

HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the December 10, 2024 Meeting

1. CALL TO ORDER – by Chairman Guessferd the meeting of December 10, 2024 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE – Jack Madden.
3. ATTENDANCE
Board of Selectmen: Bob Guessferd, Dillon Dumont, Heidi Jakoby, Dave Morin, Kara Roy.
Staff/Others: Town Administrator – Steve Malizia; Fire Chief – Scott Tice; Town Engineer – Elvis Dhima; Tax Collector – Christine Strout-Lizotte; Jack madden – Benson Park Committee; School Board Representative – Gary Gasdia
4. PUBLIC INPUT – None

Chairman Guessferd: Moving onto recognitions, nominations and appointments. Selectman Morin: Do you want a motion to change the order of business? I will make that motion to introduce the new Town Administrator. Chairman Guessferd: OK, we're putting it under recognition, but sure. I'm not sure we need a motion for that. We still have to make the motion from earlier. I think we're OK.

OK, so as everyone's aware, we have been without a new Town Administrator upon Steve Malizia's retirement. Steve has been nobly filling in for the last couple months as we've gone on a search for a new Town Administrator. We went through a couple rounds of interviews and we spent a good deal of time going through this process, working with MRI and doing a thorough search. And the result of that search is that we have now selected a new Town Administrator who we are going to be hiring. So, to do that I'm going to make a motion to hire, Roy, why don't you come on aboard the, in the hot seat, we'll call it. We called it that earlier. You're soon going to be over here. This is Roy Sorenson from Salem.

Selectman Roy made a motion, seconded by Selectman Morin, to hire Roy E. Sorenson as Town Administrator under the terms and conditions outlined in the employment agreement between the Town of Hudson and Roy E. Sorenson. Motion carried, 5-0.

Chairman Guessferd: Welcome aboard Roy, we're thrilled to have you on board. So I'm going to introduce you now to the Town, folks on the air and the folks here. I'll give you a chance to introduce yourself and your family.

Roy Sorenson: Excellent, thank you Mr. Chair. As you mentioned I'm Roy Sorenson, I'm from Salem, New Hampshire, I've been there for 20 years. I just want to acknowledge my family here tonight. So, if you're looking at them behind me, left to right, my son Jackson Sorenson, he's a Londonderry firefighter. My daughter Grace, my daughter Ava and my wife Kristen. I want to thank the, obviously, the full Board and just the community itself. I think the process I went through to get to this point, as I mentioned, was very comfortable, I felt like it was an ideal situation for me to take this step. A little bit about my history, I've been in the public sector, particularly on the Public Works side for 20 plus years now. I have an associate's degree in business administration, civil engineer technology, bachelor's degree there and a master's degree in public administration. So, my career goals was always to get to this point and this opportunity presented itself, which as unique. I think Hudson matches my home community which is also where I work and have been working as a Municipal Services Director for the past nine years. And I'm happy to be here. And I can't wait to get here to start working in the capacity. Obviously with Steve leaving, he's been here a long time and I'll try to get as much from Steve before he takes off as well. And just to get to understand the staff, the community and have ownership of it. Everywhere I've been I've had ownership whether it was my home town or not and I anticipate doing that here in Hudson as well. So, once again, thank you to the Board. Obviously thanks to my family. A lot of this work, or hard work for me to get to this point is, I can't pay enough thanks to my wife who raised our kids when they were babies and I was in night school to make it to this point. So, it's a culmination of things and I'm happy to here tonight in front of you an accept this position as the new Town Administrator.

Chairman Guessferd: Alright, we're very, very happy to have you on board and we're looking forward to working with you. Selectman Jakoby: Thank you all for coming, it's a pleasure to see you all. Chairman Guessferd: It says a lot about your family. Safe drive back to Rhode Island.

5. RECOGNITION, NOMINATIONS & APPOINTMENTS

1) Benson Park Committee – Jakob Beauchemin

Chairman Guessferd: I would assume that this particular one would be for one of member vacancies that expires two April 2026. Would that be, why don't you come on up here. And we would appoint you for the two year the two year period. Well, year and a half, through April 2026 if you did that. So anyway, I'd like to recognize you and applying for the Benson's Park Committee. Would like to find out a little bit about your background and why you are interested in this position. Jakob Beauchemin: Thanks for having me, it's nice to meet you guys. So, my name's Jake Beauchemin, you can call me Jacob or Jake. Either is fine, it's with a K, so I've always kind of gone by Jake. But, I've lived in New Hampshire for about 20 years, a little over 20 years. I was in Raymond for a while and moved to Hudson during the pandemic in 2020. And I live right off Lowell Road and Benson is a mile and a half from my house and I'm an avid trail runner and hiker and things like that. So, it's been kind of my local place to go, I'm there all the time. And it's really amazing, it's a really great place. And so I've just kind of fallen in love with it and you know I've not done a lot of giving back in my 42 years on this earth. And I've just decided it's time, you know, stop taking and start giving back. And so I connected with Judy and Sue, very nice people. I met Dick and some of the other guys that have been working the park for decades and just kinda of was like this is really a good fit for me to spend some time and get to know everybody and help out. Chairman Guessferd: Excellent. Does anybody on the Board have any question for Jake? Selectman Jakoby: I just have to make on comment. So the only other man that spells his name Jakob is my father-in-law. So I just had to say thank you for being the second person that I've met that way. Jakob Beauchemin: It's a German spelling from what I hear, I'm French and not German from the 27 vowels in my last name. You know my dad's a bit quirky and he just wanted to do something different. So, I'm with a K. Selectman Jakoby: Well my father-in-law was Jakob Jakoby. J-A-K-O-B, J-A-K-O-B-Y. Jakob Beauchemin: yeah, yeah. Selectman Jakoby: So there is always that. And I appreciate that you're being honest that you're a trail runner and you want to give back and that's what we want especially if you use it. So thank you so much for being willing to volunteer. But I had to share that. That's a first for me. Chairman Guessferd: There's a connection already. OK, so what we're going to do at this point, unless anybody else has any other comments. We'll typically talk to you tonight, at the next meeting we will vote on it. So you'll find out, you don't need to come to the meeting you'll find out after the meeting. I don't think it'll be a surprise. But, we're always looking, as you say, as you see we have a few open spots on that committee. And it's not because people don't want to do it, because Benson's Park I think a lot of people really enjoy being a part of that committee and we appreciate the work they do because it's a gem, it's a town treasure. So, we really appreciate the work the committee does to keep that park the way it is. So we will talk to you next time, you're welcome to stick around for the rest of the meeting if you want, it's up to you. Or, it's not going to say anything about you if you don't. Jakob Beauchemin: I was going to head out if that's alright. I appreciate you guys time and I do take it seriously I will show up to meetings and all of the things. I don't have a family myself, just wasn't in the cards for me, so I have the time and I'm dedicated to doing it. Not just checking a box for me, I actually want to show up. Chairman Guessferd: Excellent. Thank you so much.

