selectman Jakoby made a motion, seconded by Selectman Allan, for the Board of Selectmen to hereby accept the revisions, as amended, to Municipal Code Chapter 98, Purchasing and Contracts, as recommended by the Policy Committee. Motion carried, 3-0.

9. <u>SELECTMEN LIAISON REPORTS/OTHER REMARKS</u>

<u>Selectman Allan</u>: Okay, I have nothing to report tonight.

<u>Selectman Jakoby</u>: So, I just want to say thank you to everyone tonight for all our hard work and stay safe out there.

<u>Selectman Vurgaropulos</u>: N/A

<u>Selectman Guessferd</u>: Okay, so a couple things. Planning Board meeting tomorrow night. We have a couple cases up. The Rec Committee wanted me to update, as they put a couple nice notices out recently. So, they sent out a reminder to folks that the last day to register for fall soccer is this Thursday. It's a very popular program, so make sure you get your kids in. Senior programming, they had an antique car show. It was the third annual one. I think Roy's got a picture...

Roy Sorenson: I just lost a whole slide but, that's okay.

Vice-Chairman Guessferd: Summer program was kicked off yesterday, I'll let…

Roy Sorenson: That's okay.

Vice-Chairman Guessferd: Just 500 kids registered, and they had a great opening day despite the weather, as we saw yesterday afternoon and this morning, I'm sure, as well. So, that's all good. Only one other thing I just wanted to mention. We have a very important day coming up for our country, and it'll be after—we'll be meeting after that. So, I just would like to wish everyone a happy Fourth of July, a happy 250th birthday for the United States of America. Very important. I think there may be something brewing. I don't know exactly what it is, but I think the American Legion is going to be doing something. I think you'll probably, stay tuned, you might hear something out there, but they're kind of trying to figure out, you know, what they're doing, where they're doing it. But they didn't want to let this go by without some level of recognition. So, I'm not sure exactly what it is, but stay tuned for that. So, having said that, have a very happy and safe Fourth of July. It's on a Saturday this year, so we have that weekend. Be safe. I know a lot of folks are traveling on the roads this year because, you know, airfares are expensive and things. So, whatever you do, wherever you go, please be safe. Really wouldn't like to hear about boating accidents and things like that that weekend. So, enjoy, and we'll see you on the other side of it.

<u>Chairman Dumont</u>: N/A

10. <u>REMARKS BY TOWN ADMINISTRATOR</u> – *Presentation*

Roy Sorenson: All right, kick it off with the Special Olympics. This was on June 9th. The PD participates in this. This is, as I mentioned, a great thing they do every year. It's Salem to Derry to Londonderry to Hudson. They finish up. The Chief ran it as well, in his group, six-mile run in totality, and I think they did a great job, and everyone had fun. It was perfect weather for it, and as I mentioned, it's for a great cause, obviously. Yeah, speaking of that, here's the monthly report. May 2026, calls for service, 2,610. You can kind of see the breakout: community calls, enforcement activity, and reports taken. So, very active. I know we talked about this at length, both from the Selectmen as well as with the schools, and this is just with the electric scooters and all the different things that we're calling them today. You can see the breakout. It's amazing how many of these things are out there, and certainly, the kids need to be careful out there, and everybody needs to be paying attention because, you know, there are a lot of them out there, and they do move pretty quick. So, keep an eye out for that, particularly as we get closer to July 4th. Hudson Fire Tower 2 is coming along. Massive truck. You can kind of see the cab on the left, some of the gear there in the middle, and then the engine, of course. So, it's looking great. It's coming together, and I think the Fire Department is going to be happy to receive that this year. We're looking forward to receiving it, and once we do, obviously, we'll do something pretty special for that. Public

Works continues with their drainage work. This is the George Street drain lining repair. This is what the Board approved for the lining. You can see that middle picture, actually, on the left as well. It just looks like a sock. They put it in there, and they use UV rays to expand it and adhere it to the existing pipe. So, it's pretty amazing. In the picture on the right, that's the camera showing the UV light in there setting on that sleeve, or sock, as I mentioned. It heats it up, and it just goes right onto the pipe, and it does a fantastic job. So, pretty amazing technology. All right, here's what Selectman Guessferd just stole my slide, but we'll put it up there anyways. Yeah, soccer, two days left, right? Yeah, it's the 25th, I think, coming up. And then, you know, Director Peterson does a great job. Tennis in the Fox, and then the car show that they had at the Senior Center as well. So, off to a good summer season. Selectman Jakoby is aware of this. Our working group has been going pretty hard. I just want to stress that. I think I'm just going to read it verbatim because I think it's important. This procurement represents a strategic investment in technology intended to improve operational efficiency, strengthen financial controls, enhance reporting capabilities, increase transparency throughout municipal operations. Current objectives include consolidating financial and operational processes, reducing manual workflows, eliminating duplicate data entry, improving access to information, and providing staff with modern tools that support informed decision-making. We're talking about new financial software. Once again, our current software is antiquated. So many times the document is coming together. We set some of our own benchmark timelines. The group's doing a great job. We've had some active participation with the document. If you think the purchasing thing was redlined pretty good. But I will continue to bring updates to the Board as we get along in the process. As I mentioned, I'm very happy with the work the group's done to date. June recognition honoring those who serve our community. You can kind of see our breakout there. Pam, upstairs in the Town Clerk/Tax Collector's Office, 27 years. Obviously, that's something to be celebrated. And then we have some Public Works folks in there as well, at the top, and then one again at the bottom. So, you kind of see the diversity in that list. All right, as the Chair mentioned, Town Hall will be closed on Friday, July 3rd, in recognition of the Fourth of July, celebrating 250 this year. You see the Minuteman on the left. Of course, that's going to tie into my next slide. That started us, kicked us off with the Revolution and ultimately led to our independence on the Fourth of July. It'll tie into my history snippet. Hudson had its own batch of Minutemen that gathered shortly before midnight on April 18, 1775. They were prepared and ready to go. They didn't have to go there, but nonetheless, when you talk about back then and people rallying, think of the communication limitations, right, and everything that was going on. To have people in what we call Hudson, New Hampshire now, ready to go down to Lexington, Massachusetts, is pretty impressive. So, that's great. And, as usual, this comes from Ruth Parker and the group from the Remember Hudson, New Hampshire archive. So, pretty great story. Yeah, a couple other things I want to add. Susan Clement was here earlier tonight. They are going to be doing, and this came to the Board in April, the unveiling of the granite marker posts. Jack Madden obviously played a big part in that. It's probably going to take place in July, and it's going to shift the date on that a little bit. It'll be toward the end of July. They'll do that unveiling within the park. We're going to get ready to actually dig the holes after the Fourth. Gate City, who's donating the granite, will be coming in. So, the Benson Park Advisory Committee did a great job with that, putting that together. So, we're looking forward to that. I don't have good news here. Eversource. I got an email today from Eversource regarding the electric supply rate. So, right now, it's at 11.3¢, and they're anticipating, or they're going to the PUC to increase that significantly to 14¢ per kilowatt-hour. Tomorrow, CPCNH will have a rate-setting meeting. I say that because, even though we did send our intent to withdraw, we're still in that. So, you either have CPCNH or you have Eversource. I'm going to assume CPCNH's rates are going up as well. I think the whole electrical supply rate is going up. But anyways, this is anticipating the budget process that we're working toward here over the next month. So, there's not great news there. We'll see what happens. And I think that's it. I just want to say, I know it's coming up, as you mentioned, over the next three weeks, but have a happy Fourth of July, and be safe as well.

11. <u>REMARKS BY SCHOOL BOARD</u>

Heather Cook: Thank you. At the last meeting, the district, let's see, voted to establish a girls' lacrosse team in coordination with Campbell High School in Litchfield, so congrats to them. The Board passed an action to pay off the delinquent lunch debt, but this isn't to be confused with the food service debt, and I'll talk about that a little bit. The deficit in Food Service Fund 21 was discussed. The district reports food costs and labor expenses as the main drivers of the deficit. The School Board has previously taken action to address this, and the district presented to the Board some hypothetical illustrations of revenue if various meal increases were enacted, but the Board opted to delay considering changing any meal prices until we receive an updated list of surrounding districts and what they charge for meals. We think and expect other districts to increase the cost of their meals, so we want to see where we're at before we vote to do that here. The Board also requested information from surrounding districts on how we compare and to see if they're currently experiencing the same fiscal challenge in food service as we are. So, that's all I have to report, and I also wanted to extend to everybody a happy Fourth of July. May it be filled with fun and gratitude, but let us also remember those who have served and continue to serve to protect the freedoms we all enjoy.

Roy Sorenson: I did forget to mention one thing, Mr. Chair, if I may. I am meeting with the Library Trustees tomorrow night.

Vice-Chairman Guessferd: Yeah, I'm unfortunately unable to attend.

12. <u>NONPUBLIC</u> - N/A

13. <u>MOTIONS MADE IN NONPUBLIC</u>

Vice-Chairman Guessferd: All right, so now we have some motions that we have to take care of from the non-public session. Would you like to read them? Well, Mr. Sorenson.

<u>Selectman Jakoby made a motion, seconded by Selectman Allan, to accept the resignation of Officer James Lake, which was provided on June 10, 2026, effective immediately, as recommended by the Police Chief. Motion carried, 3-0.</u>

<u>Selectman Allan made a motion, seconded by Selectman Jakoby, to unseal the Board of Selectmen non-public session minutes for Item 3 of the June 9, 2026, meeting. Motion carried, 3-0.</u>

<u>Selectman Jakoby made a motion, seconded by Selectman Allan, to unseal the Board of Selectmen non-public session minutes for Item 4 of the June 9, 2026, meeting. Motion carried, 3-0.</u>

<u>Selectman Allan made a motion, seconded by Selectman Jakoby, to hire John Campbell for the position of Custodian with the Town of Hudson at a starting rate of $24.67 per hour, corresponding to Step 3 of the Teamsters Local 633 Hudson Support Staff Collective Bargaining Agreement. This position is classified as non-exempt. Motion carried, 3-0.</u>

<u>Selectman Jakoby made a motion, seconded by Selectman Allan, to hire Colin O'Brien for the position of Firefighter/Paramedic in the Fire Department at the contracted salary of $38.60 per hour, Step 6 rate, effective July 1, 2026. This assignment will be a non-exempt position in accordance with the International Association of Fire Fighters Local 3154, as recommended by the Fire Chief. Motion carried, 3-0.</u>

<u>Selectman Allan made a motion, seconded by Selectman Jakoby, to hire Ian Joliat as a part-time provisional call firefighter, an unpaid position with no benefits, as recommended by the Fire Chief. Motion carried, 3-0.</u>

<u>Selectman Jakoby made a motion, seconded by Selectman Allan, to unseal the Board of Selectmen non-public session minutes for Item 5 of the June 9, 2026, meeting. Motion carried, 3-0.</u>

Selectman Allan made a motion, seconded by Selectman Jakoby, for the Board of Selectmen to direct the Fire Chief and Town Administrator to move forward with the initial proposal to provide continued ambulance service and fire rescue dispatching to the Town of Litchfield, and to work through any negotiations as necessary to be brought back to the Board for consideration. Motion carried, 3-0.

14. ADJOURNMENT

Selectman Allan made a motion, seconded by Selectman Jakoby, to adjourn at 9:28 p.m. Motion carried, 3-0.

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

______________________________	______________________________
Dillon Dumont, Chairman	Bob Guessferd, Vice-Chairman
______________________________	______________________________
Xen Vurgaropulos, Selectman	Heidi Jakoby, Selectman
______________________________	
Kimberly Allan, Selectman	

TOWN OF HUDSON

Office of the Town Administrator

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: July 9, 2026
Re: Old Business - Policy Subcommittee, Chapter 98

This Item requires a Public Hearing

Background:

As you know we have accepted the revisions to Chapter 98 – General Purchasing Regulations. The amended version was publicly noticed in the Nashua Telegraph on July 5th and is before you tonight for a Public Hearing only, with no action to be taken, other than receiving comments from the public. We are required to have one more public hearing per RSA 41:14-b and this will be scheduled for the next Board meeting on July 28th. Should no more comments from the public be received the Board can adopt the amended version that night.

Thank you.

RECEIVED
JUL 9, 2026
BOS AGENDA

General Purchasing Regulations

§ 98-1. Policy stated.

It shall be the policy of the Town of Hudson, New Hampshire, as adopted by the Board of Selectmen that:

A. All municipal purchasing and procurement activities are conducted in a fair, impartial, transparent, and ethical manner that maintains public confidence in the integrity of municipal government.

B. The Administrative Code shall establish purchasing and contract procedures, including the assignment of all responsibilities for such purchases, to the Board or Selectman or its designee, or such purchasing agent as established by the legislative body, and the combination purchasing of similar articles by different departments.

C. The Board of Selectman (BOS) shall establish from time-to-time dollar limits for purchases and contracts, which must be by competitive bid, and shall establish the bidding procedures. No competitive bids shall be required when purchasing through the State of New Hampshire bid prices.

D. Requirements for bids may be waived in specific instances by a majority vote of the BOS in attendance at a duly advertised meeting. The BOS shall establish dollar amounts for purchases or contracts, beyond which no purchase shall be made or contracts entered into without the affirmative vote of a majority of the BOS in attendance at a duly advertised meeting. Once the BOS has voted to make a purchase or enter into a contract, the Chairman shall carry out the vote of the BOS and enter into such transaction on behalf of the Town.

E. The purchase of, or the contract for the provision of, all materials, supplies, and contractual services utilized by any agency of the Town of Hudson shall be pursued in accordance with the provisions of this article and other such rules and regulations, as may be promulgated by the Finance Director with the approval of the Board of Selectmen.

F. In no instance shall such rules and regulations promulgated by the Finance Director, with the approval of the BOS, contradict any provision of this article. The provisions of these rules do not apply to the acquisition or disposition of real property or improvements, nor does it apply to appurtenant structures valued over $10,000.

§ 98-2. Purchasing agent.

The Finance Director of the Town shall serve as the Board of Selectmen's designee as Purchasing Agent. The Town Administrator will serve in such capacity should the Finance Director be unavailable.

§ 98-3. Powers and duties of the purchasing agent.

The Finance Director shall direct the operation of the Town's purchasing system as follows:

With the approval of the BOS, the Finance Director shall establish, and amend, when necessary, all rules and regulations allowed by this article and necessary to the effective operation of the purchasing system.

A. The Finance Director shall approve and/or negotiate all purchases and contracts made by the Town. All such approvals or negotiations are subject to the review and/or approval of the BOS unless otherwise provided for in this article.

B. The Finance Director shall prescribe and maintain such forms as he/she shall find reasonable and necessary to fulfill the purpose of this article.

C. The Finance Director shall prepare and adopt a standard purchasing nomenclature for using agencies and suppliers.

D. When deemed necessary or desirable, the Finance Director shall combine requirements of using agencies to effect delivery, unit cost or other procurement factors that are in the best interests of the Town.

E. When deemed necessary or desirable, the Finance Director, with the approval of the BOS, shall have the authority to join with other units of government in cooperative purchasing plans to effect delivery, unit cost or other procurement factors that are in the best interests of the Town.

F. With the approval of the BOS, the Finance Director shall implement the conditions and terms under which services, materials, and supplies may be acquired from federal, state, school, and other government agencies or associated organizations and to negotiate the prices of such purchases.

G. The Finance Director shall maintain such stores of materials and supplies as he/she deems necessary to support the individual and/or aggregate requirements of the using agencies. The distribution of items from such stores shall be executed only upon the approval of the Finance Director according to rules and regulations promulgated by the Finance Director.

H. With the approval of the BOS and in cooperation with using agencies, the Finance Director may declare any operating equipment, materials and supplies surplus. After reasonable public notice, the Finance Director, with the approval of the BOS, may dispose of any item declared to be surplus in a manner that encourages the most desirable financial arrangement for the Town and provides for equal opportunity for participation by the public.

§ 98-4. Conflict of interest.

A conflict of interest exists when an individual's personal, financial, business, family, or organizational interests could reasonably be expected to influence, or appear to influence, the individual's judgment or actions regarding a municipal procurement decision.

Conflicts may be actual, potential, or perceived.

Examples include, but are not limited to:

(1) Ownership or financial interest in a vendor or contractor.

(2) Employment by, or consulting arrangements with, a vendor or contractor.

(3) Receipt of compensation, commissions, gifts, or benefits from a vendor.

(4) A spouse, domestic partner, parent, child, sibling, or other immediate family member having a financial interest in a procurement matter.

(5) Service as an officer, director, trustee, or board member of an organization seeking municipal business.

(6) Any circumstance in which an individual's impartiality could reasonably be questioned.

Any municipal official, employee, volunteer, committee member, or agent who becomes aware of an actual, potential, or perceived conflict of interest shall promptly disclose the conflict in writing to the Finance Director, Town Administrator, or other designated official. Disclosure shall occur before participating in discussions, evaluations, recommendations, negotiations, voting, approvals, or other procurement-related decisions. Written disclosures shall be maintained as part of the procurement record.

Further, no person shall attempt to improperly influence a procurement decision through gifts or favors, political pressure, personal relationships, undisclosed lobbying, misrepresentation of qualifications or misuse of confidential information. Any attempt to improperly influence a procurement process shall be documented and may result in disqualification of a vendor or contractor.

Any purchase order or contract within the purview of this article in which the Finance Director, or any officer or employee of the Town, is financially interested directly or indirectly shall be void; except that, before the execution of a purchase order or contact, the BOS shall have the authority to waive compliance with this provision when it finds such action to be in the best interest of the Town.

§ 98-5. Selectmen action required for purchases and contracts over $50,000.

A. A majority vote of the Board of Selectmen in attendance at a duly advertised meeting is required to approve any purchases or contracts of $50,000 or more. In support of the consideration of such action, the requesting Department Head , copying the Finance Director, must provide the following information:

(1) The specific spending line or project budget to which the purchase or contract would be charged;

(2) Confirmation that the budget impact of the proposed purchase or contract does not give rise to the Town authorizing an appropriation not budgeted at the annual budget, unless voted by a majority of the BOS after a public hearing, conducted by the BOS, held to discuss an appropriation transfer, and/or that no money shall be drawn from the Treasury of the Town, nor shall any obligation for the expenditure of money be incurred except pursuant to a budget appropriation.

(3) Confirmation that advertising and competitive bidding procedures were followed as provided for in Subsection A(4) below or § 98-8. Procurement Waiver.

(4) A recommendation for award of purchase or contract to the lowest responsible bidder in accordance with the best interest of the Town.

a. Responsible Bidder: a bidder able to demonstrate to the satisfaction of the Town that the bidder has the ability, capacity, resources, fitness, and expertise to execute the project in accordance with the specifications in a manner that is likely to result in timely completion of a high-quality project. The determination that a bidder is responsible is made by the Finance Director in consultation with the Department Head.

b. Responsive Bid: is one that meets the requirements of the specifications of the request and the Towns contractual terms and conditions, including completeness of the quotation, forms, inclusion of references and attachments and completion of required responses. The determination that a bid is responsive is made by the requesting Department Head or an evaluation committee.

B. The BOS has the absolute authority to confirm or deny whether the process prescribes a responsible bidder and/or a responsive bid.

C. The BOS may reject any or all bids on the recommendation of the Finance Director or the requesting Department Head, for other stated cause. Upon approval by the BOS for a purchase or contract of $50,000 or more, the Department Head is authorized to execute such contractual instruments as may be required to complete the transaction.

