

HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the November 12, 2024 Meeting

1. CALL TO ORDER – by Chairman Guessferd the meeting of November 12, 2024 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE – Police Captain, David Cayot.
3. ATTENDANCE
Board of Selectmen: Bob Guessferd, Dillon Dumont, Heidi Jakoby, Dave Morin, Kara Roy.
Staff/Others: Town Administrator - Steve Malizia; Town Engineer - Elvis Dhima; Police Chief – Tad Dionne; Fire Chief - Scott Tice; Public Works Director – Jay Twardosky; Tax Collector – Christine Strout-Lizotte; Police Captain – David Cayot; Police Captain – Steven McElhinney; Executive Assistant - Lorrie Weissgarber.
4. PUBLIC INPUT

1) Grace Kennedy – 30 Glen Drive

I've been a resident of Hudson for 24 years. I've served on the Rec Committee and I'm presently serving on the Hudson School Board. What I wanted to talk to you folks about was when I was on the Rec Committee we talked about doing something about Robinson Pond. We never did do anything with Robinson Pond. (inaudible) under our jurisdiction at that time. And now I believe it's under the Department of Public Works. Anyhow, a few things I want to talk about Robinson Pond. A lot of people in town have really derogatory names for Robinson Pond. Band Aide Pond, (inaudible) Pond, I mean it's horrible, horrible names. Mainly because of number one, water quality. Now, I've always been told in the past that the reason the water quality is so poor is because of the Canadian geese. Well I think all around Robinson Pond a lot of people have septic systems. I don't think all of them are up to date. I am not sure how what some of the past. Looking into what the, problems with water quality, what they've come up with. But, that's one of the big, our problems that I always had with the young children. The other thing is to have, I don't know whether dogs are supposed to be at Robinson Pond but they often are. And, they're not always discriminating where they go to the bathroom. And, for having little children there with dog that are on or off leashes is a problem. That's why dogs are not allowed at state parks. They're not allowed at the, at Hampton Beach. My kids are now in their 30's but when we moved here in 2001 I had a couple of them in Rec. 200 hundred kids used to go to Robinson Pond every Friday. But when they did their own water quality test a lot of times it wasn't up to par and they would have to call the parents and ask them to come pick up their kids because we did not have bussing back then. So now, from what I understand, I don't know when the last time the Rec Center ever used Robinson Pond as an activity. Meanwhile, my one son who's now 29, when he was in eighth grade he and I went out to Benson Park and tried to cut back branches that have overgrown the trails. It was just way too big of a problem. And now that's our, one of our jewels of the Town is Benson Park. And, we have flush toilets there, we have a snack bar, we have things that are just beautiful. Lots of volunteers. There's nothing equal to that at Robinson Pond. But to have 200 kids at the Rec, at the time my kids were going there we had two Port-o-Potties. Two Port-o-Potties for children (inaudible) adults, that's just way under meeting the needs of people. So the things I always wanted to do with Robinson was up the water quality. Try and test more than three times a year. Last time I asked if we would years ago, they said they only tested it three times a year. Two times it came out bad. That doesn't give anybody a really good idea of what the water quality is or if it's safe to go there. I'd like to see flush toilets, I'd like to see the dogs not there at all, but if they're going to have dogs at least make sure that they're on a leash. A sand, nothing like making a sand castle in two inches of sand and all rock. It just can't be done. Silver Lake, which is a very close state lake to us it's an hour's drive, but, it's in Hollis. They have problems with because it is a state park, they cannot, they can't live with it to just Hollis residents. So they have a lot of people come in and use a lot of lighter fluid on the charcoal and you can taste it when you're swimming. But they have nice things like the flush toilets and the snack bar and all that. Derry has flush toilets, a snack bar, sand, I don't know. They, I think equivalent for their town pond it's about the size of Hudson. So, these are things that could really improve the image of Hudson if they were fixed. Whether or not that's going to come about but, 24 years later I can't, I saw one thing a Boy Scout put in a trail. But other than that I haven't seen really big difference with the pond at all. So hopefully that's something you guys have control over and things will change before I'm long gone. So thank you for listening to me and I have to give comment to my friend Ms. Heidi Jakoby comes to all the School Board meetings and she is an excellent representative form the Board of Selectmen. And she's also on

the Budget Committee with me. My gosh you'd think I'm following her around. Chairman Guessferd: You spend a lot of time together. Grace Kennedy: My trouble is Gary is retiring this year from the School Board. And heaven forbid they say now you get to go the Board of Selectmen Committee. My husband will kill me. Thank you very much for listening to me.

2) Dean Sakati – 11 Fairway Drive

Thank you. Dean Sakati, 11 Fairway Drive, Hudson, NH. So I'm here as a fellow, as a fellow Board official. Board member, the Zoning Board and I just want to speak as with some concern for residents. This is really, it's called a storm's a brewing. So, there's a, the situation is, is if you go to the houses that are in the Green Meadow neighborhood, they've been inundated with sand storms. I think there's been several residents that have maybe submitted letters to the town indicating as such. It's been going on for about six to nine months. It's predominately wind-blown, it's pretty, it's pretty, it's pretty intense. It's not uncommon, I think today, there may have been, you know, thick haze, you know, the wind, the sand blowing off the Target development locations blowing through the neighborhood. I think it depends probably which way the winds blowing but, it's really intense. I've seen, residents have come to me, being on a Board, and have shared with me pictures. I'm not quite as effected, I'm an abutter for full disclosure. But, I'll get into that in a second. Is um, they've shown pictures. I mean pictures of sludge in pools, pool covers inundated with layers of what appears to be sand. There's, you know, I saw a video the other day of someone took a white glove inside their house and literally was able to wipe. It's a very clean house, it's a beautiful house frankly. And, you know, you just see dark, just soot or whatever it is, sand or debris or whatever it is that's come in through a screen. Right? You know these conditions are pretty unacceptable, I think by most people's standards. And, you know, so, there's, there's a lot of concern. You know the cars in the neighborhood, you know, I encourage my daughter, 'cuz she just bought a new car to get, you know, the, and I do it, from Haefner's, you know can um, this is an advertisement I guess, is you can, you know, can get a monthly pass to the car wash because it's so, you know it's just, you know, every, every day you go out you have, you have a pasty sort of silica-based substance on your vehicle, I'm assuming it's sand. You know my, my parents when I was growing up lived in Saudi Arabia for a while. My father's Buick literally was, you know, from driving just in the local conditions, literally you could, you could feel, you know, the surface of the paint was worn out. Kind of like blue jeans turning gray when you wear them. Just very finely worn out. So I don't know what the implications are. And I'm not here to complain. What I'm here for is really just to ask this Board, the Planning Board, the Zoning Board, I'm on it, I'll mention this to Chris Sullivan, he's been a great champion for residents. Is what I'm asking is for everyone to take this seriously. Because I think the model, the way we treat this, with the way we treat this as Board members, is we're setting the tone, you know. I think Heidi you had said once setting the tone from the top. Right? And I think that's, that's leadership. And I think we all need to somehow figure out a way to, to, to figure out solutions to these problems. This isn't going to be a first problem that's going to merge from, you know, a project of this size. Right? So, the concerns are what's the damage to property? What's the nuisance of the sand? There's health concerns. And these are real. When I got, you know, got up this morning, went to work, you know I was driving, and again, I see a silica-base, I just got my car washed two days ago. And there's this, this whatever it is, and you know you're breathing this stuff in. You know, what are the implications of this? I don't know what was in that? What was in that golf course? What's been deposited there over the years? I hear stories in Hudson that, that, there's, that there's places where, you know, things were dumped and disposed of, right? Was that done there? Is that in the soil? You know these are big question marks. So again, my ask as the Board members is for us to demonstrate, you know, concern for the residents. For us to help figure out solutions. You know maybe a soil testing. I'm sure it's been done by the state. But to the point, you know, we can advocate to Target that they share it. If it's been, if it's been done why not share it? It'd make people feel better about it. It's a quick way to alleviate concerns. You know maybe there are other things, you know, Target should probably meet with those people that are mostly affected and try to figure out solutions. You know I don't, you know there's also downstream, you know, if someone has a pool, I don't, is what's the, what's the implications to the filters? What's the implication to a cars filters? You know what are the, you know what are the, what are the implications of this stuff and I think the developer, you know this is a moment for the developer to prove that they're, they're neighborly, they're going to be here for a while. So, but we should, you know, reach out to the developer, reach out to the state, reach out to law enforcement, reach out to health, you know, officials. Whoever it is to try to, just to get clarity around what's going on there. And to the point that we don't think we can, I don't think this is a moment where we want to go along to get along. This is a moment for us to demonstrate our leadership, our caring for our residents, our neighbors and to proactively figure out if there's something that we can do to make, to make this a lot better. You know I think creatively the folks over there need help. And, you know, I won't speak for myself, I'd, I'm, you know, but some, some houses over there are being treated, it's pretty harsh.

Chairman Guessferd: I just want to say on behalf of the Board and employees, on this subject. You know we've seen all the email traffic. We've seen, we've seen, we've seen the pictures. But I just want to make a statement that, that the Board is not ignoring this. That employees, Town employees, we support their efforts so far. There have been actions that have been taken so far. And, I think the Board will do, and the Town will do what it can within its control. Within areas where there is control. There's some things, the weather has been unbelievably drought. Today, everybody knows, 30 miles an hour winds today. That's not normal. OK? And we did receive some input earlier today. I guess really what I want to say is that we are, we are working, we are, we are going to work with the other Town committees or the Town employees. We support what they've done, they've done some very good work so far. In addition to that, I don't want to get into a dialogue here, but I figure it's time, it's a point to make a statement here on behalf of the Board. And, I saw an email earlier tonight from our Planning Board Chair requesting information to look into it. So, that's what we're doing. Again, we're doing everything we can within the prevue of the Board and the Town and support the actions that have been taken so far and hopefully there can be a some sort of a successful resolution to this. Selectman Dumont: I just wanted to add one thing to that it won't take long. As far as communication goes, it is my understanding that our Town Engineer has been in communication with the Site Contractor and the Site Contractor is open to communication with the residents over there. So, if you have complaints or a car wash or something of that nature that needs to be handled, they're more than happy to take care that. I just have to reach out to the individual to do that. So I would suggest, you know, for you or your daughter's sake, shoot an email off to Elvis and then you can get that, that communication directed to that contractor. At least that way it can be facilitated to them. Dean Sakati: Ya, maybe someone can post that. You know, I don't know who that person is. I have heard that there has been someone over there, but it's, it's, people don't know who to reach out to. I don't, I'm good, I can, you know, take care of my, my car. But, it's a, you know, I think there's some other parts of the neighborhood that have been hit really hard. And I think we'll just, I guess the point is really just, and it's back to, you know, back to your point Bob, is just being proactive, making sure we're communicating, making sure that we're going above and beyond. Because this isn't going to be the first issue, trust me. It's, it's, it's, you know, just it's inevitable whenever you create this much. Chairman Guessferd: I also want to bring up Town Engineer, Elvis Dhima here to make a comment. Elvis Dhima: Making my own up here. Dean Sakati: Are you doing everything you can do? Be all that you can be. Elvis Dhima: Be all that I can be. So, thank you for coming tonight, taking the time to do it. I know you're taking away time from family. Obviously this means a lot to you. I just want to make everyone aware that every time that someone is reaching out to us, we're putting in contact with a Target representative. There's has been contractor representative going to the properties, and you know this. They're going out there, they're taking notes and they're providing, like Selectman Dumont said, washing the cars. As you all know this is probably the biggest construction site going on right now. And there's a lot of things that are happening out there, there's a lot of effort put into it. But, when you're dealing with 30 mile an hour wind, there will be certain things that they cannot control and some of that is preventing any kind of dust going over there. I'm not making any excuses for them, I'm simply speaking from the industry standards. I there seems to be an understanding to what the expectations are when this thing got approved and that's beyond our control. But, what the industry standards are and what the State requires and what the permit that they have in place required. It does not include anything at 30 mile and hour winds or (inaudible) or things to that sort. So, with that said, again, if you or anyone has an issue, they need to bring it up staff, not to you, to staff and to let us know if we need to be out there or if we need to send a Target representative to deal with this directly. We are logging everything on our end, we're doing everything we can. But this is a big construction site and there's going to be some challenges there. Dean Sakati: And I guess, maybe, that I get everything you're saying. We do need though, to make sure we're being as proactive as possible. It may not be the standard, but we need to hold, and I'm sure that like, listen I'm a business person, right? I, you know, work in Boston. When I deal with communities I want to show the best side of my company. Right? And I'm sure that they would want to do the same thing. So I think we should hold them to the highest possible standard, even above and beyond. There's a legal standard, there's a, you know, the, the state's standards. But, I think it's important, I think it sets a tone. It sets a tone. If we hold them, in a good way, right, hold them accountable to high standards, it means they're going to perform better all the time, right? Elvis Dhima: So, this is one of the things that they've been doing which is above and beyond. What I know the contractors done here since I've been here, they're out there having two water crews working the site Saturdays and Sundays. Dean Sakati: Is that enough for that large of a site? In your opinion? Elvis Dhima: It is enough to basically keep things under control. You can put in 100 trucks out there, and the question is, is that reasonable. So if you have someone that's having two trucks, water trucks running all day long during the working day. Why would you need any more on a Saturday or Sunday? Especially when it's not needed. But last week they put a biomed as well which is not really something we deal with. But, they actually have provided that in addition to that. So, those are things that they have to your point provided above to what any other contractor typically does in town.

