

HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the November 26, 2024 Meeting

1. CALL TO ORDER – by Chairman Guessferd the meeting of November 26, 2024 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE – Town Moderator, Paul Inderbitzen.
Chairman Guessferd: Thank you. Actually, could we stand? Would you like to... Selectman Roy: The community lost a big heart and a big, a big presence in our lives with the passing of Diana LaMothe this past week. So we just want to have a moment of silence for her, to remember her. Chairman Guessferd: Thank you very much.
3. ATTENDANCE
Board of Selectmen: Bob Guessferd, Dillon Dumont, Heidi Jakoby, Dave Morin, Kara Roy.
Staff/Others: Town Administrator - Steve Malizia; Police Chief – Tad Dionne; Fire Chief - Scott Tice; Town Moderator – Paul Inderbitzen; School Board Representative - Gary Gasdia; Executive Assistant - Lorrie Weissgarber.
4. PUBLIC INPUT - None
5. RECOGNITION, NOMINATIONS & APPOINTMENTS
 - 1) Sustainability Committee – Robert Larson
Chairman Guessferd: I don't think there's anybody else here for public input so we can move probably right to the next agenda item here. So, I will then move past public input and yes, we're absolutely looking forward to talking to you. This is recognitions, nominations and appointments. So Sustainability Committee, Robert Larson, seeking a member position, a one member vacancy, expiring April 2025. And there is an alternate vacancy expiring 2027. But, I assume that you're here for the member vacancy. Robert Larson: I am. Chairman Guessferd: OK, alright. So the Chairman will recognize Robert Larson who is applying for the Sustainability Committee. I'd like to have you just tell us a little bit about yourself. What you're, why you want to join the Sustainability Committee, what you bring to the table and I'll leave it at that. Robert Larson: Well I've been a Hudson resident for only 2 1/2 years. Prior to that lived for 35 years in Freemont and back and forth to Florida for about 12 years. Originally, I went to work in New Hampshire as an environmental and process engineer for Sylvania over in Exeter. And then had my own business, Larson Technologies, which we did environmental engineering primarily here in New England. Now as a volunteer, as you can tell I've got a year or two on me, so I volunteered totally for about 50 years primarily in New Hampshire. I was Chairman of the Board of, Chairman of the Energy Committee in Freemont for three years. And also was Chairman of the Planning Board for several years, can't remember exactly how many, and was on the Board of Adjustment. When I was in Florida I was a volunteer for Veteran's for Common Sense, very interesting group of people and I was on the environmental section of Veteran's for Common Sense. My time as a volunteer has been somewhat in town planning, although Freemont was relatively a small town. When I was Chairman I think around 3,000 people. But, my other volunteer work has been regarding energy conservation and environmental issues. But going along with that, always have the other, probably more important issue, that when programs are put in, such as this, that the dollar is always up there. That these things will generally provide a long-term good and most of the time a long-term financial good. So, that's kind of my background and just a thumbnail sketch of what my thoughts are. I did attend as an observer to the Sustainability Committee. I was really impressed, a lot of dedicated people and I know that if I am selected I'd be very comfortable working with that group of people. So, that's my thumbnail. Chairman Guessferd: You said you are a, are you a Veteran as well? Robert Larson: I am. Chairman Guessferd: Thank you for your service. Robert Larson: Yep, you're welcome. Chairman Guessferd: OK, does anybody have any questions from the Board? Selectman Roy: No, I just want to comment. Seems like he has a lot of volunteer experience. Chairman Guessferd: He does, I know. Maybe there's other committees. Planning, etc. I know, we're always looking for volunteers and we appreciate you stepping forward. I did receive some input from the Sustainability Committee and you know you were at the meeting last night, as you mentioned. They were very impressed with you as well. So, we will, having said all that we're going to basically, our process here, is we'll talk to you now, and then we will vote at the next meeting.

Give ourselves a little bit of time to think about it even if we don't need a lot of time. That's just our process. So, after the next meeting which is on December 10th, we will vote at that meeting and we'll let you know. I think we, I can, people feeling pretty good about this one. Robert Larson: I guess my phone number and email must be on the application... Chairman Guessferd: It is. Robert Larson: Get in touch with me. Chairman Guessferd: Absolutely, we'll be in touch with you right away and looking forward to possibility, if everybody says, you know, give you the thumbs up to get you on the Board. Robert Larson: Thank you very much for your consideration, I appreciate it. Chairman Guessferd: You're welcome to stay and watch the meeting. Robert Larson: I'll stay for a while, I don't have any rotten tomatoes. Chairman Guessferd: we get enough of those anyway, so.