§ 98-6. Rules and regulations for purchases and contracts up to $50,000.

A. For purchases and contracts less than $50,000, the Finance Director shall establish rules and regulations that assure the following:

(1) Competition;

(2) Equal opportunity as required by applicable federal, state, and Town laws;

(3) Contractual protection of the Town;

(4) Award of purchases and contacts to the lowest responsible bidder in accordance with the best interest of the Town; and

(5) Compliance with the provisions of § 98-5A(2).

B. Purchases, services, and contracts $0 - $20,000

(1) Due diligence of Department Head for most responsible provider

C. Purchases, services, and contracts $20,001 - $50,000

(1) A minimum of three (3) documented formal quotations from vendor(s) on their official letterhead to be obtained by or provided to the Finance Director. Pricing illustrated in emails from vendors are generally not accepted as formal quotations but may be considered.

§ 98-7. Bidding procedures. for purchases and contracts over $50,000

For all planned purchases and contracts of goods and services estimated to total $50,001 or more, the following shall be required.

A. Request for Bid (RFB), Request for Proposals (RFP), and Request for Qualifications (RFQ):

(1) Included within RFB, RFP, RFQ, a description in the form of specifications, proposed scope of services, or other such documentation shall be developed that allows prospective bidders to make a responsive bid in accordance with the best interests of the Town. Such specifications, proposed scope of services or other such documentation shall be reviewed for compliance with all relevant. Town policies and procedures by the Finance Director, and by the Town Administrator.

(2) The requesting department, in consultation with Finance Director, will prepare the RFB, RFP, RFQ. The requesting department will establish an Evaluation Committee, as necessary for RFP and RFQ, to evaluate proposals received in response thereof in accordance with the terms and conditions agreed upon. The requesting department will coordinate the issuance of the RFB, RFP, or RFQ to vendors. If necessary, the requesting department, will prepare any/all addenda. The requesting department will be responsible for ensuring that all vendors are initially provided with a copy of the RFB, RFP, or RFQ, and receive all addenda that may be issued. Addenda may be issued by fax, regular mail, or email and must be posted on the Town's website.

After the separate services and price proposals have been submitted, the committee, as applicable in § 98-7 (A) 2, will review the qualifications of the firm. Formal documentation must be submitted to the Finance Director of how each proposer ranked for their qualifications. It is recommended that a matrix is used to document the ratings of each firm based on the criteria outline in the RFP and/or RFQ. Only after firms have been ranked based on their qualifications may the committee open the cost proposal submitted by each vendor. The Finance Director will not release the price proposals until he/she has received the ranking matrix from the evaluation committee. The bidder that ranks the highest based on qualification should be awarded the bid as long as the price proposed is not significantly higher than the other bidders. In the event that the price is significantly higher than other bidders, the second highest ranking bidder based on qualifications may be selected. The final award shall be approved by the Board of Selectmen.

(3) An RFB, RFP, and RFQ process may be through invitation only if the requesting Department can provide adequate information thereof to the Board of Selectmen for such a process exclusive of public notice.

(4) Departments may advertise for pre-qualification lists and maintain as such for a three-year period. Pre-qualified vendors will be exclusively offered to bid any potential requests for services of $50,000 or more up to $150,000. At least three pre-qualified bidders will be required to form any list thereof.

B. Solicitation of bids. Bids shall be solicited as follows:

(1) At least four qualified bidders shall receive direct notice via email, of an opportunity of interest to bid on the basis of documentation as described in § 98-7A. If fewer than four qualified bidders are alerted to bid, the reasons shall be documented.

(2) The Town's desire to receive bids shall be duly published by public notice in at least one general circulation news publication that serves the Greater Nashua Area. Such advertisement shall briefly describe the service, material, supply, or equipment to be purchased, the method of obtaining the complete description of the desired service, material, supply, or equipment, the form in which the bid is to be delivered to the Town, the time, date and location of receipt of the bid, and the time, date, and location for opening and announcement of bids. Such advertisement shall appear at least 14 calendar

days before the planned date of receipt of bids.

(3) All departments shall complete the request for proposal/bid checklist, which will be submitted and filed with the bid award package.

C. Determination of successful bidder. For any purchase or contract of $50,000 or more, the Department Head, copying the Finance Director, shall submit a recommendation to the Board of Selectmen, as described in § 98-5, no more than 30 days after the opening and/or announcement of bids.

D. Disqualified bidders. Any bidders which miss the deadline posted publicly and within the bid document, or that are determined to not be responsible bidders, shall be disqualified. A

E. Board of Selectmen purview allows review and consideration of the past course of dealings that the Town has had, if any, with a prospective bidder, respondent, contractor, or employee in evaluating a response to any Town solicitation for bids, proposals, work, or employment.

F. Sole Source Procurement. Can be defined as any procurement/contract entered into without competitive process, based on a verifiable justification that only one known source exists or that only one single supplier can fulfill the requirements. The Board of Selectmen may consider sole source for any monetary request however it shall be the burden of the requesting department to certify one of the following:

(1) Uniqueness of items or services to be procured from the proposed contractor or vendor (e.g., compatibility or patent issues) •

(2) How the department determined that the item or service is only available from one source (e.g., market survey results, independent agency research, patented or proprietary system) •

(3) Explanation of need for contractors' expertise linked to the current project(e.g., knowledge of project management, responsiveness, experience of contractor personnel, and/or prior work on earlier phases of project) •

(4) Any additional information that would support the case.

§ 98-8. Procurement Waiver.

The bidding procedures described above may be waived if in the Finance Directors judgment:

A. The specific product or service is obtainable from only one source as verified by § 98-7 E.

B. There is insufficient time for the formal process due to documented, extraordinary/emergency circumstances. An attempt should be made to obtain at least three verbal quotes in this type of event.

C. The goods or services may be purchased from a vendor from whom the Town has purchased the goods or services in the past and is willing to honor the prior quotation/bids.

D. It would be in the best interest of the town to utilize the State of New Hampshire or any other surrounding state's contract list pricing and/or any regional cooperative purchasing consortiums that the Town is eligible to participates in and/or through association.

E. Prior/in-depth knowledge of complex systems in town. Areas that this cover includes: HCTV, monitoring/maintenance for the Intelligent Traffic Systems, and certain software maintenance for the water and sewer departments (SCADA).

F. Contracts with labor relations representatives, lawyers, certified public accountants, banking services, architects, engineers, and related professionals. Or as previously procured through a formal process.

G. The issuance of bonds, BANs, notes, TANs, etc. in accordance with procedures established by law.

H. Purchases are made when the funding source is a gift or grant. Under these circumstances the department should follow the guidance of the grantor/donor.

§ 98-9. Contracting Authority.

A. Subject to other provisions of this article and consistent with other applicable provisions of the laws of the state of New Hampshire and the Town of Hudson, the BOS is authorized to execute such contractual instruments as may be required to complete the purchase of any operating equipment, material, supply, service, or improvement to real property on behalf of all agencies of the Town of Hudson.

B. The BOS reserves the right to extend existing contracts by any number of subsequent years as recommended by the requesting Department and Finance Director provided it is in the Town's best interest. Any such extensions shall be heard and voted on at a duly scheduled Board of Selectmen meeting.

C. The BOS may assign contracting authority, i.e., signature privilege, to the Chairman of the Planning Board for Land Use Fees called "Agency Fees," listed as 1260, 1270, and other land use fees that may be agreed to by the Planning Board and with the signature of the developer to pay for 100% of any improvement, without Town matching funds, connected with any Planning Board approved development. All purchases of goods and/or services must comply with all of the policies and regulations of the Town of Hudson and this Purchasing Policy. No expenditure of Agency Fee monies that would hold the Town of Hudson liable for reimbursement or matching funds, and therefore impact the tax rate for the Town of Hudson, may be made without the express authorization of the Board of Selectmen in compliance with this Purchasing Policy.

D. Each land use board may accept and use gifts, grants, or contributions for the exercise of its functions, in accordance with the purchasing policy procedures established herein.

§ 98-10. Expenditure Authority

The following signature requirements will apply for Purchase Orders:

$1 - $3,000: Department Head
$3,001 - $10,000: Department Head, Finance Director, Town Administrator
$10,001- $30,000: Department Head, Finance Director, Town Administrator, BOS Chairman
$30,001-$50,000: Department Head, Finance Director, Town Administrator, BOS Majority
Over $50,001: Department Head, Finance Director, Town Administrator, **BOS Meeting Approval**

Purchase orders may be increased by a maximum of ten (10) percent without follow up signatory requirements provided the budgeted allocation allows notwithstanding does not create an over expenditure within the overall cost center.

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

MEMORANDUM

July 14, 2026

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

FROM: Jim Michaud, Chief Assessor

RE: Assessing Department - Update

I would like to respectfully request the opportunity to present an update of the Assessing Department at the upcoming Board meeting on July 14, 2026. This presentation will provide an overview of the department and outline a vision for the future. I will share an updated organizational chart, available resources, and some key challenges we face.

In addition, I will present the results of a recent SWOT analysis, which highlights the departments strengths, weaknesses, opportunities, and threats. A core mission of the Assessing Department is complying with all applicable State of New Hampshire Statutes, Administrative Rules, and Town of Hudson policies, regarding tax assessments, abatements, exemptions, and credits and related. It is my hope that this presentation will not only shed light on the essential work our department does for the Town of Hudson, but also for the greater Hudson Community. Thank you for considering this request. I look forward to this opportunity to present to the Board.

RECEIVED
June 25, 2026
BOS AGENDA

TOWN OF HUDSON NH

DEPARTMENT UPDATES TO BOARD OF SELECTMEN

ASSESSING DEPARTMENT
July 14, 2026

ORGANIZATION CHART

Chief Assessor
Jim Michaud
CPM, CNHA, CAE

Deputy Assessor
Mike Rotast
CNHA

Administrative Aide II
Amy McMullen

MISSION STATEMENT

The mission of the Assessing Department is to perform our duties in a courteous and professional manner, while ensuring fairness and equity.

- Complying with all applicable State of New Hampshire Statutes, Administrative Rules, and Town of Hudson policies, regarding tax assessments, abatements, exemptions, and credits
- Impartially treating every property owner with fairness and equity
- Providing the public with the highest level of service and professionalism
- Maintaining a staff with the highest level of technical expertise

SWOT ANALYSIS

Strengths, Weaknesses, Opportunities and Threats

As part of the strategic plan, the Assessing Department staff conducted a SWOT analysis to provide insight and their perception regarding department.

It is an instrument that ensures a well-rounded approach to gathering relevant information designed to focus upon internal dynamics and gather insight and expertise from staff.

STRENGTHS

Assessing personnel noted that the department is in a sound, stable state and continues to provide compliance with all applicable State of New Hampshire Statutes, Administrative Rules, and Town of Hudson policies, regarding tax assessments, abatements, exemptions, and credits.

The department staff has a strong work ethic and are willing to do what is needed to get an issue resolved as efficiently as possible to ensure minimal impact. They continually strive to provide stakeholders with immediate and effective administration of applicable laws and rules regarding the assessment process.

STRENGTHS

Expert Knowledge and Certification

Having in-house Assessing professionals with extensive knowledge, certifications and a high degree of competency. Competency achieved through decades of experience in the industry.

Up-to-Date Assessing Laws and Rules Knowledge

Keeping current with changing assessment laws, rules and regulations helps to ensure accurate and compliant recommendations and advice. Continuing education for professional certifications and licensing helps to ensure that.

Strong Administrative and Cross-Department Relationships and Collaboration

Strong relationships developed over the course of 30+ years both internally as well as externally.

Strategic Alignment

Consistent alignment with external specialty appraisal firms (i.e. George E. Sansoucy PE LLC) as well as strong alignment with legal teams, to support overall town objectives.

Cross-department Collaboration

Strong relationships with other departments, ensuring smooth communication and understanding of the Assessing process. Examples of departments most involved with include the Tax Collectors, Finance and Town Administration Departments, as well all of Development Services Department and Inspectional Services Division of HFD.

WEAKNESSES

Several items arose during the SWOT analysis which should be noted and considered as items that should be deliberated upon. These items are noted under the heading weaknesses below and garner a greater sense of urgency.

Budget Constraints

Despite high levels of technical expertise, funding limitations hinder the implementation of new initiatives or upgrades (i.e. a town-wide boots on the ground remeasure and relist of real estate).

GIS improvements

Overall, though not necessarily under the authority of the Assessing Department, it has become very apparent that the Town needs to devote more $$ resources to GIS staffing, whether employee or by contract. The start of a employee-based GIS assistance is due by 1/1/2027; on-going budgetary support for strengthening the GIS system is warranted and necessary.

Legislative Support

Overall, though not necessarily under the sole authority of the Assessing Department, there is a general lack of involvement in the legislative process. The General Court needs to have local stakeholders, department heads, etc, involved in testifying on legislative proposals, to help ensure the best possible outcome on laws and rules being adopted, to mitigate poorly drafted laws and rules that hamper and impact municipal governance operations, including assessing administration.

Legacy System Integration

Tax collection software (MuniSmart), that interacts with the departments contemporary mass appraisal software (VISION), is outdated. The legacy software does not contain anymore upgrades, though software support is provided.

THREATS

This area of the process indicates what the department recognizes as potential threats or future challenges to the organization if not contemplated and/or addressed in advance.

Changes in Tax Laws

New regulations, legislative changes, new case law, can disrupt existing assessment practices and require significant $$ adjustments at the local level.

Succession Planning

The staffing of Assessing positions in the State, whether at the municipal level, and in oversight roles at NHDRA, is anemic. This is also amply so with revaluation companies that cannot fill positions. There is simply a dearth of trained and experienced assessing officials in the state.

The lack of supply of industry professionals has led, and will continue to lead to, increased costs for contractors and employees alike.

External Pressure

Increased negative public scrutiny or negative media coverage can impact the agency's reputation and influence assessment practices

Cybersecurity Threats

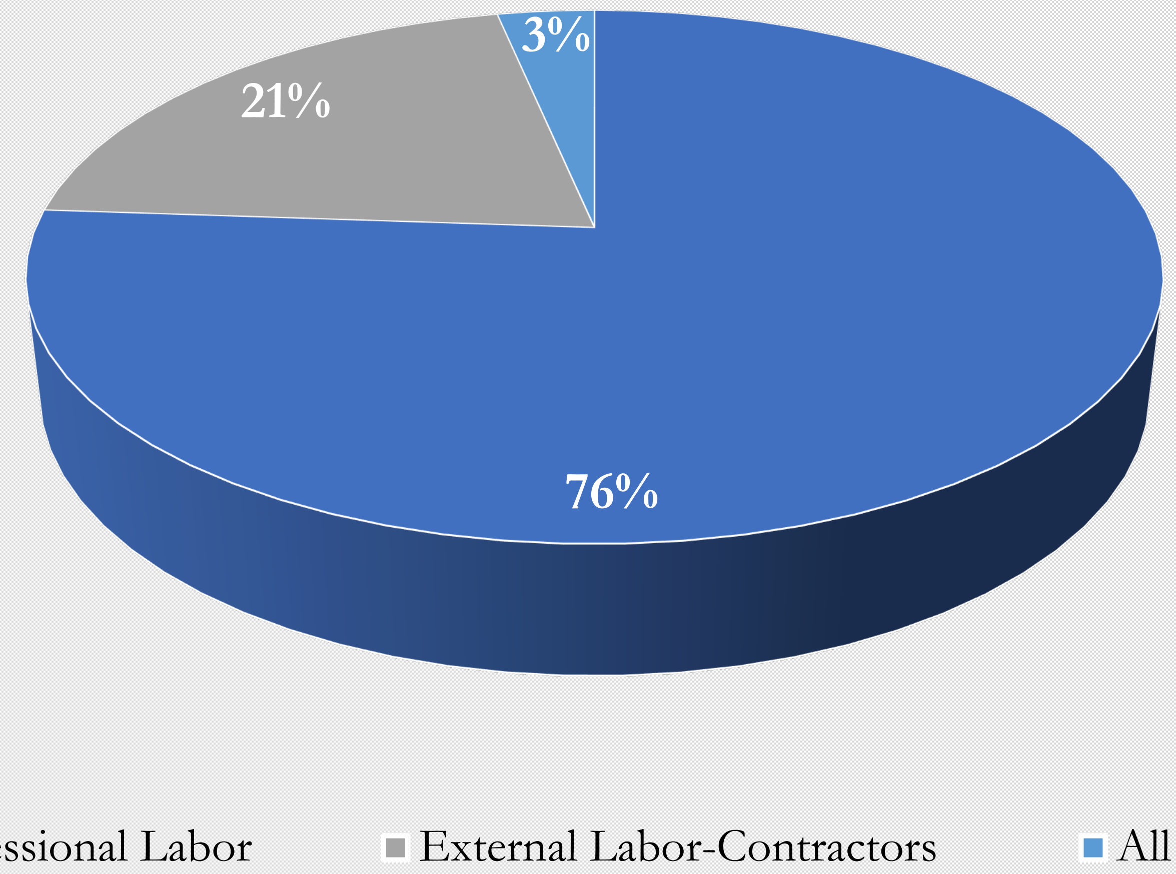
Potential for cyberattacks that could compromise data integrity and disrupt the assessment process.

Economic Downturns

Economic downturns can reduce property values and lead to disputes over assessments. History has shown us that economic downturns lead to increased abatements and increased fiscal outlays in abatement overlay funds.