So, you tell me, I guess, based on your feedback, what your expectation is and what you expect them to do so I can take that back? Are you expecting 50 trucks out there to hit the site? I mean... Dean Sakati: OK, yeah, so I'm not the Engineer. So I can't tell you there's a right number of trucks that should be deployed there. What I can't tell you is the outcome, right? So what are the outcomes? What we see is sand everywhere. Like when people have sand inside their house that seems like it's crossed some sort of threshold. I can't tell you if that's, you know, if that's, if that's within or outside the state. Like that's, that's not acceptable, you know? If I were Target, what I'd be doing, is I would be sending someone out to every resident and say I want open communication. Every like, call it abutter or across the street or within that neighborhood. I would meet with every single house, right? And I would just ask them, how are things going? What's going well, what's not going well? And then I would try to remedy the situations that aren't going well. Just because I'd want to be a good citizen, right? And I'm assuming Target's a good firm, right? They would want to be a good citizen. So... Elvis Dhima: No one else does that in town. Dean Sakati: I'm good with that, I don't care what the other, like with all respect. That's where we... Chairman Guessferd: I think we're getting into a back and forth here. I think we need to kind of bring this, public input is welcomed. Dean Sakati: And this is the exactly the point was. We need to hold them to a standard that, that, that's constructed. And it's not going to be just this issue because how we handle these situations, it's going to set a template for how we're going to handle all the situations. Whether it's traffic, whether it's, whatever it is, you know. Chairman Guessferd: Sure. No and, and you're points are well made. Elvis Dhima: And I can pass it along, Mr. Chairman. I also want to say that anyone that has reached out and has requested someone to meet them at their property, that already has happened. I'm not sure how they're going to feel about going out and reaching out to people that haven't reached out to them first. So, I think it needs to be established tonight that if anyone wants to reach out to them, they're more than welcome to reach them either directly or through us. But, I think to have Target to go out and knock on peoples doors when they might not even be able to, I think that's a little different. Chairman Guessferd: And it goes beyond, you know, what we as a Town... So we need to, we need to yes, press for these sorts of things. But, we can only hold them to what the rules state we can. Dean Sakati: And I totally understand that and what I'm, I guess what I'm getting at is us as officials, right, is we need a set, it gets back to the way residents perceive us. There were several people that were going to speak tonight and they said I can't, I'm not going to do it, right? Because nothing is going to change. And that's, that's disappointing to me as a Town official. That's a reflection on me. I take great pride in every, anything I try to do I try to do it well, right? And, and that reflects on all of us and we should take that very seriously and figure out... And that's our challenge, right? That's not, that's our challenge that's all. Chairman Guessferd: And I think we do, I think we had, I think we will. And I know our Town employees have been actively involved. And will continue to be and we will, you know, we will continue to work with that and work with the contractor. And appreciate... Elvis Dhima: Have them reach out to me so I can (inaudible) a time. Dean Sakati: Yeah, yea that's fine. The other... Elvis Dhima: You know you can do that, you don't have to come here. I mean you can, you can do this every meeting you want to, but, you know, you have my contact. Dean Sakati: If you notice I never mentioned your name throughout any of this. Elvis Dhima: I don't want you to wait. But you can reach out to me. Chairman Guessferd: OK, I think we're having a conversation now. Selectman Jakoby, did you want to make a comment? Look like you might have. Selectman Jakoby: I do, but I can, I'll make it... I was going to wait for my comments at the end of the meeting. Chairman Guessferd: I was going to do that too, but since it came up I figured we should address it here. Selectman Jakoby: My only comment is what the one thing that I would ask the Board to consider is to just write a letter to the Target representative whoever the Community Relations person is to say we would like to be in open communication with you because we have many residents who are concerned. And I was not aware of everything that Selectman Dumont apparently was aware of. So that as transparent as we could be. So that's all I'm looking for is because when Target was here, I had the opportunity to speak to the Target representative Mr. Loveland, David Loveland as a resident. And, he said they wanted to be good neighbors and be in communication. So, my only thing is asking for communication. But, I don't think that's on our agenda for today. So, that was just by comment that I was going to make at the end. And not for a discussion for today. Chairman Guessferd: No, and I appreciate that. Like I said, I was not anticipating saying anything. I was going to say something as part of our comments, but since this issue has come up and it is an important issue, I figured we could address it here to the gentleman who provided the input. Selectman Dumont: Just so everybody's aware, the information that is available to me was sent to every member here. It was cc'd as the entire Board of Selectman. So, there is a representative that will take care of that. I don't think it's a bad idea to reiterate that as a Board. But, I will say that in my opinion through the emails that we've all seen, it has happened. Selectman Jakoby: Yeah, and I may have missed that. And I just don't know if there's a place on our website for residents to find information. And, maybe that's it because we do have the site piece on our website, maybe just to say any concerns please contact Elvis Dhima. Maybe that's the easy answer. Chairman Guessferd: All of it is taken under advisement but, we're... Selectman Morin: I would like to say one thing because I've had numerous, on weekend discussions with

the Engineer, because I get calls. And people tell me. The one thing is we've receive a ton of emails but, we do have a procedure for complaints and we haven't received one. That's something else that we got to look at because we get the emails, we understand that. But, that's just an email to us. There is an official document, an official procedure to do a complaint which would act differently than an email. Do you understand what I'm saying? Dean Sakati: I do but, I didn't know there was a form (inaudible). Selectman Morin: Well I can tell you that one of the residents said has been sending us emails there was an official complaint in process and he chose not to do it. Selectman Jakoby: And that is on our website. That form is on our website. I did see that one. It's under the Zoning Board. It's under the, so for the public, under the Zoning Board section of the website, there is a form that you can use to file a complaint. Which is better because then it gets on the official record and there is a course of action and that process can be followed. OK. Thank you.

Chairman Guessferd: OK, is there anybody else that would like to provide any public input at this time? OK, having said that we do appreciate the public input and we will move on to recognitions, nominations and appointments. Of which tonight there is none. So we'll then move on to consent items.

5. RECOGNITION, NOMINATIONS & APPOINTMENTS - None

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 remove item D and approve consent items A, B, C, E and F. Motion carried, 5-0.

Selectman Dumont: The only reason why I wanted pull it out, I don't know if there's anybody here to speak to it. If there isn't I just wanted to say thank you very much for the hard work that was put in. The pictures in the pit came out fantastic and any donation is just well received and just want to say thank you. Chairman Guessferd: Alright, we have a motion then to approve item D?

Selectman Morin made a motion, seconded by Selectman Dumont, to approve item D. Motion carried, 5-0.

A. Assessing Items – None

B. Water/Sewer Items

- 1) Water Abatement W-UTL-24-04 (10/10/24), Acct.#3500306101

C. Licenses & Permits & Policies

- 1) Raffle Permit – Hudson Fish and Game
- 2) Pole License – Two (2) new poles on Barretts Hill Road

D. Donations

- 1) Alex Taylor, Eagle Scout – Fire Pit

E. Acceptance of Minutes

- 1) October 8, 2024
- 2) October 10, 2024
- 3) October 15, 2024
- 4) October 17, 2024

F. Calendar

11/12	7:00	Board of Selectmen	BOS Meeting Room
11/12	7:00	Planning Board – ZORC	Buxton Meeting Room
11/13	7:00	Budget Committee	BOS Meeting Room
11/13	7:00	Planning Board	Buxton Meeting Room
11/14	7:00	Zoning Board	Buxton Meeting Room
11/18	7:00	Conservation Comm.	Buxton Meeting Room
11/19	7:00	Municipal Utility	BOS Meeting Room
11/20	6:00	Library Trustees	Hills Memorial Library

11/21	7:00	Budget Committee	Buxton Meeting Room
11/21	7:00	Benson Park Committee	Hudson Cable Access Center
11/25	7:00	Sustainability Committee	Buxton Meeting Room
11/26	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on October 22, 2024

- 1) Motion by Selectman Morin, seconded by Selectman Dumont, to seal the October 22, 2024 nonpublic minutes. Motion carried, 5-0.
- 2) Selectman Roy made a motion, seconded by Selectman Morin, to adjourn. Motion carried, 5-0.

B. Town Hall Building Assessment Follow Up – Engineering

Chairman Guessferd recognizes Town Engineer, Elvis Dhima. Elvis Dhima: Thank you Mr. Chairman, good evening everyone. As you not too long ago we had a full assessment done to the building based on the public input we received as we started this process. This Board spent quite a bit of time discussing options two and three. Option two is a renovation and an addition to the building. And option three was a demolition of the building and building a new Town Hall. In addition to that there was numerous discussions related to the situation with a vertical wheel that we have here or the elevators as we refer to internally. And at that meeting you requested staff to further look into what the cost of engineering would be which would be phase one of this project. You have option two and option three. Option one engineering can be achieved for \$54,000, \$54,800 and option three is for \$93,300. In addition to that you can replace and remove the existing elevator for the amount of \$40,000 and change. With that said you do not have any motions in front of you tonight to take action. This was just simply a follow up to your previous discussions you have for this. With that said, what is the wish of the Board? Chairman Guessferd: Do we have any comments from the Board? I think we have some thought process to go through before we do this. Before we make a decision. Selectman Dumont: Yeah, I was going to say the same thing. We're going to be going through warrant articles later on, I think it would be appropriate to take this under advisement and look at what else we might be putting to the voter later on and then kind of plan out how we want to move it forward. Elvis Dhima: OK, I just wanted you to have all the information you need so you can make a decision later on. Selectman Jakoby: Yeah, I appreciate it. I think the detail is nicely done and it's what we need for today. Chairman Guessferd: Let me just make one other comment or question. So, so with these options, I think you've talked about before this is designed to build, right? So it would include the design and the build, not just the design? We wouldn't do a two phase necessarily at this point, we might, but. Elvis Dhima: The price presented to you tonight related to option two and option three is design of the project which ever one you choose. The construction piece of it, which will be for another year, would be basically somewhere for option two, somewhere between \$1.5 - \$2.3 million. And option three, which is to blow the whole place up, around \$6 million for the... Chairman Guessferd: OK could you reiterate the design price for two and three? Elvis Dhima: The design for option two which is renovation is \$54,800. The design option for option three which is demolition of existing building and a brand new Town Hall, everything up to date would \$93,900. Chairman Guessferd: Alright, I just want to make sure I got it right. Elvis Dhima: And the cost for replacing the elevator and getting rid of the old one is \$40,303.40. Chairman Guessferd: Excellent, OK. Thank you. Appreciate it.

8. NEW BUSINESS

A. Sewer Administrative Aide Retirement – Tax Collector/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia. Mr. Malizia: I can speak to it if need be. She's probably still recovering from the election. So your Sewer Utility Administrative Aide has given her notice of retirement in January. So, in order to replace her the Collector, the position reports to, would like to get the ball rolling on advertising and start recruitment for this replacement. This is the person that basically bills and manages day to day operation of the Sewer Utility billing and collection. Chairman Guessferd: Ok, so we have two motions here. The first motion is to accept the resignation of Sewer Utility Administrative Aide, Donna Staffier-Summers, effective January 24, 2025. Selectman Dumont: I'll make that motion and I'd like to add with thanks and appreciation and just say that it'll be a tough body to fill for sure. Chairman Guessferd: Absolutely, absolutely. I've heard from her many times over the years.

Selectman Dumont made a motion, seconded by Selectman Jakoby, to accept the resignation of Sewer Utility Administrative Aide, Donna Staffier-Summers, effective January 24, 2025. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Jakoby, to authorize the Town Tax Collector to advertise for the Sewer Utility Administrative Aide position. Motion carried, 5-0.

