

HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the August 27, 2024 Meeting

1. CALL TO ORDER – by Chairman Guessferd the meeting of August 27, 2024 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE – Jim McIntosh, Director of Community Media.
3. ATTENDANCE
Board of Selectmen: Bob Guessferd, Heidi Jakoby, Dave Morin, Dillon Dumont and Kara Roy (excused).
Staff/Others: Steve Malizia, Town Administrator; Elvis Dhima, Town Engineer; Tad Dionne, Police Chief; Dave Cayot, Police Captain; Jay Twardosky, Public Works Director; Jim McIntosh, Director of Community Media; Mike Johnson, Production, Lisa Labrie, Finance Director; Coordinator; Gary Gasdia, School Board Representative; Lorrie Weissgarber, Executive Assistant.
4. PUBLIC INPUT - None
5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS
A. Appointment

- 1) Nathan Muir – Benson Park Committee – incumbent alternate, seeking member position. (2) member vacancies expiring April 2026; (1) alternate vacancy to expire December 2025. Selectman Dumont made a motion, seconded by Selectman Morin, to appoint Nathan Muir to member position to the Benson Park Committee with a term to expire April 2026.

Chairman Guessferd: We're recognizing Nathan Muir. So just kind of give us a little bit about, looks like you have some experience already. So, what is bringing you here tonight? Nathan Muir: So essentially the last few months we have actually had a deficiency of members to be able to vote. We've since fixed that but, I figured it was a good idea to just apply to be a member just so I could help make so kind of crucial decisions with the Committee. We've been working pretty diligently, like cleaning up the shed area and the park making sure all the equipment runs and all that stuff, doing clean-ups and what not. So, yeah, it would be nice to help the Committee keep the park going. That's pretty much it. Chairman Guessferd: I know that Selectman Roy is not here, I think she is our current Selectman associated with, but, you've worked with him in the past. Selectman Dumont: Yes, Nathan was there when I was still on. He was just starting out, coming to a few meetings it out, definitely has a passion for it. I'm glad (inaudible) looked over him yet, I would ask, I think it would be appropriate to appoint him tonight with him currently sitting on there. If that's OK with the Board. But, I would make that motion. Selectman Morin: And I'll second it. Chairman Guessferd: I'm OK to do that. Is there a, we have a motion and a second to appoint him to a member position. Now two terms, to member vacancies both expiring April 2026 and this would be one of those April 2026 positions. So, we have a motion to second. Is there any further discussion or questions that we'd like to ask? Selectman Dumont: I have in my packet that there's one for April 2027, that was going to be my motion, if that's available. If not, I will change it. Chairman Guessferd: Yes, I'm not seeing it on here. Selectman Dumont: Mine shows April 2025 and April 2027. Mr. Malizia: You're looking at the Sustainability Committee. Selectman Dumont: Oh, you are correct, I apologize. Chairman Guessferd: You're ahead of us. Selectman Dumont: I apologize. Chairman Guessferd: I get it, it would be quick. Selectman Jakoby: Thank you so much for recognizing this opportunity and taking it. I appreciate that. Chairman Guessferd: OK, excellent. Any other comments, questions for Nathan here? Seeing none, all in favor, the motion.

B. Nomination

- 1) Jacob Keller - Sustainability Committee - seeking member position
(2) member vacancies expiring (1) April 2025, (1) April 2027; (1) alternate vacancy to expire April 2026.

Chairman recognizes Jacob Keller. Jacob Keller: Thank you all for having me. You want me to just talk about my interest here? Chairman Guessferd: Sure. Jacob Keller: I've been working in the sustainability and energy efficiency realm for the last nine years and have started my own business in the NH States program. I'm a subcontractor for the NH States program for anyone that may have heard of it, but, I live sustainability not just as a person in energy efficiency but also keeping my own business sustainable. I first got interested in the sustainability realm about two years ago. I went to UNH and they had a sustainability day. That's what really kind of peaked my interest on, hey you know you're helping the overall statement, how can you make a better impact on your community. I grew up here in Hudson and so I'm ready to take that next step and see how I can help this community on a larger scale. I've done a ton of different homes in Hudson making them more energy efficient, more sustainable. I'm looking to see how I can even just put my input on how we can do that on a larger scale and make the town a bit more sustainable here. Chairman Guessferd: OK, and on thing I didn't ask, your address. What is your address? Jacob Keller: Property address? Chairman Guessferd: Your address, where do you live? Jacob Keller: 16A Boulder Drive, Hudson, NH. Chairman Guessferd: OK. As a member of the Sustainability Committee we could certainly use that kind of energy and I for one am good with that, you joining us. It's a good group. Have you been to any meetings? Jacob Keller: I haven't no. I applied, I think it was last week, maybe the week before. I didn't know Hudson had this, so I've been very excited. I saw it at Hudson Night Out over at Alvirne. I talked to one of the reps there and he was like yes, you sound like a great fit. After talking with him I emailed back and got here. But, no. I haven't been to any of the meetings. I would love to. I would love to check it out. Chairman Guessferd: Excellent we would love to have you. Questions, any other questions? Selectman Jakoby: You know, that you're aware of their meeting schedule and that's something you can do? Jacob Keller: I'm not aware of it but I'm sure I can make it work unless it's to midnight every day. Chairman Guessferd: It's the last Monday of every month, typically. And if we change that because of people's unavailability, like we're not meeting Monday, for example. You wouldn't be meeting until the October meeting. That's typically the last meeting, last Monday of the month. Jacob Keller: Got it. Chairman Guessferd: The meeting is at 7:00p.m., it's in the other room down here in the Buxton Room. Meetings typically go an hour or so. Jacob Keller: Not a problem at all. Chairman Guessferd: Excellent, good question. Selectman Jakoby: Thank you for volunteering. Chairman Guessferd: OK, so what we'll do is we will, typically with the process is, we will come to the next meeting and then we will vote on it. Appreciate you coming tonight. You do not have to be at the next meeting, at the meeting that we vote on it. Jacob Keller: Just an email kind of thing? Chairman Guessferd: You'll find out pretty quickly right after that meeting on the 10th I think is the meeting. Mr. Malizia: It's on the 3rd. Selectman Jakoby: You mean you're not going to watching us on cable TV next week? Chairman Guessferd: That's right it's the 3rd next week. Selectman Jakoby: Next Wednesday and it's usually at the beginning of the meeting anyway so. You can find out before we call you. Chairman Guessferd: Because the Primary is the 10th. Sounds good, we'll hopefully see you around. Jacob Keller: Thank you all, I appreciate your time. Chairman Guessferd: You'll hear from us definitely, one way or the other. So moving forward. You're welcome to stay for the rest of the meeting if you'd really like. He got out while the getting was good.

6. CONSENT ITEMS

Chairman Guessferd asked if any board member wished to remove any item for separate consideration. Selectman Dumont made a motion, seconded by Selectman Morin, to approve consent items A-F. Motion carried, 4-0.