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

A. Assessing Items

- 1) Current Use Lien Release: Map 106/Lot 044/Sublot 000 – 19 Boyd Road

C. Water/Sewer Items

- 1) Sewer Abatement S-UTL-25-02 (11/06/24), Acct.#5566
Lewko 54 Bear Path Lane m/l 177/057/000
- 2) Sewer Abatement S-UTL-25-03 (11/13/24), Acct.#6400
Bolduc 5 Parkhurst Drive m/l 205/072/000

D. Licenses & Permits & Policies

- 1) Tag Day Permit – The Salvation Army
- 2) Hawker/Peddler License – Wagon Wheels Mini Donuts

E. Donations – None

F. Acceptance of Minutes

- 1) October 22, 2024
- 2) November 12, 2024

F. Calendar

11/26	7:00	Board of Selectmen	BOS Meeting Room
11/28		** Thanksgiving – Town Hall Closed**	
11/29		** Town Hall Closed**	
12/04	8:30am	Highway Safety Committee	BOS Meeting Room
12/04	7:00	Budget Committee	BOS Meeting Room
12/05	7:00	Budget Committee	Buxton Meeting Room
12/09	7:00	Conservation Comm.	Buxton Meeting Room
12/09	7:00	Cable Utility Committee	Hudson Cable Access Center
12/10	7:00	Board of Selectmen	BOS Meeting Room

Mr. Malizia: You might want to recognize, I'm not sure why they are here. Chairman Guessferd: I'm trying to figure out, so. Dave Mayopoulos: So, I'm here to present this plaque, it's for Avilila Sawyer, a veteran from the Town of Hudson. Chairman Guessferd: So why don't we... Dave Mayopoulos: He was killed in action. Chairman Guessferd: There was no, um... Mr. Malizia: We didn't get anything on the agenda, but that's OK. Chairman Guessferd: But actually, no problem. We'll take you right now because I wouldn't want you sitting there all night then go wait a minute, why did I come here? Dave Mayopoulos: So I was approached by the... Chairman Guessferd: State your name... Dave Mayopoulos: My name is Dave Mayopoulos, I'm the Commander of the American Legion Post 48 here in Hudson. Chairman Guessferd: OK, and you live here in Hudson as well? Dave Mayopoulos: We would like to present this plaque to the Board of Selectmen to hang in your meeting room, hopefully, for Avilila Sawyer of Hudson, New Hampshire killed in action 18 March 1945. Died of wounds suffered in combat and awarded the Silver Star for

gallantry. Awarded the Purple Heart for mortal wounds. He was a Private First Class in the U. S. Army 141st Infantry Regiment, 36th Infantry Division and he's buried in the Lorraine American Cemetery in France. We would like to donate in remembrance, Veteran's Day 11/11/2024, Arden, New Hampshire Post 48. So, Avilila Sawyer was a guy that, I think he was from Lowell, but he ended up joining the Army in Hudson, New Hampshire in 1945. In 1940 something and he was killed in action and never came home. So, we'd like to donate this plaque in his memory so you can hang it in your meeting hall. And we can all remember this guy because I didn't know about him and I don't know if the rest of the Town knew about him, but. This guy's buried in France and from here. Chairman Guessferd: And you said he died in 1945? Dave Mayopoulos: Yeah. Chairman Guessferd: Oh, right toward the end. Dave Mayopoulos: yes, 18 March 1945. WE had this plaque made, we'd like to donate it to the Town. Chairman Guessferd: Absolutely, let me come on over and accept on behalf of the Town. Thank you. Dave Mayopoulos: Thank you, too.

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on November 12, 2024

- 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.

