

Town of Hudson Regular Meeting

May 19, 2026

Members Present: Mayor Janet Winkler, Mayor Pro Tem, Rick Shew, Commissioners Richard Blevins, Larry Chapman, Jim Engelman, Jeff Link (by phone) and Ann Smith

Others Present: Town Manager, Jonathan Greer, Assistant Town Manager/Finance Officer, Shana Guy, Chief of Police, Brandon Nelson, Town Attorney, Joey Petrack, Code Enforcement Officer, Curt Willis, and Town Clerk, Tammy Swanson
Members of the Police Department were also present.

Call to Order:

Mayor Janet Winkler called the May meeting to order, and Mayor Pro-Tem, Rick Shew, led the audience in the Pledge of Allegiance and opening prayer.

Discuss/Adjust Agenda:

Janet presented the May agenda, and there were no additions or corrections requested.

Motion: (Larry Chapman/Rick Shew) to approve the agenda as presented. Unanimously approved.

Public Comment for Items Not on the Agenda:

No one signed up for public comment.

Approval of Previous Meeting Minutes:

Motion: (Ann Smith/Jim Engelman) to approve the minutes, as presented, for the April 21, 2026 Regular Meeting, the April 22, 2026 Budget Work Session, The May 11, 2026 Personnel Committee Meeting, and the May 13, 2026 Recreation Committee Meeting. Unanimously approved.

Resolution Honoring “A New Beginning Children’s Learning Center”:

Janet read a resolution recognizing “A New Beginning Children’s Learning Center” for being named the 2026 Best Childcare Center in North Carolina. The Center is located on Central Street, and has only been in business since May 2025. Janet commented that we are very proud to have this Childcare Center in the Town of Hudson, and she presented a copy of the resolution to a staff member of the Center.

Members of the Center’s staff expressed appreciation for the Town’s recognition and support.

Motion: (Rick Shew/Jim Engelman) to approve the resolution honoring “A New Beginning Children’s Learning Center” located in Hudson. Unanimously approved.

The resolution was approved as follows

*Resolution Honoring
A New Beginning Children's Learning Center*

WHEREAS, it's important for the Town of Hudson to recognize accomplishments and milestones achieved by its local businesses; and

WHEREAS, A New Beginning Children's Learning Center operates three childcare centers in our region – Hudon, Newton, and Sherrills Ford; and

WHEREAS, A New Beginning Children's Learning Center opened in Hudson in May, 2025; and

WHEREAS, with approximately 5,000 childcare centers in North Carolina, and after only one year in operation, the Hudson location has been named the **2026 Best Childcare Center in North Carolina**; and

NOW, THEREFORE, LET IT BE RESOLVED THAT, that I, Janet H. Winkler, on behalf of the Board of Commissioners, do hereby extend to A New Beginnings Children's Learning Center our sincerest congratulations on this well-deserved award and recognition. May you continue to enrich the lives of our children in Hudson for many years to come.

Adopted in Hudson, North Carolina, this the 19th Day of May, 2026, by the Town of Hudson Board of Commissioners


Janet H. Winkler, Mayor

ATTEST:


Tamra, T. Swanson, Town Clerk

May 19, 2026 Regular Meeting

Resolution for National Police Week & Peace Officer's Memorial Day:

Janet read the resolution honoring National Police Week, and Peace Officer's Memorial Day. She presented a copy of the resolution to Police Chief, Brandon Nelson.

Chief Nelson stated that the department could not do their jobs without the support of the Board, and other members of the Town Staff.

Motion: (Richard Blevins/Jim Engelman) to approve the resolution honoring National Police Week and Peace Officer's Memorial Day. Unanimously approved.

***Resolution Honoring
National Police Week & Peace Officer's Memorial Day***

WHEREAS, the Congress and President of the United States have designated May 15 as Peace Officers' Memorial Day, and the week in which May 15 falls as National Police Week; and

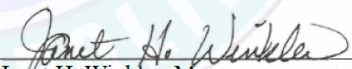
WHEREAS, the members of the law enforcement agency of the Hudson Police Department play an essential role in safeguarding the rights and freedoms of those inside the Town of Hudson; and

WHEREAS, it is important that all citizens know and understand the duties, responsibilities, hazards, and sacrifices of their law enforcement agency, and that members of our law enforcement agency recognize their duty to serve the people by safeguarding life and property, by protecting them against violence and disorder, and by protecting the innocent against deception and the weak against oppression; and

WHEREAS, the men and women of the law enforcement agency of the Hudson Police Department unceasingly provide a vital public service;

NOW THEREFORE, BE IT RESOLVED, that I, Janet H. Winkler, Mayor of the Town of Hudson, and on behalf of the Hudson Board of Commissioners, do hereby proclaim and call upon all citizens of Hudson and upon all patriotic, civic and educational organizations to observe the week of May 10 - May 16, 2026, as Police Week.