Alright we do have another item here, appointment. So, last time we, I think, we interviewed Robert Larson for the Sustainability Committee. So, this time it is, I'm looking for a motion to appoint Robert Larson. Selectman Jakoby made a motion, seconded by Selectman Roy, to appoint Robert Larson as a member to the Sustainability Committee with a term ending April 2025. Motion carried, 5-0.

Chairman Guessferd: Alright, we have one more item, Zoning Board of Adjustment. Gary Daddario, he's an incumbent seeking a member position. The member vacancy will expire December 2027. So as an incumbent there's not necessarily a need to interview him, per se, he has been serving. I know the Zoning Committee, is there any feedback? Selectman Dumont: No, I'd just like to say Gary is a valued member. He does a terrific job running the meetings, he's very knowledgeable, he does his homework. So, it's a, very happy to see that he has reapplied. Selectman Roy: I can say the same thing. My experience with him on the ZBA was great. He's very level headed, he tends to keep things calm which can be a challenge. So, I'm glad to see he reapplied, also. Selectman Dumont made a motion, seconded by Selectman Roy, to appoint Gary Daddario as a member to the Zoning Board of Adjustment with a term ending December 2027. Motion carried, 5-0.

6. CONSENT ITEMS

Chairman Guessferd asked if any board member wished to remove any item for separate consideration. Selectman Roy: Remove D1 and D2. Chairman Guessferd: D1 and D2, donations. Do we have a second to move? Selectman Roy made a motion, seconded by Selectman Dumont, to remove Consent Items D1 and D2. Motion carried, 5-0.

Chairman Guessferd: Do I have a motion to accept the rest of the Consent Items? Selectman Roy: I just wanted to thank both Mr. Jack Madden for his generous donation of \$5,000 to the Benson Park Committee. And the donation of the Friends of Benson Park Committee of \$2,034 and some cents. Again, it's very generous and it goes a long way in helping us keep that park the gem it is in the community. Chairman Guessferd: Excellent, OK. So we have a motion to accept those Consent Items? Selectman Roy made a motion, seconded by Selectman Dumont, to accept Consent Items 8D1 and 8D2. Motion carried, 5-0. Selectman Dumont: Jack is here, did he want to speak on it? I didn't know? Chairman Guessferd: Yeah, Jack do you want to speak on it before we vote? Jack Madden: I'm Jack Madden, Chair of the Benson's Park Committee. In 2023 my sister passed away when she was living in Texas and I've been the recipient of, you know, an inheritance from her estate. God bless her she didn't have a will so it's been fun. Any event, so there's funding available and I thought it would be appropriate to use some of that available funds toward a rehabilitation of the train station interior. The exterior has been brought to up to a reasonable degree of fixing up and the interior is the next. So, this isn't going to be a substitute for the funding that is contained in the, I can't think of the name... Mr. Malizia: Capital Reserve Fund. Jack Madden: Yes, and that's why he's sitting where he is. Capital Reserve Fund. But, it will certainly augment it and that's what I was looking for. And also for the Friends of Benson's Park, they had volunteered to donate some funding to the Benson Park Committee earlier in the year and been much negotiation back and forth of what it is. And so there's a list of power tools and things that we need to replace the old ones. So, it is through their generosity we're able to obtain them. I thank very much the Friends of Benson Park for doing that. Do you have any questions of me? Selectman Dumont: I'd just like to say thank you very much, I appreciate all the work you've done on the Committee and the donation, it's very much appreciated. Jack Madden: OK, very good. Thank you very much all. Selectman Roy made a motion, seconded by Selectman Dumont, to approve Consent Items 8A, B, C, E and F. Motion carried, 5-0.

A. Assessing Items

- 1) Veteran Tax Credit: 7B Canterbury Ct. – map 177/lot 005/sub 053; 22 Alpine Ave. – map 175/lot 094; 6 Waubeeka Springs Rd. – map 148/lot 040/sub 033; 2 Pinehurst St. – map 148/lot 040/ sub 022; 75 Massie Cir. – map 140/lot –2/ sub 030; 75 Massie Cir. – map 140/lot –2/ sub 030.
- 2) All Veterans Tax Credits: 44 Massie Cir. – map 140/lot 002/sub 040; 40A Windham Rd. – map 169/lot 001/sub 001; 14 Waubeeka Springs Rd. – map 148/lot 040/sub 029.
- 3) Disabled Veteran Tax Credit: 4 Serenity Cir. – map 138/lot 005/sublot 008.
- 4) Disabled Veteran and Regular Veteran Tax Credit: 72B Terraceview Dr. – map 161/lot 029/sublot 012-2.
- 5) Solar Exemptions: 91 Central St. – map 183/lot 096; 111 Highland St. – map 167/lot 060; 134 Barretts Hill Rd. – map 160/lot 087.
- 6) 2024 Supplemental Tax Bill – PILOT Agreement: Map 109/Lot 10 – 300 Derry Rd. – Southern NH Medical Center.
- 7) Current Use Lien Releases: map 151/lot 059/sublot 001 – 11 A & B Windsor Lane; map 151/lot 059/sublot 002 – 21 A & B Windsor Lane; map 151/lot 059/sublot 003 – 27 A & B Windsor Lane.

B. Water/Sewer Items - NoneC. Licenses & Permits & Policies

- 1) Hawker Peddler – B & B Catering.
- 2) Pole License – Two (2) new poles to be located at: 312/4-1 and 312/5 on Sherburne Road.

D. Donations

- 1) Benson Park – Interior rehabilitation of the Train Station, \$5,000.

- 2) Friends of Benson Park – Miscellaneous Items, \$2,034.75.

E. Acceptance of Minutes

- 1) November 26, 2024

F. Calendar

12/10	7:00	Board of Selectmen	BOS Meeting Room
12/11	6:00	Cemetery Trustees	BOS Meeting Room
12/11	7:00	Budget Committee	BOS Meeting Room
12/11	7:00	Planning Board	Buxton Meeting Room
12/12	7:00	Zoning Board	Buxton Meeting Room
12/12	7:00	Cable Utility Committee	Hudson Cable Access Center
12/17	7:00	Municipal Utility Committee	BOS Meeting Room
12/18	6:00	Library Trustees	Hills Memorial Library
12/19	7:00	Budget Committee	Buxton Meeting Room
12/19	7:00	Benson Park Committee	Hudson Cable Access Center
12/23	7:00	Sustainability Committee	Buxton Meeting Room
01/02/25	7:00	Budget Committee	Buxton Meeting Room
01/08	7:00	Planning Board	Buxton Meeting Room
01/09	7:00	Zoning Board	Hills Memorial Library
01/13	7:00	Cable Utility Committee	Hudson Cable Access Center
01/13	7:00	Conservation Commission	Buxton Meeting Room
01/14	7:00	Board of Selectmen	BOS Meeting Room

7. **OLD BUSINESS**

A. Votes taken after Nonpublic Session on November 26, 2024

- 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.