8. NEW BUSINESS

A. Election Recap – Moderator/Discussion

Chairman Guessferd recognizes Town Moderator, Paul Inderbitzen: Thank you Mr. Chairman, ladies and gentlemen. As you can see from the statistics that I sent over to you, I'm going to send them to the School Board as well. I didn't quite get there yet. Hudson had a record 78% turn out of voters. And we added over 1600 new voters to the Checklist. I don't know why residents wait until the last minute to register. It seems that every four years we have at least 1,000, close to 1,000 people register at the polls. However, they wait 'til the last minute. The new law that was passed, even though it's in court, it looks like it'll be in some form. That's going to change because now if you want to register at the polls or even upstairs at the Clerk's Office, you have to have hard copy documentation of citizenship, age and your domicile. No more signing affidavits saying yes, I am a citizen. You have to show documentation. Either by a birth certificate, for citizenship. A passport or your naturalization papers. Those have to be seen by the Clerk's doing that or you can't register. You also can't vote if you forget your ID. Photo ID will be mandatory, no more signing an affidavit and we take a picture. That's, we're going to probably do some PSA's before March and make people aware. If you don't come in with a photo ID, you cannot vote. So there's some restrictions in there. Of the 14,723 ballots cast, 8,259 of them were cast at Memorial. That included over 2,000 absentees. They were all done at Memorial. And 6,455 at Alvirne. Now there were a lot of long lines, which we expected. The lines at Alvirne appeared longer because voters had to funnel through the small lobby into two doors, into the voting area. We didn't have like at Memorial has more que space. They had the larger lobby, they also had the gym where people could get in and separate into the four lanes. We only have four check-ins at each location. There's no difference there. And Memorial had more voter come in than Alvirne did. It's because of that narrowing of the doorways and getting into the thing that makes it look worse because everybody has to be in line. I do appreciate the voters patience throughout the day, they seemed, it was a nice day out. If it had been a bad day I really would have felt bad. We did have some equipment issues with the tabulators, the ballot boxes. But it didn't hamper the voting process. That end of it, once you checked in and could vote and leave and put your ballot in the box. That went very well without any difficulty. I do have to commend our poll workers, they did a fantastic job. Many stayed late and may came back later to help out. I really appreciate that. The Police Department staff did a great job of handling the traffic, especially at Memorial. They had to make a few adjustments in order to handle the front end crowd which we always get, a front end crowd. And they great with that. I didn't hear of any complaints or anything about that. And the DPW staff, they were also great in getting us set up and ready. And I believe they helped with the signage with the Police Department making sure everybody did, had the directions they needed. They all did, the whole staff and the whole Town staff did a great, great job. I also have to commend the Town Clerk, Michelle Brewster. Being new to this position, like July, she worked really closely with the former Clerk, Chris Strout-Lizotte. But she jumped right into the role, handled an unusual number of absentee ballots with the staff upstairs. Really very organized, I think she's a real asset to the Town. I think working with her will be really good. So if you have any questions about, I have a couple things I'd like to finish up with. But, if you have any questions about the election stats and things that you've seen or heard, I would appreciate it. Selectman Dumont: I have a question. One thing that was brought up to me, if somebody goes to check in and they're information, whether it be, an address or their name is off, whether they voted prior election. The people that I talked to were prior votes, how does that get rectified in the future? We had a couple of them told me that had to go in the new registration line, update their information based on their ID and then went back through. One of them told me he did that in March and the issue occurred again this time around. Paul Inderbitzen: Yeah, that' in Supervisors of the Checklist. We don't let our check-in people change addresses or update names. It gets a little confusing especially if you change your address and it puts you in a different Ward. Then that clerk can't do anything, they can't check you in. So, what we do is we send them to the Supervisors. Now they have three poll pads in both locations. Which is really good, we expanded that last year. But they have the ability to override. We really didn't want to give the ballot clerks the ability to override the system to check people in when they really weren't where they were supposed to be. So when you change something like that, that's a big issue. You change their address and suddenly they're in another Ward and they shouldn't be allowed to vote where they came in and that's something

the Supervisors need to be involved in. Selectman Dumont: So this particular person, for instance, instead of 17 it was a 19 on their address. They weren't sure how that had happened. Paul Inderbitzen: Well computer entry, it's the human error of computer entry. But, and that's not something that would have to be done immediately. They could come into Town Hall. As long as they know it they could come into Town Hall anytime and correct that. They didn't have to correct it there. Maybe they were sent over because of that. Selectman Dumont: Yeah, I guess they weren't aware when they went to go check in. Paul Inderbitzen: Yeah, and I think it's part of it is the training of the Checklist people, the check-in people that we make sure that they have a little bit of sense of, OK, this is really minor why don't you just come into Town Hall. We did that of a few people who even had address changes that the check-in person checked them in too quick. And so rather than have them go, because there's no way to uncheck someone in unless you cancel it and recheck them in and it creates paperwork stuff. We told them to come back to Town Hall any time after that day and make sure they fix that address. Selectman Dumont: So just so I understand, so if it was overridden there they still need to come in Town Hall and make sure that that's corrected. Paul Inderbitzen: Well no, if the Supervisors are doing it there, that's done. It should be done. They have to then transfer that information from the poll pad into the State system. And that's where somethings happen, people forget. We've got some misspellings of name, part of it's because they filled out the registration form and they couldn't read it and so they did that. But, those are all things that we like not to do that day, but people don't think about it until it's too late. So we try to do that. Chairman Guessferd: Yeah, I saw a couple of those. There was at least one in there where the address, they said they changed their address and they said they had done it before and then they came to Town Hall they said, and then later on they when they came that day they go what hasn't been changed. I said you're just going to have to go back to Town Hall, after the election, and get it done. So, you're right, there's human error, but to me it was very few and far between on that piece. Paul Inderbitzen: And remember we have three new Supervisors as well. And they're working through their process being so many on a every four year Presidential election. So they're, they may have missed somebody said well I did go in and fix it, but it's not there, it's still not changed. I said well, you know they tried to get to everything they could and they might have missed one. It's just one of those things. Chairman Guessferd: You had something you wanted to say. Selectman Jakoby: No, well actually the one thing I wanted to say was thank you again for taking this on this year and I know we are all very appreciative of that. Chairman Guessferd: Yeah, I'm just going to echo that. Because, I just saw amazing things going on that day with all the people that were working there. From people just directing folks to certain open booths, because the booths were pretty full most of the day. And you can see from the numbers here it was all day long, it was pretty steady. To Michelle and Christine, who were just, they were there at Memorial 'til like three in the morning. And I know they were doing stuff after that. Paul Inderbitzen: Yes, we did stuff follow up, get our paperwork ready for submissions since the state requires that you turn in everything the same day. Although for the same day for us was two o'clock, three o'clock in the morning. Chairman Guessferd: But they were very professional, they did a great job. Michelle, I agree with you, she is an asset to the Town, we're really glad and lucky to have her. From everything I can see, a lot of energy and like you said, very organized and you know, very skilled. Paul Inderbitzen: One of the things I'd like to finish up with would be I want the public of Hudson to consider taking part. I know you're always looking for help on Committees, Boards and it's few and far between when you get people signing up, which is really nice to see. But, part of it is also elected officials. Now this next Town Meeting in March there's going to be a moderator position open and two Supervisors of the Checklist. Now these are busy positions over election time and there's a lot of prep work and things that you can do. It doesn't take a 100% of your time. It's important, there's some laws that need to be, and it takes a little while. It took me two to three years to get used to what I had to do as a moderator. So, they're going to be open in March. These positions are busy only for a limited time. And of course, every four years you get that huge turnout for Presidential and there's just no way you can, you can plan, not plan, but you can fund and have everything ready and expand everything. We're going to look at renting extra poll pads if could do it. But, you know, once you got to the poll pad there was no problem. We got people went through, they voted, we never had a backup in the booths. We lost two ballot boxes, one at each location that never impacted us, we were able to put them through. So, that's not the issue. The issue is space and how to do it. Memorial we figured it out after the primary how to get Memorial straight. People can get in and they can see OK, we've got four lanes. We've got a lane over for the registration. We don't have that at Alvirne and it's a little bit complicated. We don't have another building that would have the kind of parking that we need from one of the other schools. Unless we do something with the Community Center and rebuild it or put up a parking garage. So I want to just bring that there's help available from Town staff for these positions. You know for working on the Boards and Commissions and the ones that are in there know that it's, there's help available. But, everybody thinks, oh, that's too big of a job. Well, you know, someone has to do it and we're willing to do some work. Working with the Clerk is going to be a little easier, the Clerk will pick up more of the Clerk stuff that I had been doing only because they were just so swamped. So I thank you and anybody else who has any

