

HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

Minutes of the January 14, 2025 Meeting

1. CALL TO ORDER – by Chairman Guessferd the meeting of January 14, 2025 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE – Police Chief Dionne.

3. ATTENDANCE

Board of Selectmen: Bob Guessferd, Dillon Dumont, Dave Morin and Kara Roy. Heidi Jakoby, excused.

Staff/Others: Town Administrator - Steve Malizia; Police Chief – Tad Dionne; Fire Chief - Scott Tice; Town Engineer – Elvis Dhima; Director of Communications – Mike Johnson; School Board Representative - Gary Gasdia; Executive Assistant - Lorrie Weissgarber.

4. PUBLIC INPUT

Cody Wojcik – non-resident

Hello my name is Cody Wojcik, I am not a Hudson resident but I am the president of the Southern New Hampshire Radio Control Club which is a Hudson-based organization. I'm here today to speak with you about our club and our site of operations at the landfill at 26 West Road in Hudson. In the spring of 2024 our activities at the landfill ceased so that the town could have a study done on the state of the landfill and the integrity of the membrane. The club made some modifications to the landfill when they started flying there in the spring of 2000. The Board said it would make a decision whether we could return and continue to use the site when the study was completed. The final report for this study was submitted to the New Hampshire Department of Environmental Services in late December. This report indicates that there was no damage done to the membrane. The report also indicated that the concrete footings that our club installed some 25 years ago for our shed and shelters were too deep, the Town has removed these. The report indicates there is currently a need for remediation at the landfill. I also spoke with a member of the DES regarding the use of landfills. Previously the Town had submitted regular reports to the DES which notified them of our use of the landfill. But the DES representative indicated that it would be necessary to obtain a permit modification for our continued use of the landfill. I recognize that the modifications made to this facility when we started operating there 25 years ago, even though it was with the approval of the Town official, should not have been made and more oversight should have been sought out. I can also tell you that there is no need to alter the landfill cap in any way for us to return and continue our activities. In my personal experience both as a member of the club and as an officer of the club for the last 14 years, respect for the property has always been impressed upon me by all other members and officers. I urge you to vote for us to return and to pursue and permit modification with the DES for our use of the facility. Thank you very much.

John Hayes – non-resident

My name is John Hayes, secretary of the Southern New Hampshire Radio Control Club. I just want to speak to ... Chairman Guessferd: Your address, sir? John Hayes: Excuse me? Chairman Guessferd: What's your address, sir? John Hayes: I live at 17 Mike Lane in Litchfield. Given the engineering report results indicate there's been no negative impact on the site or the membrane. I'd like to formally request that a reinstatement of permission to use the West Road landfill for air modeling. We realize new permits will be required for the site usage. For many of the members who have spent hundreds of hours boiling and potentially thousands of dollars on the planes, it is imperative that we have a proper flying site and it is properly maintained. This has been the case with the West Road site. It is a safe place for this activity vs. using a soccer field, parking lot, small aerial leading to safety issues for the public and the modelers. Much has gone into this site including obtaining from the FAA and a panel of aviation leaders a special allowance for increased altitude use which is not allowed elsewhere. Over the 24 years of use the club has donated to the town nearly \$17,000 as a way of saying thank you. The club has built the structures to provide shade for the pilots and the equipment storage for the items needed for the maintenance of the site. During this

time the club has never asked anything of the town. Many communities across the United States support this activity and even provide facilities for the clubs. We have asked nothing, supported our own efforts and spent money from our dues to make this site what it is. We have done whatever the town has asked. My parents taught me to treat others as you would like to be treated. I have lived this throughout my life of adhering to that standard. When the shelters were removed from the top of the hill, it was clear that they were treated with care by those who moved them. For that we are grateful. I am, however, deeply disappointed, and I cannot believe this was a Board decision, that the clubs property and I refer to the shed and shelters, be destroyed even before the Board's decision. This feels like an act of vengeance and another way to hurt the club. If the shelters were in the way they could have been placed inside the fence until the decision was made. This act seems it was done with pure intention of hurting us as much as possible. While the destruction of our property is a financial setback for the club, our spirit is still strong and unbroken. But casts a terribly negative feeling about how the town treats its citizens. I would like to ask you on the Board, to take the high road. Be a better human. Allow us continued use and access to the site for aero modeling. We'd be happy to co-exist with any solar project and be a resource for the schools and citizens interested in aviation. Thank you.

Ed Van der Veen – 9 Newton Street

I want to advocate for the preservation of the Southern New Hampshire Radio Control Club's airfield atop the capped landfill on West Road. Where it has benefitted the community for the past 24 years. The airfield was more than just a venue for a hobby, it was a safe, educational, community enhancing space. Initially my son and I flew our radio controlled airplanes in less than ideal locations such as parking lots and sports fields and we discovered this field and its welcoming environment. Really marked a turning point for that activity for us providing a safe area. The airfield has hosted numerous events inviting both enthusiasts and the general public to witness the diverse range of aircraft and acrobatics fostering a strong sense of community engagement. Members include young and old from diverse backgrounds. Anyone with an interest in aviation including veterans, youth, hobbyists, full-scale pilots and employees of technical businesses, such as BAE, participate. The West Road airfield is a recognized FAA certified air space and it is also recognized by FAA Boston Air Traffic Control Center as well as Nashua Manchester Airport. Difficult to replicate certifications and agreements. In conclusion, the radio controlled aircraft airfield at West Road landfill Hudson, New Hampshire represents an irreplaceable asset to our community. It's a hub of education, inspiration and community bonding, it has a roll in cultivating the next generation of STEM enthusiasts and its contribution to the local community cannot be overstated. I urge allowing it to continue to enrich our community as it has for nearly a quarter of a century. And finally, I'd like to say that the new Master Plan emphasizes a need for more recreational and socialization space and the West Road RC Airfield is one of those spaces. Thank you.

Ken Ox – non-resident

Ken Ox, 28 Century Lane, Litchfield. Been a member of southern New Hampshire for 30 years. My two sons graduated from Alvirne, both learned to fly here. Along with a lot of other young men one of which flies nationally and competes all over the United States. We have some of the best pilots in New England in this club including our president being one of them. They also do air shows and they do demos at schools and air shows to try and bring in more people to our club and our hobby. We have done everything that the town has told us to do at this field. And also donated more than \$17,000 to the rec committee in this town. We have complied with all of the Boards requests since the shutdown. I have been in contact with all of the people that signed our petition last spring and I hate to, I can't say some of the responses that I have gotten. A lot of the first responses were, we thought we already voted on this. Which is something the town's people, they don't want to vote on it three times, four times, five times. They thought they already, had already done that. And I think that was about an 80% in favor for us to be there. Most of them can't believe what's going on. The destroying of our club shed and canopy was a little ridiculous considering the situation. Remember the Board of Selectmen's responsible for everything the town employees do over there. 80% of the people voted for us, we would love to get our field back so we can continue and bring in new members and can be involved with the community. We have been waiting patiently and sure would like a quick vote by the Board. It seems like the can keeps getting kicked down the road and it sure would be nice to get that done. And thank you for hearing us.

Harry Peters – 2 Speare Road

I don't have much to add to what has been said already, I'd just be repeating myself if I did on what has been said already. I'd like to just say a couple things. The SNHRC has been upfront with this Board from the very beginning. And we've always said we're not against the proposal of the solar farm, we've always been for it. We have said several occasions and would like to co-exist with the solar farm. And several items it was rebutted that the solar farm could not co-exist with us. Yet we found in some research, some emails back in the archives, the town archives. We found there's correspondence between the power company and the engineer's office that we could co-exist. And all I would do is like to ask you at this time is to please consider us and allow us to co-exist with the solar farm. Thank you.

Priscilla Peters – 2 Speare Road

I think it's time you hear from a female just because it's, you've been hearing from all the guys, you need a different view point. I'm Harry's wife, you just heard from him, and I've been married to him for 54 years and I've been through everything with him and I watched him build that field. And, I watched how he was so careful with everything he did up there and it was just a painstaking thing that he did and how careful he was. He's OCD when it comes to doing things, he did a very careful job and he was very conscientious and it was the joy of his life to build that field. He is very particular and he really enjoyed it. He got involved with the sport and he loves it. And he was involved, and he got all the women involved, all our friends. We have great friends and we did all kinds of wonderful fun flies, we just did all kinds of wonderful things. We had different members come in, different groups come in and it became a wonderful thing to do. And I think it's something this group is willing to continue, bring other groups in and bring schools in and create other activities and have the children learn to fly. And it's not something that is for old people, or just a bunch of old men and their toys, it's something that a lot of people can be involved in. It's something that the town does not have to maintain. The men take care of the field themselves and it's a great field for them. They can't find another one. You all know this. They'll have to find a parking lot, they can't fly their planes in a parking lot. So this is a great field for them and it's a shame that they've put so much time and effort and they found the perfect spot and now they've been thrown off. I understand that these solar panels are going to go in, most likely. I don't know the value of the solar panels that are going to go in that spot. Do they equate to the value that these men have with this group, maybe women? Is it going to equate to their value of having that group up there and flying those planes? I don't know. You, only you know how much the value of those solar, that amount of solar panels are going to be up there. Maybe you can consider that. Is it really worth it? How much does the town spend for the trails? How much does the town spend for pickle ball? How much does the town spend for all the tracks and all the fields and all that? You don't have to spend much to keep this organization running. Is it worth it? I wish you could let them co-exist. I think it's a great thing for this group to do and I really think it's something that you should consider. Thank you.

Chairman Guessferd: Is there anyone else that would like to address Board? OK, thank you everybody. Selectman Morin: Mr. Chairman, since we have so many of the club members here I think we need to address this now before they leave. And before we do that I think we need to do a couple of clarifications of some of the stuff that was said tonight. Specifically the first one is the demolition of their property. How many emails and requests did the town submit to the group to have that stuff moved from the landfill before that happened? Elvis Dhima: Numerous emails about this and they were aware about this. Mr. Chairman himself intervened at the last minute providing them an additional month to remove everything, they were not able to do that. We're not in the business of storing things for other people in town. We have liability and operation of things in place there at the transfer station that require us to have to areas that we need to operate. So I think we were more than fair, we provided adequate timing, months, to remove that. They just simply did not have the means to do it. In addition to that, as was stated, this equipment was relatively old and was falling apart as it was being moved, we saw no value we recycled everything. I think it's important to remember that what happened out there was without any proper authority and the town spent tens of thousands of dollars to get in compliance. And it took a lot of effort to convince the state to where we're at today. It is also important to establish the fact the Board of Selectmen set up a procedure in place that's going to make sure that this doesn't happen ever again. The club is aware of this procedure which starts with staff, making the proper request to the staff and go through the Board and the state. They have not done that, they tried to bypass the system like they have in the past by simply coming here and asking you to do that. As you know you cannot supersede a state

permit and you should not be going against town staff in this matter as well. Unfortunately, there was a handshake deal that happened a long time ago and what they got OK'd for is not what they did up there. And that's the reality. There's other clubs out there they can merge with, they can go in and utilize their flying objects. But this is an off limit area. Not for civilians, not to have family picnics like I've said in the past. It's chained for a reason. It's going to remain like that. The road itself, based on the memo that was sent to the state, it's very sensitive to the loads and to the activity that happens up there. It's only for access to maintenance and monitoring it. It's not to hang out there, drive up there, do things like that. So, it's very unfortunate we're at this point but, this was caused by people that were here prior to us being here and being involved. And now we're just simply trying to address it and get into compliance. My obligation, same thing as you, is to the Hudson taxpayer, to protect our assets and liabilities out there and stay in compliance with the state. That's it. So, they've had numerous opportunities to address this, but, as I stated, there seems to be a mixed message from the Board of Selectmen and that's why they're here tonight, it's been coming back. So I think you owe it to them to be clear once and for all where it is. And I think that it's just, I'm going to say it, they need to move on. That's what it is. The place is closed and that's the end of it.