FY27 – ASSESSING BUDGET SNAPSHOT

$508,307 – 1.26% OF OVERALL TOWN BUDGET



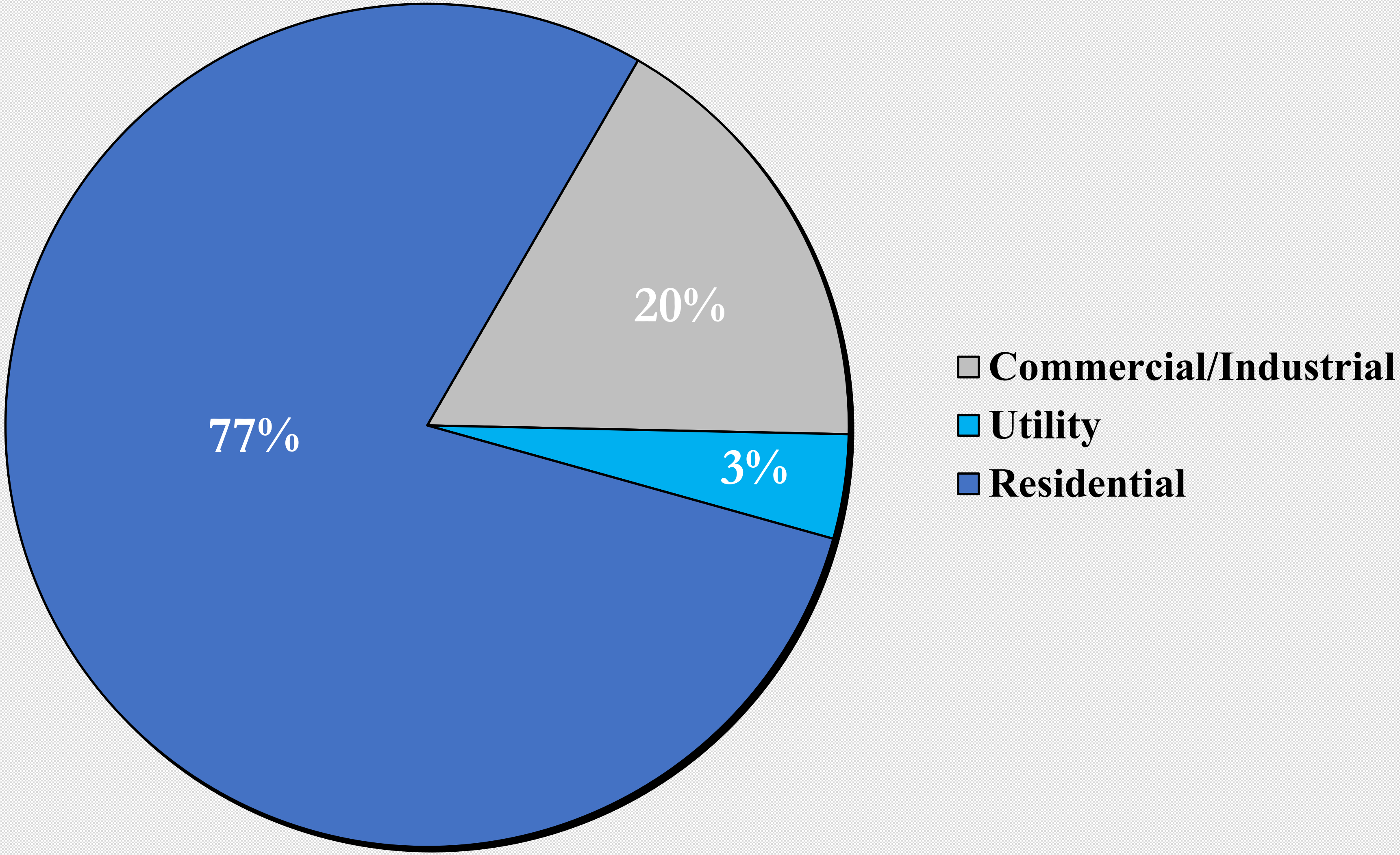
Property Statistics – Tax Rate Analysis

Property Tax Year	Total Tax Rate	Town Tax Rate	County Tax Rate	State/Local School Tax Rates	Assessment Ratio	Net Assessed Value
2025	$17.11	$5.57	$1.12	$1.25/$9.17	81.10%	$5,108,767,377
2024	$16.45	$4.97	$0.94	$1.24/$9.30	81.10%	$5,014,301,111
2023	$15.68	$4.71	$0.89	$1.29/$8.79	86.40%	$4,928,386,656
2022	$14.69	$4.58	$0.81	$1.02/$8.28	94.2%	$4,768,015,119
2021	$21.67	$6.52	$1.20	$2.04/$11.91	N/A	$3,218,932,520
2020	$21.37	$6.14	$1.15	$2.08/$12.00	80.73%	$3,179,000,329
2019	$20.28	$5.55	$1.15	$2.10/$11.48	88.5	$3,128,960,767
2018	$20.10	$5.54	$1.15	$2.14/$11.27	91.5	$3,109,246,743
2017	$19.72	$5.72	$1.19	$2.11/$10.70	97.8	$3,071,954,872
2016	$21.97	$6.29	$1.32	$2.44/$11.92	87.94	$2,641,720,555
2015	$21.25	$6.33	$1.30	$2.45/$11.17	92.7	$2,606,159,920
2014	$20.83	$6.35	$1.23	$2.49/$10.76	97.8	$2,570,693,633
2013	$20.56	$6.27	$1.21	$2.53/$10.45	98.8	$2,540,585,108

Property Statistics – Valuation Statistics

Property Tax Year	Net Assessed Valuation	Increase in Assessed Value	Tax Rate per $1000	Assessment Ratio - %
2025	$5,108,767,377	$94,466,266	$17.11	81.10%
2024	$5,014,301,111	$85,914,455	$16.45	81.10%
2023	$4,928,386,656	$160,371,537	$15.68	86.40%
2022 *** (Revaluation Year)	$4,768,015,119	$1,549,082,599	$14.69	94.20%
2021	$3,218,932,520	$39,932,191	$21.67	71.30%
2020	$3,179,000,329	$50,039,529	$21.37	80.73%
2019	$3,128,960,800	$19,714,057	$20.28	88.50%
2018	$3,109,246,743	$37,291,871	$20.10	91.50%
2017*** (Revaluation Year)	$3,071,954,872	$427,122,467	$19.72	97.80%
2016	$2,641,720,555	$35,560,635	$21.97	87.94%
2015	$2,606,159,920	$35,466,287	$21.25	92.70%
2014	$2,570,693,633	$30,108,525	$20.83	97.80%
2013	$2,540,585,108	$14,686,517	$20.56	98.80%
2012*** (Revaluation Year)	$2,525,898,591	$383,497,875	$19.95	99.60%

Assessed Value Tax Base Components
2025 Total Tax Base: $5.11 Billion



Target Site Valuation History

Property Tax Year	Assessed Value	Change in Assessed Value from Prior Year	Tax Rate	Property Taxes Billed	Change in Property Taxes Year-Over-Year at the Site
2022 – last year of golf course use	$4,575,800	NULL	$14.69	$64,765	NULL
2023- Target site plan approval in place	$100,569,700	+ $96,520,900	$15.68	$1,576,933	+ $1,512,168
2024 – site work begins	$110,569,700	+ $10,000,000	$16.45	$1,818,873	+ $241,940
2025 – additional site work and foundation – 1st year of Sansoucy Appraisal, 1.4 million SF building	$133,669,121	+ $23,099,421	$17.11	$2,287,079	+ $468,206
2026 – building shell up, partial construction, 2nd year of Sansoucy Appraisal	$215,090,176	+ $81,421,055	IF we assume $17.11 x 3% = 17.62	$3,789,889	+ $1,502,810 **(AS IF)**
2027 – Revaluation Year	N/A	N/A	N/A	N/A	
2028	N/A	N/A	N/A	N/A	
2029 – Target projected completion	N/A	N/A	N/A	N/A	
RKG Associates 9-2022 Fiscal Impact Analysis – based on 2.2 million SF of building sq. footage	They estimated a value, <u>fully constructed</u>, of: $199,223,285	Based on a 2021 Municipal Rate of $6.52, they estimated municipal-only taxes, full built, of: $1,298,936	Using Sansoucy value, <u>partial construction</u>, and an imputed 2026 tax rate of $5.74	2026 estimated Municipal Property Taxes, based on imputed tax rate,: $1,234,618	On track to exceed RKG estimate of municipal property taxes for this site

GOALS and OBJECTIVES

- Continued monitoring and involvement in NEW Eversource public utility transmission valuation tax case
- Revaluation for 2027 Property Tax Year – Contractor's hired
- Anticipate possible warrant article proposals to increase the $$ value of the exemption in regards to Elderly/Disabled/Blind Exemptions
- Warrant article -Capital Reserve for Future Property Revaluation Fund

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: Susan Clement, Benson Park Advisory Committee
Elvis Dhima, Development Services
Jay Twardosky, Public Works Director
Date: July 9, 2026
Re: Benson Park Concerns

Recommended Motion: ***"That the Town Administrator hereby directs appropriate staff to look into the concerns brought forth by the Benson Park Advisory Committee regarding access to Benson Park including bringing back appropriate recommendations for future meetings."***

Background:

Attached hereto is a request from Susan Clement, Chairman, Benson Park Advisory Committee (BPAC), for consideration of Benson Park entrance safety improvements. At its most recent meeting, the Benson Park Advisory Committee voted to request that the Town conduct a safety assessment of the park entrance and the surrounding roadway. The Committee's objective is to identify opportunities to enhance pedestrian safety while maintaining safe and convenient access to one of Hudson's most valued public parks.

I will ask the staff to weigh in on this including meeting with BPAC as necessary.

Thank you for your interest in this matter.

RECEIVED
JUL 9, 2026
BOS AGENDA

From:	Susan Clement
To:	Sorenson, Roy; Twardosky, Jason; Faulkner, Jeremy; Allan, Kimberly; Jakoby, Heidi
Cc:	Nathan Muir; Jake Beauchemin
Subject:	Safety at Benson Park Enterence
Date:	Tuesday, June 30, 2026 8:26:02 PM

June 30, 2026

Hudson Board of Selectmen
Department of Public Works
Town Engineer
Town of Hudson
12 School Street
Hudson, NH 03051

Dear Members of the Board of Selectmen, Director of Public Works, and Town Engineer,

On behalf of the Benson Park Advisory Committee (BPAC), I am writing to share a pedestrian safety concern that was discussed at our most recent committee meeting and to respectfully request that the Town evaluate the area surrounding the Benson Park entrance for possible safety improvements.

I have been in contact with the niece of the gentleman who was recently struck by a vehicle while leaving Benson Park. The family strongly believes that additional safety measures are needed at the park entrance and exit to help prevent future accidents.

The Benson Park Advisory Committee agrees that installing **"Caution – Pedestrian Crossing"** signs at the entrance and exit of Benson Park would be a reasonable and practical first step. Benson Park is heavily used throughout the year by families, walkers, runners, bicyclists, and visitors of all ages. Many people, including children, cross Kimball Hill Road from the nearby condominiums to access the park, often in an area where motorists may not expect pedestrians.

The Committee also respectfully requests that the Town evaluate the feasibility of installing a marked pedestrian crosswalk or other appropriate traffic-calming measures to improve pedestrian safety. We understand that any modifications to Kimball Hill Road may require coordination with the New Hampshire Department of Transportation; however, we believe the recent accident demonstrates the need to review the area and determine what improvements can be made.

As a resident of Thurston's Drive, I witness the increasing traffic in this area every day. Over the past 25 years, traffic volumes have grown substantially, making it much more difficult for pedestrians to cross safely. This is particularly concerning given the number of children, families, and other visitors who walk or ride bicycles to Benson Park.

At our most recent meeting, the Benson Park Advisory Committee supported requesting that the Town conduct a safety assessment of the park entrance and surrounding roadway. Our goal is to improve pedestrian safety while preserving safe and convenient access to one of Hudson's most treasured public parks.

Thank you for your consideration of this important matter and for your continued support of Benson Park. We appreciate your commitment to the safety of our residents and visitors and would welcome the opportunity to discuss these concerns further.

Respectfully,

Susan Clement
Chair
Benson Park Advisory Committee

TOWN OF HUDSON

Engineering Department

12 School Street
Hudson, New Hampshire 03051

Elvis Dhima, P.E., Town Engineer
edhima@hudsonnh.gov · Tel: 603-886-6008 · Fax: 603-816-1291

To: Board of Selectmen
Roy E. Sorenson, Town Administrator
Laurie May, Finance Director

From: Elvis Dhima, P.E., Town Engineer
Date: July 8, 2026
Re: Additional efforts related to NHDES Dredge and Fill Permit

Recommended Motion: **To approve Amendment No. 5 in the amount of up to $80,500, bringing the total contract amount to $414,900, for efforts associated with additional efforts related to permit fees. Funding to come from Corridor Funds (2070-000-701: Zone 1 Traffic Improvements and 2070-000-702: Zone 2 Traffic Improvements), as recommended by the Planning Board and Development Services Director.**

In 2019, the Planning Board initiated a comprehensive assessment of Lowell Road and County Road to address long-standing traffic and safety concerns. The resulting study evaluated several improvement scenarios and identified the most effective long-term solution as the construction of a new roadway segment connecting Belknap Road to Lowell Road, along with converting the existing three-way intersection into a four-way intersection.

The Town is currently working with the New Hampshire Department of Environmental Services to obtain the Dredge and Fill permit associated with the proposed brook crossing. NHDES has requested additional information related to flood conditions, hydraulic analysis, mitigation alternatives, and supporting technical documentation. Depending on NHDES' review of the Town's current response, additional engineering and permitting efforts may be required.

Town staff is currently working to address the latest round of NHDES comments internally in an effort to avoid or minimize the need for the additional change order. Amendment No. 5 will only be executed if NHDES determines that the Town's response is insufficient to complete the permit review and additional consultant support is necessary.

If required, these additional efforts will require a change order in an amount not to exceed $80,500, to be funded through available corridor funds.

Funding: 2070-000-701: Zone 1 Traffic Improvements, 932,443, as of 6/30/2026
2070-000-702: Zone 2 Traffic Improvements, 183,138, as of 6/30/2026

RECEIVED
July 09, 2026
BOS AGENDA

AMENDMENT NO. 5

TO

AGREEMENT BETWEEN

TOWN OF HUDSON

AND

WRIGHT-PIERCE

FOR

BELKNAP ROAD EXTENSION

AMENDMENT NO. 5
TO
AGREEMENT BETWEEN
TOWN OF HUDSON
AND
WRIGHT-PIERCE
FOR
BELKNAP ROAD EXTENSION

This AMENDMENT made the ____th day of July 2026, by and between the Town of HUDSON, (hereinafter called CLIENT), and WRIGHT-PIERCE (hereinafter called ENGINEER).

WHEREAS, an Agreement was entered on September 6, 2024, between the CLIENT and ENGINEER, which Agreement is entitled AGREEMENT BETWEEN TOWN OF HUDSON AND WRIGHT-PIERCE FOR BELKNAP ROAD EXTENSION (hereinafter referred to as AGREEMENT).

WHEREAS, the Client has requested additional professional services of the ENGINEER which include additional permitting support for the New Hampshire Department of Environmental Services (NHDES) Standard Dredge and Fill Permit, attending two additional meetings with NHDES staff, performing additional design alternatives analysis for the project location, performing alternatives analysis for floodplain compensation mitigation opportunities near the project location, performing hydraulic analysis of the overtopping roadway flows, and evaluating the proposed project effects on adjacent offsite properties with supporting technical narrative and data.

NOW, THEREFORE, in consideration of said AGREEMENT and other good and valuable considerations, it is hereby agreed and acknowledged by and between CLIENT and ENGINEER to amend the AGREEMENT as follows:

1. The AGREEMENT shall be amended to include this AMENDMENT, a copy of which shall be attached thereto and made a part thereof.

2. The scope shall be modified as follows: Under Task 3 – Permitting, Final Plans, and Specifications in Exhibit B revised as of the date of Amendment No. 4 shall be revised to ADD the following new bullets:

3.1.2 Additional Permitting Services - Wright-Pierce will perform additional permitting services in support of the NHDES Standard Dredge and Fill Permit Request for More Information #2 (RFMI2). The additional permitting support will include our attendance at two coordination meetings with NHDES staff. Wright-Pierce also understands that other design alternatives for the crossing of Second Brook are required by NHDES to validate the alternative design selected for the project, which is a 9'-6" span x 7'-0" rise box culvert. Other stream crossing alternatives shall be studied for the project location include a 200-foot span over Second Brook, a 21-foot span over Second Brook, reconfiguring the southerly intersection of County Road and Route 3A to a 'Tee intersection', and the removal of the County Road bridge over Second Brook after the completion of rehabilitation of the Lowell Road Bridge immediately downstream of the proposed extension of Belknap Road. The design alternatives will be addressed in the narrative response to NHDES RFMI2.

Wright-Pierce also understands that three flood mitigation alternatives shall be studied for the 100-year floodplain. Two upstream locations, the County Road bridge location and the baseball fields (Jette and Sousa Field), will be evaluated for compensatory storage. The downstream area along Winnhaven Drive will be evaluated for a combination of additional conveyance and flood storage. A combined site visit will be performed with the Town to physically review the alternatives to verify site conditions and viability of improving compensatory storage and or conveyance. The flood mitigation alternatives will be addressed in a narrative response with supporting calculations to NHDES RFMI2.

Wright-Pierce will also further refine the existing HEC-RAS modeling for the project to include a hybrid 1D and 2D model. The upstream and downstream areas under expanded consideration will be geo-referenced for 1D analysis in the updated model. The expanded 1D model areas will include Second Brook from Winnhaven Drive to the baseball fields (Jette and Sousa Field). The proposed Second Brook crossing within the extension of Belknap Road will be updated to a 2D model to provide refined analysis of overtopping roadway flow elevations and velocities based on the geometric constraints (skew) of the proposed roadway to the brook alignment. Flood events including the 50-year, 100-year, and 500-year storms will be analyzed. The overtopping roadway flow velocities will be included in a narrative response to NHDES RFMI2.

Wright-Pierce will also perform modeling in HEC-RAS to evaluate the proposed project effects on adjacent offsite properties and provide a technical narrative explaining the results. Flood events including the 50-year, 100-year, and 500-year storms will be analyzed. A site visit will be performed to verify stream elevations and culvert geometries in the study area. The flood event stages will be included in a technical narrative to support the response to NHDES RFMI2.

It is assumed the Town of Hudson will pay for all remaining permitting and mitigation fees associated with the NHDES and US Army Corps of Engineers permits.

A. The fee shall be increased from <u>$334,400 to $414,900</u> for the services described herein.
B. Wright-Pierce will perform these services in time to meet the NHDES RFMI2 deadline of August 17, 2026.

For all Scope items described in this amendment, a fee based on ENGINEER’s Standard Billing Rates, plus Reimbursable Expenses times a factor of 1.0 and charges for Consultants’ services times a factor of 1.10.

IN WITNESS WHEREOF, the parties hereto have made and executed this AMENDMENT to said AGREEMENT as of the day and year first above written.

CLIENT:

By: Elvis Dhima, PE

Title: Development Services Director

Date:

ENGINEER:

By: Thomas Hogan, PE

Title: Senior Associate

Date: 6/30/2026

Task	Belknap Rd Extension - Amendment 5	PIC 275	PM 281	LPE 239	LPE 161	PE 134	LPE 165	TECH ADV/ QAQC 278	GIS 138	ET 138	ADMIN 109	Total Hours	Sub-Contractor/ Consultant	Task Subtotal
Task 3.1.2	Additional Permitting Services													
	Permitting Support Coordination for RFMI2		2	4	4	8		2	2	4	2	28		$ 4,836
	Coordination Meetings with NHDES		8	4							2	14		$ 3,422
	Design Alternatives Analysis													$ -
	Alternative Design - Reconfigure County Road at Route 3A intersection		1	2	8	1		1	1	4	1	19		$ 3,258
	Alternative Design - Phased Removal of County Road Bridge		1	2	8	1		1	1	4	1	19		$ 3,258
	Alternative Design Opening - 200-ft Span		1	2	8	6		1			1	19		$ 3,238
	Alternative Design Opening - 21-ft Span		1	2	8	6		1			1	19		$ 3,238
	Alternative Design Waiver Request		1	2	4	1		1			1	10		$ 1,924
	Flood Mitigation Alternatives Analysis													$ -
	Alternative Analysis - County Road Compensation Area		1	6		12		1	1	2	1	24		$ 4,124
	Alternative Analysis - Ball Field Area Compensation Area		1	6		16		1	1	4	1	30		$ 4,936
	Alternative Analysis - Winnhaven Drive Compensation Area		1	6		16		1	1	4	1	30		$ 4,936
	Field Verify Alternatives and Create Figure			8		10		2	1	4		25		$ 4,498
	Overtopping Analysis													$ -
	Post-Development HEC-RAS w/ 2D flow area from County Road to Lowell Road		1		4	8		2		1	2	18		$ 2,909
	Construct 2D Mesh - survey limits				8		2	2		4		16		$ 2,726
	Remodel connecting 1D flow areas US/DS to be spatially referenced				4			1				5		$ 922
	Insert Each Crossing - County Road, Belknap Ext, Lowell, Winnhaven				24			1				25		$ 4,142
	Define boundary conditions, unsteady flow, manning's n				4			1				5		$ 922
	Results Refinement		1		12		4	4				21		$ 3,985
	Results Reporting		2		8		4	2				16		$ 3,066
	Offsite Hydraulic Analysis and Technical Narrative													$ -
	Winnhaven Drive Analysis		1		6		2	2				11		$ 2,133
	Lowell Road Composite Structure				4		1	1				6		$ 1,087
	Offsite Field Verification - Winnhaven Drive, T-Bones outlet, check XS geometry				8	10		1				19		$ 2,906
	Misc Alternatives		1		6		1	2				10		$ 1,968
	Narrative and Results Reporting		2	4	16	32		6	2	4	2	68		$ 11,096
														$ -
														$ -
														$ -
		0.00%	9.19%	14.42%	29.15%	21.40%	2.90%	12.93%	1.74%	6.07%	2.19%			
Person-Hour Total		0	26	48	144	127	14	37	10	35	16	457		
Labor Cost		$ -	$ 7,306	$ 11,472	$ 23,184	$ 17,018	$ 2,310	$ 10,286	$ 1,380	$ 4,830	$ 1,744	$ 79,530	$ -	$ 79,530

SUMMARY	
ineering Labor Subtotal	$ 79,530
tor/Consultant Subtotal	$ -
Non-Labor	
Equipment / Materials	$ 300
Travel / mileage	$ 600
Printing	$ -
Other Expenses	$ -
.abor Expenses Subtotal	$ 900
TOTAL ESTIMATED FEE	$ 80,500

TOWN OF HUDSON

Fire Department
39 Ferry Street
Hudson, New Hampshire 03051

Scott Tice, Fire Chief
stice@hudsonnh.gov · Tel: 603-886-6021 · Fax: 603-882-7115

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

From: Scott Tice, Fire Chief

Date: July 9, 2026

Re: Public Agenda Item – 14 July 2026

Motion: ***N/A***

Background:

On June 24, 2026, we were informed that the application period for the 2026 Homeland Security LOCAL competitive grant process had commenced, with a submission deadline of July 10, 2026. This notification marks our first opportunity to inform the Board about this grant opportunity. Since the application deadline has already passed as of the time of this meeting, we are notifying the Board that we have submitted the application in the amount of $80,611.54.

