Londonderry Town Council Meeting
Monday, July 20, 2026, 7:00 p.m.
Moose Hill Council Chambers

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Meeting Link: http://173.166.17.35/internetchannel/show/14305?channel=4

Council Members Present: Chair Ron Dunn; Vice Chair Shawn Faber; Councilors Dan Bouchard, Ted Combes, Deb Paul (arrived at 7:30 p.m.)

Council Members Absent: None

Other Staff Present: Town Manager Shaun Mulholland; Administrative Services Director Kirsten Hildonen; Police Chief Kim Bernard; Controller Sarah Jardim-Lee; Fire Chief James Young; Deputy Fire Chief Phil LeBlanc

A. CALL TO ORDER

Chair Dunn called the meeting to order at 7:00 p.m. and led the Pledge of Allegiance.

Councilor Bouchard read Resolution 2026-10 recognizing Carol O'Keefe for her service to the Town of Londonderry. Chief Bernard spoke to Ms. O'Keefe's dedication and said she will continue to work for the Department on a part-time basis.

B. PUBLIC COMMENT

Chair Dunn opened public comment.

Name: Dennis Martin
Address: 182 Pillsbury Road
Mr. Martin addressed Councilor Paul's statement that the blues festival was a for-profit event; he has never taken money for running this event. He spoke against taxpayers having to pay to use the Town Commons.

Name: Richard Bielinski
Address: 89 Hall Road
Mr. Bielinski spoke against the Town Manager increasing the Fire Chief's pay scale and asked when the Chief intended to make a full-time commitment to Londonderry.

Name: Kristine Perez
Address: 5 Wesley Drive
Ms. Perez cited the Charter regarding the Council acting as a body and not interfering with Town Administration. She asked that information be released about interactions with legal counsel and that the Council establish a policy to determine whether Charter violations have occurred.

Name: John Farrell
Address: 4 Hancock Drive

Mr. Farrell spoke to the need for transparency and for the Town Council to act as a body. He stressed the importance of focusing on the positive aspects of Londonderry and questioned media coverage.

Name: Mike Speltz
Address: 18 Sugarplum Lane
Mr. Speltz urged the Council to take advantage of installing solar panels on Town Hall and Fire Station #2. He asked the Council not to approve the proposed deletions to the Strategic Plan, noting the work done by stakeholders to craft the plan and the lack of rationale for these changes.

Laura Gandia of Devine, Millimet & Branch, representing CC Properties, spoke to Consent Agenda Item 1 certifying the denied abatement for 2 Litchfield Road. She reviewed the history of this issue, noting the impact of the historic preservation easement on the property. She asked the Council to remove this item from the Consent Agenda, to delay certification of the denial, and to instruct the Town Manager to work with the Assessing Department to determine a significant abatement.

Bob Slater shared an update on the work being done in the library and the SAU addition. He noted the savings related to the installation of the solar panels and urged the Council to approve this project. He asked the Council to work together to provide strong leadership.

Chair Dunn closed public comment.

Councilor Paul clarified her comments about the blues festival, and that she did not say anyone was taking money.

Town Manager Mulholland thanked Chief Young for his work with the Fire Department. He highlighted the need to offer an adequate salary to attract qualified individuals to fill this position. He noted Chief Young's dedication, illustrated by his willingness to continue to help his former employers until they hire a new chief.

Town Manager Mulholland spoke to the investigations involving him. He asked the Council to provide the public with an accurate disposition of the first investigation and a clear status of anything that is pending, citing the applicable RSAs. He reviewed the impact of this information not being shared with the public and stressed the need for transparency. He listed the actions the Council should take to remedy this.

John Farrell called for a point of order, stating that public comment was open. Chair Dunn clarified that public comment was closed. Mr. Farrell said this issue should be an Agenda item.

Councilor Bouchard agreed the information should be disclosed.

Councilor Bouchard moved that the Londonderry Town Council direct its legal counsel within five business days to complete a public disclosure review of the first investigative report involving the Town Manager, release all portions that may lawfully be disclosed with

narrowly tailored redactions, issue a public allegation-by-allegation disposition, provide the specific legal basis and a brief explanation for each category of information withheld, and place review of the related sealed non-public minutes and decisions on the next public meeting Agenda. Seconded by Councilor Paul.

Discussion: Chair Dunn said the investigation pertains to multiple complaints and allegations of wrongdoing. To ensure fairness for all parties involved, the investigation must be kept confidential for reasons already discussed. There is no timeline for completion of the investigation, but the recommendations will soon be released to the public. Councilor Bouchard said the first investigation has been completed and the Councilors know the results.

Councilor Paul asked if complaints/accusations from the first investigation were anonymous and Councilor Bouchard said they were. She asked if the complainant asked for the findings to go on the record. Chair Dunn advised Councilor Paul not to discuss this at this time and that the Council had no comment on pending investigations. Councilor Paul said that the first investigation was no longer pending, and Town business should be conducted in public.

Motion failed 2-3-0, with Vice Chair Faber, Councilor Combes, and Chair Dunn voting in opposition. Chair votes in the negative.