B. Public Hearing: Mattress Fee – Public Works/Decision

Chairman Guessferd recognizes Public Works Director, Jay Twardosky. Jay Twardosky: Good evening. Mr. Malizia: Good evening. Chairman Guessferd: Can you just kind of summarize it and then we'll go ahead and open the Public Hearing? Jay Twardosky: Absolutely. So, we're, we're getting charged for mattresses and it just keeps going up and up and we're seeing an influx of mattresses and we need to recoup some of our money somehow. So, you recall a little while back I mentioned setting a fee for taking in mattresses and box springs and that's what this is for. To start as of January first, which would actually be the first landfill at the end of January. Chairman Guessferd: So, just to kind of throw a number on here, we're recommending that the Town charge a fee of \$35 for every mattress or box spring, the Director of Public Works. In order to cover the cost that the Town is paying. So, having said that, we need to open the... Selectman Morin: Just before we start, when we started talking about this and we talked about other towns in the area that do this, I actually took a ride to Litchfield and I took a picture of their sign. They have 18 items that they charge for coming into it and it ranges from tires to laptops. And there's a charge all of them are between \$10 and \$25 dollars. So we're not new at this, we're probably behind doing this. So this is something we should probably look into. Chairman Guessferd: OK, that makes sense. Alright having said all that, any further comments before we open the public hearing? Selectman Dumont: I just want to point out, my opinion, I think the \$35 is more than fair. I've paid to dispose that in the private sector, it's a lot more. Chairman Guessferd: You're right, you're absolutely correct. I will open the public hearing now at 7:36p.m. Anybody wish to speak on this matter? Seeing none, I will close the public hearing at 7:36p.m. Having said that, we're ready to make a motion, right? Want to make a motion, who wants to make the motion to amend the Town Code Chapter 205 Fees, Section 205-10 Public Works fees by adding paragraph E. Mattress or Box Spring Disposal Fee. This fee would become effective January 1, 2025? Selectman Morin: You just did it.

Selectman Morin made a motion, seconded by Selectman Dumont, to amend the Town Code Chapter 205 Fees, Section 205-10 Public Works fees by adding paragraph E. Mattress or Box Spring Disposal Fee. This fee would become effective January 1, 2025. Motion carried, 5-0.

Selectman Jakoby: I have a question. So that will go in the minutes with the \$35 fee as listed here? Mr. Malizia: The discussion (inaudible) it will be articulated in the Code book. Selectman Jakoby: In the Code book it will be articulated as the third page of this. Mr. Malizia: Correct. Selectman Jakoby: Perfect. Thank you.

C. Public Hearing: Street Acceptances – Engineering/Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima. You have two of these tonight. Elvis Dhima: Thank you Mr. Chairman, yes. So as you can probably recall a while back the Planning Board approved about a 70 lot subdivision, it's referred to as Eagles Nest and it consists of four streets. Franklin Street, Standish Lane, Warren road and Hawkview Road Extension. It's finally coming to a completion, it came out very nice, it's a beautiful neighborhood and developer is ready to hand it over. It comes in with a two year warranty, comes in with a significant bond amount, over half a million dollars and it's ready for your acceptance. Basically what that means is we take over it, we maintain it and that's it. It becomes our assets, it comes with the drainage within it and the right of way that gets established with that. So, with that said it does require a public hearing which is happening tonight and your approval to accept it. I'll take any questions you might have. Chairman Guessferd: Anybody have any discussion points before we open the public hearing? Alright, so I will open the public hearing at 7:39p.m., is there anyone present who would like to speak on this matter? Seeing none, I will close the public hearing at 7:39p.m. And we'll take a motion.

Selectman Morin made a motion, seconded by Selectman Dumont, to accept Franklin Street, Standish Lane, Warren Road and Hawkview Road as a Town roads, as recommended by the Town Engineer and Public Works Director. Motion carried, 5-0.

D. Public Hearing: Robinson Pond Beach Restriction – Engineering/Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima. Elvis Dhima: Thank you Mr. Chairman, this item is regarding Robinson Pond. Improvements we're trying to do. We have recognized that there is an opportunity for the Town to move forward with some improvement, much needed improvement related to Robinson Pond. This project related to Robinson Pond consists of the boat launch improvement and the beach area. Both of them are related to water quality improvements. So, I'm happy Ms. Kennedy came here and spoke about that, that makes our case. With that said one of the things that we need to do is to open up the beach area to everyone instead of just Hudson residents. That's one of the restrictions that was put in the 70's and for us to be able to proceed with the Federal grant we need to open this up to everyone which is in line to what's happening with Merrill Park and also Benson Park as well. You'll be having the same kind of set up. The change in code requires you to have two public hearings, this is the second one. And with that said I'll take any questions you might have. Chairman Guessferd: Does anybody have any questions? Selectman Morin: I received a phone call today from a resident that lives in town that works in Salem. And Salem did the same thing that we are looking to do and when it first opened in their park, it was the same thing, the beach and the whole thing, they were having some issues, Police issues. So I asked the Police Chief to call Salem today and if you don't mind have him come up and see what he found out. Chairman Guessferd: Absolutely, we need all the healthy information. Chief Dionne: Always a pleasure. Good evening. So I contacted, at Selectman Morin's request, I contacted the Deputy Chief over at Salem PD, Shane Smith. And we had a brief conversation about what is called Hedgehog Pond in Salem. And so originally, the same thing, they had Federal funding and they opened it up and almost immediately, I guess, they received complaints from the neighbors abutting the property for parking issues, noise issues, partying. So, one of the ways they, they worked with it is they ended up getting a Rec committee to get together to try to figure out a way to solve the problem. They installed fencing, gates, they hired gate attendants seasonally, a couple of gate attendants. They had to hire a police detail and one of the things that should be said is the main road there, I think, was State so they had some enforcement issues as to whether they, how they were going to enforce parking so they also had to improve parking as well. So they were able to get it under control. But there was some impacts and there was some costs related, if that helps. Selectman Morin: Thank you. Appreciate that. And with the plan that we had discussed we've already got a fence around it. We talked about, we've already got a gate, but we were talking about a second gate. I'm sure we're going to have some type of issue, don't get me wrong. We have issues with Merrill Park now. But the concerns were great enough that I got from the resident that we needed to look into it. So if they got it under control, we can maybe if we have the problems, learn from them, see what we've got to do. But, we have a lot of things that the Chief just talked about already in place. Chairman Guessferd: Do they believe that it was a direct result of folks from out of town, out Salem, once they did that? Elvis Dhima: It's hard to tell but that's my understanding. Yes. Chairman Guessferd: Yes, I'm guessing. They're in a different location as well. Closer to the Mass. line. Elvis Dhima: Yes, closer to Mass. than us. Chairman Guessferd: I don't know whether or not that's a piece of this. Selectman Jakoby: And it is a through road. It's right on a thoroughfare to get to a lot of things in Salem. So, it's a very obvious access. Chairman Guessferd: OK, so we would anticipate probably that the issues, while they might exist, would likely be less than. And this grant that we're looking to get to apply for, how much is that grant up to? Elvis Dhima: \$1 million. Up to a million. And this, if this is set up right like we said and we establish this particular property as a property that we're going to continue to improve, especially using federal funds, we can add bathrooms to it. Any other things related to recreational use as well. So, but with growth and improvements come obviously challenges as well. So, it's not a set it and forget it kind of set up. Nothing is in this town, right? So, I think that's why you're having these meetings about public input trying to understand all the pieces that come with this. You do have some challenges there right now, you do not have the proper set up to handle things as they are. So, obviously we know that what we have in place obviously is not working. So, question is do you want to try something else or do you want to leave it as is? And we just basically pursue the boat launch. As of now, we started the process but we have not established yet if we're just going to do the boat launch, the beach area or both. That's still in the air. Chairman Guessferd: We're doing both. We, that's the only way we could apply for the grant, correct? Elvis Dhima: If we do both, we're going to improve our chances of getting this significantly, yes. Because the more projects we have under one property, the higher your chances are. Because you're basically doing one project, two projects under one property vs. one project per property. It just makes everyone look good at the state or federal levels saying we're doing a lot more. I mean that's just how it is, right? They want to look good too, right? Well look at us, we're getting two projects done in one property. Around and around we go. Chairman Guessferd: One of the necessary evils is that what we're saying? Elvis Dhima: Yes. Yes. That's exactly it. Chairman Guessferd: Alright, any further Board comments at this point? Ok, so having said that, I will open the public hearing at 7:45p.m. Is there anyone present who would like to speak on this matter? Come on forward and give us your name and address.

1) Jane Bowles – 57 Hazelwood Road

I live at 57 Hazelwood Road which is right on the Pond. I've been working with Elvis and the NRPC and the engineers over there on this grant The Water Quality Improvement for Robinson Pond for like a year and a half now. And I'm very impressed with all they're able to do, with the grants he gets and everything. But I do have some concerns and so I was glad to hear Mr. Morin's comments about Salem. I think a couple years ago Merrimack had some problems, too and they had to close it. One of my questions is if we go ahead and do this, I'm in favor of doing it because I think the improving the area is positive improvements. But, if it's, once it's voted in for too open it to the public, can you ever reverse it you have horrible problems? Elvis Dhima: You will have to give the money back. So, that's kind of how it is. So and that goes with every federal project you do. If you do not accomplish what you've been provided the funds for, you have to give that money back. We dealt with that challenge when we did the Benson Park train station relocation. Yes. Jane Bowles: Those were my questions. Selectman Dumont: Just to follow up on that, is there any time frame or time limit for that or is that in perpetuity? Elvis Dhima: It goes indefinitely unless something changes. Once it's in it's like the change you're making to the, to your code. Once it's in it's going to stay like that until there's a change to it. But typically when you take federal money, and we are in this case, you're going to have to give it back. So, if there's enough we'll make the change as long as they come up with the money to give it back, have at it. So, that's... Jane Bowles: Didn't want to get the possibility of having increased usage which would reduce the quality of the water in the pond. You know if you have more people there, more stuff coming into the pond and all of that, too. You know it's a balancing act and we working really hard to improve the quality. Elvis Dhima: There will be a capacity established. So, we do have the rules in place by the federal guidelines that allows us to put a capacity at the beach area. It also provides us with the ability to provide a capacity on the parking lot so it's not going to be the wild, wild west. And the idea is everyone is going to be basically provided with, with a parking area, first come, first served. And if you don't you can't come in unless you can walk there. But even if you walk there and you get through the fence by walking to the area, it's going to be a capacity. Once you reach, I don't know, 50-100, and there'll be someone there keeping an eye this and that'll be it. The place basically cannot, cannot support any more residents in or out to go there. So that will have to be enforced. And there's going to be something to it by the Town. But that's the cost, I guess doing business with the feds. Jane Bowles: We've lived here since '76 and the rule was in effect when we came here. For residents only it was in '71 that we came in '76 and we've lived through the jet ski ban that we had to petition for the jet skis. And we've lived through the gas crisis when people brought their gigantic boats to the pond because they didn't want to take them to the... And we've lived through the COVID when it was heavily used over there, but, I think there'll have to be different rules for the boat launch and the beach when it once gets established. (inaudible) no swimming at the boat launch. And the area is so big you have to limit some of the things like no domestic animals on the beach and swimming area. But the whole woods and everything, trails to walk with dogs. And the carry in, carry out, it is now. And there are a lot of signs over there saying, you know, what's permitted and what isn't permitted and then the testing of the water and all that. It is kind of a jewel in Hudson. Elvis Dhima: And just so we're on the same page, the boat launch is open to everyone. So to everyone, that there's no restriction there. That's open to everyone. It's just the beach area we're trying to make the change to. Thank you for coming in. Thank you for your support. Chairman Guessferd: Is there anyone else who wishes to speak on this matter? Thank you for coming ma'am.