Adopted in Hudson, North Carolina, this the 19th Day of May, 2026, by the Town of Hudson Board of Commissioners


Janet H. Winkler, Mayor

ATTEST:


Tamra, T. Swanson, Town Clerk

May 19, 2026 Regular Meeting

Resolution for National Public Works Week:

Janet read the resolution honoring National Public Works Week, and she presented a copy of the resolution to Gary Leonhardt, Public Works Director.

Gary thanked the Board, and other members of the staff for the support that has been shown to the Dept. Gary commented that the Dept. has made some great improvements over the past several months, not only with new equipment and buildings, but with working as a team as well.

Motion: (Rick Shew/Larry Chapman) to approve the resolution honoring National Public Works Week. Unanimously approved.

The resolution was approved as follows:

***Resolution Honoring
National Public Works Week***

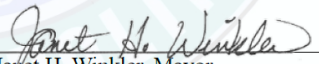
WHEREAS, public works professionals are essential to the health, safety, and well-being of The Town of Hudson through their dedication to vital infrastructure and services; and

WHEREAS, the 66th annual National Public Works Week, themed “Rooted in Service, Powered by Community,” celebrates these professionals—including engineers, managers, and equipment operators—for their work in maintaining public infrastructure; and

WHEREAS, it is appropriate to recognize these contributions to our quality of life and encourage public awareness of these essential services.

NOW THEREFORE, BE IT RESOLVED, that I, Janet H. Winkler, Mayor of the Town of Hudson, and on behalf of the Hudson Board of Commissioners, do hereby proclaim and call upon all citizens of Hudson and upon all civic and educational organizations to observe the week of May 17 - May 23, 2026, as National Public Works Week.

Adopted in Hudson, North Carolina, this the 19th Day of May, 2026, by the Town of Hudson Board of Commissioners


Janet H. Winkler, Mayor

ATTEST:


Tamra, T. Swanson, Town Clerk

May 19, 2026 Regular Meeting

First Presentation of FY 2026-2027 Draft Budget and Call for Public Hearing:

Jonathan presented the FY 2026-2027 Budget Draft. This is the first public viewing of the Budget, and Jonathan reminded everyone that it is still a working document. Jonathan highlighted the following:

- Budget is balanced: \$5,288,830
- 6.3% increase compared to Fiscal Year 2025-2026 Amended Budgeted.
- Maintain Tax Rate of \$0.40 per \$100 of valuation.
- 3% Cost of Living Adjustment
- 35% Increase in Health Insurance Premiums.

Major Revenue

Ad Valorem Taxes

Valuation:	\$510,340,351
Levy:	\$ 2,041,361
98% Collection Rate:	\$ 1,965,567

Prior Year Collections	\$ 43,500
Motor Vehicle Tax	\$ 193,100
Sanitation	\$ 200,000
Sales Tax	\$ 1,164,480
Powell Bill	\$ 152,000
Lease-HUB Arts Center	\$ 66,800
Lease-McCreary Business Center	\$ 47,000
Auditorium Rentals	\$ 28,000
Dinner Theater	\$ 80,000
Recreation	\$ 79,000

Expenditures



Expenditure	FY26-27 Proposed	FY25-26 Adopted	Difference
Governing Board	\$ 46,200	\$ 46,775	\$ 575
Administration	\$ 323,700	\$ 284,423	\$ 54,353
Legal	\$ 38,000	\$ 36,000	\$ 2,000
Finance	\$ 256,350	\$ 237,873	\$ 18,477
Tax Collections	\$ 129,475	\$ 123,715	\$ 5,760
Police	\$ 1,909,330	\$ 1,787,946	\$ 121,384
Public Works	\$ 689,730	\$ 740,738	\$ (51,008)
Sanitation	\$ 211,220	\$ 169,220	\$ 42,000
Recreation & Cultural	\$ 571,260	\$ 542,490	\$ 28,770
HUB Station	\$ 608,650	\$ 551,273	\$ 57,377
Powell Bill	\$ 341,100	\$ 166,100	\$ 175,000
Planning & Zoning	\$ 77,475	\$ 68,955	\$ 8,520
Debt Service	\$ 86,340	\$ 86,340	\$ 0
Transfer To Other Funds	\$ 0	\$ 88,800	\$ (88,800)
Total General Fund	\$ 5,288,830	\$ 4,930,623	\$ 358,207