B. Inspector/Professional Engineering Bid Award – Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice: Thank you Mr. Chairman and good evening everyone. So at the November 26th meeting we discussed awarding a contract for Inspectional Services to the engineering firm of Wright Pierce for the Target project. And the question was brought up by the Board as to what the requirements for that were, whether it was a full time inspector or a part time inspector. So, I went back and I reviewed the development agreement. In the development agreement it says in the middle of item number 27 it talks a little bit about the trailer that it's the states. The applicant shall also pay for the retention of inspector or inspectors solely for the purpose of inspecting the construction on a project for the duration of the project as reasonably agreed to by the applicant and the Fire Chief. So, in the development agreement there is no requirement for a full time inspector. However, we did work with Wright Pierce, they have made themselves available as needed up to 40 hours a week. We also worked with Target if they were needed, we would have them available. This is being paid for just as a reminder, this is not being paid for by the town, this is being paid for by Target. They'll be depositing money to the town and then we will be managing the contract with Wright Pierce. They'll be reporting to the Fire Marshal and we will be using the money provided by Target to then pay for the engineering firm to perform their inspections. And this is, we anticipate there's going to be times we would not be able to keep up with the inspections needed so this is why this was requested back in the planning process. Chairman Guessferd: OK, we appreciate you doing the research and clarify that point. Do any Selectmen have any questions or concerns? Selectman Jakoby: So just to clarify that everything that they do then passes through our inspectional services? Chief Tice: Yes, correct. Selectman Jakoby: I want to be clear to the public. And that all the money is run through the town, that they are not being paid directly by Target because that was something that people keep saying. So they pay the town, the town is managing it. Our inspectional services and you as the Fire Chief are overseeing everything that comes through. Chief Tice: That is correct. They are, they will be reporting on their inspections to the Fire Marshal will be overseeing this directly reporting up to me. Selectman Jakoby: And essentially you'll have to approve the work they have done. Chief Tice: Correct. Selectman Jakoby: Agree with what they found. Chief Tice: Correct. This is... Selectman Jakoby: Just walking it through. Chief Tice: I see where you're going. I see where you're going. This is to do the normal inspections the municipality would do. So there is normally in construction like this there is third party inspections and those are typically engineering firms hired by the contractor to perform certain inspections. And that's still going to happen and that's common place but this is in place to perform the inspections that the town would normally do. So they're basically doing them for us and reporting back to us, we are managing that. We are paying them, they were paying their invoices but we're past, so it's not taxpayer money it's from Target. Selectman Jakoby: Because this is still the town's liability. When we sign off, the town is signing off on this and this contract is to ensure that we're signing off on everything correctly and properly. Chief Tice: Correct. Selectman Jakoby: That's what I want the public to know. Selectman Dumont: Just to follow up on your point, it's very (inaudible) that all third party review like take Planning for example. When someone submits a plan they allocate a certain amount of funding. The staff says this is how much we're going to need for our third party review to take a look at it. They put together a staff report give it back to our staff, they check through everything and our staff is actually the one that pays those bills and follows up with them. So very similar process but just on a bigger scale. Selectman Jakoby: On a bigger scale and I think that's important for the public to know that is happening and has happened previously. This just happens to be a bigger project and more, you know, in front of us. Selectman Dumont: and a stipulation of the plan so, not something that's normally required but, stipulated by the Planning Board that they're following through. Chief Tice: And this is a rapport licensed engineering firm. So they're professional credentials and professional reputations are at stake as well. So they're going to be above board with what they do. Selectman Jakoby: Yep. Just wanted to get that on the record for the public. Chairman Guessferd: Mr. Dhima did you have anything else you wanted to add to this? Elvis Dhima: Thank you Mr. Chairman. I just wanted to add that this is a multiple discipline inspection too, as well. It's structural, electrical, mechanical, anything related to anything that's related to the building infrastructure itself. There's another obviously services related to what we're doing out there as far as from the building to the property line, so this is in addition to what is already being subjected to. I mean talk about inspectional, inspectional inspection, this is it. It's really the next level. But everything that the Chief is saying basically everything within the building. We also have other things that

we're doing between the building and the property line. We're keeping an eye on this, staff is involved, third parties and involved. There's a lot of eyes on this and then have our own eyes on this to begin with. So, a lot of oversight. Almost feels like a federal job. Selectman Jakoby: And I just want to make clear of the logistics. I mean there's a lot of time and effort that still has to happen from our staff. It's not like our staff is off the hook. Our staff still has to manage all this logistically. So it is work upon work and this just helps ensure that the details are happening. Chairman Guessferd: OK, anybody else? Do we have any motions? Selectman Dumont made a motion, seconded by Selectman Roy, to award the Inspector/Professional Engineer contract to Wright-Pierce, as recommended by the Fire Chief. Motion carried, 5-0.

Selectman Dumont made a motion, seconded by Selectman Jakoby, to authorize the Fire Chief to sign all agreements and proposals between the Town of Hudson and Wright-Pierce, as recommended by the Fire Chief. Motion carried, 5-0.

8. NEW BUSINESS

A. Public Hearing – Town Code §205-4 Fire Department Fees – Fire/Decision

Chairman Guessferd: We're now under the New Business section of the agenda. So our first item of New Business is a public hearing of Town Code §205-4 Fire Department Fees. I'll recognize Fire Chief, Scott Tice: Thank you Mr. Chairman. So this public hearing is to institute the fees, the fire alarm monitoring fees to fund the fire alarm revolving fund that was approved by the voters this past March. The purpose of this revolving fund is to have a means to finance better upkeep and maintenance on the fire alarm system. Up until this year we had a few thousand dollars budgeted each year which was basically paying for some supplies to keep the system up and running. And we were basically just very reactive fixing what broke. A lot of the money came from other areas especially the labor, we were just kind of absorbing that cost in the budget. So, the thought was if we could do this, raise more money, be more proactive and actually start maintaining the system better instead of just repairing it and to shift the burden of the cost to the users of system instead of spreading about amongst all the taxpayers. So that's the purpose of the system. So, we're proposing fees, \$250 a year for a master box which is connected to the telegraph system which actually the hardwired system throughout town. \$150 a year for a digital dialer and those come in over the telephone lines so there's less maintenance for us which is why we proposed a lower fee for that. And then a onetime fee for connecting the master boxes, \$750 plus supplies because it requires us going out usually with a bucket truck and spending usually several hours out there making connections, running wires, that type of stuff when a new building is built.

Chairman Guessferd: Before we go into public hearing does anybody have any questions? OK, I'm opening the public hearing now at 7:29 p.m. Is there anyone present who would like to speak on this matter? Seeing none, I will close the public hearing at 7:29 p.m. Do we have a motion? Selectman Roy made a motion, seconded by Selectman Jakoby, to adopt the proposed changes to Hudson Town Code §205-4 Fire Department Fees, as recommended by the Fire Chief. Motion carried, 5-0.