The requested funding is intended for the purchase of a new OHRV (Off-Highway Recreational Vehicle) and trailer. Our current OHRV and trailer, which were originally donated to the department in September 2002, are now 24 years old and were designed for light-duty residential use. The new OHRV and trailer we aim to acquire are specifically built for emergency services, offering enhanced payload capacities, the ability to transport individuals in a stokes basket, a brush fire pump, and all-terrain maneuverability. This investment aligns with the grant's objectives to maintain and sustain essential core capabilities, supporting our mission to respond swiftly and equitably to save lives, protect property and the environment, and meet basic human needs in the aftermath of terrorism or other catastrophic events.

Additionally, we have secured a letter of support for this initiative from the Hudson Police Department which was included in the grant application. Should we be awarded the grant, we will return to the Board to formally accept the funding.

Funding:
There is no local match required as it is 100% grant funded.

RECEIVED
July 10, 2026
BOS AGENDA

TOWN OF HUDSON
Office of the Town Administrator

12 School Street
Hudson, New Hampshire 03051

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

To: Board of Selectmen
From: Roy E. Sorenson, Town Administrator
Cc: Scott Tice, Fire Chief
Michelle Brewster, HR Generalist
Date: July 9, 2026
Re: IAFF #3154 Negotiating Team

Recommended Motion: ***"To approve Selectman ____________ as the designated Selectman liaison for contract negotiations with the Professional Firefighters of Hudson IAFF Local #3154."***

Background:

The Collective Bargaining Agreement (CBA) with the Professional Firefighters of Hudson IAFF Local #3154 is set to expire on June 30, 2027. At this time, we need to assemble our negotiating team to begin the process of finalizing a proposed CBA for Town Meeting consideration next March. The negotiating team is set based on Town Ordinance, Chapter 75 – Negotiating Team for Labor Contracts:

> ***§ 75-1. Membership of Negotiating Team.***
> *The Negotiating Team for all labor contracts shall consist of the following:*
> *A. One Selectman as liaison.*
> *B. The Town Administrator or his/her designee.*
> *C. One department head/supervisor to act as liaison.*
> *D. A professional negotiator who will be the spokesperson for the team.*
>
> ***§ 75-2. Selection of Selectmen liaison.***
> *The Selectmen liaison shall be chosen by the Chairman and ratified by the Selectmen.*

Chairman Dumont is currently the Fire Department liaison. The following motion above has been prepared for your recommendation.

Thank you.

RECEIVED
JUL 9, 2026
BOS AGENDA

8F

TOWN OF HUDSON

Administration Office
12 School Street
Hudson, New Hampshire 03051

Michelle Brewster, Human Resource Generalist
mbrewster@hudsonnh.gov · Tel: 603-886-6024 · Fax: 603-598-6481

To: Board of Selectmen

Roy E. Sorenson, Town Administrator

From: Michelle Brewster, HR Generalist MB

Date: July 7, 2026

Re: BOS Agenda - 14 July 2026

I am writing to inform the Board that the following four policies have been selected for review by the Policy Subcommittee as part of the Town's ongoing policy review and update process:

GOV-001: Purpose and Disclaimers
ADM-001: Requests for Legal Work
HRM-007: Employee Separation – Exit Interview Form
COM-001: Salaries and Wages

These policies were selected for review to ensure that they are current, clear, consistent with Town practices, and aligned with applicable laws, collective bargaining agreements, and administrative procedures.

The Policy Subcommittee will review each policy and make any recommended updates or revisions.

Once the review process is complete, the policies will be brought back before the Board of Selectmen for consideration and any further action deemed appropriate.

Thank you for your continued support of the Town's policy review process.

RECEIVED
JUL 9, 2026
BOS AGENDA

8G

BOS AGENDA 7/14/26

TOWN OF HUDSON

Administration Office

12 School Street
Hudson, New Hampshire 03051

Michelle Brewster, Human Resource Generalist
mbrewster@hudsonnh.gov · Tel: 603-886-6024 · Fax: 603-598-6481

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

From: Michelle Brewster, HR Generalist MB

Date: July 9, 2026

Re: BOS Agenda - 14 July 2026

The job posting for the Zoning Administrator position is scheduled to close on July 15, 2026. The first round of interviews is anticipated to take place on July 21, 2026. I am recommending that the Board of Selectmen establish an interview committee to conduct second-round interviews with selected candidates. The proposed committee would consist of two (2) members of the Board of Selectmen, Town Administrator Roy E. Sorenson, Development Services Director Elvis Dhima, and HR Generalist Michelle Brewster.

Upon completion of the interview process, the most qualified candidate will be presented to the full Board of Selectmen for consideration.

The following motion would be appropriate:

Motion: to appoint Selectman ____________________ and Selectman ____________________ to the Zoning Administrator Interview Committee.

Should you have any questions or need additional information, please feel free to contact me.

Thank you

RECEIVED
JUL 9, 2026
BOS AGENDA

8H

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: July 8, 2026
Re: June FY26 Revenue and Expenditures

Attached hereto are the Revenue and Expenditure Reports for the Fiscal Year 2026 through the month of June. For the record, the report run date was July 8, 2026. As this is end of fiscal year, it is important to understand that this report is unaudited at this time albeit final resolution thereof will not become true until the annual audit is complete. I have prepared a presentation to break down some of the areas that had significant margins as compared to proposed. Most of this was based in the salary lines and due to a multitude of things including retirements, resignations, extended vacancies, and overtime for shift and seasonal coverage. Because of this we will see some salary lines near or over one hundred percent. With any municipal budget it is important to understand the larger department's expenses as they can affect the bottom-line budget more significantly than the smaller departments. It generally appears that we will finish the year around 1.0% under budget based on preliminary data without any major reconciliation via the accrued time reserve fund. The Sewer and Water funds will come in close to 100%, at or slightly over budget, depending on final revenues to be collected. As noted previously, we will still need to take a close look at the rates in the coming months.

I look forward to the presentation and any questions you may have.

RECEIVED
JUL 8, 2026
BOS AGENDA

Town of Hudson

Revenues and Expenditures

Through July 8, 2026

Board of Selectmen Report
FY26 Preliminary Final
Unaudited

EXPENDITURES through July 8, 2026

Town of Hudson, NH

FY2026 Expenditure Summary

Month Ending: June 30, 2026 - Report Run Date July 8, 2026

State #	Dept #	Department	Budget FY 2026	Prior Year Encumbered	Budget and PY Adjustmts	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
01	**General Fund**									
4199	5020	Trustees of Trust Funds	3,435	0	0	3,435	2,957	0	478	86%
4195	5025	Cemetery Trustees	5,050	0	0	5,050	4,420	0	630	88%
4140	5030	Town Clerk/Tax Collector	511,448	(119)	18,429	529,758	621,714	4,188	(96,144)	118%
4140	5031	Town Clerk	94,166	0	0	94,166	11,912	0	82,254	13%
4140	5041	Moderator	34,632	38,500	0	73,132	59,710	0	13,422	82%
4140	5042	Supervisors of The Checklist	6,298	0	0	6,298	5,919	0	379	94%
4199	5050	Town Treasurer	9,366	0	0	9,366	9,366	0	0	100%
4199	5055	Sustainability Committee	1,300	0	166	1,466	1,220	0	246	83%
4520	5063	Benson Park Committee	1,100	0	0	1,100	647	0	453	59%
4199	5070	Municipal Budget Committee	800	0	0	800	0	0	800	0%
4140	5077	IT - Town Officers	5,535	0	0	5,535	2,953	0	2,582	53%
4199	5080	Ethics Committee	100	0	0	100	0	0	100	0%
		Town Officers	**673,230**	**38,381**	**18,595**	**730,206**	**720,818**	**4,188**	**5,200**	**99%**
4130	5110	Board of Selectmen/Administration	648,184	(34)	9,512	657,662	608,668	3,400	45,594	93%
4194	5115	Oakwood	2,275	0	5	2,280	5,706	0	(3,426)	250%
4194	5120	Town Hall Operations	109,006	0	8,347	117,353	126,640	650	(9,937)	108%
4442	5151	Welfare	65,000	0	0	65,000	44,720	0	20,280	69%
4130	5177	IT - Town Administration	980	0	0	980	1,901	0	(921)	194%
		Administration	**825,445**	**(34)**	**17,864**	**843,275**	**787,635**	**4,050**	**51,590**	**94%**
4153	5200	**Legal**	**116,324**	**0**	**0**	**116,324**	**45,985**	**42,569**	**27,770**	**76%**
4191	5277	**IT - DSD**	**7,000**	**0**	**0**	**7,000**	**3,537**	**0**	**3,463**	**51%**
4150	5310	Finance Administration	214,282	(362)	362	214,282	214,301	30	(49)	100%
4150	5320	Accounting	375,237	(3)	8,172	383,406	296,192	191	87,023	77%
4150	5377	IT - Finance	3,245	0	0	3,245	4,702	0	(1,457)	145%
		Finance	**592,764**	**(365)**	**8,534**	**600,933**	**515,195**	**221**	**85,517**	**86%**
4150	5330	Information Technology	896,210	43,040	2,981	942,231	850,037	2	92,192	90%
		Information Technology	**896,210**	**43,040**	**2,981**	**942,231**	**850,037**	**2**	**92,192**	**90%**
4152	5410	Assessing Department	496,286	46,000	6,518	548,804	487,039	74,658	(12,893)	102%
4152	5477	IT- Assessing	16,994	0	0	16,994	18,732	0	(1,738)	110%
		Assessing	**513,280**	**46,000**	**6,518**	**565,798**	**505,771**	**74,658**	**60,027**	**103%**
4312	5515	Public Works Facility	72,217	(17,000)	0	55,217	48,986	0	6,231	89%
4312	5551	Public Works Administration	352,259	(119)	119	352,259	369,104	182	(17,027)	105%
4312	5552	Streets	4,063,251	(6)	11,045	4,074,290	4,073,017	383	890	100%
4312	5553	Equipment Maintenance	499,127	(413)	413	499,127	470,191	4,251	24,685	95%
4312	5554	Drainage	849,584	0	163,303	1,012,887	837,437	134,979	40,471	96%
4522	5556	Parks Division	283,034	(3)	6,774	289,805	227,054	7,007	55,744	81%
4312	5577	IT - Public Works	9,748	0	0	9,748	8,702	0	1,046	89%
		Public Works	**6,129,220**	**(17,541)**	**181,654**	**6,293,334**	**6,034,491**	**146,802**	**112,041**	**98%**
4191	5571	DSD - Planning	424,783	0	4,545	429,328	311,038	6,413	111,877	74%
4191	5572	DSD - Planning Board	6,446	0	0	6,446	1,673	0	4,773	26%
4191	5581	DSD - Zoning	247,340	(365)	3,927	250,902	249,575	426	901	100%

Town of Hudson, NH

FY2026 Expenditure Summary

Month Ending: June 30, 2026 - Report Run Date July 8, 2026

State #	Dept #	Department	Budget FY 2026	Prior Year Encumbered	Budget and PY Adjustmts	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
4191	5583	DSD - Zoning Board of Adj	16,680	0	0	16,680	12,660	990	3,030	82%
4311	5585	DSD - Engineering	491,915	469,611	47,437	1,008,963	956,471	29,915	22,577	98%
		Development Services	**1,187,164**	**469,245**	**55,909**	**1,712,319**	**1,531,417**	**37,744**	**143,158**	**92%**
4210	5610	Police Administration	412,488	(362)	30,178	442,304	492,456	4,690	(54,842)	112%
4210	5615	Police Facility Operations	363,728	(16,220)	36,922	384,430	380,117	(14,280)	18,593	95%
4210	5620	Police Communications	911,730	(238)	40,159	951,651	1,029,082	0	(77,431)	108%
4210	5630	Police Patrol	8,260,590	2,996	508,746	8,772,332	8,769,910	11,668	(9,246)	100%
4210	5640	Investigations	15,881	0	0	15,881	5,507	200	10,174	36%
4414	5650	Animal Control	167,263	0	2,014	169,277	171,070	0	(1,793)	101%
4210	5660	Information Services	170,833	0	10,522	181,355	188,200	0	(6,845)	104%
4210	5671	Support Services	105,384	4,745	40,315	150,444	137,070	3,180	10,194	93%
4210	5672	Crossing Guards	70,703	0	0	70,703	61,990	0	8,713	88%
4210	5673	Prosecutor	396,662	(3)	9,912	406,571	424,692	201	(18,322)	105%
4210	5674	Debt Service	491,328	0	0	491,328	491,328	0	0	100%
4210	5677	IT - Police	113,126	0	0	113,126	96,599	3,781	12,746	89%
		Police	**11,479,716**	**(9,083)**	**678,768**	**12,149,401**	**12,248,021**	**9,440**	**(108,060)**	**101%**
4220	5710	Fire Administration	878,693	1,045	17,006	896,744	925,401	96	(28,753)	103%
4220	5715	Fire Facilities	426,766	895	3,235	430,896	398,787	28,702	3,407	99%
4220	5720	Fire Communications	484,601	0	17,920	502,521	446,042	7,880	48,599	90%
4220	5730	Fire Suppression	7,858,159	24,728	741,634	8,624,521	8,474,019	19,433	131,069	98%
4220	5740	Fire Inspectional Services	599,675	0	12,666	612,341	550,200	12,440	49,701	92%
4220	5770	Emergency Management	84,383	1,925	0	86,308	86,560	0	(252)	100%
4220	5777	IT - Fire	126,633	0	0	126,633	128,905	1,741	(4,013)	103%
		Fire	**10,458,910**	**28,593**	**792,461**	**11,279,964**	**11,009,914**	**70,292**	**199,758**	**98%**
4520	5810	Recreation Administration	215,099	0	4,696	219,795	250,619	0	(30,824)	114%
4520	5814	Recreation Facilities	72,383	0	102	72,485	76,915	0	(4,430)	106%
4520	5821	Supervised Play	155,180	0	(1,875)	153,305	147,798	0	5,507	96%
4520	5824	Ballfields	11,642	0	0	11,642	12,075	0	(433)	104%
4520	5825	Tennis	2,000	0	0	2,000	1,430	0	570	72%
4520	5826	Lacrosse	0	0	0	0	0	1,125	(1,125)	0%
4520	5831	Basketball	51,459	0	0	51,459	46,329	0	5,130	90%
4520	5834	Soccer	14,161	0	0	14,161	14,169	0	(8)	100%
4520	5835	Senior Activities Operations	66,183	(686)	686	66,183	75,042	11	(8,870)	113%
4520	5836	Teen Dances	800	0	0	800	0	0	800	0%
4520	5839	Community Activities	12,580	34	(34)	12,580	11,907	0	673	95%
4520	5877	IT - Recreation	8,180	0	0	8,180	5,772	0	2,408	71%
		Recreation	**609,667**	**(652)**	**3,575**	**612,590**	**642,056**	**1,136**	**(30,602)**	**105%**
4196	5910	Insurance	680,316	0	0	680,316	676,284	0	4,032	99%
4199	5920	Community Grants	104,628	0	0	104,628	107,628	0	(3,000)	103%
4583	5930	Patriotic Purposes	7,100	0	0	7,100	5,100	0	2,000	72%
4199	5940	Other Expenses	149,554	0	0	149,554	42,083	7,437	100,034	33%
4220	5960	Hydrant Rental	276,971	0	0	276,971	276,970	0	1	100%
4321	5970	Solid Waste Contract	2,680,622	0	0	2,680,622	2,369,495	311,508	(381)	100%
		Non-Departmental	**3,899,191**	**0**	**0**	**3,899,191**	**3,477,560**	**318,945**	**102,686**	**97%**
General Fund Appropriation Subtotal			**37,381,121**	**597,585**	**1,766,860**	**39,745,565**	**38,368,899**	**710,047**	**1,376,667**	**98%**