New Personnel

HUB Administrative Assistant – Move from part-time to full-time

- Increased programming
- New kitchen
- Additional office and event coverage

New Police Officer

- First new patrol officer position since 1989
- Provide coverage when short staffed
- Reduce single-officer shift issue

New Town Planner – Funded for second half of year

- Town is growing
- WPCOG increasing current contract
- Will eliminate 2 contracts with WPCOG
- Provide additional coverage in Town Hall

Capital and Large Expenditures

Department	Expenditure	Budget
Administration	Website	\$7,500
	Façade Grant	\$20,000
Police	New Officer Equipment	\$15,000
	Building Remodel (Fencing and Security)	\$43,000
	Radio	\$10,300
Recreation	CivicRec Software	\$11,500
Public Works	Wash-pit Roof	\$12,900
HUB Station	A-Building Façade Repairs	\$50,000
	Business Center Bathroom Heat and Gym HVAC	\$23,275

WPCOG Contracts:

Planning & Zoning Administration

\$36,000 – One-year contract

Storm water Management

\$19,575 – Second year of two-year contract

Code Enforcement

\$17,500 – Second year of two-year contract

Capital Project Fund

Fund #46

Streetscape

\$1,285,000

Fund #47

HUB

Kitchen/Parking Lot (Rural Transformation Grant)

\$350,000

Fund #49

HUB Building Improvements

\$1,135,300

Note: Met with Engineers recently to discuss StreetScape. Town Attorney will be reviewing the contracts. Project will probably be done in phases so that the entire street will not be interrupted. We want to minimize disruption to businesses as much as possible.

Things to Consider:

- Delaying or splitting COLAs
 - 1.5 in July and 1.54% in January
 - Eliminating COLAs for pay grade changes?

May 19, 2026 Regular Meeting

- Employee Bonus Program
 - Vacation Buy-Back Program
-

Jonathan stated that he would like to schedule one more budget work session before the June meeting.

A Budget Work Session was scheduled for Monday, June 1, 2026 at 5:30pm at Town Hall.

Call for Public Hearing:

Motion: (Rick Shew/Larry Chapman) to call for a public hearing for the June 16, 2026 meeting to adopt the FY 2026-2027 Budget. Unanimously approved.

Personnel Committee Report:

Rick Shew, Chairman of the Personnel Committee, stated that the Committee met on May 11th, and discussed the following items.

Policy Updates – Chief Nelson:

-Field Training Officer Stipend: Being a Field Training Officer comes with extra responsibilities for an officer, and significantly increases the workload and level of accountability compared to a standard patrol officer. The Training Officer is not only responsible for training the new officers, but they are responsible for being trained for the position for themselves. Chief Nelson presented a proposal for a Field Training Officer Pay Stipend.

Under the structure of the proposed policy, the newly hired officers would temporarily forfeit \$1.00 per hour during their assigned field training period. This \$1.00 per hour would be reassigned directly to the designated Field Training officer as compensation for the added responsibilities associated with training the new officer. When the training is complete, the new officer's full hourly rate, including the \$1.00 per hour forfeited for training, would be restored.

The Committee discussed the proposed policy for compensating the Training Officers. It was suggested that the increase in pay for the Training Officers not be paid by the recruits. It was also suggested that the Training Officers would see more "in pocket" being paid hourly rather than a lump sum with a stipend due to tax withholdings, etc.

Rick reported that the Committee approved/recommended a \$1.50 per hour increase for Field Training Officers during training sessions. After the training sessions are completed, the Field Training Officer's salary would go back to their normal rate of pay.

Motion: (Personnel Committee) to approve a \$1.50 per hour increase for Field Training Officers during training sessions. Unanimously approved.

May 19, 2026 Regular Meeting

-Administrative Specialist Telecommunications Professional Development Proposal: Chief Nelson explained that all the staff in the Police Department has the opportunity to grow in their positions except for the telecommunications position. He commented that this position is very important to the Department, and requires a certain amount of training for the job to be done efficiently and correctly. The following policy allows for advancement for the telecommunications position.

Purpose

The purpose of this proposal is to establish a structured professional development program for the Hudson Police Department Administrative Specialist position that allows the employee to obtain telecommunications training and certifications while continuing to support departmental administrative operations.

This program creates a clear career pathway that allows the Administrative Specialist to progress through telecommunications training levels and achieve certification as a Telecommunicator I, Telecommunicator II, and Telecommunicator III. By implementing this plan, the department will strengthen operational readiness, improve staffing flexibility, and support employee career development.

The Administrative Specialist position already performs duties closely connected to communications operations, including:

- Records management
- Data entry and information processing
- Public contact and customer service
- Coordination with officers and outside agencies
- Documentation and report management

Providing telecommunications training to this position would allow the department to build redundancy in communications capability while also investing in employee professional growth.