Selectman Morin: My second point, and Mr. Dhima has already brought that up, and it was stated that the Board of Selectmen has not taken any action, we have. Mr. Dhima just said this Board approved the policy on how it was going to work if the landfill was going to be used for any purpose. So we have taken action and we have made a decision how that is going to move forward and that's the process that we should continue with. Chairman Guessferd: There is a process in place, I agree. I do think we need to follow that process, we need to bring this up and we need to make a decision at some point. So, I think we need to follow through on that process. Elvis Dhima: Yes, they're more that welcome to file an application then they'll get the feedback from staff, Engineering and Public Works, and you're going to be notified of what the decision is. I'm just going to try to save everyone the time, the feedback it's going to be negative. We will not allow anyone [of that] for this particular use. Because we cannot allow people out there with their vehicles or anything of that sort to be, it's a restricted area. I've said that in the past I'm going to say it again. Feedback from Engineering and Public Works will be no, you should not be allowing this. And that's what you're going to get. And based on the procedure that's set in place you cannot move any forward if you have staff recommendations saying no, you should not be doing this. It's that simple. Chairman Guessferd: What again, I will say that we should follow the process. Elvis Dhima: You can, to have it on record, absolutely. Chairman Guessferd: And that the club should apply to come back. I think the Board needs to weigh in on it, on the process. I think the full Board needs to weigh in on it. So, I would say that we should probably address this in an upcoming meeting. And a more formal decision made at that point. Selectman Morin: Well we need to go through the process first. Elvis Dhima: They need to fill out an application. Selectman Morin: We need to go through this process first before we get to that point. Chairman Guessferd: Well right. I'm just saying let's go through the process and whatever upcoming meeting, I'm not saying the next meeting, I'm saying an upcoming meeting, let's go through the process and let's get, you know, let's get the Board, all the members of the Board to weigh in on this. Selectman Dumont: And just remind me on the process. Obviously one of those steps is state because it's landfill. Elvis Dhima: It's the very last one, correct. It's the very last one. Selectman Dumont: And so state is the last one so the recommendation comes from staff... Elvis Dhima: Engineering, Public Works, then it goes to the Board of Selectmen then to the state. And basically says all four of them need to sign off on this for this to move forward. Selectman Morin: Are we pretty much, with after the president went to DES, we pretty much got their answer already. Elvis Dhima: That is correct, yes. That would take basically, an effort from the town because I can't do anything and I really didn't appreciate the president bypassing the town, staff and the Board of Selectmen and going around. That was not appreciated. But with that said, there's a permitting place for that. And the permit request, my required permit modification is, you saw it on the letter that the state sent to us. There was a very thorough letter from the state to Mr. Cody saying yes, you might need permit modifications for this, we don't know. But, the use right now that's approved so far on the landfill is grazing for livestock and solar (inaudible). Which is basically one of our proposed uses. As far as the RC club, they don't have a permit there right now, they never did because the state was never notified and all the modifications that happened out there after they told the Board of Selectmen something, then what they ended doing up there was completely something different than what was presented to the Board of Selectmen at the time. As I said this was a hand shake deal that should have never happened. And it will not happen again because we have a process in place. I've not got the OK yet

from the state that we're in the clear. But I believe we're in good position and we're going to be able to put this behind us. And, we should never go through that again because we got lucky.

Selectman Roy: You said you didn't appreciate them going to the DES but, they have every right to do that. Elvis Dhima: No they don't. Selectman Roy: Yes they do. Elvis Dhima: No they don't. They don't even live in town. I don't agree with that statement and they should have waited for our... Selectman Roy: It's public information. Elvis Dhima: But they can't. But we have a process in place. We're in the process of trying to get in compliance and trying to have someone else to go in and interfere while we're trying to get in compliance without our knowledge of doing it, it's not OK. Selectman Roy: No, it is OK. Elvis Dhima: I'm surprised you even make that statement to be honest with you. Selectman Roy: It is OK. It's public record. Elvis Dhima: Let's agree to disagree, this is not a matter of getting information for, this is a matter of intervening or interfering or trying to get something while we're trying to get in compliance. I don't agree with that at all. I think it's interference with official business at best. Selectman Roy: It's public records (inaudible). Elvis Dhima: This has nothing to do with public record, this has to do with the fact that they're asking for a position from the state regarding a proposed condition that's not even approved by the Board or this town. You're bypassing completely the governing body here by asking for something. It's like me, that lives in Sandown, going through the building department ... Selectman Roy: It's public record. Elvis Dhima: No, no, no, let me finish. This is equivalent to me living in Sandown, going to the building department and asking to put an addition on your house while you're trying to figure out what you're going to do with the house, sell it or whatever. That's what that's like. How would you feel if you found out that I submitted a request to see at the building department if I could put an addition onto your house? Has nothing to do with ... Selectman Roy: If it's public record then. Elvis Dhima: Let's agree to disagree. That's what that's equivalent to. I would not like to have my neighbor go to the building department and see if they can put an addition on my house, that's ridiculous. It's uncalled for. Selectman Roy: I disagree. Chairman Guessferd: I don't want to get into a back and forth on this tonight. I think, do you have valuable public input to bring back? You're already talked once, you've already spoken once. OK, if we're going to be reiterating the same information we do need to bring this back as we go through the process. Selectman Dumont: One thing I just wanted to point out that regardless of how the procedure goes, are there items that have to be met? Are certain criteria standards and it would just be something for the Board to be aware of or for the RC club to be aware of that above and beyond the Board of Selectmen there's a certain amount of design that would have to go in to move this whole thing forward that is completely out of our control and jurisdiction. I mean it would just be something for them to weigh in on or for them to ponder because there's a lot of other steps here that we can't pass any judgement on outside of what we've already done. Even if it were to go through staff and Board of Selectmen, there's a whole set of design criteria that has to be met and there's a whole bunch of different standards that quite frankly I'm not even aware of that, that would need to be looked at. Chairman Guessferd: I would agree that I'm not, I don't have enough expertise in this yet. But I don't want to make a final decision at this point myself. I mean I'm sympathetic to the club. But at the same time it appears that we have, we have to go through a process. Elvis Dhima: And just so to add to this, we're talking about millions of dollars here in revenue and savings for the town by the way once we get into agreement. Just so you know that's what we're talking about. In a 20-30 year period we're talking about millions of dollars here, new revenue and savings. Selectman Morin: Once the process is completed and we meet on this, I am going to request that you have the state here that night, also. Elvis Dhima: I don't think we can make them be here for this. Selectman Morin: We can ask them though, can't we? I mean they've already sent us a letter, we already knew what they say, they already knew we're going to apply. But obviously we're going to keep talking about this. We set up a procedure, we got a letter that says this is what you can do, that's all you can do. That's that. Elvis Dhima: I can ask but I cannot promise. Selectman Morin: No, I don't want you to promise, you know what, I want to have all the information and put this to bed once for all. In which we already have, but. Elvis Dhima: I will just say this. The state is going to say if you want to spend the money to do x, y and z, and you guys want to (inaudible) the permit, we can't tell you if you're going to get that or not but it's up to you to do that. They're not going to care either way based on what we're going to propose. No one really knows to what the design means, that's what the letter says. We need to come up with some modifications to the landfill if you want to pursue it, it'll be up to the town because we're the one holding the permit. So, they're going to tell you the same thing that night. There's no reason bringing them here and telling you the same thing. First, that's what the letter says basically. You might need modification for the design, you might need modification for this. The town is going to have to do it, you cannot do it because they are the ones holding

the permit. And the list goes on and on. That's kind of where you're at. Selectman Morin: Yes, and we're already there. Elvis Dhima: Yes, we already put \$40,000 trying to get in compliance. Not including my time, Public Works and everybody else involved with this. Chairman Guessferd: So let me be, let me ask again, myself. So the permit right now allows for, and you mentioned, grazing? Elvis Dhima: No. There's no permit for that right now. The state said in the letter that they have seen permits in the past that it will allow you the grazing or the solar farm, solar panels. That's it. There's nothing else and they said basically anything else you want to propose you have to bring it up with a permit modification that's applicable to do that. But as of now what they see now that it's either solar farms or allowing livestock to go graze. That's it. Chairman Guessferd: Now I'm just playing devil's advocate a bit here in terms of, is it possible that could be, there could be no use? I'm just asking the question. If we did modification, I'm just asking the question. I've seen all the paperwork. Selectman Dumont: Basically, I have the letter in front of me on my phone. In a nutshell it's very similar to any other, I guess, site plan review at the Planning Board, right? You have to produce the design, you have to produce and meet certain standards that are applicable under these, under their RSA and then see if you get their blessing. And if we're the permit holder we would be the ones that would have to that, I'm not sure what the possibility of having of having a third party club to do that would be. Or, if that's even something that's feasible depending on what that cost might be. But, even if we were all to agree to move that forward that is a step that would have to be taken to get the blessing from the state. Chairman Guessferd: Right, but that would have to be something that we need to vote on, right? I mean if we decide... Selectman Roy: My understanding is the last step is the state approval for it. So, once it went to us, Selectman Dumont said it would have to be permit application from the town. Elvis Dhima: With a proper design, yes. Selectman Morin: And that's not our responsibility. It's not. Selectman Dumont: And that's the problem I'm hung up on. Chairman Guessferd: Whose responsibility is it? Selectman Morin: It would be the, we're the ones that hold it, that's not our, we've made the decision. You know what I'm saying? Chairman Guessferd: I know what you're saying. I'm trying to look at all angles of this, OK? And just make sure that we've... Selectman Morin: No, no, I agree with you. Absolutely. Elvis Dhima: Why don't they submit the form first then we can go from there, how's that? Chairman Guessferd: OK. Elvis Dhima: They can submit the form and Jay and I will look at it. And then we'll go from there. You'll have at least a position from the staff then you can take it from there. You can go either way, for it or against it. Chairman Guessferd: Alright, let's do that. Let's do that. Elvis Dhima: Sounds good? Chairman Guessferd: Let's do that. Alright, thank you very much. I appreciate it, I do appreciate all the input. I'm just trying myself, I'm just trying to get my arms around all the angles of this. I don't, like I said before, I'm sympathetic to the club, what they're trying to do. I'm also mindful of all the things that have occurred and so we just, we need to make sure that whatever decision we make here, as a board, that it's vetted, it's understood and then like you said, we make the decision we move forward one way or the other. It is an unfortunate situation right now. Selectman Dumont: And if I might add, that the difficulty really lies with the fact it's a landfill enclosure that we are subject to different criteria. And you know it's not just an open field where it would be a lot easier for this Board to make a decision based on that. But, we really have to weigh the fact that even if we wanted to move this whole thing forward, we're going to have to take a significant amount of spending or time and spending to try to get the approval from the state. And for me that's the part I'm hung up on is what the responsibility of the taxpayer to try to spend money to get approval of a third party club. If it wasn't a landfill I think that you'd have a bigger, easier or easier time or different story. Chairman Guessferd: Right. Like I said I mean I'm also mindful of the fact that, you know, there was a, there was a town vote, which has been stated many times. We need to understand that what we're doing, you know at the town vote, is just one factor here. We can't, you know, we can't violate other things, other parts of this. But I want to make sure we cover all these angels, OK, before we make a decision. Selectman Morin: But in reference to your town vote, look at the information we have now that we could send to the voters and say... Chairman Guessferd: I get it. Again, I'm trying to address that. Because that's a point that's been brought up and that we need to address. That it's not irrelevant but, there are things we have to do. Selectman Guessferd: And the things that's very important to keep in mind is that the town vote doesn't go by the waist side. However, we had two competing warrant articles that both past. Two forms of use on the same piece of property that passed within a very close margin of each other. Unfortunately, Hudson doesn't have this great voter turnout at local elections so that number of voters when you look at the grand scheme of how many citizens we have, is very small. But in a nutshell, both of those passed. The solar farm warrant article and the petition warrant article for the RC club which puts us in an extremely difficult position. Chairman Guessferd: Right. And one could say, and again, I'm not

advocating for that, but, necessarily. But one could say that by passing both of those articles, the voters, that there's an ability to do both. Now again, there may not be, there may not be. But, I think that's another angle to this that I think a lot of folks are looking at. And, is there even any way to get there and I'm not seeing it right now. Selectman Morin: You said what I was going to say. Chairman Guessferd: Alright. So having said all this we've had town, we've had input on it, I'm going to close the public input right now unless there's somebody else who has not spoken already who wants to provide any public input. Seeing none, again, thank you very much and you know we will everything we can to walk through this process and make a decision and recommend to DES.