Town of Hudson, NH

FY2026 Expenditure Summary

Month Ending: June 30, 2026 - Report Run Date July 8, 2026

State #	Dept #	Department	Budget FY 2026	Prior Year Encumbered	Budget and PY Adjustmts	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
01	**Warrant Articles**									
4220	6054	Hire Four Firefighters/AEMT	527,686	0	(527,686)	0	0	0	0	0%
4901	6032	Development of Benson Property	10,000	0	0	10,000	10,000	0	0	100%
4901	6216	Lowell Rd and Birch St Improv.	2,553,000	0	0	2,553,000	0	0	2,553,000	0%
4210	6058	Hudson Police Employees Associa	468,780	0	(468,780)	0	0	0	0	0%
4903	6220	Town Hall Renovations	54,800	0	0	54,800	5,600	44,400	4,800	91%
4220	6055	Fire Apparatus CRF	50,000	0	0	50,000	50,000	0	0	100%
		PW Dump Truck Replacement	145,399	0	0	145,399	132,832	0	12,567	91%
		Fund Mosquito Control Program	40,000	0	0	40,000	0	0	40,000	0%
4312	6063	DPW Vehicle Repair/Replace CRF	0	0	0	0	150,000	0	(150,000)	0%
4326	6095	Vaccon Truck Cap Rsrv Fund	15,000	0	0	15,000	15,000	0	0	100%
4199	6061	Hudson Support Staff Union Contr	96,426	0	(96,426)	0	0	0	0	0%
4220	6072	Fire Equipment CRF	25,000	0	0	25,000	25,000.00	0.00	0.00	100%
General Fund Warrant Articles			**3,986,091**	**0**	**(1,092,892)**	**2,893,199**	**388,432**	**44,400**	**2,460,367**	**15%**
02	**Sewer Fund**									
4326	5561	Sewer Billing & Collection	184,932	0	5,204	190,136	116,931	1,758	71,447	62%
4326	5562	Sewer Operation & Maintenance	1,337,460	246,095	(60,280)	1,523,275	1,145,459	297,457	80,359	95%
4326	5564	Sewer Capital Projects	935,000	0	0	935,000	341,524	0	593,476	37%
4326	6085	Drainage CRF	100,000	0	0	100,000	100,000	0	0	100%
4326	6095	Vaccon Truck Cap Rsrv Fund	15,000	0	0	15,000	15,000	0	0	100%
Sewer Fund Total			**2,572,392**	**246,095**	**(55,076)**	**2,763,411**	**1,718,914**	**299,215**	**745,282**	**73%**
03	**Water Fund**									
4332	5591	Water - Administration	333,585	(3)	9,387	342,969	238,849	0	104,120	70%
4332	5592	Water - Ops & Maintenance	1,421,308	134,418	100,570	1,656,296	1,710,548	28,863	(83,116)	105%
4335	5593	Water - Supply	1,282,840	0	247,993	1,530,833	1,170,017	265,580	95,236	94%
4721	5594	Water - Debt Service	936,466	0	0	936,466	936,466	0	1	100%
Water Fund Total			**3,974,199**	**134,415**	**357,950**	**4,466,564**	**4,055,880**	**294,443**	**116,241**	**97%**
TOTAL ALL FUNDS			**47,913,803**	**978,094**	**976,842**	**49,868,739**	**44,532,124**	**1,348,105**	**4,698,557**	**92%**
Library			**1,426,189**	**(572)**	**639**	**1,426,256**	**1,238,186**	**0**	**188,070**	**87%**
Conservation Commission			**53,544**	**46,659**	**10,700**	**110,903**	**142,696**	**62,430**	**(94,223)**	**185%**

REVENUES through July 8, 2026

Town of Hudson, NH

FY2026 Revenue Detail

GF#	Description	X-Ref	FY24 Actual	FY 2025 Actual	FY 2026 Budget	FY 2026 YTD	% Collected
4120	Yield Taxes and Interest	3185	8,067	1,232	8,000	9,308	116%
4115	Payment In Lieu of Taxes	3186	0	11,469	12,816	11,921	93%
4121	Excavation Activity Tax	3187	9,336	9,132	6,000	12,474	208%
4127	Boat Tax	3189	10,702	11,401	9,000	13,579	151%
4203	Charges on Property Taxes	3190	1,036	8,317	3,000	3,263	109%
4204	Interest on Property Taxes	3190	118,579	126,006	145,000	91,826	63%
4201	Motor Vehicle Permits	3220	6,418,845	6,841,164	6,150,000	7,009,128	114%
4216	Certificate of Occupancy Permit	3230	11,540	9,700	13,000	1,500	12%
4218	Building Permits	3230	369,693	872,204	375,000	232,067	62%
4381	Septic Inspection Fees	3290	7,000	7,300	6,000	4,600	77%
4209	Excavation Permits	3290	2,550	3,450	4,000	600	15%
4214	Driveway Permits	3290	2,100	2,000	2,000	1,950	98%
4217	Health Permits	3290	500	300	0	0	0%
4219	Blasting Permits	3290	0	0	0	900	0%
4221	Pistol Permits	3290	1,162	1,254	2,000	1,308	65%
4233	Oil Burner/Kerosene Permits	3290	300	0	0	0	0%
4238	Police Alarm Permits	3290	1,635	840	2,000	1,350	68%
4239	Place of Assembly Fire Permit	3290	1,680	2,435	2,000	2,520	126%
4254	Resid/Comm Fire Alarm Permits	3290	2,001	2,798	1,500	69	5%
4312	Zoning Application Fees	3290	8,703	7,308	5,000	5,239	105%
4313	Planning Board Fees	3290	17,567	24,535	75,000	36,373	48%
4315	Sewer Service Permit Fees	3290	1,525	450	3,000	650	22%
4321	UCC Filings	3290	6,105	5,940	7,000	8,535	122%
4322	Vital Statistics	3290	11,291	12,785	10,000	12,241	122%
4323	Police Fines, Forfeit, Court	3290	0	0	0	0	0%
4325	Animal Control Fines & Court Re	3290	8,735	8,301	10,000	11,191	112%
4326	Notary Fees	3290	0	0	0	0	0%
4327	Parking Violation Fines	3290	445	670	1,000	745	75%
4328	Street Acceptance / Opening Fee	3290	0	400	0	50	0%
4333	Zoning Fines (Court Ordered, Violation)	3290	0	0	0	8,847	0%

Town of Hudson, NH

FY2026 Revenue Detail

GF#	Description	X-Ref	FY24 Actual	FY 2025 Actual	FY 2026 Budget	FY 2026 YTD	% Collected
4334	Construction Insp Fees	3290	65,876	53,495	35,000	48,940	140%
4335	Animal Boarding Fees	3290	850	245	1,100	130	12%
4343	Copy Fees & Sale of Books	3290	290	448	750	290	39%
4347	Bad Check Fees	3290	1,771	1,596	2,250	1,249	56%
4354	Fire Alarm Fines	3290	0	0	0	0	0%
4356	Police False Alarm Fines	3290	5,250	5,100	10,000	8,350	84%
4421	Marriage Licenses	3290	532	1,116	1,500	1,628	109%
4422	Hawker/Peddler License	3290	938	960	1,000	818	82%
4427	Articles of Agreement	3290	0	0	0	5	0%
4428	Pole Licenses	3290	100	80	0	90	0%
4450	Animal Control Licenses	3290	16,503	19,221	18,000	16,692	93%
4451	Drain layers License (new)	3290	7,750	6,500	3,000	5,750	192%
4656	Grants - Police	3359	122,298	94,116	50,000	117,428	235%
4657	Grants - Fire	3359	606,353	115,645	100,000	271,788	272%
4659	Grants - Other	3359	1,256,084	1,139,245	30,000	555,044	1850%
4840	Shared Rev - Municipal Aid	3351	0	0	0	174,798	0%
4841	Shared Rev - Meals & Rental Tax	3352	2,431,094	2,529,872	2,200,000	2,588,407	118%
4610	Shared Rev - Highway Block Grant	3353	705,530	564,386	650,000	582,659	90%
4300	Sewer Utility Admin. Fee	3409	44,000	44,000	44,000	0	0%
4301	Water Utility Admin. Fee	3409	66,000	66,000	66,000	0	0%
4324	Police Record Fees	3401	8,348	8,477	7,000	8,088	116%
4342	Sale of Check Lists	3401	22	776	200	28	14%
4708	Welfare Reimbursement	3401	0	0	1,000	10,665	1066%
4716	Cash Over/Short	3401	(315)	0	0	(3,342)	0%
4720	Police Outside Detail	3401	108,456	91,818	125,000	94,169	75%
4721	Police Outside Detail - Cruiser	3401	28,075	25,038	25,000	26,553	106%
4729	Contracted Services Litchfield	3401	58,293	68,441	50,000	50,852	102%
4730	Ambulance Net Revenues	3401	468,508	569,183	425,000	615,625	145%
4732	Fire Incident Reports	3401	486	571	500	519	104%
4745	Hudson Cable Franchise Fees	3401	92,575	85,006	80,000	76,197	95%

Town of Hudson, NH

FY2026 Revenue Detail

GF#	Description	X-Ref	FY24 Actual	FY 2025 Actual	FY 2026 Budget	FY 2026 YTD	% Collected
4746	Police Testing and Appl Fees	3401	0	0	0	0	0%
4748	Insurance Reimbursement	3401	23,318	60,132	117,846	94,440	80%
4756	Misc. Revenues - Police	3401	8,246	8,090	5,650	6,310	112%
4757	Misc. Revenues - Fire	3401	1,200	689	750	302	40%
4758	Misc. Revenues - Recreation	3401	0	0	0	0	0%
4759	Misc. Revenues - Other	3401	490,796	81,258	150,785	23,282	15%
4761	Rec Revenue - Basketball	3401	43,918	45,850	46,000	50,857	111%
4762	Rec Revenue - Supervised Play	3401	203,728	230,823	210,000	249,885	119%
4763	Rec Revenue - Flag Football	3401	0	0	0	0	0%
4764	Rec Revenue - Soccer	3401	31,400	40,265	33,000	36,975	112%
4765	Rec Revenue - Tennis	3401	2,370	130	2,000	1,870	94%
4766	Rec Revenue - Teen Dances	3401	0	595	3,600	0	0%
4767	Rec Revenue - Adult Softball	3401	16,653	19,225	17,000	25,545	150%
4768	Rec Revenue - Lacrosse	3401	2,430	0	0	0	0%
4769	Rec Revenue - Comm Activities	3401	17,828	24,124	19,000	24,317	128%
4704	Sale of Town Property	3501	6,800	5,522	20,000	72	0%
4702	Bank Charges	3502	(11,356)	(9,588)	(10,000)	(4,248)	42%
4703	Interest on Investments	3502	586,601	471,115	375,000	605,455	161%
4332	Rent of 9 Industrial Drive	3503	0	6,000	0	18,000	0%
4373	Rents of Town Property	3503	0	0	1,500	0	0%
4556	Donations - Police	3509	2,575	3,515	12,057	11,050	92%
4557	Donations - Fire	3509	625	2,125	960	1,350	141%
4558	Donations - Recreation	3509	225	0	0	0	0%
4559	Donations - Other	3508	32	94,851	69,026	21,950	32%
4922	From Capital Reserve Fund	3915	121,984	188,589	100,000	0	0%
4925	From Agency / Corridor Fund	3916	100,000	0	0	0	0%
4999	Use of Fund Balance	4999	0	0	1,100,000	0	0%
4330	Extra Dump Passes	4324	0	1,715	0	2,700	0%
4331	Mattress Disposal Fee	4324	0	2,490	0	9,240	0%

Town of Hudson, NH

FY2026 Revenue Detail

GF#	Description	X-Ref	FY24 Actual	FY 2025 Actual	FY 2026 Budget	FY 2026 YTD	% Collected
	General Fund Operating Revenue		**14,766,137**	**14,740,241**	**13,052,791**	**13,915,007**	**107%**
4922	From CRF - VacCon Truck Replacement	3915					
4922	From CRF - Prior Year	3915					
4922	From CRF - PD Safety Eq / Fire Comm Eq	3915	121,984				
4922	From CRF 4 HVAC Sys (Central Fire)	3915					
4922	From CRF - Fire Apparatus	3915					
4925	From CRF - Agency	3916	100,000				
4998	Proceeds from Bond (PD)	3935					
4996	Voted from Unassigned Fund Bal	9998		205,000	0	0	
4996	Voted from UFB - VacCon Truck CRF	9998			0	0	
4996	Voted from UFB - Bridges Rehab	9998					
	General Fund One Time Revenues		**221,984**	**205,000**	**0**	**0**	
4914	**Sewer Fund**	**3914-02**	**1,655,046**	**1,611,195**	**2,457,392**	**1,390,829**	**57%**
4914	Sewer Fund - Vaccon CRF	3914-02		15,000	15,000		
4914	Sewer Fund - Generator CRF	3914-02		10,000	0	0	
4914	**Water Fund**	**3914-03**	**3,705,268**	**4,161,217**	**3,974,199**	**4,418,522**	**111%**
4914	Water Fund - Generator CRF	3914-03		10,000	0	0	
4914	Library Fund	3916	3,619	344	2,261	0	
	TOTAL REVENUES		**$20,352,054**	**$20,752,997**	**$19,501,643**	**$19,724,358**	**101%**

TOWN OF HUDSON																	
AUTOMOBILE REGISTRATION BY MONTH																	
FISCAL YEARS 2022, 2023, 2024, 2025, 2026																	
	JUL	**AUG**	**SEP**	**OCT**	**NOV**	**DEC**	**1st half Fiscal Year**	**JAN**	**FEB**	**MAR**	**APR**	**MAY**	**JUN**	**2nd half Fiscal Year**		**Actual Fiscal Year Total**	**Budget Fiscal Year Total**
FY2022	$433,575	$488,988	$450,479	$504,693	$429,947	$435,191	**$2,742,872**	$536,311	$513,594	$552,932	$539,268	$528,792	$551,548	**$3,222,445**		**$5,965,316**	**$5,420,000**
vs. Budget	8.0%	17.0%	25.3%	34.6%	42.6%	50.6%	**50.6%**	60.5%	70.0%	80.2%	90.1%	99.9%	110.1%	**59.5%**		**vs. Budget**	**110.1%**
FY2023	$462,768	$505,396	$453,460	$563,076	$441,048	$474,930	**$2,900,677**	$538,783	$474,370	$555,183	$582,626	$543,124	$586,057	**$3,280,142**		**$6,180,819**	**$5,500,000**
vs. Budget	8.4%	17.6%	25.8%	36.1%	44.1%	52.7%	**52.7%**	62.5%	71.2%	81.3%	91.8%	101.7%	112.4%	**59.6%**		**vs. Budget**	**112.4%**
FY2024	$415,289	$608,209	$485,953	$620,595	$453,948	$436,072	**$3,020,064**	$565,455	$478,453	$553,050	$677,480	$561,085	$563,258	**$3,398,781**		**$6,418,845**	**$5,600,000**
vs. Budget	7.4%	18.3%	27.0%	38.0%	46.1%	53.9%	**53.9%**	64.0%	72.6%	82.4%	94.5%	104.6%	114.6%	**60.7%**		**vs. Budget**	**114.6%**
FY2025	$565,542	$512,399	$538,588	$704,053	$419,801	$500,676	**$3,241,058**	$653,064	$460,774	$626,387	$663,684	$550,154	$646,043	**$3,600,105**		**$6,841,164**	**$6,000,000**
vs. Budget	9.4%	18.0%	26.9%	38.7%	45.7%	54.0%	**54.0%**	64.9%	72.6%	83.0%	94.1%	103.3%	114.0%	**60.0%**		**vs. Budget**	**114.0%**
FY2026	$566,553	$539,633	$553,713	$754,883	$425,557	$439,124	**$3,279,463**	$552,346	$509,695	$799,353	$638,745	$608,652	$620,874	**$3,729,665**		**$7,009,128**	**$6,150,000**
vs. Budget	9.2%	18.0%	27.0%	39.3%	46.2%	53.3%	**53.3%**	62.3%	70.6%	83.6%	94.0%	103.9%	114.0%	**60.6%**		**vs. Budget**	**114.0%**

TOWN OF HUDSON

GENERAL FUND INTEREST BY MONTH

FISCAL YEARS 2022, 2023, 2024, 2025, 2026

	JUL	AUG	SEP	OCT	NOV	DEC	1st half Fiscal Year	JAN	FEB	MAR	APR	MAY	JUN	2nd half Fiscal Year	Actual Fiscal Year Total	Budget Fiscal Year Total
FY2022	$147	$147	$195	$350	$175	$102	**$1,115**	$96	$86	$388	$1,460	$2,602	$3,060	**$7,691**	**$8,806**	**$20,000**
vs. Budget	0.7%	1.5%	2.4%	4.2%	5.1%	5.6%	**5.6%**	6.1%	6.5%	8.4%	15.7%	28.7%	44.0%	**38.5%**	**vs. Budget**	**44.0%**
FY2023	$3,546	$4,916	$4,878	$7,048	$8,684	$4,055	**$33,127**	$3,578	$3,302	$27,860	$36,767	$39,973	$41,799	**$153,279**	**$186,406**	**$25,000**
vs. Budget	14.2%	33.8%	53.4%	81.6%	116.3%	132.5%	**132.5%**	146.8%	160.0%	271.5%	418.5%	578.4%	745.6%	**613.1%**	**vs. Budget**	**745.6%**
FY2024	$69,731	$67,900	$54,979	$53,812	$22,245	$17,611	**$286,278**	$40,270	$67,127	$70,648	$56,737	$33,496	$32,162	**$300,440**	**$586,718**	**$25,000**
vs. Budget	278.9%	550.5%	770.4%	985.7%	1074.7%	1145.1%	**1145.1%**	1306.2%	1574.7%	1857.3%	2084.2%	2218.2%	2346.9%	**1201.8%**	**vs. Budget**	**2346.9%**
FY2025	$31,060	$47,142	$44,326	$42,947	$16,724	$11,291	**$193,489**	$18,254	$52,483	$24,489	$54,276	$48,087	$46,688	**$244,277**	**$437,766**	**$300,000**
vs. Budget	10.4%	26.1%	40.8%	55.2%	60.7%	64.5%	**64.5%**	70.6%	88.1%	96.2%	114.3%	130.4%	145.9%	**81.4%**	**vs. Budget**	**145.9%**
FY2026	$48,631	$50,367	$55,789	$57,222	$43,643	$33,449	**$289,101**	$61,519	$64,034	$70,879	$57,309	$31,666	$30,960	**$316,367**	**$605,468**	**$375,000**
vs. Budget	13.0%	26.4%	41.3%	56.5%	68.2%	77.1%	77.1%	93.5%	110.6%	129.5%	128.4%	196.8%	205.1%	**84.4%**	**vs. Budget**	**161.5%**

