

**HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN**  
**Minutes of the September 3, 2024 Meeting**

1. CALL TO ORDER – by Chairman Guessferd the meeting of September 3, 2024 at 6:00 p.m. in the Selectmen Meeting Room at Town Hall.
2. NONPUBLIC SESSION  
Motion by Selectman Morin, seconded by Selectman Jakoby, to go into non-public session under RSA 91-A:3 II (b) The hiring of any person as a public employee. Roll call vote, carried 5-0.

Nonpublic Session is being entered at 6:01 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board’s next agenda.

The Board entered Public Session at 6:34 p.m.

3. CALL TO ORDER – by Chairman Guessferd the meeting of September 3, 2024 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.
4. PLEDGE OF ALLEGIANCE – Mike Johnson, Production Coordinator.
5. ATTENDANCE  
Board of Selectmen: Bob Guessferd, Heidi Jakoby, Dave Morin, Dillon Dumont and Kara Roy.  
Staff/Others: Jim Michaud, Acting Town Administrator; Elvis Dhima, Town Engineer; Scott Tice, Fire Chief; Jim McIntosh, Director of Community Media; Mike Johnson, Production Coordinator; Erik Stevenson, Brox Industries; Corey Spetelunas, NHDOT; Bill Collins, Conservation Commission; Gary Gasdia, School Board Representative; Lorrie Weissgarber, Executive Assistant.
6. PUBLIC INPUT –

Diane Mallot, 4 Wissahickon Drive

I am here this evening to just provide my input, thoughts and a couple questions in regards to that Pine, Pine Road/Dracut Road/Sanders Road intersection that’s going to be discussed tonight. So I live right off Pine Road, that’s where Wissahickon is, been there for 20 years. Used that intersection daily for about 17 years up until about three years ago I decided not to use it as very little as possible. I go around to avoid it due to the, it’s dangerous. It’s a dangerous intersection. What triggered me the most is that, that accident that happened three years ago in April of 2021. A 15 and 16 year old girl had life threatening injuries, the Town was very aware of it and luckily they both survived. At that point I had reached out to Town, what can we do to improve the safety. I had been working with the State for the past three years going through an audit. I participated in the audit provided feedback and an over a 100 page report and I’m here tonight because I found out a couple weeks ago that this was occurring. So, I’m not sure exactly what is happening tonight. What they’re presenting, if decisions are made or what’s the next steps? Looking at the short presentation that is in the packet tonight, they’re short-term, medium-term and long-term solutions. Some of those solutions I don’t think is right for that intersection. Four-way stop sign, there’s too much traffic on Dracut Road, that would get backed up. Folks, I believe, will get frustrated, blow through that stop sign and cause other issues besides the ones we have today. The roundabout solution for long-term, I’m not opposed to a roundabout, I don’t mind roundabouts. My only thing I wanted to say today is that there is an excavation company that lives off Pine Road that does utilize that intersection. So, if that was to be made we need to take that into account and not forget about the business that there, that’s been there for many, many years. The light option, it said it was not warranted. Red, bold capital letters not. My question to this is why is it not warranted. Um, to me that’s the safest option. It could allow traffic to flow on Dracut Road while having, you know, you’ve seen the lights where they come up on the sides and the light changes to let the traffic out onto from Pine to Sanders. There’s also the question regards to pedestrians. There’s not a lot of pedestrian traffic that I’ve seen there, but there is some. Most likely because of how dangerous it is. I know my kid growing up would want to walk that way or take his bike to see his friend, he wasn’t allowed to. And it’s sad that we live in an area where you don’t allow your kid to do things that kids should be doing because you’re afraid of their safety. In the report it says that that’s not necessary for any roads over 40 miles

an hour, but, that road is 35 miles an hour. 85% of the traffic is going 46, 47, 48 miles an hour, but it's 35 miles an hour, it's not, it's not the speed that it is today. My other question is what are the solutions, might have been short-term, medium-term, is just in regards to recognizing speed, having the community do an awareness program, including students doing an awareness program. I don't understand how that works, we can't control the speed on that road. So, I'm not sure how that helps folks understand that they're going too fast for that road. So, again I don't know the next steps. I've been here for the long haul on this, I'd like to see some improvements for the safety. If you're an experienced alert driver, it's hard to get out there. If you you're young experienced driver, or an elderly that take a little bit more time, is even more difficult to get out there. So, we need to find the right solution for that intersection for the safety of our community. So, I'll continue to be here til the end, and if there's any questions or input that you need from residents, you know I'm certainly, you know where I am. Thank you. Chairman Guessferd: Yes, just so you know, so the expectation for tonight. It's a discussion, we're going to be getting a presentation from DOT and then we'll be beginning the discussion. We're not going to make any decisions tonight. OK? Diane Mallot: And then my last question on that is, how can residents be kept aware of the progress as it goes forward? Chairman Guessferd: I would, my view would be keep attention on the meetings that we have, agendas. However also, I would stay in touch with either the Town Engineer or Town Administrator. Just, just stay in touch. There is information that will be out there in the public. But, I also know sometimes it may, you might have to, you know, ask a little bit. So just, you've been great so far. I mean from everything I'm hearing you've been actively involved in this. But, reach out. If you have any questions at any time, you can reach out to one of us, you can reach out to the Town Engineer and we'll definitely get you the right people. I know we have a Highway Safety Committee as well that's been involved with this. So, we're going to stay on top of this and let you know what's going on. Diane Mallot: Great, I appreciate it. Chairman Guessferd asked if there was anyone else in the public who wishes to provide any input.

James Crowley – 4 Fairway Drive

I'd like to hear the presentation first then I'll have a bunch of extra questions. But, one thing I would like to state at this time is that I'm glad the New Hampshire DOT has done so much research in that and the Town's effort in that. But, I think to get even a wider expanse of exposure, if I may, I'd like to put a plug in to, I hope the New Hampshire DOT publishes some of their recommendations in the Hudson Times. It's a local newspaper to inform the maximum amount of people. Hopefully you'll have public input later like you said. Thank you.

7. RECOGNITIONS, NOMINATIONS & APPOINTMENTS

A. Appointment

- 1) Jacob Keller – Sustainability Committee – seeking member position. (2) member vacancies expiring (1) April 2026, (1) April 2027; (1) alternate vacancy to expire April 2026. *Selectman Dumont made a motion, seconded by Selectman Jakoby, to appoint Jacob Keller to member position on the Sustainability Committee with a term to expire April 2027. Motion carried, 5-0.*

8. CONSENT ITEMS

Chairman Guessferd asked if any board member wished to remove any item for separate consideration. Selectman Roy: E1, I'm just going to abstain because I wasn't here. Is that the meeting I wasn't here? No, I was here. Disregard. Chairman Guessferd: Minutes of August 15<sup>th</sup>. So you were here for that meeting? Selectman Roy: I was. Chairman Guessferd: We don't have the 29<sup>th</sup>, yet. Selectman Roy: I stand corrected. I don't want to remove anything. Chairman Guessferd: Alright, that sounds good. So, anybody else? Anybody want to make a motion? Selectman Dumont made a motion, seconded by Selectman Morin, to approve consent items A-F. Motion carried, 5-0.

- A. Assessing Items – None
- B. Water/Sewer Items – None
- C. Licenses & Permits & Policies – None
- D. Donations – None
- E. Acceptance of Minutes
  - 1) Minutes August 15, 2024

F. Calendar

08/13	7:00	Board of Selectmen	BOS Meeting Room
08/14	7:00	Planning Board - Cancelled	Buxton Meeting Room
08/19	7:00	Planning Board – ZORC	BOS Meeting Room
08/20	7:00	Municipality Utility Cmte.	BOS Meeting Room
08/21	6:00	Library Trustees	Hills Memorial Library
08/22	7:00	Benson Park Cmte.	HCAC
08/22	1:00	Trustees of Trust Funds	Buxton Meeting Room
08/22	7:00	Zoning Board	Buxton Meeting Room
08/26	5:00	Planning Board – Minor Site	Buxton Meeting Room
08/26	7:00	Sustainability Cmte. - Cancelled	BOS Meeting Room
08/27	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on August 27, 2024

1. Selectman Jakoby made a motion, seconded by Selectman Dumont, to accept the Director of Community Media, Jim McIntosh’s recommendation to re-hire Jacqueline Lemay as a part-time Production Coordinator for up to 20 hours a week. Motion carried, 4-0.
2. Selectman Dumont made a motion, seconded by Selectman Morin, to accept Police Chief Dionne’s recommendation to hire Derek Francisco as a Police Patrol Officer with a starting salary of \$28.82 (Step 1), all in accordance with the Hudson Police Employee Association Contract. Motion carried, 4-0.
3. Selectman Morin made a motion, seconded by Selectman Jakoby, to accept Police Chief Dionne’s recommendation to transfer Stephanie Sabetti as a full-time Records Clerk effective 02 September 2024 with salary to remain at \$24.21 (same classification line) according to Hudson Police Employee Association Contract. Motion carried, 4-0.
4. Selectman Morin made a motion, seconded by Selectman Dumont, to post and advertise for the part-time Legal Clerk position in the Police Department. Motion carried, 4-0.
5. Selectman Jakoby made a motion, seconded by Selectman Morin, to accept Public Works Director, Jay Twardosky’s recommendation to hire Michael Martorana effective 09 September 2024 at \$24.25 per hour (Grade 8, Step 1) in accordance with Teamsters Local #633 agreement. Motion carried, 4-0.
6. Selectman Morin made a motion, seconded by Selectman Dumont, to accept Public Works Director, Jay Twardosky’s recommendation to hire Michael Menear effective 09 September 2024 at \$24.25 per hour (Grade 8, Step 1) in accordance with Teamsters Local #633 agreement. Motion carried, 4-0.
7. Selectman Morin made a motion, seconded by Selectman Dumont, to hire Evelyn Hynes-Brock for the position of Administrative Aide II in the Board of Selectmen’s office at a starting rate of \$26.05 per hour per the Hudson Support Staff contract, effective September 15, 2024. Motion carried, 4-0.
8. Selectman Morin made a motion, seconded by Selectman Dumont, to post and advertise for the Assistant Town Clerk/Tax Collector position. Motion carried, 4-0.
9. Motion to adjourn at 9:22 p.m. by Selectman Morin, seconded by Selectman Dumont. Motion carried, 4-0.