- A. Assessing Items – None
- B. Water/Sewer Items – None
- C. Licenses & Permits & Policies – None
- D. Donations – None
- E. Acceptance of Minutes
 - 1) Minutes August 13, 2024

F. Calendar

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

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on August 13, 2024

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

B. Lowell and County Road Public Hearing – Decision

Chairman Guessferd recognizes Elvis Dhima, Town Engineer. Mr. Malizia: So as you recall you had the two required public hearings. If you wanted to amend the Town Code, I know some discussion after the Public Hearing. At this point you either change Town Code or don’t change Town Code. If you don’t, you don’t need to take action. If you do, you need to make a motion to do so. Chairman Guessferd: Do you want to fill us, give us a little summary? Elvis Dhima: Thank you Mr. Chairman. Basically, as you know, this was triggered by ongoing issues out there, exits from Belknap to County Road to Lowell Road, there’s been numerous accidents. We started with the Highway Safety Committee, we ended up over here. The good news is that it appears that everyone agrees that something needs to be done. And everyone appears to be leading towards doing something permanently, that’s going to fix this issue once and for all. And that is basically to extend Belknap to Lowell and Birch, convert it to a four-way intersection. And the Planning Board was very kind to move forward with that recommendation and recommend you to expend corridor funds so it’s not taxpayer funds. But the feedback with that said, the feedback so far from the public including Planning Board has been that we should put aside the temporary changes to County Road and just focus on the permanent solution. And that’s what’s being presented to you, that’s what was presented on the last meeting that you had from the residents. With that said I think we have achieved what we were trying to do is by finding means to take care of this. My recommendation to you, take into consideration public input and what’s being in front of you tonight after this is to put this aside, not take any action at this time. And that’s my take on it based on the feedback we’ve received, leave it as is for now and focus on the permanent solution. Chairman Guessferd: Any Board members want to speak on this? Selectman Jakoby: Yes, I appreciate that information and what you’ve brought forward and I will definitely support and honor that decision. Just having been at that initial meeting with the Fire and Police Chief, DPW, yourself, I really think a temporary solution was something that was doable and that I whole-heartily support. And I do understand that the feedback that we’ve

gotten has been opposite of that. But I just wanted to make that statement that all through this sometimes taking a temporary step while we do our planning is important and that's where I stand. Knowing and understanding that that's not where we're heading. So, I just wanted to let the public know. Chairman Guessferd: OK, anybody else? Ya, I certainly understand that position. Safety is obviously the ultimate goal here. But, there have been some, there has been some input both from the Board here and from others, the citizens that this may not be the step we want to take. Selectman Jakoby: Or, the right timing. Chairman Guessferd: The right timing, let's just say that. Selectman Jakoby: Clearly now is not the right timing and as we go through this process if we see that there are additional accidents and things, we could revisit a temporary solution. Especially if this process takes maybe 24 months or more to happen. Chairman Guessferd: Absolutely understand. Having said all that doesn't sound like anyone's going to make a motion. I think at this point we're going to just move forward and agree that we're going to continue with the Town Code the way it is right now. With an eye toward a permanent solution.

Selectman Morin: This probably just got overlooked because I asked for it right after our last meeting. But I want to put on Old Business the Firefighters memorial, because everybody's ready to move forward with that. We never took a confirming vote. Mr. Malizia: You can do it now, you can do it during your remarks at the end if you want, it's up to you. Selectman Morin: I just, it was Old Business that's why I was bringing it up now, that's all. Chairman Guessferd: Let's do it now as Old Business. Selectman Morin: So you probably didn't even get the drawings then, correct? Selectman Dumont: They were up in the ... Chairman Guessferd: No they're up there. Selectman Morin: You did see them? Chairman Guessferd: I did see them up there, yes. Selectman Jakoby: I did not. Honestly, I did not see them. I've had some things happen. Selectman Morin: Well they're not in the packet so. So, an architect did put together the drawings. Fire Department has reviewed them and they approved them. Public Works has approved them. Hudson Monument has already started making a templates to move the memorial and everybody's on line, it was just waiting for us to view that plan, actually. Chairman Guessferd: This is with DigSafe. Selectman Morin: So they're just waiting to move forward if the Board gives approval to move forward. Chairman Guessferd: OK, so at this point then I think we'll entertain a motion to move forward with the Fireman memorial over at Benson's Park. Selectman Morin made a motion, seconded by Selectman Dumont, to move the Firefighters memorial to Benson Park. Motion carried, 3-0-1. Selectman Jakoby abstained. Chairman Guessferd: Any further discussion? Selectman Jakoby: I just want to say that I'll abstain as I haven't looked at the plans. But, I trust that you all have. Chairman Guessferd: Having said all that, any further discussion?

10. NEW BUSINESS

A. Ledge Road 8" Water Main Extension – Decision

Chairman Guessferd recognizes Elvis Dhima, Town Engineer. Elvis Dhima: Thank you Mr. Chairman. Ledge Road 8" water main extension has to do with a four lot subdivision that the Planning Board recently approved. These four lots, single family lots will be served by town water, town sewer. The lots are within the sewer districts so they don't need an extension approval but, the water main is subject to your approval. The water main will provide domestic and fire suppression for these four lot subdivision. We can accommodate it and it comes with my recommendation and Municipality Committee recommendation as well. I will take any questions you may have, but this is ready for execution. Selectman Jakoby: Just to make sure the public is aware and clear, from what I understand this parcel has water all around it, front and back, it's just that it's a new connection. Elvis Dhima: This parcel has water adjacent to it. Selectman Jakoby: Adjacent to it. OK. Elvis Dhima: So, it's very close so what they're doing is they're extending it in front of it. And because this particular lot is pretty long, or was pretty long before it got chopped off, they're going to extend it so every single property, or every single new lot is going to have water in front of those properties. So that's what's been extended. Selectman Jakoby: OK. Elvis Dhima: And then they're going to be tapping off that water to get the domestic end and there will be a fire hydrant at the very end of this line. The same thing will happen for the sewer as well. So the sewer is adjacent or close by and the developer has agreed to extend these to serve all four of these lots. Not water, town, sewer but, what's in front of you tonight is just a water. So, the water will physically be extended. Selectman Jakoby: And in that residential area is there water and sewer? Elvis Dhima: There is it's already there. Selectman Jakoby: It's already there. Has water and sewer and this, because this lot looked adjacent to that. Selectman Dumont: Right before the cemetery that's over there, it ends. So that section, Ledge Road, that goes down is not serviced but the rest ... Selectman Jakoby: Just on that side. And I just wanted the public to know that. That the rest of those houses there are being serviced. And I think that that's just an important public interest note. Elvis Dhima: If it was too far away they wouldn't extend it, believe me. If it was too expensive. Selectman Jakoby: I'm just saying. Elvis Dhima: No but you're right. So, it's not in front of it but it's adjacent to it and it is in this

area. Selectman Jakoby: Perfect. And you know I am envious of any fire hydrant because I don't have them. I like that there's a fire hydrant. Elvis Dhima: Let's get you a fake one. We have some real ones and you just can't use it that's all. Selectman Jakoby: Thank you for that clarification. Chairman Guessferd: And it's important to know, if hasn't already been noted, that this will not cost the taxpayer. Selectman Dumont: It will cost the developer. Elvis Dhima: When it's all said and done, and if it's done right, we take ownership of this asset, it becomes our property, and we maintain it, but we take ownership of this asset at no cost to us. Chairman Guessferd: And just as an additional side I was there for this meeting when we approved the site plan in the Planning Board. And it was noted at the time that this was going to be coming our way. It's all consistent. Selectman Dumont made a motion, seconded by Selectman Jakoby, to approve and sign the proposed 8 inch water line extension agreement, as recommended by the Town Engineer. Motion carried, 4-0.