TOWN OF HUDSON NH

June FY26 Revenues and Expenditures

Board of Selectmen: July 14, 2026

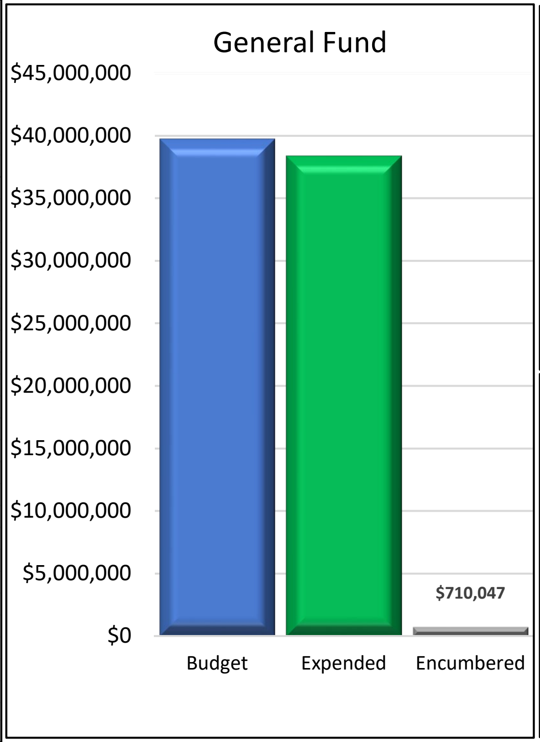
FY26 BUDGET REPORT

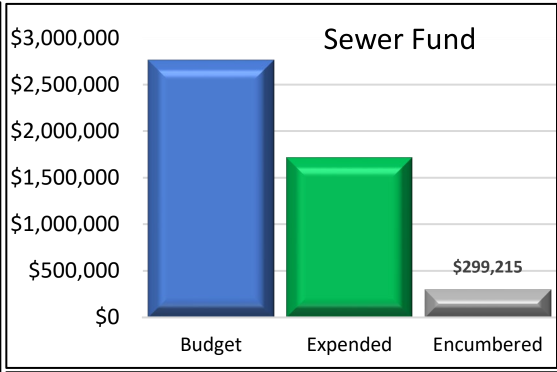
Town of Hudson, NH

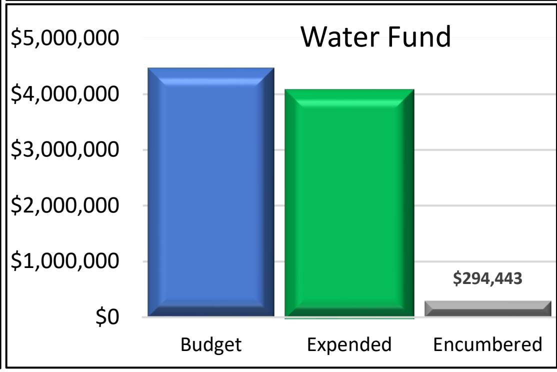
FY2026 Expenditure Summary

Month Ending: June 30, 2026 - Report Run Date July 8, 2026

State #	Dept #	Department	Budget FY 2026	Prior Year Encumbered	Budget and PY Adjustmts	Available Appropriation	Expended To Date	Encumbered	Balance Available	% Expended
4520	5063	Benson Park Committee	1,100	0	0	1,100	647	0	453	59%
4199	5070	Municipal Budget Committee	800	0	0	800	0	0	800	0%
4140	5077	IT - Town Officers	5,535	0	0	5,535	2,953	0	2,582	53%
4199	5080	Ethics Committee	100	0	0	100	0	0	100	0%
		Town Officers	**673,230**	**38,381**	**18,595**	**730,206**	**720,818**	**4,188**	**5,200**	**99%**
4130	5110	Board of Selectmen/Administratic	648,184	(34)	9,512	657,662	608,668	3,400	45,594	93%
4194	5115	Oakwood	2,275	0	5	2,280	5,706	0	(3,426)	250%
4194	5120	Town Hall Operations	109,006	0	8,347	117,353	126,640	650	(9,937)	108%
4442	5151	Welfare	65,000	0	0	65,000	44,720	0	20,280	69%
4130	5177	IT - Town Administration	980	0	0	980	1,901	0	(921)	194%
		Administration	**825,445**	**(34)**	**17,864**	**843,275**	**787,635**	**4,050**	**51,590**	**94%**
4153	5200	**Legal**	**116,324**	**0**	**0**	**116,324**	**45,985**	**42,569**	**27,770**	**76%**
4191	5277	**IT - DSD**	**7,000**	**0**	**0**	**7,000**	**3,537**	**0**	**3,463**	**51%**
4150	5310	Finance Administration	214,282	(362)	362	214,282	214,301	30	(49)	100%
4150	5320	Accounting	375,237	(3)	8,172	383,406	296,192	191	87,023	77%
4150	5377	IT - Finance	3,245	0	0	3,245	4,702	0	(1,457)	145%
		Finance	**592,764**	**(365)**	**8,534**	**600,933**	**515,195**	**221**	**85,517**	**86%**
4150	5330	Information Technology	896,210	43,040	2,981	942,231	850,037	2	92,192	90%
		Information Technology	**896,210**	**43,040**	**2,981**	**942,231**	**850,037**	**2**	**92,192**	**90%**