B. Town Clerk/Tax Collector & Sewer Department Closing Early – Admin/Decision

Chairman Guessferd recognizes Tax Collector, Christine Strout-Lizotte: Thank you Mr. Chairman. I'm here to formally ask for your support in closing the Tax Collector, Town Clerk/Tax Collector office as well as the Sewer Department at 1:00 p.m. on Christmas Eve. History, I went back five years, the last three years Christmas Eve has been either a weekend or a federal holiday recognizing that Christmas was on a Saturday, we had Friday off. In the year 2020 and 2019 we did close the office at 1:00p.m. in the afternoon to allow our staff to go home and enjoy the holidays with their family. I did speak to the people that this would effect and they have all asked to do this and we'll pay for the 2.5 hours take their PTO time so that they get paid for the full day. Chairman Guessferd: That was going to be my question. Mr. Malizia: They'll use their earned time. Christine Strout-Lizotte: PTO, wrong terminology. Earned time. Chairman Guessferd: Does anybody have any questions on the matter? I think it's a reasonable request. Selectman Morin made a motion, seconded by Selectman Dumont, to authorize the Town Clerk/Tax Collector's Office & the Sewer Department to close at 1:00p.m. Christmas Eve, December 24, 2024, as recommended by the Tax Collector. Motion carried, 5-0.

C. Lowell Road & Birch Street Intersection Improvements – Admin/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: So I put this on the agenda because we received information that we are not on the ten year plan thus not receiving any federal funds or any monies. The warrant article did look at 80/20, 80% from the feds (inaudible). So I put it on for the Board discussion whether you want to withdraw this. I believe Selectman Dumont has some information he'd like to bring forward at least maybe defer this. Selectman Dumont: This is when I talked to you guys about last week about getting pulled off the ten year plan. I think it'd be wise at the very least to at least defer it until January. Overall I think you could probably even leave it on the warrant article in the hopes of finding funding elsewhere for it, there's other opportunities that may come up. But, it would be a good idea to see if the town wants to give it's blessing on this. If they do, that opens us up for a lot of other things going forward. We're still working on it anyways, obviously we're working on the engineering for it. So, the more shovel ready this is the better opportunity we have to get any kind of funding. And, especially if the town gives us its blessing. So I'd like to look into a couple things in the meantime. But, at the very least I'd say defer until January 14th and we can make a final decision then. But, ultimately it's up to you guys maybe you could even talk to Elvis about it. Going forward you could leave it on the warrant, you'd have up to five years to try to get something done if it does pass. But it think it would make us look good to see that the town gives us its blessing as we're looking for funding elsewhere. Chairman Guessferd: And to me we just be clear if we did that and that it's contingent upon it getting back on the ten year plan. Selectman Dumont: Yes, and I'll be right up front, I'm not expecting to change anything or to have an impact on the taxpayer. There's other avenues out there, there might be other programs with a new Administrator, administration coming in, don't really know. Maybe be able to get back on that ten year plan. Not really sure until we start having some of those conversations but, as we've seen in the past if we have the town support things tend to go a little bit smoother. Chairman Guessferd: Wouldn't disagree with that. Selectman Jakoby: Yeah, I really appreciate you bringing that forward because I think the more we can have, you know, have that statement that the town is behind it, or not, then we'll be more easily able to move it forward. So I appreciate the research and I would concur and I would look to defer this. Chairman Guessferd: Anybody else? Selectman Dumont: Two things to keep in mind. Is either we defer until January 14th or we leave it on if we defer to January 14th we'll still have to make a decision either to leave it on or pull it off. Steve did raise the question about making sure the wording was accurate. So, if maybe we defer to the 14th for now, but I just want to make sure you guys had all that information. Selectman Roy: I think if we can get as much information as possible so defer until the 14th so that we can gather some more information. Chairman Guessferd: I'm not sure we need a motion to do that, right? It stays on the warrant. Mr. Malizia: You're not doing anything because you didn't make any motions. Selectman Jakoby: It moves to Old Business.

D. Sustainability Committee Warrant Article Request – Admin/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: So the Sustainability Committee sent an email to me requesting \$25,000 be added to the capital reserve fund which was previously established in March of 2020. They've identified several projects one is what we call the curvy building that's the police annex building because they needed some upgrades. So this specifically a project they're thinking about. Typically we've done \$25,000 into this fund so we're a little bit late to the party but they're requesting \$25,000 and there's a warrant article I've written if you so choose to forward it to the warrant. This would go onto the warrant, be article Q raising \$25,000 which would be added to the previously existing fund. Chairman Guessferd: Just as a Sustainability liaison, I support this. I think it's an important fund to have out there. As we continue to look at different avenues of sustainability. Selectman Morin: If everybody's all set I'll make a motion. Selectman Roy: I just have a quick, what's the balance in there now? Mr. Malizia: So, if you look at the fourth page of the document I presented to you, it actually has the fund. It's \$59,291. I believe there's going to be some money coming off of that though for some of the police station stuff that got done or getting done. So we just want to replenish it back up. A little bit over \$59,000. Selectman Morin made a motion, seconded by Selectman Jakoby, to forward Warrant Article Q, funding for Energy Efficiency Capital Reserve Fund in the amount of \$25,000, to the Fiscal Year 2026 Warrant. Motion carried, 5-0.

E. Melendy Road Over First Brook Replacement – Engineering/Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima: Thank you Mr. Chairman, good evening everyone. As you recall the Board took an aggressive approach to Melendy Road. We utilized our own funds from the state to do the design and the permitting and we got on the program at the last minute. And the state last year committed \$1 million dollars to this project with 20% match. I'm pleased to tell you that the commitment has

increased to \$1.45 million dollars. Merry Christmas to all of us with 20% match from us. You have an agreement in front of you tonight basically says we're good to go. This \$1.45 million dollars that we're getting committed tonight is for the construction, construction oversight, the design, basically everything that we need to get this thing done and behind us. And this will be the only bridge that we have that needs work. The rest of them are all done obviously, except for the twins that we're working on right now. But, I'm pleased to tell you that after this we'll be one of the few communities that do not have a bridge on the red list. So yay to us. Put that on my resume, Mr. Chairman. We're not perfect but we're pretty close. And that's about it. I mean it's a big deal, the money is drying up so we got in there at the last minute. We utilized our elbows as usual and we got in the front line and yeah, this was good to get it done. So with that said you have three motions for you to entertain to get this project going. After this are related to the same project so we'll go through that. With that said, the one you have in front of you tonight is to approve the new contract between Town of Hudson and New Hampshire DOT for this project. Chairman Guessferd: OK, so we have three motions before us. Selectman Morin made a motion, seconded by Selectman Dumont, to approve Certificate of Authority for this project and authorize the Town Engineer to sign any documents related to this project. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Dumont, to approve the Agreement between NHDOT and Town of Hudson and authorize the Town Engineer to sign the agreement. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Dumont, to authorize the Town Engineer, LPA certificate number 1573, as the principal for this project. Motion carried, 5-0.