2) Grace Kennedy – 30 Glen Drive

I talked about this earlier, but, things I'd like to know is what do you see is the capacity of the area? And also, other places have had problems mostly like us with people using charcoal, using too much lighter fluid on it at Silver Lake in Hollis. But also, we have gone as far as an hour's drive to go to Greenfield State Park, it's closed all summer because they had water quality problems. How often they check the water I don't know. But I've lived in seven other states and they have a state park at least, it's checked daily. I mean I've worked with Boy's and Girl's Club and we would take 200 kids at a time some place like drive an hour's drive with a bunch of kids to Greenfield State Park, Pawtuckaway, whatever and be there for a couple hours only to have somebody say you're kids have to leave, the water quality is poor. But, we're only testing three times in the summer. Elvis Dhima: We're not. We're testing more often than that. Grace Kennedy: How often? Elvis Dhima: I want to say at least once a week, or no? Is the state... Chief Tice: June, July and August. Elvis Dhima: Oh, so it is three times. I thought the state comes in more often, no? Grace Kennedy: If you increase the capacity of how many people come in. And if you don't think people will use Robinson Pond, look at Benson. Go to Benson on a weekend and see how many are New Hampshire residents. Not just, you know, Hudson residents, but how many are Massachusetts residents. And it's at least 50%. Chairman Guessferd: Yes. Walk around and look at the license plates. Grace Kennedy: Yeah, it's at least 50%. Elvis Dhima: The capacity will be established by the area where you can swim. So, it's not based on the entire Robinson Pond, it's basically on the area that you can swim. Based on that there's going to be a formula, it's similar to what the Planning Board does when

they say you have a commercial use, you have a warehouse, there's so many parking spaces you need. So, it's specific. Do I see 500 people capacity? No. I'm thinking maybe 100 tops. But that does not include the parking spaces so it might be like 20-30 parking spaces and that up to 100 people that can go to the beach area that's it. Grace Kennedy: I was going to tell you the Rec Department used to take the kids every Friday and we took 200 kids. But, you had to drop off your child and you had to pick up your child if they got sick or for whatever reason. And if it rained, you also had to pick up your child. So you make sure you don't work on Fridays because chances are you're going to be called for water quality or raining or whatever reason. And so that's the one thing I would like to really see is make sure the water quality is your number one issue. Because that's the number one issue Town residents do not want to use Robinson Pond and are willing to either go to Silver Lake or to Greenfield and with all the problems they've had at Silver Lake that might be a good place to in Hollis is to find out problems they have had and how have they dealt with them. Thank you very much for listening to my proposition. Elvis Dhima: Thank you. Chairman Guessferd: Ma'am did you want to say in the back there?

3) Ann Janiak – 30 Hazelwood Road

I was torn before coming to the meeting whether we wanted more activity on the pond vs. less activity on the pond. So one of my questions was how is monitored now to keep just the Hudson residents? Elvis Dhima: It's not. That's my understanding. Ann Janiak: It used to be on weekends you would see someone sitting there. So what is the plan for that? Elvis Dhima: The plan for that is to put gate that's going to provide a key code for everyone that has access to it to park there and you can get that at the Town Hall. So basically you'll be either purchasing it and we can charge as much as three times as much to someone who is not a resident, nonresident. The law allows us to do so. If we say, if the Board decides to charge a Hudson resident \$10 to use that for the summer, they can use a nonresident that they have to come here to get a, to get a pass for up to \$30. After that, if you do not have a parking space to get there and it is not legal to park on the road, then unless you can walk there because (inaudible) a resident, I don't see someone walking from Lawrence here like getting on the highway and just (inaudible) I don't know it would take a couple weeks but he'll get here eventually. That is the structure. So, we're hoping this is 100% automated and then PD and DPW can go by and just keep an eye on the place obviously. But, if we can get a system that's automated that can basically run on itself based on a key code, that's the idea. We were told by the parks the state parks representative that attendants being at the site, that's how they basically control their areas that they're in charge of by having this automated system. Ann Janiak: I originally saw that at a lake near Sunapee. It's like going to Boston in a parking lot. You get the ticket in if there's enough capacity you get in. if not, gone. Keep driving. That's kind of, that's what we're hoping to do. Ann Janiak: So with a better boat ramp you're going to get more boats. So are they going to increase the parking there or are you going to change parking or keep it nice and restricted? Elvis Dhima: There is no parking there right now that needs code. There's just now just a road just washing into the pond and we're losing capacity. We can't even have our, you know, Fire apparatus go there and train because you have to walk about 150 feet to get into (inaudible) So, the idea is we're going to lift it so it's not washing down. We're going to build a beautiful, you know, two foot wall and we're going to build a real boat launch to get in there. In addition to that to your point, is we're going to build parking spaces there for people that come in with trailers and allow them to park there. But, it's not going to be 100 of them. If there's not parking, you can't park in you've got to keep driving or keep going until there's capacity that can go in. So again, it's going to have a limited access. But the intent is to make it better than what it is. So we're not basically washing the entire road into the pond because it's impacting the water quality there significantly. The salt and everything that goes with that. You're not going to have 100 trailers there waiting in to, that's not going to happen. Ann Janiak: Not like the old fishing derbies where they were lined up. Elvis Dhima: Nope. We're just trying to have a better, like a real boat launch. I mean right now, I don't know what it is, but you know you and I can call it that but you and I know that's not it. Selectman Morin: Ma'am, before you continue, I just want to clarify when you saw somebody sitting there, were you talking the boat launch or the beach? Ann Janiak: The beach. Selectman Morin: Yeah, we haven't done that in years. You may have seen somebody at the boat launch but that's a state program, that's not a Town program. Elvis Dhima: We're keeping track of what's coming in and out to make sure there's no invasive species. Mr. Malizia: No on weekends we've had it as recently as 10 years ago. But it was on a weekend and I think the Public Works Director will tell you that in the past we've had folks, we've seen pizza boxes from Lowell and Lawrence. Correct me if I'm wrong. Elvis Dhima: They just went there to get a slice Steve, come on now. Mr. Malizia: All's I'm just telling you you're going to be opening another state park and you don't understand the implications. You already got one now you're going to have two. Elvis Dhima: You actually have two Steve, now you're going to have three. Don't forget Merrill Park, now. Come on, let's not be negative. Mr. Malizia: I'm not sure who's going to do all this, because right now you don't have anybody to do any of this. Ann Janiak: That was my other question was with increase in people, assuming there'll be an increase in people, ... Elvis Dhima: You mean staff? Ann

Janiak: No people coming. Like Benson's Park turned into a wonderful place, people come from long and far to go to it. Will they come because of a better boat ramp? Will they come because we have a better beach area? Elvis Dhima: Typically if you build it they will come. So, I don't know how many but,... Ann Janiak: So with that comes trash and destruction and how is that going to be monitored and be taken care of? Elvis Dhima: It's going to be a little bit of work for the Town. I mean that's why they give you the grant, right? Because they know that it's got to be open to everyone and people are going to go there. But, yeah, it's something that the Town will have to adjust to make sure that it can accommodate that growth there. How many people? I don't know. That's to be determined. But, it's not year round either so I think, I don't know if you get summer help for that period of time. You can get some two interns to help you out with that. We can develop a program like that, doesn't have to be a full-time staff here. Those are the things that the Board has to decide if we get the grant and if we decide to move forward. Or, are the voters going to vote for it? I mean we can go in with a warrant article and nope, I don't think so. So, we're just going through the exercise. And your right, something will have to be adjusted. It could be, it could be tackled differently depending the wish of the Board is. Chairman Guessferd: And you just made a comment. So before this would happen there would be a vote on it. Elvis Dhima: That's correct. By everyone in Town, correct. Ann Janiak: Then the other concern was a better boat ramp is better, is more boat traffic or maybe even bigger boats now. It's always a safety hazard out there if you're kayaking there's boats trying to knock you off. No one abides by the rules of safe boating. 150 feet etcetera. Elvis Dhima: I don't know if it's going to be bigger boats. I think it's going to a safer access to the pond right now. Because right now I think we're having a lot of issues the bottom of the propellers are hitting it, people working further away, dragging. That's my understanding of what's happening out there based on the visual and inspections I've had. So, I don't think there's going to be a yacht being dropped over there because I think you have better ponds and lakes we can hit. But, I think it'll be a better access to it. And I don't know, time will tell I guess, right? Ann Janiak: Thank you. Chairman Guessferd: Thank you. Anyone else that would like to provide any public input on this matter? Ok, seeing none, I'll close the public hearing at 8:01 p.m.

Selectman Morin made a motion, seconded by Selectman Dumont, to pursue the grant application or the improvements for the boat launch and the beach area as recommended by the Conservation Commission. Motion carried, 5-0.

Elvis Dhima: Steve, do we need a motion that says to remove the beach area restriction at Robinson Pond? Mr. Malizia: If that's the case then you need to prepare that with a memo and bring it back. Because I don't have that. Elvis Dhima: I think you can make the motion tonight, right? To remove the beach area restriction at Robinson Pond? Chairman Guessferd: So we have to have that in order to pursue the grant? Is that what you're saying? Elvis Dhima: That is correct. That has been the whole point of this hearing, yes. We're already pursuing the grant as it is. What we're trying to do right now is remove the beach restriction. Mr. Malizia: So what you have to do is remove the beach restriction at Robinson Pond.

Selectman Morin made a motion, seconded by Selectman Dumont, to remove the beach restriction at Robinson Pond. Motion carried, 5-0.

Selectman Dumont: I do want to add I was going to add to the other one but I figured this one would be coming. I do think that what we'll need to do hopefully, relatively soon, is get a rough cost estimate as to what the enforcement that will be. Obviously, I think that's going to be something that no matter what we're going to have to do. I'd like to see it paid for by itself through that automated system. I mean I think, that should cover it with maybe some part-time employees. But as we all know finding employees is extremely difficult especially for something that limited. So, I think we'll need to have that prepared because I'm sure that will be the next question. Elvis Dhima: I'll go there during the weekend, don't worry. You're right, I think one of the things to answer your question, all kidding aside, is it's my understanding that the system to put in place for the tickets and all that can be paid through grants, including this grant. So I think if we do our design around us like to have a system in place there that can enforce that, it can be part of this \$1 million grant. Selectman Dumont: I'm glad to see that'll be a part of that. But, I'm talking about is as far as (inaudible) to actually enforce some of the rules that will be over there with any influx. Hopefully we don't have to go that route but if there is an influx there'll be a cost there on the Town. It will be something we have to maintain and hopefully I'd like to see it paid through by the automated system. I know that we can adjust fees going forward if we see those changes, correct? We're not stuck to the fee that we set? Elvis Dhima: That is correct. You set the fees and basically you'd have, it's my understanding based on the conversations I've had with them, that you can charge a nonresident as much as three times as much. So, you set, once you set the fee for the resident, Hudson resident, then automatically for nonresident. Selectman Dumont: I do believe overall it's a benefit to move this forward. I think

that the pond itself is not being utilized, the boat launch is going away, the beach is going away. So, I think it's a positive but there's definitely going to be some cost in there. I think it needs to be acknowledged. Chairman Guessferd: The amended motion then would be to remove the beach restriction at Robinson Pond and develop an estimate of cost associated with removal. Selectman Dumont: Sure, I mean I don't know how, you exactly you'll be able to put a firm number on it but, at least an estimate or a plan to handle the... Elvis Dhima: If it's ok I'd like to have the motion separate so we make sure that when it gets presented to the feds it doesn't... Selectman Morin: Actually, do we need a motion for that? Elvis Dhima: I don't think you do. I've got the marching orders, I'll take care of it. I'll give you an update on the next meeting. No, I'll get some number for you, it's a good question. I'll take care of it. Chairman Guessferd: We will be getting numbers for an enforcement... Elvis Dhima: You got it. I will go with what I envision which is a part-time. I'm going to look into what we spend for a part-time person there for the VLAP Program which is basically keeping an area on the boat launch. That's about \$7,000 a year. I'm expecting depending to how that's needed. I'm going to start with that as a base but, that's what we pay. Basically per year, \$7,000 to have someone... Chairman Guessferd: Well when you're doing the milfoil stuff at the, usually it's a teenager that's doing it. Elvis Dhima: That's exactly it. That's exactly it. So, it could even be through the Rec, if someone is interested like a senior, a senior at the Alvirne High School they like to participate on that and we're going to give him a whistle and have at it, yell at people. I mean there's a lot of opportunities there. But, it's not going to be big money. I'm thinking in the \$10,000 but I'll put some numbers together. I'll run it for about three or four months and then we'll go from there. Selectman Morin: I would run that through Chrissy because that would probably be who it would fall on. Elvis Dhima: That's exactly it. Especially if they're going to start going to beach area now. She can probably roll it in too if she's bring the kids for the summer program, if it's going to be that good. We can improve the water quality. Chairman Guessferd: OK, so we have a motion and a second, any further discussion? Elvis Dhima: Good night, thank you very much. Chairman Guessferd: Thank you, sir.

E. Occupational Physicals & Screenings – Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice: Alright. We recently completed a bidding process for our Occupation Physicals. This included a posting on the Town's website, positing in the Union Leader and emailing four vendors which were; Gallery, Frontline Mobile Health, United Diagnostics Service and Life Scan Wellness Centers. On October 9th we had the bid openings we received one bid from a company called SiteMed North America. They were missing a few things that we had asked for and they came in over budget. So since then we've had some other vendors reach out to us expressing some interests. So, we think there's a possibility to go out and get some better bids and get this under budget. So, my recommendation would be we would reject this bid and then we'll go back out through the RFP process. Chairman Guessferd: Sounds reasonable. Anybody else make any comments? Alright. So we have a motion to reject the sole bid from SiteMed North America, LLC and re-solicit the RFP, as recommended by the Fire Chief.

Selectman Dumont made a motion, seconded by Selectman Jakoby, to reject the sole bid from SiteMed North America, LLC and re-solicit the RFP, as recommended by the Fire Chief. Motion carried, 5-0.