5. RECOGNITION, NOMINATIONS & APPOINTMENTS

- 1) Benson Park Committee – Jakob Beauchemin, seeking member position
 - member vacancy to expire April 2025

Mr. Malizia: He attended the last meeting, he interviewed with you so this would be your opportunity to appoint him if you so choose. Chairman Guessferd: Do we have any comments from the Board? Selectman Roy: Just to let you know he attended the last Benson Park Committee meeting in December. And he participated. Chairman Guessferd: Excellent, good to hear that. Any further comments? Selectman Roy made a motion, seconded by Selectman Morin to appoint Jakob Beauchemin as a member of the Benson Park Committee with a term to expire April 2025. Motion carried 4-0.

- 2) Zoning Board of Adjustment – Triston Dion, incumbent seeking member position
 - member vacancy to expire December 2027

Mr. Malizia: He is already a member, he's just looking for reappointment. Selectman Morin made a motion, seconded by Selectman Dumont, to reappoint Triston Dion as a member of the zoning Board of Adjustment with a term to expire December 2027. Motion carried, 4-0. Selectman Dumont: I'd just like to add that Triston is a valued member of the Board. He does a lot of research, he brings a good set of knowledge to the Board. Chairman Guessferd: OK, excellent. Any other comments?

6. CONSENT ITEMS

Chairman Guessferd asked if any board member wished to remove any item for separate consideration. Selectman Dumont made a motion, seconded by Selectman Morin, to remove Consent Items 6A - F. Motion carried, 4-0.

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 - None

C. 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 December 10, 2024

- 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.
 - 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.
 - 10) Selectman Roy made a motion, seconded by Selectman Morin to adjourn at 9:34p.m. Motion carried, 5-0.

B. Lowell Road and Birch Street intersection Improvements Warrant Article 10

Chairman Guessferd recognizes Town Administrator, Steve Malizia: So at your meeting we discussed this warrant article and it was going to be some feedback. We understand that this is not on the ten year state plan. So the discussion was does the Board want to forward or not for this. Subsequently I found out today that we have information with some backup that the price of this, we have a real firm number. So this warrant article instead of \$2,005,000 is now \$2,553,000. Mr. Dhima provided that information to me today. This is the engineering estimate from I believe this is from Wright-Pierce. So, the question in front of you is are you still willing to forward this to the FY2026 warrant? What is your choice? And again, I've rewritten the article to reflect the new numbers. Tentatively it was an 80/20 split with our 20 coming from our Corridor accounts, which is not taxpayer impact. So the question for you is do you want to forward this or not? Selectman Roy: Can you say that second part again about the split? Mr. Malizia: In the article itself, it talks about the split. 20%, 80% is from hopefully federal money. 20% is from the town, that 20% is coming from Corridor funds. No tax impact, money we've already collected. Chairman Guessferd: So we're still pursuing an 80/20%. Mr. Malizia: We can't afford to do 100% ourselves. Selectman Roy: But is that 80%, I thought because it wasn't on the ten year plan there was no funding. Elvis Dhima: Selectman Dumont can speak a little bit to that. Selectman Dumont: So like what we talked about last time I wanted to see what the flavor of the Board was. The idea would be to put this to the warrant article and try to get the town support and when we get that support from the town it will be a lot easier for us to find different avenues for funding later on. One of the things like we did with the Melendy Road bridge on the previous ten year plan was to advocate to the executive council at the public hearing that they will be having in the upcoming future pretty soon, that we have a project that is ready to go and move forward. I've spoken to one of those counselors, we've explained where the funding for that would come, which would be federal highway dollars. And by knowing where that funding will come from and making sure that we have a shovel ready project, engineering done in town support. We have a very good chance of being able to be put back on to that ten year plan. There's no harm in not getting the town support, by doing that we'll know that we'll be able to at least look for different avenues if that falls through. But that would be my suggestion is to leave it on there and then advocate at those public hearings that we're allowed to attend as a town. I attended along with Selectman Morin and the Engineer, Elvis Dhima, last year to a couple of those meetings as well. They can be very informative and everybody gets a chance to speak. Chairman Guessferd: Any other comments here? I'm concerned just because when I look at the entire warrant, there's a lot of dollars on there. And the concern I have is, and again, let's talk about it, is do we believe that this would help to, I wouldn't say help but hurt? As people look through the warrant and see all these large, it doesn't matter a lot of times what the words say, they see the dollars. And the concern I have, I mean I think this project needs to be done. But the question is do we, do we have it on there? Do we leave it on there? And we can advocate all we want during Deliberative Sessions and you know, but at the same time it's a very small portion of the voters that go to the Deliberative Sessions and actually review the Deliberative Session on cable TV. It's going to be up to the voters in the end. Selectman Dumont: I agree the numbers are large for everyone. The thing to keep in mind by using the Corridor Funds you don't have a tax rate impact which is what I believe that a lot of voters truly rely on. How is this going to impact me in my pocket? Those funds are collected because of developments happening in that area and if those funds aren't utilized within five years they have to be returned. So by doing this you're using money that was allocated specifically for projects like this. And in my opinion I don't see any other way to improve that area. I'm not one typically to advocate for a stop light because

it will take time out of people going north and south to slow down. But it will make the whole place a lot safer. Chairman Guessferd: Right, and the bottom line is if it's not funded by the state it doesn't happen. The number on the warrant will be zero. Selectman Dumont: And that is the key point and I won't keep talking after this, I know I've already said it enough, but I think that's the biggest thing is that we're not going to put this on the warrant and then if we don't get state funding all of a sudden spend \$2 million dollars of the town's money. That is not what would happen whatsoever. This would only move forward if we got that funding from the federal highway dollars or another program that may come available. Chairman Guessferd: I want to make sure people understand that. Selectman Morin: And just to your comment, Mr. Chairman, in reference to, you know, people don't pay attention. In this case with the County Road and the accidents, and the discussion over, I don't know how many years, this has been a topic that's been on the Boards for a long time. So, if that information is out there, so that may help in this case. Chairman Guessferd: Yeah, knowledge of this amongst other taxpayers. Do we have any other comments on this? So before us we have... Mr. Malizia: Well you already forwarded this. So the motions going to be if you wanted remove or if you wanted to take the funding out. So you've already forwarded it, it's already on the warrant. Selectman Dumont: Question. Because the numbers have been updated do we need a motion because it is different? Or is it... Mr. Malizia: It's your warrant you can do it if you'd like. Selectman Dumont: I just didn't know if that would be appropriate only because the numbers did increase. Essentially, it's not changing. There's no greater impact on the taxes. Mr. Malizia: It's still no impact. Chairman Guessferd: I mean the dollar amount that would be taken from Corridor Funds would just be a little different. So, I don't think there's any action to be taken. We have the consensus of the Board.

C. Payroll Policy Second Reading

Chairman recognizes Selectman Roy: Yes, we made the corrections as we discussed in the last one. And it's pretty straight forward policy, I don't know if anybody has any other comments. Mr. Malizia: If I may just to clear, can you read the very first sentence that says all hourly employees? I would strike the word hourly because those of us that are not hourly still complete time sheets. Selectman Roy: Oh, OK. Mr. Malizia: All employees. Selectman Roy: OK, I didn't realize it... Mr. Malizia: So, hourly implies that it's just for hourly employees. Hourly being, you know, folks that get over time or not. There are many salaried employees. So fair you should say all employees. Selectman Roy: OK, so we can strike that word. Selectman Morin made a motion, seconded by Selectman Roy, to amend the original document and strike the word "hourly" from the Payroll Policy. Motion carried, 4-0.

Selectman Roy made a motion, seconded by Selectman Morin, to approve the Payroll Policy as prepared by Selectman Roy and Jakoby and amended by the Board of Selectmen. Motion carried, 4-0.

8. **NEW BUSINESS**

A. Request to Post Vacant Production Coordinator Position – HCTV/Decision

Chairman Guessferd recognizes Director of Community Media Mike Johnson: Good evening everybody. Recently we received our resignation from our production coordinator. So, we're just looking for permission to post the position. This is a vital role to our station. It's quite literally what the title is, they plan a lot of the scheduling for our meetings. They plan the shows that we're doing and they work directly with me. With this Board approval we'd like to advertise and fill the role. Chairman Guessferd: Any concerns you have on it? Mike Johnson: Right now, no. So for that roll, it is challenging because you're juggling so many different hats. And it takes someone with a little graphic design experience, experience with videography equipment and a little bit of IT knowledge. It's a challenging roll, but it's a very important one. Chairman Guessferd: We believe that there's a good stable of candidate out there that's (inaudible) the kind of opinion that we'll get some good candidates here for this? Mike Johnson: Absolutely. Absolutely. Chairman Guessferd: I ask that because you know, we've been having some delays in getting some spots filled. Selectman Morin made a motion, seconded by Selectman Roy, to authorize the Director of Community Media to advertise for the HCTV Production Coordinator position. Motion carried, 4-0.