questions about the statistics? It was an unusual day. Selectman Roy: I just, you talk about renting's and extra poll pads, well the Budget Committee offered to buy new poll pads and we said two more. Paul Inderbitzen: We did buy two more. Selectman Roy: No, in this budget. In this next coming budget. Paul Inderbitzen: I actually have money in this budget that I could use. Because the state is giving us, we funded for new tabulators, about \$8,000 each. Well now the State is going to give us \$3,500 for the five that we already own and I used some of that money to buy the new poll pads for the absentees. Because that was a big hang-up when we had four years ago that the absentees interrupted the check-in process because they had to go down and check in the absentees. This time they had their own poll pads and that process went much smoother and it didn't interfere with any of the other ones. So, I think you don't need to buy them and have them sitting there and not used. But, if you can rent them, we already rent two tabulators. I know I heard something about that being offered, I said why buy stuff that you're to use every four years? Selectman Morin: That's my question. If we got them, why couldn't we use them and just have more lanes open or give them more to the Supervisors? Paul Inderbitzen: Yeah we could. Selectman Morin: I mean every election you can use them you just put them in different places. Paul Inderbitzen: Well the other elections when we have 4,000 people show up we really don't have a problem. Selectman Morin: But, the busy times they'll just move them faster, that's all. And if you have a breakdown at least you have some extras. Paul Inderbitzen: Yes, that's a problem we haven't had we have with the tabulators and we're looking at the new tabulators to be putting in a bid, not a bid but, a PO, by June, that we'll, for the new tabulators which we'll use for the following March. Not this coming March. Chairman Guessferd: Anybody else? Selectman Morin: Just so you know, they did put that back in the budget. Paul Inderbitzen: They put two more in? Selectman Morin: They put two more in. Paul Inderbitzen: Oh, see I didn't see that and never heard about it. Selectman Jakoby: It was a split vote. Paul Inderbitzen: Oh, so how much money did they give me? Selectman Morin: Whatever you needed. Mr. Malizia: \$13,200, next year. Paul Inderbitzen: Whoa. For next year's, yeah. Mr. Malizia: But you won't be here, so. Paul Inderbitzen: No, no but's it's, that's like, that's like four poll pads. They're about \$3,500. Selectman Roy: But then we added in the cost of the license. Paul Inderbitzen: Well that comes the first year, you only have to add that on subsequent to that. Chairman Guessferd: We're definitely covered. Paul Inderbitzen: Well that's good to know, I did not hear that and hadn't had any feedback from anybody about that. I'll come up and ask the Finance to print me out a new whatever they're submitting so we can talk about that. Thank you.

B. Grant Application Request – Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice: Yes, thank you Mr. Chair, good evening everybody. So, tonight I'm asking for permission to apply for the Assistance to Firefighters Grant and the Staffing for Adequate Fire and Emergency Response grant. AFG is currently open. For this grant we would be looking to apply for operational equipment. We're currently looking at what our needs would be and what we could get under this grant. But, operations and safety is one of the higher tiers so it would give is a better opportunity to be successful and we have some needs in this area. The SAFER grant is not out yet but, we would be looking to apply for this when it did come open. This is just to apply for the grant this is not, if we were to be rewarded these grants we would come back here and get permission to accept the grants. Chairman Guessferd: Anybody have any questions for the Chief?