C. BOARD APPOINTMENTS AND REAPPOINTMENTS

1. **Accept the resignation of Laura Schenkman from the Heritage Commission / Historic District Commission.**

   Vice Chair Faber moved to accept the resignation of Laura Schenkman from the Heritage Commission / Historic District Commission. Seconded by Councilor Combes. Motion carried 5-0-0. Chair votes in the affirmative.

Chair Dunn announced that Agenda items would be taken out of order.

D. NEW BUSINESS

1. **Discuss the proposal from the Senior Resource Committee to extend the hours of CART bus service during the evening Monday-Friday and Saturday hours.**
   Maryann Ryan, Senior Resource Committee, presented a proposal to extend the hours of CART bus service, which is possible due to the voters approving the $5 registration fee. She reviewed the funding sources and amounts required to provide this service. A video was shown featuring CART patrons explaining their need for the service. Councilor Bouchard spoke in support of this proposal and suggested more hours were needed.

   Councilor Combes asked when the extended hours could be implemented. Ryan Renauld-Smith of the Manchester Transit Authority said the intent is to start in the next fiscal year. Ms. Ryan noted the fees were already being collected and asked why it could not start on August 1st. Mr. Renauld-Smith revised his answer to say they could start right away, depending on the Town's funding cycle. Town Manager Mulholland said the funding cycle was not an issue.

Vice Chair Faber moved that the Londonderry Town Council authorizes the Town Manager to negotiate and enter into an agreement with Manchester Transit to provide extended CART services as articulated in the Agenda packet for the July 20, 2026 Town Council meeting packet as of August 1, 2026, as stated. Seconded by Councilor Bouchard.

Discussion: Town Manager Mulholland noted an agreement will need to be drafted and reviewed. The monies will come from the dedicated fund, so an additional budget appropriate is not needed.

Motion carried 5-0-0. Chair votes in the affirmative.

Councilor Combes asked that an item on the Consent Agenda, **certification of the denied abatement for 2 Litchfield Road,** be taken out of order and removed from the Consent Agenda. He asked for clarification as to why the Assessing Department said there was no analysis, when Attorney Gandia said analysis was provided.

Town Manager Mulholland said he provided the Council with information about this, but the Councilors did not respond. As a result, no staff were at the meeting to answer questions.

Councilor Combes asked to postpone this discussion, as his understanding was there would be a presentation and discussion about this issue at this meeting. He did not respond earlier as he did not want to conduct this discussion outside of the public meeting.

Chair Dunn will add this item to a future Agenda, at which time the Assessing Department will be available to answer questions and provide information.

E. PUBLIC HEARING

1. **Receive public input, discuss, and accept unanticipated revenue pursuant to RSA 31:95-b, III(a) for acceptance of the Londonderry School District's portion of the SAU building project in the amount of $1,400,000.**

   Ms. Jardim-Lee explained this is an accounting technicality. This amount needs to be on the Town's books as revenue and on the School District books as an expense.

   Vice Chair Faber moved to open the public hearing. Seconded by Councilor Combes. Motion carried 5-0-0. Chair votes in the affirmative.

   Chair Dunn asked for public comment; there was none.

   Vice Chair Faber moved to close the public hearing. Seconded by Councilor Combes. Motion carried 5-0-0. Chair votes in the affirmative.

   Vice Chair Faber moved that the Town Council hereby accepts the unanticipated revenue from the Londonderry School District as presented in the amount of $1,400,000 under 31:95-b, III(a). Seconded by Councilor Combes. Motion carried 5-0-0. Chair votes in the affirmative.

2. **Receive public input, discuss, and approve a revision to the Municipal Code, by adopting Chapter 15 Fees.**

Ms. Hildonen explained the goal is to ensure all fees are transparent and in one place, and authorized by the Council and reviewed on a regular schedule, preferably annually. In response to Mr. Martin's comment, she explained a fee is charged to reserve a meeting room or the Common when other taxpayers are excluded or for a commercial activity; there are provisions to waive those fees. The Council suggested edits, and these were discussed and approved.

Councilor Bouchard moved to open the public hearing. Seconded by Vice Chair Faber. Motion carried 5-0-0. Chair votes in the affirmative.

Chair Dunn asked for public comment.

Name: Mike Speltz
Address: 18 Sugarplum Lane
Mr. Speltz noted that a 15-day response time could be problematic, as the Council meets every two weeks. The Council agreed to change it to 21 days. Town Manager Mulholland noted an emergency Council meeting could be held, if a fee is appealed.

Councilor Combes moved to close the public hearing. Seconded by Councilor Bouchard. Motion carried 5-0-0. Chair votes in the affirmative.

Councilor Bouchard moved that the Londonderry Town Council hereby approves Ordinance 2026-10 adopting Chapter 15 of the Londonderry Municipal Code entitled Fees as amended. Seconded by Councilor Combes. Motion carried 5-0-0. Chair votes in the affirmative.

F. NEW BUSINESS (continued)

2. **Receive a proposed plan, strategy and timeline for the Reverend Morrison Meetinghouse by the Friends of the Meetinghouse.**

Councilor Bouchard reviewed the proposed plan. Ray Breslin and Dave Ellis appeared before the Board to answer questions. The Council asked if funds had been raised to put the three-month plan into place. Mr. Ellis and Mr. Breslin said the group is waiting for Council approval before moving forward.