B. Diminishing Cable Franchise Fee Revenue – HCTV/Discussion

Chairman Guessferd: So this next item is regarding diminishing cable franchise fee revenues. This is really a discussion to kind of get some knowledge out there for us and understand what's going on so that we can at some point make a decision. Chairman recognizes Director of Community Media Mike Johnson: Well thank you guys very much for hearing my presentation in regard to this. I just want to start out before we into everything. This Board sent me to the Primex Supervisors Academy, a little bit off topic. In November I received a certificate for that in December and it's been vital in my new role as Director of Community Media. Invaluable training, it was awesome. Chairman Guessferd: You find you've used it since then? Mike Johnson: Absolutely, daily almost. Daily. So I just wanted to start with some of the services that HCTV provides the Hudson community. Right now we provide, you know, live government meeting coverage, we provide live and recorded SAU and town events. We produce news stories around the Hudson community. Anything from school district, town, different organizations around town if we see something that we feel would be important for our residents. We always try to be there. HCTV provides AV support for town and school departments by request. We often receive questions and we're always happy to help and support the different departments in our town. We also provide training courses for volunteers and students that are interested in basic video production. We also have the, the residents also have the capability of producing different programs in our studio for our public channel. All that content is produced by them and belongs to them, we merely support the use of the building. And we have a mobile broadcast production truck that we use to cover different events around town. And that's a great way for us to get the community involved, volunteers that want to be involved with HCTV and allows us to do quality productions for the community. And these are just different photos we've had. On the top left, that's one of our directors utilizing the production truck at football this year. On the top right, that's our control room and our studio, that was a summer camp we held this year. That was a great opportunity and we're hoping to do that again this summer. We had a total, I believe, of 20 signups for that and we were only accepting nine that year so we're going to look at what we can do this year. Again, these photos are just various different events we've covered. The top left was a highlight of the Roxy program at Alvirne. Top right was held by the Conservation Commission. Loyalty Day Ceremony, Alvirne Band, so we try to work with many different organizations around the community. Hudson Police Department, the SAU, Halloween Haunted House in Hudson that two residents put on, they do an amazing job. And on the bottom right those are our two sports announcers. They're the voice of the Alvirne Broncos on our broadcast. Again, lots of different events, we try and be everywhere we can. All our contents are available online for residents that don't have cable. www.hudsonstv.com and we also have an app, cablecast dreamweave where residents can watch meetings live and access our content on demand. And we're also on channel 6, 8, 22 and 107 through HD in Hudson. So we try to get to as many people as we can. The main reason I am here tonight is to talk about the diminishing cable franchise fee revenue that we're facing right now. This is, I spoke to the cable committee, this has been one of my priorities as director going into the job. So, just to go over some figures. In 2023 in August, we received \$93,457. In August of '23 we received \$92,461. This year in August we \$87,365 and in November we received \$86,273. So, it's a noticeable decrease. Now this is the portion we receive, the town receives 20% of what comes in from Comcast and HCTV receives 80%, so that's the portion we receive those numbers. Just to clarify that. Looking forward to FY26, I'm anticipating we're going to receive \$324,000 based on those decreases. Again it could level out where we're at but with cable cutting going on right now it's an uncertain future in where that's going to be down the line. Our current staff structure, we have one full time director community media, a full time production coordinator, a full time assistant, part time assistant and a part time meeting and sports videographer. We currently have two on call staff members that don't work regularly but occasionally will fill in when necessary. We're looking to change that so we have a full time director, a full time production coordinator, full time assistant and one meeting videographer. So my staff, you might notice our production coordinator assists at some of these meetings a little bit down the line in order to cut some salary costs in order to adjust, you know, the changes. Chairman Guessferd: And that goal is to fit within the monies that are coming in, correct? Mike Johnson: Yes. Chairman Guessferd: So, essentially you're funding your entire staff through these positions, these fees that are coming in. Mike Johnson: Yes. Right now HCTV isn't, it's not funded with any tax money, it's just through that franchise fee and that's been supporting us throughout our entire existence which has been, it's great that we're able to provide the residents a service we do without... Chairman Guessferd: That's important for everyone to understand. Mike Johnson: Some stuff that we're looking at to offset some costs, again as I mentioned previously, my staff's willing, our full time staff, they work on a flex schedule so they'll be covering a lot of events around town. We're looking to collaborate with the school district to cover more of the SAU events to get a program going with Studio 19. Tomorrow we're actually going to the CTE Center in the morning just to do a little workshop with the students, myself, Mike Pylon and Cameron. We're really looking forward

to that, we've been excited about that and we're hoping to continue that onwards into the spring. Again, going back to that to encourage more volunteers. And another things that we're looking into that one of our other stations in New Hampshire started, we're going to be exploring sports underwriting. This isn't necessarily advertising because we can't do that, we can't do commercial advertising at our station. But it's like a sponsorship. So, if a business in town wanted to donate \$500 to our station, this is a ballpark number, or something for like a season we would shout them out on the broadcast. That's something that we're working on with the Cable Committee level right now that there's been a lot of ideas thrown out there and we'll work on a finalization of that and report back to the Board. Lastly, this is something that had talked about at the Cable Committee level, for the 2026 ballot, not this year because it's too late, obviously, we're looking to potentially create a warrant article where the 20% or a percentage of what the town gets would go back to HCTV to offset some of the declining revenue for us to continue our operation. That's never an easy ask but I know it's, it's way we can alleviate some of the declining revenues that we're facing right now. And again, I'd be happy to answer any questions the Board has about this topic. If any residents watching are ever interested in a tour of our station or broadcast, always happy to have them at our station. Selectman Roy: I just have a question, you aware of any other funding opportunities (inaudible) or anything like that? Mike Johnson: Right now, no, not currently. So there's a lot of public access stations we were hoping that this pass through fee would be switched over to streaming services. But unfortunately, I think a good quote I heard about it is the law hasn't caught up to the industry. Because, and you even heard me earlier, a lot of people are watching on other devices other than cable now. And it's a gray area where we're funded through cable but we want to continue to reach people where people are watching right now. So we're able to (inaudible) and get our information out to where it needs to be. That's something we could potentially look into and see if there's opportunity there. Chairman Guessferd: Right, as a person who, myself, streams I know I'm one of those people. The only way I can access HCTV is through my computer. I go over to my computer and watch various videos and different things if I know, as many do I love watching these meetings. They're just riveting. But the sports events and all that stuff, it's really, really good coverage. One thing I think I'd like to see as we bring this discussion forward, is you gave us good numbers for the revenues, I'd like to actually see the numbers of your costs. Basically a revenue and cost, just so we can compare that and look at it. What I don't want to see is you cutting services, or cutting things that you're doing because as far as I'm concerned it's a great service to the town. Just to fit within that box. So we need to take a look at those things and see how we, I think the goal would be to continue to do what you're doing without over stressing people and provide the same level of service to the town. So that would be my comment. Anybody have any other thought process? Selectman Dumont: How is the 20% that the town receives utilized now? Mr. Malizia: Goes into the general fund and just goes to the revenue. It helps keep the tax rate down because again, any revenue that's non-taxable contributes to keeping the tax rate down. Chairman Guessferd: So on that I think we can probably do the math, you know. What is the 20% comprised of, right? I mean in other words, what's that dollar amount? I think we could just say these dollars divided by four. But again, people see numbers it's good, you know they can see that number and see this one and then we can see too exactly what we're sending back to HCTV. The amount of that and to make a decision whether or not we're going to do that based on that number. If it's going to be a significant number or if it's something we could possibly afford to do from that perspective. Because I'm not necessarily in opposition of that. Selectman Dumont: I would ask kind of one question, I'll make a statement first. Is that if we were to make any decision or the voters were to make any decision, it's kind of offsetting a tax by using money that, kind of one way or the other. Right, either you pay for it through taxpayer funds or you're paying through the general fund, it's still the taxpayer's dollar but you're offsetting the service that is in my opinion, extremely valuable to the town. So, I'm not opposed to it but I would ask, do you have anything, what percentage did you have in mind that you thought would justify what you need to do over there? Or to help offset, I should say. Mike Johnson: Oh the percentage of that 20%? Selectman Dumont: I know it's far away out, but... Mike Johnson: You know I have about that before and I want to say that would vary from year to year. So potentially, that was just a ballpark number that could potentially be changed (inaudible) where depending on the year maybe it would be 5%, or 10%. That way we don't have to burden the taxpayer and it's, you know, I think that's a great, great comment. Selectman Roy: So one of the other options is also to give them a budget just like every other department has, a budget. But now we get into that's taxpayer dollars. Selectman Dumont: Right and that's kind of where I was going at. You could do that or you could use the money out of the general fund and return a portion of that back if the voters approve it. In my opinion it's kind of one of the same. I think that utilizing the money out of the 20% might be a little simpler, or easier. Either you want it added onto your tax rate or you take it out of the general fund which as Mr. Malizia brought up, is used to offset your tax dollars anyways so it kind of one or the other here. Six or one half... Mr. Malizia: It comes out of your pocket. Selectman Dumont: No matter what you are paying for it, it just whichever way you see it. Mr. Malizia: You might do it incrementally. Maybe next year you take 5% more, 85%. I mean you really have to look at some numbers but you know, I wouldn't go for a homerun, I'd take

maybe 5%, give him some more percent. (inaudible) a revolving fund, all the money that they get is in that fund. And that's what they spend, they can't spend more than what they're getting. Selectman Dumont: I would agree. I think 5%... Mr. Malizia: That's just a statement, think about that next year. Chairman Guessferd: So the goal would be for next year, put forth a warrant article as we saw here, to figure out what that is. So that's where the discussion needs to end this year, right? To go onto is making that sort of decision as we get into the budget process. In the meantime, I know you guys could probably run the numbers and we can see some more definitive information based on, and again, you know, we can continue to see what those revenues are going to be. Mr. Malizia: They can raise the cable rates. When they raise the rates up, our percentages, you know. We get 5% of whatever the cable is. So, if they go up with the rate that helps. Send people to break, people leave. So that's what happens. Chairman Guessferd: Is there anything else that you'd like to address with us tonight? Mike Johnson: No right now I think was pretty much it. But, I do just want to thank the Board for all their support of HCTV and if you guys need anything, we're right here, any time. Chairman Guessferd: You absolutely have our support. Mike Johnson: Thank you guys so much, I appreciate it.

C. Use of Donation Funds – Police/Decision

Chairman Guessferd recognizes Police Chief, Tad Dionne and staff. Captain McElhinney and Captain Cayot. Chief Dionne: Good evening everyone. So I'm here before you to request to utilize \$2,110 of donation money for purchasing challenge coins. We utilize challenge coins like every other agencies these days, it's a community event. It's networking, it's also partnerships we have, we exchange them, we have many of our own that we've collected from others. It's a great way to brand Hudson PD. We would take it out of the community donation money. And I'll take any questions you might have regarding challenge coins. Chairman Guessferd: Yes, they are a valuable tool. I mean not only organizations such as military, police, fire, my company. We put the challenge coins together for certain programs, you know, show some pride and ... Chief Dionne: It was kind of a moral builder for us in the beginning too, because we formed a voluntary committee and they're the ones who designed our coin. Chairman Guessferd: Adding racks to my coin supply. Selectman Dumont: I'm ready to make a motion. I do want to say I think it's a great idea, it's always important to take pride in what you do. I think that's an awesome way to do it. Selectman Dumont made a motion, seconded by Selectman Morin, to authorize Chief Dionne to withdraw \$2,110.00 from the Police Department Community Policing donation account (4556) to be used to purchase "challenge coins" to enhance branding as well as community and professional networking. Motion carried, 4-0.

