

Board of Selectmen
Town of Sandown, NH
August 31, 2026

Meeting Date: Monday, August 31, 2026

Meeting Location: Sandown Town Hall, upper meeting room

Members Present: Eric Olsen, Ed Mencis, Ben Sharpe and Tom Tombarello.
Town Administrator, Lynne Blaisdell and recording secretary, Beth Cashman
Absent was Selectman Meganne Daly.

The meeting was called to order by Chairman Olsen at 6:31pm with the Pledge of Allegiance.

Review of Selectmen meeting minutes from 8/24/26.

Motion by Selectman Tombarello to accept the amended minutes from 8/24/26

Second by Selectman Mencis

Motion **PASSED** 4-0-0

Public Comment

Lynne Blaisdell stated that the Historical Society will be fundraising with the sale of ornaments.
They are for sale at the Town Hall for \$15 cash/check.

Selectman Tombarello stated that Oktoberfest is 10/17 and to also be careful and aware while driving as school is open once again.

Selectman Mencis talked about how the town's roads are not wide enough for kids riding E-Bikes in groups and that they should be aware of their surroundings.

Selectman Sharpe stated that the Sandown Police Department is being more active, reminding bicycle riders about wearing helmets. Anyone under the age of 16 MUST wear a helmet. Stay Safe.

New Business

Review and possible adoption of Cyber Incident Response Plan

Town Administrator, Lynne Blaisdell shared the Town of Sandown Cyber Incident Response Plan. She stated that this is a work in progress and will be updated as necessary. The copy provided for review is based on a standard outline and general steps to follow in the event something happens. Selectman Tombarello added that this is a very important document to have in place. Cyber

Incidents can cause havoc. He also mentioned a few professional emails he received that he was unsure of, therefore asking IT if it was real or not. It can be a very easy “trap” to fall for and he supports this 100%.

Motion by Selectman Tombarello to accept the Town of Sandown Cyber Incident Response Plan.
Seconded by Selectman Mencis
Motion **PASSED** 4-0-0

Further discussion regarding proposed wage increase for 2027 budget

Selectman Olsen had asked Finance Director, Gayle Hamel for an analysis matrix only showing costs for 1-3% COLA increases. This Matrix only includes all town employees except those covered by a Union contract. Department heads will begin the budgeting process soon. The Budget Committee will also be meeting to review budget and adjust where necessary. Selectman Tombarello made the comment that there is not a lot of turnovers for this town and possibly add a little bit of COLA increase. Selectman Olsen mentioned that there are a lot of openings in overall town government job opportunities. Selectman Sharpe said that the Matrix keeps everyone aware, and he does not think there should be COLA this year. Selectman Mencis suggested 3% + a COLA, wonderful people that work for the town and some new people too.

Motion by Selectman Mencis to set the payrate for 2027 to 3% Matrix + 1% COLA for a total of \$52,775.
Seconded by Selectman Tombarello
Motion **PASSED** 3-1-0

Old Business

Selectman Olsen and Selectman Daly will be present with the Union for negotiations.

Department Liaison Report

Selectman/Chairman Olsen:

Nothing to report

Selectman Tombarello

Budget Committee meeting next week.

Selectman Mencis:

Nothing to report

Selectman Daly:

Absent

Selectman Sharpe

Nothing to report.

76 **Motion** by Selectman Tombrello to enter non-public meeting under RSA 91-A:3 II (a) employee
77 matters.

78 Seconded by Selectman Mencis

79 Motion **PASSED** 4-0-0

80 ***Roll Call vote to enter nonpublic session***

81 Eric Olsen Y/N

82 Meganne Daly Y/N (absent)

83 Ed Mencis Y/N

84 Ben Sharpe Y/N

85 Tom Tombarello Y/N

86

87 **Motion** by Selectman Mencis to seal the non-public meeting notes.

88 Seconded by Selectman Tombarello

89 Motion **PASSED** 4-0-0

90 ***Roll Call vote to enter nonpublic session***

91 Eric Olsen Y/N

92 Meganne Daly Y/N (absent)

93 Ed Mencis Y/N

94 Ben Sharpe Y/N

95 Tom Tombarello Y/N

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97 **Motion** by Selectman Mencis to adjourn.

98 Seconded by Selectman Tombarello

99 Motion **PASSED** 4-0-0

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101 Meeting adjourned at 7:10pm

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103 Next Meeting is Monday, September 14, 2026.

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105 Submitted By:

106 Beth Cashman