F. Approval to sell 2008 Chevrolet Express Van – Police/Decision

Chairman Guessferd recognizes Police Chief, Tad Dionne and Captain McElhinney. Chief Dionne: Thank you Chairman. Captain McElhinney is going to take this one. Captain McElhinney: So, we did an RFP and submitted per town policy last month or the month before. We received two bids within the required time period. One from Jean Guy's Used Cars Parts for \$1,571. And then one from Corkery Tractor Trailer in the amount of \$921.87. So we're just seeking the Board's permission to sell to the highest bidder, Jean Guy's Used Cars Parts in the amount of \$1,571.00. Chairman Guessferd: Do we have any comments from the Board?

Selectman Jakoby made a motion, seconded by Selectman Morin, to approve the sale of the 2008 Chevrolet Express Van to the highest bidder, Jean Guy's Used Cars & Parts Inc., for the amount of \$1,571.00 Motion carried, 5-0.

G. Acceptance of Office of Highway Safety FY25 Motor Vehicle Enforcement Grant – Police/Decision

Chairman Guessferd recognizes Police Chief, Tad Dionne and Captain McElhinney. Chief Dionne: Thank you, Captain McElhinney is going to take this one. Seeking approval to accept a grant in the amount of \$14,038.75. This grant covers both traffic enforcement as well as an opportunity to replace three radar units with the grant money. So, there is, it's split between a soft and a hard match. The hard match would cost \$1,946 on our behalf, which we have accounted for in our budget. Chairman Guessferd: OK, any questions, comments for the Chief or the

Captain? Alright, so we have a motion number one, to authorize the Hudson Police Department approval to accept the Office of Highway Safety FY25 Motor Vehicle Enforcement Grant in the amount of \$14,038.75 now.

Selectman Dumont mad a motion, seconded by Selectman Jakoby, to authorize the Hudson Police Department approval to accept the Office of Highway Safety FY25 Motor Vehicle Enforcement Grant in the amount of \$14,038.75 now. Motion carried, 5-0.

Chairman Guessferd: Motion number two, to authorize the Hudson Police Department approval to accept the Office of Highway Safety FY25 Motor Vehicle Enforcement Grant reimbursement in the amount of \$5,838.75 upon purchasing the Radar units.

Selectman Dumont made a motion, seconded by Selectman Jakoby, to authorize the Hudson Police Department approval to accept the Office of Highway Safety FY25 Motor Vehicle Enforcement Grant reimbursement in the amount of \$5,838.75 upon purchasing the Radar units. Motion carried, 5-0.

H. Grant Approval: Operation Underground Railroad Rescue Grant – Police/Decision

Chairman Guessferd recognizes Police Chief, Tad Dionne and Captain Cayot. Chief Dionne: Please recognize Captain Cayot: I'm here asking permission to apply for the grant from Operation Underground Railroad Rescue. They are a 501(c)(3) company that works with law enforcement to help provide equipment for human trafficking and child exploitation cases. So, we're seeking up to \$14,784.10 and this would be used to upgrade our current system that we use for searching cell phones. We currently have Cellebrite, it their legacy program. They do still service that program but they are going to be phasing it out. It would allow us to upgrade to the new, I'm probably going to say this wrong, Inseyets Online Pro which is their new version which does have a lot more capabilities. Chairman Guessferd: Alright. Any questions or comments from the Board? Selectman Jakoby: I just want to just reiterate the appreciation for the grants that you're seeking, you know, have finding a 501(c)(3) also is just really, I appreciate that effort and it's such an important part of what you do. So, I don't know that people realize that that's vital all over the country. So, thank you. Chairman Guessferd: We appreciate what you're doing. OK, any further comments? Alright so we have a motion. To authorize the Hudson Police Department to apply for the Operation Underground Railroad Rescue (OUR Rescue) Grant in an amount not to exceed \$14,784.10.

Selectman Jakoby made a motion, seconded by Selectman Morin, to authorize the Hudson Police Department to apply for the Operation Underground Railroad Rescue (OUR Rescue) Grant in an amount not to exceed \$14,784.10. Motion carried, 5-0.

I. FY2026 Proposed Warrant Articles – Administration/Decision

Chairman Guessferd: So, we have provide any warrant articles to the Budget Committee which we have not done yet. So, I'll recognize Town Administrator, Steve Malizia: So these are the warrant articles that were submitted by the department heads during the budget process. At this point, thus far not taking any action should you choose to forward some, any or all of these you need to make a motion to do so. I've listed them in the order that we had them in the budget book. There was two, I believe, additional ones. We received a request from the Benson Park Committee to add funding for their Capital Reserve Fund and Article P has dump trucks. There's a couple flavors of variations of (inaudible) either replacement dump trucks or leasing them in a quantity of one or two. So, I recommend you basically go through this list. You can start at the top and decide whether you forward or not forward something to the warrant. I believe I put the language that was submitted basically, for each of the articles with the tax rate impact on it. So you have some idea of what you're looking at. And again, some of these, I think, are pretty perineal, but others are, you know, fairly new. So, I guess we could start at the top if you'd like. The first one would be article D: Hire 4 Firefighter/AEMT's. Chairman Guessferd: OK, do we want to bring the Chief up here to talk about this? Does that make any sense, or we can discuss any comments, discussion by the Board here? Selectman Morin: No, if the Chief's got anything else to add and they're here we might as well hear from them. Chairman Guessferd: Yeah, is there anything else you would like to say to us here?

Warrant Article D: hire 4 Firefighter/AEMT's

Chief Tice: I don't have any additional information. I would just like to emphasize that eve with today's call volume, there is many times that we are stretched very thin and we do not have staffing to handle all the calls. And as the

Town continues to grow the number of calls is going to continue to go up. And I think there's going to be times when we're not able to respond to incidents. So, I would appreciate the Board's consideration on increasing our staffing.

Selectman Morin: I know you had discussed talking about putting a third man on the ambulance. And after some other discussion, has that changed to (inaudible) or are you going to keep the ambulance? Chief Tice: No we were considering making the engine company our permanent fire company in Town (inaudible).

Selectman Morin: Explain that so they understand why you always have an engine company available. They way this will be managed. Chief Tice: So, the way that we staff currently, we do a lot of cross staffing and that leaves us vulnerable to not having one or the other. Typically it's the engine that gets left behind because of the number of ambulance calls. So the idea would be to combine the squad put the third person that's, currently a two person crew, put a third person with it. Eventually, Lieutenant, create a Lieutenant's position for a supervisor and then be able to run the engine or the squad instead of cross-manning the ambulance with the engine as we do now. And that' show we run the north end and the south end, they cross-man the engine and the ambulance. So, just looking for different ways we can mix this up to try to provide the best cover age for both fire and EMS. Typically what happens now is we're busy with ambulance calls and we miss a fire call. We're under equipped and under staffed for fire calls.

Selectman Morin: So, basically what that's going to leave us is an engine company in service at all times with three personnel which will allow a response to a medical call or a fire call. Even if all our ambulances are tied up we still have medical personnel to handle that call until another ambulance gets there or an engine company could go to a fire. And the other thing when the Chief just stated about the Lieutenant, was right now there is a Supervisor, but the Supervisor is the Captain who has a huge amount of other duties and that supervision is not getting done because they're so busy. This Lieutenant will be able to take care of the training, the house chores, things to that nature. The reviews and everything and take that load off the Captain so the Captain can actually do their job as they should be doing.

Chief Tice: And that's an excellent point. Whether our people are on an engine or ambulance they all have their EMS certifications. The engines, the fire apparatus have medical equipment so regardless of what they arrive on they're able to perform medical care and if we don't have an ambulance readily available they can take care of a patient until an ambulance does get there.

Selectman Dumont: Can you speak to why you think we've had that increase in calls and what is creating that stress on the department? Chief Tice: I think the Town is growing. And I think with more people, and it's not just Hudson growing, the entire area is growing. And, people are very mobile so they might live in one town, work in another town and go visit friends and do whatever. So, people are coming and going through Town a lot more than they used to on top of the increase in commercial buildings, the increase in residential buildings. So, it's, we're going to see an increase in calls just by the numbers of people in Town during the day.

Selectman Dumont: Thank you. Selectman Morin: And along with the Chief's comments, what our biggest problem is is simultaneous calls. That's the problem. Because we get everything all at once instead of spread out. Chief Tice: The more calls you have the more opportunity you have for simultaneous calls and that's what depletes our resources.

Selectman Dumont: Last week at the end of the week you guys had three brush fires all at once right. And I think everybody was out. Chief Tice: Yeah, we had several brush fires at once. We two brush fires, a medical call. Earlier that day we had a brush fire, a medical call so we tend to have two or three calls going at one time. You know that, so it's not just the major incidents that strip our resources, it's the number (inaudible).

Chairman Guessferd: So what are the ramifications? So, in other words, either budget for whatever so we don't do this. OK, if we don't go in for this. What are those safety, public safety and budget ramifications or results if we don't do this? What happens? How do we get it done? Chief Tice: We do have the opportunity to apply for the SAFER grant when that comes out. It's kind of dependent upon the wording of the grant. Depending upon what they release that year for rules and restrictions. There is times they have set restrictions that if you already have the staffing approved, the grant doesn't apply. It's only for new positions. So, when you get to timing for vote and when that comes out, they're not on a typical schedule, I'm not sure when it's going to come out. That could be either a possibility or it could be a restriction on that. That's why I wanted to move forward with and not tie this warrant article on a grant like we have in the past. Because then if we either don't get the grant or the grant doesn't come out, then we wouldn't be able to move forward and I think we need to move forward with increased staffing now. Because I think we're going to need to add a few positions per shift over the years and the longer we wait the longer it will take to get there and the calls are going to continue to increase.

Selectman Dumont: Can that grant be used to offset existing or is it only to add new positions? Chief Tice: If they allow you to offset existing positions would be able to do that. So if these positions went through, that were on the ballot, and then that came out and we were allowed to (inaudible) if we were allowed to do that we would be able to do that with these positions. But I don't know that.

Chairman Guessferd: But that's the question, right? Alright, other discussion other questions? So what do you want to do, what's the consensus of the Board? Mr. Malizia: Well I think you need to make a motion if you're going to do something. Chairman Guessferd: I know, I know. Alright, OK. So, let's do a motion.

Selectman Dumont made a motion, seconded by Selectman Roy, to move article D forward to the FY26 Warrant. Motion carried, 5-0.

Selectman Dumont: I think it's extremely important to put it forward to the voters. I'm hoping that they do their research. I would say that the Hudson Firefighters page on Facebook does a great job in getting a lot of that information out there. Selectman Morin does a great job of advertising, not advertising but taking the pictures of everything that's going on out there as well. There's definitely a need and I don't think we want to get caught in a bad position without having the help. So, ultimately it'll be up to them, but I definitely support this. Chief Tice: And I appreciate that. I think it does belong with the voters. They're the ones who either have to pay for it, if they want it or if they don't want to pay for it they're the ones, they're the ones are either get the service or not get the service. Chairman Guessferd: OK, I would agree with that. Let the voters decide. I mean the dollar amount is obviously significant, but, it's, to me, it's necessary. But, the voters will decide. Alright any other further comments?