Career Development Pathway

The proposed professional development track will follow a structured progression:

Administrative Specialist → Telecommunicator I → Telecommunicator II → Telecommunicator III

Each level will require training, certification, and demonstrated competency before advancement.

Training and Certification Timeline

Phase 1 – Administrative Specialist

During the first phase, the employee will continue performing the primary duties of the Administrative Specialist position while beginning telecommunications familiarization.

Training may include:

May 19, 2026 Regular Meeting

- Orientation to police communications operations
- Introduction to radio procedures
- Computer Aided Dispatch (CAD) training
- Records Management System (RMS) training
- Basic NCIC awareness

Phase 2 – Telecommunicator I

Once the employee completes 2 years as an Administrative Assistant, attends and passes the North Carolina Telecommunicator Course, and is awarded their North Carolina Telecommunicators certification they would progress to Telecommunicator I.

Phase 3 – Telecommunicator II

Once the employee completes 2 years as an Telecommunicator I and is awarded their North Carolina Telecommunicators Intermediate Certificate, they would progress to Telecommunicator II.

Phase 4 – Telecommunicator III

Once the employee completes 2 years as an Telecommunicator II and is awarded their North Carolina Telecommunicators Advanced Certificate, they would progress to Telecommunicator III.

Pay Grades

Rank	Grade	2025-2026 Rate	
Admin Specialist	12	\$39,169.87	\$58,754.29
Telecommunicator I	13	\$41,128.64	\$61,692.97
Telecommunicator II	14	\$43,185.07	\$64,777.61
Telecommunicator III	15	\$46,093.53	\$69,140.97

The creation of a professional development pathway from Administrative Specialist to Telecommunicator III represents a practical and forward-thinking investment in the Hudson Police Department. By cross-training administrative personnel in telecommunications operations, the department increases operational capability, enhances emergency preparedness, and supports long-term employee development.

This program strengthens the department's ability to serve the community while ensuring that personnel are equipped with the training and skills necessary to support modern law enforcement operations.

May 19, 2026 Regular Meeting

Chief Nelson stated that this policy would not be a fast process for the position. It would take time to get the training necessary to become a Telecommunicator III.

Rick stated that the Committee approved the policy for telecommunication training and advancement for the Police Department, and recommended approval by the full Board.

Motion: (Personnel Committee) to approve the policy for Administrative Specialist Telecommunicator Professional training and certification as presented. Unanimously approved.

-Proposal to Establish an Honor Guard Team: Chief Nelson stated that he would like to establish an official Hudson Police Dept. Honor Guard Team. He explained that he realized the need for an Honor Guard during the planning for Chief Andy Day's funeral. This Team would represent the Town and Police Dept. at ceremonial events, and would serve as a sign of respect in honoring those who have served in our community.

Chief Nelson also mentioned that one of the complaints he hears from officers that are leaving the Dept. is that there is no room for growth in our Police Dept. One reason for this is because our Police Dept. is small. Creating this Honor Guard Team would create an avenue for additional growth and leadership within the Dept.

Rick stated that the following proposal for establishing an Honor Guard Team was approved by the Personnel Committee, and recommended for approval by the full Board.

I. Purpose

The purpose of this proposal is to establish an official Hudson Police Department Honor Guard Team to represent the department and the Town of Hudson at ceremonial events, funerals, parades, and community functions. The Honor Guard will serve as a symbol of professionalism, respect, and dedication while honoring those who have served and strengthening the department's presence in the community.

This proposal also includes a compensation structure to recognize the additional responsibilities, training, and time commitment required of Honor Guard members.

II. Background

Honor Guards are an important component of professional law enforcement agencies, representing the highest traditions of service, discipline, and respect.

The Hudson Police Department currently does not have a formal Honor Guard team, which limits the department's ability to participate in ceremonial functions. Establishing this team will:

May 19, 2026 Regular Meeting

- Allow participation in funerals, memorial services, parades, and civic events.
- Strengthen community engagement and public trust.
- Provide officers in a small department opportunities for growth and advancement in specialized roles.

III. Proposed Structure

- **Composition:** 1 Honor Guard Commander and 3–5 Honor Guard Officers.
- **Selection:** Members will be selected through an internal application process based on professionalism, appearance, and commitment to departmental values.
- **Training:** Members will complete training in drill and ceremony, flag protocol, and funeral honors.
- **Equipment:** The department will provide standardized ceremonial uniforms and necessary equipment through the existing budget or identified funding sources.