D. Approval to Release Hudson Logistics Center Public Safety Money Funds – Police/Decision

Chairman Guessferd recognizes Police Chief Tad Dionne, Captain Cayot and Captain McElhinney. Chief Dionne: Thank you. They're here for support and to answer some questions. So we're asking to utilize financially \$116,541.60 for the purchase of, we're upgrading our weapons system with optics, both our hand guns, holsters and our rifles. Also to buy some drones. This is (inaudible) once we realized Target was going to be the tenant using 1.4 million sq. feet, we necessitated those issues. At the time, around 2022, we were already thinking about the natural progression of upgrading our weapons systems. We're looking at a system which is a red dot system. It's, these are state of the art. I'm going to have Captain McElhinney speak about this but I just wanted to explain that we're also asking for some of those funds for training, some of the funds for ammunition, because it's going to take a lot of, it's going to take at least two, two eight hour days of continuous reps to work the holster system through, work the Target acquisition and training of the firing line. Some of us use drones for the building and the accessories that go with that as well. Captain McElhinney will speak about this and he'll answer any questions regarding weapons systems that you might have. Captain Cayot will answer any questions regarding the drones if that helps. Captain McElhinney: So, what we're looking to purchase is the M17 by Sig Sauer. It's the top of the line industry standard for, or the new industry standard for holographic sites. It's also the U.S. military just adopted the M17 as their weapons system for their pistols. It's kind of the first for Sig, it's a middle ground up for holographic site. All other holographic sites on the market are really weapon accessory. So this was actually built to, for the optic on it. So this will go out to all out patrol officers. We're also looking for 10 MCX LT Patrol Rifles these are issued to our members of the SWAT team and tasked for our federal task force, this is more like a tactical style weapon. And then 15 M400 patrol rifles. They are AR style 15 rifle that will replace the rifles currently issued and assigned to our patrol vehicles. Do you have any questions specifically about what we're looking at? I know we could really get into the weeds with guns and accessories, so I'll keep it general. Selectman Roy: I have a general question about why it didn't go out to bid. Captain McElhinney: Great question. These are proprietary products, we've been... Selectman Roy: So nobody else makes them except Sig Sauer? Captain McElhinney: The M17? No. Ground up just for an optic assigned to it, everything else in the market right now,

it's a weapons accessory. So, this is like purpose built with the red dot on the upper slide. The other weapon systems, the two patrol rifles, there's dozens of other weapons and manufacturers. The Hudson Police Department has used Sig Sauer products for 30 years, for the last 30 years. We've looked at other weapon systems, our own instructor SWAT team commander, team leader and sniper team. There's been no reason that we found to this point to move to another weapon system. So, we're sticking with the weapon system that we know, we understand that our officers have worked with, the M17 specifically, is really just a modern version of the P320 which is what we're currently carrying. It just has this optic on it. Basically, it's going to function, feel the same for our officers. Chief Dionne: We transition to weapon system to weapon system this is a smooth, easy transition for us. The same thing for the M400 vs. (inaudible) system which is the rifle, the patrol rifle. You can also speak to the, and I thought this was an issue with the scope optic, is you could speak maybe to the, with how the weather or climate would affect this particular one? Captain McElhinney: So the M17's specifically, if you picture the sight, basically there's no room with, there's a shroud that goes over the protective, the optic. And the M17 doesn't have any space for snow or dirt or inclusions to get packed into the sight to include the sight picture. Whereas a lot of the other ones even the, well the Romeo-X, another version of Sig's products, does a pretty good job with that. But, a lot of the other red dot sights, after-market product, are going to have that space and so like I said, snow can get in there, dirt can get in there, pollen can get in there and with this weapon system it's all but impossible. Chief Dionne: It's also a locally sourced. Captain McElhinney: It's a New Hampshire company. Selectman Morin: What's the price difference if you went with what you want vs. the add-ons? I mean because that has to cost a lot more, right? Captain McElhinney: The uh, maybe I don't understand what you mean. Selectman Morin: The weapons that you're purchasing has it already in... like you said every other company is an add-on. What's the price difference, do you know? Captain McElhinney: It depends because, I don't know if you could look at it necessarily apples to apples, because you'd be getting a new, and upper slide and then you'd have to get, there's usually a mounting plate for it and then whatever sight you go for. So it ends up being, I don't know, I couldn't even give you a price. Selectman Morin: But it's going to be more cost because there's more pieces. Captain McElhinney: It's cost, I wouldn't say there's more cost, I would say reliability really becomes a huge factor because now you're dealing with securing the platform then securing the optic on the platform. Whereas this is purpose built again, from the ground up... Chairman Guessferd: More moving parts, more chance to fail. Captain McElhinney: that's exactly it. Like I said, this was vetted over multi-year process with the U.S. military and the M17 is the product that they determined was the best pistol option for the U.S. military. So, everybody in the U.S. military is being issued that. There's no more rugged M9's anymore, they're all the M17's. Chief Dionne: Probably good to say as well to mention this, is that we're looking at some of our other agencies like Nashua, they are upgrading to this system now. Typically we've always tried to use the better weapons system no matter what anyways. We're behind on the eight ball with the red dot system to begin with. So coming into that era of red dot is where we need to be to begin with. Captain McElhinney: And these other agencies, Nashua, Manchester, already fielded red dots sites. They're upgrading to the M17, it's that much of a better product. Chairman Guessferd: In addition to all, it's just an add on sort of question on that. So again, to kind of make sure that everybody understands that we're making a real good decision here from a financial perspective. You said that this is compatible essentially with what you're used to. So, even though you have to do some initial training, I'm guessing that if you had to get a different weapon system in that the training cost would probably be more as well just because you're, they're now going to have to become familiar with a different weapon. Captain McElhinney: Potentially, certainly. The big difference with the training in this is that we don't have, we currently don't run red dots on our pistols. So, no matter what weapon system we went with that had a red dot, we would have to take probably a two or three day course to get up to speed. The sight pitch is different, the way you hold it, the way you draw it out of your holster. You're absolutely right, and then introducing a whole new weapon system that feels different. If you're a shooter you know, weapon grip is very particular and so that would be a whole new weapon system for people to hold and figure out. We've spent a lot of times, we have obviously different shooters with different sizes and sexes and we're able with our current, the 320 and M17 model, it's really dialed in. They have different grip modules that we already know OK, that this person is a medium grip module with this weapon system. So, we're not playing with that over, in the past it might take six months to figure out, alright, this works the best for this shooter. We're walking into this knowing what the best grips are for these officers and stuff like that because we've had that experience with them already. Selectman Dumont: One quick question. Remind me, the total fund that was received from the Hudson Logistics Center, what is that total dollar now for you guys? Chief Dionne: \$1,150,000. Selectman Dumont: So with that I think that, you know I'm always one to advocate for a bidding process, however, I think if you want to look at it by a case by case basis. One I don't think this affects the taxpayer's dollar and two, Sig is known for their quality. Also know for what they do for law enforcement agencies and how they design their weapons around that. And again, adding to what our enforcement agency already utilizes, so I think this a great idea. I think that having a weapon out there that is what you guys are used to, that helps improve what they do on a

day to day basis as well as not affecting the taxpayers dollar is a win for everybody. Selectman Roy: I just have one question, guessing it's like a typo. But, on the front pages it says \$116,000 and then \$113,000... Chief Dionne: It's a typo. The way we would have bid would have been the product that needed to be which was the rifles and the ... Selectman Roy: What's the correct number? Chief Dionne: The correct number is the \$116,000 which is total. \$116,000, yes. It was an error on the bid waiver. I think the reality the actual number that we needed to waive in the bid was the price of the hand guns and the (inaudible) for the rifles. I apologize for that. Chairman Guessferd: So essentially what makes it a sole source is the specifications you're looking to buy. Chief Dionne: Sig Sauer is a very reliable weapon for us. Especially an older guy like me, I don't think I want to go to a, start learning a new system. And all kidding aside, it's a very reliable system that we are very, very secure using. They do provide an excellent service too. It's not just the product they're providing, it's fantastic with law enforcement. Especially with us. Captain McElhinney: We've been such old customers of them we kind of, I don't want to say we get special treatment but, when we call up there they see that we've been brand loyal for the last 30 years and on multiple weapon systems and they definitely take care of us in a different capacity. Because I've talked to other agencies and they can't make a phone call like we can and it's because we've had that relationship over the years. Selectman Dumont: And they definitely stand behind their product. Chairman Guessferd: Oh yeah they do. Do we have any other questions? Selectman Dumont: Were you going to speak about drones Captain? I had a couple questions about it but if you want to speak on the (inaudible) or I can ask them, however you want it. I was just throwing it out there, I was just curious at how, who would be actually getting the licenses in the department. If you could speak on that, if you can't I understand that as well. But, and then what do you see them being used for? Captain Cayot: Absolutely. So first of all we have two licensed operators right now. It's Lieutenant Broderick and Sergeant Flynn. So they're putting together the drone unit so part of this ask is for four more people to get trained and licensed as well. Selectman Dumont: So six total would be correct. Captain Cayot: We currently have two. So there's two different types of drones here. One is a larger drone, that's the 30T that you see, the more expensive one. So that one does have thermal imaging on it. That one would typically be used for outside, but, like in a warehouse you could use it as well. And, like I said, it has the thermal imaging so you could get those heat images if you needed to inside the building. The two smaller ones, the Avata's that are on there, those are specifically for inside. So they could be used in houses, they could be used in warehouses and we've used those to clear areas. So we could use the drone and clear the area instead of sending our guys or girls in to do that first. Chief Dionne: A good example of where we used them, we used them both to try to locate somebody that's absconding from us already and we've also used it for missing people. Captain Cayot: We also actually just recently used it, we had an OnStar system that went off saying there was a car crash in the woods. Our guys went and looked couldn't find it, and then we flew the drone over the area looking and confirmed there wasn't a crash then. Selectman Dumont: I think that's another great thing, I'm glad to hear obviously it improves you're guys' safety, that's definitely what's most important. But also, you get a couple other uses out of it as well. Chief Dionne: Our SOU team, I would say I think that's really important. They don't go anywhere without it now. That is usually our first contact is with the SOU team. First contact, drones. Always. Chairman Guessferd: Anybody else? Selectman Dumont made a motion, seconded by Selectman Morin, to release \$116,541.60 of the Hudson Logistics Center Public Safety money as defined by condition 61(d) of the Hudson Planning Board decision dated January 11, 2023, to the Hudson Police Department for the above listed equipment. Motion carried, 4-0.

E. Occupational Physicals and Screenings – Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice: Thank you Mr. Chairman, good evening everyone. At the December 10th meeting the Board authorized me to enter into a contract with LifeScan Wellness Centers for Occupational Physicals and our cancer screenings. It was not to exceed \$94,896. That was originally for the cancer screening we were looking at ultra sound, blood tests and chest CAT scan. As we've been working with them to finalize a few things, they offered up a newer blood test that's a lot more effective detecting cancer and more types of cancers than the blood tests we were originally looking at and the chest CAT scan combined. So what we're asking for is to do the new blood test and to add money to this contract. Another \$17,184 to the \$94,896 for the cancer screenings. We're not asking for more money total from the grant, this is all funded through the grant. We found a way to save some money in the Safety and Survival training that will be coming up next year that was also a part of this grant. So, the total money we're looking to spend is not increasing, we're just asking to put more money into the physicals and cancer screenings from the grant money. Selectman Morin: Just a question, so all the processes that you got going on. The doctor for the mental stability and this, how long is this whole process going to take? Chief Tice: It's a two year award. So, we have started the mental health checkups. LifeScan is out of Florida, they're a traveling, they do

traveling physicals so they're going to be up here in the spring time. So, we'll do this in the spring time and then next year we'll do the mental health screenings again and another round of physicals and then in that two year period we've pushed it off to next year because we've got so much going on, we'll do the Safety and Survival classes as well. Chairman Guessferd: Anybody else? OK, just make sure it's clarified for the viewer. So we've got a \$429,527 grant, overall. This is \$94,000 against that grant that we're adding \$17,000 to so bringing this contract up to \$110,000, something like that. Chief Tice: \$112,080. Chairman Guessferd: So, again as you said, it's we're saving money elsewhere within that \$429,000. So to make sure everyone... Selectman Roy: So it's no effect on the taxpayer. Chairman Guessferd: No effect on the taxpayers at all. Excellent, I like that. Selectman Morin made a motion, seconded by Selectman Dumont, to add the DNA blood test cancer screening option for an additional cost of \$17,184 to the LifeScan Wellness Centers contract for Occupational Physicals and Screenings, as recommended by the Fire Chief. Motion carried, 4-0.