Warrant Article E: Lowell Road/Birch Street Improvements

Mr. Malizia: So article E is Lowell Road and Birch Street Improvements. This is the project if you recall the Engineer has spoken about Belknap Road and Lowell Road and Birch Street intersect to an improvement there by, I think making it a straight through. The funding is \$2,005,000 which consists of 80% from the NHDOT and matching grant from the Town of \$401,000 which would come from our Corridor account. So this one should it pass wouldn't have a tax rate impact. It's coming from state grant, impact fees. Selectman Jakoby: Isn't the motion just to move it forward to the warrant? Selectman Morin: Yes, I recommend that we move it forward. Selectman Jakoby: And then we do the recommendations later? Mr. Malizia: Well, no. When we put it forward right now it says 5-0. Recommended. Chairman Guessferd: Right, so this is where we vote on recommending it or not. Selectman Jakoby: But then don't you revote on the recommend or not recommend after the Deliberative? Mr. Malizia: You may or may not get more information at the Deliberative. At the Deliberative you can change it. Selectman Jakoby: I thought it was two different things. So I apologize because I thought the motion was to move it forward to the Warrant and then we would put on our recommend or not recommend to the public. Selectman Morin: No it goes on, this will go on the ballot that we recommended it 5-0. Mr. Malizia: This will go on the Warrant. Selectman Jakoby: On the Warrant. Mr. Malizia: When you get to Deliberative session, you'll have another opportunity and that's the ballot. Chairman Guessferd: And that's why we actually just, just recommend or not. So, I guess the point is, the point is, I know your point... Selectman Jakoby: OK, 'cuz I want to make that point at the right time. Chairman Guessferd: No, your point is, are these two different things, right? I mean we might, it's kind of weird, you know, because you're moving forward but you don't vote for it but you don't recommend it. Selectman Dumont: So, I would have to agree with Selectman Jakoby. It would be my understanding we're moving this forward as well as recommending it at this time. Then at the Deliberative Session you have an opportunity to amend that recommendation. Selectman Morin: After the meeting is over. Selectman Dumont: If you want to separate them I guess you could. My intent was a, moving it forward was the same as a recommendation but I do understand her point. I think they are two different things. Chairman Guessferd: So I guess what I'll instruct the Board is... Selectman Jakoby: Can I just, I'll fully formulate my question. So it's my understanding that on the ballot each of the warrant article that we're putting forward indicates what the, what the BOS, whether we support, or recommend this to the voters or not recommend it to the voters. I am of the opinion and I know we received some feedback from at least one member of the public, that that recommendation or not recommendate, to recommend or not recommend I believe should not be on the ballot. That's my personal position. So that I will ultimately be abstaining from recommending or not recommending. I do believe it should be moved to, the forward to the ballot. So I support the moving it as a warrant, but I'm not going to put a bat on it whether I recommend or not recommend. Selectman Morin: See my problem there is that's why people elect us to get our opinions to see... Selectman Jakoby: I understand that. Yep. Selectman Morin: So that's why I'm all in favor... Selectman Jakoby: And I will make my statement here but, I don't want it on the ballot, I would rather then find out... Selectman Morin: But we're not, I understand what you're saying but, we're not contaminating the ballot because that's why they elected us. That's why we're here. Selectman Jakoby: I didn't say we were contaminating. Selectman Morin: No, no, but that's what I, that... Selectman Jakoby: I respect you. Selectman Morin: And that's what I'm saying. That's why they elect us, this is our feeling. We did the budget, we understand what the departments need. So, and people, not everybody watches this meeting and not everybody goes to Town meeting but they'll go and vote. And now, OK, this what they think. Selectman Jakoby: Right. And come Deliberative Session maybe I will be moved differently at that time. But that's where I am right now. So, I definitely think this should be moved forward to the ballot. And I accept however this moves forward. Mr. Malizia: I can't remember the specific year but there was a warrant article that requires you to put your tally on the ballot. Selectman Morin: 2008. Selectman Jakoby: I know. I

am aware of that. Mr. Malizia: I can't remember the year. Just want to make sure everybody knows. If somebody wants to undo that, I think they need have to undo that warrant article. Selectman Jakoby: Correct. And that's been some of the conversation that some people have had with me. Selectman Dumont: So, to clarify everything for everybody. My motion was just to move, I didn't, my wording was to move forward. Would we like to make a separate motion on to recommend or to not recommend? Chairman Guessferd: In order to, to take care of all this, I think we do both. Selectman Morin: What have we done in the past? Because all the years I've been here it's recommend or not recommend. So, why are we changing the process? Selectman Dumont: I thought last year we chose which ones were going forward and then we voted again on whether or not we recommended them as a group. That was my recollection. Maybe I'm... Chairman Guessferd: No, I don't think so. Selectman Jakoby: Well you at least did that at the Deliberative Session. Selectman Dumont: We had a chance to amend those recommendations. Selectman Jakoby: Because it did change. Chairman Guessferd: So the other point would be why recommend them, why move them forward to the ballot, and just again, another point, I'm not saying it's, if we don't recommend it. So if we move it forward to the ballot but say, I mean I get what you're saying. You're point is different it that it's not that you're not recommending it, it's that you don't want to put your opinion out there. And you want to let the voters decide without the recommendation on the ballot. Selectman Jakoby: On the ballot. Chairman Guessferd: I respect that but, I'm not on the same page there. Selectman Dumont: No, that's fine, I agree. My only question be is if there's one of these that we choose not to put on the ballot... Mr. Malizia: Then it doesn't go on the ballot. Selectman Dumont: So we're essentially voting on both. Selectman Morin: If we say not recommended, it doesn't go to the ballot. Selectman Dumont: OK. Because normally a warrant article can still be on the ballot and still say not recommended by the Board of Selectman. Selectman Jakoby: Correct. Mr. Malizia: Typically that's a petition. Or, something might have changed at the Deliberative Session. Somebody might have, somebody might have taken one of the articles, amended it on the floor and say I'm going to add \$50,000 to that and you all maybe say, no, I'm not doing that. Now it's negative. Selectman Jakoby: Well, and there was one warrant article that went forward with one recommendation. Selectman Dumont: That was a petition. Selectman Jakoby: Yeah. So, there are changes made at a later point. So, I guess that's part of it. Chairman Guessferd: We do have a policy then from 2008 that says... Mr. Malizia: It's our policy. Chairman Guessferd: It says it has to be recommended or not. Selectman Jakoby: Correct. I just need to decide how I'm going to vote. Chairman Guessferd: OK, so I just want to make, I'm more comfortable with that as well. I'm just trying to make sure we, we cover all the points here. We are going to make a motion to move it forward and recommend. Or were you looking... Selectman Dumont: The firefighter one, the one we're talking about? Chairman Guessferd: Any of these. Selectman Dumont: No, no, if that's been the practice, I'm fine sticking with the practice. Selectman Morin: No, because 2008 just says, like I said, this always how we've done it. And if we recommend it, it moves up forward. And if we don't recommend it, these, the ones that we have don't move forward. But, petitions go one way or the other. Chairman Guessferd: We have the option, we have the option to put it in front of the voters or not. Mr. Malizia: Do a warrant. Selectman Dumont: I was just looking at which ones we're moving forward or not. I was not looking at the recommendation. And obviously if I'm making the motion to move forward that's the way I'm going to go but, I (inaudible) was on the ballot that's why... Chairman Guessferd: So, I think the practice has been, and we, you know, that we, when we move it that we recommend. That's the way we've done it in the past. We either recommend or we don't. So if we don't want to recommend it, then so vote no if you don't want to recommend it. That's the way I think we should handle this. That's the way I'm kind of looking at it. Selectman Jakoby: Thank you for the clarification, I appreciate it. Chairman Guessferd: It's, and again, understanding your point, but, so alright. So the motion is... Selectman Morin: To recommend. And this is the Lowell Road/Birch Street intersection. Just to make sure. Chairman Guessferd: The first one we've already done.

Selectman Morin made a motion, seconded by Selectman Dumont, to move article E forward to the FY26 Warrant. Motion carried, 5-0.

Warrant Article F: Robinson Pond Improvements

Mr. Malizia: Warrant Article F was for Robinson Pond Improvements. I know you've heard some this evening, but basically he's just looking to appropriate the sum of half a million dollars for the construction. These funds would be matched to a state grant. So, we're obviously looking for a grant which would be our portion of that. It's coming from the taxpayers so it's about a .10¢ tax rate impact. Selectman Morin: I'll make a motion to recommend. We just went through this and again, as they say with the firefighters, if they want it, they'll vote for it and if not. Chairman Guessferd: OK. Selectman Jakoby: And to Selectman Dumont's point, I think it's important to move it forward to the residents and allow them to make their decision accordingly. Chairman Guessferd: Any other comments?

Selectman Morin made a motion, seconded by Selectman Dumont, to move article F forward to the FY26 Warrant. Motion carried, 5-0.

Warrant Article G: Fund Mosquito Control Program

Mr. Malizia: Article G was to fund a mosquito control program in the sum of \$40,000. That's basically the Chief had put this forward I believe his health officer. The tax rate impact is approximately .01¢ Chief Tice: So again, no rhyme or reason but, this year we had I think the last count was five human cases of triple E in southern New Hampshire. This is a program that we had had up until about 2000-2001. We removed it from the budget a few years ago. At the time all the long range forecasts we talking about more dry summers which would indicate most likely less mosquitos. We've certainly had a dry summer this year and we had the triple E problem so I can't explain that. But what this program, it is recommended by the Department of Health and Human Services to try to keep the number of mosquitos down how a normal year would go and I know if this was approved it wouldn't start until July. But, you know, you get on a cycle, typically they start in the spring, they start trapping mosquitos and checking for the species. Certain species carry certain diseases, not all species of mosquitos carry the diseases that we're worried about. So they search for those and if they start finding those when they're young in the spring they use larvicide in those areas to keep the, it actually keeps them from being born. It keeps the number of mosquitos down and as you get later in the summer as they're trapping adult mosquitos again, they're checking for those that carry diseases and when they find them they're testing them. If they find the disease, then they do spraying in public areas. Most of the quotes offer one spraying in, on public land. So it would be like ball fields, school playgrounds, public areas, those types of things to kill the adult mosquitos. And then you can into the, you know it would be additional cost, it wouldn't be covered by this. We can get into the air spraying. You need to buy trucks or backpacks or aircraft depending on how bad, how bad it is and how much protection you want. Does seem to be effective, it is recommended by the state. Chairman Guessferd: I seem to recall earlier this summer we had a bit of rain and then it stopped towards the end of the summer. So when those mosquitos were being (inaudible) it was more rain out there. Chief Tice: Last summer we had a very, very wet year all year and we didn't see any human cases. And the number of mosquito batches that tested positive or what not, those numbers were fairly low. Chairman Guessferd: I just know I was watering my grass a lot more earlier and then not any more. Selectman Roy: Does this include Benson Park? Because it's a very large area obviously. But, it's also very well attended. Chief Tice: It is and we didn't get into specifics but that is something that may cause them some issues again. We didn't get a full contract, it was basically a bid they would talk about public property, recreational areas. Selectman Jakoby: So, just wanted to clarify. So, a large part of this is them testing to see where, where things are happening. Where the mosquitos are developing. And it's not just spraying but it's really to, really analyze where everything's happening. Chief Tice: Yeah, it's not just a spraying program it's a monitoring program. Selectman Jakoby: That's the word. Chief Tice: Yes, so capturing and testing. Selectman Jakoby: Thank you. Chairman Guessferd: Any further comments or questions on this one? Selectman Dumont: I was going to ask what they're spraying. Chief Tice: Apparently it's all health friendly, people friendly. You know because I was kind of wondering like what they were spraying when they do the big areas. But everything they're spraying is EPA safe for people. Selectman Jakoby: And pets. Chief Tice: And pets. Selectman Dumont: That's what they tell ya. Chief Tice: I just brought this forward because, again, I had removed it from our budget a couple years ago. But, I know I had some people make mention to me with the human cases in southern New Hampshire and certainly more down in Massachusetts that there was some concern out there. So again, I at least wanted to put it forward, you know, for people to decide if they thought it's worthwhile or not. Chairman Guessferd: Alright, any further questions, comments?

Selectman Roy made a motion, seconded by Selectman Dumont, to move article G forward to the FY26 Warrant. Motion carried, 4-1, Selectman Dumont opposing.

Warrant Article H: Fund Property Revaluation CRF

Mr. Malizia: Article H is for the property revaluation capital reserve funding. We do this, this is a perennial as you're all aware every five years we reevaluate, up to five years, because it's a state law that requires revaluation every five years. We've put money aside to make sure that we have sufficient funds. So, \$25,000 seems to be the sweet spot. Basically put that away every, (inaudible). I believe the next revaluation is probably 2027, I think.

Selectman Morin made a motion, seconded by Selectman Dumont, to move article H forward to the FY26 Warrant. Motion carried, 4-1, Selectman Jakoby opposing.

Warrant Article I: Fund VacCon Truck CRF

Mr. Malizia: So warrant article I is to fund the VacCon replacement truck. As you're well aware that's the truck that serves the sewer and the drain system in town. It's a pretty big piece of equipment and typically the Sewer Utility Committee or, pardon me, the Municipal Utility Committee forwards the recommendation to put forward funding for the capital reserve. They've done so this year. This is a split, 50% comes from the Sewer, 50% comes from the Drains. So the tax impact is \$15,000 which much less than a penny.

Selectman Roy made a motion, seconded by Selectman Morin, to move article I forward to the FY26 Warrant. Motion carried, 5-0.

Warrant Article J: Fund the Drainage CRF

Mr. Malizia: Article J is the Drainage Capital Reserve Funding. Last year the voters approved a Drainage Capital Reserve Fund. This would appropriate money, the second year, you know because it's already established, into that fund. We're well aware we've heard stories about the drainage system in town. How it's falling behind and it needs to be improved. This is a tool to help you do that. Selectman Morin: I just want to say that we used that \$100,000 on one job. Mr. Malizia: If not one, one and a half. We certainly used most of it on that one job. That was a big job.

Selectman Dumont made a motion, seconded by Selectman Morin, to move article J forward to the FY26 Warrant. Motion carried, 5-0.