B. Status of Outstanding Items – Elvis Dhima/Selectman Jakoby

Chairman Guessferd: So we had a request to, you know, kind of put together a few outstanding items, some status and what we’re going to do is I’m going to recognize Elvis Dhima, Town Engineer for the first two items and then I will recognize Selectman Jakoby to discuss the third for tonight. The first one is a status on the West Road

Landfill. Elvis Dhima: Thank you Mr. Chairman, good evening everyone. As you're aware we hired a third party consultant to help us out with this task. The first phase of this evaluation and assessment was the surveying changes and the topographical changes to the landfill. We have completed that phase. That phase has shown us that not only they brought fill in as we were aware of but, they also removed fill on certain areas of the landfill, which means they shaved, reduced the cover of the membrane on certain areas. We have presented those findings to the State and we're waiting for the State's approval now to allow us for phase two investigation of this task which is basically investigation of the surface and the membrane on certain areas of the landfill. Now we cannot do any digging out there or anything of that sort until they have approved this task and the methods we're going to do this with. So, at this time, we're waiting for the State to approve what we submitted. The first phase was submitted about ten days ago, so we're hoping that we're going to find out, probably in a week or two. The second phase is going to probably going to take about a month or two depending what we find. So, we believe that we might have everything on how we're going to deal with probably sometime mid-November. It appears clear this time that there is significant changes made out there that's going to trigger another landfill closure permit unfortunately for the Town. And I don't know what the consequences of the soil being removed for the membrane on certain sections will result into, we're going to have to find out to what that permit looks like when we're said and done. That's kind of where we're at with the landfill. So, still ongoing, still on schedule, still on budget. Just a little bit of an unfortunate surprise but, we'll have to deal with it. That's that for the landfill. Chairman Guessferd: Do anyone have any questions on that? Selectman Jakoby: I just want to say thank you, I appreciate the update because I know it was happening in phases and I appreciate knowing that that first phase was done and you're in communication with the State. So thank you, I think it's important for the public to be aware. Chairman Guessferd: Yes, absolutely. Elvis Dhima: And I'll notify the Board as soon as I hear from the State because we're going to share that information with you. And I just want to make sure that we have kind of once channel of communication there, there's no different information out there. But as soon as I hear from the State my plan of attack is to submit that to the Board and then see what we can do next. Chairman Guessferd: The second item of update is the, a few months ago we contracted for Town assessment to be done. And so, you graciously offered to give us an update on that. Elvis Dhima: Yes, absolutely. We have met, we I mean the department heads, and a representative from North Point. They have presented us with what they see is an issue and what needs to be done. And I'm hoping that in the next couple weeks we are going to get a full report to what we can and cannot do. What we're looking at is what can be done within the existing footprint. What can be done going vertically, I think that's been looked at and you're going to find out if that's the case or not. I believe the answer is no. But it will also look into if we can expand beyond our existing footprint. Again, within the existing property we have in place right now. The efforts that you approved recently are in line with what we have done in the past with fire station rehabilitation next door when we hired a third party to help us out with these tasks. This is in line to what the Police Department did recently when we hired a third party to help us out with the task of what we can and cannot do. We're looking at handicap access, we're looking at the elevator. We're looking at ways we can deal with things short-term and mid-term. Long-term, I don't think there's room here to do anything that's going to help us out in the next 30-50 years. But, I think we are looking at something that we can be grateful for for the next 10, 15, 20 years probably. And help us deal with the growth and the services expected out the taxpayers in this town. Again, that will be presented to the Board first, and then you can decide how you want to discuss that matter in a public session. Or, you want to just basically digest that and go from there. A lot of work has been put into it. I also wanted to say that when we started this process we did not even have a plan for this building. So, it's easier said than done when we talk about efforts and all that, but, it was just one of those things that there wasn't a lot of information to go with. We're going to have a good idea to what we have and a good idea to what it will take moving forward. So, it's a good baseline to start to what could be done here. And you'll have that hopefully, by hopefully the end of September. Selectman Jakoby: End of September? Elvis Dhima: Yes, that's what should ... Selectman Jakoby: Optimistically. Elvis Dhima: Yes, I think they've been on track so far, I don't believe they're going to miss a deadline. But, you're going to see something either by third week of September, late end of September the latest. And it'll be a thorough one, it's going to have renderings. Give you a better idea to what area can be utilized and how it can be utilized, so there'll be some visual. I personally struggle with text myself because I can only (Inaudible) it's more than 150 characters you lose me. But pictures do help a lot and you will have that ability to see things 3D. And then we can decide what we need to do. One of the things that has come up out of it is, we do have some deficiency when it comes to handicapped access. We have some deficiencies when it comes up to women's bathrooms vs. man bathrooms ratio here. Staff vs. what's required for bathrooms. Elevator access is an issue. We're trying to focus on the things that you really need to address right away. The good news is that the Town appears to have some significant funds set aside for building renovations. So you do have that available without tapping into any accounts or asking the taxpayers for it. So that will be presented to you to

determine on how you're going to move forward. If you decide to move forward, you don't have to do anything. Chairman Guessferd: Alright, that sounds great. No, that's where we need to go with it. Selectman Jakoby: Again, I just want to thank you for the update and the timeline because I know a lot of citizens were wondering where is that, when is that happening? So now everybody can keep an eye on our agendas. Elvis Dhima: Absolutely. Thank you.

Chairman Guessferd: OK, so there was a third item that we wanted to address. Selectman Jakoby I'm going to turn the floor over to you. Selectman Jakoby: Yes, at our previous meeting we had said that we were going to look into determining the scope of work for an infrastructure study. And that that was going to be explored and I just didn't know the status of that exploration. Chairman Guessferd: Yes, the question is how do we determine that scope? I don't think anything's really been done at this point, honestly. So, the question is what is the next step with regard to establishing that scope? Selectman Roy: I thought we were going to go out to MRI to help us establish the scope. If I remember correctly. Selectman Jakoby: That's what I thought that the Town Administrator was going to take that there. If not, then we can move that forward. Chairman Guessferd: Yes I don't think anything, I'm not aware of anything else that's been done. So perhaps this would be one of your tasks to do Mr. Michaud is to look and see if we can get MRI to do an infrastructure, a town infrastructure study. Or a scope. What would be the scope, not the whole study? Selectman Morin: My question, we did agree to have MRI do it. But I don't know if we have anything to give to MRI to ... Selectman Roy: Well we have the warrant article. Selectman Morin: Right but it doesn't say anything. All it says, maybe we should have a public hearing, have people come in, what do you want to look at? Because right now we've got nothing to give to MRI. MRI can say, because like I said, Nashua just did one on the fire department, it was \$74,000 just for that one department. If we're going to the whole town, we need to have our ducks in a row before we present that. Chairman Guessferd: Right. And with any project like this you have to establish the scope first. And then you go price it out right, we'd send an RFP out. Selectman Morin: Because we've got nothing to give them other than, we don't even know what we're looking for. Chairman Guessferd: So yes, who do we have to do that? Selectman Jakoby: I think that's an excellent idea. Chairman Guessferd: So, MRI. Selectman Jakoby: A public hearing to ask the ... Selectman Moring: That was a petition warrant article so those people should be able to come in and tell us what exactly what they're looking for. Selectman Jakoby: Exactly. I think that's appropriate. Chairman Guessferd: Do we do the public hearing in one of these meetings? Or, do we do a separate public hearing in a larger venue? That's the question. We've done things like this in the past over at the Recreation Center if we anticipate there's going to be a lot of public input. I don't know, I mean, every time we do one of these things, we don't seem to necessarily get a lot. Although the one we did for the Lowell Road/Central Street property when we were talking to, about possibly leasing land. That drew a fair number of people. Selectman Morin: If we want to move and we don't want to make our meeting longer than we have to, then we have a workshop night we could do it on. And it would be just that specific item. Chairman Guessferd: And do a public hearing on that? OK. Alright we'll come with one of the meetings that we're not meeting. I don't know we have to take a look at the calendar. Jim Michaud: So, October first? It's identified as a workshop night currently. It would be the next available Tuesday night workshop that's ... Selectman Morin: Bring him right back into it. Chairman Guessferd: Um, yes. So, I mean if we wanted to do that, does October first make sense? Board agrees. Selectman Jakoby: And I think also as Board members we can bring, you know, what we found and we've talked to people about and maybe we find it's not all those things but, one thing might rise to the top. That's most important. I don't know, we'll see. Chairman Guessferd: Right, I think we'll have to establish some base line like Police, Fire, Town, you know, DPW, those sorts of things. Selectman Morin: What we've heard when we had people speak on it that's what they were encompassing, the whole town. That's a big thing. Chairman Guessferd: It's huge. Again, knowing that we're bigger than some cities out there. Alright, so we'll tentatively look at, we'll look at October first. Selectman Roy: Mr. Chair? Mr. Dillon. Selectman Dumont: What would be the best way to advertise? Can we utilize social media? Because with the cost of this is going be, I would like to hear from, hopefully, a large number of people who signed that, not only signed it but voted in favor of it. I would hate that, what about 1500 people, or whatever, voted in favor of that, to only see two people show and depict how, maybe 100,000 or 200,000 would be spent. Chairman Guessferd: So, how do we do that? Selectman Jakoby: I know that our Administrative Assistant has access to the Facebook page and can post it there as she does all public notices. So it can be posted on that Facebook and that's posted publically so it's free for all of us to share and to the groups. We can do that. I mean none of us share that much but can share those into those groups and get the word around. Chairman Guessferd: We need to make sure that the Rec Centers open that night for that meeting. If that's all set to go, 7 p.m. normal time. And if the Rec Center isn't open is the Library, the other building bigger? Or no? Selectman Roy: The old library, yes. It's bigger than this. Chairman Guessferd: It's bigger than this. Selectman Jakoby: No, no but if it's not open, I'm not saying it's

huge. Chairman Guessferd: We've done things like that there before, as far as I'm aware. Selectman Jakoby: But, thank you I do appreciate us addressing these items this evening. Selectman Dumont: If I may, the library might not be a bad to even start because it is already set up for meetings, it would be a lot less prep on HCTV and everybody. Chairman Guessferd: And, I think it's probably going to be more right sized for I think that sort of a meeting. Selectman Dumont: I think it would be appropriate and quite frankly, if we have an extremely large turnout, we're going to need some time with it anyways and we can reschedule another public hearing. Chairman Guessferd: Yes, because quite frankly if it does have that kind of a turnout, there's no reason we can't have two. You're right. Selectman Jakoby: So, the library if it's available. Chairman Guessferd: Library first, Hills and then Rec. Selectman Jakoby: Do we need a motion? Chairman Guessferd: Um yes, I think we could probably do a, what do you think? A motion to hold a public hearing. Selectman Morin made a motion, seconded by Selectman Dumont, to hold a public hearing related to the infrastructure study. Motion carried, 5-0.

10. NEW BUSINESS

A. Brox Donation to Town and Conservation Commission - Presentation

Chairman Guessferd recognizes Erik Stevenson of Brox Industries and Bill Collins our Chair of our Conservation Committee to come forward. Erik Stevenson: Good evening Mr. Chair, members of the Board. Erik Stevenson, real estate manager for Brox Industries here tonight to basically memorialize a commitment we made during the past year, year and a half. Working with Mr. Collins and the Conservation Commission in our pursuit of a drudge and fill permit at our facility on Greely Street. Not to go into the gory details of that process but, I'd really like to thank Bill and his Commission members for the time and effort they spent on our project. During that lengthy discussion process, especially during the time we spent figuring out how our mitigation was going to work out, we agreed to donate 6.2 acres of land to the Town. Land which abuts current conservation land owned by the Town, that we own. And we also agreed to donate, contribute \$10,000 to the Commission. At the time it was for a project they were working on, maybe that's not the case today. But, for any other endeavors they have we agreed to donate \$10,000. So tonight I'd like to memorialize that and convey that \$10,000 to Mr. Collins. I'd like to entertain any questions anyone might have. Chairman Guessferd: OK, does anybody have any questions? I'd just like to echo, I guess, the thanks to both of you for working through this. Conservation Committee's been doing a lot of great work in the last several years with different projects for different pieces of property and expanding our conservation, I'd say our land, our conservation footprint I guess I'll say. So, this is just another, to me this is just another instance where Town, business, you know, it's a collaboration of working together to make our Town better. I appreciate that. Selectman Dumont: I just wanted to echo that as well. The appreciation and thanks for both of you guys working together and making Hudson a better place. Really do appreciate it. Selectman Jakoby: Yes, I think it's important Brox has been in our community for so long to have you come here and be able to work diligently with our Conservation Commission is a testament to that partnership. And we appreciate you and your community efforts. Chairman Guessferd: So we have a big check to present tonight. The Board presents a giant \$10,000 to the Conservation Commission on behalf of Brox Industries.

