

## HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

### Minutes of the August 13, 2024 Meeting

1. CALL TO ORDER – by Chairman Guessferd the meeting of August 13, 2024 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE – VFW Post 5791 Commander, Chuck Chapman.  
Chairman Guessferd: We are going to stand back again, sorry. We do have to recognize one of our long-time senior volunteers who recently passed away, Lucille Boucher. So please, could we have a moment of silence for Lucille... thank you very much.
3. ATTENDANCE  
Board of Selectmen: Bob Guessferd, Heidi Jakoby, Dave Morin, Kara Roy and Dillon Dumont.  
Staff/Others: Town Administrator, Steve Malizia; Town Engineer, Elvis Dhima; Fire Chief, Scott Tice; Police Chief, Tad Dionne; Public Works Supervisor, Jeremy Faulkner; Human Services Specialist, Kathy Wilson; Finance Director, Lisa Labrie; School Board Representative, Gary Gasdia; Executive Assistant, Lorrie Weissgarber.

Chairman Guessferd also recognized Maria and Tom Gruella, coordinator, Maria is the coordinator for the Purple Heart community for the state of New Hampshire. I probably didn't say that title correctly, but, we're close. And Dave Mayopoulos from the American Legion, he's the commander Post 48. Chuck Chapman, VFW Commander Post 5791 and other members of the VFW Post 5791 are here as well tonight. If I missed anybody, I'm... Selectman Jakoby: Lisa. Chairman Guessferd: Oh, well Lisa Labrie, our Finance Director. Um, anybody else? So at this point, this is public input. Does anyone in the audience wish to address the Board on any issue which the Board has control of at this time? Selectman Morin: Mr. Chairman? Not to interfere but do you want to just do the Purple Heart first and then that way we can just change the order of business. Just so we can do that. We've got a large crowd here for that and then we can move on. Chairman Guessferd: I think that's a great idea, OK. So what we will do is switch item 4 for item 5A.

Chairman Guessferd continued by saying what we're doing tonight is the combination of some recent efforts by the Town and by the VFW and the American Legion post to declare, I know you probably have seen around the State different communities that have had the Purple Heart signs. The inquiry was how do we get one of those? And that was kind of the initial thought process because we are a very patriotic community and I know that. We do a very good job of recognizing those that have served both in the military and as first responders. I'm going to, we're basically going to come up front here. I am going to make a proclamation commemorating Hudson as a Purple Heart community. So, what I'm going to do is ask that the members of the American Legion and the VFW come up here. We are going to actually get right here behind the table so we can be seen. Presentation of the certificates commences. Chairman Guessferd reads: A Proclamation. Commemorating Hudson as a Purple Heart community. WHEREAS, the people of the Town of Hudson have great admiration and the utmost gratitude for all the men and women who have selflessly served their country and this community in the Armed Forces; and, WHEREAS, the contributions and sacrifices of the residents of the Town of Hudson who served in the Armed Forces have been vital in maintaining the freedom and way of life enjoyed by our citizens; and, WHEREAS, citizens of our community have been wounded in action and killed in action while serving in the Armed Forces and have been awarded the Purple Heart for their sacrifice; and, WHEREAS, the Purple Heart is the oldest American military decoration and was created as The Badge of Military Merit, made of purple cloth in the shape of a heart with the word "Merit" sewn upon it, on August 7, 1782 in Newburgh, New York by General George Washington; and, WHEREAS, the heritage it represents is sacred to those who knew the price paid to wear the Purple Heart; and, WHEREAS, August 7th is nationally recognized as Purple Heart Day; NOW THEREFORE, We, the Board of Selectmen of the Town of Hudson, New Hampshire will recognize August 7th, annually, as Purple Heart Day, and urge the people and organizations of Hudson to display the American Flag as well as other public expressions of our Purple Heart recipients. PROCLAIMED, this 13th day of August 2024 by the Hudson Board of Selectmen.

Chairman Guessferd: OK now we will have out public input session. Does anyone in the audience wish to address the Board on any issue on which the Board has control of at this time? State your name and address for the record.

4. PUBLIC INPUT

Jean Serino – 118 Robinson Road

I seize the opportunity, I was at the library and I asked if there's a Selectman meeting tonight? Because I have something I need to say. I live on Robinson Road. I've been away for three years. The traffic and the type of traffic we have on that road, day and night, 24 hours a day is horrendous. I'm afraid to get my mail, I'm afraid to get my paper, I take my life in my hands when I go get my mail. It never used to be like that. And it's unfair to all of us who reside on that street. It lowers our property value, for one thing. And secondly, it's just so dangerous, you can't cross the street. I know that there are roads around, there's another road up there somewhere, what is it? Kienia, I guess it's Kienia. Perfectly good road, that's not used. Does the same thing, goes from 102 to 111 which is what they want, it's a short cut. But, impeding our right to a quiet, quietude. I don't know if you can do anything about it, I wish you could. I have a suggestion. I own a great deal of property on the other side of the road. Now, if you can't put up 30 mph, 20 mph, it should be 20 because that's a terrible road. I don't know why people haven't gotten killed yet on that road. Well they have actually. Further up there was a motorcycle death a few years ago. There should be no parking on that road, it should be posted and the police should police it. They don't police it. I never see a police car stopping anybody on that road. So, I was thinking, since I have a lot of property on the other side, 40 acres. That if it gets to that point where you can't do anything about that road, and I think you can't because all the other roads say no trucks, no trucks, no trucks, so they come down my road. Not only trucks but all kinds of gas, petrol and plumbing and trucks like you couldn't believe what kind of trucks. And motorcycles, I hate them. They're loud and then they have whatever they're listening to up high. So they just make a lot of noise. Luckily I can't hear very well so, doesn't bother me so much. What bothers me is that it's dangerous. I don't like that I can't walk up my road. Used to be when it was a dirt road, many years ago, 75 years ago when I first came up here, that was a beautiful dirt road. There were raspberries and blueberries on the side, flowers and nobody came up. If somebody came up that road all the cousins, uncles and aunts would come say hey, there's a car coming up. Now it's putrid, it's just horrible. You have to do something. If you can't do anything, as a last effort, you could make a road across the street from that road, through my woods going to, I don't know where it comes out, somewhere. But there's a way of doing it. Ruth Parker, Ruthie Parker, my neighbor, used to be on Robinson Road and she gave, I don't know if she gave or sold, probably sold, a piece of land so they could make a road further down. So she had a private road almost. And I believe we should be able to have private roads. I've been here for 75 years. Chairman Guessferd: I've got a feeling that this is something that the Highway Safety Board can look at. Jean Serino: But you're the big bosses, you can tell them. I don't like this, let somebody else do it. Don't pass the buck, please. Chairman Guessferd: Your input is appreciated. Jean Serino: Well thank you that's it's appreciated, but what are you going to do about it? You're going to tell somebody else to do something about it. I want you to tell the Police to patrol the road. I want you to put up signs that say slow down, God damn it, there's a curve in the hill a curve in the hill. Chairman Guessferd: We'll take your suggestions and we will provide some guidance, OK? Jean Serino: Will you get back to me? Will you get back to me? Chairman Guessferd: Um, yes, we will get back to you. One way shape or form, we will get back to you, OK? And what was your name again? Jean Serino: What is my name? I've been here forever, Jean Serino. Selectman Morin: Only us old guys know who you are. Jean Serino: What? Selectman Morin: Only us old guys know who you are. Chairman Guessferd: No, I recognize the name. I do. I'm not sure I've met you too many times, but, um yes. Jean Serino: What's your name? Chairman Guessferd: My name is Bob Guessferd. I'm the current Chair of the Board. Jean Serino: Oh, what's her name used to be selectman? Elvis Dhima: Selectman McGrath. Jean Serino: Yes, isn't she a selectman anymore? Chairman Guessferd: No. Jean Serino: Oh, that's too bad. OK, I'm done. I hope to hear from you soon. I hope it's positive and I've given you the suggestion of making another road. Chairman Guessferd: And what was the house number? Jean Serino: 118. Chairman Guessferd: 188. Alright. Jean Serino: It's all wooded so they think there's no houses of something. That's why they go so fast, I don't know. Thank you very much. Chairman Guessferd: I certainly intent to drive over there again. I go up Robinson Road periodically. Selectman Morin: Right at that s curve. Chairman Guessferd: Oh, is she at that curve? Selectman Dumont: She has the farm there. Chairman Guessferd: Thank you for coming in Jean. Anybody else, is there anybody else for public input? Dave Mayopoulos: I'm sorry, I'm Dave Mayopoulus, Commander of the American Legion Post 48. Chairman Guessferd: What's your address? Dave Mayopoulos: My address? 2 Fulton Street Hudson, NH. Chairman Guessferd: OK. Dave Mayopoulos: Avila R. Sawyer was a New Hampshire resident born 14 October 1912 in Lowell, MA and joined the army in Hudson. He died in France the 15<sup>th</sup> of March, 1945. He was awarded the Silver Star for gallantry in action and trepidity and the Purple Heart. Just so you know. He's buried in France

at the Moselle Lorraine Cemetery, Private First Class and 151<sup>st</sup> Infantry Regiment, 36<sup>th</sup> Division of the United States Army. So, what we'd like to do, the American Legion would like to donate a plaque in his memory to be put in place, some place in prominence, in the Town. And I realized that there's a lot of people that served during World War II and a lot of people never came home from Hudson. And I don't know the whole history of all of that but I do know this guy has a family member that's in the New Hampshire Veteran's Home and he'd like to honor his father by having that. So, what I'd like to do is, we'll pay for the whole thing, just we'd like to get an OK from the Town to do that as the American Legion. Chairman Guessferd: I don't see any reason ... Mr. Malizia: Well you have to accept the donation ... Chairman Guessferd: Well have to accept the donation, yes. Mr. Malizia: Get the details from you. Dave Mayopoulos: Well we haven't got the details ironed out but we can get the details. I just wanted to bring it up here so we get the process started and I can let this guy know that his father will be honored. Chairman Guessferd: Yes, and we'll put it on the agenda and we'll have a formal acceptance of the plaque here. Dave Mayopoulos: Thank you very much. Chairman Guessferd: OK. Thank you Dave. Are there any other members of the public that would like to speak at this time? OK, seeing none, we'll close the public input and move onto consent items.