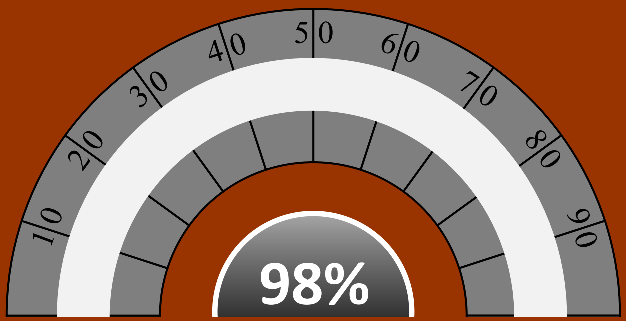


EXPENDITURES

JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUN

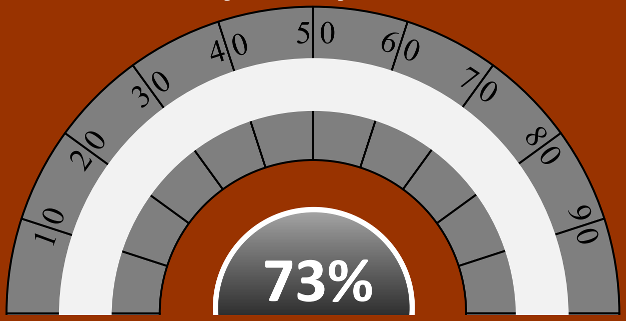
100%

$38,368,899



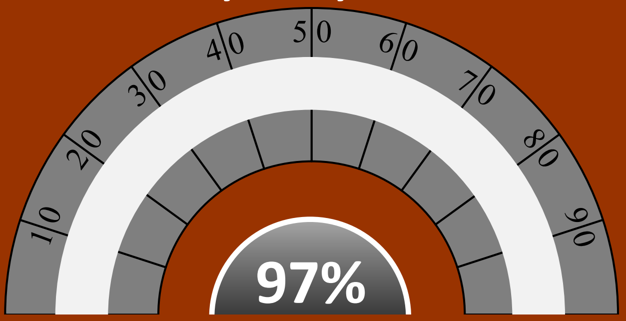
GENERAL FUND

$1,718,914



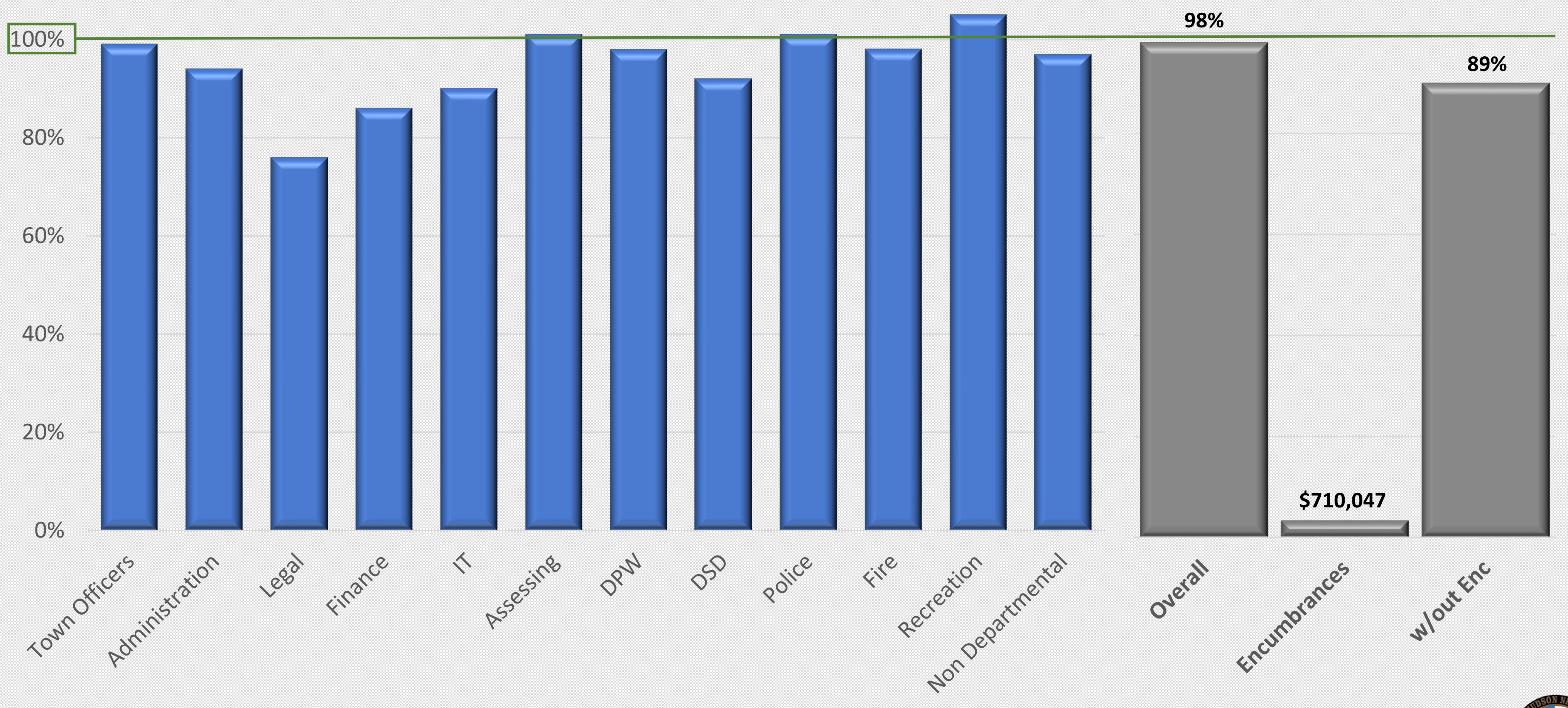
SEWER

$4,055,880

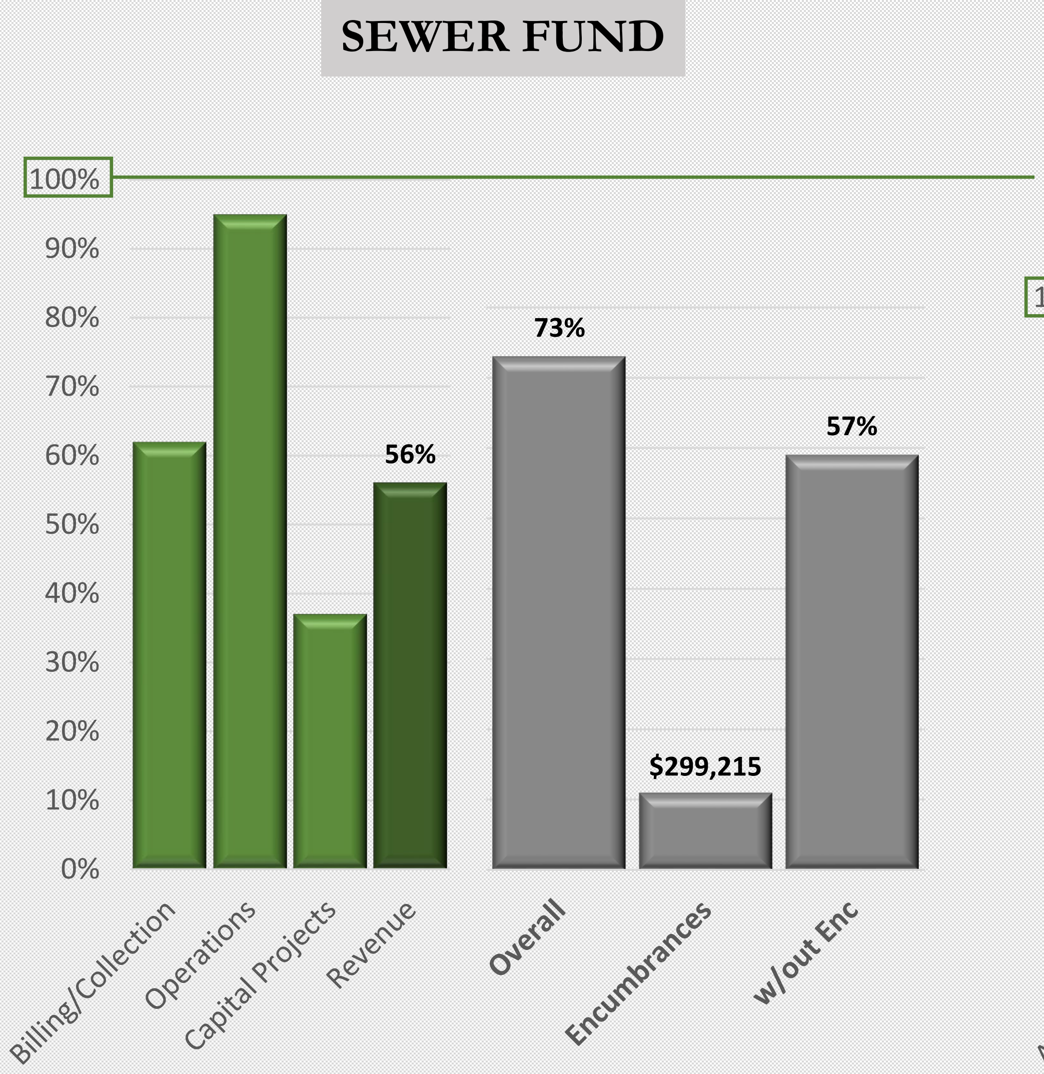


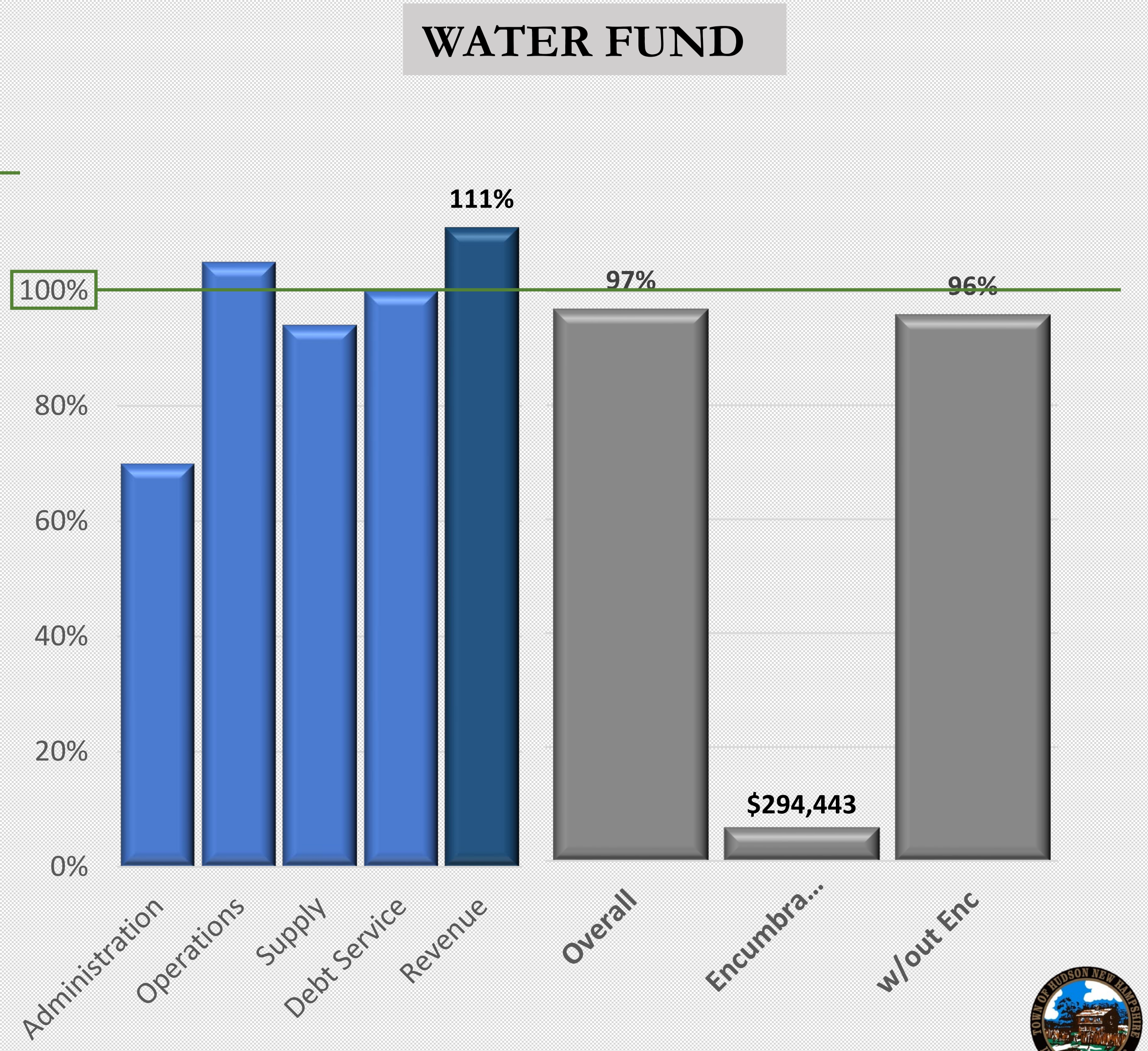
WATER

GF EXPENDITURE SNAPSHOT

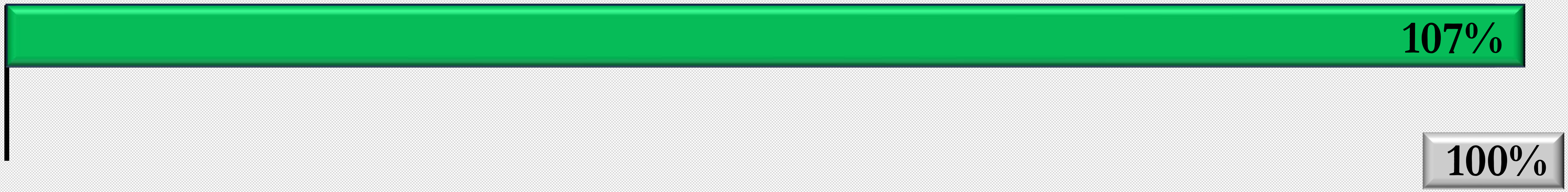


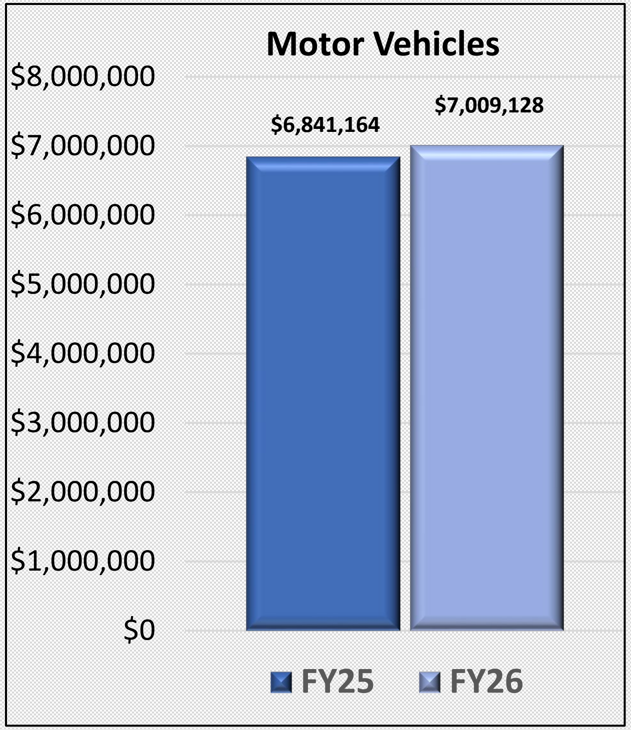
SF & WF SNAPSHOT

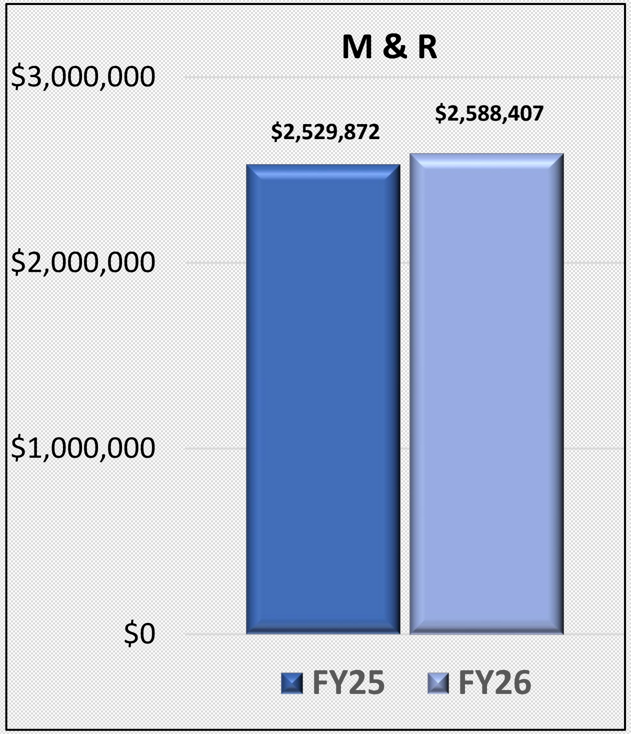


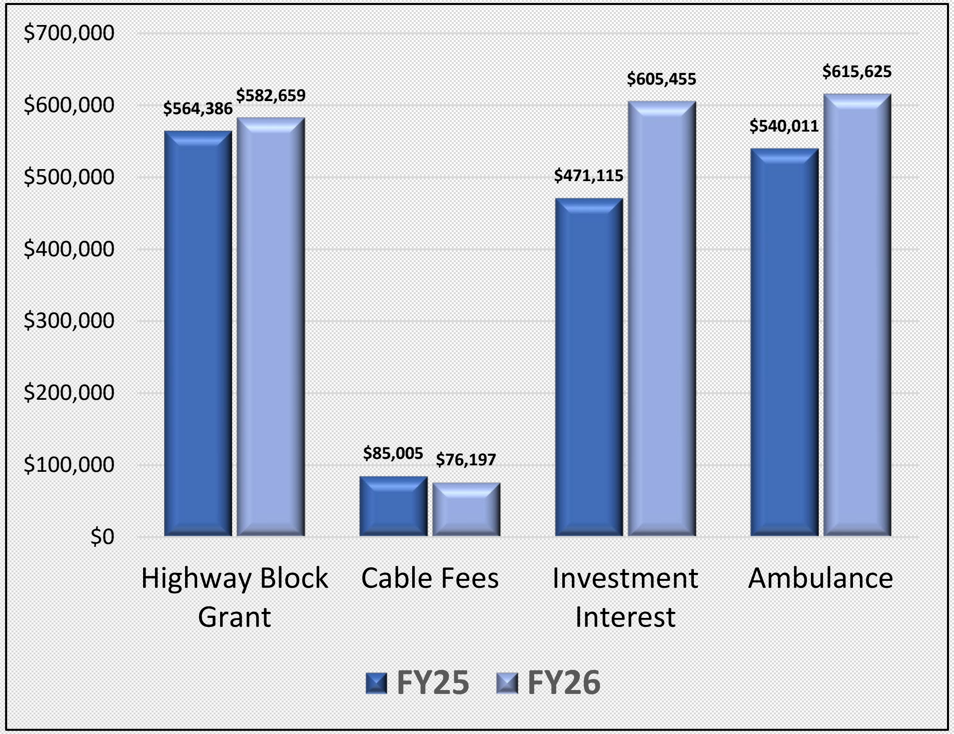


GF REVENUE SNAPSHOT

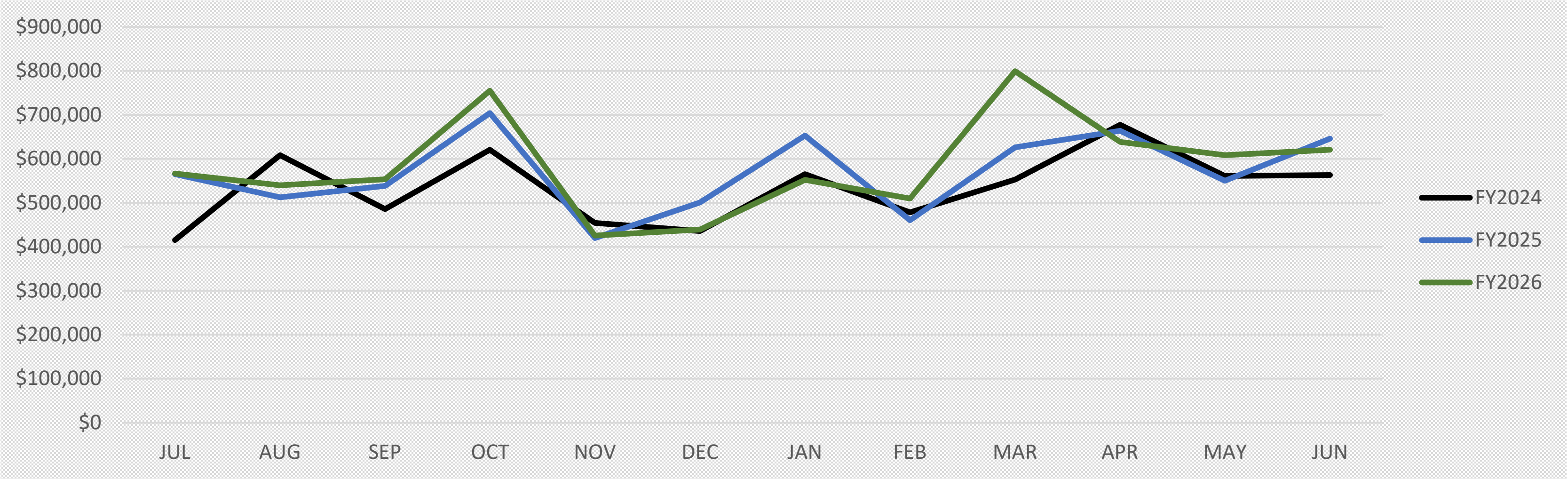




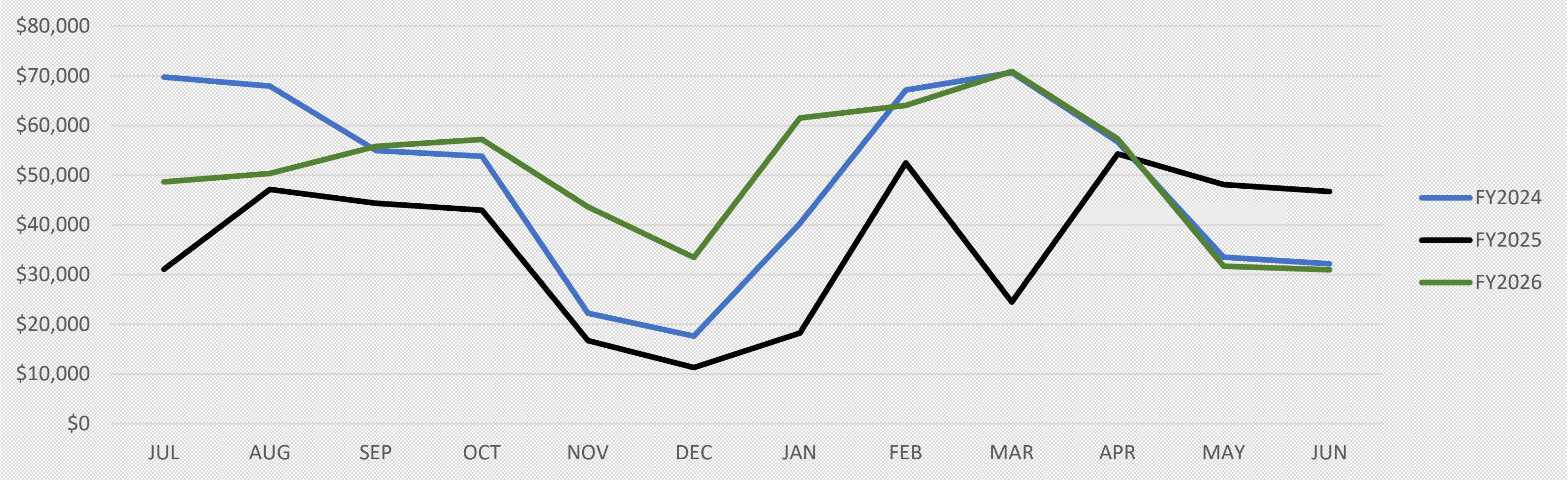


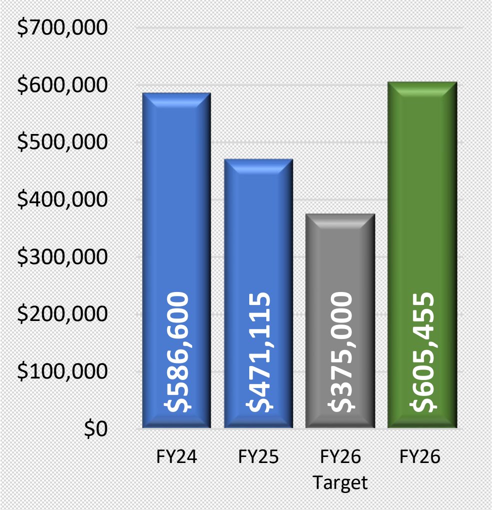


MOTOR VEHICLE REVENUE



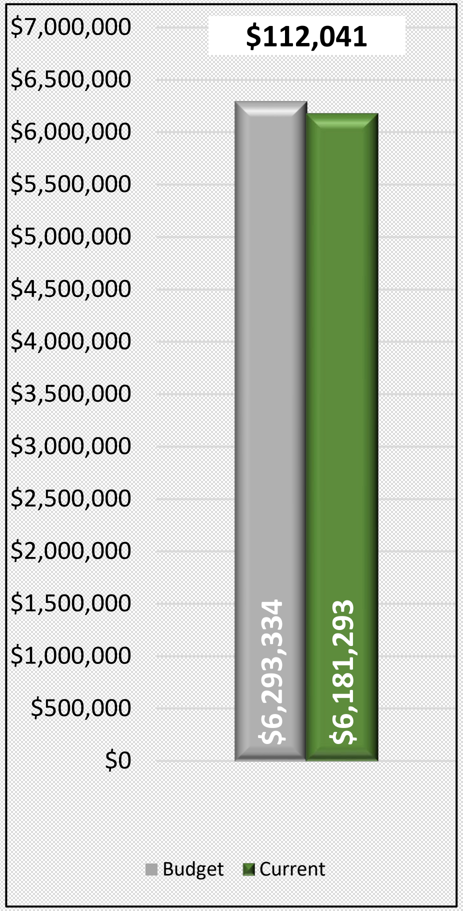
GF INTEREST REVENUE



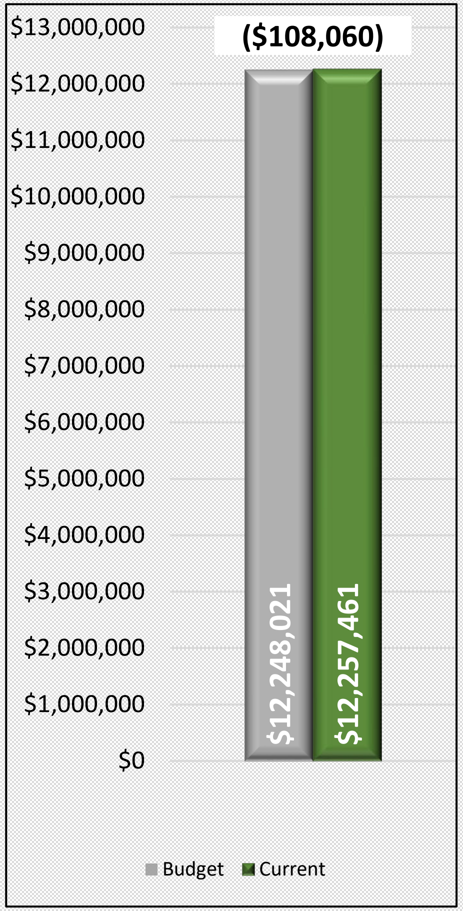


LARGE DEPARTMENTS

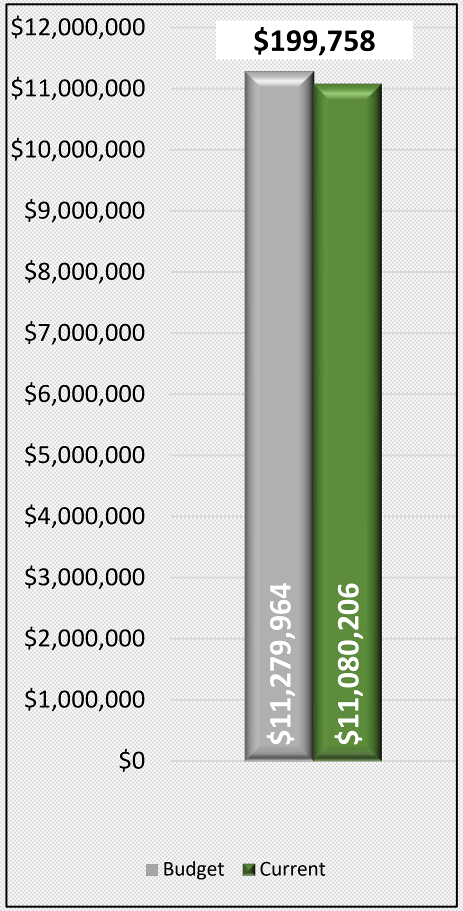
PUBLIC WORKS



POLICE



FIRE



SUMMARY

Preliminary Final FY26 Report - UNAUDITED

- Still closing out expenditures
- Salaries appear to balance out
- Encumbrances secured
- Roughly 1.0% under budget

DISCUSSION

June FY26 Revenues and Expenditures

Board of Selectmen: July 14, 2026

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: July 9, 2026
Re: FY2028 Budget Directive and Schedule

Recommended Motion: To direct Department Heads to submit level funded budgets, exclusive of labor and benefits, and as presented here, for their proposed Fiscal Year 2028 budgets. Any other major items or new initiatives, moreover warrant articles, shall be submitted separately for the Board's consideration. Further, to adopt the budget schedule as presented.

Background:
As we enter the budget season, it is appropriate for the Board of Selectmen to provide guidance to Department Heads regarding their Fiscal Year (FY) 2028 budget submissions (covering July 1, 2027 – June 30, 2028). For FY2027, the Board instructed Department Heads to submit budgets with no more than a 2.5% increase, exclusive of labor and benefits, utilities, and contracted services with any major items or new initiatives presented separately—either outside of the department budget or as warrant articles. Looking ahead to FY2028, economic uncertainty continues to be present therefore I am recommending a level-funded budget. A level-funded budget generally means that department requests are approximately the same amount of funding as the previous year, making only adjustments for contractual obligations or unavoidable cost increases, i.e., still excluding labor and benefits, moreover removing other ancillary items such as utilities, fuel, contracted services and insurance. As in past years, any major items or initiatives exceeding the directive should be submitted separately for the Board's consideration, either as individual requests or warrant articles. I would recommend capping the outside budget requests at $400,000 with the Board reducing the focus to $250,000. This excludes major cost items that should be warrant articles and previewed accordingly.

I have also prepared a draft schedule for acceptance which moves the typical review up a full month. As you know, the Budget Committee had offered some concerns over the length of the review season so an effort has been made to placate that request.

The following motion above has been prepared for your consideration. I look forward to the presentation and if you have any questions or need further information, please don't hesitate to contact me.

RECEIVED
JUL 9, 2026
BOS AGENDA

Fiscal Year 2028 Board of Selectmen Budget Schedule

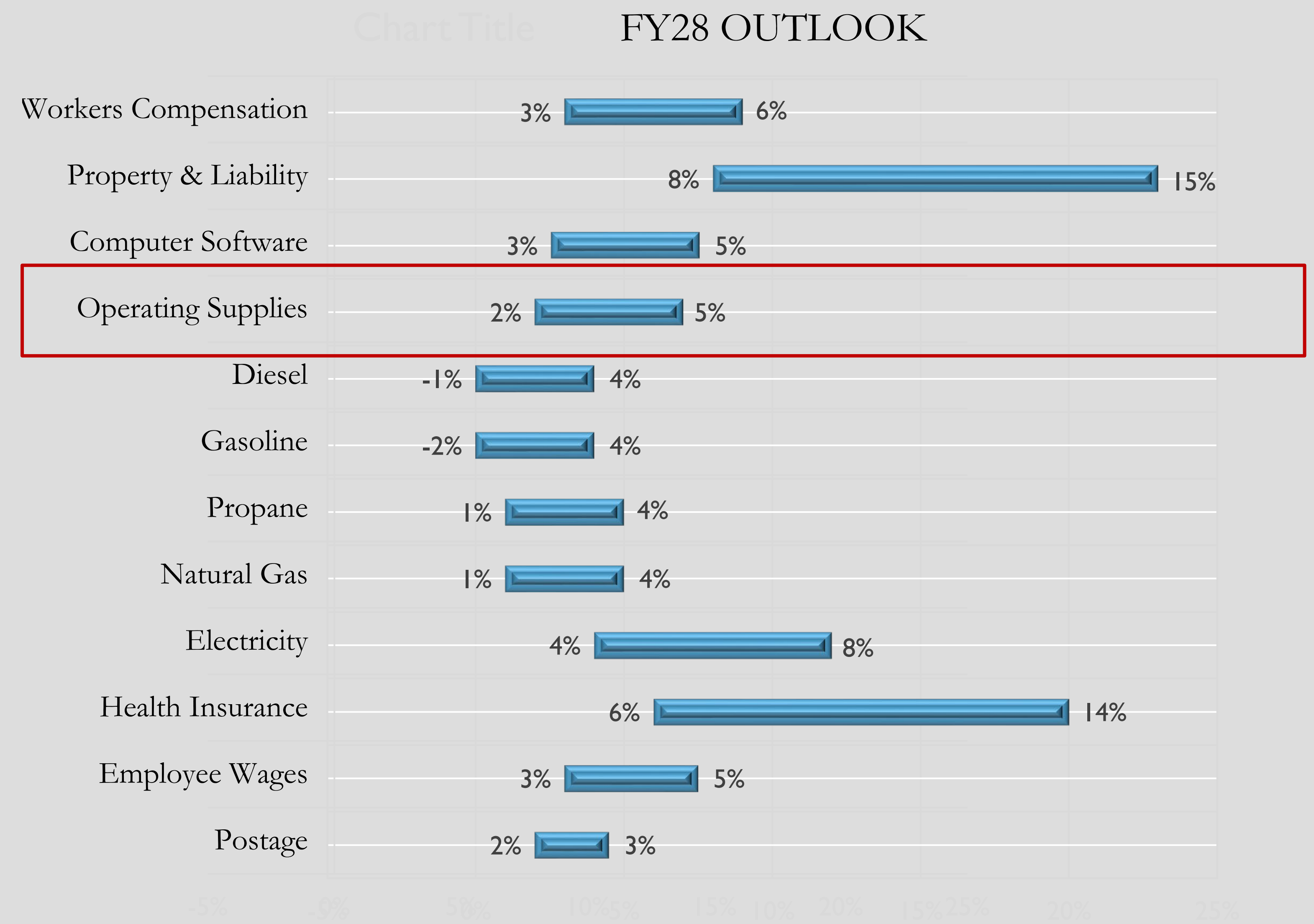
Day of Week	Date	Time	Location	Subject	Dept. #'s	Speaker
Tuesday	07/14			Budget Parameters set by Selectmen		
Friday	07/31			Budget Screens Available		
Friday	08/28			Budget Packages Due to Finance		
Friday	09/4			Budget Books to Selectmen		
Thursday	09/10	7:00PM	BOS	Selectmen's Budget Review		
				Town Administrator Introduction		
				Trustees of Trust Fund	5020	Town Administrator
				Cemetery Trustees	5025	Town Administrator
				Supervisors of the Checklist	5042	Town Administrator
				Town Treasurer	5050	Town Administrator
				Benson Park Advisory Committee	5063	Town Administrator
				Budget Committee	5070	Town Administrator
				Ethics Committee	5080	Town Administrator
				Assessing	5410	Jim Michaud
				Tax Collector	5030	Christine Strout-Lizotte
				Town Clerk	5031	Emilie Leclerc
				Moderator	5041	Deb Stoddard
				BOS/Town Buildings	5510 - 5120	Town Administrator
				Welfare	5151	Town Administrator
				Legal	5200	Town Administrator
				Finance (Including Revenue)	5310 & 5320	Laurie May
				Insurance	5910	Town Administrator
				Community Grants	5920	Town Administrator
				Patriotic Purposes	5930	Town Administrator
				Other Expenses	5940	Town Administrator
				Hydrant Rental	5960	Town Administrator
				Recreation	5810 - 5839	Chrissy Peterson
				IT	5330s	Doug Bosteels
Tuesday	09/15	7:00PM	BOS	Selectmen's Budget Review		
				Library	5060	Linda Pilla
				Department of Public Works	5515, 5551 - 5556	Jay Twardosky
				Solid Waste	5970	Jay Twardosky
				DSD – Planning/PB	5571, 5572	Elvis Dhima
				DSD – Zoning/ZB	5581, 5583	Elvis Dhima
				DSD - Engineering	5585	Elvis Dhima
				Sewer Fund	5561, 5562, 5564	Elvis Dhima
				Water Fund	5591 - 5594	Elvis Dhima
				Conservation Commission	5586	Elvis Dhima
Thursday	09/17	7:00PM	BOS	Selectmen's Budget Review		
				Police	5610 - 5673	Chief David Cayot
				Fire	5710 - 5770	Chief Scott Tice
				HCTV	5045	Mike Johnson
				Warrant Articles		
Tuesday	09/22	7:00PM	BOS	Selectmen's Budget Review (if necessary)		
Friday	10/02			Budget Books Prepared		
Wednesday	10/07			Books to Budget Committee		
Saturday	01/30/27	9:00am	HCC	Town Deliberative Session		
Saturday	02/06/27	9:00am	HCC	School Deliberative Session		