F. Hazard Mitigation Grant Program – Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice: So we have a grant from the state to update our Hazard Mitigation Plan. When all the paperwork was signed originally for this, apparently the state had the wrong date. So the completion date I believe was October 29, 2026 in the paperwork that was signed. The correct date is supposed to be May 2, 2026. So literally this is just the Board voting again to accept a grant with that date. The Hazard Mitigation Plan has already been updated. It's been sent to FEMA, it's got to get approved by FEMA. It's got to get approved by New Hampshire Homeland Security Emergency Management and then it'll come back locally and the Board can adopt it. So, it's well in process, this is just cleaning up an error in the paperwork made by the state. Chairman Guessferd: OK, so I have a question. It's about procedurally. So, when do we expect to be able to sign to have to sign documents related to the grant? Chief Tice: I have them right here, I can leave them... Chairman Guessferd: It's like this is immediate? OK, just want to make sure. Because you're authorizing me, I didn't know if this current to run or if we're going to do this right away. I'm good with that. Any further questions by anybody? Selectman Dumont made a motion, seconded by Selectman Roy, for the Board of Selectmen in a majority vote, accepts the terms of the Hazard Mitigation Grant Program (HMGP) amendment as presented, to reflect the change of Period of Performance dates from October 29, 2026 to May 2, 2026. In addition, Chairman Robert Guessferd is authorized to sign all documents related to the grant. Motion carried, 4-0.

G. Town Code § 205-4 Fire Department Fees– Fire/Decision

Chairman Guessferd recognizes Fire Chief, Scott Tice: So it's been brought to our attention that RSA 332 Medical Records, there's been a change in the state law for what we can charge for copies of medical records people requesting copies of their records. Currently, incident reports and we handle it for fire reports or incident reports the same way. It's \$15 and then \$1 per page if it's more than \$10. So, what we're proposing is that we keep the fire incident reports the same way, we add in now electronic copies are permissible under the RSA to be billed at \$15 apiece. So we would propose we add that language and then add the specific medical incident reports to comply with the state law. So paper copies would be \$5 for the first page, .41¢ for pages 2-50 and .30¢ for pages 51 and higher and electronic copies would be \$15. Chairman Guessferd: Do we have any comments from the Board? OK< so the idea here is to schedule a public hearing at our next meeting, the 28th of January. Selectman Dumont made a motion, seconded by Selectman Morin, to schedule a public hearing on January 28, 2025 for the proposed changes to Hudson Town Code § 205-4 Fire Department Fees, as recommended by the Fire Chief. Motion carried, 4-0.

H. Town Hall Renovation Warrant Article – Administration/Discussion

Chairman Guessferd recognizes Town Administrator, Steve Malizia: So I put this on the agenda because if you recall back in October, November, the Board had several discussions regarding a possible Town Hall renovation and/or replacement. If you choose to do that for this year's warrant, today is the last time you can forward a warrant article. So I didn't want it to pass by without somebody at least bringing it up, having a conversation. Again, it's your choice whether you want to forward something to the warrant or if you don't forward to the warrant. AS I see it you have two choices to forward to the warrant based on your conversation. One is a renovation with a slight addition, the other is a demolition and a rebuild at this location. Chairman Guessferd: What if you choose not to? Steve Malizia: Or you can choose not to forward something. Again, I didn't want this to pass by and somebody say, hey we never

talked about that, we should have talked about it. So, I'm putting it here, it's your choice. The Engineer is here, because as you recall, he presented several times the options. It seemed to us from the public hearing that the folks didn't want us to look for other sites. This would be the location we would do something. As we looked at it, I believe if you did a renovation, the design costs are about \$54,800. And if you did a demolition and reconstructed a new facility, your design costs would be \$93,300. Again, you'd need to raise and appropriate that should you want to proceed. If you don't want to do it this year, you can always do it next year. Up to this Board.

Chairman Guessferd: Alright, do we have any comments from anybody? Selectman Roy: I'm still at the place I was when I was looking at the renovation with the addition as opposed to a demolition. I just don't think the taxpayers would approve this.

Chairman Guessferd: Yes, I'm kind of on that same page even though, it all depends on, obviously, how expensive it is and if it's going to be good for the future. But, the bottom line is it's expense that the taxpayers going to have to pay.

Selectman Roy: I mean I think something needs to be done.

Chairman Guessferd: I would agree.

Selectman Morin: If the Board doesn't mind, our new Town Administrator is going through this Town Hall thing right now. He's going to be in the middle of this if we can bring him up and see what he's got for information.

Chairman Guessferd: Does anybody mind? Alright. I will recognize Roy Sorenson who will be starting as Town Administrator on February 10th.

Roy Sorenson: Good evening Mr. Chair, member of the Board. Roy Sorenson, 8 Brown Street, Salem, New Hampshire. More importantly as you mentioned, I will be coming onto Hudson as the new Town Administrator February 10th. Currently in my position as Municipal Services Director in the town of Salem, I also serve as the Chairman of the Municipal Buildings Advisory Committee, which I have for the past four years. We took a look at all our buildings and I think this is kind of the process you're going through here with Town Hall. We did this with our Town Hall facility and we got to preliminary design on that building. We chose not to move with Town Hall because there was more urgency at the Police Department. We passed a major warrant article last year for a brand new Police station on the current site of the existing. Because of that, they would need to be relocated. So, what we did is we took a look at DPW, we had a feasibility study in place, and we actually combined two projects into one for one warrant article. So what's going to happen is, it's kind of a hybrid, so what you're looking at or what you're talking about here tonight, we're doing both right now in Salem. There's going to be a new Police station built and the DPW is being rehabilitated and renovated for DPW purposes. We have space to stay in the current offices that we administer there. The Police Department is going to come over, stay in that new space for 18-24 months. They vacate, we move into the new space and the older section of DPW comes down. So a combination of things there. We looked at, as I mentioned, feasibility studies. I think with this project you've done a space needs study and preliminary concepts and talked about that, which is important. As far as the messaging to the community, if you're weighing that tonight, I don't know where the Board is right now, I think that's important. Either way I think you need to meet the needs of the staff. We were heavy on the feasibility study and the space needs study. Alright, so that was our focus. I think the numbers that you threw out here tonight make sense given the cost of what it may be for either one or there's rehabilitation or a reconstruction. It seems in line with what we paid. Our buildings were larger, PD is around 25,000 square feet and then the DPW renovation is around 10,000 to 12,000. So those two were combined and we paid probably up to \$200,000 to cover that, capture that cost for the two projects. And we took it, I think the other thing is, I'm not sure on this project, we typically what we do is we would come up with three concepts. One is a hybrid, renovate and rebuild. One's a complete rebuild, one is a complete renovation. And that's how we brought it forth to our town council as a committee. They chose to do a rebuild on the PD and as I mentioned, renovation rehabilitation to the DPW. As opposed to moving them to a commercial section of town for \$2.5 million dollars I'm walking away and not getting that money back. So the money stays within the community and within those two buildings.

Chairman Guessferd: Yeah, I mean we had three options when they came to us. One was minor fix with the elevator and some other things. The other one was a major renovation and the third one was the replacement. And I think we all decided the smaller one really wasn't what we needed to do. So it was focused on the renovation or the rebuild. Now that's valuable information, good data, good input.

Selectman Dumont: For me, I know we all spoke on it a couple months back, but I think I'm still in the same position as Selectman Roy. I think that the major renovation is what makes sense here. Over the years, and Steve can probably correct me, he's more familiar with it than I am. There's been little things done here and there that just, you know, the minor changes helped in the moment but didn't help in the long term. My thought after seeing the study and seeing what was produced, that what could be done with that major renovation, that addition, would be enough for what the town needs to hopefully satisfy its staff and the growing population here. I don't think the taxpayers would bite off the idea of demolishing the entire building, finding a place for staff to go, rebuilding then bringing them all back. I think that's a little bit too much of a cost. But I do think what is feasible is the, is the major renovation and the addition. And I think that you'll notice a big difference in how things operate here by with that option. I think you get your biggest bang for your buck there in my opinion.

Chairman Guessferd: I concur. I think that's where we need to go. You agree Selectman Morin? Selectman Morin: Yes. Chairman

Guessferd: OK, so given the warrant, again, thank you very much Mr. Sorenson, appreciate it. You know, given the warrant, you know again, we always have to look at those things and see what a warrant looks like. I think this is probably something that we'd like to keep on that warrant. Selectman Dumont: One thing that I would just like to add to that, I think it's important to know that we're really sending this out there to get the feel from the taxpayers. You know, we understand that we've had the conversations, we've had the meeting over at the Community Center. Something needs to be done. We're not at the low end, we're not at the high end, we're shooting in the middle. If the taxpayers want to see something happen I think this is the feasible one. If they don't, well then you know, we stay course. Chairman Guessferd: The messaging really, because that was a good comment. Is really, balancing the needs of the taxpayers and the needs of the staff to efficiently perform their jobs. I mean there are things in the building right now where, for example, where a certain part of our community has very difficult time getting downstairs here. Of course we could probably move things around, moving forward if this didn't pass to kind of accommodate some of those things. But there's certainly a lot of worth, but we'd have to send that message out, basically the taxpayers, that this is something that's going to bring back to us more efficient use of our dollars and our staff. Selectman Dumont: And the longer we wait the more the cost grows. Something does have to be done, we're a public building we have to be open to the public. So, at the very least we have to make sure those accommodations are met. Chairman Guessferd: How long can it exist in its current state? Mr. Malizia: Well, it started in the 60s and then it got added on in the late 70s. Older than Selectman Dumont. Chairman Guessferd: I'm guessing we want to make a motion. Selectman morin made a motion, seconded by Selectman Dumont, to forward a Warrant Article to the FY2026 for the design costs for a renovation of Hudson Town Hall. Motion carried, 4-0.