B. NRPC Water Quality Planning 604(b) Program Grant Application – Engineering/Decision

Chairman recognizes Elvis Dhima, Town Engineer. Elvis Dhima: Thank you Mr. Chairman. As you may recall in 2020, the Town of Hudson worked with NRPC to secure a \$50,000 grant which helped us develop the watershed plan for Robinson Pond which is getting a lot of love and attention from the Town. We were successful in that. We developed it, that particular grant was handled by NRPC, it did not cost us anything, it did not require a match and it worked out very well. That was part of our MS4 permit, it's helping us understand to what we need to do moving forward. With that said, NRPC has the ability to go out again for another grant for us to further develop this plan, what they call a nine-element plan which is kind of like a new thing. It's basically, you have to identify where the sources of contaminations are and what you need to do with it. But, it's very detailed. Again, this is funds that we don't have to spend, we're going to utilize the grant to do it. Again, NRPC has offered to manage this program themselves and we are beneficial to it. I'm here in front of you tonight to ask you to support this grant and send them a letter of recommendation that we're on board with this. Again, this grant does not require a match from us, it does not require and resources from us, it's just simply something that we can work with NRPC and it's going to be beneficial to us to get access to this grant. This is \$50,000 we don't have to spend to develop the program ourselves. The chairman of the Conservation Commission already signed the form that's in front of you tonight. And with that said I'll take any questions you might have. Selectman Dumont: Just to clarify, for boards, committees, anybody watching, this is one of the benefits we receive by being a part of NRPC. If we're not a part of NRPC we wouldn't qualify for this grant. Elvis Dhima: Correct. And I want to talk a little bit about that on the next Lowell and Birch Road extension. But yes, NRPC is the gateway to a lot of grants for us. This particular grant, similar to 2020, it's one of those the best case scenario grants where you don't require a match from the town. But, also you don't require any resources from your engineering department to go and chase this grant and manage it. That takes a lot of time and effort as well. This is basically like as good as gets when it comes to getting free money. And this is, has happened in the past in 2020, and this is going to happen again and I don't even know if it's \$50,000 or more. I'm sticking with what we got in 2020, but it could be much more than that. To your point Selectman Dumont is, yes, between these two grants, they're kind of paying for itself. Not including all the other stuff that I'm going to talk about on the next item. Selectman Dumont: Thank you. Elvis Dhima: You got it. Selectman Morin: I just want to echo what Selectman Dumont said, this is one of the benefits of being part of NRPC and what they do for us. And just one of the few of many things and advantages this town gets out of that organization. Chairman Guessferd: Yes. And if you two hadn't said it I was going to say it myself. That this is ... Selectman Dumont: You can echo it again. Elvis Dhima: I think Selectman Jakoby should say it too. Selectman Jakoby: You know one of my questions and one of the questions that the Budget Committee continues to ask is the value of NRPC. And there are many grants that not accessible without NRPCs membership. And you had said if not for this it would cost \$50,000? Could you expand on that? Elvis Dhima: If not more. So, \$50,000 was basically the cost that was associated with developing the watershed plan for Robinson Pond. If we did not have access to this grant and we had to develop a plan ourselves, we would have to go out to bid for an engineering firm and basically say our budget would be somewhere between \$30,000 to \$50,000. And we only had one firm that actually went for this, that's what you'd be dealing with. So, instead of having this grant paying for it, that would be the Hudson taxpayer paying for this particular, developing the watershed plan for Robinson Pond. The more you know about your water body, the easier it is to identify the sources of contamination and how you're going to deal with it. All this work that's being done, it's going to make our lives easier to identify what is the most cost effective way of dealing with our MS4 permit and things we need to do out there. And there's a lot more coming in, too as far as Robinson Pond goes and Selectman Morin has talked about that. We're pursuing other things as well, but, the main benefit to this is we're going to have a very well established plan of attack to how we're going to deal with Robinson Pond. Selectman Jakoby: Thank you. Elvis Dhima: You got it. Selectman Dumont: Just to kind of feedback

on that, so the MS4 permit, is there a requirement through the EPA that is (inaudible) as a town, so if we didn't receive that grant through NRPC, I'm just going to say it one more time, that would have been a tax burden. Elvis Dhima: Yes, you still have obligations related to your federal permit which is the MS4 permit. And that is basically the watershed from the Town of Hudson that gets dumped into the river. The river is owned by the federals, then therefore the feds can tell you what you can and cannot dump. And that's kind of what this whole MS4 permit is about. Selectman Dumont made a motion, seconded by Selectman Jakoby, to authorize the Board of Selectmen Chairman to sign a letter of support to NRPC for the Water Quality Planning 604(b) Program Grant application. Motion carried, 4-0.