B. Dracut/Pine/Sanders Road Safety Audit – Engineering/Discussion

Chairman recognizes Elvis Dhima, Town Engineer and Corey Spetelunas, NHDOT. Elvis Dhima: Thank you Mr. Chairman, good evening everyone. As you recall we had a bad accident there in 2021. That resulted in the Board of Selectmen getting involved and requesting an audit and working with NHDOT. We, with NRPC, worked to put the application together and in 2022 the DOT was kind enough to put us into the list of getting this audit done. There's been a lot of effort and time put into this. They did hire a third party to help us, help them out with this task. And they're in front of you tonight to explain to you their findings, what they think is going to work short-term, long-term and mid-term as well. And then look for some kind of commitment one way or another financially, I guess what appropriate. You can talk about that. With that said, he will take all the questions you have about this. Good luck. Corey Spetelunas: Good evening Board, my name is Corey Spetelunas. I'm the Safety Section Project Manager with the Department of Transportation. Off screen I'm joined with Bill Lambert who is our Highway Safety and active Transportation Administrator as well as Lyla Flynn who is one of our Safety Section Design Engineers. So, without further ado, we'll get into this. As everyone's aware this is the intersection of Dracut Road with Pine Road and Sanders. Anyone unfamiliar with the location, that circle kind of towards the middle of your screen is the study location, Massachusetts is just to the south. That kind of north-west to south-east road is Dracut, down the middle of your screen with intersection of 3A towards the north-right corner there. Existing conditions, if we zoom into this, as was

mentioned before, Dracut Road is a 35 mph posted road. The DOT has a subscription with TomTom where we can basically submit an on demand study of historical, current travel speeds, whichever one we really want to investigate. So we look up what was going on Dracut Road for the past years though and you can see that the average speed, both northbound and southbound are five to six miles an hour above posted. The 85<sup>th</sup> percentile which is what the posted speed limit is generally based off of is 11-12 mph depending on your direction of travel higher than the speed limit. Which is kind of the impetus for a lot of the problems here admittedly. The geometry of the road way is very, very straight, it's an 11 foot travel way, the shoulders vary from two feet to six feet, depending where you are on this stretch of roadway. Pine and Sanders about 30 mph roads, it is currently a two-way stop with Pine and Sanders both with stop signs. On the graphic itself you can see that the AADT which is the Average Annual Daily Traffic, on Dracut Road is almost 14,000 vehicles a day. The side roads are approximately 1400 each. So Dracut Road has about 10x the traffic as each side road. A little bit of background, Elvis mentioned this RSA was submitted back in March 2022. Our safety section of the DOT was going through a little bit of turmoil and reorganization so we allegedly got to the red safety audit physical conducting of the audit back in September 11 of last year. Hoyle-Tanner was our consultant to aid with that and this report is generated from their efforts. The crash data utilized for this study was from 2011-2021 with one serious injury where there was just mentioned as well as two minor injuries. Digging into the crash data that's happened at this intersection a little bit. You can see the left graphic, you can see the big gray wedge representing rear end collisions and the blue wedge representing angles, make up the majority of crashes at this intersection. There are about 35 crashes total during this ten-year period that we're looking at. Not on here but I thought noteworthy, so there's 15 total angle crashes. Eight of those angle crashes were vehicles leaving Sanders, seven of which involved a vehicle on Dracut Road heading north. So seven of the eight had a vehicle heading north on Dracut Road involved from someone pulling out of Sanders. Five of these seven remaining angles were vehicles leaving Pine Road. Three of those involved in north bound vehicle on Dracut. And two of the angled crashes involved vehicles turning onto Pine, left turns onto Pine, so they would be northbound traffic and they got hit by southbound traffic. So when it's all said and done, 12 of the 15 angles crashes had some sort of involvement with a northbound vehicle on Dracut Road. Then we'll kind of get into why we believe that's the case in a minute here. Breaking down the rear-end collisions a little bit more. There were 13 rear-ends, I'm sorry, 14 rear-ends eight of which were northbound on Dracut, five of which were southbound on Dracut. Nine of those were vehicles that were slowing down or waiting to turn left. The one remaining rear-end happened to be two vehicles that had turned onto Pine Road. I don't know why they stopped but they had a little crash. The one on the right side is just a little break down of crash type. By contributing factor, it's a little hard to read on this graphic, I apologize. But, that big bar on the angle graphic is signaling that 12 of those angle crashes failed to yield the right of way. So whether they pulled out in front of somebody, whether they got impatient, lack of a gap, misjudged speed, blew through the stop sign, that would be categorized as fail to yield. I realize there is a run stop sign which actually is one crash, though I actually did misspoke that's excluded from the large red bar and added to the small red bar at the top of the angle. Likewise the rear ends are, the majority of that is following too close, which doesn't surprise me with the high speeds and the high volumes on this corridor. Diving a little bit deeper, crashes by day of the week. And see kind of mid-week peaks Tuesday, Wednesday, Saturday has a little sprinkling as well. Crashes by month, winter months kind of jump out a little bit. December, January, February, you do have a peak in June. I would be willing to be this higher traffic during the summer through here, you know school's getting out, vacations are starting. It's nice out, people want to go places. A slide I failed to add in here was the time of day that these crashes happened. So, of the 35 crashes, and this is in the report, I just forgot to put a slide for it. Eight of the 35 crashes happen between 3 and 4 p.m., another seven happen between 4 and 5 p.m. So you're looking at 15 of your 35 happened within that two hour period. And this is the whole ten years of the crash data. Also interesting, so the p.m. peak for this intersection is about 4:30-5:30, so it kind of aligns with that, that 15 of 35 we just mentioned. Seven of those 35 were during dark/dusk hours. It is a little hard to identify this intersection during the day, it's going to be even harder at night. Interestingly enough there were no rear end crashes in those conditions. No rear ends at night or dusk. I thought that was interesting. So the RSA itself we had a kind of a mix sprinkling of stakeholders here. We had Hudson Town Officials, Police, Fire, Engineers, Planners, several Hudson residents. Federal Highway, which is NHTA, Nashua Regional Planning Commission, which Elvis mentioned, NRPC. NHDOT, we had several of our bureaus, Safety, Traffic and District, which is the maintenance, and then Hoyle-Tanner, our consultant. And we all met in this office, this meeting room, kind of went over things before hand, went out in the field, checked things out, came back, recapped. This is what we kind of figured out so I'll go through these things one by one. Through our observations and our discussions some beneficial features we found at the intersection that the pavement condition was generally in good shape. The drainage seemed good, there was really no ponding evidence of that. Pavement markings and existing signs that are present and in good shape. There was an overhead light present at this intersection, granted we're doing this during the day, I'm not sure if it works.

Visibility along Dracut Road, if you're on Dracut Road it's a pretty straight stretch you can see for quite a ways. Identified safety issues and concerns, for intersection conspicuity, it's hard to see this intersection if you're on Dracut Road going 46 mph in a platoon of cars. There are no dedicated left turn lanes for Dracut Road, for either of these side roads. Speed and volume, which we mentioned, they're going 11-12 miles over the speed limit. Pine Road can sometimes be used as a cut-through due to the difficult right turning or prohibited right turning from 3A to Dracut Road at the north intersection from here. Visibility from side roads, there is some vegetation in the way and the side road geometry from an aerial image you'll notice, I'll bring this up in a little bit, the side roads are not directly across from each other so it does create a little difficulty with coinciding with left turn movements. There's also a lack of bike and pedestrian facilities, I would dare say very little. There's no sidewalk, the shoulder does vary from two to six, we usually require a minimum of four for a bike. I'm going to walk through this one a little bit. This one is a little difficult to grasp just looking at it. So what this table is telling us, and it does break this down in the report a little bit more, this is identifying the issues that we find most concerning based on all the observations and the engineering that's gone into it. And that's in your far left column under identified issues. So we have inconspicuous intersection visibility, lack of left turn lanes, etc. The expected crash frequency, the occasional, the rare the infrequency. That is how many times a year we would expect a crash to happen because of one of those issues. So, when we say occasional that means one to nine crashes a year. So we're expecting the inconspicuous intersection will cause one to nine crashes, severity, not withstanding, a year because of that condition. The next column, expected crash severity, factors in as the title suggests, the severity of the crash. So if we're looking at extreme we're looking at potential fatality, very, very serious injury. High is just below that, you're probably going to get hurt, probably not killed but, you know there's going to be some damage caused, moderate is a step below that. On the far right, the qualitative risk assessment kind of bundles these into one big package and summarizes them. So, we're saying that, for example the top one, the inconspicuous intersection with an expected crash rate of one in nine vehicles, one in nine crashes a year with a pretty high severity rate this is a high, high concern for us. Likewise visibility and left turn lanes fall into that same assessment of being a high concern. Traffic speed and volume, while we do say this does have some contributing factors to crashes and the dangerousness of the intersection. I don't know if that's a word, dangerousness. It doesn't rank quite as high as some of the other ones and then you can see the other columns kind of fall inline. So with that kind of prefaced I'm going to go into the conceptual improvements that were mentioned at the beginning of the meeting during some statements. And I just want to say that this is kind of like an a la carte type of deal, this is not, this has to happen and then this has to happen and this has to happen. Typically when we do this we like to do the near term improvements because they're simpler and more cost effective. And then, you know, see how things work. If things improve because we do x, y, z, maybe we don't have to go to something like a roundabout. But if we do and these crashes are still happening, you know, then we take the next step. So, we can get all into that but I just wanted to throw out there so we're all kind of on the same page here. So the first near-term improvement, I apologize for the highlighting there, I was in the middle of drafting then I sent it Elvis and totally forgot about it. So the first is to improve sight lines and there's a few different ways we can do this. Again, it's not you have to do all these four, so remove trees, vegetation, regrade along Dracut south of Pine Road. This is again to see kind of the north bound traffic which has been identified as a pretty huge issue in the crashes so far. Clear vegetation along Pine Road near the stop sign, it is hard to see the stop sign if you're on Pine Road coming through. Coming there's like a slight grade coming up Pine to Dracut. As well as removing trees on Dracut south of Sanders Road. We're looking at both sides, south of this intersection. And I have identified all three of those things as Town responsibility and that is because this is a Town facility and if the Town road did not exist the clearing would not need to be done. There would be no need to improve sight lines if there's nothing there. Likewise if you have a personal driveway you are responsible to keep your sight lines clear. It is not the city's responsibility to come through and clear all the trees around you driveway so Joe Main Street can get out of their driveway. It's the Town's responsibility to keep their sight lines for their roads clear. If these were both state roads this would absolutely be a state effort. Before the bullet I have on here is relocate Hudson Monument mailbox. I have town that was a place holder that could be the Hudson property owner's obligation. All be it, that is not a huge obstruction but depending on other improvement that may advisable to relocate as well. Pavement markings and signs, the next category, we have repaint pavement markings on Pine Road and Sanders Road, that would be a Town responsibility as those are Town roads. Shift the Pine Road stop bar forward to increase visibility. Typically if the stop bar is too far back people aren't stopping there anyway, they're going too far up. Vehicles might go around a letter on the main road, clip a bumper or near misses I'm sure happen all the time. Add a stop sign ahead on Pine Road, that was noticed to not be in existence when we did our study. As well as relocate intersection warning signs to 360 feet ahead of the intersection which is typical distance to find in the MUTCD, the Manual for Uniform Traffic Control Devices. And that is along the state road and would be a DOT effort. Additional near-term improvements, road way departures. This is more for bypassing a left turn vehicle that may be stopped to turn onto Pine or Sanders. Not that