Councilor Bouchard moved that the Londonderry Town Council hereby supports the efforts of the Friends of the Meetinghouse to work with the Town Manager to further develop a plan and present proposals to the Town Council for consideration to preserve the Reverend Morrison Meetinghouse. The Friends of the Meetinghouse are asked to present a status report to the Town Council on a quarterly basis regarding their work. Seconded by Councilor Paul.

Discussion: Councilor Combes asked if separate banking would be needed for expenses. Chair Dunn said the group would cover expenses. Vice Chair Faber clarified that the

DPW would continue to maintain the building, which is separate from this project. Councilor Bouchard asked who would manage any funds raised. Mr. Ellis said they intend to set up as a non-profit. Town Manager Mulholland explained the group can make donations to the Town, which would need to be accepted by the Council.

Motion carried 5-0-0. Chair votes in the affirmative.

3. **Discuss and authorize the Town Manager to enter into a contract with the selected vendor for (2) Type I medium-duty ambulances.**

Chief Young and Deputy Chief LeBlanc appeared before the Board to request authorization from the Council for the Town Manager to enter into a contract to purchase two ambulances. Chief Young provided background on this request, noting the current ambulances have exceeded their life expectancy. It will take a minimum of two years for delivery of the new vehicles. The ambulances can be purchased through the Fire Department Capital Lease line. They will retain one of the current ambulances as a mechanical spare. Chief Young stressed the need for an equipment replacement schedule.

The Council asked clarifying questions about the lease program and lead time for delivery of the equipment.

Councilor Bouchard moved that the Londonderry Town Council hereby authorizes the sum of $955,620 to be transferred from the Fire Department Capital Lease line and approves the purchase of (2) Type I medium-duty ambulances as outlined in the recently published RFP. Seconded by Councilor Paul. Motion carried 5-0-0. Chair votes in the affirmative.

4. **Discuss and approve expenditures for the renovation of roofs on the Police Station and Town Hall; expenditures for the installation of solar panels on Town Hall and Fire Station #2; and authorize the transfer of funds from the Expendable Maintenance Trust Fund to the General Fund for these purposes.**

Town Manager Mulholland reviewed the benefit of renovating these roofs while the School District office building is being constructed. This would be the ideal time to install solar panels, so quotes were obtained. He recommended taking advantage of the 30% tax rate credit before it is no longer available.

Councilor Bouchard moved that the Londonderry Town Council hereby approves the expenditure of $274,538 for the roof repairs to the Town Hall and the Police Department. Seconded by Vice Chair Faber. Motion carried 5-0-0. Chair votes in the affirmative.

Councilor Bouchard moved that the Londonderry Town Council hereby approves the expenditure of $540,677 for the installation of solar panels and related work on the Town Hall including the School District Office addition, the Police Station and Fire Station #2. Seconded by Councilor Paul. Motion carried 5-0-0. Chair votes in the affirmative.

Councilor Bouchard moved that the Londonderry Town Council hereby approves the transfer of $815,215 from the Expendable Maintenance Trust Fund for the approved expenditures to the General Fund. Seconded by Councilor Combes. Motion carried 5-0-0. Chair votes in the affirmative.

5. **Discuss and authorize the Town Manager to execute the Off-Site Improvement Agreement for the Procopio project.**
   This has been postponed to a future meeting at Procopio's request.

6. **Discuss and authorize the Town Manager to execute an agreement with the Pawa Law Group to pursue claims for class action damages, compensation and other relief to the Town regarding PFAS chemical compounds in firefighter turnout gear.**
   Town Manager Mulholland explained a class action law suit is being formed against companies that produced the raw materials used to construct firefighter turnout gear. There is no cost to the Town; the law firm would receive payment through the case, if it is successful. The contaminated turnout gear has been replaced. Londonderry would be the lead in this case.

   Councilor Bouchard moved that the Londonderry Town Council hereby authorizes the Town Manager to execute agreements with the Pawa Law Group on a contingent basis to pursue claims for class action damages, compensation and other relief relative to PFAS in firefighter protective clothing on behalf of the Town. Seconded by Councilor Paul. Motion carried 5-0-0. Chair votes in the affirmative.

G. OLD BUSINESS

1. **Discuss and act upon approving the 2027-2029 Strategic Plan.**
   Ms. Hildonen reported Councilor Combes' proposed changes were shared with stakeholders. The feedback was that the edits would weaken the plan by removing the measurements and accountability; an explanation was needed as to why the deletions were made; there was a significant deletion of the links to the Master Plan and public engagement; and KPIs and benchmarks were not as strongly linked, resulting in action items without ways to measure them and vice versa.

   Councilor Combes defended his proposed edits, citing redundancies in the plan, not having adequate staff to accomplish items, and not knowing what implementation would cost. Ms. Hildonen said some goals already exist and some items are statutorily required, noting the benefit of including items to keep track of them. She stressed the need to hear from the stakeholders before moving forward with the deletions.

   Vice Chair Faber asked why initiatives are included in the plan for approval by the Council, if they are already underway. He cited a trust deficit and questioned the need to approve the plan as it stands, since it is a living document that can be changed at any time. He asked why there was opposition to a reduced scope and said the Council should have been involved in creating the plan instead of being presented with the final product to approve.