F. Construction Services Contract Award for Melendy Road Over First Brook – Engineering/Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima: Thank you Mr. Chairman. So as you all know we followed our process we have in place which is going out to bid. We had a preconstruction meeting and we had a very good mandatory pre-bid meeting. Five contractors showed up which was a good number and we had three bids, which is also a good number. They bid from \$1.269 million dollars to \$1.94 million dollars which is a huge gap. Our construction estimate was just under a million dollars for a reason. I'm pleased to tell you that Daniels is the low bid, it's a very good construction firm. They've done work in the past now that I checked the references, I checked with our consultants and they're more than capable of doing this and it will be very happy to get this job for us so we can make this work with a low bid. Just a fun fact, the high bid \$1.9 million dollars is the firm that did the Lowell Road and First Brook for us. The one under Lowell right now, they were the low bid for that one. So just tells you how much the industry is just swinging one way or another. So long story short, with the new funds that we got from the state we can cover the low bid for \$1.269, we're good to go. We went out, you got the checklist, you got the bids, you got everything you need to move forward with getting this thing through. So with that said I'll take any questions you might have, but, this is ready for prime time. And this is for the construction services to get the bridge done. Chairman Guessferd: OI, does anybody have any questions? Selectman Jakoby: I just wanted to say thank you for that update and also it's encouraging to see three bids. So I'm happy to hear that, so thank you. Elvis Dhima: A lot of calls were made. I don't care if you make it \$10 million dollars just put a number down, I want to look good. And that's exactly what they did. Selectman Jakoby: Well I appreciate that because it definitely gives us better perspective. Chairman Guessferd: On to kind of piggy back on that, I just was kind of walking through this. So, we sent it out to four vendors only one of them responded with a proposal. And then the other two didn't seem like, they just responded to the bid, to the notice, right? I guess that's what happened? I look at the, it's not a criticism it's just trying to make sure I understand what happened here. So New England Infrastructure was the only one on the list that we delivered to. Elvis Dhima: That is correct. So our requirements, our code requires us sending out the four vendors in addition to putting it out for advertising. So you're absolutely right, Mr. Chairman. The four vendors we sent them out to, only one of them responded and they ended up being the high bid. And I think they were interested in working with us because obviously, they had a good experience with us on Lowell and First Brook. But, this particular one didn't seem to make a, they couldn't make it work for some reason. Selectman Dumont: Just to follow up on (inaudible), how did the other two find out? Elvis Dhima: Through the bid process we went out, we advertised in the Union Leader, we put the word out. Selectman Dumont: I wasn't sure if it was the Union Leader or your website I didn't know what was working. Elvis Dhima: It's both. We do the website, Union. But also, another thing I do too is I let everyone know. All our consultants, all our bridge and civil and basically tell them if anyone is looking for work, here it is, let everyone know. So, even though we say we sent it to a minimum of four, it goes to way more people. Selectman Dumont: Right and I'm happy to see that because it's encouraging. Elvis Dhima: We've always been lucky about getting other people that we don't send it out to. It's just a word of mouth. New Hampshire is a big state but it's really small when it comes

to things like this. It was very encouraging to see five of them they got (inaudible) they felt like they got all the answers. So, I'm happy with three even though they're kind of a bit of out of whack but, nevertheless gives you a flavor of what we're kind of looking at and we can make it work with \$1.2. If we only had \$1.9 I'd be like oh my God, but, we're not there so we're good. And the state approved it so they're good with it too as well. Selectman Dumont made a motion, seconded by Selectman Jakoby, to approve the contract for Construction Services for the Melendy Road Bridge project to Neil H. Daniels, Inc. for the amount of, not to exceed, a total amount of \$1,269,355, with the Town portion of \$253,871, using Warrant Article Acct. #6214 for \$100,000, State Bridge Aid Acct. #6211-502 for \$128,195.71, and Engineering Funds Acct. #5585-225 for \$25,675.29. Motion carried, 5-0.

G. Engineering Services Contract Award for Melendy Road Bridge, Design Services During Construction Phase – Engineering/Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima: Thank you Mr. Chairman. So we are required by the feds when we take their money that we need to have the designer on record to be involved during the construction phase in case something changes. I'm not authorized to change anything and neither is the person who oversees the projects, only the designer can do that. With that said, we're still supposed to go through a basically the process of they give us an estimate, we give them a counter, we come to an agreement, the state approves it. So, they asked for a million I told them they could do it for free so we ended up landing somewhere at that \$36,000 number. Which is something that we can both work with. This number has been approved by the state, it's ready for you to approve it and it's an 80/20 share with the state as well. Our portion for this one will be \$7,369 and some change and it's good to go. I'll take any questions you might have. Chairman Guessferd: Seeing not questions, do we have a motion? Selectman Dumont made a motion, seconded by Selectman Morin, to approve the contract for Design Services for the Melendy Road Bridge Replacement project listed above to Wright-Pierce, for the amount of \$36,847, with the Town portion amount using State Bridge Aid, Acct. #6211-502, for \$7,369.40. Motion carried, 5-0.

H. Engineering Services Contract Award for Melendy Road Bridge, Engineering Construction Oversight Services – Engineering/Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima: Thank you Mr. Chairman. This is the last item for this particular project. So this is a construction over sight. Federal requirements require us to have a third party to be out there as needed. And basically what we're talking about like for the Target project, but is required by the feds. And in a nutshell we went out the first time and these are basically proposals for qualifications not by the amount of money that they can do the work for. So we go by qualifications in this one. We went out the first time, we go no one submitting a proposal whatsoever, everyone is just super busy. So, then we sent out a second time and the second time we only got one and it was Fuss & O'Neill, the same firm that's been doing the construction oversight for the Lowell Road widening. And they've done a good job for us in the past with other projects as well. So we were able to negotiate a contract with them, state approved it. That amount is basically for \$142,000 and change and our portion is for \$28,000 and it's coming out of the Bridge fund. With that said I'll take any questions you might have but this is ready to go as well. Chairman Guessferd: Any discussion, any comments? Selectman Roy: So part of this is coming out of ARPA funds? We still have ARPA funds available? Elvis Dhima: We have, yes, we do have ARPA funds. And the ARPA funds for, the ARPA funds that we were able to save from Lowell and First Brook. Remember the culvert, or the bridge repair we had to do? So we were able to save \$16,000 out of the ARPA. What we did is, three of four meetings ago Steve? I came in front of you and you transferred the ARPA funds from that project to this project. And that's why we still have ARPA. So it was basically left overs for a project we started two years ago. So most of the funding that's coming from the town is basically the APRA, Bridge Aid, or the \$100,000 we raised for warrant article to taxpayers. Most of it is paid from through ARPA and Bridge Aid that we got from the state. So it's a minimal impact to the taxpayer, which is pretty good. That's why you're still seeing the ARPA. Chairman Guessferd: Excellent. Any further comments? Selectman Dumont made a motion, seconded by Selectman Jakoby, to approve the contract for Construction Oversight Services for the Melendy Road Bridge Replacement project to Fuss & O'Neil, Inc. for the amount of, not to exceed \$142,664.65, with the Town portion amount using ARPA Acct. #7212 for \$16,318.85, and State Bridge Aid Acct. #6211-502 for \$12,214.08. Motion carried, 5-0.