I want to encourage people to bypass because there's really no shoulders out there, but a lot of people are going to it regardless. So, if they're going to do it I don't want them to catch a tire and go into someone waiting on a side road. So, it's less of encouraging the behavior and more accommodating it, if you will. And then as I was mentioning a little bit before, a speed awareness campaign. There are kind of getting a little bit of popularity, this would be a locally managed effort whether it's yard signs, social media slogans, what have you to bring awareness to the speeds and that people would like to bike here, people would like to walk here. This would be kind of like a complete streets type initiative to try to drum up enough interest in hey we need to stop using this as a high speed commuting road and they should be able to connect the Pine Street neighborhood to the Sanders Road neighborhood without worrying about your kids getting run over. If we put these on a plan those green areas are kind of the areas we've identified as clearing to improve the sight line to see the north bound traffic. As you're pulling out of the side road north is to the up and left of this image. And then the brown spots just on the left side of the intersection are the areas we have identified that gravel build-up for the shoulder is missing and could warrant a little bit of regrading through there. We also have some stop sign, ahead signs located, identified there and that more or less sums up the near-term. Moving forward to intermediate-term, and again, normally we'd go and encourage the near-term before we go into these sorts of more costly improvements, but we're going to throw the whole cart at you and we'll see what shakes out here. There is a Hudson Convenience store, Hudson Stateline Convenience store just north of this intersection, several hundred feet. It is a wide open parking lot access. Although I haven't witnessed it, I'm sure it's very non-uniform, I guess. People pulling in and out wherever they want. If we were doing a project, a full blown project down here, that would not meet our driveway access guidelines, which restrict an opening to 50 feet. So we would be doing something like this where we install a raised island to kind of identify two separate entrances there. What this also does is kind of give a visual of narrowing of Dracut Road for the vehicles on Dracut Road. They won't come through this intersection heading north and just see an open swath of pavement and they're almost subconsciously encouraged to keep their speed up because they just see black ahead of them. This will kind of visually, while not actually narrowing the road, it will look narrower for them and make them slightly less comfortable to go that speed. Will it reduce speeding? I not going to say 100% it will, but it doesn't hurt. Also restrict double stacking and bypassing left turns. And what I mean by that is when people are waiting on one of the side roads, says someone's waiting to turn left, they're taking a really long time because there's just no gaps. Someone that's wanting to turn right might get impatient, pull up alongside them and now neither of them can see. So this is a very dangerous situation. The guy tuning left can't see if anyone's coming from his right, the guy turning right can't see if anyone's coming from his left. So, typically what we try to do here is physically restrict that ability to have two cars side by side. The easiest would be to remove pavement on Pine Road to narrow that one lane. You could put something physical like curbing, which would require probably, it wouldn't be a huge amount of curbing, so it may require some drainage to physically stop people, they won't drive over the curb, typically. So it usually give drivers a que, hey this is one lane, I need to wait my turn. And also in the next graphic in a page or two, Pine Road and Sanders Road are, as I mentioned, offset slightly. So if you have two vehicles waiting to turn left, south bound and north bound on Dracut, they really can't make that movement at the same time because they're paths overlap. So, intermediate-term improvements, and this is on here for sake of discussion, we have a state-wide effort to convert a bunch of intersections to all-ways stop controls. We said hey let's see how this works on here, let's test the waters. This would include overhead flashing red beacons as you would normally see in all four directions. And then our crash modification factor which is about the number you would expect crashes to reduce by this count of measure. Which in this case is the all-way stop control is about 40%. I'm going to try to run these, I think they'll run at the same time. If they're hard to see I apologize. Yep they're both going. So on the left side we have the average hour, and I have the numbers up on the top. This is for simulating an all-way stop control. Average hour on the left, peak hour on the right. Keep in mind the peak hour is one hour of the day. It is roughly double the amount of cars going through that intersection during the peak hour as opposed to the average hour. And the simulation does kind of end right around the end of the green labels on the peak hour so you can't see the full back up in some of those conditions. But it actually doesn't function too terribly. You can see a bunch of vehicles on the south side on the peak hour coming through all at the same time, you can see that backing up. This is also an 8x speed, so keep that in mind. But you do see on the average hour, the one on the left, this intersection actually works pretty well during the average hour. The discrepancy between the peak and the average is still there, you're still looking at about 4x, or rather 10x the cars on Dracut as opposed to the side roads. But aside from that one peak hour, probably in the morning and in the p.m., that intersection actually functions pretty well as an all-way stop, in my opinion. I'm not driving through it every day, that's just my engineering thoughts. I'd be happy to play those again if anyone is interested at any point. The intermediate-term improvements as you can kind of see, Pine Road is a little skewed to the left of this intersection, Sanders is a little bit to the left, or to the right I mean, sorry. Don't have the graphic to fix it. But this would kind of align them, it wouldn't shift them to line up more as a conventional plus

sign type of thing, but it would align them to be more straight line across the intersection so that you can make those left turns at the same time. Also you could see the purple kind of oblong oval there in front of the convenience store, that's the median island that we were proposing to manage access to that property a little more reliably. Some predictability there as well as visually narrow the roadway. And then you have just a graphic of the flashing beacon for the all-way stop. There is some pavement shaved off on Pine Road, it's hard to see on the graphic but that's what that signifies in the corner there. Long-term improvements, separate left turns from Dracut Road, essentially this is saying add left turn lanes on Dracut. This would require widening of Dracut Road. Could have right of way impacts which is kind of why it gets into long-term, anything that goes outside the right of way is very touchy feely and could be a very long process depending on who's involved. That is expected to be a 48% crash reduction. And I do just want to kind of put out an asterisk on crash reduction. Because all these crash reductions are not necessarily built and compared equally. These are overall crash reductions so you'll notice the all-way stop had a about a 40% reduction, the left turn lanes have about 48% reduction. The next line, 2-way left turn lanes 36, I mean they're all in the same ballpark but they're not always reducing the same types of crashes. If you provide left turn lanes on Dracut Road you still have vehicles going through at probably close to the speeds they're going now. The likelihood of an angle crash is still there. A solution like the all-way stop, you have to have two people mess up at the same time going at those speeds to have that same sort of crash and resulting severity potentially. So although the numbers are different they say very different things. The next line, provide two-way left turn lane north of intersection. This would be kind of a combo deal with the left turn lanes if we're already widening to accommodate left turn lanes at the intersection. You might as well widen a little bit more to the north to provide left turns for the convenience store at the same time. And then if you're already widening the road you might as well realign Pine and Sanders a little bit too to make those left turns a little more palatable. And then we have the roundabout, this kind of puts the exclamation mark on the crash reduction number there. 44% is, again in the ball park with the other ones, but the angle crashes that have been such a concern at this intersection are virtually impossible. This would be pretty much rear ends and sideswipes. That's about all you can do in at a roundabout unless someone is flying through and just, with their eyes closed essentially. So here's a sketch of the left turn lanes as well as the two-way left turn lane to the north, which is that orange shape on the left side of the screen. So you can see how much the intersections widened out right at the intersection. We're now three lanes wide instead of two. If something like this were to occur at this intersection, I would highly suggest to also increase the shoulder width to accommodate bikes at this location and in the future potentially the rest of the corridor as improvements happen over the years. This would also realign the side streets as I mentioned. You can see that's a much more straight line than the last graphic that we showed for the intermediate. And then lastly, we have the roundabout alternative. This one also right of way impacts, roundabouts are typically more expensive. Again, you could still factor in the left turn lane north of that for the convenience store because of the splitter islands that the roundabouts have. Usually a roundabout is in our road safety audits and we like to include these as an option for comparison or discussion sake if nothing else. So other improvements discussed and researched, analyzed, engineered if you will, on traffic signals. So this would, again, you would need left turn lanes, so you're still looking at about that same footprint as before. The crash reduction is about the same. Because of the traffic on the side roads, essentially the lack of traffic on the side roads, the traffic signals are not, they do not meet MUTCD signal warrant quote, I guess if you will, for this particular intersection. Not for the current year. I believe that they in the report, I believe they met it 20 years out, so somewhere in the middle. I think it was 2037 or somethings like that. This would, if traffic growth continues the way it is, this would then qualify for traffic signals per the MUTCD. Again, with the 43% crash reduction, that number really, signals are a tricky conversation because you can phase them so many different ways. In order to get a full safety benefit from a traffic signal, you would need a protected left turn which stops the opposite through movement. So otherwise you're essentially looking at a left turn lane with a light. It's going to do the exact same thing, now you have just a more expensive fix. If you want to remove the potential, and I say remove loosely because people run red lights all the time. If you want to remove the threat of someone taking a left and getting t-boned by someone through, you need then to have a red light while the left turn has a green. Otherwise it's permissive where they have yellow light while the through has a green. And that really doesn't do anything to reduce that threat because both vehicles can make that movement if they feel that it's safe which is exactly what's happening now. Corridor study of Dracut Road, again this kind of goes back to the complete streets principle where we're looking at accommodating multiple modes of transportation, bike, ped, car, bus if there's transit in Hudson. But just increasing that kind of activity brings speeds down making it more neighborhoody and less cut-through. And then an intersection conflict warning system, we have three of these being tested throughout the state, we haven't been impressed. It's been on the list because it came up during the road safety audit. They're proving to be not very effective in terms of changing driver's behavior so it's kind of another expensive fix that does very little. The bicycle and pedestrian crossing, our bureau traffic typically does not recommend