Town Manager Mulholland said the plan allows the Council to provide guidance as to which the direction the Town should take. Council members had the opportunity to be involved throughout the process and did not request more involvement until now. He expressed concern that the proposed changes were presented at the last minute. He suggested holding a public hearing and noted the Council did not need to approve the plan, if they were not ready to do so.

Councilor Paul said many of the items in the plan would save the Town money, and would keep department heads focused and goal-oriented. She asked Councilor Combes to explain his edits and asked why these changes were not discussed during earlier Council meetings. She stressed the link between the plan and the Master Plan, and the need to honor the input of the individuals involved in the process. The department heads and boards created this plan, know their needs and limitations, and outlined their goals. The Council does not understand the individual needs; the departments and boards should make their own edits.

Councilor Bouchard noted the opportunities for public engagement in the planning process and the availability of the Town Manager to discuss the plan on an individual basis. He noted the public support for the plan. He thought Councilor Combes would present his edits to the Planning Board, and then there would be a public hearing. The plan allows the Town and community to work together. He recommended the Council pass the original plan, which is a working document.

Chair Dunn said the plan is too big and sets up the Town for failure. Some employees said they did not have input into the plan. He questioned why there was objection to starting with a smaller plan and adding to it.

Councilor Bouchard moved that the Londonderry Town Council hereby approves the 2027 to 2029 Strategic Plan and directs the Town Manager to begin implementation of the Plan as originally presented . Seconded by Councilor Paul. Motion failed 2-3-0, with Vice Chair Faber, Councilor Combes, and Chair Dunn voting in opposition. Chair votes in the negative.

Vice Chair Faber proposed that the Council approve Councilor Combes' version of the plan, with the ability to add to it in the future.

Councilor Bouchard asked Councilor Combes to appear before the Planning Board to explain his edits. Councilor Combes said he has not been asked to appear. Town Manager Mulholland said it was clear at the Planning Board meeting that Vice Chair Faber said he would inform Councilor Combes of this request.

The Council agreed to move this issue to a public hearing on August 17th. Councilor Combes will meet with the Planning Board before the public hearing.

H. APPROVAL OF CONSENT ITEMS

1. Certify the denied abatement for 2 Litchfield Road, which was removed from the

Consent Agenda at the July 6, 2026, Town Council meeting.

This item was removed from the Consent Agenda earlier in the meeting.

2. **2026-07-06 Land Use Change Tax Bill**
3. **June 3, 2026 non-public session minutes (not sealed)**
4. **Town Council meeting minutes from July 6, 2026**
5. **July 6 non-public session 1 minutes (sealed)**
6. **July 6 non-public session 2 minutes (sealed)**

Vice Chair Faber moved to approve the remaining consent items. Seconded by Councilor Paul, Motion carried 5-0-0. Chair votes in the affirmative.

I. OTHER BUSINESS

1. Liaison Reports

Councilor Paul reported on her meeting with Rec.

Councilor Bouchard asked when the legal subcommittee would present a report. Chair Dunn shared the legal opinion. The Council voted to establish a subcommittee and delegated its authority to the subcommittee. The subcommittee is not authorizing any expenditures. The full Council has approved the engagement letters and authorized legal expenses as necessary. The Town Charter explicitly authorizes the Council to delegate its authority to the subcommittee. Councilor Bouchard asked for a copy of this legal opinion.

Councilor Bouchard asked about moving forward with Braver Angels. Chair Dunn said this is on the Agenda for the August 17th meeting.

2. Town Manager Report

Town Manager Mulholland noted the 2026 legal budget has been exceeded. For 2027, legal costs were anticipated at $290/hour. Legal costs are being incurred for primary legal general counsel at $375/hour, Shaheen & Gordon at $500/hour, and Varuntus (sp) at $450/hour, none of which was included in the budget. He will make budget recissions this week to address the projected overage in the legal line. He has asked the Council for the cost of the investigation, but has not received it.

J. PUBLIC COMMENT

Chair Dunn opened public comment.

Name: John Grennon
Address: 14 Jewel Court
Mr. Grennon thanked the Council, Town Manager, and Ms. Hildonen for their work. He spoke in support of the Fire and Police Departments, and specifically the fire chief. He asked that the Council support the fire chief.

Councilor Bouchard spoke in support of the fire chief.

Name: Sandra Lagueux
Address: 2 Fiddlers Ridge Road
Ms. Lagueux said there was clearly not an understanding of KPI and action item, and provided a definition of both. The Strategic Plan was separated into different departments, so was not too big. She asked why outreach to seniors and veterans and the section on public safety and emergency preparedness were deleted. Vice Chair Faber said they were deleted to scale back the plan. Ms. Lagueux said the plan was gutted. She noted action items were deleted but KPIs remained, which shows a lack of understanding of the terms and how they work. Councilor Combes said he did not see the correlation between items. Ms. Lagueux thanked the Council for not moving forward the gutted plan. When the Councilors spend their time going after each other and management in the background, they do not have time to do the homework to run the Town's business.

Chair Dunn closed public comment.

Councilor Paul spoke in support of the fire chief.

K. MEETING SCHEDULE

- August 3, 2026, Moose Hill Council Chambers, 7:00 p.m.
- August 17, 2026, Moose Hill Council Chambers, 7:00 p.m.