Selectman Dumont made a motion, seconded by Selectman Roy, to authorize the Fire Chief to apply for the FY2024 Assistance to Firefighters Grant, as recommended by the Fire Chief. Motion carried, 5-0.

Selectman Roy made a motion, seconded by Selectman Jakoby, to authorize the Fire Chief to apply for the FY2024 Staffing for Adequate Fire and Emergency Response (SAFER) grant, as recommended by the Fire Chief. Motion carried, 5-0.

C. Fire Department Fees Increases – Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice: So, in the last budget cycle the Town voted in a revolving fund to replace what we're budgeting for municipal fire alarm maintenance and repairs and this was to be funded with a monitoring fee. So, tonight I'm asking that we put in the fees. We're asking for a connection fee because when we go out we connect master boxes to the system it's our people and quite often the bucket truck goes out and does this. And then we're looking for a monitoring fee of \$250 a year for master boxes and \$150 for a digital dialer. The reason for the cost difference is the master boxes come in over the municipal fire alarm system, that's going to take more of our resources to maintain and repair. Whereas the digital dialers come in over the phone line so there's not as much expense to the Town to take of that. Selectman Morin: How do these compare to other communities around us? Chief Tice: They're pretty reasonable. It looks like Salem is \$250, Manchester, according to

the website, is \$1,080 for a wired box, so like a master box, and \$540 for a radio box. And Concord was \$445 or \$220. So, I think we're pretty reasonable. Chairman Guessferd: So in order to do this we would need to schedule a public hearing on December 10th likely. Does anybody want to make that motion?

Selectman Jakoby made a motion, seconded by Selectman Morin, to schedule a public hearing on December 10, 2024 for the proposed changes to Hudson Town Code § 205-4 Fire Department fees, as recommended by the Fire Chief. Motion carried, 5-0.

D. Inspector/Professional Engineer Bid Award – Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice: Target, as part of their development agreement, is responsible for providing an inspector for their project. And this is for their benefit, we imagine once they really get going on that building they're going to require a lot of inspections which we would not be able to keep up with. So what we've worked out with them is we would hire an engineering firm on an as needed basis to do the inspections. This is something that engineering firms do quite often. So we did go out to RFP, anything I'm doing with Target, I'm following the Town's purchasing policy just to make sure there's oversight, there's transparency. So we did do the RFP process, it included we posted on the Town website, the Union Leader, and we emailed six engineering firms. We did not receive any bids for this so we worked with the Town Engineer and some engineering firms he knew and Wright Pierce is an engineering firm that's done a lot of work for the Town already so we were quite familiar with them. They did say that they would be interested in it. So we have an agreement ready to go with them to perform these services on an as needed basis once the project gets going. This would be paid for by Target. Target will be depositing money into the Town's account and then we will be managing the contract with the engineering firm. They'll be invoicing the Town and we'll be paying those invoices with the money provided from Target. And they'll be reporting to us and not to Target on their inspections, so they'll be doing the inspections for the Town. Chairman Guessferd: So there is no cost to the taxpayer? Chief Tice: There is no cost to the taxpayer. Selectman Jakoby: One of the questions I have and just correct me if I'm wrong or follow this for me for a minute. The understanding that I had when through this process was that there would be an onsite inspector there for a certain period of time and like full time. So, was that not part of the Planning Board's, you know, the requirements in the Planning Board. I know there were 80 of them, but one of them was to have an onsite inspector there every day in a trailer, constantly. This doesn't sound like that. Chief Tice: This will be as needed so they're going to project. They do a three week look out and a week ahead look out and we would have them there during the times they needed the inspections done. Selectman Jakoby: Which is different from what the agreement... Selectman Morin: One of the stipulations. I agree with Selectman Jakoby. One of the stipulations was they had a trailer put there so they could be there full time. Selectman Jakoby: Full time, onsite inspector. That to me is a problem. And I just want to reconcile my understanding of a 24 hour trailer person and hiring an as needed. And I don't know what that difference would be and maybe the other Selectmen might have more of an insight. Selectman Dumont: Yes, there's definitely a stipulation there for the trailer. I believe it was supposed to be for engineering and for inspections. Honestly, I can't say if it was for someone to be in there full eight hours a day, but for that case if they needed to be there onsite when the inspections were taking place that were supposed to be a trailer allocated for that. I do think it would be best to look back instead, it was probably what, two or three years ago now at this point. But the exact stipulations before anybody gets this. But I can definitely remember there was supposed to be a trailer there or provided by them for that. Chief Tice: There is a trailer there for Town use for whether it's Planning, Engineering or Inspectional Services. It's there for the Town's use. Selectman Dumont: I would like to know just for my own recollection whether or not if it was supposed to be staffed, paid eight hours a day, five days a week or not. I can't really off the top of my head... Chief Tice: There was no stipulations, it was for a full time inspector but we're not going to need somebody there, not projected at 40 hours a week. But, when I say as needed, when they're doing the inspections, when they need the inspections that they would be there. Selectman Roy: But the question becomes what does the stipulation actually say? Selectman Jakoby: Correct. Selectman Roy: Because if it says there supposed to be there full time, then I would imagine you would have to go out for another bid. Selectman Morin: I agree. We enforce those stipulations so we need to follow what the stipulation says. Selectman Roy: So I think we should table this until we know what the stipulation says. Chief Tice: OK. Chairman Guessferd: So let's do that. Let's figure out exactly what the stipulation says. Selectman Dumont: I just had a couple other questions. I do think it's wise to make sure that we're following exactly what the stipulation says. Did you guys, I know you said you reached out Wright Pierce, but did you reach out to any of the other people that got the bid package or just asked why they weren't interested? Quite frankly what surprised me was NorthPoint just because there were kind of, maybe they don't have the time. I don't know but... Chief Tice: We didn't reach out to anybody, we just, we know a lot of the engineers are busy. So we had Wright Pierce has done a lot of work for the Town before,