5. RECOGNITION, NOMINATIONS & APPOINTMENTS

A. Proclamation

- 1) Proclamation commemorating Hudson as a Purple Heart Community

6. CONSENT ITEMS

Chairman Guessferd asked if any board member wished to remove any item for separate consideration. Selectman Dumont: Just item number E, I wasn't present during that meeting, so I'll most likely be abstaining. Chairman Guessferd: Given that, is there anything else? Selectman Roy made a motion, seconded by Selectman Dumont, to approve consent items A, B, C, D and F. Motion carried, 5-0.

Selectman Dumont: I'm just going to be abstaining from that vote.

Selectman Morin made a motion, seconded by Selectman Roy, to approve item E. Motion carried, 4-0-1, Selectman Dumont abstained.

A. Assessing Items – None

B. Water/Sewer Items – None

C. Licenses & Permits & Policies – None

D. Donations

- 1) Walmart donation to Police Department

E. Acceptance of Minutes

- 1) Minutes July 23, 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

9. OLD BUSINESS

## A. Votes taken after Nonpublic Session on July 23, 2024

- 1) Selectman Morin made a motion, seconded by Selectman Roy, to appoint HCTV Production Coordinator Michael Johnson to the position of HCTV Director of Community Media, effective October 1, 2024 with an annual salary of \$71,000 with understanding to complete the Primex3 Supervisors' Academy within one year. Motion carried, 4-0.
- 2) Selectman Roy made a motion, seconded by Selectman Morin, to appoint Donna Melanson as the Deputy Tax Collector, as recommended by Tax Collector, Christine Strout-Lizotte. Motion carried, 4-0.
- 3) Selectman Morin made a motion, seconded by Selectman Roy, to appoint Donna Melanson as the Deputy Town Clerk, as recommended by Town Clerk, Michelle Brewster. Motion carried, 4-0.
- 4) Selectman Roy made a motion, seconded by Selectman Morin, to appoint Chief Assessor James Michaud as the Acting Town Administrator for the month of September 2024 and to increase his salary by 15% while he performs the duties of Acting Town Administrator. Motion carried, 4-0.
- 5) Motion to adjourn at 9:40 p.m. by Selectman Morin, seconded by Selectman Roy. Motion carried, 4-0.

## B. Lowell and County Road Public Hearing – Engineering

Chairman Guessferd: Engineering is in front of this, we had a public hearing on this at the last meeting and decided to have a second public hearing, we didn't get a lot of input. So, we figured we'd give another opportunity for a second public hearing. Elvis Dhima: Thank you Mr. Chairman. Before you open up to the public, I'd just like to give a quick update to what's been happening from the last time we spoke. We had this discussion to tonight. As you probably all have heard, this matter went in front of the Planning Board and the Planning Board was all in favor of supporting the engineering study and the permitting for this. And they recommended to the Board of Selectmen the expenditure of \$200,000 out of the corridor funds that the Planning Board collects from different developers for improvements along Lowell Road. That is out to bid right now. We had three consultants that attended a mandatory pre-bid meeting this week. And I expect three bids next Wednesday or Thursday. Basically at this point the Planning Board is in favor of moving forward with basically the best and most feasible option that's a long-term solution for this particular matter. And the feedback the night that I presented this to the Planning Board was let's put the temporary changes out there on hold and let's just focus on permanent solution for now. That's the feedback I got from all of them and I just wanted to let you know that all seven of them felt the same way. So, so far the feedback has been, let's focus on the permanent solution and leave the temporary changes on hold for now. And with that said I'll take any questions you might have if you have any further public input. Chairman Guessferd: Ok. We need a second public hearing then, do we need a second public hearing? Mr. Malizia: You scheduled it, you might as well. However, you can't do anything tonight to enact anything, you have to do that at the next meeting. So just hold a hearing. Chairman Guessferd: OK, so we're opening the public hearing on this at 7:21 p.m. Does anyone here wish to speak on the matter?

Greg Stinson – 12 Tessier Street

We have concerns about the, we're not even sure exactly what's going to happen yet, but the potential closure of the south end of County Road forcing traffic then to all go to the north. Even though they might have to go to the south. The County Road at that end is very, very narrow and due to the 45 degree nature to try to merge with a very difficult look back in order to try to merge safely. Then with the additional traffic that's going to be lined up to turn right there, if there's a car there and somebody needs to make a right turn coming off of Lowell Road to go south on County Road, there's not enough radius there in order to clear the traffic. Because I do that routinely and I can't stay in my lane. So, I don't know all of why this is happening, or what not, but just the closure of that road is going to create, I think, some undo safety concerns. I don't have an answer, I don't know, but I think it's also going to force more people to go through Suzie's parking lot, which I know they prefer we don't for obvious reasons. And even as it is now, people try to go south onto Lowell Road from County Road that boy if you get one timid person there, it'll back up six, eight deep, ten deep trying to make that left turn. And then of course we know

what happens, people lose their mind because they're in a hurry. Again, I don't profess to have any answers, I just would like to know what the plan is and how long this might be and what plans there might be to mitigate the safety or the traffic issues at the other end of County Road. Chairman Guessferd: Alright it sounds like we have, you know, we have some things to talk about and discuss on whether or not it even gets done. You're input is very valuable. Greg Stinson: Because of living there, I'm sorry... Selectman Dumont: Mr. Dhima do you have the conceptual that was provided to the CIP way back when, maybe you could show this gentleman what the plan is? Elvis Dhima: I don't have it with me, but if you just write down your email I can .... Greg Stinson: Real simple, first two initials and last name at AOL. Elvis Dhima: What was it? Greg Stinson: [GMStinson@aol.com](mailto:GMStinson@aol.com). That's how old I am. Elvis Dhima: No I've seen some that old, you're not alone. Don't make yourself feel bad. We're good. But, there's no changes as of now. So, I don't want you to worry about something is going to happen tomorrow. The Board is going to decide either way. But as of now, it appears that the feedback we're getting so far is don't do anything. And just for the record, you're against the proposed changes we're doing right now on a temporary basis on County Road. Greg Stinson: Yes, I'm against the closure of the south end of County Road. Elvis Dhima: Got it. Perfect. Thank you. I will send you what we need and I'll get your phone number to after this. Chairman Guessferd: Appreciate your input. Is there any other member of the public that wishes to speak on this matter? Seeing none. We will close the public hearing at 7:24 p.m. Mr. Malizia: As I stated, this will be on the next agenda for your discussion if you want to take action or not take action but, if you wanted to take action you needed the two public hearings. Chairman Guessferd: Sounds good. Moving on to new business.

## 10. NEW BUSINESS

### A. Benson Park Donation Public Hearing – Administration/Decision

Mr. Malizia: So as you see in your packet there's a donation of the two lion statues, if you're familiar on Highland Street where Buswell comes onto Highland you look right ahead, there are two statues, there's pictures in the packet here. That owner is looking to donate those to Benson Park which would be bringing them back home where they originally were. So, in order to accept this donation, because it appears it would probably be in excess of \$2,000 we need to hold this public hearing before you could accept it. Once you hold the hearing, you could then accept the donation. Chairman Guessferd: Mr. Madden I think you're here on this topic as well? Mr. Madden: Yes, Steve very well summed it up. My name is Jack Madden, and I live at 23 Weymouth Court in Hudson. Steve noticed, or noted, these lions were originally part of the installation at Benson's Wild Animal Farm. They were sold at auction in the early 1990's to the parents of the woman who want to donate them to us now. I believe the issue is her parents have passed on, they've taken very good care of the two statues for 30 some odd years, and they would like the lions to basically come home. They offered them to us and then we're going through this procedure in order to accept it internally between the Friends of Benson's Park and the Benson Park Committee and DPW. We've kind of been discussing where we are going to put them. That hasn't been settled yet but, we're working on that. So, are there any questions from any members concerning the donation of the lion statues back to Benson's Park? Selectman Roy: It's pretty straight forward. Chairman Guessferd: I think we're set with what's happening. We'll do a public hearing now and if anybody has any input. So here we go. We're going to open the public hearing at 7:27 p.m. Is there anyone in the public who wishes to comment on this matter? Seeing none, we will close the public hearing at 7:27 p.m.

Selectman Roy made a motion, seconded by Selectman Morin, to accept the donation of two (2) lion statues for Benson Park with the Board's thanks and appreciation. Motion carried, 5-0. Selectman Dumont: I would just like to say thanks to everybody involved in doing this. I've always admired those statues driving by on Highland Street. They've taken very good care of them, it'll be great to see them back at the park. So, I think this is absolutely fantastic.