L. NON-PUBLIC SESSION

None

M. ADJOURNMENT

Vice Chair Faber moved to adjourn the meeting. Seconded by Councilor Combes. Motion carried 5-0-0. Chair votes in the affirmative.

The meeting was adjourned at 10:09 p.m.

Minutes prepared by Beth Hanggeli

Town of Londonderry

Shaun Mulholland, Town Manager

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MEMORANDUM FOR RECORD

July 20, 2026

RE: Investigations Involving the Town Manager

Chair and members of the Council:

I want to address the investigations involving me in a manner that respects due process, protects employees and witnesses, and preserves the public's trust in Town government.

I will not discuss witness statements, identify complainants, reveal evidence, or comment on the substance of any matter that legitimately remains under investigation. My request is much narrower: the Council should provide the public with an accurate disposition of the **first investigation** and a clear status for anything that remains pending.

Establish the timeline precisely

On June 4, 2026, I participated fully in an interview concerning the first investigation. At the conclusion of that interview, I was told that I was the last person to be interviewed and that the investigation was complete.

I am stating precisely what I was told. I am not assuming that the Council had received or formally accepted a final written report on that date. That is a distinction the Council can and should clarify.

On June 29, the public was told that some information might be temporarily withheld while an investigation remained ongoing. On July 6, the official minutes recorded Councilor Bouchard's statement that the investigation involving him and me had been completed approximately one month earlier. A motion to release the report then failed by a 2–3 vote. During that discussion, the Chair stated that the findings were not ready for release, while the Vice Chair stated that the delay was not caused by the need to make redactions.

Those statements leave the public with a reasonable and unanswered question:

What stage of the first investigation remains incomplete—fact-finding, preparation of a written report, legal review, Council acceptance, or public release?

"Still ongoing" is not a sufficiently precise status when the subject of the investigation was told that all interviews had concluded. The Council should identify exactly what remains to be done and establish a date for completion.

The Purpose of RSA 91-A

RSA 91-A begins with a clear declaration:

"Openness in the conduct of public business is essential to a democratic society."

The statute's stated purpose is to ensure the greatest possible public access to the actions, discussions, and records of public bodies—and to ensure that public bodies remain accountable to the people.

RSA 91-A is not merely a procedure for responding to records requests. It expresses a fundamental principle of New Hampshire government: public business belongs to the public, subject only to legitimate and specifically defined protections.

The law recognizes that an investigation involving a public employee may properly be discussed in nonpublic session. It also protects certain personnel information where disclosure would invade privacy, as well as attorney-client communications and attorney work product. Those protections are important, and I am not asking the Council to disregard them.

But RSA 91-A also requires specificity. When a governmental record is requested and withheld, the Town must identify the particular exemption being relied upon and briefly explain how that exemption applies. The statute also contemplates that sealed nonpublic minutes and decisions will be reconsidered for disclosure when the circumstances supporting secrecy no longer apply.

The proper question is therefore not:

"Can we keep everything confidential?"

The proper questions are:

"What particular information must legally remain protected?"
"What information can now be released?"
"What is the public entitled to know about the outcome?"

Confidentiality may protect the integrity of fact-finding while an investigation is underway. **Transparency completes the accountability process once findings have been reached.**

Continued Secrecy Harms Town government

Once the existence of allegations has been publicly discussed, silence about their disposition is not neutral.

The public has heard that there are numerous complaints and that serious investigation is required. But the public has not been told whether the first investigation substantiated any allegation. That creates an imbalance in which the accusation is public but the answer remains secret.

That imbalance harms Town government in several ways:

1. **It allows allegations to be mistaken for findings.** An allegation is a reason to investigate; it is not proof of misconduct.

2. **It allows rumor and selective information to replace the official record.** When government does not provide a verified conclusion, people naturally fill the information vacuum themselves.
3. **It undermines the Town Manager's ability to lead the organization.** Employees, applicants, community partners, and residents are left wondering whether the Manager has been cleared, whether misconduct was found, or whether the matter remains unresolved indefinitely.
4. **It creates an appearance of selective treatment.** Even where no improper motive exists, differing approaches to different officials or employees cause residents to question whether investigations are being handled according to consistent standards.
5. **It damages the credibility of the Council itself.** A public disposition would demonstrate that the Council commissioned an independent process, allowed it to proceed, considered its findings, and accepted the outcome—whether favorable or unfavorable.

The consequences are already visible. A July 8 Union Leader report framed the dispute as a clash over "secrecy," and a July 11 editorial described the public as remaining "in the dark." An earlier June editorial called for openness and candor from Londonderry's elected officials. These headlines show that secrecy—not the underlying facts—has now become the public story.

Residents expressed the same concern directly at the July 6 meeting. The official minutes record comments about secret meetings, a lack of transparency, unanswered questions, and a warning that the Council could lose public trust before transparency finally arrives.

I do not cite those comments or headlines to criticize residents or the press. I cite them because they demonstrate the institutional cost of leaving a completed matter unresolved.

The Council needs to apply a consistent local standard

In 2025, the Town commissioned a third-party investigation of ethics complaints involving Councilor Deb Paul. The complete report was made public, the Council publicly accepted the findings, and it formally determined that the complaints were unfounded. At that time, I stated that transparent government in the sunshine was how Londonderry should operate.