that's who we reached out to. Chairman Guessferd: I think NorthPoint does a lot of work where they're doing like upfront work as well as onsite construction and that sort of thing. They may have decided this just wasn't worth adjusting the inspectional piece. I don't know but, I know we've used them before for projects and they've taken a bigger role. Selectman Dumont: I was just curious because it was a local thing, but. Nothing against them I was just more curious myself. Because you guys sent out to quite a few people so I thought that was pretty good. The other thing, I just wanted to clarify for everybody, so the understanding is that we're going, we will be under contract with the engineer, this inspector. This is not somebody that Target will be directly involved with other than through your office. So, the day to day, all the inspections will be handled through your office, it's not handled through Target, then getting the information back to you. Target's not paying them directly, they're reimbursing us as a Town. So the engineer, the inspectors working for us just as any other third party advisor that we have for the Planning Department or for the Zoning Department. I just want to make sure there's no view of Target hiring inspectors for their own project. Chief Tice: Correct. That's why we worked it the way we did with Target paying the Town, the Town managing the contract, paying the invoices and the engineering inspector reporting to our Inspectional Services. Chairman Guessferd: Yes, it's going to have to be crystal clear to the inspectors that they work for you guys. Selectman Dumont: Yes, I just want to make sure that obviously the reporting goes directly to you guys first. And then however it gets transmitted after that, obviously it's up to you guys. But, you know, you guys should be obviously point of contact. Chief Tice: Yes, exactly. Selectman Dumont: OK, thank you. Chairman Guessferd: Alright, anything else? So, we're going to table this item until we have more information and we can verify the terms of the stipulation in the application, the approved application. Selectman Jakoby: Do you want a motion to do that, or? Chairman Guessferd: I don't think we need to, do we? Selectman Morin: Somebody tabled it so. Mr. Malizia: Yes, they tabled it. Selectman Jakoby: OK. Chairman Guessferd: Think we can have that done by December 10th? Chief Tice: Yes. Chairman Guessferd: Put that on the December 10th agenda then. OK.

E. Consolidated Tax Abatement Appeal – Assessing/Decision

Chairman Guessferd recognizes town Administrator, Steve Malizia: So, so much of the Eversource PSNH tax appeals, Consolidated has filed for some of the years for their property that's in our right-of-way. To be more efficient it's always better to spread the litigation amongst other towns that have been, are litigating this. In essence, Donahue, Tucker is doing the litigation for the PSNH Eversource. We benefitted from the economies upscale. We'd like to do the same with the Consolidated Communication cases, I believe they've listed several communities, Salem, Windham, Plastow. So, it's our recommendation that we enter into an agreement with Donahue, Tucker, not our normal attorney. But Donahue, Tucker specializes in this sort of litigation. To basically benefit from the cost sharing and to defend the Town's values for the Consolidated equipment in the Town's right-of-way. Chairman Guessferd: Do we have any comments from the Board? Selectman Dumont: I would just concur with the Town Administrator. I think it's extremely wise to try to hop on the band wagon instead of go alone by ourselves. Selectman Roy: Absolutely. And to have somebody that does that kind of work full time. Mr. Malizia: Nobody doing it for us on PSNH when we benefitted. Our share of the bill is 3%. Chairman Guessferd: Alright, having said all that did you want ...

Selectman Dumont made a motion, seconded by Selectman Morin, to approve and sign the referenced engagement letter to engage Donahue, Tucker & Ciandella (DTC) as Special Counsel and to represent the Town of Hudson in the tax abatement appeal of Consolidated pending at the Merrimack County Superior Court. Motion carried, 5-0.

11. Selectman Liaison Reports/Other Remarks

Selectman Morin: On Friday Santa will be coming at 4:00pm at Library Park to light the tree and then will be moving on to the Community Center where pictures with Santa will be taken. And that's from 4:30pm – 6:00pm. And other than that, I've had no committee meetings at this point. So I just wish everybody a happy Thanksgiving.

Selectman Roy: So the only thing I have is to wish everybody a happy and safe Thanksgiving. The Fire Prevention Officer, Steve Dube, was on Working Together with Hudson talking about holiday safety issues. So, if you want to get some good tips and good information, just go ahead and watch that episode.