I. Clean Water Asset Management Program Grant Award – Engineering/Decision

Chairman Guessferd recognizes Town Engineer, Elvis Dhima: Thank you Mr. Chairman. And if you recall a couple meetings ago we were notified that the New Hampshire DS has approved our request for a \$30,000 grant for our drainage and storm water. That is 100% funded by the state and 100% reimbursement. To start the process we got the green light to move forward. We went out for, again, request for qualifications and we had three firms. One of them was local, one of them was a bit further away and another one was from another state. We set up a committee consisting of myself, public works director and a civil engineer. And VHB which currently is doing work for us right now and has been doing for the past six years, scored the highest. So we let the state know, they approve the process and we've been negotiating with them a scope, work and fee which you have in front of you. And basically that is for full amount which is \$30,000, \$9,000 is going to be equipment, iPads for Public Works and Engineering and the rest is basically helping us with continue to work with our MS4 permit and other requirements as well. Again, this is basically 100% covered by the state and it's going to help us do all the things we need to go to do related to MS4 and our inventory and our record keeping and things like that. The iPad right now, they're kind of outdated, these are something, the equipment that the Public Works uses to basically mark up what catch basins they're cleaning up, or they're not cleaning up, when they did it, when they didn't do it. And then at the end of each year when we do our MS4 reporting all that information gets dumped into a data sheet and we can figure out how many tonnage of sand and salt all that stuff we removed. So, it's very helpful for staff. These have wireless built into them so they have a simm card so we can use them at any time. Obviously there are some sots in town that you don't have service but they know better than that. With that said, another great opportunity for the town landing \$30,000 for something we need to do here one way or another and it's going to be on the state. With that said, you have two motions in front of you tonight. We have until April of next year to get this done, I'm like no. We're going to get this done before Christmas so we'll be ready to rock and roll. Yep, we're good to go. I'll take any questions you might have. Selectman Morin made a motion, seconded by Selectman Dumont, to hire VHB, Inc. to provide engineering services for the Clean Water Asset Management Program Grant for the amount of not to exceed \$30,000. Motion carried, 5-0.

Selectman Morin made a motion, seconded by Selectman Dumont, to authorize the Town Engineer to be the principal for the Clean Water Asset Management Program Grant. Motion carried, 5-0.

Selectman Roy: Mr. Chairman before we move on can I just ask the Engineer a question? Is 77 Lowell Road being fixed? Elvis Dhima: Yes, that is correct. So Board took action to put some pressure on the owner. We've been dragging this to court a little bit. We've fighting extensions but what do you know? We're out there and they are serious, they have a good plan. They have created the bypass already, that's in place, they have a primary pump with a generator and they have a secondary one ready to go. And I expect everything to go very smooth so, based on what I'm seeing and I think they're going to be done by the end of the calendar year. So that will be good to get done. But yes, that's in the works. Chairman Guessferd: That's an excellent question because I was just over there recently for dinner and they were talking about doing construction. And I was like, oh. Elvis Dhima: You won't feel it. Selectman Roy: I saw the crane out, backhoe or whatever it is. Elvis Dhima: The excavator. The real deal, it's going good. I think they hired a good firm, they have a good plan, they have the proper permits. We're keeping an eye on it obviously, we're going there every day. We're making sure that they can reach out to us if they need anything but, everything right now is within the private property, nothing is in the right of way. They got the proper permits from us, street opening permit, drain layers license and all that stuff. They're a pretty legit operation so I think we're going to be happy with the finished product. We're going to have a camera and all that going through it when it's all said and done like we do with ours. I am happy to see what we did worked. I was worried that this was not going to go anywhere, but, I think they got the message that this Board, we as a community, are pretty serious when it comes to safety. So, it worked, it worked out this time. It doesn't always, we know that. But, this particular case, the way we handled it and how we did it, it worked out pretty good. And it took a little bit of time, it always does. But I think we're going to have a good product at the end of the day. Chairman Guessferd: That's good because like I said I thought that was heading, that was heading south. Selectman Roy: I know I thought we were going to be at a battle with them. Elvis Dhima: Yes, you don't want to be the guy closing the place down, you know what I mean, because you have safety issues. Especially like a popular place like that, I mean it's packed over there. You know, you see that, right? I definitely wasn't going to be the one, I was going to recommend the Chief do it. You go in there and put the red tag on and I hope the best of luck. That's what happens, right? We don't have to do it, it's going to work out really well. And then I want to give a quick update to the Board on the Twin bridges. It looks like we're missing the window of opportunity to pave. So now we're fighting, so city of Nashua and Hudson are starting the dance with contractor. So the idea is we need them to put down temporary pavement so we can plow it. So open up the bridge like I told you. If they don't do it, then guess who's been plowing it, not us. So, it will be interesting to see how, I'll have more information by the end of the week.

I'll send you an update as we get it, but, hopefully the lawyers don't get involved we're looking at the contracts now. It's just one after the other and what are you going to do? Selectman Dumont: It's supposed to be like 60 degrees tomorrow. Elvis Dhima: I know. I will say this, I don't want to get too much into it because I don't want to sound like a nerd tonight. There's a certain temperature, which you are right, but, also we have to look at the moisture as well. So the first thing we need to do is put a membrane between the concrete and the pavement. And that moisture, if it's a significant amount of moisture and we have the data to, if it's enough it's going to build up as ice and it's going to basically not allow that membrane to seal, sit well with the concrete. Selectman Dumont: Go down to Grand Rental Station. Elvis Dhima: I said I'll bring the hair dryer, I offered the hair dryer and they were like no. We're reaching out to the state to see if they're willing to pay for temporary pavement. We're talking about a \$25,000 change order. It's not a big amount but the point is why we have to pay for this if it's not on us? As I said, we're looking at the contract, I don't want to make a case study out of this but at the same you know we're not running a bank over here. I'm like Nashua, we don't have a printing machine when it comes to money. So, we'll be interested to see how it plays out, but, that's why you're not seeing any much change over there. It will be interesting to see how it plays out. But, I'll get you an update by the end of the week one way or another we're going to find out soon enough. Selectman Jakoby: And I just want to comment. I mean it's all about safety and there's certain parameters for each step of this project and you have to ensure the safety of the public. Elvis Dhima: And also we don't want to go back in 20 years and do this. The whole point is when we do this I don't have to deal with this for another 30 years and by then I'll be retired. So, only as I said, Selectman Dumont will here telling wartime stories. I was here when that happened... the rest of us will be all gone Dillon. I'm sorry, I'm just saying. But yes, so we'll keep an eye on it, I'll let you know but, everything's good out there. Everything's good. Construction is going pretty strong, things are pretty good in town. We're doing really good.