### B. Request for Approval of Selling 2005 Ford Ranger – Engineering/Decision

Chairman recognizes Elvis Dhima, Town Engineer. Elvis Dhima: Thank Mr. Chairman, good evening everyone. One of the vehicles we have in the fleet is a 2005 Ford Ranger that Engineering Department got from Police Department awhile back. It was used by the Engineering staff for a while and then it was transferred to Zoning. It's in need of repair, it's in need of a lot of love. Zoning does not have the funds so, what we're looking at is to see what we can get out of it. We went out to bid, we had a minimum of \$500 for this particular vehicle and as you can see we went from \$4,250 all the way down to \$528. So with that said, our recommendation is to unload this vehicle that's going to be basically a black hole that we can't afford to keep putting money into it. With the budget season starting, trying to figure out what the next move is. So, with that said, our recommendation is to move forward to selling this to the highest bidder and if that falls through, the second highest bidder. I reached out to the top bidder and they're



looking forward to purchasing the vehicle. So, we're in business. As far as what's going to happen to the Zoning Administrator, we're going to get him a scooter and he'll be buzzing around town. A motorized bike and he can just show how tough he is around town. We're going to be sharing vehicles in the time being. Zoning and Planning does not have a vehicle right now, so Engineering is going to be sharing that vehicle that we have, or one of the vehicles that we have with them, and we're going to make it work until we figure out what's going to happen during budget season. Selectman Morin: Just a quick question, Chief. With what you're coming in tonight for a vehicle are we going to have a spare one that they could use temporarily? Chief Tice: If we don't trade it in, yes we will have a vehicle that we need to get rid of. Selectman Morin: They could use it temporarily until they figure out what they're going to do. At least they'll have a vehicle so you guys don't get stuck. Elvis Dhima: As long as it doesn't have a hole in the floor so we're not doing the Scooby-Doo over there. We're good to go. Our concern is like, you know, just getting left-overs from previous, but yes, for the short time being, absolutely. But the idea is we got something from PD and you know we're hoping the budget season to basically replace the vehicle we got from PD that's recent. Transfer that to Zoning and give them five to seven years while we look for the next vehicle replacement. But, I appreciate you reaching out to the Chief and seeing if we can make something work in the short time. I just don't want to take that away from him if he has an opportunity to raise the money. But, absolutely whatever you can do helps. Worst case scenario, we will make it work short-term. And Engineering will charge them lunch money obviously every time, that's business, nothing personal. With that said, I will take any questions you might have. Chairman Guessferd: Board members?

Selectman Jakoby made a motion, seconded by Selectman Dumont, to approve the sale of the vehicle to the highest bidder for the amount of \$4,250. Motion carried, 5-0.

Selectman Dumont made a motion, seconded by Selectman Jakoby, to approve the sale of the vehicle to the second bidder in the amount of \$3,535.00, in case the first sale falls through. Motion carried, 5-0.

#### C. Proposed Welfare Guidelines & Financial Standards – Welfare/Decision

Chairman Guessferd recognizes Human Services Specialist Kathy Wilson. Kathy Wilson: Good evening. Mr. Malizia: So Kathy is here because Kathy is the Welfare Administrator for the Town. As you all are well aware we are the first line for folks who need immediate assistance. I believe the last time this was updated was approximately 2012. Recently Nashua and Merrimack update their guidelines so it seems prudent for us to update our guidelines, particularly post COVID. With the landscape we're in now rent has gone up and making sure that we're in the ballpark when we provide assistance to people. Typically it's rent, sometimes it can be food, utilities, Kathy does a very capable job of managing all of that. But, she's here because the guidelines do need to be updated. We do that every dozen years or so just to keep pace with the area. Chairman Guessferd: This is one of her various hats that she wears, correct? Mr. Malizia: This is an important hat that she wears. Chairman Guessferd: Yes, OK. I just wanted to make sure that that was out there. It isn't all that you do. OK, so I'll ask a question really initially, if you could kind of summarize what actually changed. I mean not every single word, but, what ... Kathy Wilson: So, if you go, oh you don't have it. Mr. Malizia: They have the main part. Chairman Guessferd: Ya, we have it, I saw the one chart. Is that basically the change? Kathy Wilson: So, the USDA food stamp allotment, the Department of Health and Human Services increased theirs in 2024 as well. Also, the New Hampshire House and Finance Authority increased their allotments for their amount of rents. And, doing the survey with various towns, at the bottom of the financial standards, a recommendation, the burial allowance is \$750, I'm requesting it go to \$1,100. Our telephone allowance has always been \$30, I'm asking to go to \$37 which is also recommended by the Department of Health and Human allotments. And the new item I would like to add is the internet only. Finding that people don't have \$30 phone bills anymore either. And, everybody needs internet now, especially working for the school, kids in school, so I'm asking that be added for the first time. Chairman Guessferd: From my perspective, I don't know about anybody else, but I'd kind of like to see that new chart. Mr. Malizia: I had put the book in the office, I don't know if everybody's had a chance to avail themselves. Kathy Wilson: I have one I can pass it out. So these guidelines is, Nashua's adopted them as well as Merrimack. Chairman Guessferd: I'm thinking we might want to make that part of the record as long as we have the rest of this here. Mr. Malizia: You'll adopt the whole guidelines, this will be available. It's already in your office. Kathy Wilson: Just for clarification, if someone comes in here and they have a two bedroom and their rent is \$1400, I'm not going to charge them for the approved amount because they're not paying that. Chairman Guessferd: Sure. OK, well everyone has seen the changes. Selectman Roy made a motion, seconded by Selectman Morin, to approve the proposed updated Welfare Guidelines & Financial Standards. Motion carried, 5-0. Lisa Labrie: So my neighbor has um, a rhino from Benson's, it's enormous. And I get to look at the back end of it all the time. Chairman Guessferd: It's not a real rhino, right? Lisa Labrie: It's a big huge statue of one, I'm going to see if I can get him to donate it back to Benson's. Now that I know that's a thing. Mr. Malizia: I didn't think they had any rhinos there. Did

they? Lisa Labrie: He's got a huge rhino in his yard. Kathy Wilson: I have another comment I'd like to add, please. On a personal note, I want to publically thank Steve for his dedicated service to the Town of Hudson after being a mentor to me for the past 28 years. Mr. Malizia: Alright, time to go. Chairman Guessferd: Thank you very much, appreciate that.

#### D. Line Striping – Contract Award – Public Works/Decision

Mr. Malizia: This is an annual program we do. This is the center lines you see, the fog lines. Obviously they fade over time, so every year we go out, Highway Department coordinates and we basically make sure everything is restriped for the safety of the motorists. Jay Twardosky couldn't be here he just got back from Alaska, so he's pretty jet-lagged. Jeremy Faulkner the Highway Department Supervisor is here to answer questions. They did go out to bid, they got five bids which is great. The two lowest bids are very competitive, they are recommending the second lowest because that vendor is the one that's been doing the work and we've gotten an excellent work product from them. So for the \$300 difference, I believe Jay's recommendation is to stick with the vendor we've had. Jeremy Faulkner: Yes, they've been here for, this will be going on ten years right now. They know the town very well. We only usually have to send out one person with them. With a new company we'd probably have to send three guys out with them with the different segments that they have. That in itself with what we have to pay for those guys in a day where we could be using the resources elsewhere. It's much easier to go with a company we've had for three years. Plus, they're right down in Londonderry if there's any issues. Like I've explained before which we've had, they've showed up immediately where other companies, two or three hours away they could be here in two or three weeks to fix an issue. Chairman Guessferd: I'll just make a comment that, it's a suggestion, it's not for the future. That we state in there somehow the value that's provided by the vendor who provides already the striping, provides significant more value than the difference between the two bids. Something like that. That would just basically kind of compare it and, because you've got some great wording in here, if you just ended with that, is that the value they provide is more than compensates for the \$300 difference. Not necessarily this time, but just something to think about for the future. Anybody else? Selectman Dumont: It may not be a lot but in the grand scheme of things it does add up. Do you think there'd be any possibility of them matching that low bid? Jeremy Faulkner: I can talk to them. I don't see it being an issue with them. Selectman Dumont: I think if we could do that, I think that clears up that issue and it's a benefit to the Town. Jeremy Faulkner: I'm not going to speak for them, but, I will ask. I don't see him having an issue with that whatsoever. Chairman Guessferd: Yes, like you said, it's not nickeling and diming them, but it would probably be well received. Selectman Dumont: Steve, what do you think would be the best way to handle that considering the motion that's in front of us? Well I guess it's not to succeed, so it would still be covered if we... Mr. Malizia: It's still covered. If you do it for a little bit less, it doesn't exceed that number, you're good. Because (inaudible) double my price then you'd have (inaudible) Jeremy Faulkner: I can contact him tomorrow. Mr. Malizia: Because you'd rather not to exceed, if it comes in \$250 less, you're good. Chairman Guessferd: Yes, we're good even if you didn't for some reason. I think we're still good with that amount. OK, can I have a motion? Selectman Dumont made a motion, seconded by Selectman Morin, to award the line striping contract to Industrial Traffic Lines, Inc. for an amount of, not to exceed, \$56,410 and to charge the expense to acct #5552-262. Motion carried, 5-0. Dillon Dumont: Could you send me an email letting me know if they were able to do that, I'd appreciate it. Thank you.

#### E. Request to Advertise for Truck Driver/Laborer Position – Public Works/Decision

Mr. Malizia: We also have a truck driver/laborer position that's vacated. We had a truck driver resign so basically they need permission to go out and advertise for that truck driver/laborer. Selectman Morin made a motion, seconded by Selectman Roy, to authorize the Public Works Director to advertise and post for a Truck Driver/Laborer position vacancy in the Public Works Department. Motion carried, 5-0.