IV. Compensation Proposal

To fairly compensate members for their additional responsibilities, the following structure is proposed:

- **Honor Guard Commander:**
 - Receive a **\$2,000 annual stipend** for overseeing the Honor Guard program.
 - Responsibilities include scheduling, training coordination, equipment management, and event planning.
- **Honor Guard Officers:**
 - Receive a **\$500 annual stipend** in recognition of their participation, training, and representation duties.

This approach ensures fiscal responsibility while recognizing leadership responsibilities and compensating officers for additional time worked.

V. Benefits and Justification

- **Community Representation:** Enhances the department's visibility and professionalism at public and ceremonial events.
- **Officer Development:** Creates additional opportunities for leadership and specialization within a small agency.
- **Morale and Pride:** Builds and fosters pride in the profession and department.
- **Operational Readiness:** Ensures trained personnel are available for immediate response to ceremonial needs.

May 19, 2026 Regular Meeting

VI. Implementation Timeline

Upon approval, the Honor Guard program can be implemented within **60–90 days**:

1. **Month 1:** Solicit applications and select team members.
2. **Month 2:** Acquire uniforms and equipment.
3. **Month 3:** Conduct training and begin operations.

Motion: (Personnel Committee) to approve the establishment of an Honor Guard Team within the Police Department, with a Commander's annual stipend of \$2,000, and Honor Guard officers with an annual stipend of \$500. Unanimously approved.

Chief Nelson thanked the Board for approving the new policies. He commented that implementing these policies would allow the Police Department to grow.

-Interim Pay Policy: Jonathan stated the Town's current policy for interim assignments does not include a pay adjustment when employees are taking on a lesser role than their regular position. He commented that Chuck Raby, Recreation Director, recently served as Interim Public Works Director, but the position was not a higher level than Chuck's current position. Jonathan commented that he compensated Chuck for the extra responsibilities, but he wanted to adjust the Town's policy to address these types of assignments in the future.

Jonathan presented that following changes for the policy:

Section 16. Pay for Interim Assignments in a Higher-Level Classification – Proposed Update

An employee who is formally designated, for a period of at least one month, by the Town Manager to perform the duties of a job ~~that is assigned to a higher salary grade~~ **other** than that of the employee's regular classification shall normally receive an increase for the duration of the interim assignment. ~~The employee shall receive a salary adjustment to the minimum level of the job in which the employee is acting or an increase of 5%, whichever is greater. Criteria involved in determining the amount of the compensation will include:~~ **Interim pay shall be determined by the Town Manager and should fall within the current year's adopted budget. Things considered when determining pay are:**

- a) the difference between the existing job and that being filled on a temporary basis, and
- b) the degree to which the employee is expected to fulfill all the duties of the temporary assignment.

The salary increase shall be temporary and upon completion of the assignment, the employee shall go back to the salary he or she would have had if not assigned in the interim role, taking into account any increase the employee would have received if not placed in the interim role. **Interim pay can be hourly and included with each pay period's check during the interim assignment; or interim pay can be issued in one lump sum check once the interim assignment has concluded. Each interim assignment will come with a letter from the Town Manager outlining the interim assignment and pay rate.**

May 19, 2026 Regular Meeting

Rick commented that the Personnel Committee voted to approve the proposed update to the policy, and to recommend approval by the full Board.

**Motion: (Personnel Committee) to approve the Interim Policy Update as presented.
Unanimously approved.**

-2026 Pay Plan Update: Rick stated that we have received the draft of the pay study report. He commented that based on the preliminary results, it appears that the Town is in pretty good shape with salaries, with the exception of Department Heads. The Committee suggested bringing the Department Head salaries up to minimum, with the proposed 3% COLA increase on top of the minimum. The Committee also recommended moving the salary grade for the Police Chief from 27 to 29, plus the proposed 3% COLA. The Public Works Director is new, and is still in his probationary period for his position. After the probationary period is over, a salary grade will be set for the position.

Janet commented that the Board has worked hard to improve salaries over the years as budgets have permitted.

8) Proposed Classification Titles and Grades

Alphabetical Listing

<u>Job Classification Title</u>	<u>Grade</u>
Assistant Public Works Director	15
Assistant Town Manager	29
Building Maintenance	7
Customer Service	10
Equipment Operator	10
Finance Officer	26
HUB Director	20
Landscape Crew Leader	13
Landscape Maintenance Worker	9
Lieutenant	22
Master Patrol Officer	19
Master Sergeant	21
Parks & Recreation Director	25
Police Administrative Specialist	12
Police Chief	27
Police Investigator	19
Police Officer	15
Police Officer 1	16
Police Officer 2	18
Police Sergeant	20
Public Works Director	25
Recreation Athletic Director	16
Recreation Program Supervisor	15
Tax Administrator/Clerk	20