J. Occupational Physicals & Screenings Bid Award - Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice: Thank you again Mr. Chairman. At the November 12th meeting we, the Board voted to go back out to bid for this because the one bid we had gotten the first time it was over budget and it didn't include everything we were looking for. So, we've gone back out to bid and December 2nd we had the bid openings. Again, we got one bid this time it was from LifeScan Wellness Centers. But this bid is within budget and has everything we're looking for. So, my recommendation tonight would be that we accept this bid and the total for the two years is \$94,896. The federal portion for the grant, because it's part of the Assistance of Firefighters grant, they would be covering \$86,269.09 and we would be covering \$8,626.91. Selectman Dumont: Refresh my memory, what was the bid that came in last time? Do you remember? Chief Tice: I do not. I just remember it was over, it wasn't LifeScan it was a different company. Selectman Dumont: I just couldn't remember. Chief Tice: I don't remember which vendor it was, I can get that for you I just don't know it off the top of my head now. Chairman Guessferd: Yes, it's interesting. Do we know why they didn't bid the first time? Chief Tice: I think they had some weather related issues they're headquartered down in Florida. So they were in the area that got hit by the... Chairman Guessferd: Hurricane, not hot weather. Chief Tice: Yes, by the hurricane. Mr. Malizia: Either Milton or Helene, probably Milton. That's in the Tampa area. Chairman Guessferd: Having seen all that, does anybody have any questions or concerns? Appreciate you going out the second time and luckily we get a bid that was acceptable. Do we have, we have two motions here. Selectman Roy made a motion, seconded by Selectman Dumont, to award the two year contract for Occupational Physicals and Screenings to Life Scan Wellness Centers not to exceed \$94,896.00, as recommended by the Fire Chief. Motion carried, 5-0.

Selectman Dumont made a motion, seconded by Selectman Jakoby, to authorize the Fire Chief to sign any proposals/contracts between the Town of Hudson and LifeScan Wellness Centers, as recommended by the Fire Chief. Motion carried, 5-0.

K. Payroll Policy – Selectman Jakoby/Discussion

Chairman Guessferd: Our last item on the public agenda is the policy, the payroll policy which we had a committee, a sub-committee set up, Selectman Jakoby and Selectman Roy working on this policy. Chairman Guessferd recognizes Selectman Jakoby: Yes, the Selectboard just asked that we draft a simple Town of Hudson payroll policy really dealing with reporting time of time worked. So, Selectman Roy and I looked at several different policies and just picked something very straight forward for all of you to review and discuss. Selectman Roy: So this would be the first read of that policy so, it's pretty simple and straight forward. Selectman Morin: The only concerns

I got and I don't think we can do it do to contracts is Town reserves the right to alter or amend employees work schedule without negotiations. Because a lot of the contracts have their work hours in there so we can't, can't do that. Selectman Jakoby: So, any of the contracts would supersede these policies from what I read in the other ones. So do we just need to add that? Selectman Morin: We probably should put that in there then because this makes it look like at any time we can arbitrarily change somebody's days and we can't do that. Selectman Jakoby: Yeah, no, and there's some wording in some of the other policies that states that the contracts supersede these policies. Because we're really talking about policy because a lot of the policies are in the contracts. This is especially for noncontract workers. Mr. Malizia: But if you put that language in, via second meeting you would have it and then you'd be good. Selectman Jakoby: So add that. Mr. Malizia: The next meeting would be the 14th. Chairman Guessferd: Seeing no other comments, I just wanted to ask, I'm not used to seeing policies with terms like you and yours and things like that. Typically it's more of a third person sort of vernacular. Maybe there are other policies in Town like this I'm sure you compared it to other ones, I'm just not used to seeing things like it's important that your time. So the question would be is this... Selectman Roy: We can change... Chairman Guessferd: To be like... Mr. Malizia: Employees time be accurately reported so that, employees are compensated for (inaudible) hours and employees work or something like that. Put the word employee. Chairman Guessferd: Yeah, it just, I think it's, I think it would make it a little less. Selectman Jakoby: We took a, we looked at a whole bunch. This one was straight forward and this was wording from another one. Chairman Guessferd: And this is fine. Selectman Jakoby: And this was the first read. Chairman Guessferd: The content is really good. I like what it.... Selectman Jakoby: So do it more in the third person using employees and thigs like that. So I'll rework that and I know there's one typo in there as well. Chairman Guessferd: As far as the second reading so we'll just do that and we'll have the additional sentence on the second reading. Excellent, thank you. Really appreciate the work that's (inaudible). OK, so having said all that we are now in the Liaison Reports/Other Remarks section of our agenda.

11. Selectman Liaison Reports/Other Remarks

Selectman Morin: We had a ConCom meeting last night, really didn't, last meeting of the year so there wasn't much. Unfortunately Chairman Bill Collins said that he is stepping down so he will be not (inaudible). He served as chairman for several years so he's a member for ten years and he's a big loss. Also, Brian Pinsonneault also he is all done. So we're going to be two members down on that board and I thank both of them because they both did a huge amount of work on that committee. When Bill was chairman and they had purchased a huge amount of property and moved the committee forward. So I thank them both for their work. On Sunday Santa will do his annual tour of the Town of Hudson. Monday night is the senior light tour and then in less than 24 hours they filled two school buses. So that will take place Monday night. And I'm sure one of you guys are going to, but the wreath ceremony, the Wreaths Across America ceremony is Saturday at 11am at the Hills House. That's all I have for tonight and wish everybody a happy holiday, Merry Christmas.

Selectman Roy: So the only thing I have is I have a Cable Committee meeting coming up on Thursday. I haven't really had a meeting since our last meeting. So I just want to wish everybody a Merry Christmas and Happy New Year and happy holidays. Whatever you, whatever you celebrate.

Selectman Dumont: Yeah, not a whole lot for me either, I do have one thing from assessing though. The department wanted me to remind everybody that the deadline for applying for new applicants for veteran and disabled veterans property tax credits, elderly, blind, disabled, solar property tax exemptions or current use applications is April 15th, 2025. They also wanted to let everybody know that the Town of Hudson has adopted the All Veterans Tax Credit. If you had previously applied for the veteran's tax credit and were denied because your military service was not during a war defined period, you may now be eligible for an All Veteran's Tax Credit. Visit the Town's website or come on in and they'll give you the information that you need. Other than that, I hope everybody has a very Merry Christmas and happy holidays.