crosswalks even with RFB's, which is retro reflective flashing beacons, those big pedestal with the lights, you push the button and they start flashing at you if the speeds are over 40 mph. I know the posted is 35 through here, nobody's going 35 through here. So even though by the book, technically those crossings are permitted, they're not, we don't feel safe putting them out there with traffic going as fast as it does. Until speeds can be reduced through intersection improvements, complete streets, traffic calming type situations, you know, median islands, stuff like that. It's probably not a great solution. Cost, money, that's what we're here for. So, this is more or less broken into, I say short term, it's kind of intermediate, intermediate long-term. No I lied, intermediate long-term, long-term. All-way stops are, you know there's not a whole lot to it aside from making sure the pavement width doesn't allow people to double stack and kind of ruins the integrity of an all-way stop if you have two people waiting on the same leg at the same time. So that is predictably pretty affordable, \$350,000 or so. If you add left turn lanes and that TWLTL, which is the two-way left turn lane, north of the intersection. We're looking a little bit south of a million bucks. Roundabout and TWLTL north of the intersection we're looking at a little over \$2 million. This does have some cost associated with right of way, their ballpark. The construction is a more accurate number, the right of way is kind of a guess, you never know what people are going to hold onto and how much that process increases in time. Benefit-cost analysis, so this RSA being part of the kind of DOT safety program, therefore uses safety money, our highway safety improvement program funds, federal funds to do these fixes. And to do so we need to, the way the rules are currently written, meet a BC ratio, which is a benefit-cost ratio. That ratio needs to be higher than 1.0 to be eligible to use safety money to implement safety fixes, safety kind of measures. Typically we like a higher than that because costs change, scopes change. So a 1 1/2 to 2 is a good number, but one is the minimum. So you could see the all-way stop there and that net benefit number is derived by the history of the crashes at the intersection. Costs are assigned depending on the severity of fatal crashes worth x dollars or sever injuries worth x dollars compared to the total cost of the project, the engineering, the right of way and the construction. So you could see the all-way stop is over six times beneficial, I guess compared to the construction cost. The left turn lanes and the two-way left turn lane are still above a one, 1.6, sounds like a low number but it's still pretty good. Roundabout, right now, does not qualify for the safety money that I have available. I like roundabouts, but for this particular intersection I don't know if I would, it doesn't seem like the right fix for this. Plus, it doesn't qualify for safety money. If this roundabout alternative was something that Hudson really wanted, that would have to be something that would have to go through the 10-year plan process and get that on the map that way. Skip this real quick. I have a slide hiding back here, just for sake of discussion the traffic signal that I said is not warranted and is not on my radar for installation. You can see that the benefit, cost ratio, benefit-cost ratio is 1.06. So it's very, very, very close to the threshold. If really anything changes with that, that's pretty much off the table from a safety perspective regardless. Again, traffic signal could potentially be an implementation here, it just wouldn't be through this means, it would probably be more through a 10-year plan process. Which would look at overall intersection improvements and kind of not recreate what we did, but reevaluate these for whenever that project came across someone's table. With that, I apologize I went a little longer than I anticipated. Questions or comments, discussion? Selectman Dumont: What are your thoughts with the 14,000 cars per day and that stop sign? It showed quite a bit of a backup going northbound. Hudson has an issue with traffic and backups currently, what are your thoughts? I know you spoke about it briefly. Corey Spetelunas: So my first impression looking at that was, oh that won't work. Our typical all-ways stop guidance says anything under 7,500 vehicles is pretty much good. We might look at it but it should function fine. North of that especially with the disparity with the side roads, I'd be concerned people would start blowing that stop sign because there's often not somebody at the side road. The all-way stop is a great tool, I don't know if this is the right place for it. Selectman Dumont: And then, just on, just for the sake of asking, I know you said it wasn't warranted but if a stop light was there what kind of delay would you see? Do you think that would be similar to an all-way stop, or do you think it would be worse? Corey Spetelunas: I would personally say worse. Or at least give the impression that it's worse. At least with the all-way stop you're going, at worst, once every four cars, you're moving relatively constantly. With the red light, if someone's pulling out of the side road, I mean again, depending on the phasing, I'm not a traffic engineer. So the side roads could have very short green light phases, right? They could be five, ten seconds let out one, two cars which are probably going to be there every so often. And then the rest of the time Dracut's green for all I know. But depending on how many vehicles start piling up there during the peak hour of the cars are coming from the side roads, it could be a cycle or two. And I don't know how long those cycles would be but you'd be sitting there. I know we've all got frustrated at red lights before like, what's taking so long. Selectman Dumont: And then I guess just to recap, just for my understanding, so it seems as though to me the major concern or thought to be the major concern or problem is basically visibility. Corey Spetelunas: That's our high task to address right now. Especially as most of the crashes have involved northbound Dracut Road vehicles. Something's prohibiting the identification from the side roads, primarily, of knowing someone's coming. I don't believe there was any negative or detrimental vertical geometry, like they're coming over hill and suddenly they're

there. It's pretty straight, it's pretty flat, speeds are higher so I'm sure that's not helping because you look one way, you look the other way and now they're right on top of me. Visibility would be the number one concern right now.

Selectman Dumont: Thank you. Selectman Morin: Mr. Dhima you're not getting off this easy. Elvis Dhima: I'll start by saying it's all his fault. Thank you for your presentation, by the way, great job. Thank you for taking the time.

Selectman Morin: I'm not a fan on that road having gone to many of those accidents, of doing a four-way stop. It's not going to work. But what I don't understand, and you explained to me and I'll tell you why I called Mr. Dhima up. If you do a four-way stop but a stop light, it is not warranted. So I don't understand that. And the second thing is if you widen the intersection and added the turning lanes plus the stop light, you could control a lot better. I know you don't have that up there. And the second thing with our smart light system that we have, Elvis I didn't hear that mentioned in this discussion. How would that affect those lights where we put that smart system that we have now?

Elvis Dhima: So, the smart system we have I think, you're referring to the pier to pier where we have multiple intersection working together. For this particular case it would not be applicable because this would be the only intersection. But, as stated before, we can control the timing, or they, the state, can control the timing because this will be a state owned light. Unless they hand it over to use like they did on Kimball Hill and 111. What we'll do with this particular case is if we use the smart, the grid smart and McCain, then our favorite equipment that we use which is basically pretty universal in Hudson right now, you can tweak that intersection to the point that there's detection there, it gives you green light right away vs. waiting there. So it's not going to be on a timer it's going to be a detection. If there's a car there it will get the turn. It all depends on how quickly we do it. What you don't want to do is give the side streets a green light right away. You know, you kind of want to have them stacked a little bit. We like to have, for example certain intersections out there that you might have to wait out to like 60 seconds, sometimes 80 seconds. The state doesn't like to see anything beyond 60 because people get impatient. We do have something out there as much as, you know 90 seconds, because Lowell Road gets a lot of traffic for example. Pelham will have to wait. But when Pelham does get it, then it's a go. You know and they get it for a long time. You can play with that all day long, you can do that in a lab all day but what you're going to find out is that, you're going to find out exactly where that timer should be once you get in the field and you start monitoring that system and seeing what really works and what doesn't work. You know, the one question I guess I have is if the Town moves forward with a scenario one way or another, is there any funding available at the state level for us? Let's just say that the other one that scored 1. something, which would be like this particular scenario here, would there be funding for that? Because it's scoring more than one, obviously. And what would be the commitment from the state. Because our concern is our math and second who is going to spearhead this effort? And we have done LP projects in the past obviously through 10-year plan but, I think the main question here will probably be, let's just decide the Board does move forward with A, B, and C, what would be the commitment or what would be any additional help from the state at this point?

Corey Spetelunas: Yes, so something like this because it met the benefit cost of 1.0 would be eligible for federal safety money. That being said, typically we do like to see that alternatives have been tried first which would really be the visibility improvements in this case. And to see that those, those improvements haven't really remedied the problems that we're seeing at this intersection. So I would anticipate this to be, I don't know what the term two, three years, five years out, I don't know what the term would be. Where if the problems are still happening, you know, you would reach out or whoever, would reach out to us and say we did this back here, we did this and we've maintained it and nothing's changing, let's kick this to a project. And that, something like that wouldn't need to go to the 10-year plan. If it was a roundabout our something like that, yes. But, something near, not that, intermediate-term could be handled on a faster time line.

Elvis Dhima: So the thing to understand here is that you have to start with short-term first before you do anything else. You cannot jump to mid-term or long-term. And that appears the first steps is appears to be on the Town at first like tree clearing and things like that. Which would be pretty significant financially and the fact that New Hampshire is pretty strict when it comes to cutting other peoples trees. And, some of these are falling on private property. We can't have DPW go out there and we'd be in trouble. So, we going to have to sort that out and see if the owners are willing to work with us because most of it, I don't believe is in state right-of-way, it's in private property. That's a challenge in itself.

Selectman Dumont: So you had mentioned that regardless of the solution, the short-term aspects need to be addressed first. Is that even the other options that it would have to go through the 10-year plan? Because it sounds like to me no matter what this is a five to a ten year process even for the ones federal money is available now. Would it be more beneficial to go right into the 10-year plan with one of these other options or do you have to go the other route?

Corey Spetelunas: It's kind of a tricky question. So, the 10-year plan, there's a limited pot of money basically in regards to which direction you go with this, right? So, the safety money as worthwhile a project this could potentially be, is competing with lots of other projects around the state and similar situations as this. So, in order to kind of convince the powers that be that this warrants whatever x dollars of safety money to do here, you have to kind of prove that doing the cheaper fixes didn't necessarily do anything to remedy the situation to then