#### F. Purchase of Command Staff Vehicle – Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice. Chief Tice: Good evening everyone. Tonight I'm here to secure the Board's approval to enter into a two-year lease purchase for a 2003 Ford Explorer as budgeted in this year's budget. We were looking to purchase this through McGovern as we have last year as PD has done. Their prices come off of a several publically available bid lists, so we didn't do an RFP. We were also looking for a 2023 leftover to try to get a little bit of a price break instead of going with a 2024. So, it was a little bit difficult to find those right now. We do have this money budgeted in the budget. It's actually coming in a little bit less than we had budgeted I think, \$23,000 and it's at \$21,000, \$21,295.79. And we will be trading in, we have one vehicle we will be trading. So as discussed last time we will be keeping the Ford Explorer currently being used by Deputy Enos for training. But, we

still have one other vehicle we need to get rid of and we'll be trading that vehicle in on this vehicle unless we need to do something with Engineering. But, that would change all the terms. Chairman Guessferd: Everybody good with the terms as they are? Just one again, one the bid sheet. If you could just note on there, you explained it and it's in the notes for the Board, that they're publically available, price list available, that's why we didn't go out for bid. Because this piece of paper right here will be in the file, you know in the bid file, right? So, if you could just make sure ... Mr. Malizia: The whole thing will be in there. Chairman Guessferd: But the bid sheet's there for a reason. So, if you could just make a comment there, publically available, that's it. Nothing major, just... Do we have a motion? Mr. Malizia: There are two motions. Selectman Morin made a motion, seconded by Selectman Dumont, to waive the competitive bidding requirements as outlined in Hudson Town Code 98-1C and allow the Fire Department to purchase from McGovern Municipal Group HQ. Motion carried, 5-0. Selectman Dumont: Second that with a comment. Obviously based on the fact that there is a pre-bid list done for these vehicles for municipalities.

Selectman Roy made a motion, seconded by Selectman Dumont, to accept the Fire Chief's recommendation to purchase one 2023 Ford Explorer from McGovern Municipal HQ in the amount of \$39,986.80 and secure funding through Leasing 2 on a two-year term at \$21,295.79 per year with the first payment made from the FY25 Fire Suppression – Trucks 5730-404 account. Motion carried, 5-0. Selectman Dumont: It's leasing on a two-year term it's not, you're not leasing two vehicles. Chief Tice: Correct. Selectman Dumont: So that two, I just wanted to make sure. It's probably a typo, I just wanted to make sure. Chief Tice: In the last paragraph of motions, that's the name of the leasing company, Leasing 2. Selectman Dumont: Oh, OK. I apologize. Chairman Guessferd: Yes, it is confusing. Selectman Jakob: And does the motion need to include the fiscal year? The part that Steve's memo writes. Mr. Malizia: With the first payment from the FY25 Fire Suppression – Trucks 5730-404. It's good for the record. Chairman Guessferd: It's on the second page. I didn't turn the page. Selectman Jakob: All good.

#### G. Fiscal Year 2026 Budget Parameters – Administration/Decision

Chairman recognizes Town Administrator, Steve Malizia. Mr. Malizia: Hard to believe we're on the cusp of the FY26 fiscal year budget. We barely started 25 and we're already going to start planning for 26. So as part of the discussion we give direction to your department heads, typically we look at, or you discuss, what you want to do for parameter. We know that most of our labor costs are fixed because we have labor contracts and benefits to go with those contracts. So, typically this is the stuff that's not labor related. In other words, they're not controlling the salaries and benefits because that's controlled by contract. So, you have the opportunity to provide a parameter that has some sort of inflation adjustment, or, as you've done in past, you can do a level funded budget. Either way, if you have a large project or something that is above those parameters, you need to do that separately for consideration either as a warrant article, or the Board as they've done in the past, would vote to add that to a budget. I'm trying to get these things done so that we can give direction to department heads so they can begin putting together, propagating their budgets and they know the parameters. That's why this is here right now. Selectman Dumont: As things increase in price all around the country, nobody's making any more money. I would like to make a motion to direct Department Heads to submit level funded budgets exclusive of labor and benefits, for their proposed Fiscal Year 2026 budgets. Any other major items or new initiatives or warrant articles shall be submitted separately for the Board's consideration. Chairman Guessferd: Do we have a second for that, at least for discussion. Selectman Roy: I'm not going to second that. Chairman Guessferd: Do we have a second at all. Selectman Roy: I have a comment. Chairman Guessferd: OK, we don't have a second so for now the motion fails. Selectman Roy: I think and I know I've said this in the past, we had two years of default budgets and last year we did a level funded budget. So the departments haven't had an opportunity to catch up on everything they lost. And then you add inflation, not only do people see those costs, but the Town sees those cost increases, too. So I'm suggesting we do like a two percent budget parameter so that they can maybe make for some of the stuff that they haven't been able to do because of the last three years. Selectman Dumont: What's the problem with doing what we did last year and giving that option to the voters? Selectman Roy: It's just a more streamline process to, for them to put it inside of their budget. And it doesn't, if they want to do some other project that is outside of that parameter then that would be the, then they would come to ... Selectman Dumont: The biggest complaint we have from people is taxes. We should be level funding the budget and letting the voters decide if they want to increase that. I wouldn't increase the budget, you're going to risk defaulting again. Selectman Roy: Well, I would suggest that would mean certain things wouldn't get done. Selectman Dumont: I think we did a great job being level funded budget, I think the Town operated in good fashion. Our roads are well, our Police Department, our Fire Department, everybody has succeeded. I don't think... Selectman Roy: But they put things on the back burner to make sure that happens. Selectman Dumont: They finished a major project at the Police Department, we were able to increase the funding for the warrant article. Selectman Roy: That was a



warrant article, right. Selectman Dumont: But it gave the voters the option. This doesn't, it forces people to choose on a line item increase. I think, it's just my understanding that people are going to be upset with that. I would not support that. Chairman Guessferd: Anybody else? Selectman Morin: I have to agree with Selectman Roy. They've been taking a pounding, they're not moving forward, they're actually moving back and they're taking money from one pot because the prices are going up. We pay it every single day. And I understand the taxpayers are going to get the brunt of this, but at some point this is going to catch up to us and we're going to be in real trouble and this Town has a history of doing that kind of thing. And I don't want to see it happen because they're way behind. I know Police and Fire and Public Works have all said that they had projects and they have things they've gotta do and prices keep increasing. And we're not increasing to keep up with the fuel cost, the salt cost, we're going zero so they're doing as much as they can three years ago with nothing that's changed. And I agree, two percent is not that bad to at least give them a chance to get even with what the economy is now. They're probably not going to be able to do anything further that try to stay level with the two percent. Selectman Jakoby: I just, even with them coming in with their budget proposal at a two percent increase that still has to go through many iterations and it may not end up going to the ballot at a two percent increase. Selectman Dumont: So why wouldn't we give the voters the choice. Selectman Jakoby: I'm just raising, raising that. Selectman Dumont: Well that may be the case but I would suggest the support from the Board of Selectmen initiates where ... That's where it all starts is with us and we need to, the message has been pretty clear from everybody in the Town, they're struggling. I mean I don't think any of them want to see their taxes increase and it sounds like to me you guys are OK with that. And I don't, doesn't sit well with me. Selectman Roy: It's not that I'm OK with it but, the Town is also struggling. Selectman Dumont: The Town was able to get a lot of stuff done. And they were able to move forward through warrant articles. All of the concerns that were brought up tonight got approved through warrant articles. And that gave them the voice. Selectman Jakoby: I believe that the tax payers should have a voice and do need a voice but I also think we have to listen to our employees and our departments. And that this is a process and this is only step one in that process. So, by the time it hits the ballot it could be back to zero as we've seen with other budgets. So, I believe this is an impairing opportunity for our staff to at least take a look so that we're clear on what is going to be taken out and removed. So I see it as a process, I don't see this as a final decision. And people can comment to me directly about that. I just want to say that I appreciate Selectmen, everyone's position, that is mine. Chairman Guessferd: Yes, it's a tough situation right? I mean, I mean I look at, I look at the economy and I hear those arguments, you know. Two percent's not a lot, one percent's not a lot. And I get the argument with regard to keeping things level funded. There is a reasonable factor in my mind, too. Is it reasonable to assume that things can continue to get contracted? In other words, or delayed or put off? I'm just saying that's one side of this. I also see the level funded side and letting the voters decide on all those extra things. But, what if we did something like a one percent increase. At least we send the message that we don't want an increase, a big increase to our budget. Same time we're telling the public, hey, there is a need to increase our costs a little bit. We haven't done it, how many years have we level funded the budget now? Selectman Roy: Three. Chairman Guessferd: Three? Selectman Roy: Well, there were two default budgets and then a level funded budget. Chairman Guessferd: I think if we decide to go and increase, and give them an opportunity to increase as a Board, maybe we just give them one percent and we kind of go that route, I don't know. Selectman Dumont: I have one question I'd like to, one question in my final statement and I'll get off my horse at that point. For Lisa Labrie, the Finance Director, two percent increase, roughly about \$500,000, half a million on our budget? Mr. Malizia: So, our budget's about \$35 million, about 25% of it is flexible, when I say flexible, a lot of it is tied up in labor and benefits, we're not going to affect that. That will go up no matter what you do. \$2 million dollars plus is also the trash contract, so when you really get down to brass tax you're talking about \$5 or 6 million bucks. So, what's two percent of that? \$100,000? You're not talking a huge number. But I believe that's in that ballpark. Selectman Dumont: I'm glad you brought that up so with our limited amount that we have control over I think it's even more imperative that we stick to a level funded budget. And I'd like to remind everybody that we pass good contracts for our DPW. Good contracts for our Fire Department. We were able to pass an increase in funding for the Police Department, we were able to move a lot of projects forward including needs for the DPW through warrant articles and I believe that's because the voters respected our decision to level fund it. And that's it, I'm done. Thank you. Selectman Morin: I understand what you're saying Selectman Dumont but this isn't the warrant articles, the big project. This is their everyday stuff and you've seen it in our life. Stuff's gone up five, six, seven percent and the Town's the same. It's just we haven't caught up to any of that and we need to because we're going to end up getting caught at some point. It's been a long time since we have done this and I think we did zero budgets we did one year and then it went back to zero and then we had the default. So it's been quite a few years that we haven't done anything. Is it not a good year, no, but at some point... Selectman Roy: It's never going to be a good year. Selectman Morin: Right. But point it's going to catch up with us. Selectman Roy: And you're right. It will catch up to us. And we'll see a reduction in services and the people will