May 19, 2026 Regular Meeting

				OPTION 1: Move to New minimum		
Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	New Minimum	Increase Amount	Increase Percentage
7	\$30,690.83	\$38,636.53	\$46,036.24	\$30,690.83	-\$4,409.17	
9	\$33,836.64	\$42,295.80	\$50,754.96	\$33,836.64	-\$4,108.96	
10	\$ 35,528.47	\$ 44,410.59	\$ 53,292.70	\$35,528.47	-\$2,348.06	
10	\$ 35,528.47	\$ 44,410.59	\$ 53,292.70	\$35,528.47	-\$3,054.82	
10	\$ 35,528.47	\$ 44,410.59	\$ 53,292.70	\$35,528.47	-\$3,054.82	
10	\$ 35,528.47	\$ 44,410.59	\$ 53,292.70	\$35,528.47	-\$8,841.17	
12	\$39,170.14	\$48,962.67	\$58,755.21	\$39,170.14	-\$8,100.69	
13	\$41,128.64	\$51,410.81	\$61,692.97	\$41,128.64	-\$2,711.41	
15	\$45,344.33	\$56,680.41	\$68,016.50	\$45,344.33	\$1,685.00	3.9%
16	\$47,611.55	\$59,514.43	\$71,417.32	\$47,611.55	-\$786.09	
16	\$47,611.55	\$59,514.43	\$71,417.32	\$47,611.55	-\$2,790.71	
16	\$47,611.55	\$59,514.43	\$71,417.32	\$47,611.55	-\$1,877.89	
16	\$47,611.55	\$59,514.43	\$71,417.32	\$47,611.55	-\$1,877.89	
16	\$47,611.55	\$59,514.43	\$71,417.32	\$47,611.55	-\$2,620.45	
16	\$47,611.55	\$59,514.43	\$71,417.32	\$47,611.55	-\$5,633.24	
18	\$52,491.73	\$65,614.66	\$78,737.60	\$52,491.73	-\$1,242.86	
18	\$52,491.73	\$65,614.66	\$78,737.60	\$52,491.73	-\$1,242.86	
18	\$52,491.73	\$65,614.66	\$78,737.60	\$52,491.73	-\$3,417.62	
20	\$57,872.13	\$72,340.17	\$86,808.20	\$57,872.13	-\$678.60	
20	\$57,872.13	\$72,340.17	\$86,808.20	\$57,872.13	-\$678.60	
20	\$57,872.13	\$72,340.17	\$86,808.20	\$57,872.13	-\$695.73	
20	\$57,872.13	\$72,340.17	\$86,808.20	\$57,872.13	-\$8,718.61	
20	\$57,872.13	\$72,340.17	\$86,808.20	\$57,872.13	-\$9,665.85	
20	\$57,872.13	\$72,340.17	\$86,808.20	\$57,872.13	-\$8,133.57	
22	\$63,804.03	\$79,755.03	\$95,706.04	\$63,804.03	-\$4,093.57	
25	\$73,861.14	\$92,326.42	\$110,791.70	\$73,861.14	\$13,189.40	21.7%
25	\$73,861.14	\$92,326.42	\$110,791.70	\$73,861.14	\$3,565.07	5.1%
27	\$81,431.90	\$101,789.88	\$122,147.85	\$81,431.90	\$3,455.75	4.4%
29	\$89,778.67	\$112,223.34	\$134,668.01	\$89,778.67	\$3,209.23	3.7%

-Discuss Salaries for Elected Officials:

Rick stated that the Committee discussed the following changes for the pay per meeting for the Board Members.

Regular Meetings Attended: Mayor - \$300 Commissioners - \$250
 Special Meetings Attended: Mayor - \$ 25 Commissioners - \$ 25
(Special Meeting include Meetings attended outside the Town's special called meetings and committee meetings.)

Suggested pay per meeting for FY 2026-2027: *(Suggested Changes Highlighted)*

Regular Meetings Attended: Mayor - \$300 Commissioners - \$250
 Special Meetings Attended: Mayor - **\$ 50** Commissioners - **\$ 50**

Motion: (Personnel Committee) to approve the suggested salary updates and changes as presented. Unanimously approved.

Recreation Committee Report:

Larry Chapman, Recreation Committee Chairman, stated that the Committee met on May 12th to discuss the status of the pool, and the upcoming pool season. The Committee walked in the dry pool, and Recreation Director, Chuck Raby, discussed plaster repairs for the pool. The last major renovations on the pool were done in 2011 at a cost of approximately \$217,000. The pool

May 19, 2026 Regular Meeting

now needs replastering again at an estimated cost of \$200,000. Since the work could be done in sections, \$40,000 was proposed with the FY 2026-2027 to begin with the shallow end of the pool. One option for repairs could be to patch the plaster instead of grinding it off. It would not be unsafe since the plaster is primarily for esthetics. The “plaster repair cycle” will, however, continue - \$200,000+ every 15 years.