I. Petition Warrant Article – Comprehensive Infrastructure Study – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: It appears to be somewhat repetitive from last year. Except it does identify an estimated cost, but it does not raise and appropriate any money. If you read it carefully, and I went through it with our attorney, there is no raise and appropriate. So, I don't know if this is a valid, it's a valid article from the perspective we received the signatures, but if it gets, it has to go on the ballot. If it were to pass, I'm not sure it's valid because there's no appropriation identified. Chairman Guessferd: Essentially advisory only. Mr. Malizia: Advisory, again. Correct. But, we don't change people's petitions, this is what we got. And I think even if they changed on the floor to add an appropriation, I don't think you can do that because you have a Public Hearing on this Thursday and it wasn't identified at the Public Hearing. Selectman Dumont: Can petition warrant articles be amended at the Deliberative Session? MR. Malizia: You can't add an appropriation to it. You can change all the language but you can't add an appropriation to something that doesn't have it. That's my understanding from the attorney because I went through this one and the next one with him just to get his feel. Selectman Dumont: I wasn't sure if they could be amended on the floor at Deliberative at all. Mr. Malizia: You can amend anything, the DRA will probably disallow it. Selectman Dumont: No fair enough, I thought the petition was looked at differently. Mr. Malizia: I'm just telling you what the attorney looked and how he evaluated it. Selectman Roy: That was my whole problem with it. There's no dollar amount here. Mr. Malizia: They identify its estimated cost a number. Well that doesn't do anything. It does not raise and appropriate. Selectman Roy: And then it wants to come out of the fund balance at the end of the year. Selectman Dumont: We can't do that anyway. Mr. Malizia: If you had the appropriation to raise and appropriate the, say \$250,000, they identified a number and to have it come from fund balance, that's a valid article. But this is not valid from that perspective. Advisory at best. Selectman Roy: And I think \$250,000 is not even close to what... Mr. Malizia: Well they had a range, \$500,000. Selectman Roy: Well the problem becomes what if there's not that much from the fund balance. Mr. Malizia: Then we have a bigger problem. There's \$9 million dollars there right now. Selectman Dumont: And to Selectman Roy's point, we had an estimated cost for the Fire Department did for one building that I think was close to \$250,000. It was pretty high. To do these studies there's a lot of time... Mr. Malizia: There were a bunch of studies as you're well aware. We've posted them on our web page as we, as the Board discussed. So there are studies out there. Is there one big comprehensive study? I'm not going to say there is because there isn't. Chairman Guessferd: Well that was the point I was going to go to. I think there's been some work done and it sounds to me like if we, we've kind of been, we need to move forward. I think everybody recognizes this has to be done at some point. The question is what does that look like? I mean if we already have some things that have been done, that we can use, and we talked about that last time we discussed this. Then what are the holes? Selectman Dumont: And I have a different point to make. That was also brought up at the Public Hearing. There was a couple of members who I see signatures on here, or citizens I see signature on here, that advocate to say if we had available studies, well to use that for the comprehensive infrastructure. So, listen to the public, we did that, we put them together they are available online. I don't see a benefit going to a different party because somebody finds an issue

with Nashua Regional Planning Commission. I have some reservations with doing that, I'm open to a bid process but I will warn everybody on the Capital Improvements Committee we had another sub-committee that was made to look at a housing grant. And when we did that two out of the three members decided it was important to go outside the realm and look for somebody different. We paid that person and they left and we got nothing. So we lost money out of that grant because we tried to find a different vendor because we had a bad feeling or that sub-committee had a bad feeling about Nashua Regional Planning Commission when we could have followed through, utilized the grant with the Regional Planning Commission and actually got some work done. Chairman Guessferd: NRPC is actually doing that now. Selectman Dumont: Doing it anyways. Chairman Guessferd: Doing it anyway and that has delayed the Master Plan. That one piece. The Master Plan's all done except for that, the housing chapter. Mr. Malizia: So, it appears like I say, there may be some deficiency as means to be funding for this. Again, it doesn't appear to be identified as a raised and appropriated fund. Nonetheless, you need to forward it to the warrant. Your choice is it going to be recommended by this Board or not recommended by this Board. So you have a choice of two motions here. Chairman Guessferd: And I think the message though, before we make a vote on this. I think the message again, messaging, being important is that we are working toward this. We have things available and what we do need to do is we do need to kind of I think during this next year, figure out where the holes are and finish this off. If we need to contract for part of it, great. The pieces are not there but we need to identify what those are and then finish it off and get it done. I see our Town Engineer over there nodding his head. So that's kind of my thought process on it. I think we have some sort of a consensus here. Does anybody want to make a motion on this? Selectman Dumont: I'll make a motion with one comment. I think it's extremely important that we maintain updated information and data based on what the town has available. You obviously know what you're running here and how it's operating. I think that everybody here understands that. However, for this petition warrant article I will make a motion to not recommend. Selectman Dumont made a motion, seconded by Selectman Morin, to not recommend the petition warrant article to complete a comprehensive infrastructure study independently run by a qualified third-party contractor. Motion carried, 4-0.

J. Petition Warrant Article – Vote Tally on the Ballot - Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: You have a second petitioned article, pretty straight forward. It's got the valid number of signatures but the article (inaudible) Should the Town of Hudson stop showing the total number of votes from town Boards (like the Selectmen or Budget Committee) next to questions on the ballot? So as you're currently aware, a few years back, I can't remember specific year but over the last few years, the voters approved or voted to put tallies on all the warrant articles. So for example, if you folks just voted here, not to recommend 4-0, that tally shows up. When the Budget Committee goes through their exercise for their warrants that have funds, the Budget Committee tally is there. This article would basically direct that that tally not go back on the vote. There is additional language on this, doesn't mean anything because according to our attorney that's all nice but it doesn't really do anything. Chairman Guessferd: Oh the list of... Mr. Malizia: That doesn't mean, so, just a little bit more of a wrinkle. The town voted to put, you as a Board could still put it on. This is advisory. You could still put the tally on if you wanted. Chairman Guessferd: Oh, for this time. Mr. Malizia: No. Chairman Guessferd: Not for next time... Mr. Malizia: If this were to pass, you could still put the tally on. You don't have to, but you could. I'm not sure what the angel of this is, I think, I thought I heard somebody say well this influences people. I don't know if that's valid or not. Selectman Dumont: I was just going to say, as elected officials the citizens look to see what we have to say about these issues. That's why they elect you in the first place. I think it's extremely important to have it on there so they know where you stand. If they disagree with it, that's their opportunity in the voting booth to either go with or go against it. But I don't think it's a negative to have that on there. I think that's what people are looking for to see what our thoughts are on these issues. Selectman Morin: What he said. Mr. Malizia: Don't forget the Planning Board also puts their recommendation on the zoning articles, in particular the petition zoning articles. Is it critical? I think it's important that people have some idea that folks who spend all that time studying the issue, debating the issue, they put the time in. I mean me personally, when I looked at planning articles, I look at what the Planning Board recommends. Why? Because I know they put the time in. As a voter that's what I always did. Chairman Guessferd: And I have to say, I kind of run the gambit from when I first moved into town 35 years ago. I didn't know much about what was going on. I had little kids at the time, I was focused. But when I went to the ballot, a lot times there were 30, 40 articles, zoning articles. I really at the time had to rely on the elected officials to what they put on there. Now, as time went on I've learned more, I've paid attention more. Obviously, you know, we're involved here, but I think for those citizens that are not attending the Deliberative Session, that are not or can't attend, or whatever reason, that don't get a chance to really weigh in too much. It's probably a good opportunity for them to, you know,

we elected these people. They represent us, they're supposed to represent us. Mr. Malizia: It's all done in public. All the debate, all the discussion. Everything is either on television, it's accessible to everybody, you can go watch HCTV, you can read minutes. Everything is there. Selectman Dumont: I think it's important for people to know where we stand. Mr. Malizia: So, if that would be the case then you probably want to make a recommendation, a motion to not recommend the petition warrant article to stop showing the total number of votes next to the questions on the ballot. Selectman Morin made a motion, seconded by Selectman Dumont, to not recommend the petition warrant article to stop showing the total number of votes next to questions on the ballot. Motion carried, 4-0.

K. Petitioned Warrant Articles – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: So the next one is I put a place holder on the agenda because petitions were due today. We didn't receive any additional petitions so we're done with that. I put it on just in case because I don't know. We could have gotten something yesterday, the agenda gets prepared last Thursday. Chairman Guessferd: So bottom line is this is now finalized there's nothing else. So K is done.

L. Fiscal Year 2026 Town Warrant – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: So basically, as you're well aware, we put together the warrant, we put it in order, there's usually a logic to the order. The first article is the call for the meeting so that's kind of prescribed by law. So, it's operating budget for the general fund is Article 2 because it's important we need the budget followed by the Sewer, Water. We then put labor contracts and then basically hiring positions, big equipment and then projects. And then at the end you can see we've got all the Capital Reserve Funding and those type of articles there. Because you forwarded a article for Town Hall Renovation we should probably consider slotting that somewhere. Maybe number 11 and then everything else would move down. Just too kind of keep all the projects together. You know I don't want to put it at the end because you know voters get fatigued when they get to the end they might start voting no. I'm just suggesting that, you can certainly put it at the end. Again, that's the renovation of Town Hall. That wasn't on this list because I didn't know what the Board was going to do. And then petitions will go at the end. They go at the end because that's just the prescribed way we do it. And we put them in the order that we receive them. Infrastructure followed by vote tally. We follow the same process every year. Selectman Dumont: How many zoning amendments are we looking at? I don't know if they defined that yet. Chairman Guessferd: We talked about it in the last meeting. I think there's like 11. Mr. Malizia: There was one petition. One petition. Chairman Guessferd: And there was one petition warrant article. Mr. Malizia: So they're going at the end like they did last year so we have a fighting chance to get budget. Chairman Guessferd: There's not as many as last year. Selectman Dumont: No not as many I was hoping for five to eight. Chairman Guessferd: No there's more than that. Ten, eleven. Selectman Dumont: I know there's a lot of stuff to get done, I was hoping for a little bit less that's all. Chairman Guessferd: Yeah, we do have one petition that we went over last time. A petition zoning article. Mr. Malizia: But those will, if the Board agrees, go at the end after these because when you have that many articles by the time voters get to the first money they go... pfft. Chairman Guessferd: OK, that sounds like a reasonable order. Mr. Malizia: You OK with me putting the renovation up? Chairman Guessferd: As 11? Mr. Malizia: Yes. And then moving everything else down. Chairman Guessferd: I think I'm good with that. OK, so we need a... Mr. Malizia: Nope just consensus, we're good. Chairman Guessferd: Motion? OK. Mr. Malizia: We just did it by consensus. Selectman Morin: I'll make the motion with the amendment of the Town Hall project. Chairman Guessferd: OK, that's worth, considering. Second, Selectman Dumont. Selectman Morin made a motion, seconded by Selectman Dumont, to amend the motion to approve the order of the Fiscal Year 2026 Town Warrant by adding the Town Hall Renovation Warrant Article as number 11 on the ballot. Motion carried. 4-0.

M. Designation of a Selectman to Post the Town Warrant – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: As you're well aware the Town Warrant has to be posted on or before Monday, January 27, 2025. This requires posting at the Community Center, Town Hall, Library, and I think we do the Post Office. Somebody has to do it. Selectman Morin: I can take care of that. Chairman Guessferd: You can take care of that? Unless somebody else wants to fight him for it. Selectman Dumont: I did it last year, he can have it. Selectman Dumont made a motion, seconded by Selectman Roy, to designate Selectman Morin to post the Fiscal Year 2026 Town Warrant and Budget on or before Monday, January 27, 2025. Motion carried, 4-0.

Gary Gasdia: Maybe it's my ignorance. I thought we were voting at HMS? Or is that not the case? Polling places Community Center... Mr. Malizia: We also have to post it at Alvirne, too. I just omitted saying it. But, it goes to all those places. Chairman Guessferd: yeah, I want to make sure he goes to the right place. Selectman Dumont: Would it be wise to post it at HMS as well as the Community Center? Because of the amount of people that still go to the Community Center? Mr. Malizia: Oh yeah, no. We're going to post it at the two polling locations. So, HMS, which is a polling location, Alvirne, Community Center just because it's the Community Center, the Post Office, the library here. Selectman Dumont: I just want to make sure we weren't pulling it away from the Community Center. Selectman Morin: Question. When will we have that ready? When do you want to... Mr. Malizia: You'll have it January 27th. Selectman Morin: Oh, you want to do it that way? OK. Mr. Malizia: I'm not here that day. We'll make sure you're all set. We have to get the MS-737 signed which will probably be not 'til next Thursday.