complain about that. Chairman Guessferd: Well and you know the thing is, if we have a reduction in services, and I know that message doesn't always get all the way through, right? To the tax payer you know, making that connection, right? Between the lower services and I'm not sure that message always gets through. But, I'm just looking at the fact that maybe we send a message this year. Maybe not go two percent, but, maybe we send a message. Or, we keep it level funded but, I think if we send a message that says we have to increase at least a small amount. You know, two percent, one percent, none of it's going to catch us up. It's not. Selectman Roy: It's a little help to Department Heads. To maybe keep their heads above water. Chairman Guessferd: I'm just saying from my perspective I can see going level or one. Selectman Dumont: I just want to ask for clarification, this doesn't affect labor contracts. The level of service is not going to be affected by this. Selectman Roy: When I say services I mean things like projects. Paving ... Selectman Dumont: It's copies, it's pen, it's paper, it's office supplies, it's a lot of little things like that. We're not talking about whether or not someone's going to show up at your door or if you call 911. Selectman Morin: All I want to say is these people do an outstanding job with what we give them. And we do have a reduced services. We do now, you just don't see it. And it may be small things at this point and it's happening today because they can't move forward with the budget. They're not even making the budget that they're paying out. So we are seeing reduced services already. It's just you don't see it. Because they do a great job making sure you don't. Selectman Jakoby: One of the things that I heard throughout meeting people was also that we need to support the staff throughout our Town. And I think by doing a one or two percent is at least showing a good faith effort of supporting their efforts and commending them on doing all they can do within the parameters that we gave them. But I too have heard from various departments that there are things that definitely have not happened and cannot happen without additional funding. And I've also heard that going forward there may be a point at one of these meetings where we're saying, this needs to be cut and this, this and this will not be done because of our budget. And those are the conversations that I'm hearing in the public. Those are the questions that I'm hearing throughout and that were voiced to me. So, like I said, to me this is a process, this is only step one. There's a lot more conversation to be had. Chairman Guessferd: So, we, I would support a one percent just to send a message. Or, that's where I would go myself, just what I'm thinking. It's kind of, I know it's in the middle and I know it's not much of anything but it's at least sending a message that we have to somehow increase costs. And it's unfortunate and we feel for the tax payer. And I think people, somebody made a comment earlier somebody well, they think that we don't care, we do care. Obviously we care deeply. But, sometimes we have to at least send a message that we have to balance things. I mean I know this year we're doing so far, it's only been a couple months into the year so we're not really... Mr. Malizia: We're very early in the year. Chairman Guessferd: So it's really too early to say what the year's going to bring. We haven't been through the winter, I mean all that. That's my thought. Does, do you want to make a motion? Selectman Roy: So, can I counter your one percent to one and a half percent? Chairman Guessferd: Sure, you can counter it. Selectman Roy: I just think one percent is not much of a message. Chairman Guessferd: It's a token. I know. Selectman Roy: And these people need help. Chairman Guessferd: Yes, I'll support one and a half. Selectman Roy made a motion, seconded by Selectman Morin, to direct Department Heads to submit budgets with no more than a 1.5% increase, exclusive of labor and benefits, for their proposed Fiscal Year 2026 budgets. Any other major items or new initiatives or warrant articles shall be submitted separately for the Board's consideration. Motion carried, 4-1 Selectman Dumont opposing.

#### H. Fiscal Year 2026 Budget Schedule – Administration/Decision

Mr. Malizia: So on a related topic you set up a budget schedule so everybody sort of knows when they're going to be meeting with the Board. This is the budget schedule, follows previous year's budget schedule. So in essence you're setting a parameter tonight, budget screens are available and Lisa Labrie has been working on getting that ready so departments can start inputting. Packages will be due to the finance department by the 24<sup>th</sup> of September in order for them to put the book together and make sure everything ties out. You'll get your books by the 4<sup>th</sup> of October. And it's expected that on the 10<sup>th</sup> of October you'll have your first kick-off budget meeting. Typically you're able to go through the budget for the schedule, which is on the memo, in this order. Typically it takes three nights however, we do allocate a fourth night as part of the regular Selectmen's meeting should you need to wrap up some items. You do also have the opportunity to add warrant articles after these dates. This is pretty much looking at the core budget and whatever warrant articles may be ready. But, in anticipation negotiating a couple labor contracts, they will probably not be ready for October so you have all the way pretty much into December to add warrant articles or if you get something and choose not to forward it you could do that too. This is basically the core budget which everybody, you know, works hard to prepare to get to you folks for your review. So, everybody comfortable with this schedule, this all culminates with the Deliberative Session in February. I believe this year February 1<sup>st</sup>. Selectman Morin: Are we first or second this year? Mr. Malizia: I believe we're first. Last year we're

supposed to be, it was back, something happened last year the school switched with us but, this puts up back in the natural order. It doesn't really matter one way or the other. You gotta go on a Saturday, you gotta do it no matter what. Chairman Guessferd: Do we have a motion? Selectman Dumont made a motion, seconded by Selectman Roy, to approve the Fiscal Year 2026 Board of Selectmen Budget Schedule as presented. Motion carried, 5-0. Chairman Guessferd recognizes Selectman Jakoby. Selectman Jakoby: I answered my own question. I apologize. Chairman Guessferd: I just want to make sure everyone gets their chance to talk and say what they need to say. Selectman Jakoby: I answered my own question. Mr. Malizia: Obviously this has to go to the Budget Committee, that's why some of the schedule looks like it does because the Budget Committee schedule, or tentatively scheduled, us for early November, or somewhere in November. So, in order to meet those deadlines this is where you have to be. Selectman Jakoby: That is where my head was going. Mr. Malizia: OK, I'm just making sure. If you just sort of back it up and this is where we're at. Selectman Jakoby: I got that, thank you.

#### I. 2024 9/11 Observance – Decision

Mr. Malizia: So, I'm trying to check a lot of boxes off before I leave so, one of the boxes is the 9/11 observance. We typically hold it on 9/11 at Benson Park, typically at 6:30. So basically I've given you the draft agenda, make sure we contact all the participants. I've already reached out to the B Naturals through the principle and the music director. Basically this is the program we follow, looking to make sure you're all good with this. And this year I actually recommended a rain date because if you all recall last year, we got rained out. And then I think the rain date rained out. I'm just anticipating that this will be on Wednesday, September 11 with a rain date of the next day, it's just easier because things are set up. Chairman Guessferd: My only question to you was going to be do we have everybody lined up? Mr. Malizia: Yes. Selectman Dumont made a motion, seconded by Selectman Roy, to hold the annual Town of Hudson 9/11 Observance on Wednesday, September 11, 2024 at 6:30 p.m. at Benson Park with a rain date of Thursday, September 12, 2024. Motion carried, 5-0.

#### J. Town Code Chapter 317 Vehicles and Traffic – Police/Decision

Chairman Guessferd recognizes Police Chief, Tad Dionne. Chief Dionne: Good evening. So what you have in front of you is the Town Ordinance §317-13F and §317-34 which is a schedule. Essentially the town ordinance restricting truck traffic through roads and town and then the schedule of all the roads that are actually restricted. So, we had a robust meeting August 8<sup>th</sup> with the Highway Safety Committee on Speare Road. I would say in one month period we had four accidents at the bend, if you refer the bend, right. So as your approaching Kimball Hill Road, the road history, we actually got a little history lesson that day, if you remember. As you're approaching the last bend in the road to Kimball Hill Road, that road used to continue straight on through and come out around where Clement Road is today. You know that? 1947 math we're looking at. But I found that very interesting, right? And you can see the right-of-way there. So we came up with some solutions, several solutions and the first one was restricting this road through traffic. As you make the bend there commercial trucks, larger vehicles cannot safely have two-way traffic coming in. So, that's the purpose of why I'm here before you today. We're looking to restrict both sides, both entry and exits for commercial traffic, for commercial vehicles, which is defined in the ordinance for commercial vehicles 1 1/2 tons or heavier. Other than commercial vehicles which are actually gauged in business on the road or road you have to travel on that road to get to. Otherwise it would be restricted. A commercial vehicle that's simply going from Bush Hill Road to Kimball Hill Road via Speare Road would not be allowed through there. The Town has other options, right? So, you can travel Bush Hill Road, you can travel Wasson Road, you can travel Lowell Road all those roads will get you to Kimball Hill. So there's other options, you don't have to go Speare Road in order to get Kimball Hill from Wason or from anywhere else. There are other options. So that's essentially what we're looking, I believe this has to go to a public hearing. We're looking to see if the Board would take this to a public hearing. I attached some picture so you have an idea of what you're looking at as you approach it. With a little bit of history as well, but, it's just not a conforming road at this point with that turn. And I'll take any questions. Selectman Dumont: I just have one question. So, it says commercial vehicles, 1 1/2 tons or heavier, are they considering frame weight or overall vehicle GPW? Chief Dionne: That's a good question, I don't believe that's defined in the actual ordinance. Selectman Dumont: The only reason why I ask is because 1 1/2 tons would, I believe, frame weight that would be a 3500 however that truck is a lot heavier than 1 1/2 tons and it runs around 10,000 to 12,000 pounds. And normally the 3500s or smaller are typical vehicles for even somebody at their home. So I don't consider them commercial vehicles, 4500 and larger, you know over 10,000 lbs. different ordinance. But, I just wanted to make sure I was understanding it correctly. In favor of the public hearing. Chief Dionne: Absolutely, and again it's not defined in the

ordinance specifically. I can tell you that for enforcement purposes it's going to be a large vehicle. We are going to be looking at a larger vehicle. We're not looking at oversized pickups necessarily, we're looking at larger vehicles. Selectman Dumont: And it doesn't affect anybody living on that road. So, if you're living on that road and you have one of those trucks. Chief Dionne: Correct. Chairman Guessferd: Yes, because I know the folks that live in that house there on the corner, they've talked about it for years. It's so dangerous. I can't imagine living in that house and wondered if someone's going to, because they have that wall. There's a stone wall there right now. Selectman Morin: Well, sort of. Selectman Roy: There was until the last accident. Chief Dionne: I believe in the 40s there was only that farm house that was there. Selectman Morin: I don't understand why they went from a straight road to that curve though. That I don't get. Why would you do that? Chief Dionne: Somebody said it had to do with sale of some of the property, I'm not sure, speculating that that may be the case. Who knows at this point? Mr. Malizia: Yeah, I wasn't here back then either. Somebody did something. Selectman Dumont made a motion, seconded by Selectman Morin, to forward the suggested change proposal of §317-34 to a public hearing. Motion carried, 5-0.