Warrant Article K: Fund Fire Apparatus, Fire Apparatus Refurb/Repair and Fire Equipment CRFs

Mr. Malizia: Article K, I took the liberty of bundling the three Fire capital reserve funds in one article. If you recall we had three separate ones, I took the liberty of putting them all together on one just to try to save warrant articles. And because they are similar, it kind of makes sense. It doesn't necessarily make sense to put an assessing article with a sewer article, or a Benson Park article. With these it seems to make more sense to put together because they are capital reserves for Fire. If you recall there was \$50,000 for Fire apparatus. \$150,000 for the Fire apparatus refurbishment/repair. And \$25,000 for the Fire equipment capital reserve fund. So the total of those is \$225,000, that's about a .04¢ impact on the tax rate.

Selectman Roy made a motion, seconded by Selectman Dumont, to move article K forward to the FY26 Warrant. Motion carried, 5-0.

Warrant Article N: Establish DPW Repair/Refurb CRF

Mr. Malizia: Article N was to establish a Public Works repair/replacement capital reserve fund. I believe the Director came in, we're looking at big ticket things down the road. It's always best if we can save some of it ahead of time. This would establish a new capital reserve fund. The impact would be .03¢. Selectman Morin: Anything you want to say Jay? Jay Twardosky: Yes this would definitely be beneficial because our equipment gets more expensive every year just like everything else. But, some of the repairs, you know, if we have to put an engine in a dump truck, we just got a quote of almost \$75,000 just for a new engine. If we have to replace pieces of equipment like the sweeper, put that out of pocket, that's going to be about \$450,000. You know everything just keeps going up. A loader is \$250,000-\$300,000, it's just, there's no \$50,000 items anymore. So, we start getting money into a capital reserve so it, you know, you're building it up over time and it's less of a hit when you've got to actually buy it. Selectman Morin: I just have to say that, what this is for the dump trucks which if you take the Police and Fire, they have their major incidents, snow storms are their major incidents. If we don't have these trucks... Chairman Guessferd: Right and we know that there's issues. Jay Twardosky: Just like the other warrant articles... Chairman Guessferd: That's what I'm talking about. Jay Twardosky: If we don't have the equipment we can't do our job. If we can't do our job, it just starts slowing emergency services down. Takes longer for an ambulance to someplace or a fire truck or the Police. Chairman Guessferd: It's all related. Jay Twardosky: It snowballs really bad. Selectman Morin: And we saw that in January with the Fire up on Copeland. Jay Twardosky: Correct. Chairman Guessferd: OK, any further comments? Selectman Dumont: I'll make a motion to recommend. I think it's a good idea for the savings account.

Selectman Dumont made a motion, seconded by Selectman Morin, to move article N forward to the FY26 Warrant. Motion carried, 5-0.

Warrant Article O: Fund Benson Park CRF

Mr. Malizia: Article O basically I think sometime last week the Benson Park Committee requested a \$10,000 to be added to the Benson Park renovation capital reserve fund. Because of the amount of \$10,000 it really has less than a penny tax rate impact, in fact it's pretty negligible. Just so everybody knows, \$50,000 effects the tax rate by a penny. So when look at \$10,000 it's one fifth of a cent. Selectman Morin: Do you know how much they have right now in that fund that they have? Selectman Roy: They have about \$75,000 in there. Mr. Malizia: They actually have \$95,066. Selectman Roy: They're coming forward to use some of that money on the dog park. Mr. Malizia: At the end of this section in your agenda is a list of all the (inaudible) if you have questions you can see it.

Selectman Roy made a motion, seconded by Selectman Dumont, to move article O forward to the FY26 Warrant. Motion carried, 5-0.

Warrant Article P: Public Works Dump Truck(s) Replacement

Mr. Malizia: During the Public Works budget the Board asked the Public Works Director to prepare or to propose a warrant article or warrant articles for the replacement of dump trucks. In you packet you have four options. One is to buy a truck outright, one is to buy two truck outright. Option three I believe, is to lease/purchase one truck. And option four, lease/purchase two trucks. They have several (inaudible) you can go a couple different ways with this. (inaudible) because he already said, he' here to answer questions. I basically gave you the range options that he provided. Selectman Roy: Do you already have one lease payments in the budget, correct? Jay Twardosky: Correct. Selectman Roy: So, would we take that out of the budget if we went for the two truck option? Jay Twardosky: No, because we have four trucks that need to be replaced but there's one that we can, it's a little bit better than the other three. So, we can make that last until the next budget. Or, maybe even a year past that. The reason to go with three is if we don't go with two then we do have to replace the frame rails and dump bodies on one, but we're not. So, if we don't go with that option, we're still going to be spending about \$110,000 to, most likely coming out of town-wide paving to get that truck. Chairman Guessferd: If we don't get a second truck. Jay Twardosky: Correct. For a total of three. Chairman Guessferd: For a total of three. Selectman Roy: OK. Jay Twardosky: If you don't you're just, I know it's a little cheaper upfront, but you're putting good money on top of bad. Selectman Dumont: I think replacing the frame rails is a waste at this time. But, buying out vs. leasing, overall do you know the different in cost is by the time you finish the payments? Jay Twardosky: Yes. So, for two the five year lease would be a total of \$652,000. Outright it's \$648,000. Selectman Dumont: OK, obviously outright was the two was \$652,000. Is that for if we did a lease? Jay Twardosky: Yeah. Mr. Malizia: I think you have to take the \$145,399 and multiply it by five. Jay Twardosky: So it's \$652,000 for the outright. Mr. Malizia: And then it's \$145,400 times five, right? Five year lease. Jay Twardosky: Correct. Mr. Malizia: To lease it. So you're always going to pay more for a lease. Selectman Dumont: Sure. I was just looking to see what the difference was. About \$75,000 roughly, or \$70,000. Jay Twardosky: So it's \$652,000 to buy it outright. \$726,991 to lease/purchase. Selectman Jakoby: So, just because you mentioned the paving budget, could you remind the public what, you know, the cost for paving when you say that we would take it out of paving budget. What's your average, I always forget the number you tell me. Jay Twardosky: So, it's a... Selectman Jakoby: Per mile or per linear... Jay Twardosky: Correct. I got remember that myself. Selectman Jakoby: I know see, I forgot it. The public always asks me that question. Jay Twardosky: Right? Selectman Dumont: While he's doing that math, do you think that it would be advantageous to split up and say maybe purchase one and lease another? Or does everybody think, I mean, it is about a \$70,000 difference. I know up front it's a large cost, you're saving some money on the back end. Is it better to split it up or to try to move it all together? Mr. Malizia: So, if you lease it, you know, you're obviously keeping the tax rate impact. I realize that's over five years, but in five years money is worth less than it is today. You know what I'm sort of saying? Your valuation goes up so you're per tax rate cost may very well decline in that year. I mean it's a, what are voters going to vote for? When you go buy a car do you pay cash? Some people can most people have to borrow, sure. That's really what we have to think about. What's the value of that? You know, I realize it's more absolute dollars, I agree. But, I'd rather get something than get nothing because we put too big of a number out there. Selectman Dumont: And that's quite... Mr. Malizia: It's always a challenge. Selectman Dumont: There's where I'm at with it, right? I mean obviously when you look at it, if you just compare the two numbers and find out you're saving some money. But that's a big ticket. That's why I was wondering what you guys thought. Do you think you should maybe purchase maybe one and lease another one or do you think the lease option for the two is better off? Mr. Malizia: So we got four vehicles, one he can nurse another two years, maybe. One he's already replacing so that leaves the other two. And I think he bought those bundle in 2006 or something like that. Jay Twardosky: It was 2006. Mr. Malizia: That batch is tired and it's ready to go. You might have to do two articles, I don't know. You're leasing one and buying one. Now I've got another article and people are going to be like what the heck are you doing? I think you're better off ripping the band aid off and leasing the darn things. Why? Because it's a big ticket item.

Selectman Roy: That's where I'm leaning. Chairman Guessferd: That's where I'm heading too. I mean obviously we understand we may have to pay more overall. We've got four firefighters we're recommending and but he still won't get his trucks and we'll get, you know, we'll have a lower tax impact. Selectman Jakoby: You got my number? Jay Twardosky: Yep. It's \$76,000 for a linear mile. Selectman Jakoby: \$76,000 for a linear mile. Jay Twardosky: One, four foot wide road. In other words about \$15 a lineal foot or a running foot. Selectman Jakoby: OK. But that's good for the tax payers to know because that's what we always talk about. Because that's where any overages or breakdowns or something that's an emergency that is needed for DPW work will come out of that budget. Jay Twardosky: That's the only budget we have big enough to be able to pull out of. Everything else is pretty much wiped out every year. So if we got to pull from anything else, then we're losing other services and most of those are safety related. Selectman Jakoby: Right. And that's why I just wanted the public to be really aware of that 'cuz we continue to hear about our roads not being paved. But this is the tradeoff that we're trying to balance. Selectman Dumont: If we were to replace that frame, that replacement right at \$110,000. So that's about a mile and a half of road. (inaudible) Jay Twardosky: In order to, if we were to repave every road every 20 years, which is, would be the average, we would need a lot more money than we already have. So, every time we pull from that we're just falling further and further behind. So, we definitely have to limit whenever we can which just means, you know, putting it out there to vote it in to get more. Unfortunately the cost of doing business. Selectman Jakoby: Absolutely. But I just think that's really important, so thank you. Jay Twardosky: No problem.

Selectman Dumont made a motion, seconded by Selectman Morin, to lease (2) two vehicles at the sum of \$145,399. Motion carried, 5-0.

Mr. Malizia: Earlier in the evening you had a conversation with the Town Hall Building assessment. I'm assuming if you wanted to proceed with one of the options you could discuss doing a warrant article to raise and appropriate the money. I don't know if you wanted to do that now or you want to do it at the next meeting and give it some more thought. You have until December 10th because I'll state that your regular meeting in December, you don't want to get into January because you're way too late. So, I just say that just in case you wanted to talk about it. Selectman Dumont: So I pose the question, do you want to do it together if you're going to do a warrant article, is it for design and construction or do you want to separate the two of them out? I think, I know it might not work better, but I think the voters would probably appreciate more of an option of a say on the design and then go the next year for the construction. Mr. Malizia: I think that's intended because I don't think you have enough data to do any sort of construction. You're just guessing at this point. Selectman Dumont: I remember when we first talked about this before Elvis gave us the update, we were contemplating are we doing it in one year or are we splitting it up? That's the only reason why I bring that up now. Chairman Guessferd: Yeah, I just think if doing it all would be too much. Selectman Morin: And that's why he brought the elevator forward so we could get that out of the way and worry about the building next year. Selectman Dumont: Do you think it's wise, are you saying to do the elevator by itself this year... Selectman Morin: Well that's why he brought that forward because that's one of our major concerns is the access down here. Mr. Malizia: So, I see that as a number over here that you have a major repair to (inaudible) Town building. You only took \$100,000 off of the warrant, I think there's still money in there. You could do it out of that. The warrant article we're talking about is option two or three. Do you want to go blow up the whole thing? That's a number. Or do you want to do renovation? That's a different number. That would be the warrant that I would assume you present to the voters to say do you buy into us doing this at this point? And then if you do next year you would have numbers, data, real, I'm assuming, real concrete information. This is what it costs to renovate the building. Selectman Dumont: So I would say for me option two, I think, is the most responsible one. I'd be in favor of moving the design forward to the voters. I would have a question and know (inaudible) for Elvis, but the \$40,000 being spent on the elevator, is that going to be a waste if we end up going forward like with a renovation? Does that elevator then get moved at that point and we wasted the \$40,000? I don't know. I don't believe... Mr. Malizia: I think you'd, my sense, my understanding would be you'd work around that because any possible renovation might include an expansion off the front over to where there's a grassy area. That was a discussion. I'm not aware that you're relocate that elevator once you fix it. Selectman Dumont: That's all I wanted to make sure that we weren't going to put the \$40,000 into it and just move it. Mr. Malizia: Two of three out. Before you do anything, so you have an issue now. Or more immediate than you do three years from now. Selectman Jakoby: Earlier we said we would discuss this at our next meeting, I move that we discuss this at our next meeting. There's a lot of things I would like to consider and research a little bit. Because I have several concerns and I don't have the information before me this evening to make this decision. Chairman Guessferd: I would (inaudible) myself. I think we give us some time to digest what's here from Elvis and then at the next meeting decide on a warrant article. Selectman Jakoby: And both and. Both the elevator as well as

the warrant, yes. Chairman Guessferd: OK, so you made a motion? Do we need a motion or are we just... Selectman Morin: No, we just defer it.