C. Lowell/Birch/Belknap Road – Award Design & Permitting Phase – Engineering/Decision

Chairman Guessferd recognizes Elvis Dhima, Town Engineer. Elvis Dhima: Thank you Mr. Chairman. Lowell/Birch/Belknap Road is basically a creation of us trying to identify to how we're going to fix Lowell and County Road which started as a temporary measurement and now we're looking at the Cadillac version basically of what we're going to take, how we're going to take care of this. I went in front of the Planning Board, they agreed that something needed to be done and they've authorized, not authorized, they approved the expenditure up to \$200,000 for corridor funds. Again, this is not funds coming out of the taxpayers, this is funds that the Planning Board collects from different developers for exactly projects like this. To improve the traffic flow, the safety and capacity out there and that's what exactly what we're doing. So we put in an estimate of \$200,000, we went out to bid, we had three very good engineering firms that came in at the mandatory preview meeting. Wright Pierce, GPI and GHB, all three of them put a bid and they varied from \$181,000 to \$250,000 close to \$250,000. Wright Pierce Engineering was the lowest bid and I think that the advantage of working with the Town recently on Lowell Road and First Brook bridge, but also working with us on Melendy Road bridge as well. These get projects get set up in such a way that engineering department does a lot of leg work, a lot of their focus on things that we can't do in-house. Therefore, there's a bit of a difference there between the second bid and the lowest bid. They kind of understand there's a value there of us handling, dealing with the abutters, dealing with the right of way, dealing with the utility coordination as well. And with that said, also, I just want to tell you that we presented this project at NRPC as well. And, we're filing for a \$2 million project for the construction phase. We also let the state know that this might be coming in the 10-year plan. So, I am very confident that in late September NRPC is going to probably rate this project as one of those projects that should be on the 10-year plan. Once it makes it on the 10-year plan, this going to have 80% matched by the State. Which means \$1.6 million will be coming from the State and the \$400,000 match required by the Town will be covered by the cap fees. So you could have a project now for \$2 million that's not going to cost your tax payers a dime. It's one beautiful stories that it's a win, win, win kind of thing and we can't have enough of these. But again, when presented this in front of NRPC and other communities, we were the only town that had the resources to pursue the design and the permitting and have this basically shovel-ready just like Melendy Road. And are the only ones that currently have the funds available to match our 20% requirement. So, that puts us in front of the list. And I'm very confident that we're going to have something this year that says you made it in. And the idea is if we get that positive feedback from the state and NRPC, and the people involved with scoring these, all these projects, there were a lot of them, this will be in front of the taxpayers in March to get this project done at no cost to them. And that's the pretty story here tonight. When we hold hands and sing Kumbaya and tell them it's going to be OK. We can spend \$2 million, no one is going to get beat up. But, again it's another, it's another little story that NRPC is providing a gateway for us to get access to millions of dollars. This is similar to what we were able to achieve when Melendy Road bridge, when we had a shovel-ready project, we used ARPA money and Bridge Aid and we had a project ready for the State to say, here's the money for construction, go. And that project we received the NEPA permit in lightning speed time and that's going to go out to bid in September. We're getting a lot done and we're getting help from the state. It's just no doubt about that. So I hope that this one makes it on the list as well and we're going to have some good news by the end this calendar year. With that said, I'm recommending to you to award this to the low bid. And the second one is to assign myself as a principal for this project in case we get in the 10-year plan and they need someone there that's certified to handle this kind of project. That's what that second motion is there for. I'll take any questions you might have. Chairman Guessferd: Does anyone have any questions? Selectman Dumont: I'll make a comment and a motion if there's no questions. Chairman Guessferd: Sure. Selectman Dumont: I want to say job well done to you and the Engineering Department as well as NRPC and I will be at the meeting in September to push for that on the 10-year plan. With that I'll make a motion. Selectman Dumont made a motion, seconded by Selectman Morin, to award the contract to the low bid, Wright-Pierce Engineers, for the amount not to exceed \$181,300 using funds received after August 2018 on account Zone 1 Traffic Improvements 2070-000-701 and Zone 2 Traffic Improvements 2070-00-702, as recommended by the Town Engineer. Motion carried, 4-0.

Selectman Jakoby: I just want to thank you Mr. Dhima, again, for filling out the request for proposal bid. We see that you had put it out to four different people, you received three. And this bid and your rational for even this company was much appreciated by me. So thank you I will be in support of this motion. Chairman Guessferd: I appreciate it as well. Do we have, there is a bid sheet, right, as well? Selectman Jakoby: It's in there. Selectman Dumont: Page three I think. Chairman

Guessferd: Oh, oh, I missed that page. OK, there it is, perfect. This is great, I'm good with that, too. Selectman Dumont made a motion, seconded by Selectman Morin, to assign the Town Engineer, LPA certificate number 1573, as the principal for this project. Motion carried, 4-0.

D. Proposed Sewer Rates Increase – Sewer/Decision

Chairman Guessferd recognizes Elvis Dhima along with Finance Director, Lisa Labrie. Elvis Dhima: Thank you Mr. Chairman. We're in front of you tonight to discuss and hope you'll put this forward for a public hearing on the September meeting. Basically what we're doing with this, a need to increase the sewer rates for a couple reasons. One of them is a significant increase on treating the sewer from the city of Nashua. That particular cost has gone up 35% from 2020 to present. They're looking to increasing the rates again in 2025 and 2026. Manchester is going through the same thing as well. And basically what we're dealing with is a need to basically make some necessary adjustments to our flow rates and out meter rates as well because that's what they consist of. In addition to that we've been dealing with cost increases related to our equipment that we're purchasing for the sewer utility that we're dealing with. And also staff is supported by the sewer fees as well. The Public Works and the Town Hall. You know with the contracts being revised and tweaked with that comes additional cost. One of the things we've done to keep the rates the same is been the fact that we've been utilizing our surplus funds from the years to make up the difference and that's been in the range of about \$200,000 - \$220,000. That surplus funds that we had is coming close to an end. So, as we get ready for the next year, and looking at the budget for next year, they're identified that we cannot continue to do what we've done. So, we are basically proposing a two-step increase over a period of about eight months, one in January and one in June. Most of the sewer users in town consist of having a 5/8's meter or 3/4 inch, which is basically residential, that's about 95% of the users. Before I get into the numbers I just want to be clear about one thing, if you have Town sewer, you will be impacted by this. If you're not connected to Town sewer you will not. It does not impact you. So, Selectman Jakoby is on a septic system, she will not be impacted by this, but the rest of you will and all three of you are on Town sewer. So what does that mean for an average single family that's going to be dealing with this? The average quarterly bill is \$50, about \$45 to \$50. After the first increase the quarterly bill will be \$55, so it will be an increase of \$5 every quarter which is equivalent to about a \$1.67 every month. ON the second tier of the increase which is after July, the total bill for the quarter will go from \$50 about \$60.50 which is equivalent to about \$10 difference between what you have today and what you will see. Again, equivalent to about \$3.33 per month. Even with the increases we're proposing our sewer rates are less than half compared to Nashua and Manchester. Our sewer fees for the meter, about a quarter to what Nashua will be when they're done in 2026. They are looking to charge about \$1.20 something for 5/8's meter vs. ours which will be about \$27. So with that said even with the proposed increases we're still going to have some of the lowest rates when it comes to the sewer. There are certain things we can't control and there's certain things we can control. One of the things we can't control is what the cost of the treatment is at the treatment facility in Nashua. When that cost goes up, that comes to us. If we don't have the surplus we cannot absorb that so that's where the increases come in play. We feel that was being proposed makes sense and we're going to try and keep a closer eye on this. So moving forward we're not seeing something like this. I know like \$5 is not a lot of money but looking at the percentage wise might be a lot. But from a dollar vary it's not because our fees are so low. With that said, Finance Director is here to take all the questions you have. And any negative feedback or comments you may have. At first she said she didn't want to do it and I said it will be fine. Chairman Guessferd: I just want to make sure it's clarified for people because when you first look at this you think, well that's 20%, but, it's not. There's different parts of the bill, there's two different parts, right? One part is going to get 10% first, so you're going to get hit with a 5% overall increase in January. And then in June, is that the way I'm understanding, is a total of 10%. Elvis Dhima: A total of 10%, in January it will be a total 10% in June. Chairman Guessferd: The whole bill? Elvis Dhima: The whole bill. Chairman Guessferd: OK. I just want to make sure I understood that. Elvis Dhima: The bill is broken into two things. When you get your sewer you're looking at two things. You're looking at a flat fee which is your meter, whatever meter you have for your water coming in. And then the other one is how much you use. We don't know how much you use, we look at how much water you use. So therefore, we kind of base it on that. The cost related to the unit which is 748 gallons it's going to go up 10%. The cost related to the meter fees will go up 10%. Chairman Guessferd: OK, so it is 20%. Elvis Dhima: So it will be 20% over a period from now to January to July 2025. Chairman Guessferd: I just want to make sure it was really clear. Lisa Labrie: An average single family household will be about \$40 more a year. Chairman Guessferd: So like 3 bucks a month. Elvis Dhima: Three bucks a month, that is correct. \$3.30 a month. Selectman Dumont: I think I'll ask probably the question that most people would ask at home, what happens if we don't increase this? Elvis Dhima: If you don't increase it ... Lisa Labrie: You're going to have to borrow money from the General Fund. Which is what's happening now. We're behind