#### K. Hudson Police Employees Association Successor Contract – Police/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia. Mr. Malizia: So we have not received anything yet from the Hudson Police Employees Association, but their contract will be expiring come June of 2025. So, typically we negotiate a new agreement with them. As part of the negotiating team a Selectman member is appointed to that team, as per town code. Usually it's the liaison, in this case it's Chairman Guessferd so I'm just trying to make sure all these things are in place so if I'm not here, we have everything set up. I recommend you appoint Chairman Guessferd to be the Selectmen member of the negotiating team for the Hudson Police Employees Association. Chairman Guessferd: And I'm good with that. Selectman Morin made a motion, seconded by Selectman Dumont, to appoint Chairman Guessferd to the negotiating team for the Town of Hudson Police Employee Association successor contract. Motion carried, 5-0.

#### L. Hudson Support Staff Union Successor Contract – Police/Decision

Mr. Malizia: We also anticipate, because their contract will also expire in June of 2025, that the Hudson Support Staff, which is basically the administrative folks, clerk's office, you know all the administrative aides, custodians, what not. Again, there is no natural liaison because it's a diverse group, it's sort of spread out. So, typically one of the Selectmen will put their hand up and volunteer to do it. Negotiations are typically held during the day, could be several sessions, or several meetings. So, I just put that out there, but there is no liaison specifically like there is for Police or there was for Fire or for Highway. If somebody wants to step up for that, we need to appoint them. Selectman Roy: I'll step up. Chairman Guessferd: Selectman Roy? Selectman Roy: Yes. Chairman Guessferd: Somebody want to nominate, or make a motion? Selectman Dumont made a motion, seconded by Selectman Morin, to appoint Selectman Roy to the negotiating team for the Hudson Support Staff Union successor contract. Motion carried, 5-0.

#### M. Town Administrator Final Selection Process – Discussion

Chairman Guessferd: I want to initially recognize Selectman Jakoby in a second here. But I just want to initially kind of, for the record, state where we are in the process for the public. We have contracted with MRI, they put an ad out for this we received 20 some resumes. They went through a process where they did some vetting, they requested essays of several of the candidates when it got narrowed down, I think there were six at that point. There is now four candidates that are viable from the MRI perspective. They have sent us their resumes and we are scheduled to interview them here in this room on Thursday. So, at this point we have the remainder of this process to kind of go through and Selectman Jakoby has provided some suggestions as to how we move forward with this. Selectman Jakoby: Yes, I just wanted to, in our public meeting, go through and make a decision on our process for this selection. I know we have our interviews on Thursday, I put in the agenda just the, a possible rubric I had given to you all earlier. At the bottom were some questions that I received from some staff. I know others received questions from staff that are not in the packet but, have been provided to the Board for this evening. Really just a suggesting, just wanting to make sure when we go in on Thursday we're all on the same page. Chairman Guessferd: Exactly. So, here is some thoughts that I had. We received some good information, some sample questions, some kinda of a general interview, sort of format for these. I mean it's a relatively standard sort of format where we actually have one interview that's going to be by Zoom, first in the morning. Then we're going to have three other people that are going to be here in person. And, number one, I think whatever questions that we ask, well first we go through and we all have to kind of, we all have questions I think that we'd like to ask. There's a lot of things out there. We



received information as Selectman Jakoby said, about from different perspectives. We've received a group of questions from Chief of Police, we've some general concerns from the Fire Chief. We received a set of questions from the IT director and so we've gotten some good inputs, some of them are general, some of them are very specific to that function. And then we received a number of sample interview questions. I think, my thought process was when we go and do this, and please everybody we're, you know we're, we ask each candidate to kind of summarize themselves and then we're going to ask questions. The questions would be, in my mind, rotated around the room. In other words, each one of us would have a chance to ask a question and it would, we would just use a basically a standard sort of order, I guess we'll say. Doesn't matter which order as far as I'm concerned. I think each of us have some specific areas where we are, we might have, you know, we have expertise or interest, more interest and I think that those would be, those kind of questions would be good to ask. We're going to have 50 minutes, we're going to have an hour, total. So we're really going to have about 45-50 minutes to ask questions of each candidate. And, so that's going to limit, a little bit, how many questions we answer and that's going to depend on their answers, right, how long their answers are and if there's any follow up to that. And certain candidates, I believe, will probably elicit maybe a different follow up because of their status or their history or their experience. But, what I would say is that, is that each of us, we can, I don't necessarily think we need to go through all the questions. I want to make sure that we're not duplicating efforts. If we keep those questions, and we have some general questions, like for example I mean I'd like to ask things like, you know, what's your first 90 days on the job look like? You know, 30, 60, 90 is what we used to call it where I worked. Things like that, but there's some general questions. Selectman Morin: And I agree with you. We can't be coming in with a list of everybody the same so, if the Board doesn't mind, and so our employees have some input, I'll get ahold of the employees that gave us some questions and find out which questions that they would really like asked and I'll just ask those. And that way we cut that down from the pile. That way they're getting representation because we asked them to give it. So we make sure that they get asked and then the Board can... Chairman Guessferd: Right, right and that was my thought process, too. Because I received, you know, typically the questions I received and the questions that Selectman Jakoby received, I've seen those, there's some very specific ones about that function and what they know about it. And there's others that they've provided that were more general. But it's questions that you'll see from almost anybody. So, I don't know how far we want to go with this in terms of specific questions tonight. We can certainly, if anybody has any questions. I think we're probably going to end up with about six or seven questions a piece, maybe. With that, Selectman Jakoby. Selectman Morin: I was just going to say, do you guys want to meet an hour early and make sure we're not duplicating questions and just that way we get it squared away. Chairman Guessferd: The first interview is at nine. We could meet at eight. And then we just go through that and because I have some specific questions that I'd like to ask. And, if someone else is asking the same questions, that's fine. But, the other thing I want to make sure is clear, is that whatever questions we ask the first candidate, those same questions are asked of the other three candidates. Selectman Morin: I agree. Chairman Guessferd: Now we may end up going off on a little follow-up, you know, we have to be fair, we have to make sure that it's, that it's consistent within each one of the candidates. I think I see a lot of nodding heads, I think it makes sense. Selectman Jakoby: I wanted to get a sense from this group what are the criteria and really look at that weighted list of things, of skill sets. Because I had other items as well. I want to get a sense from all of you what are the most important things that you're looking for in a candidate. Because I have education, municipal management knowledge of local government, leadership supervisory skills, community engagement, budget, and but then also union negotiating experience, human resources, conflict resolution and crisis experience. And was just curious, what are the priorities that we all see? Chairman Guessferd: And I think quite frankly, just before I, I think these are great areas. I think these are excellent areas, we want to look at those. In terms of the weightings ... Selectman Jakoby: Or in terms of which ones are the top five. Because what I've put in the top five I then put others. You know. I'm OK with whatever the top five are. I just want to have a sense of that going in. Chairman Guessferd: Sure, what we're looking for, right? Each of us I think though, just is also, probably has a little different spin on where we are. Selectman Jakoby: Which I'm fine with I just thought it was better to hear it out. Selectman Dumont: To answer your question on the rubric, I'm in favor of it, I like the rubric. The only thing that I was torn on was knowledge of local government laws. I tend to want to have that a little higher, but honestly, I didn't know where else to pull something from. So, overall though, I think it's a great rubric, I think those are all, you know, very important items. Chairman Guessferd: Yes, I think the number one, on here, I think you hit it on the head, Selectman Jakoby, leadership and supervisory skills. Selectman Morin: And I think to your point, whatever questions the Board comes back with is what they feel important. So that's going to answer that question. Selectman Jakoby: But the question is, would we use a rubric, are we not? Selectman Morin: Whatever the Board comes back with question, that's what they feel is important, that's what they're going to ask. Chairman Guessferd: You're talking about specific percentages and all that. Selectman Jakoby: I mean if we have two great candidates, how are we, or three, you know. And that's the next question is, OK we have the