Jonathan stated that because we are in a drought with water restrictions, we cannot do pressure washing. And even though public pools are not called out for water restrictions, filling the pool with 200,000+ gallons of water would not look responsible to our citizens who are being required to restrict their water usage at their homes.

As far as the use of the pool goes, daycares that come are not from Hudson. Some are from Caldwell County, and some are from out of the County. Jonathan commented that the pool is just not used as much as it once was. Public pools have just lost a lot of their popularity. Also, it has been estimated that due to expenses necessary to keep the pool open, and a lower average attendance, the pool loses approximately \$27,000 per season.

Jonathan commented again, that due to drought and water restrictions, opening day for the pool may be delayed. An alternate pool schedule was approved by the Committee if the drought restrictions are lifted in time.

Alternate Pool Schedule:

- Opening Day – June 29th
- Swim Lessons – July 6th -9th
- Closing Day – August 15th

Jonathan commented that at this point in the season, all the pool party slots have not been booked, so refunds would be at a minimum if the pool cannot open.

Rick mentioned that a popular thing now is to rent out private pools. People with pools rent them out for a day.

Jon stated that any time there are PARTF grant funds involved with a major change, we have to update our Comprehensive Plan for Redwood Park. If the pool is closed at some point in the future, we would want to plan for other options such as a pickleball court or a splash pad, etc. Jonathan commented that Chuck talked to some pool contractors about possibly making the pool smaller. According to the contractor, reducing the size of the pool would be very costly. Also, for a splash pad to be installed, the pool area would have to be totally replumbed.

The Committee discussed holding off on the replastering and any major renovations for the pool, pulling out the \$40,000 proposed in the FY 2026-2027 budget for the pool. It was suggested that the pool may be becoming too expensive for the Town to maintain. The consensus was to continue as we are for one or two more seasons and then reassess.

May 19, 2026 Regular Meeting

Motion: (Recreation Committee) to pull out the \$40,000 for pool replastering from the proposed budget for FY 2026-2027. Unanimously approved.

Informal Discussion:

Reports:

- **Police Report – Included in Agenda Packets**
- **Code Enforcement Report:**

Case Number (YRMT-XXX)	Date Opened (YRMTDY)	Town	Property Address	Violation	Man Hours	Status	Deadline
HU2604-198	260420	Hudson	118 Justice St	JNMV	1	New Violation	260531
HU2604-199	260420	Hudson	285 Hilltop St	Nuisance - Ovrgrth	1	Resolved	
HU2604-200	260420	Hudson	349 Hilltop St	Nuisance - TJD	1	New Violation	260531
HU2604-201	260420	Hudson	349 Hilltop St	JNMV	1	New Violation	260531
HU2604-202	260420	Hudson	336 Hilltop St	JNMV	1	New Violation	260531
HU2604-203	260420	Hudson	115 Huss Ave	Nuisance - Ovrgrth	1	Resolved	
HU2604-204	260420	Hudson	119 Optimist Ave	JNMV	1	New Violation	260531
HU2604-205	260420	Hudson	425 LeClare St	Nuisance - TJD	1	New Violation	260531
HU2604-206	260420	Hudson	425 LeClare St	JNMV	1	New Violation	260531
HU2604-207	260420	Hudson	437 Mulberry St	JNMV	1	New Violation	260531
HU2604-208	260420	Hudson	483 Dogwood St	Nuisance - Ovrgrth	1	Resolved	
HU2604-209	260420	Hudson	155 Hayes Ave	Nuisance - Ovrgrth	1	New Violation	260531
HU2604-210	260420	Hudson	155 Hayes Ave	JNMV	1	New Violation	260531

Curt Willis, Code Enforcement Officer, gave the Board an update on the following properties.

- **341 Maple Street** – Case is going to Court – want to get court order to go in and clean up the property.
- **270 Sullivan Avenue** – Roof is to be repaired; however, contractor has indicated that the property is too messy to do the project.
- Receiving many complaints about overgrown grass. The issue at the Kirkland Avenue apartments is being addressed. Ownership of the property has changed, and the mowing of the grass is still being worked out.