I recognize that an investigation involving an employee can implicate privacy interests differently from an ethics investigation involving an elected official. That difference may justify protecting witness identities, personal information, medical information, or other sensitive details.

It does **not** justify refusing to disclose even the basic disposition of the allegations.

The principle of transparency should apply consistently—even when I am the person being investigated.

Public disposition is the minimum acceptable action

Even if counsel advises that portions of the full report cannot lawfully or prudently be released, the Council should at least tell the public:

- Whether the first investigation is complete.
- Whether the final report has been received.
- How many allegations concerned the Town Manager.

- Whether each allegation was sustained, not sustained, unfounded, inconclusive, or outside the investigator's scope.
- Whether any corrective or disciplinary action was recommended.
- When a redacted report or detailed findings summary will be released.
- What specific legal basis supports withholding any remaining information.

The word **"cleared"** should be used only if it accurately describes the findings. More precise terminology is preferable.

If no allegation was substantiated, the Council should say:

"No allegation against the Town Manager was sustained."

If the findings were mixed, the Council should disclose that accurately.

If the investigator did not reach a conclusion, the Council should say that.

I am not asking the Council to release information only if it is favorable to me. If an allegation was sustained, the public should be told that as well. **Transparency must be outcome-neutral.**

Specific request to the Council

I respectfully request that the Council take the following actions:

1. **Confirm publicly whether the fact-finding phase of the first investigation is complete.**
2. **State whether the Council has received the investigator's final findings or report.**
3. **Issue an allegation-by-allegation public disposition concerning the Town Manager.**
4. **Direct counsel to complete a disclosure review within five business days and release all portions of the report that may lawfully be disclosed, using narrowly tailored redactions rather than withholding the entire document.**
5. **If the report itself cannot be released, publish a detailed findings summary and identify the specific statutory, privacy, or privilege basis for withholding the report.**
6. **Review the related sealed nonpublic minutes and decisions to determine whether the circumstances justifying continued nondisclosure still apply.**
7. **Identify any separate investigation independently, including its current stage and anticipated completion date, so that a later matter is not used to delay closure of the first.**

Closing

I am not asking the Council to expose a complainant, identify a witness, disclose private personnel information, compromise any continuing investigation, or reveal privileged legal advice.

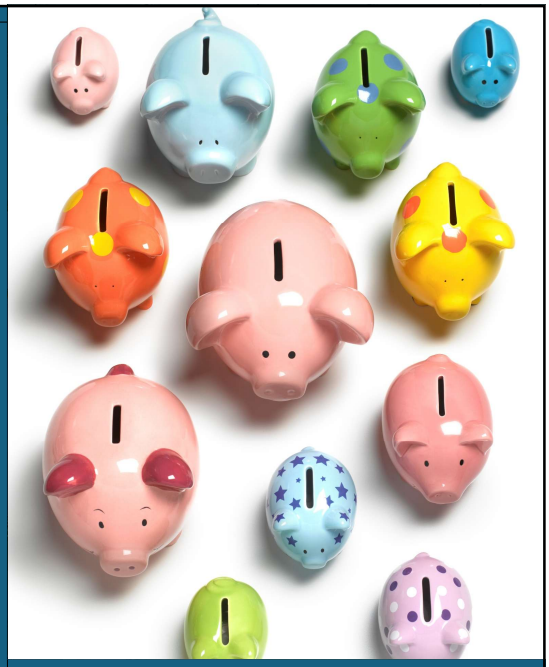
I am asking the Council to distinguish **legitimate confidentiality** from **indefinite secrecy**.

The public deserves to know not simply that accusations were made, but what an independent investigation concluded. The complainants deserve confirmation that their concerns were reviewed. I deserve an accurate public disposition. The Council deserves the opportunity to demonstrate that its process was fair. And Town employees and residents deserve stable, credible government.

An investigation serves accountability only when it reaches a documented conclusion.

I cooperated fully with the first investigation. I respectfully ask the Council to provide the public with its result and allow the Town to move forward based on facts rather than speculation.

CHAPTER 15: FEES AND MASTER FEE SCHEDULE



Town of Londonderry, New Hampshire | Public Hearing, July 20, 2026

1

Town of Londonderry, New Hampshire



THE GOAL OF CHAPTER 15

To ensure every Town fee is transparent, consolidated in one place, properly authorized, and reviewed regularly, so that those who use a service, not the general taxpayer, bear an appropriate share of its cost.

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Town of Londonderry, New Hampshire

WHY CHAPTER 15 IS NECESSARY

Legal compliance: Chapter 15 aligns fee adoption with NH RSA 41:9-a, requiring a public process and cost justification before a fee takes effect.

Council oversight: A single Master Fee Schedule, approved by the Council, replaces fees scattered across departments and adopted years ago.

Fairness and cost recovery: Fees should recover the cost of a service so the users who benefit, not all taxpayers, pay their fair share.

Transparency: Consolidating every fee in one public chapter lets residents and businesses see each charge and its legal authority.

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Town of Londonderry, New Hampshire

THE PROBLEM TODAY

Fees are fragmented

Today fees are scattered across many provisions of the Municipal Code, hard to find and inconsistently applied from one department to the next.

Some were never Council-approved

Many fees are outdated or were set administratively or by other bodies, without the formal Town Council adoption that best practice and state law contemplate.