interviews, what's our next step after that? Chairman Guessferd: Right, and that's something we have to talk about here, too. Selectman Dumont: I mean I think what you could do, and maybe this works for everybody, this could be kind of like an advisory rubric. I do like it. I do like it. I think it makes it simple, some Selectman might find it a little bit easier for them to weight their on in a different way. But, I think at the end of the day as long as we a list, like we've done in other interview processes where the Selectmen are saying, here's my one, here's my two, my three, I think that that's overall the goal. Chairman Guessferd: Based on these general ... Selectman Dumont: Yes, it could be on this or... Mr. Malizia: It could be something else that you see. You might see something different. Selectman Dumont: I think when you meet with the individual candidate things might change a little bit. They may not, but they might. You find something else within them that you want to follow up on. Like you said, or you might find something that weighs a little bit more with that individual. So, for me I'd like it to be advisory, but I do really like it. Nothing against it. Mr. Malizia: A guideline. Selectman Dumont: And just as far as the question again, from my other experience with the interviews I've sat on so far, we've never, and I'm not saying to even cut anything short, but, we've never not had enough time. I think all the Selectmen involved and all the other parties, normally it's about four or five people, are respectful and don't ask a question more than twice. If we were a larger group that might happen more often. But, I think that with us I don't see that being a problem. Chairman Guessferd: When we come to the table on Friday with 10-15 questions and then if someone else asks one of those. And again, I think ... Selectman Dumont: You're not getting what you're, what you think needs to be answered. Chairman Guessferd: I think it's a good idea to meet earlier, too anyway. And I think, quite frankly I think, I know Selectman Jakoby has up to three. The question, the last interview, right now the interview, just so everybody's aware, are nine, 10:30, 12, and 1:30. And so the 1:30 interview should be over by 2:30, maybe giving us a little bit of time before Selectman Jakoby has to go, to just talk about what we saw and what we heard. Selectman Jakoby: And I'll try and get a little extra time. I can probably do a little later. I can be flexible. Chairman Guessferd: Yes. It would be great if you can, but, I think a half an hour or so. We'll negotiate. So, the other part of that, then, well I think we have a general idea of what we want to do, so. And at the end, we'll give the candidate an opportunity to ask us any questions, because interviews are always two-way. And you know, basically make any sort of statements that they want to make. Whether it's clarifying something they said, or whatever it ends up being. And we'll try to make sure we're done by the hour. Now, I don't think we need to do this, MRI's president Allan Gould, right? Could come by to facilitate but I don't think we really need that. Selectman Roy: No. Chairman Guessferd: Plus I think that's more. So, I basically told them, unless we really decide that we need something, we're not going to need that at this point. Everybody's got their resumes, everybody's gonna have, we've got our homework, right? Between now and Thursday morning and come up with the questions that you want to ask. Make sure you have some extras in case there's duplicates. We'll get together between 8:00 and 8:15 in the morning. Sound good. Up in the Selectman's office or your office, or maybe here. Maybe just come down here. Next step, the question then becomes, once we do this, what's the next step. And I think potentially the next step is we narrow it down to one or two. And then we have another discussion. But, it's more of a, and what they suggested, and I kind of agree with is, it's a little less formal discussion. It's more conversational with the candidates that survive. The only question in my mind would be, maybe not only, do we want them to meet with any of the department heads? Like the final finalists. Selectman Roy: No. Chairman Guessferd: No? I'm just asking the question. Because I know sometimes when we hire, we do that. We'll have a, but I would kind of lean against it as well, but, I just wanted to get the Board's view. Selectman Dumont: I think the only thing would be if some of those questions, maybe not necessarily a direct meeting with them, but if you feel, you could go back for a second round of questions and the Board could field those and if we feel as though we need information in that area then you could, you know, you could have a follow-up, but I think with the Board handling is fine. Selectman Morin: And like Selectman Dumont said earlier, in previous interviews we did a scoring. So we may not even have to have a second interview. Chairman Guessferd: We may not. Mr. Malizia: Even if you get down to one you really should have another conversation. Because somebody could be on their best behavior for 45-50 minutes or an hour. You want to meet them again. Even if it's just one. Selectman Morin: I agree with you but, we may not have to have that conversation. Mr. Malizia: It may not be the same format but, you definitely want to understand the candidate, their motivation and what, you know, what your second impression of is, because again, people can make a great first impression. But you need to observe them a little bit more. Chairman Guessferd: Yes. Selectman Jakoby: Yes, I agree with that. That if we have a clear front runner that is great. But, and to have that second interview and affirm that. You know I think it's always important to know who's the second person just in case something falls through with that. And then of course, we would need that second interview for that person later on. For some of us who have been the second choice, it works out sometimes. So just to keep it open, right? So we keep it open. Chairman Guessferd: I think we do need to have a number one and a number two. I mean it just, if nothing else, even if there's a gap. Because if number one falls off for some reason, you know we need to be able to be, hopefully we're going to be comfortable with two of these four

candidates at a minimum. It'd be great if we were comfortable with three. Or four. I'm thinking about a week between these interviews and who invite back. Does that make sense? Selectman Morin: Just so it's clear 8:00 on Thursday morning. Chairman Guessferd: Let's go with 8:00 on Thursday vs. the 9:00 for the interview. It's better to be here early for us to talk, kind of get our feet under us and get things kind of little bit organized. I think it'll be good. Is there any other part of this that we need to discuss at this point? I appreciate you bringing up the topic and having us sit down and do this because it's important. Selectman Jakoby: Thank you all, I appreciate it.

#### N. Hiring Status of the Town Planner and Assistant Town Administrator – Discussion

Chairman Guessferd: I'll recognize Selectman Jakoby for this because she wanted to put it out there. Selectman Jakoby: Yes. I just wanted to begin conversation and maybe have it on the agenda at a later time. I know that at my Budget meetings I have continuously been asked about the Town Planner position which has been open, I believe since November of last year. And I know that we've had difficulty getting candidates. I know that we will be hiring an Assistant Administrative, and Assistant Town Administrator later on. And we continuously have people who may be retiring or may find other jobs. And I'm just really concerned as a Select Board member that we don't have a clear, we don't have a recruiter as the Board of Education does. So, is there a possibility of us considering hiring or contracting a recruiting firm or a recruiter for some of these other positions or minor positions? And there's a lot of different levels of help out there. And I just raise this question because really that Planning Board position has been hanging out there for a really long time. Chairman Guessferd: As far as the status of that, I think we can. Mr. Malizia: So, in essence we did the initial go-around, we attracted some number of candidates as a collective group. We didn't find anybody worthwhile in that first group. We did have another individual apply that we interviewed and amongst the sub-committee that person didn't seem to fit the bill for the Town of Hudson. I conferred with Alan Gould at MRI several, at least a month ago, and talked to Alan and said hey, do you have some tips, suggestions, recommendations? He said I'm not going to be able to do anything different for you than you're doing for yourself. One thing he suggested is to get different eyeballs on it to change the job ad title. Which I did. I got four candidates. One of them I'm trying to set up with an interview with the committee because that person looks like they're qualified and quite possibly be a very good candidate for the Town. So it's just a question of getting yourself, yourself and the Planning Board Chair to interview that candidate. There some other candidates, there might be on other one that might be descent, so we're not the only ones in this market that are trying to get these people. The other thing he told me is unless you want to bump your salary up a lot, you're probably not going to attract a different demographic. So, we refreshed it, we went back out, we jazzed it up so to speak. I got some new eyeballs on it and it looks like we have at least one candidate that looks like they're worthwhile. Selectman Jakoby: And I appreciate that update, I think that's really important. I just think that this is possibly a point of something that we're going to continuously see moving forward. And you had, in your position, you had spent a lot of time talking with people and trying to do new and different ways. I know that it was on the agenda last year and some conversation about a Human Resources person coming on board. But, in lieu of that there are other possibilities. I'm just raising it because I think there are other people on our staff. There is a continuous turnover. In any position we want people to succeed, we want them to do what's best for their family. I just don't want to be caught without some conversation around this. Obviously there's no decision to be made, I'm just trying to gather some thoughts on, you know. I would like to look into more of that. Selectman Morin: Massachusetts's is killing us in pay. I can tell you right now. Unless this town wants to start paying a lot more, we're going to suffer no matter what. Second of all, we used MRI, he went to MRI, they are our recruiter. OK, so we did that. And the third comment, watching the Budget Committee, we're having problems with us subbing out stuff to get done anyway and now we're going to ask for another one what's that going to do? You understand what I'm saying? They're saying we should be doing all this stuff internally and now if we go out ... that's all I'm saying because you're the liaison. Selectman Jakoby: I just raised the question. Selectman Morin: That's what I'm saying. You know one thing, that's... Selectman Jakoby: I understand that. I'm just trying to you know, get ahead of something that going to continuously...Selectman Morin: I agree with you because we have to do something for the Town. But, every time we try to do something we get beat up because we're doing what we're supposed to do for the Town. Selectman Jakoby: I feel that. I absolutely do and I do appreciate that. But, again, you know I think it's an important conversation for us to have and I just wanted to raise it, put it on the table for, to think about. Especially as we go into the budget process. Selectman Morin: We can look at it that way. Right now every time we try to get help, because we're short help, we get beat on. And then when our help does something, we get beat on. Selectman Dumont: They also don't have the correct information. Chairman Guessferd: Or all of the information. I like the discussion, I think we should bring it up again. I think, maybe one of the things to think about is putting a warrant article on for this purpose. Outside of the regular budget, see what the citizens like, want to do. Maybe there's, maybe there's a route there to

at least get the pulse of the community on us getting involved a little bit heavier on the recruitment side. I don't know. Maybe it's, I mean it's certainly worth staying teed up. Selectman Jakoby: Right. And I think for me and why it came up was both the Budget Committee and attending the School Board meetings, you know, they were having hiring issues and it just really was a point for conversation and as we looked for strategic planning and going forward into the warrant articles, you know, there was no better time to raise it than today. So, I appreciate the conversation. Selectman Morin: And I understand what you're saying. With the amount of people they have to hire v. what we have to hire. Gary Gasdia: Just a point of clarification, our recruiter is not for the hire level positions. Like we hired our Assistant Superintendent. They're out there to go to really our career fairs and things like that. Go to local colleges and try and get folks that way so we can get the teachers and the paras and stuff in. It's only been a few months it seems to have been, seems to be early indication that's successful. But again, it's for that large pool. Like if we can go somewhere and get ten candidates for, you know, 40 open positions. Selectman Morin: And I've got to say for Mr. Gasdia said, the Fire Department does that, they have people go out and recruit the Police Department, go to the colleges and recruit. So we do do recruiting. But I understand you want a professional recruiter. Selectman Roy: For certain positions, I think. If it's a system that works, why break it? Selectman Jakoby: My other thing is just to make sure that those recruiting functions are happening in the place that it needs to happen. Like you said, we are doing it in various ways and I just wanted to look at it from the Town perspective. So thank you. Chairman Guessferd: Yes, that's good to keep that on the front burner. At least thinking about it so we're not just going by the waist side. Some ideas to think about. I'll try to make sure we have it on an agenda sometime in the next month or two again just so we can address it and just talk about it some more. Think about some things maybe that we might be able to do. Maybe it's part of the budget process. So, I think that's the last of our agenda items on the public agenda. So, liaison reports.