in paying back the General Fund. So General Fund pays all the bills and then I do transfers between funds to cover, you know, quarterly or every few months. And, sewer fund can't keep up paying General Fund back. Elvis Dhima: General Fund is every tax payer, right? I mean that's going to, so the sewer taxpayer, the sewer users don't pay... Mr. Malizia: I wouldn't say they actually pay. Revenues are not equal in your expenses, we need to balance. And because we're short on the revenue because we can't continue to use surplus, we need to do something to the rate. It's come to that point in time. It's been many, many years since we've had to adjust it. We've had the benefit for quite a few years, now we have to look at revenue should equal this and if it doesn't you're running a deficit and you can't really do that. That's going to be an issue. Selectman Dumont: I just wanted to have that explanation out there, I appreciate that. And then my follow up to that is, is there anything, you seem pretty good about digging up extra money, is there anything you can do to offset this in the future or try to build up a surplus going forward? Elvis Dhima: I've been looking at the sewer mains out there, there's nothing. There's no gold down there. No, I mean it's just, you know, it's one of those things like everyone is dealing with it. And I think we're at the point we couldn't put it off anymore. We probably could have done this like a couple years back and do like 3-5% a year, but it's never a good time to come in front of this Board and ask for an increase. It's just, it's just how it works in this Town. So you come in and ask for things when you really have to and you have no other ways of doing it. We were fortunate that our rates have been so low for so long and it will still be pretty low. If you look at the years prior to it, we're still much lower than we used to be. So we're still going to continue to benefit that, but we have to make some adjustments to it. Because again, you're dealing with costs beyond your control. If Nashua comes to you and says, our costs have gone up, there's nothing you can do. Another thing that I've told you in the past and it's going to become a reality soon is, just like they're dealing with the PFOAs on the water side for drinking. They're going to be dealing with the same issue on the waste water side. That's going to be some serious, serious cost related to that. So, when the water gets, sewage gets treated and the solids get basically set aside all the effluent gets treated and gets discharged into the river. River is owned by the Feds, so guess what? If there's any PFOAs in that discharge, you're going to treat it before discharging it back. So, it just never ends. On and on we go and it's just going to be one of those things. And they're going to drop the requirements further down. I don't know what the end looks like but, I can tell you one thing for sure, the good times are over. And our biggest thing is to make sure we can have an adequate way of doing this, a proper way without hurting anyone because we know a lot of people are on fixed incomes. Lisa Labrie: We're not covering our expenses is what it boils down to. Elvis Dhima: This is not to get Lisa a couch for when her back hurts when she does the sewer bills. This is to cover our operations out there. Selectman Jakoby: Just a quick question. So, you know I think it's really important to be clear that this is part of our fiscal responsibility to make sure that we can cover the expenses that are coming through. One of my questions is, do you feel this will properly adjust for the employee contracts and things as well as what the increase in the processing fees for the sewer are? I don't know how that's calculated. Elvis Dhima: Yes, we look at different ways of doing it and we don't want to overdo it, we don't want to underdo it. We feel like this is going to get us in a good place. But, if we need to go through this exercise in a year or two, we will. And one of the things I talked with Municipality Utility Committee before I came here is that we may do this every couple years to make sure we don't come in front of the Board with a 10% increase. Know what I mean? But, the idea is we feel comfortable with what's being presented. Would this need adjustments or further evaluation down the road? Absolutely. What we don't want to do is bring someone in here and spend \$50,000 to tell us what we should do and be like, yes, your 10% was correct, here's my bill for \$50,000. I think we can handle certain things in-house and that's kind of what the number looking at what's being projected for the budget this year. It feels like we're going to be in a good place without over doing it but also making sure we cover everything. Selectman Jakoby: Thank you. Selectman Morin: Nashua is our treatment plant. Correct? So, you basically one big point you just hit on the head. The way they're building affordable housing and they're bringing all those people in, they're going to have to build. There's no way they're going to be able to meet and we have what percentage of that ... Mr. Malizia: 12.58%. Selectman Morin: So we have to pay for some of that. So, when that comes we're going to get stuck with that bill at that time. Elvis Dhima: We pay for the capital improvements require the treatment facility we have to pay for all capital improvements related to meeting compliance. And then on top of that we have to basically pay a fee that gone up 35% from 2020 to present related to treating that water that's being treated at the facilities. So, it's a double edged sword when you own something, right? 12.58% of the benefits but also 12.58% of the costs related to anything that needs to be done. We're connected to them for good, better or indifferent to the hip when it comes to this. Mr. Malizia: One of the benefits is we have some pretty robust capital reserve and/or assessment funds that we've collected through the years. So, when you have a large capital expenditure, you are able to take it out of that as opposed to the operating fee. So, just keep that in mind if they do charge us some sort of fee and expand the plant, we more than likely would already have that money in either assessment fee or reserve funds. Elvis Dhima: Which is what, over \$10 million I think last time I checked. Mr. Malizia: You can't use that for your operations that's why we

have to look at this rate because we have to cover the expenses. Not the capital but the actual flow. Selectman Dumont: Sewer connection fees. Do they fall into that same account? Mr. Malizia: They fall into the assessment account, they accumulate over there so when new development comes in there's a fee that's calculated, goes into the assessment account. The Trustees invest that and I believe at least one of the funds is over \$5 or 6 million. Selectman Dumont: With that account being so robust, is there any way to change the way that we collect fees so that a portion of that would go into, kind of a savings account for our operations? Mr. Malizia: I'm not sure if that would require a warrant article or some sort of study to be able to do that because I think the whole thing was predicated on some sort of massive study where somebody actually came up with that data. Lisa Labrie: I think it was more for capital expenditures. Mr. Malizia: That's exactly what is was for but to change something, I think you'd have to perform some sort of study. You can't just change it. Selectman Dumont: Just because I think obviously, you know this is going to be an ongoing thing, is there any way we can look into that for the future to possibly see what that process would be? Mr. Malizia: You probably (inaudible) because I won't be here. Elvis Dhima: We can look into that. What we don't want to do at the same time is we don't want to spread ourselves too thin by basically doing what we've been doing using all the money we're putting aside for certain things, like capital improvements, just to cover our costs. I think the one thing to keep in mind is again, remember the fact that we're basically one of the cheapest ones right now when it comes to what we're paying. I think that like one of the reasons you see a lot of businesses moving from Nashua to here because our water and the sewer rates are much lower than theirs. There's a benefit there especially if you're running on utilities. But the good news is that even with the increase that we're proposing we're still less than half on the flows and about 1/4 on the meter which is not a big deal, the flows are the biggest thing. We're big users. And again, 97% of these changes are going to be basically what we talked about, \$10. Because that's your core residents. And then you have industrial and then commercial but, that only represents 3% of the users. They have a lot of sewer flow that they treat but that only represents a small amount. I'm not too worried about them. And that's basically it in a nutshell. Can you make changes? Sure. We have to probably get legal opinion on to what we can and cannot do and how much we want to set aside. Taking the whole thing and putting it aside ... I will say this, we are making some adjustments on the operational side to see what we can do to make some changes there. Remember, you did all the updates on the sewer, the stations, you now the generators. You got new equipment all that, but that's capital reserve which we have been using. That will also be done as well. We might be using a little bit of like what we're using for ionize, we making some adjustments internal to see if there can be a combination between increasing the rates and lowering the cost a little bit. The one thing we can't control is what that bill look like when it comes from Nashua. But, yes, we can sure look into it. I don't know if it might be this year. You know someone needs to put out for the warrant article, this year or next year. We might look into it. So, just so I get this right, is this just related to this the sewer connection? Some of that can go to ... Mr. Malizia: It possibly could be repivoted. So, in the end anything you do you have to at least have a public hearing. You would schedule it the last meeting of the month and you would take whatever public input comes in and then after you would decide. And then this would be prospective not ... Elvis Dhima: You'll make a decision on this on the next meeting. This one is to just bring it up and make everyone happy. Mr. Malizia: After the public hearing. Chairman Guessferd: That would be October. Mr. Malizia: No, it would be the end of September. Elvis Dhima: September. Chairman Guessferd: At the end of that meeting. Mr. Malizia: During that meeting you'd open a public hearing, have conversation. I believe you can amend a fee after one hearing. So you could, I believe do it that way. Selectman Dumont made a motion, seconded by Selectman Morin, to schedule a public hearing on September 24, 2024 regarding the proposed rates. Motion carried, 4-0.