Selectman Dumont: Not a whole lot. Did have a Library meeting, discussed some of the leaks over in the basement over there, unfortunately, that they're working through. It's looking better, they have all the mold mitigated, so they're working through that process to get it rebuilt. After that I had back-to-back over at NRPC, I just

figured I'd give you an update on that. As far as the 10 year plan, there was about 30 projects that, or about 24 projects that were submitted. Because of the amount, or cost of construction now, only about four them fit into the 10 year plan. Unfortunately ours didn't make that round. I think there's some other avenues for us there. But, they scored on a different scale and based on the way the scoring went, a couple of the other projects went out to Wilton and Milford, I believe were the two. Wilton, Milford and Amherst. So, Wilton had two of them. I thought I'd just let you guys know. Other than that happy thanksgiving. I hope everybody has a good time.

Selectman Jakoby: I just wanted to once again thank the Budget Committee for their, their thoughtfulness in the process for the Town budget. We have completed the Town budget presentations. I also wanted to thank the Selectmen who supported the staff members who were presenting and all of their input as this was my first Budget Committee liaison post. And I just really thank the Budget Committee for that process. And especially our staff for presenting one of the best budgets that has continuously been said by many people. So, our staff is to be commended on all of their efforts. So, I will let Gary talk about the School Board and happy Thanksgiving to everyone and please consider volunteering and please consider helping in any way you can or running in March. Because I figured we should start that now.

Selectman Morin: I did forget one thing. I was told that by next week the bridge should be done. Chairman Guessferd: It was looking like they were making a lot of progress on it. Selectman Morin: It should be done next week. Selectman Jakoby: Excellent. Chairman Guessferd: That is great news. It probably means they hopefully spend a little less money, too. OK, that's great news. Now if Nashua can do their piece.

Chairman Guessferd: So, for me, I've got a few things. One, Sustainability, there was a meeting last night. They are continuing to talk about some future costs, energy cost savings, opportunities, composting, things like that. We have some subcommittees that are working on certain areas to bring to the Board, or to the Committee and whether they end up coming to us to see them at some point. Also, please note, and you'll see boxes around Town, I think they're going to be here in Town Hall, as well, for the collection of lights. Remember when your Christmas trees, when you dispose of your Christmas trees, make sure the lights are not on the tree. And that you take them off and we can recycle them. We'll be recycling Christmas lights throughout the season. Even before Christmas if you have strands of lights that aren't working don't just throw them in the trash, recycle them. You can contact Sustainability Committee, or any of us really, and we'll let you know where you can drop those off. But, there are some visible places around town for that. As far as Planning Board, there is a special Planning Board meeting that will be taking place next week. We'll be going over all the zoning, proposed zoning changes for the ballot. So that will be happening on the fourth, 7:00pm. in the other meeting room. Finally, Recreation. There's a lot of updates for the Recreation. We have mentioned it before but there's the southern tour of lights that's happening. It's the second time we've done it, we're collaborating with 12 other Rec Departments in southern New Hampshire. If you want to decorate your house during the holiday season, contact Chrissy Peterson and add your name to the list. And the deadline is 12/2, which is next Tuesday. So, if you're still wondering if you want to do it, you have until next Tuesday. And then on next Friday, on the sixth, a full list of the addresses for towns participating will be posted on the Recreation Facebook pages, on the Town Recreation website. So, you'll be able to see where they are so can go around and see all those lights. And anyone adds their address, here's an additional incentive, will have their name thrown into a raffle to win a \$50 gift card to a local establishment. So, additional incentive there. The Senior Citizen Italy trip, I mentioned that last meeting. They returned last week and had a great time. They had perfect weather, amazing tour guides and said they would attend again if we offered it. They're now working on a trip to Alaska. So seniors, you want to go to Alaska, keep your ears and eyes open and that will be coming up. And then finally, and we have a lot, we have Selectman Dave Morin to thank for this, senior citizen holiday lights guided tour. He's coordinated with a bus company, he's got a guided bus tour of holiday lights for senior citizens. Please note the event was his idea and it's going to be on 12/16 at 5:30pm. The 16th of December. So the attendees will enjoy hot chocolate and cookies for the professional firefighters of Hudson and sandwiches from the Rec Department before attending on the bus tour of the holiday lights. And it is two busses so the understanding here is get your reservation in early. It's limited seats and contact Director Chrissy Peterson, again, by phone or email to get your name on the list so you can make sure you get a seat on the bus. And that should be a lot of fun. Other than that, I do want to wish everyone a happy Thanksgiving. But I also want to caution people the weather is not supposed to very good at all over this weekend. Especially Thursday and Friday so please, please in your travels be careful, be watchful, be smart in terms of driving and after having some holiday cheer. So I want everybody to come back healthy, happy, safe and again wish everyone have a great Thanksgiving. And I guess for me, oh one other thing. You talked about volunteers. I think we ought to be also doing this at every single meeting. Vote in March. 78% of the people came out and voted at this last election. Some of us were there and it was really great to see so many people coming out. But, we need those people coming out again in

March for the Town election which is where the rubber meets the road. This is where it affects your wallet, it affects your day to day lives much more directly and we ask that, you know, you continue carry out, you know, this voting that you're doing and come out for the Town election. So, we also will have Deliberative Sessions before that if you're interested in learning more about what the Warrant Articles are going to have in them and we encourage you to come out and get involved. Get educated and so you understand what's going on and what will affect you. And really that's all I have right now so I will now turn over to the Town Administrator.