warrant the additional investment. Likewise the 10-year plan is a pretty tooth and nail system, too. It would not hurt getting feet on the ground and talking with the local RPC and you know, DOT maintenance shed to really kind of get that in the forefront of the next cycle or two. So if for some reason, say this doesn't ultimately go down a safety route, you kind of have that as a backup. That could always, if safety takes over in three years and we're like OK, this is, that did absolutely nothing, we need to do something sooner. You know then you just say we don't need this 10-year plan project anymore. Selectman Dumont: And then just a quick follow up to that. So, if everything, you know, if money wasn't a problem what would be your ideal solution with that intersection? Corey Spetelunas: This is very similar to one that we did earlier this year. We don't have the luxury of the roadway being as wide as the other roadway was. Our other roadway was already a 12/10. So we were able to do the left turn lanes pretty much without touching anything else that exists in pavement. Means we could just restripe it for the most part. And do something very, very similar to the left turns with the two-way left turn lane up at the convenience store. That's basically the exact scenario we went with the other one. But we didn't have to widen the roadway, it was already there. And it helped we had a federal resurfacing project right up the road that we would just say hey guys, tack this on. We don't really have that luxury for this particular location. The concern I have is most of the safety issues stem from getting out of the side roads. The only improvements right now that really impact that are either the all-way stop, the signal which doesn't have any warrants, or the roundabout. The other ones really do nothing to deter speed and arguably the signal doesn't really do a lot to deter speed when it's green along the main road. So really then you're an all-way stop a roundabout if you want to do anything to accommodate the side roads and improve their egress from the respective streets. The left turn lanes that I'm showing do help that a little bit because it does increase some more gaps. Now you don't have vehicles cueing up on Dracut and then OK well I gotta go and then you've got to wait for the whole line. They've been able to bypass while the cars are waiting to turn left. But it doesn't necessarily address the speeds on Dracut Road. As much as I don't like the all-way stop for the operational factors during the peak hour or two during the day, it's a massive safety improvement from what's there now. Both for speed and for access and cost. The cost is very low on that one. Elvis Dhima: One of the things to keep in mind if you go with a four-way, if you decide to do a four-way, you have to think about all the trucks and the brakes, every time they're going to hit the brakes. You know you're going to have a lot of people adjacent to it, they're going to complain about the noise. You know, you hear about that, you know. So, there'll be one thing that will be different out there, you're going to see a lot of that full stop now and it's going to be a lot of used to it and who knows by the time they get used to it they're going to say get rid of it and put it back the way it was. I mean that's happened before. So, it could be, you have to take that into consideration. One of the things to keep in mind there that most of that traffic is commuter traffic there. Do we really care what Pelham really wants if we do any changes out there. Those are the things to keep in mind when you figure out what the next step is. The main thing too is financial. We have from a standpoint of cutting trees there. Something DPW cannot handle, those are pretty significant trees out there. So, first thing to do, you know, even if we look at that short-term would be to have Public Works to get you some quotes related to what could be done. There's power lines out there too as well so that complicates things when it comes to tree clearing. It's not something we can handle in-house. So everything has a dollar amount and you're talking about a busy road which means they're going to need PD presence out there and detailing and all that stuff. It starts adding up even though be as simple as just going and trimming some trees, it's never that simple, right? But, here's some options, it appears we have to start with something and then give it a try and then move on to the next thing. Corey Spetelunas: And I think you brought up a good point about the all-way stop. Really whatever ends up happening here is that with a lot of this being commuter traffic, if you make them a little inconvenienced it might go to one of the more primary state routes instead of Dracut. And you know maybe those ques become much more manageable because (inaudible) the traffic's like we'll I'm not dealing with that, I'm going around to the main road. Selectman Dumont: Or they hop onto our back roads. Elvis Dhima: Wason Road all over again. Selectman Dumont: What is it? A half a mile up there, there's an easy right they can take and then they're shooting down Musquash and now there's a bigger problem there because that's not a safe road either. Selectman Morin: Because if you know Musquash Road it'll take you to Lowell Road and you skip all those lights and traffic. Because that's what I do. Elvis Dhima: Hudson is weird. It's got the volume, right? But, the traffic moves, so if you look at what the alternatives are, if you look at like the traffic in Nashua, route 3, this is the best way to get from A to B because you're still going to spend less time trying to get from your house to work or the other way around. It always feels like it's going to be a cut through no matter what we do here and that's one of the challenges unfortunately. Selectman Jakoby: I live in that neighborhood, I have to take that route all the time. That's where I chose to live. In regards to that, I agree. I think speed is the biggest issue. But, in none of these did we really look at other, are there other speed deterrents that we can do? I know that we have put up the speed detector signs, the speed radars which I know startle me often to take a moment. I know in some of the school zones in Nashua they put in rumble strips and an up and a down so that you have to slow down. You know ideally I like a four-way stop but to

your point, I see exactly what you're saying. It's through traffic it's not going to be pretty. Thank you for sharing that. It won't be pretty. But what other things can we do to reduce speed in that spot? And that I didn't see some of those other things that I've seen in other communities. Corey Spetelunas: I appreciate you bringing that up because normally we would have stuff like increase enforcement in here which absolutely should be on the list and it isn't for whatever reason. The speed feedback signs you mentioned, there are plenty of communities that reach out and purchase those and just and in a maintenance agreement with the DOT. Usually the towns are responsible for those and we just, you let us know that they're there and that you'll going to be taking care of them. I'd be interested to see how something like that would function on this road. If it starts flashing when you're going over 35 that actually changes, normally it changes behavior. They just have to be placed thoughtfully and strategically. Yes so they're not just like being in the middle of a straightaway. So they have the effect they need. Selectman Jakoby: I also think, and I don't think this can be understated, the point about the convenience store is huge. I never even thought about that but, yes it is a lot, it is deceiving to think how wide that road is at that point. And I've seen a lot of people pass a lot of people there as well. I also think that what you said about the Pine Road stop line is very true. Because you really have to get way up over that stop line in order to see at all. I also think, you know, education is important. I think we have a town and even those coming through that often allow others to make the turn while they're stopped, which sometimes causes more trouble. Because people are not understanding the right of way. I mean Dracut is the right of way. Those are all of my concerns as I continue looking at highway safety and security in the town. But that's, I mean speed. I was amazed that it was 47, you know it was up at 47 miles per hour generally. And the other thing is that, I think they slow down after that point because a lot of them are turning, we all know about Pelham, Sherburne Road is coming up and there's, there used to be lots of accidents there and Sherburne Road slows everybody down because they know it's there. But, from the beginning of where the church is to there, there's nothing deterring them and no reminders. And I don't know where the speed limit signs are there. Corey Spetelunas: I don't know off hand. Selectman Jakoby: So those, you know travelling that regularly there's nothing much saying to slow down until everybody gets to Sherburne because we all know someone's going to be stopped trying to make that left. Elvis Dhima: Yes, the speed signs are not posted like, you know, every 500 feet or 1,000 feet. If you feel lucky you get them once in every 2,000 ft., half a mile or mile, things like that. Typically it's like when you change if you come from like state of Mass. or state of New Hampshire and the other way around when you get off the highway. Probably some of them got hit, they never got put back and around and around we go. Hey you got the same problem here that you have everywhere else in town. You know, impatient people not paying attention, speeding. All these combined. But it appears that we do have something to start the process with and then go from there. How many projects do you guys typically do with this safety audit grant that you have? Is it like five, 10, 21? Corey Spetelunas: So the round that this project was in a group of four. But we have about 18 sitting in the que right now. Elvis Dhima: Alright, so it gives you an idea. As far as the 10-year plan goes, we did submit something in recently but, that would not be available for a couple years now. You would not be able to put anything in the que for at least a couple years. And again, even if you do doesn't mean you're going to make it in because it all depends on what other projects are in there. The one we put in right now is a \$2 million Lowell and Birch. That had financing behind it and commitment from the Town, this does not at this time. So those are things to keep in mind, you can't just go in without any financial commitment to these things. Selectman Jakoby: I have one other question. So you said that some of these projections did future. Like you said the roundabout might be important in 20-30 something. So this took into account all of what the current traffic is, and projected with the development. Because I know even down Gowing the two new developments in the past were years, 5 years whatever. And then there's other industry coming in to the south end and I'm just curious how that is projected. Corey Spetelunas: So those are not included as far as I'm aware of. What we've done to grow the traffic from the 2022 volumes we have is typically at 1% growth, which is kind of what's been the standard. Elvis Dhima: Industry standard. Selectman Jakoby: So standard 1% growth is what you factored in. Corey Spetelunas: So if you have developments that are expected to increase the traffic, that could potentially happen much sooner than what we're anticipating. Corey Spetelunas: Something that I thought of just now, roundabouts, we've been looking for kind of a poster child, I guess, for compact or mini-roundabout. I'm just going to pitch the idea. Elvis Dhima: You should do one on Pelham and that one, the ones on Pelham, they seem pretty tight over there. Corey Spetelunas: So the linear of the compact, so this roundabout shows now has a non-traversable center island which is what that green circle is. We mentioned that there is a company down Pine Road that has large trucks and needs to get out whether it's left or right. Maybe a compact where you have a traversable drive over center median for vehicles that need. You know fire trucks, ambulances, busses, granted delivery trucks. You know you would still have a traffic calming effect, but it would still allow traffic to flow without an all-way stop wouldn't necessarily... It would have a much smaller footprint than this. I haven't done any designs, we haven't looked into it at all, it just, thought about this would potentially be like the blue circle in size and not the yellow circle. So, food for thought, I guess. Be a lot of cost as well,

so. If that fits in the program earlier, there's a chance. Chairman Guessferd: The message I'm hearing though is we've got to try, we've got to start with some of the smaller things. The concern is obviously if people don't want to trim their trees, they don't want to cooperate, we've got an immediate issue. Wouldn't solve the visibility issue. We can do what we can do. But I think we need to do something. I like the idea of the signs, those feedback signs because they do get your attention. You know, oh geez, I'm doing 47. Slow down. I see them in Pelham, I've seen them down in Pelham. Corey Spetelunas: If you're looking to those just make sure that they also display what the actual posted speed is. Because you see plenty of them that say hey slow down you're above what? What's the speed limit? I don't know, I'm above 40, why are you flashing at me? What is the speed limit? Chairman Guessferd: Right. You need to know what the perspective is. So having said all that, what do we feel like the next step is here? Corey Spetelunas: So the next step typically would be a letter from the Board to us signifying what the next steps are. Whether you accept what we presented, reject what we presented, some combination thereof. And kind of next step. So if it sounds like we want to go for the short-term stuff and you could say yes, we're interested in potential signal when it is warranted, we don't like the roundabout, whatever it may be. Just a memo summarizing that and then we can run from there. I'll have the DOT responsibility stuff anyway. Chairman Guessferd: Alright. Sounds like we have some discussions to have. Does anybody have any other questions from the Board at this point? It sounds like we need to kind of figure out what our recommendations are going to be here, back to you. Alright, we'll have to get this on an agenda. Corey Spetelunas: Thank you very much. Chairman Guessferd: Thank you for coming, we appreciate it. It's Cody, right? Corey Spetelunas: Corey. Chairman Guessferd: Thank you Corey, appreciate it. Corey Spetelunas: Do you want a business card? Chairman Guessferd: Yes might help. Thank you very much though, for coming in. OK, so we move on. Selectman Jakoby: So will we be putting this on agenda in the future? When do we want to revisit this for that, our recommendations and that memo? Chairman Guessferd: I'm not sure exactly what meeting. We'll have to take a look at meeting schedules and agendas and see where we, I'd like to have something soon. Within, I'd say, the next month or two. Selectman Jakoby: One of our October meetings what we would hope? Chairman Guessferd: Something like that. We're going to have to have a discussion with Elvis and then he can put together something based on what we want to do as a Board. Selectman Jakoby: OK, excellent. Thank you. I just wanted to get it out there. Chairman Guessferd: No, we're not going to lose sight of this, we can't. But thank you for the reminder.