Cost-shifted onto the average taxpayer

Those who benefit from a specific town service should share appropriately in its cost, not the general taxpayer.



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Town of Londonderry, New Hampshire

THE ORDINANCE AT A GLANCE

Section	Provision	What it establishes
15.1	Purpose	Makes all Town fees transparent, consolidated, and subject to Council approval.
15.2	Definitions	Defines Fee, Master Fee Schedule, and Department.
15.3	Council Approval	No fee may be charged unless approved by Council and in the Master Fee Schedule.
15.4	Annual Review	The schedule is reviewed at least annually, supported by cost justification.
15.5	Waivers and Reductions	Council may authorize limited waivers, reductions, or installment plans.
15.6	Collection and Refunds	Sets when fees are due and allows deposits, escrows, and refunds.
15.7	Enforcement	Town may withhold services for nonpayment; late fees are permitted.
15.8	Appeals	A disputed fee may be appealed to the Town Manager within 15 business days.
15.9	Severability	If one provision is held invalid, the remaining provisions stay in effect.

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Town of Londonderry, New Hampshire

DEPARTMENTS AND FEE SECTIONS

Section	Department	Section	Department
15.10	Town Clerk and Vital Records	**15.17**	Solid Waste and Drop-Off Center
15.11	Tax Collection and Treasury	**15.18**	Sewer User
15.12	Building, Code Enforcement and Inspection	**15.19**	Parks, Recreation and Community Service
15.13	Land Use and Planning Board	**15.20**	Senior Center
15.14	Fire Department (incl. Ambulance)	**15.21**	Cable Access Center
15.15	Police Department	**15.22**	Cemetery Burial
15.16	Public Works and Engineering	**15.23**	Records Request

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Town of Londonderry, New Hampshire

FEES AWAITING COUNCIL ADOPTION

These fees are currently in effect but have not yet been formally adopted by the Town Council. Chapter 15 brings them under Council authority and into the Master Fee Schedule.

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Town of Londonderry, New Hampshire

FEES REQUIRING COUNCIL ADOPTION

Section	Fees requiring Council adoption	Current basis
15.10	Marriage ceremony ($75) and other non-statutory Clerk fees	Set by statute or the Town Clerk
15.11	Returned check / ACH fee ($25 per occurrence)	Industry standard
15.14	Food truck inspection ($75); ambulance vehicle fee ($50/hr); detail and cancellation charges	NEW / set by IAFF contract
15.15	Police detail rates, cruiser fee ($11/hr), records and fingerprinting fees	Set by police contract / by LPD
15.16	Road opening deposit ($5,000); Special Assessment District fee ($300)	NEW / previously by DPW
15.19	Program, camp, and facility rental fees	Previously set by Recreation Dept.
15.20	Membership, hall rental, and cancellation fees	Previously by Senior Affairs / LSCI
15.21	Media Camp fee ($95 per participant)	Previously by Cable Dept.
15.22	Cemetery lot pricing and interment fees	Previously by Cemetery Trustees / Sexton

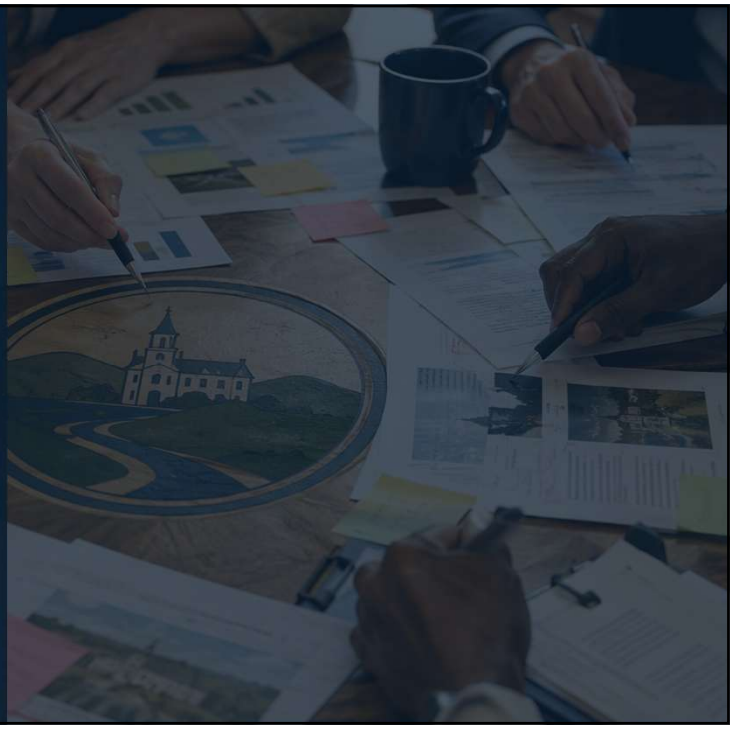
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TOWN OF LONDONDERRY STRATEGIC PLAN

What We Heard From the Community

A summary of resident and stakeholder feedback on the proposed changes to the plan



Prepared for public discussion | July 2026

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Overall feedback

General Sentiment

The overwhelming sentiment is that the proposed edits weaken the Strategic Plan by removing the milestones, measurements, and accountability mechanisms that make it actionable. Stakeholders generally acknowledge that revisions are normal, but question whether broad deletions—especially without detailed rationales—would reduce transparency, weaken implementation, and undermine collaborative work already completed.