TOWN OF HUDSON NH

FY2028 BUDGET DIRECTIVE

Board of Selectmen: July 14, 2026

FY28 BUDGET DRIVERS



SUMMARY

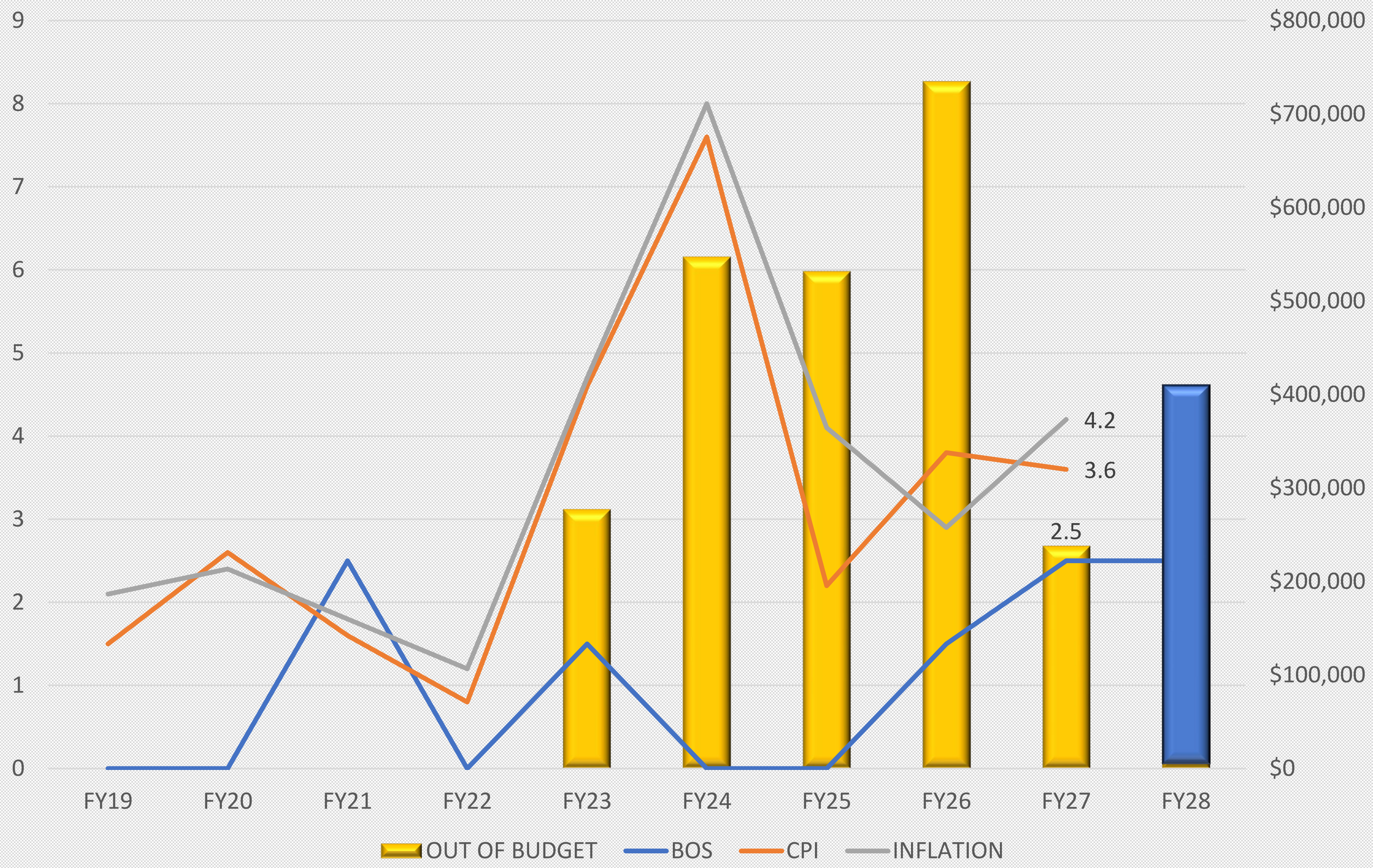
Highest Risk
Property & Liability Insurance
Health Insurance
Electricity

Moderate Pressure
Wages
Operating Supplies
Computer Software
Worker's Compensation
Natural Gas

Relatively Stable
Propane
Postage

Uncertainty
Gasoline
Diesel

BUDGET CONSIDERATIONS



The CPI is an index that measures the change over time in the prices paid by typical consumers for goods and services. It tracks the average prices of a basket of products meant to represent overall consumer spending.

The inflation rate is the percentage change in the CPI from one period to the next, most commonly from one year to the next. It represents the rate prices are rising over time.

-Bureau of Labor Statistics
United States Department of Labor

CPI Northeast-MidAtlantic

WARRANT ARTICLE CONSIDERATIONS

Municipal Financial Software

Hudson Professional Firefighters Local #3154 CBA

New Fire Truck

County Road Bridge Improvements

Road Paving Request

Extreme Weather CRF

Police Prosecutor

Drainage CRF

Property Revaluation CRF

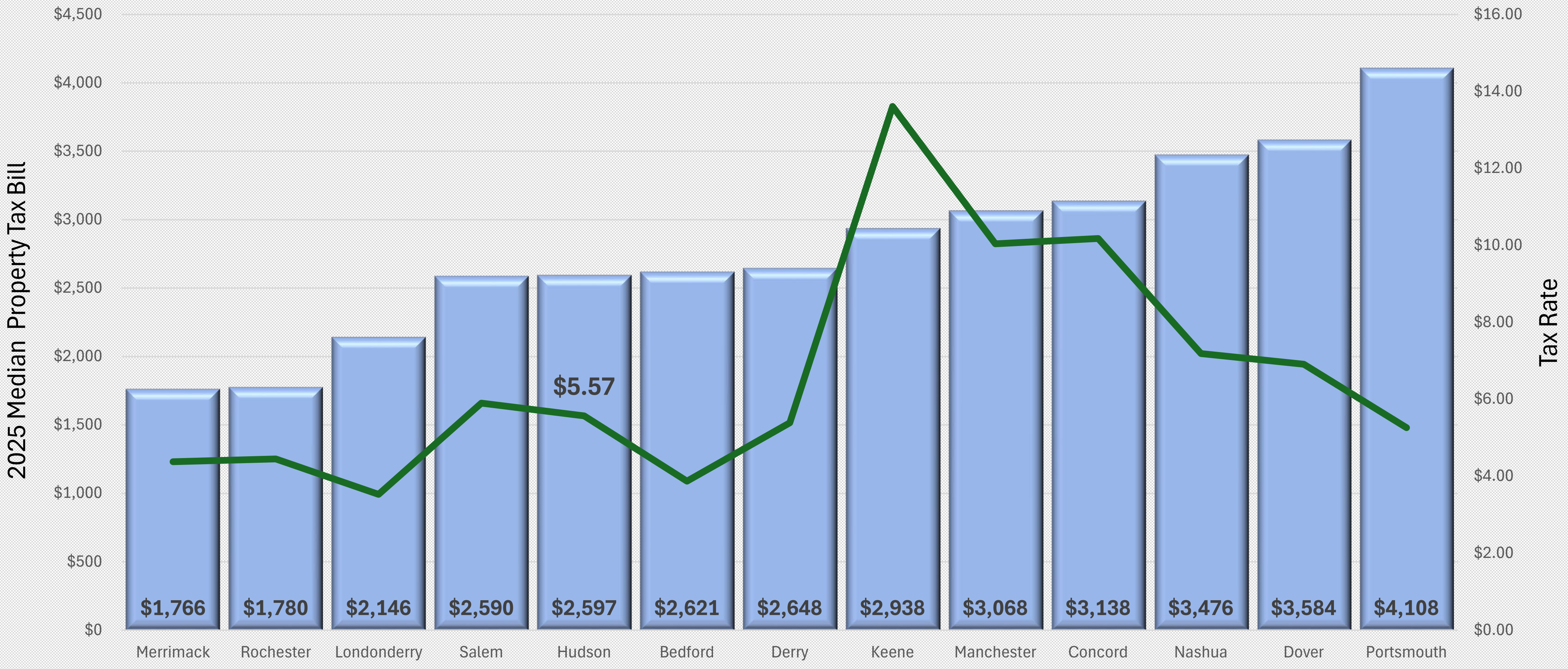
FY28 PROPOSED BUDGET SCHEDULE

Trustees of Trust Fund	5020
Cemetery Trustees	5025
Supervisors of the Checklist	5042
Town Treasurer	5050
Benson Park Advisory Committee	5063
Budget Committee	5070
Ethics Committee	5080
Assessing	5410
Tax Collector	5030
Town Clerk	5031
Moderator	5041
BOS/Town Buildings	5510 - 5120
Welfare	5151
Legal	5200
Finance (Including Revenue)	5310 & 5320
Insurance	5910
Community Grants	5920
Patriotic Purposes	5930
Other Expenses	5940
Hydrant Rental	5960
Recreation	5810 - 5839
IT	5330s

SEPTEMBER 2026

SUN	MON	TUES	WED	THUR	FRI	SAT
30	31	01	02	03	04 BUDGET BOOKS TO SELECTMEN	05
06	07	08 BOS REGULAR MEETING	09	10 BOS BUDGET REVIEW	11	12
13	14	15 BOS BUDGET REVIEW	16	17 BOS BUDGET REVIEW	18	19
20	21	22 BOS REGULAR MEETING WARRANT ARTICLES IF NECESSARY	23	24 BOS BUDGET REVIEW IF NECESSARY	25	26
27	28	29	30	01	02	03
04	05	06	07 BOOKS TO BUDGET COMMITTEE	08	09	10

MUNICIPAL PROPERTY TAXES/RATES



Sources: State of NH DRA, NHFPI, NH Office of Planning & Development, NH municipalities, NHED
Single Family Home - on its own lot, not condos, not manufactured housing, not ADU's
Disclaimer: This information is believed to be correct upon research but is subject to change and is not guaranteed.

Source NHDRA, NH municipalities
Author: Jim Michaud, Chief Assessor, Hudson NH

DISCUSSION

FY2028 BUDGET DIRECTIVE

Board of Selectmen: July 14, 2026

TOWN OF HUDSON NH

TOWN ADMINISTRATOR REPORT

Board of Selectmen: July 14, 2026

CERTIFIED PUBLIC MANAGER

Fire Deputy Chief James Paquette

State of New Hampshire

Certified Public Manager

In recognition of satisfactory performance and completion of this program, this Certificate of Public Management is presented to:

James Paquette

Completion of this program through the New Hampshire Bureau of Education and Training represents the successful completion of all requirements for the National Certified Public Manager® (CPM) designation, as accredited by the National Certified Public Manager® Consortium. The aforementioned is entitled to use the CPM designation and to all the rights and privileges associated with this achievement and to full recognition of same.

June 2026

Kelly A. Ayotte Governor State of New Hampshire	Matthew Mavrogeorge Director, State of New Hampshire Division of Personnel	Stephen J. Mason, Jr. M.Ed, CPM, LEAN BB, MBTI State of New Hampshire Education and Training Officer - Bureau Chief

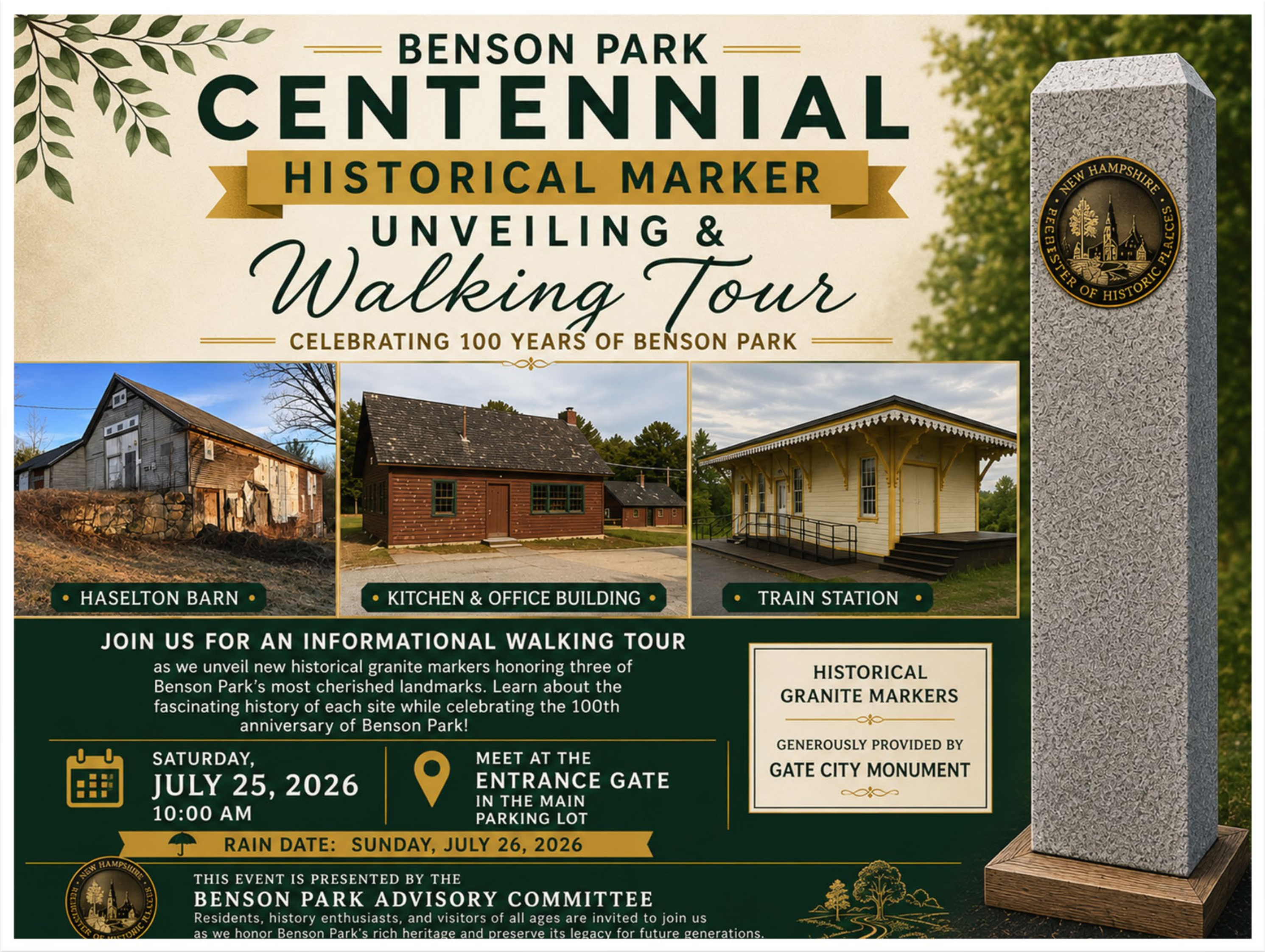
The Certified Public Manager Program is a nationally accredited comprehensive management development program specifically for managers in federal, state, and local government. The program's primary goal is to improve the performance of public sector managers and the organizational performance of government officials.

HUDSON POLICE

YOUTH ACADEMY

HUDSON COMMUNITY RECREATIONAL PARK

BENSON PARK



BENSON PARK
CENTENNIAL
HISTORICAL MARKER
UNVEILING &
Walking Tour
CELEBRATING 100 YEARS OF BENSON PARK
NEW HAMPSHIRE REGISTER OF HISTORIC PLACES
HASELTON BARN
KITCHEN & OFFICE BUILDING
TRAIN STATION
JOIN US FOR AN INFORMATIONAL WALKING TOUR
as we unveil new historical granite markers honoring three of Benson Park's most cherished landmarks. Learn about the fascinating history of each site while celebrating the 100th anniversary of Benson Park!
SATURDAY,
JULY 25, 2026
10:00 AM
MEET AT THE
ENTRANCE GATE
IN THE MAIN
PARKING LOT
HISTORICAL GRANITE MARKERS
GENEROUSLY PROVIDED BY
GATE CITY MONUMENT
RAIN DATE: SUNDAY, JULY 26, 2026
THIS EVENT IS PRESENTED BY THE
BENSON PARK ADVISORY COMMITTEE
Residents, history enthusiasts, and visitors of all ages are invited to join us
as we honor Benson Park's rich heritage and preserve its legacy for future generations.

HUDSON GRANGE AWARDS

Teacher: Beth Ide
Hudson Memorial School

Community Citizen: PB Chair
Tim Malley

Police: Jered Neff
Master Patrol Officer

Fire: Michael Lewis
Firefighter/AEMT

RFQ 2026-02 WORKING GROUP

Our current finance software is antiquated.

The Board of Selectmen (BOS) have organized an RFQ 2026-02 Municipal Financial Software Working Group to explore software options that best fit the needs for Hudson and which are user friendly and readily implemented. The group has been tasked with producing a proposal back to the BOS (October 13th) for consideration in time for the FY2028 Town Warrant.

Date (2026)	Event
July 13th	RFQ released
August 17th	Proposals due by 10:00AM EST
August 18th – August 25th	Proposal evaluation and vendor notification
September 2nd – September 23rd	Short-List Interviews Scheduled
September 30th	Vendor Committee Selection
October 13th	Board of Selectmen Notification
October 13th	Board of Selectmen Award
Date (2027)	**Event**
March 9th	Town Meeting
July 1st	FY 2028 Kickoff