J. FY2026 Moderator Budget Poll Pads – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: During the budget deliberation session with the Budget Committee last week, somebody said during the moderator discussion, because next year is a low year, in other words, there's only one election. So, the Moderator budget for next year is a fraction, a quarter or something of what it was this year, because of the Presidential and all of the primaries, gee maybe you guys ought to buy some more poll pads. So, Selectman Morin asked that we put it on the agenda so we could have a discussion. I don't know the Moderator's official position on buying more poll pads. He will regale you at the next meeting with the results of the election and whatever findings he has. But, the Budget Committee seemed to be in a mood where they would be willing to approve something. Selectman Roy: But we don't know how many the Moderator thinks we need. Mr. Malizia: If he thinks we need any. Yes, I don't know. You know. That's why I didn't put anything there I just put blank. Selectman Morin: I understand that we only do the big election every four years. But, we could have really used them. Chairman Guessferd: We could have. Selectman Morin: Absolutely. We could have really used them and if we ever have breakdowns or something like that at least we got some spares. So, if we get two... Selectman Roy: I'm not necessarily opposed, I'm just saying without the Moderator input. Selectman Morin: No, no, no, absolutely, but, they asked up to put it on the agenda tonight, that's why he's here. The Budget Committee said did you put it on your agenda and have a talk about it. Chairman Guessferd: Do we want to do that? Selectman Morin: The two, I would, you know, one at each polling place. If he wants it. Selectman Roy: Or, if he wants more. If he says he thinks he needs four, for instance. Chairman Guessferd: The final budget session is next week. Mr. Malizia: The wrap up is the 21st, your next meeting is the 26th. Chairman Guessferd: OK, so what do we think? Selectman Jakoby: I think it's a good recommendation to add two for all the reasons Selectman Morin stated. Chairman Guessferd: And given the fact that it is another four years until a major election, another two years until a state election. You know, that would give us a (inaudible) do another couple next year if the Moderator thinks we need to do that. Selectman Jakoby: And it allows the Budget Committee an opportunity to either accept it or they may not. Mr. Malizia: So then you might want to do a, to request the Budget Committee add \$12,600 for two poll pads in the FY2026 Moderator budget. Selectman Jakoby: And the fee. So it's... Mr. Malizia: Yeah, I included that. Selectman Jakoby: It's \$6,600, right? Mr. Malizia: I had \$6... yeah, the maintenance fee was, the poll pad license was \$300. Selectman Jakoby: \$6,600 per poll pad. Mr. Malizia: Where does it say \$6,600? I've got down when he purchased the new... Selectman Roy: \$6,300 for the actual poll pads. Selectman Jakoby: And then the annual license fee of \$300 per unit. That's how it's written in the (inaudible) you wrote. Mr. Malizia: My math is incorrect. It was \$6,300, \$300, \$6,600... Chairman Guessferd: So it will be \$12,200 for two. Mr. Malizia: No. It will be \$13,200 for two. That's the request.

Selectman Morin made a motion, seconded by Selectman Jakoby, to request that the Budget Committee add \$13,200 for (2) two poll pads in the FY2026 Moderator budget. Motion carried, 5-0.

K. Application for Payment from Capital Reserve Funds – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: Application for payment for Capital Reserve Funds. This is pretty proforma but to request the funds from the Trustees of Trust Funds, we need to have motions. One for the sewer Nashua Wastewater Treatment Plan Capital Reserve Fund in the amount of \$342,068.95. That's the amount we spent. The second one is for the Police Safety Equipment Capital Reserve Fund in the amount of \$35,293.32. You have the backup form, the application for both of those if there's any questions. Chairman Guessferd: Any questions? Any concerns?

Selectman Jakoby made a motion, seconded by Selectman Morin, to approve the disbursement from the sewer Nashua Wastewater Treatment Plan Capital Reserve Fund in the amount of \$342,068.95 as requested by the Finance Director. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Jakoby, to approve the disbursement from the Police Safety Equipment Capital Reserve Fund in the amount of \$35,293.32 as requested by the Finance Director. Motion carried, 5-0.

L. Revenues and expenditures – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: Revenues and Expenditures you are, this is through the month of October. So, it's one third of the way through the year, 33%. Obviously, it's before winter time so we really don't know the impacts of winter are going to be. Again, we encumber large ticket, solid waste contract for example. So, our expenses are not linear for every department, we're about where we should be right now. Revenues, ours are still trending above. We're at 38.8%, they're about \$190k ahead of last year at the same time. So, continue to hit it out of the park for that and interest is still well. The rates have declined a little bit but we are still at 55%. We've got more than half the year in four months. So, I think those are very positive things and again, it's early in the year. It's a little early to really look at, you gotta to get more into the winter before you really see things. Everything looks like it's tracking based on what we've encumbered. We encumber legal, we encumber solid waste, he does a lot of paving in the summer. That's pretty much where you're at. Chairman Guessferd: So, we're in pretty good shape. Mr. Malizia: I think so.

Chairman Guessferd: OK, any questions, any comments by the Board. Well that's the last agenda item on the public agenda. So now selectman liaison reports and remarks.

11. Selectman Liaison Reports/Other Remarks

Selectman Morin: The con Com meeting for this month was cancelled, so that won't happen. I just like to talk about voting. We know, we know how things were but, got to look at the turnout that we've never had before in the past. We probably couldn't predicted that to tell you the truth. We've gotten a lot of comments both ways depending which polling place you were at. I just want to thank everybody that worked them, because everybody worked very, very hard. Because it was packed throughout the whole day and everybody was very busy and Public Works who came in because they didn't get out of there until three in the morning. And so school had to be ready for the next day so I just want to thank everybody for that. And we have heard, you know, the complaints that we got and we know what we've got to do. We'll wait for Paul to see what he says and I know the Chief has a plan that he wants to come forward with us. So, we'll move forward and see what we can do for next time.

Chairman Guessferd: Right. I want to reiterate that as being out there. Yeah, the last people left at three in the morning. The Fire Department came and helped us move stuff back over to Town Hall and other places. It was around 2:30a.m. So I mean it was a very, very late evening. Our staff did a great job. I have to commend the staff big time. We have people, one of the things that was noted by the State representatives who were there. Is that we were able to move people through especially in the polling areas, you know the voting area. We had people there who were telling people where to go because the booths were filled for the most part during the busy times. So they were telling them where open booths were. It was very efficient and they complimented us on that as well. At least over at the middle school. So, again, thanks to everybody you know we have some things to talk about later once we talk with the moderator and as always there's adjustments to make but I think I worked out really well.

Selectman Roy: So I attended the last Benson Park meeting and as I mentioned earlier they're going to come forward with a request for Capital Reserve funds to help fix the drainage at the dog park. To build a swale and then do some top fill on the actual dog park. So we can look forward to seeing that.

Selectman Dumont: Not a whole lot outside of our regular meetings. I do want to echo the same comments you guys made I thought everybody did a great job during voting. As far as ZORC goes they're finalizing everything up tonight we'll be forwarding that off to Planning Board for you guys to take a look at. I have Zoning coming up on Thursday. But that's about it for me.

Selectman Jakoby: I just wanted to reiterate that the Budget Committee is in full swing and that I wanted to take this opportunity to thank you staff in Town Hall and the Board here. The Budget Committee, so far, has been very impressed with the Town budget this year, the care that was taken. So, I think that speaks to everyone who put forth their budget proposals this year and all the work that was done so I want to thank everyone for that. And thank the Budget Committee for asking good questions and really being courteous to everyone that came before them. I also want to just remind people that although Grace was kind enough that I've been all of the School Board meetings, I have not. Because they are also in the midst of their budget onslaught. So, please take a look at the School website. There are assessments up, there's budget information up, there's policy up. There's a lot going on with the School and the School budget will become before the Budget Committee after the Town. It's all coming ahead and if you want to get ahead they have a separate website so I just want to thank everyone because so far it's been good.

Chairman Guessferd: I have, let's see, we have a Sustainability meeting coming up, last Monday of the month. Planning Board meeting tomorrow night. Couple things before us tomorrow night. And as far as the Rec department was concerned. There was as people know, a Comedy Show. It's the first show of the year. But there were 300 in attendance and we raised about \$1,000 towards scholarships. I was there in attendance and it was a really great evening. These are always great community nights and a lot of people show up and it's a lot of fun. And again, we raised money for a good cause for the scholarship. Senior Programming, so I don't think this has ever been done before, but our seniors went to Italy and they will be returning this week. They left last week and they're returning this week. Looking forward to hearing how that went. Our indoor pickleball program kicked off, so pickleball is in swing at the Community Center. There was 43 pickleballers playing. And finally basketball, the highly anticipated basketball season has begun for travel rec leagues. For the children, for the adults we have a highly competitive adult league, as well. So if you're interested make sure you get your registering, signups are still being accepted. And I think that's about all I have right now tonight.

10. Remarks by Town Administrator: Very brief, just to echo Selectman Jakoby's comments. Budget Committee seems to be going pretty well this year. Program note, tomorrow's meeting is in this room, so if you're showing up or it's here. Chairman Guessferd: Unless you want to go to Planning. Mr. Malizia: You can go there if you want. The Budget meeting is in here tomorrow night and I believe their wrap-up for the Town is next Wednesday the 21st. So again, things seem to be going fairly well this year as far as the budget process goes. Thanks to everybody who had a part in that. And that's all I have.

11. School Board Liaison Gary Gasdia: excused.

12. NONPUBLIC SESSION

Selectman Morin made a motion, seconded by Selectman Dumont to enter into nonpublic session under: RSA 91-A:2, III, for the purpose of discussing or acting upon a matter or matters over which the public body has supervision, control, jurisdiction, or advisory power. A chance, social, or other encounter not convened for the purpose of discussing or acting upon such matters shall not constitute a meeting if no decisions are made regarding such matters. "Meeting" shall also not include:
(a) Strategy or negotiations with respect to collective bargaining;

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. (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph.

Nonpublic Session was entered at 9:17 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 11:38 p.m.

Motions made after nonpublic session:

Selectman Morin made a motion, seconded by Selectman Roy, to seal the non-public minutes. Carried 5-0.

- 1) Motion by Selectman Dumont, seconded by Selectman Morin, to seal the November 12, 2024 non-public minutes. Motion carried, 5-0.

- 2) Selectman Dumont made a motion, seconded by Selectman Jakoby, to hire Matthew Mailloux of Hudson, NH as a Truck Driver/Laborer for the Department of Public Works effective November 18, 2024 at \$24.25 per hour (grade 8, step 1) in accordance with Teamsters Local #633 agreement.
- 3) Selectman Morin made a motion, seconded by Selectman Dumont, to promote Lieutenant/Paramedic Gregory Rich to the position of Fire Captain Paramedic, a non-exempt position, in accordance with the Hudson Police, Fire and Town Supervisors Association, Step 4, with an annual salary of \$103,292, as recommended by the Fire Chief.
- 4) Selectman Morin made a motion, seconded by Selectman Dumont, to promote Master Firefighter/AEMT Ian Canavan to the position of Lieutenant/AEMT, in the Fire Department at the contracted salary of \$36.29 per hour (step 3). This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief.
- 5) Selectman Morin made a motion, seconded by Selectman Dumont, to hire Brendan Carey for the position of Firefighters/EMT in the Fire Department at the contracted salary of \$22.00 per hour (step 1). This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief.
- 6) Selectman Morin made a motion, seconded by Selectman Dumont, to hire Elias Brodeur for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$22.00 per hour (step 1). This assignment will be a non-exempt position in accordance with the international Association of Fire fighters Local #3154, as recommended by the Fire Chief.
- 7) Selectman Morin made a motion, seconded by Selectman Dumont, to hire Nicholas Aierle for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$22.00 per hour (step 1). This assignment will be a non-exempt position in accordance with the international Association of Fire fighters Local #3154, as recommended by the Fire Chief.
- 8) Selectman Dumont made a motion, seconded by Selectman Morin, to hire Clayton Legault III for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$22.00 per hour (step 1). This assignment will be a non-exempt position in accordance with the international Association of Fire fighters Local #3154, as recommended by the Fire Chief.
- 9) Selectman Jakoby made a motion, seconded by Selectman Dumont, to hire Sarah Chapin for the potion of Part-Time Legal Clerk with a starting salary of \$23.09 (step 1) per hour, all in accordance with the Hudson Police Employee Association Contract, as recommended by the Police Chief.
- 10) Selectman Dumont made a motion, seconded by Selectman Roy, to hire Doug Bosteels as interim IT Director with a salary of \$117,000. Motion carried, 5-0.
- 11) Selectman Roy made a motion, seconded by Selectman Morin to adjourn at 11:43pm. Motion carried, 5-0.

13. ADJOURNMENT

Motion to adjourn at 11:43 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