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

Selectman Morin: Conservation met last night. Looks like Bockes, we had voted on a donation from Brox probably several months ago now. Looks like they'll be coming in at the next meeting to bring that forward and get that done. They're going to be doing several clean up days at the Pelham conservation area, there's a lot of work to get done. That's our newest piece of land that they have acquired so they're going to be going with that. On September 7<sup>th</sup>, 11am-1pm, they're going to have an event called Picnic at the Pond. It's going to be at Musquash Pond in that new parking area that was built. And the main reason for this is they're going to have a light snacks and things like that. But, the trail maps that we approved and that they've been working on. Those are done and they're going to have them there that day so they can show how people use them on their phone and they'll have the maps and everything else. That will happen on that day. The Firefighters Memorial, I believe the Deputy told me they have a drawing, you guys are looking at it to make sure it's OK before it moves forward. So that's moving forward. Oh another thing with Conservation that we got today, actually. The planner just gave it to me when he got here. Couple weeks ago we had met with the State Park and Rec reverence to a possible grant of \$1 million dollars for the Robinson Pond. He got an email today from them that stated we had met all the requirements for the first stage of this so we'll be moving forward to get that grant. There is a match that we're going to have to do if we get it. So that process there will be a training class that's mandatory for the Engineer, Conservation and one of us to take. It's mandatory by the State that we do it so that we'll get announced when the time comes, but we're moving forward with that, too. So, we're looking pretty good, we're in the running I should say. We're in the running. I want to thank the committee the library for National Night Out. And the Old Home Days committee, both were great events and very well attended. Saturday night was packed up there. And Selectman Dumont... Chairman Guessferd: I was going to say, wasn't there some sort of competition? Selectman Dumont: Gary and myself, we were on a team of Town official Board members and we had a tug-of-war against the Police. It was maybe ten seconds. It was a good time and all us smart guys stayed in the back so we didn't end up in the pool. Because we knew it was going to happen. But, it was a good time and I appreciate everybody because last minute we had to get a team together so they could do it and everybody graciously volunteered. That's all I have tonight. Chairman Guessferd: On of that with regard to Old Home Days, as long as we're talking about it, the fireworks were amazing. You know I was there for the fireworks and that's probably the best one we've ever had. They had coordinating music, I mean it was, it was excellent. And the field was packed with people. I think everybody who saw them, they, it was absolutely a great time. So I was impressed by that. And, all the volunteer work, there's a huge amount of volunteer work that goes into that. Town, or I should say, charitable organizations like Kiwanis and Lion's and boosters, they all did parking for donations. And, the response was really good there on that side, too. I was, it's a huge thing. And a Night Out, exactly, same thing. It gets bigger every year. The National Night Out. It's too bad, I wouldn't say too bad, but the same week. National Night Out on Tuesday and then starting

Thursday you're going right into Old Home Days. Selectman Roy: It didn't seem to make too much of a difference, though as far as crowds go. Chairman Guessferd: It didn't. Selectman Roy: Even Thursday night in the rain it was crowded. Chairman Guessferd: Yes, I didn't go over there Thursday night. Selectman Roy: I don't blame you.

Selectman Roy: I actually have nothing tonight.

Selectman Dumont: I do want to echo National Night Out and obviously Old Home Days committee, it's amazing what the volunteers around here can do. It's truly impressive to see the amount of people that donated to those causes and got together to do that. And want to wish congratulations to the Police Department for whooping out butts in the tug-of-war. I do wish if you guys walked in with some entrance music holding that belt high, I thought that would have been great. But, maybe next time around. Other than that we have an upcoming ZORC meeting on the 19<sup>th</sup>, we have the Library Trustees meeting on the 21<sup>st</sup> and we will have a ZBA meeting on the 22<sup>nd</sup>. That is all for me. Selectman Morin: The tug-of-war, to tell you how bad it was they didn't even get out of their uniforms or take their belts off.

Selectman Jakoby: I wanted also thank everyone for National Night Out and for Old Home Days and next year I'm in on the tug-o-war. I'll be there, I'll do my training for a year. But I did want to also just ask for the public's help in being respectful of all the many political signs that are out there currently. I know that some have been defaced and others have been stolen. Remember that we all have a right to put out our opinion and if they are in a place where they're allowed to be, please be respectful of that. I've had several citizens ask me to make that statement this evening. Highway Safety Committee you know some of what we came forward with for the hearing for the trucks to not be on Speare Road. There were many items on that agenda so if people want to see what occurred that is also posted on the web site. The School Board, I always learn a great deal at the School Board meetings. So thank you again for having me, but I will let you take care of that part. Gary Gasdia: No, go ahead. Selectman Jakoby: The Budget Committee, we spoke a little bit about staffing questions that they had raised here tonight and they did set up a sub-committee if anyone is interested in looking at their agenda and what they've done. Please go ahead, feel free to ask me any questions regarding that. And then just moving forward, just, I'm looking forward to updates on some of the studies and engineering plans that are in progress at some point in the future. And, I appreciate everyone who volunteers and all the hard work happening in town. Thank you.

Chairman Guessferd: On my part here, we have an upcoming Sustainability meeting in a couple weeks. As far as Planning is concerned, there is no Planning meeting tomorrow night. Next meeting will be on the 28<sup>th</sup>, I believe it is. The night after our meeting here. With the Rec Summer Program is wrapping up. And men's and women's softball playoffs are in full swing, so that's going on. Other than that, I want to thank again, in addition to everything else that's been said about Old Home Days and the Night Out. Also want to thank the veteran's organizations for coming in tonight and representing their posts with the Purple Heart Community. So are now officially a Purple Heart Community and hopefully we will get the signs sooner than later. There's some challenges in the manufacturing of them now, but, we should be proud to do that and remember August 7<sup>th</sup>, again put it on your calendars for upcoming years. Put out your flags, put out you show of respect and patriotism towards those that have been recipients of the Purple Heart. Having said that, Mr. Malizia.

10. Remarks by Town Administrator: Just a public service announcement. We've posted at pretty much everywhere, HCTV, our buildings, it's in the lobby but, the Ward 1 voting location is Memorial School for the September and November elections. Just can't say it enough. The last day to register to vote for the primary is August 29<sup>th</sup> the Supervisors will hold a session, people can go to the Town Clerk. And, Mr. Inderbitzen will be serving as the Town Moderator until the next election. He has agreed to step up. We know him very well. We had the resignation of the elected Moderator. He is willing to step up for that so, that's a good thing for us. Just so everybody knows that and thank you to him.

11. School Board Liaison Gary Gasdia: Alright, a few things. As Ms. Jakoby said we did have an interesting School Board meeting the other night. I don't want to bore anyone with details, but if you watch it, two things that were interesting. One, we got a very interesting briefing on the farm. The Alvirne Farm is one of the things that makes our

school very unique. It is supported, it has unbelievably been supported by the Alvirne Trustees for many, many years. But, there's a lot of moving parts, there's a house there that a family lives in, there's a lot of equipment, there's animals. And so we do have our duty to take care of it, but I think it's just an interesting piece if anyone's interested in watching that. We also had some talk on our assessments and our test scores, which as we've heard a million times, they're not where they should be. We're doing what we can, I just ask all the parents and grandparents nothing is as important as reading to your kids and maybe doing a little bit of math with them, especially in the summer, that helps. We also welcomed back to Hudson a very popular teacher who is now coming back as a principal. Amy Blackwell who is in our district for 22 years as a kindergarten and fourth grade teacher and now going to be the principal of Library Street Schools. We're excited to have her back. We have a presentation coming up, open to the public, targeted really for parents. You stress, anxiety is a big thing for kids so we have someone, a woman by the name of Lynn Lions who's going to talk to parents about what you need to know and do to increase stress, worry and anxiety in your children. That's on August 22<sup>nd</sup> at 6:30pm in the gym at Alvirne. And believe it or not, teachers start next week and school's the week after. That's it. Summer is over.

12. Nonpublic Session

Motion by Selectman Morin at 8:50 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 4-0.

Nonpublic Session was entered at 8:50 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.

The Board entered into public session at 9:34 p.m.

Motions made after nonpublic session:

1. Selectman Dumont made a motion, seconded by Selectman Morin, to accept Police Chief Dionne's recommendation for employment termination for Police Dispatcher, Annemarie Grossi. Motion carried, 5-0.
2. Selectman Dumont made a motion, seconded by Selectman Roy, to approve the Fire Chief to enter into an MOU with the Hudson Police, Fire and Town Supervisors Association for the purpose of adjusting the placement of Captain Martin Conlon, Captain Dennis Haernick and Training Captain Kyle Levesque on the wage step scale as outlined in said contract, as recommended by the Fire Chief. Motion carried, 5-0.
3. Selectman Dumont made a motion, seconded by Selectman Roy, to retain the services of former Town Administrator Steve Malizia for up to three (3) months starting October 1, 2024 at the rate of \$75.00 per hour without benefits. Motion carried, 5-0.

13. ADJOURNMENT

Motion to adjourn at 9:36 p.m. by Selectman Roy, seconded by Selectman Morin. Carried, 5-0.

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

---

Bob Guessferd, Chairman

---

Dillon Dumont, Vice-Chairman

---

Kara Roy, Selectman

---

Heidi Jakoby, Selectman

---

Dave Morin, Selectman