### C. NHMA 2025-2026 Legislative Policy – Administration/Decision

Chairman Guessferd recognizes Jim Michaud, Acting Town Administrator. Jim Michaud: So, thank you. The New Hampshire Municipal Association, NHMA, runs a legislative policy process once every two years commensurate with the legislative process being a two year, biennium. I've been involved in quite a few of these. They have three committees that they adopt and they appoint members throughout New Hampshire to it. I was on the finance and revenue study committee. So they look at what recommendations should guide NHMA as you go through the next two year process in the legislature. And so that could be anything from roadway improvements, roadway funding, infrastructure development, general administration and these policies help guide NHMA in the next two years. They get together one day, towards the end of September, that's identified here and Hudson being a member of NHMA, has a vote. And so you can vote to appoint any one of you or me, as the motion says and go there, we represent Hudson and we vote on what recommendations should be for NHMA to help guide them. There's a lot in there, a lot of backup in there, much of this is repeat. Right? Some of it is new, there's actually some education funding questions on there, proposals. There's also two floor proposals on there, one from the city of Lebanon, one from Waterville Valley. That's about it. Chairman Guessferd: Questions from the Board? Selectman Jakoby: I'll ask some questions. I thought it, you know looking at it, you know the recommendations and what's supported and not supported. So the representative really is important to understand Hudson and our citizenship and what is important to our town and really to bring that forward. Right? Jim Michaud: That's correct. If the Board has particular direction on one of these policies, and how you want the person going there to vote, to vote. Nay or yay on certain recommendations or certain policy proposal, then the person going there from the Town would be under obligation to put that forward. Selectman Jakoby: And that was partly my question because we're all elected officials and if you look, you know, look extensively through this, this is what's being recommended by, by NHMA, the positions that they're recommending. Jim Michaud: This is being put forward by the three committees that are made up of folks throughout the state, and they arrived at these decisions and now it's going up for a vote for all of NHMA really, all members. Selectman Jakoby: For the association. Jim Michaud: That is correct. To guide the association in the next two years. Selectman Jakoby: Moving forward. OK. Chairman Guessferd: So our next meeting is the 24<sup>th</sup>. Selectman Jakoby: Correct. Chairman Guessferd: So, we can appoint him tonight if we want to have a say, if we want to take a look over the next couple weeks and see if there's anything in here that we feel strongly about. We put it in the next

agenda to do that. And, if there isn't, if everything here looks good to us, great. If there's something that we want to emphasize that should, so let's have that discussion, you think, at the next meeting. Just to kind of before you head off, you know head off a few days later for the policy conference. Selectman Jakoby: And in this there's education funding, too, suggestion as well so. I thought that was interesting because that's, you know, usually discussed more at the school board than it is at the town meeting, at the town side. So, it might be important to ask the school board if they have any input on that particular item. Gary Gasdia: Yes, I think you could just work with the, someone in the district, the Superintendent's office let them know that's out there. Because I know they look those things too. Chairman Guessferd: That we're coordinating. Selectman Jakoby: Just making sure. And I would appreciate that because it's a lot to look at and just thinking about our town and our citizens, it would give them the opportunity as well to weigh in. Chairman Guessferd: OK, so do we want to make a motion tonight for Jim? And then we could come back and decide if there's anything that we want to address later? Selectman Roy made a motion, seconded by Selectman Dumont, to designate the Acting Town Administrator, James Michaud, as the Town of Hudson's voting delegate at the 2025-2026 NHMA Legislative Policy Conference on September 27, 2024. Motion carried, 5-0. Chairman Guessferd: Besides putting something on our agenda for the next meeting, do we want to say anything else? So we will do that so everybody gets a chance to take a look at this over the next couple weeks. Three weeks actually, we have three weeks to do that. We'll come back and we'll have an agenda item for that.

#### D. 2025 Scheduled Holidays – Administration/Decision

Chairman Guessferd recognizes Jim Michaud, Acting Town Administrator. Jim Michaud: Thank you very much. Steve Malizia put this Schedule of Holidays together. I was just reviewing it today and someone had mentioned that on Juneteenth, Freedom Day, it's identified a holiday on June 16<sup>th</sup>. However, Juneteenth is a holiday on the 19<sup>th</sup>. So if it falls during the week, the 19<sup>th</sup> is it. So, I went on school calendars, I went on Google. Stock Market, banks, federal government, they're closed on the 19<sup>th</sup>. So I think we want to change that to June 19<sup>th</sup> instead of June 16<sup>th</sup>. Chairman Guessferd: I would agree. Jim Michaud: Other than that, I have no other comments on it. Chairman Guessferd: OK, that's the holiday schedule. Selectman Roy: Do we need to do anything with that? Chairman Guessferd: Well, we do it all at once, right? Selectman Dumont: I'll make the motion as amended. Chairman Guessferd: Holiday's, that's just the holidays. OK. Selectman Dumont made a motion, seconded by Selectman Roy, to approve the 2025 scheduled holidays as amended. Motion carried, 5-0.

#### E. 2025 Meeting Schedule for the Board of Selectmen – Administration/Decision

Chairman Guessferd recognizes Jim Michaud, Acting Town Administrator. Jim Michaud: So again, Steve Malizia put this forward, pretty much mirrors other years. The ones that stick out would be March 4<sup>th</sup>, that would be moved because we have an election a week later and we don't want to have a meeting during the election. And then the other one would be in November, November 10<sup>th</sup> so it doesn't conflict. So that would be a Monday meeting November 10<sup>th</sup> so it doesn't conflict with Veteran's Day on Tuesday. Selectman Roy made a motion, seconded by Selectman Dumont, to approve the 2025 Board of Selectmen meeting schedule. Motion carried, 5-0.

#### F. Public Information Management – Discussion

Chairman Guessferd recognizes Selectman Jakoby: Yes I, when I had come on board and started looking at both the web site and information that was given, I just noticed that some of the information on our web site was very out of date. And then I started looking for what's the policy, how does it get updated and things like that. And just found that there's a system but not necessarily the clearest system for web site updates. And then for the Town Facebook page I noticed that there's a lot of activity on the Police Facebook page, the HCTV Facebook page and their web sites on those areas and I was curious on how they managed that information. So, I just put together for, you know, for the Board their policies and what they're doing and just wanted a consideration of how we might go about looking at it for our Town. You know, as Selectman Dumont said earlier, how do we get the word out? How do we make sure the word is accurate? And is going, flowing from the Town and the most judicious way possible? The example I found that really brought me to start looking into this was that our, the page on our water, the water utility had on it that all of our wells were good and that was from 2016. And I found it just earlier in 2024. It has since been corrected but, I don't want to be necessarily looking for those discrepancies. How do we encourage our staff? How do we make it easy for information to flow both to the web site and to the public? So, that being said, I just wanted to raise it and look at whether this is a policy we want to look at and whether it's something we want to wait on given



on the retirement of our IT manager and so many other things. But, you spoke exactly to my concern earlier. Selectman Roy: I think, I think that it deserves an entire relook. If you look at the revision dates the last time it was revised was nine years ago. Back in 2015. So, I'm sure a lot of the technology has changed just in that. And then maybe we do wait until we get a new IT director so we can have sort of some fresh eyes to look at it. Selectman Jakoby: Possibly, yes. Selectman Roy: I think it needs to be looked at. Chairman Guessferd: Yes, I agree. And we can't have things out there like what you saw for the water utility. Selectman Jakoby: It was my concern and it was easily resolved. I mean that was the other thing. Once it was noticed it was resolved by our staff in less than a day. Chairman Guessferd: It just sounds to me like, we have to have a better review policy of these or review, that's part of the policy. We shall review annually, for example, updates. Selectman Roy: So I can renew my suggestion we have a policy subcommittee. Because this obviously isn't the only policy that probably needs to be updated and reviewed. Chairman Guessferd: I would gather that's probably correct. Selectman Roy: So. That's my suggestion. Selectman Jakoby: That was one of the thoughts that I had was to create a policy subcommittee so that the policies can be reviewed, looked at, prioritized through our strategic planning. What are the policies we want to look at in what order? Put that out to a committee to then bring them forward and you know, just because the committee makes a policy, creates a policy doesn't mean that this Board would agree with it or wanted to enact that. And that's part of why when I go to school board meetings I always appreciate that there's a continuous review of their policies which I think they're required to do. But, can we institute something on the Town level so that the policies are trying to keep up with how things are done today. Gary Gasdia: Just on that, the reason why are so diligent is because you get into that moment where something happens and you policy was written in 2005 and it's now 2018 and it no longer applies and now you're stuck. So that's why for us it's become just part of, we have it set, we're going to go, you know, I think every four years we go through every single policy. If something changes we obviously change that but. That's what happened to us was there a couple times over the years where, you know, somebody brings policy and says nope, this is what it says and you're like, I guess it does say they have to use AOL or whatever. Whatever was written, no beepers in the audience, right? That's what got us to be very diligent. Selectman Jakoby: And you have a policy subcommittee? Gary Gasdia: We do. Yes. Chairman Guessferd: On the Board? Gary Gasdia: On the Board so they'll meet a couple times a month to go over and they'll bring those up. Selectman Roy: Then obviously the other person on that committee, I would think be, whatever the department head is that's effected by the policy. Selectman Jakoby: It would rotate. Selectman Roy: Right. So the IT director would look at this policy. Chairman Guessferd: Would we have the Town Administrator on that committee, the subcommittee as well or just, you know. Selectman Jakoby: I would think so. Selectman Roy: I would think so and then... Chairman Guessferd: Two of the Board members and the Town Administrator and then whichever department heads as established by a predetermined schedule. Selectman Roy: And then there's going to be a bunch of policies that I would presume would just be the Town Administrator because they just, they effect employees or whatever. They cross departments it's not just one department. Chairman Guessferd: OK. Do we want to establish that subcommittee tonight? Selectman Roy: I'd love that. Chairman Guessferd: I'd say we need two Board members. Selectman Roy: I'll volunteer. Chairman Guessferd: Selectman Roy. Selectman Jakoby: I would definitely volunteer for that. Since I brought it up. Chairman Guessferd: Consensus, OK. So, I think we need a motion. Selectman Jakoby mad a motion, seconded by Selectman Morin, to establish a Policy Sub-Committee which would include two Selectboard members, the Town Administrator, or designee, and the department head for any policy that's being addressed. Motion carried, 5-0. Chairman Guessferd: A rolling schedule of department heads. Selectman Morin: I would just leave that up to the committee. Selectman Jakoby: Oh, OK. Selectman Morin: Because you guys are going to be the ones meeting, not all of us. Selectman Jakoby: OK. Chairman Guessferd: Yes I wouldn't have a problem with establishing that schedule if you bring it to us and we take a look at it. Jim Michaud: I had a question. Town Administrator or designee? Chairman Guessferd: Or, designee. Selectman Jakoby: Yes, I think that would be an excellent edit to that. Friendly amendment. Thank you. Chairman Guessferd: And the motion, motioner and the second is all good with that. Any further discussion? Selectman Morin: Do we need a motion to assign Kara and I? Chairman Guessferd: Yes we do. Selectman Jakoby made a motion, seconded by Selectman Morin, to assign Selectman Roy and Selectman Jakoby as the two representatives on the newly-formed Policy Committee. Motion carried, 5-0.