E. HVAC Upgrade for Hudson Police Department – Police/Decision

Chairman Guessferd: Welcome back. Chief Dionne: Thank you Mr. Chair. We were here May 14th to request permission to, for you to release funds from the Energy Efficiency Capital Reserve Fund. At that time you requested we go outside to bid. We did that, Captain Cayot wrote an RFP and went out to bid, we made a mandatory meeting. We met with three contractors, two who actually submitted a bid was Control Technologies and Alliance. The bid results are in front of you. We developed a rating system, we interviewed a couple subject experts as we are not in HVAC. The experts said Control Technologies submitted, what appears to be a more wide-open system. Alliance seemed to be more of a proprietary system, they experts were of the same opinion that we were in our rating that Control Technologies was the better value for us, for our rating system. I'll take any questions you may have for me at this time. Mr. Malizia: They're also the low bidder, just to put that out there. Chief Dionne: About \$150 they were lower. Mr. Malizia: Yes, but they're still lower. Chairman Guessferd: Yes, they are the low bidder. And it's close.

Selectman Jakoby: I just want to thank you very much for all of this information and for going out to bid and going through the process. I think it's very clear as to the decision that was made and why it was made. And I think that's very helpful for the public to see that detail. So thank you. And I'm in support of the recommended motion. Selectman Dumont: Yes, I just want to make a comment. Because I know there's a reason (inaudible) when you guys came in the first time around so I really appreciate you going through the process and doing that for us. Chief Dionne: Thank you, I appreciate that. I will say professionally I think this was probably one that we could have exercised the ordinance which allows us to wave, just speaking to a couple of experts, they thought it was odd that we went out to bid on this one. Selectman Dumont: I will agree that the process proved you correct. Chairman Guessferd: So you can go home knowing that. Selectman Dumont made a motion, seconded by Selectman Jakoby, to award the bid for the Hudson Police Department HVAC upgrade and replacement contract to Control Technologies for an amount not to exceed \$44,850.00 using the Energy Efficiency Capital Reserve Fund. Motion carried, 4-0.

F. Permission to Advertise for Telecommunications Technician – Police/Decision

Chairman Guessferd recognizes Police Chief, Tad Dionne. Chief Dionne: So when I put this on the agenda I had one vacancy, I now have two vacancies. I would rather, if it would be OK if we could go ahead and advertise for two vacancies. Chairman Guessferd: Two vacancies, OK. Alright, do we have any ... Selectman Morin: If nobody has any questions I'll make a motion. Chairman Guessferd: I don't there's anything else here. Selectman Morin: To accept Chief Dionne's request to advertise for one Telecommunications Technician. Mr. Malizia: We're going to make that two. Chairman Guessferd: Two vacancies. Mr. Malizia: He actually had a second one that resigned. Selectman Morin: Oh, I didn't hear, I apologize. Selectman Morin made a motion, seconded by Selectman Dumont, to authorize the Police Department to advertise and post for two Telecommunications Technician vacancies in the Hudson Police Department, as amended. Motion carried, 4-0. Selectman Dumont: I appreciate that, making it into the folder before the night tonight so I was aware of that. I really do appreciate that.

G. Permission to advertise for Part Time HCTV Assistant – HCTV/Decision

Chairman recognizes Director of Community Media, Jim McIntosh and Production Coordinator, Mike Johnson. Mike Johnson: Good evening Chairman, members of the Board. We come before you tonight to request permission to advertise for a part-time HCTV Assistant. This was a vacant position we had that we felt this would be a good time to fill it with the staff changes ongoing at our station. If you guys have any questions about the job we'd be happy to answer. Mr. Malizia: They are somewhat short-handed as you're well aware with the recent. So basically this is something they had before, this is by the way, paid for by the cable users so this doesn't affect the taxpayer, more it affects the cable users who pay franchise fees which funds the station. Chairman Guessferd: OK, anybody else, anybody have any comments? Selectman Dumont made a motion, seconded by Selectman Morin, to authorize HCTV to advertise and post for the part-time HCTV Assistant vacancy in the HCTV Department. Motion carried, 4-0.

H. HealthTrust Insurance Change – Administration/Decision

Mr. Malizia: Our health insurance provider which provides our health insurance for our employees is HealthTrust. They notified us awhile back that they're discontinuing their Blue Choice Point of Service Plan. As this affects all of our employees, we convened a meeting with all the unions, all the representatives from all the unions, to discuss that change. As of this point, they are switching the plan with an open-access PPO plan, don't ask me what all those things mean. In essence, they're dropping one plan and offering another plan which is similar, actually slightly cheaper. This affects about ten of our employees, but we met with the groups, the unions, and as you see everybody assented to the change, all the groups are comfortable with it. Frankly, we really don't have a choice they're discontinuing a product. So, given that the unions bought in I would probably recommend a motion. Selectman Jakoby made a motion, seconded by Selectman Dumont, to accept and replace the current Blue Choice point of Service Plan (BC2T20) health insurance plan and replace it with the Open Access PPO Plan, beginning January 1, 2025. Motion carried, 4-0. Chairman Guessferd: My only thing is I did look at it, the rates and it does appear that overall the rates are a little less in some areas. Looks like they're a little more perhaps, in the urgent care and ER. Mr. Malizia: We looked at this we had a representative from HealthTrust come in and speak to all the groups. So, again, we went through it, they went back to their respective bodies, they got their buy-in or permission and they came forward. Everybody put in a letter. So, we're moving forward.