10. Remarks by Town Administrator: I don't have much I just want to thank everybody like you said for the Budget Committee. I think it went very well this year and thanks to everyone and all the departments and everyone that participated. I believe we're meeting with them in January when we get to the public hearings, so stay tuned. Just a quick reminder the offices are closed for Thanksgiving on Thursday and Friday. So Town offices, Town Hall are closed Thursday and Friday. So happy Thanksgiving everybody.

11. School Board Liaison Gary Gasdia: Well thank you. First, I just want to thank the Board for opening with your moment of silence for Diana LaMothe and Kara thank you for the nice words. To echo what Selectman Roy said, huge advocate for the schools, huge supporter. Worked on a lot of, a lot of things. It's a big loss and prayers go out to her family. As for the business of the Board, so the Town wrapped up with the Budget Committee and now it's the schools turn. We start, I believe, December 4th. You know the public can get involved, everything is out on the website, SAU81.org., you can see all of the numbers. Everything is out there, let's get involved now so we're not figuring it out at Deliberative Session. But hopefully we have a similarly smooth process that you had. The only piece that we're still talking about which will be at our meeting coming up on Monday, is we're still finalizing some of our warrant articles that will be there. We will have, we know will have two contracts, the teachers' contract and the secretary's contract and then there'll be some other items that will probably be on the ballot for either capital reserve funds or things will come out of year end fund balance. Few exciting things going on in the schools. This morning WMUR meteorologist Kevin Skarupa was at Hills Garrison Elementary and actually did the forecast live from there this morning so that was exciting for the kids. The CTE Center has been doing an Explore Your Future series. A couple weeks ago, maybe last week, they brought eight vendors to HMS for seventh graders to talk about different jobs in the manufacturing sector. So that was well received. And then last Friday the Hudson Police played the Best Buddies at Alvirne in a football game and I heard it was a hard fought battle but the students squeaked by with a win at the end. But thank you HPD for doing that. And with that I would say school is out until the rest of the week so happy Thanksgiving everyone.

Chairman Guessferd: At this point I'm going to ask for a motion to enter into non-public.

Selectman Morin made a motion, seconded by Selectman Roy, to enter into non-public.

12. NONPUBLIC SESSION

Selectman Morin made a motion, seconded by Selectman Roy to enter into nonpublic session under:
RSA 91-A:2, III (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.

Nonpublic Session was entered at 7:59 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 10:00 p.m.

Motions made after nonpublic session:

- 1) Motion by Selectman Roy, seconded by Selectman Morin, to seal the November 26, 2024 non-public minutes. Motion carried, 5-0.

- 2) Selectman Morin made a motion, seconded by Selectman Dumont, to hire Joshua Kippenhan as a full-time Police Officer with a starting salary of \$28.82 (step 1), all in accordance with the Hudson Police Employee Association Contract, as recommended by the Police Chief. Motion carried, 5-0.
- 3) Selectman Jakoby made a motion, seconded by Selectman Dumont, to hire Alexi Jarry as a full-time Telecommunication Technician 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. Motion carried, 5-0.
- 4) Selectman Dumont made a motion, seconded by Selectman Jakoby, to deny the firefighter Step 2 grievance filed by the International Association of Fire Fighters. Motion carried, 5-0.
- 5) Selectman Dumont made a motion, seconded by Selectman Jakoby, to authorize the Board to enter into an MOU with the Professional Firefighters of Hudson Local 3154 which would extend the firefighters probationary period to one (1) year from the employee's date of hire to complete the specified requirements and establish requirements that must be met within eighteen (18) months from the employee's date of hire, as recommended by the Fire Chief. Motion carried, 5-0.
- 6) Selectman Dumont made a motion, seconded by Selectman Jakoby, to terminate Dispatcher John Collins effective November 28, 2024. Motion carried, 4-0-1. Chairman Guessferd recusing.
- 7) Selectman Jakoby made a motion, seconded by Selectman Dumont, to appoint Town Accountant Beth McKee as Interim Finance Department Supervisor until a Finance Director is hired and to increase her salary by 7.5% while she performs the duties of Interim Finance Supervisor. Motion carried, 5-0.
- 8) Selectman Morin made a motion, seconded by Selectman Dumont, to transfer the Human Service Specialist position from reporting to the Finance Director to reporting to the Town Administrator. Motion carried, 4-1. Selectman Roy opposing.
- 9) Selectman Morin made a motion, seconded by Selectman Roy to adjourn at 10:03p.m. Motion carried, 5-0.

13. ADJOURNMENT

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