Selectman Jakoby: Thank you. I just wanted to remind everyone once again, that we are coming up in February to Deliberative Sessions. I am on the Budget Committee and we are reviewing the school budget currently. So, please look at your February Saturdays and try and come to the two Deliberative Sessions then. And a reminder that in March we have our Town election which is the most impactful election on your daily lives and to please consider volunteering or running for an open position. I want to also wish everyone happy holidays and also encourage people to really consider slowing down. Watching those yellow lights as stop signs, not as speed up signs. Please be safe out there, we all want to get to the new year safely and with kindness. So thank you very much.

Chairman Guessferd: On my part Sustainability Committee had their last meeting I believe of the year. We're continue to collect lights, light strings. So as you set up your trees if you have any lights that are not working and you want to take the lights off the tree, please bring them by. There's a box here in Town Hall, there's boxes around town, some other places and they're recycling those lights. So, instead of just throwing them out or leaving them on the tree at the end of the holiday season, we can recycle those and it's a great thing for Sustainability. In terms of as you've seen earlier tonight we have another member of the Sustainability Committee, we always are welcoming new people. We've had a few new people come on board, there's a lot of energy so that's really, you know, a good thing there. As far as Planning Board, did you want to say anything about last week's Planning Board? Selectman Morin: Planning board we just reviewed the ZORC suggestions and they decided not to make any votes until after the Public Hearing so that will continue. And then we had a Minor Site Plan yesterday for BAE, just some security issues and that also went through. Chairman Guessferd: OK, excellent, thank you. And there will be a meeting tomorrow night which I will be attending. We have one Site Plan, nothing major on the agenda for tomorrow night. I think there's some things coming up in the new year after we come back. Rec Department, yes Santa's coming through on Sunday. If you're interested in finding out where they will be it will be 12 o'clock, they start at 12, south end of town at Ayot's. Everybody probably knows where that is and they're going to work their way over to over 100 streets in the town. So it's going to be a long afternoon for Santa and hope he's got lots of hot chocolate. And you can check out the route on the website or the Facebook page for the Rec Department. One other thing there was a graduating senior from AHS I don't know if you knew this, Gary. But, she was doing a community Capstone project and what she decided to do, it's a new graduation requirement for community based service. The graduating senior's name was Lindsay Moreaux and her idea was to have a senior citizen dance. So they had it this past Sunday evening and there was a DJ, dancing, raffles and refreshments, a good time was had by all and the Recreation Department commends Lindsay on getting back to the senior citizen community and planning a fun night out for the town. So the feedback received from the seniors was all positive so that's a really good thing. So, that's what I have for my committees I just want to say the same. A couple things, public service announcement to follow Selectman Jakoby, March is the election. Every single meeting, I know I'll be mentioning it, please come out. If you came out for the national election please come out for the town election. This one effects your wallet, this one effects your everyday life. Much, much closer than a national election does. And also we do have holidays coming up, please take the times on the roads, be safe, be sober and we want everybody back after the new year but also want everybody to have a good time. Enjoy your family, your friends and take a little bit of a break over the holidays. Most of us work pretty hard during the year it's a good time to reflect and relax a little bit. So, for me that's all I have.

10. Remarks by Town Administrator: Once again I'd like to welcome Roy Sorenson to be the new Town Administrator, I look forward to working with him on a very smooth transition. It'll be an exciting opportunity for Roy and I'd like to just say happy and safe holiday season to everybody out there. Thank you.

11. School Board Liaison Gary Gasdia: Yes we are, you know December so we're wrapping up the year. A lot of fun activities going on over the next week and a half or so. The last day of school will be December 20th, which is nice that being a Friday so the kids will get that time off. There are concerts and things like that that are open to the public so if you're looking for something to do. And then Chairman Guessferd mentioned the Capstone project. You know that's something that we added to the curriculum a few years ago. It's a growing requirement, more and more students are participating and you know we're really seeing some good ones come out of there, I think Lindsay's the one that really impacted the community. We've had several others like that, it's always exciting to see what the kids decide to do and where their passions are. I'm sure as the year progresses we'll see others popping up on Facebook and we'll see the results of that. That's really good and if you want to get involved before the holidays, Budget Committee is reviewing the School Board budget so by all means tune in and see what's going on there. And just so happy holidays and Merry Christmas to everyone.

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

12. NONPUBLIC SESSION

Selectman Morin made a motion, seconded by Selectman Dumont 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 8:15 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public was asked to leave the room.

The Board entered into public session at 9:30 p.m.

Motions made after nonpublic session:

- 1) Selectman Morin made a motion, seconded by Selectman Dumont, to hire Barbara O'Brien as the Sewer Utility Administrative Aide Position II with a starting salary of \$27.63 (step 7) per hour, all in accordance with the Teamsters Local 633, effective January 26, 2025, as recommended by the Tax Collector. Motion carried, 5-0.
- 2) Selectman Morin made a motion, seconded by Selectman Dumont, to post and advertise for the Water Utility Clerk position. Motion carried, 5-0.
- 3) Selectman Dumont made a motion, seconded by Selectman Jakoby, to retain the services of former Sewer Utility Administrative Aide II, Donna Staffier-Sommers, on an on-call/per diem basis for a period of six (6) months starting February 24, 2025 at a rate of \$28.45 per hour without benefits. Motion carried, 5-0.
- 4) Selectman Morin made a motion, seconded by Selectman Roy, to terminate the employment of Firefighter/AEMT Glen Bradish, effective 2400 on December 12, 2024, and provide Cobra Insurance until February 28, 2025, as recommended by the Fire Chief. Motion carried, 5-0.
- 5) Selectman Dumont made a motion, seconded by Selectman Jakoby, to hire Joseph Inamorati for the position of Firefighter/Paramedic in the Fire Department at the contracted salary of \$32.69 per hour (step 5). This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief. Motion carried, 5-0.
- 6) Selectman Roy made a motion, seconded by Selectman Dumont, to hire Michael Lewis for the position of Firefighter/AEMT in the Fire department at the contracted salary of \$31.30 per hour (step 6). 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. Motion carried, 5-0.
- 7) Selectman Morin made a motion, seconded by Selectman Dumont, to approve the Tentative Agreement with the Hudson Police Employees Association and to forward the contract to the Fiscal Year 2026 Warrant. Motion carried, 5-0.
- 8) Selectman Roy made a motion, seconded by Selectman Jakoby, to approve the Tentative Agreement with the Hudson Support Staff Union, Teamsters Local 633 and to forward the contract to the Fiscal Year 2026 Warrant. Motion carried, 5-0.
- 9) Selectman Dumont made a motion, seconded by Selectman Morin, to retain the services of former Town Administrator Steve Malizia for up to three (3) months starting January 1, 2025 at the rate of \$100.00 per hour without benefits. Motion carried, 5-0.
- 10) Selectman Roy made a motion, seconded by Selectman Morin to adjourn at 9:34p.m. Motion carried, 5-0.

13. ADJOURNMENT

Motion to adjourn at 9:34p.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