Sales Tax Revenue		
	PY	CY
3231	279,550.19	323,456.57
3232	207,192.47	213,110.93
3233	133,961.79	154,947.98
3234	57,046.71	59,043.37
3235	227,119.00	224,069.66
	904,870.16	974,628.51
% Increase		7.71%

May 19, 2026 Regular Meeting

- May Tax Report

May 19, 2026

2025 Tax Report

	Property				
	Valuation	Rate	Tax Levy	Collections	Total Due
Categories					
Original Levy:		\$ 0.40			
Personal Property	56,536,468	\$ 0.40	\$ 226,145.87		
Unreg. Vehicles		\$ 0.40			
Mobile Homes		\$ 0.40			
Other		\$ 0.40			
Fixtures		\$ 0.40			
Mft. Inventory		\$ 0.40			
State Assessed	7,595,335	\$ 0.40	\$ 30,381.34		
City Late Fee		\$ 0.40			
Real Property:	441,155,674	\$ 0.40	\$ 1,764,622.69		
Total:		\$ 0.40	\$ 2,021,149.90		
Discoveries:					
Current Year			\$ 1,162.53		
Prior Years			\$ 984.78		
Late List Fees:					
Abatelements:					
Current Year's Adjustments:			\$ (6.17)		
Discounts: Tax & Sanitation			\$ (30,621.09)		
Sr. Citizen Exemptions:	9,071,950		\$ (36,287.80)		
Mowing Fees Paid			\$ (900.00)		
Net Levy			\$ 1,955,482.15		
Collections as of 05/19/2026		96.50%	\$ (1,881,793.95)	\$ 1,881,793.95	
Uncollected as of 05/19/2026		3.50%	\$ 73,688.20		\$ 73,688.20
Sanitation:					
Residential	\$ 126.00	1,383 Billed	\$ 190,386.00		
Commercial	\$ 252.00	59 Billed	\$ 15,876.00		
Add: Discovery Sanitation:					
Less: Adjustments					
Total Sanitation			\$ 206,262.00		
San. Collections as of 05/19/2026		94.95%	\$ (195,836.54)	\$ 195,836.54	
San. Uncollected as of 05/19/2026		5.05%	\$ 10,425.46		\$ 10,425.46
Total Collections as of 05/19/2026				\$ 2,077,630.49	
Total Due as of 05/19/2026					\$ 84,113.66

May 19, 2026 Regular Meeting

- **Discussion of Safety Barrier for Daycare:**

Jim stated that the Rotary Club has been discussing ideas for helping “A New Beginning Children’s Learning Center” with making their playground safer from ongoing traffic. The Club discussed putting boulders along the fence to serve as a barrier in keeping cars from accidentally running into the fence, and possibly into the playground area. The boulders would also give the Daycare Center something to paint, and would be an esthetic feature for the Center. Jim stated that one problem they are having is getting the boulders.

Chris Mann suggested getting interlocking cement blocks instead of boulders. Chris commented that even though boulders would be more esthetically pleasing, the interlocking blocks would be better.

Jim commented that the Rotary Club is talking with a landscaper about the best option for the barrier, and he suggested that Chris could come and join in the conversations.

- **Letter of Gratitude from Yokefellow:**

Janet read a letter of gratitude written to the Hudson Community from Yokefellow. The letter thanked the Hudson Post Office for participating in the recent food drive as part of the National Letter Carries Food Drive on May 9th. The poundage of food designated to Yokefellow from Hudson Post Office was 1,809.

The letter noted that there were many “hands of love” involved with handling this food, including the hands in the homes donating the food, the hands of the carries that picked up the food, and the hands of the volunteers at Yokefellow that unload and unbag the food.

Closed Session: NCGS 143-318.11(a)(6) Employee Performance:

Janet stated that the Board was going into closed session in accordance with NCGS 143-318.11(a)(6) – Employee Performance.

Motion: (Ann Smith/Larry Chapman) to go into closed session. Unanimously approved.

Return to Regular Session:

Motion: (Ann Smith/Jim Engelman) to return to Regular Session. Unanimously approved.

Salary Adjustment – Town Manager:

Rick presented the following salary adjustment for Town Manager, Jonathan Greer, as recommended by the Personnel Committee.

Beginning Base Amount: \$95,000

- 15% increase to base salary to be applied in July, 2026 (\$109,250.00).
- 10% increase to base salary to be applied January 2027 (\$120,175.00).

May 19, 2026 Regular Meeting

- \$3,000 One-time Bonus (instead of the one-time \$1,000 bonus).

Motion: (Personnel Committee) to approve the salary adjustment as presented for Town Manager, Jonathan Greer. Unanimously approved.

Adjournment:

Motion: (Larry Chapman/Ann Smith) to adjourn the meeting. Unanimously approved.

Tamra T. Swanson, Town Clerk