I. IT Director Retirement – IT/Decision

Town Administrator, Mr. Malizia: We received a letter notifying the Board that Mr. Beike, John Beike our IT Director, is retiring at the end of October. I'm sensing a theme here. So, at this point in time it's recommended that we do something to replace Mr. Beike. So, I'm bringing it to the Board, I'd like permission to post for it. And I'd also like to Board to consider hiring MRI to at least do some recruitment. When we hired, promoted Mr. Beike, we went through a process just about three, three plus years ago and MRI actually identified candidates for us and we interviewed and Mr. Beike was the ultimate selection. So, I don't know if there's a big pool out there of folks. We may have an internal person that may be qualified but, I wanted to give it to the Board to see what the Board would like to do. It's a department head position and it is important. Selectman Morin: I think with our experiences this is probably a good idea. Chairman Guessferd: Yes, I remember the last time because you and I were both here at that point. We had two people that we interviewed and I think the other taking that other job. Mr. Malizia: We actually interviewed four. One of the kind of leveraged us to get more from his employer. Two I wouldn't hire to be the janitor here. Chairman Guessferd: We actually interviewed the other two? Mr. Malizia: We did. I sat here and interviewed four people. Yes I did. Chairman Guessferd: Yes, I know we talked to a couple of them. Mr. Malizia: You talked to the top tier people. Chairman Guessferd: That's what I was thinking. Mr. Malizia: We, the sub-group talked to four. Chairman Guessferd: So, from my perspective I don't have a problem. And MRI will hopefully be able to help us. Mr. Malizia: It's about \$1,500, I've already communicated with the principal at MRI, they'd be able to do something similar to what they did last time. Ultimately it's up to this Board who you hire and what not. I don't know what the universe looks like out there. I know last time it wasn't a big universe and that was just a little bit over three years ago. Selectman Morin: Just when the time comes to make motion, do we need to add that \$1,500 in there? I won't make it until you're done. Mr. Malizia: You can put in to hire MRI, Municipal Resources, Inc., for not to exceed the sum of \$1,500. Selectman Jakoby: So, my question is so there are different levels that which we can hire MRI. So what exactly are we getting for this? Because I know that we had approved \$7,000 towards the recruitment of our Town Administrator and that cost about \$7,000. Mr. Malizia: They will do the advertising, they will do a preliminary screen, but they'll give you all the candidates. And you will interview and you will deal with that. Chairman Guessferd: So it won't be as extensive as ... Mr. Malizia: More than likely they will not be weeding out anybody, you will get the whole part and parcel. Selectman Jakoby: Right, I just want the public to know that. Like what's the difference? Because we just heard that. Mr. Malizia: Much slimmer process. Selectman Jakoby: Right. I just wanted to clarify that. And we're going to, would use the job description as written? Mr. Malizia: That's the job description that we had updated, I believe, within the last three years. That was the previous job description we had. Selectman Jakoby: I just want to ask this. So, is the previous job description we have, is there I know that we have not done a lot of strategic planning around our departments and looking at these things. So, my concern is at what point might we make adjustments to that as we hire? I don't know. Chairman Guessferd: I think we need to have that discussion. I know you've been asking for it. Selectman Jakoby: Yes, because there's a couple of things that I don't think are on the current IT job description that I think would be important. But that's my opinion and I think the Board needs to have that conversation. And that's my concern with the current job description. Chairman Guessferd: Anybody want to discuss it? Selectman Jakoby: And then the question is, if we go out with this job description might we modify it as we have candidates and is that appropriate? Because some people do that. Selectman Dumont: So my question would be, I don't think, in my opinion, this motion wouldn't hold us to that job description. It would be best to move forward and if you could send your thoughts over to the Chairman and then the Chairman could put them back out to us and we could either have a conversation at the next meeting. Or, we could relay our thoughts back to the Chairman, but I think we could make adjustments to that if necessary. Mr. Malizia: Job descriptions are changeable, if you'd like. I mean you're certainly not going to change this from IT Director to DPW. But you may or may not tweak this, which is fine. Obviously the bigger concern is the longer to take to do something, it's going to be on the other end and you're not going to have any IT Director and frankly I'd rather have somebody where you can work with them, maybe tweak something than not have anybody. Selectman Jakoby: I think to Selectman Dumont's point, that's exactly what I saying. I don't have a problem advertising for this but also being clear that there a couple of items I would like to discuss about the job description. And I don't want to delay. Chairman Guessferd: No, and that would be my concern as well is we need to move forward with this as soon as we can. Selectman Dumont made a motion, seconded by Selectman Jakoby, to post for the position of IT Director and to hire Municipal Resource's, Inc., not to exceed the sum of \$1,500, to conduct the recruitment for the position, as amended. Carried 4-0. Mr. Malizia: One thing I would point out, the advertising cost will be on, we'll probably have to pay directly for some of the ads because the ads will, depending on how robust they are, will come through the office. Just so you know. Selectman Jakoby: To be clear, MRI will be creating the ad. Mr. Malizia: Correct. And placing it in the appropriate places and whatever resources, you know, that's a separate bill. Just a cost bill. Selectman Jakoby: Correct.

J. Revenues and Expenditures – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Mr. Malizia: Not much to say because it's the first month so they're really aren't any trends other than motor vehicles keep continuing to perform well and we keep doing well with our interest and investments. And so I think that those are still positive, but again, it's very early in the year and there is really no... We've encumbered money so it really kind of skews things a little bit when you encumber bills or you encumber the trash contract. It's a little too early to really make any trend discussion here. We should know at some point. How we ended last year, I believe we ended pretty in a descent position, but again, until it's all audited, I don't know given numbers. Chairman Guessferd: Sounds good. Anybody have any questions or concerns? Selectman Dumont: I was just going to ask, and you kind of mentioned it about the interest, but obviously the Feds have done dropped, you know, a slight drop recently. I didn't know if you saw anything with that. Mr. Malizia: So, our interest investments aren't always linear, so it takes a little while during the year to figure that out. Ya, if they keep dropping rates you might see some decline, but still better than it was two years ago. You know. I think we're conservative, I think we estimated \$300,000 for the year. I think we pulled in \$536,000 last year so, even if it declines by a percentage point we should at least get the \$300,000. Chairman Guessferd: Any other question, comments? OK, thank you. Alright we will start with comments.

11. Selectman Liaison Reports/Other Remarks

Selectman Morin: First of all, thank Steve, this is his last meeting. Well officially. So I appreciate all your years of service, I know you'll be back. But, you're a part timer. Half on retirement, half on part-time. But, thank you. And the other thing, just want to wish everybody a happy Labor Day.

Selectman Roy: Excused absence.

Selectman Dumont: I was going to say thank you to Steve as well obviously we'll be seeing you back. Shows how much we need a steady person. But I do want to take the time to acknowledge over this past weekend on Saturday, state of New Hampshire had three motorcycle accidents which resulted in three fatalities. Two of those were actually Hudson residents. So, I think it's very important for everybody to slow down and try to keep an eye open, look twice before you pull out. I just want to take a moment to reflect on that. Hopefully people will pay attention and be a little more patient.