Actionable

Commenters valued clear deliverables, timelines, and measures—not just high-level vision.

Accountable

The recurring concern was that deleted KPIs make success harder to evaluate.

Aligned

Several reviewers emphasized preserving the link to the Master Plan and public engagement process.

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Most common themes

Three Shared Concerns



1 Loss of Accountability

Without KPIs and benchmarks, commenters say the Town loses clear ways to track progress, monitor completion, and evaluate whether action items have the intended effect.

2 Reduced Transparency + Trust

Respondents connected public-facing metrics and reporting to resident confidence. Removing those measures was viewed as reducing visibility into Town operations.

3 Weaker Implementation Framework

Reviewers were concerned that deleted items break the connection between strategic goals, Master Plan implementation, stakeholder input, and practical execution.

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Impact of the deletions

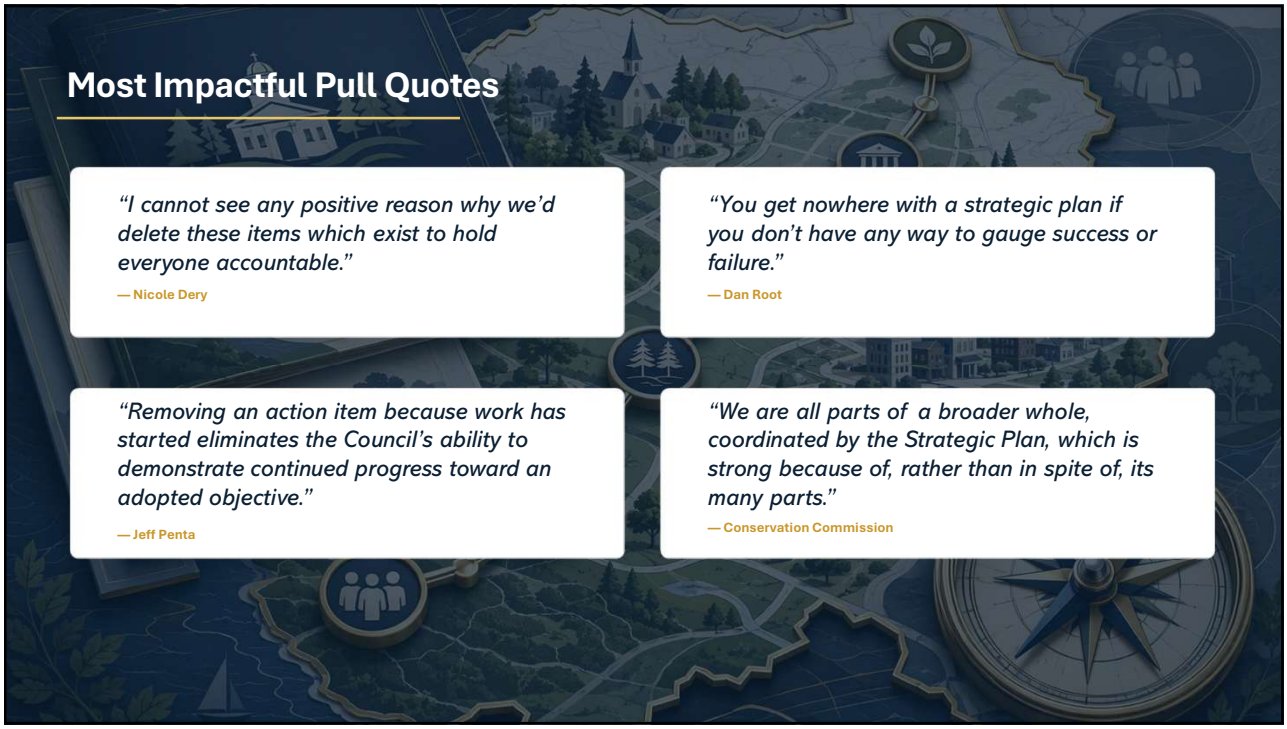
What Commenters Say Is at Risk

Measuring progress	Deleted KPIs make it harder to know whether objectives are being achieved.
Public visibility	Removed reporting tools reduce what residents can see and evaluate.
Resource planning	Less data can make infrastructure, staffing, and capital planning less grounded.
Master Plan alignment	Deleted implementation steps weaken the bridge from adopted plans to action.
Stakeholder process	Several reviewers ask for rationale and dialogue before deleting carefully drafted items.

Bottom line: reviewers are focused less on any single deletion and more on the cumulative loss of accountability, transparency, and implementation discipline.

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Synthesis

Key Takeaways

The feedback can be framed around one central question:

Does the final Strategic Plan preserve the tools needed to implement, measure, report, and adjust the Town's priorities?

Retain measurable outcomes

If an action item remains, preserve or clarify the corresponding KPI.

Require rationale for deletions

Where items are removed, document the reason: cost, capacity, redundancy, policy direction, or timing.

Protect adopted plan alignment

Restore or clarify items that operationalize the Master Plan and other adopted priorities.

Use stakeholder dialogue

For board/commission contributions, revise through dialogue with the people tasked with execution.

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