#### G. Strategic Planning – Discussion

Chairman recognizes Selectman Jakoby. Yes, I just, from the beginning this Board has discussed how we are to set goals and strategic plan for the Town and I just wanted to try and move that forward. Especially knowing we are coming up about, upon budget season and that strategic plan are the things this Board deems priorities will probably need to be addressed in warrant articles or other things come March. So I just didn't know how the other

member of this Board were thinking to move that process forward. Selectman Roy: So one of the things that occurs to me is that before you have a strategic plan you have to have a vision, and we've never stated a vision. So we'd have to establish a vision and then the strategic plan would go off that. Selectman Morin: To Selectman Jakoby's point, there are some things that we talked about in the past already that are priorities that we can discuss. But, as we also talked about earlier this whole infrastructure program, how deep do we want to go into this? Where if we're going to end up doing this the whole thing is going to change and we'll definitely have some priorities that we need to work with. Selectman Jakoby: OK. Do we wait? Selectman Morin: Well there are some things now that are priorities. Like a Human Resources person and things to that, but, how deep do we want to go into it if this study comes around. I mean if the study doesn't pass then we can change our position. But, right now, if we're going to do this study, what we got now is probably nothing that we're going to find later on. Chairman Guessferd: So, essentially do this infrastructure study, focus on that and then put the strategic plan behind it. Selectman Roy: Well I think that we should, whatever we want to call it, a temporary, but, we spell out those priorities ... Selectman Morin: And deal with those for now. Selectman Jakoby: That's what I would appreciate. Because looking at the staffing study I think your point of the Human Resources person is a priority and were there other priorities set even before I took my seat at this table? Selectman Morin: Depending on the Town Hall, that could still, there are some priorities that we can work on until we figure out where we're going. Selectman Jakoby: And maybe we want to articulate those at some point. Selectman Roy: Right, that's what I'm suggesting. Budget cycle we put those forward. Chairman Guessferd: When we hit October it's going to be budget. I mean it's going to be the focus. Selectman Dumont: I think one of the, obviously, the priorities is Town Administrator, right? We have staffing problems, Town Planner is one of them. We have a couple of those we've talked about and then I do feel as though at least last year I got a pretty good highlight of what some of the priorities were when we walked through the budget. So my opinion, for now at least, probably until we get to that (inaudible) to focus on Town Administrator, filling staff and then also working through what some of those budget issues that are going to come up. Because the department heads are going to bring up some new stuff that we either may be aware of or might not be aware of and those can either be added to it. But, I definitely think Town Administrator should be right at the top. Chairman Guessferd: OK, anything else in terms of ... do we want to establish those as our priorities for right now? Or do we want to have, do we want to look at this at the end of the month next to our meeting and establish what those short-term priorities are, I guess I'll say? Again, once we have the infrastructure study done we can then fold that into a long-term strategic plan. And, as you mentioned, in the meantime start coming up with a vision. And that might involve a workshop to do that. I know we've had somebody in here in the past that's helped us with that. Selectman Roy: MRI is coming, kind of started the process but never .... Chairman Guessferd: No, we never went further with that. That was what a year ago, two years ago? Selectman Roy: More like two years ago. Chairman Guessferd: Yes, it was right when I came, no right when, but it was after I've been on the Board for a short period. Perhaps what we need to do is to revise that, bring that back. Selectman Jakoby: I do like the idea, I think many of our priorities were articulated tonight and then we could just rearticulate those in a priority sense at our next meeting and say this is our short-term. To your point I think that at least puts it out there to the community in a concise way of what we're prioritizing. Chairman Guessferd: But this is where we are right now, to be expanded and updated later. OK, so we'll establish that as an item on our next agenda to, I mean I think what I heard was HR, Town Administrator number one, obviously, staffing issues, including HR which we talked about. Town Hall assessment. Selectman Roy: Town Planner. Chairman Guessferd: And well staffing, but yes Town Planner. Selectman Jakoby: And to leave open space for budget issues that will be coming before us. And we can just revisit that at our next meeting and then just say that's definitely it. Chairman Guessferd: Yes, OK. And then kind of solidify that for the next meeting. Alright, that's where we'll start. Thank you. Alright, so, we're up to selectman liaison reports.

#### 11. Selectman Liaison Reports/Other Remarks

Selectman Morin: Just a reminder on Saturday from 11:00 – 1:00 p.m. there'll be the Picnic at Pond the Conservation Commission will be putting that on and highlighting their new mapping systems for all the conservation and town parks. On September 11<sup>th</sup> at 6:30 p.m. they'll have the annual Nine-Eleven memorial service. And next Tuesday is voting. That's all I got.

Selectman Roy: The only thing I have is to remind people that tomorrow, next Tuesday is voting day that's why we're having the meeting today. So, make sure you get out and vote. I know it's only a primary but it's still important. All voting days are important. That's all I have.

Selectman Dumont: Not a whole lot happening for me the last week. But, I just wanted to hope that everybody had a good Labor Day weekend. Hopefully they got to enjoy with their family and friends. (inaudible) But just remind everybody to get out and vote.

Selectman Jakoby: And get out and vote and remember that Ward 1 is voting at the middle school this go around and as well as November. I wanted to thank my fellow Board members I appreciate the conversation and addressing the agenda items I submitted. I think moving forward with the policy sub-committee will really help us be ahead on things. So I really do appreciate that. I also just wanted to remind people about September 11<sup>th</sup> and tomorrow is the Budget meeting if anyone wants to know what's happening with that, come on in. I'll be there. And I'm going to say my favorite thing, please slow down and please stop at red lights. Because that's the main issue right now on our roads. Chairman Guessferd: Slow down on Dracut Road. Selectman Jakoby: On Dracut Road, yes please. Thank you.

Chairman Guessferd: Alright. For myself there's not a lot of new things. Our rec program is into the fall now and into those programs. Senior, the Senior Center is doing some field trips and things. But I don't have, with the summer program ending, which was very successful, we're kind of focused in on some of the sports and things right now more. As far as there's a, because we're meeting a week early the Planning Board is going to, meeting is going to be next week on the 11<sup>th</sup>. Also, want to remind people given that date the 11<sup>th</sup>. September 11<sup>th</sup> we're having a ceremony. The Town annual ceremony over at the memorial in Benson's Park at 6:30 p.m. next Wednesday. Please come out. Our B-Naturals will be singing and will be wreath laying and some remarks and it'll be a good ceremony to come out to as we remember Nine-Eleven. So, we urge people to come out for that. As far as, I just want to also publically have Mr., thank Mr. Michaud for coming in and stepping up for the next month and really appreciate you being here with us as we continue the Town Administrator selection process. We are going through that process, we are continuing in that process and we're hoping we can find a likely candidate. But we are working hard at that so, I want to make sure everyone understands that we are actively pursuing these processes. We're going to be interviewing a couple Town Planner candidates, we got a couple resumes in so we're going to be interviewing them on Friday. And so we're hoping that we can find a viable candidate there that we can bring forward through the process some more. Again, there's lots of, lots of moving parts happening right now. But, yes I hope everybody had a Labor Day weekend that was, that was nice and safe and it was certainly very good weather. Aside from that, I think we'll be seeing you in three weeks. And I guess I can't emphasize enough the voting. We understand that these particular elections people come out more probably than they would come out in March. But we urge you if you come out next week for the primary, and you come out in November, please put on your calendar to come out in March for the Town elections. These are what affect your taxes. And we'll be saying that a number of times as we move forward. Obviously these are important but the March election should be on your calendar as well. So we urge you to do that. Having said all that we'll see you at the polls and I will turn over to Jim Michaud.

10. Remarks by Acting Town Administrator: I really don't have any remarks beyond what the Board has already discussed for remarks. Glad to be here.

11. School Board Liaison Gary Gasdia: Alright, we'll keep it quick. So back to school, they had a four day week. Then they had another four day week. Next week they're going to have another four day week because of the election on the 10<sup>th</sup>. And, so what I will say though when you do vote at HMS, you can look at the nice beautiful floors that were voted on by the Town. They look absolutely fantastic, the kids haven't scuffed them up too much yet. So you can look at that. As always, we are hiring. So, we did a really good job relative to where we've been in the past few years with regards to teachers. We still needs special-ed teachers, we still need paras full time and part time and we still need lunch monitors. If you you're interested, go there. And then our next School Board meeting is having not one, but two public hearings all surrounding the farm. So I just want to make people aware of that. We've had a couple of presentations about some of the needs the farm has. A big one is that they need to replace the building that stores all the equipment. So, we've bought a lot of equipment over the years, you need to protect it. The first public hearing will be as you all know the Alvirne Trustees is unbelievably generous. They're going to donate \$250,000 towards the building. So we need a Public Hearing to accept that donation. And then the second public hearing is to withdraw, I believe it's a \$100,000 from the Capital Reserve Fund we have for the farm to cover the difference in that building but also to do some repairs on the farmhouse where we had a family that actually lives there and yet we don't really, we haven't taken care of it in a while. Things like windows and insulation and you know the basics of life need to be taken care of. We're having those two public hearings so please come out there and have your voice heard. And that's it.

12. Nonpublic Session  
Motion by Selectman Morin at 9:07 p.m., seconded by Selectman Dumont to go into non-public session under RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. (b) The hiring of any person as a public employee. Roll call vote, carried 5-0.

Nonpublic Session was entered at 9:07 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public was asked to leave the room.

Selectman Morin made a motion, seconded by Selectman Roy, to exit the nonpublic session. Motion carried, 5-0.

The Board entered into public session at 9:55 p.m.

Motions made after nonpublic session:

1. Selectman Dumont made a motion, seconded by Selectman Roy, to accept Director of Community Media, Jim McIntosh's recommendation to hire Brenden Nault as a full-time Production Coordinator with a starting salary of \$25.21 per hour (Step 1). Motion carried, 5-0.
2. Selectman Morin made a motion, seconded by Selectman Roy to accept Production Coordinator Johnson's recommendation to retain on-call services of retiring Director of Community Media, Jim McIntosh, at a rate of \$45.00 per hour, as needed, effective November 1, 2024 until the end of the current fiscal year, as amended. Motion carried, 5-0.
3. Selectman Roy made a motion, seconded by Selectman Jakoby, to accept Fire Chief Tice's recommendation to hire Isaiah Whiteside for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$22.00 per hour (Step 1). This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief. Motion carried, 5-0.
4. Selectman Morin made a motion, seconded by Selectman Jakoby, to authorize the Fire Chief to enter into an MOU with the Professional Firefighters of Hudson Local #3154 which would allow Firefighter Gavyn Torres to remain on probationary status until either he satisfies Hudson Fire Department training and certification requirements and obtains his AEMT, or March 11, 2025, whichever comes sooner. Further stating, if Firefighter Torres does not obtain AEMT certification prior to March 11, 2025, he will be terminated and this termination will not be grievable, as recommended by the Fire Chief. Motion carried, 5-0.
5. Selectman Morin made a motion, which was not seconded, to move Fire Captain/AEMT Martin Conlon to Step 5 (\$102,051 annually) on the Fire Captain wage scale as outlined in Appendix B-2 of the Hudson Police, Fire, Town Supervisors Association Contract. There is no retro pay associated with this move and the employee will move to Step 6 upon the next anniversary date of their promotion, as recommended by the Fire Chief. Motion failed.
6. Selectman Morin made a motion, which was not seconded, to move Fire Captain/AEMT Dennis Haerinck to Step 5 (\$102,051 annually) on the Fire Captain wage scale as outlined in Appendix B-2 of the Hudson Police, Fire, Town Supervisors Association Contract. There is no retro pay associated with this move and the employee will move to Step 6 upon the next anniversary date of their promotion, as recommended by the Fire Chief. Motion failed.
7. Selectman Morin made a motion, which was not seconded, to move Fire Captain Training Officer Kyle Levesque Dennis Haerinck to Step 5 (\$106,133 annually) on the Fire Captain Paramedic wage scale as outlined in Appendix B-2 of the Hudson Police, Fire, Town Supervisors Association Contract. There is no retro pay associated with this move and the employee will move to Step 6 upon the next anniversary date of their promotion, as recommended by the Fire Chief. Motion failed.

13. ADJOURNMENT

Motion to adjourn at 10:03 p.m. by Selectman Roy, seconded by Selectman Morin. Motion carried, 5-0.

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

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Bob Guessferd, Chairman

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Dillon Dumont, Vice-Chairman

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Kara Roy, Selectman

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Heidi Jakoby, Selectman

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Dave Morin, Selectman