Selectman Jakoby: Thank you Selectman Dumont because I want to echo those concerns as well. I wanted to start by thanking Steve Malizia for his many years of service to the Town of Hudson. And I wish him and his family good health and much joy during his retirement. The School Board, I will just share school started and let Gary give you the details and I also learned a lot about the farm at these meetings which has been fascinating and enlightening for me. I wanted to give an update, I know I mentioned the defacing and stealing of political banners at our last meeting. I wanted to let the public know that one of those banners that was taken this weekend actually had an air tag on it and was tracked to Salem, NH. That truck was then impounded by the police and to the impound lot and action has been taken against those people. And from what was viewed on the seat, there were multiple candidate's banners and signs there. And I looked up RSA which is RSA Chapter 664, the legislature has established a civil penalty of up to \$1,000 per violation for removing, defacing or destroying political advertising on private property. I just want people to be aware. That's all. I appreciate that. I wanted to also just thank Selectman, Chairman Guessferd for affirming that some of the future items coming before us will be a discussion on our web site update and social media discussion. Strategic planning as we have stated before and that I'm looking forward to some updates on some of the reports that in process both the West Road landfill, Town Hall assessment and infrastructure study scope information. Finally, I just want to wish good luck to both Selectman Dumont and Selectman Roy as they are each running for a state position. And I know they fall is going to get very busy, so I wish them both well in the up and coming election.

Chairman Guessferd: Yes, it's been said a couple times already. I don't think we can under emphasize this that we're going through a transition right now. We are in the throws, I just want to make sure that people are aware, we are, we have interview a number of candidates, we are going to have an additional discussion on what the next step is later on in nonpublic. I want to make sure it's clear that we are progressing, we're moving forward we're not waiting for something to happen. We have some decisions to make and again, deciding what's next. But, the reason we're doing all this is because our Town Administrator who has been here, what did we say, 28 years total, including finance? Served this town honorably for 28 years is retiring as it's been said he'll be helping us as we transition. But we won't see him for at least 28 days, at the end of the month. But on behalf of the citizens of Hudson and the Board

members have already expressed theirs. I want to thank you very, very much from the bottom of our hearts for all the work you've done over the course of the time you've been with this town. Mr. Malizia: You're welcome, thank you. Chairman Guessferd: OK, and we'll see you soon. So I've got a couple other things. Rec, the rec department. There's a couple things happening. The big things right now, is we just concluded the summer program as school has started. There were 550 kids in the program this year and basically the most we've ever had. Which also translates into a bit of revenue as well. And some of that goes towards scholarships that the Recreation Department sponsors for high school seniors. The staff did a great job this year and they want to publically, and this is the part I think is just as important as anything else. We want to publically thank the other departments for the community support in regards to the summer program. Specifically DPW, thank you Jay, Hudson Police Department, Chief, Hudson Fire Department, Chief Tice and his folks and Hudson Community Television, Mr. McIntosh, Mr. Johnson. Thank you, thank you staff please for the support that they gave the rec program this summer. Without that it's not as great a program and doesn't make as big an impact. So, we appreciate that. There is now, of course they're starting up soccer. So soccer is 54 teams are involved at all levels. 540 kids so far have signed up. So that's a lot of kids, a lot of soccer. And just as exciting they're going to be offering Special Olympics Unified Soccer as well for the third year in a row. They sponsor it, they don't, we don't charge for it. So very excited about that. So if there's an interest in that from folks out there, please, go to the rec department and sign your child up. It'll be a lot of fun for them. They're going to have lots and lots of support. Finally there is senior programming. They're doing a lot of good things over there. And the rec director just, and we recognized last month or last meeting about Lucille Boucher recently has passed and that's been a big hit to that senior program. She's been around for a very, very long time. And so they're, it's going to be a huge hole to fill for the Senior Center. So hopefully more will follow there and we'll have continued support, probably not at the same level that we had before. Personally, I want to make sure that we're thinking ahead, we have a couple things ahead of us. Of course, Labor Day weekend. The overall motorcycle comment was well made, I think in general. This is one of those weekends where we have to be careful. We have to understand don't drink and drive. Do all the things that you need to be to be safe out there. You know we want everybody coming back home after wherever they go over the weekend. Healthy and safe and ready to go for next week. But enjoy yourselves, have a lot of fun, it's a good kind of ending to the summer. They only other thing we have coming up, won't say only, September 11th is coming up and there will be a ceremony over at Benson's. At the memorial. It'll be on 6:30p.m., September 11th. 6:30 p.m. and we'd love to have everybody come out. There's going to be lots of groups from town. You know the B-Naturals, is the band going to be there it think, or not. The actual band. We will have other units there, the military units (inaudible) it'll be a good ceremony. Please come out if you have the chance, the opportunity to come out for that. And I think for me, that's pretty much it.

10. Remarks by Town Administrator: I'd like to thank everybody for the retirement party last week. That certainly was a lot of fun, much appreciated. I'd like to thank this Board and all the Boards I've worked for, for everything and the support that they've all given me through the years. As well as the citizens, I've been treated very fairly, I think, by everyone. And I'd like to thank my family who also had to put up with a lot of sacrifices and a lot of time away. So, just want to say thank you to everybody and I appreciate it, thank you.

11. School Board Liaison Gary Gasdia: Not sure how I follow that. I just have to pile on, Steve, you've been a rock for as long as I've been here. It's just absolutely amazing, it's amazing to sit here and just watch every question that comes up, doesn't matter if it's a citizen, if it's a Board member, no matter how long they've been here, you just have it off the top of your head like it's nothing. You just, you're like the Matrix. It's fantastic, it's amazing, it's well deserved but it's a big loss for Hudson. But a well deserved retirement. So thank you for everything. But yes, the first day of school. You know, things went off about as well as you could expect, right? Some busses might have been a little bit late. Somebody might have got on the wrong one. Some cars may have backed up here and there. People went to the wrong classroom. But overall, you know things worked out really well. The schools were looking really great, a lot of work went on over the summer. They look about as good as they can on the first day of school before the kids get in there and trash them. But, they've looked really nice. There was a fund raiser in Alvirne this year so if you drive by the parking lot it's going to look a little different. The seniors raised money by having the ability to paint their own parking spaces. So they're out there last week, everyone put on their own little spin which was great. During our opening week before the students got there we did some PD, professional development, with the staff. But also celebrated some folks. We had a number of staff and teachers that are celebrating 25 years in the district which is phenomenal. And Mike Solisky who is a science teacher was celebrating year number 50. Which is amazing. My kids all had Mr. Solisky and I talked to a lot of folks and they say oh yes, my kids did too and oh by the way, I did too. 50 years. Not everyone bows at 27 or 28 like it's nothing, he was there 50. So you could stick around. I'm just saying, right? And then thank you to the Hudson Lions Club and the Fire Department, there was a raffle at Old Homes Day's

and a student by the name of Lucy and she took her friend Olivia, got a ride on a Hudson Fire truck to her first day of school at Hills Garrison. It was about as excited as any kid I've seen for their first day of school. Thank you for everything again Steve.

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 8:19 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 9:19 p.m.

Motions made after nonpublic session:

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

13. ADJOURNMENT

Motion to adjourn at 9:22 p.m. by Selectman Morin, seconded by Selectman Dumont. Motion carried, 4-0.

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

DRAFT