N. Annual Report Dedication – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: We recommend, we had two notable members, Russel Ober, who was a state representative for a long time for Hudson. And, Lucille Boucher, who as a long time, long time senior volunteer. Very integral in the Senior Center and the building of the Senior Center. So my recommendation is to dedicate the 2024 Annual Report to Russ Ober and Lucille Boucher. I'm assuming the school may honor Ms. Lamothe. I didn't name her, she was a school board member so I'm assuming you took care of... Chairman Guessferd: I asked him about that earlier. Mr. Malizia: I recommend you do that. Chairman Guessferd: Do we have that motion? Selectman Dumont made a motion, seconded by Selectman Morin, to dedicate the 2024 Annual Town Report to Russell Ober and Lucille Boucher. Motion carried, 4-0.

O. Applications for Payment from Capital Reserve Funds – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: So we have two applications for reimbursement from the Capital Reserve funds. The first is for the police safety equipment. I believe that's for body worn camera and vehicle communications equipment coming from the Police Safety Equipment Capital Reserve Fund in the amount of \$69,953.43. The second request is to approve the disbursement from the Energy Efficiency Capital Reserve Fund as requested by the Police Chief. This is for the HVAC system. The usage has been approved in advance by the Board, now we're seeking reimbursement. The Trustees of the Trust Funds have requested that the Board take a public vote for reimbursement requests. So these two requests are coming back from the Capital Reserve Funds that were established for these purposes. Motion #1: Selectman Dumont made a motion, seconded by Selectman Roy, to approve the disbursement from the Police Safety Equipment Capital Reserve Fund in the amount of \$69,953.43, as requested by the Police Chief and the Finance Department Supervisor. Motion carried, 4-0.

Motion #2: Selectman Roy made a motion, seconded by Selectman Morin, to approve the disbursement from the Energy Efficiency Capital Reserve Fund in the amount of \$44,850.00, as requested by the Police Chief and the Finance Department Supervisor. Motion carried, 4-0.

P. Revenues and Expenditures – Administration/Decision

Chairman Guessferd recognizes Town Administrator, Steve Malizia: We're 50% through the year, again like I said before, not everything gets spent linear. In other words we encumber from the trash contract and what not. Chief Tice and I be looking into Fire Department, they look like there may be some shortfall. And I use the word shortfall because we're not sure how much in some of that Fire Department labor. When we did the contract we don't account for overtime so we're going to take a look at that. We may come back to the Board with a recommendation to maybe make some transfers if we need to cover that. But that's something Chief Tice and I will be working on. Other than that, everything else looks to be appropriate where we're at so far. Been a mild winter. I know there's a lot of sand on my street for some reason. Automobiles continue to perform. 54%, we keep bumping the number up, we keep registering cars, interest, 64%. So even though we bump that up we're still doing good. So we're in a decent revenue climate right now, knock on wood. Selectman Dumont: So I just had a question about the shortfall. One I know you said you're going to be looking into it but, do you anticipate with the budget that we just moved forward any issues going forward? Mr. Malizia: The budget you just moved forward, he does not anticipate any (inaudible) former grasp on who's where. It's just when we price out some of these contracts we don't include overtime. We're looking at that as a possible overrun because he's really spending the overtime. We just have to look

at it. To look to see how much if it is a problem, how much of a problem, and where do we get the money? Don't forget, in other departments we've had a lot of vacancies. We still need to look at it. Selectman Dumont: Well that was my initial thought I was thinking obviously we have Town Planner, just thrown that out there, because that's been vacant for quite a while. So I would imagine we could make that up. But the other question I would ask him, I don't know if it would be you or the Chief that can speak to it, but with the new hires that we just did, is that going to satisfy this problem in the future? Mr. Malizia: So, it will certainly help your overtime to have fully staffed folks who can cover shifts. They are, newbies tend to be at the lower end of the scale. But again, I can have different benefit levels for people, or somebody could come in with a family plan, they could leave. Somebody comes in with a single plan. It's a very fluid dynamic, you know situation. Selectman Morin: It's very fluid. Mr. Malizia: It's the same for every department. Some departments can absorb it better because they're bigger, they have more moving parts. Small departments, somebody leaves, somebody comes in, it's a bigger hit. Selectman Dumont: The other reason why I bring that up is because obviously we have a warrant article to hire four additional firefighters and I think it's important for maybe the two or three people watching, that they understand that there is a cost to not having positions or being staffed at an appropriate level. So, even if we may not be, or certain people may not be in favor of adding those positions, we still encumber a cost because of overtime. Mr. Malizia: Yes we do. Chairman Guessferd: Any other comments on Revenues and Expenditures?

11. Selectman Liaison Reports/Other Remarks

Selectman Morin: Conservation met for the first time this year. Basically, they put together a plan what they were going to do for the year. There really wasn't much other discussion on where they were moving forward.

Selectman Roy: I haven't had a meeting since the last meeting. The Benson Park Committee meeting is this coming Thursday. So, I'll be attending that. But other than that I have nothing.

Selectman Dumont: Yeah, likewise it's been very light for me in the beginning of the year. ZBA will be meeting at the end of the month. But I did have one thing from the Assessing Department, they wanted to make me have an announcement on which is property taxes exemptions and tax credits are due to the Assessing Department. Property owners have until April 15th, 2025 to file these applications for veterans, disabled veterans tax credits, elderly, disabled, blind and solar tax exemptions. This is for those not currently receiving those credits or exemptions. For more information they can go to the Assessing Department.

Chairman Guessferd: There's going to be a Sustainability meeting on the 27th, for January. So we'll be having that meeting that night. Planning Board just last week reviewed zoning articles and I think we get one more look at them to vote on them and forward them. Not a ton, but as we mentioned a few minutes ago there's probably 10 or 11 of them and one petition warrant article. As far as Rec is concerned, the Rec Department there is going to be a 6th through 8th grade dance. The first one of the year on the 24th of January. Volunteer chaperones are needed. Let me tell you that's a great job so get out there, parents, whatever, those chaperones are important. If interested email Chrissy Peterson or call the Rec Department. Comedy show, got another comedy show coming up. These tend to be very big events, community events and raise revenue for the scholarship fund, typically, the Rec Departments scholarship fund. Tickets go on sale this Thursday so line up and get your tickets on the website. So Paul D'Angelo will be the headliner. And actually he's kind of well known, at least regionally. So, that'll be a good night of comedy. The last one was really good I attended last time. And then I think we mentioned these Capstone projects before. Our Rec Director mentored a second graduating senior, Sammy Dewitt, for his Capstone project. He hosted a three on three basketball tournament at the Rec for 14-20 year olds and raised some money, doing a great job. So that's what he was able to do there. And the only other thing I'll say is this Thursday is the Budget hearing. Rec Center, right? MR. Malizia: It's at the Community Center on Thursday starting at 7:00p.m. I believe the town first followed by the school. Chairman Guessferd: It's a good opportunity to see and provide input for the budgets for both the town and the school. So, I encourage people to come out, it's an opportunity to provide input as we move forward to towards the Deliberative Sessions in February. Aside from that, I hope everybody had good holidays and we are back into it here in the first of the year.

10. Remarks by Town Administrator: You stole one of my items but that's OK. Just a reminder Town offices will be closed Monday in honor of Martin Luther King day. Town offices are closed Monday. I believe the new trash and recycling schedule is up on the web page. I know there's been some inquires, I believe if you go to the town web page, I believe there's some copies in the front hall on the desk. But, in essence you can go on the web page and get the schedule for 2025.

11. School Board Liaison Gary Gasdia: Thank you, a couple things. You guys were talking about some of the comprehensive studies. At our last meeting we went over an enrollment study that we had done initially a couple years ago and then it was updated recently. That's posted on our web site if anyone wants to take a look at it. As expected, you know, the projection is that enrollment will continue to decline over the years. Couple things that pop out there is some of it's driven by birthrates, and some of it is driven by the types of developments that are coming in to town, right? If you're building things that are attracting families, then your enrollment is going to go up. If you're building things that aren't attracting families then that's going to go down. Again, it's just one piece of information that we'll use as we plan going forward and anyone that's interested, that's out there. You mentioned the Capstone projects, if anyone is interested on Thursday night, 5:00 p.m., you can go in and actually see at Alvirne. The kids will present and talk about all the different things that they've done. There's been some really great ones, some are out in public like we saw with Sammy Dewitt's. There's others that they run fundraisers, they participate, they volunteer, really some great things that are showcased there. We're trying something new. We've got some feedback over the years that there might be an appetite for some kind of alumni connection from Alvirne. Something went out on our Facebook page last week, just want to promote it here. If you're a graduate of Alvirne, or if your kids, or if your parents or whoever, if you go to our website right now you can click on and fill out a little survey so we can gather some information and the idea we'll put together some sort of alumni newsletter. But hopefully over time we want it to grow, what might be (inaudible) out there. If you want to share about weddings and who knows. But we want to start that and so go to our website and provide some information, that would be great. Our next School Board meeting, normally it's Monday nights, I know everyone's waiting with popcorn and beer, but it'll be Tuesday this week because of the holiday. Chairman Guessferd: Beer? Gary Gasdia: Beer. Beer. What do you want? What do you want? Shots? Easier to get through it. Chairman Guessferd: No, no, I'm all over that. Gary Gasdia: You know you gotta get through it. It's one thing to sit there, nothing to watch at home. And then I just do want to, and with some, you know sad news. Last week the passing of Dee Bastian, Jerry Bastian's wife, first lady of Alvirne music. As far as I know, never a school district employee, probably not an alumni of any school, but probably as much of an impact as anyone on the success of our music program and everything else. Just our thoughts go out to Jerry and his family with the passing of that. Chairman Guessferd: I just want to make a comment on that. Truly, it's the epitome of behind every successful person stands a supportive spouse. And just always there, always there doing everything with him, right? It's a huge loss for the family and for the Alvirne community. Gary Gasdia: That's it.

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 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 9:09 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 9:49 p.m.

Motions made after nonpublic session:

- 1) Selectman Morin made a motion, seconded by Selectman Dumont, to promote Sergeant Alan Marcotte to Lieutenant at \$99,858 in accordance with the Hudson Police, Fire, Town Supervisors Association Contract (step 3). This elevation in rank would be effective on Monday, 20 January 2025. Motion carried, 4-0.

- 2) Selectman Dumont made a motion, seconded by Selectman Morin, to hire David Cormier of the position of Dispatcher in Fire Department at the contracted salary of \$21.47 per hour step 1 with an increase to \$26.73 per hour, step 6 upon the successful completion and receipt of his APCO Certification. 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, 4-0.
- 3) Selectman Morin made a motion, seconded by Selectman Dumont, to authorize the Board to enter into an MOU with the Professional Firefighters of Hudson IAFF Local 3154 which would extend the probationary status of Firefighter/EMT Colin Murphy until either he satisfies Hudson Fire Department training and certification requirements or May 7, 2025 whichever comes sooner, as recommended by the Fire Chief. Motion carried, 4-0.
- 4) Selectman Roy made a motion, seconded by Selectman Morin, to adjust Recreation Director salary by 32% to better align with industry market rates in NH. Motion carried, 4-0.
- 5) Selectman Roy made a motion, seconded by Selectman Morin, to adjust Department Head salaries by 5% to better align with new Town Administrator salary. Motion carried, 4-0.
- 6) Selectman Morin made a motion, seconded by Selectman Roy to adjourn at 9:52p.m. Motion carried, 4-0.

13. ADJOURNMENT

Motion to adjourn at 9:52p.m. by Selectman Morin, seconded by Selectman Roy. Carried, 4-0.

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

Bob Guessferd, Chairman

Dillon Dumont, Vice-Chairman

Kara Roy, Selectman

Dave Morin, Selectman