

## **CARROLL COUNTY DELEGATION MEETING MINUTES**

April 30, 2026

**Time in:** 3:00 pm **Location:** 10 County Farm Road; Annex main conference room;

**Members Present:** Representatives: (Chair) Lino Avellani; (Clerk) John MacDonald; Anita Burroughs (Zoom); Richard Brown; Joseph Hamblen; Chris McAleer; Brian Taylor; Steve Woodcock; Michael Belcher; David Paige; Bobbi Boudman; Karel Crawford;

**Absent:** (Vice Chair) Rep. Jonathan Smith; Rep. Tom Buco

**Tardy:** Rep. Katy Peternel. (Arrives) 3:23 pm

**Electronic:** Anita Burroughs (Zoom)

**Public:** Fred Cain; Dallas Emery; Daymond Steer, Conway Daily Sun; Hon. Ed Comeau

**County Officials:** Executive Director: Mellisa Seamans; Jail Superintendent: Brian King; County Attorney: Keith Blair; Registrar: Karen Rines; Nursing Home Administrator (Mountain View Community) Richard Leboeuf; Sheriff: Dominic Richardi;

**Delegation Coordinator:** Matt Sawyer Jr.

### **Quorum / Roll Call**

Clerk MacDonald conducted roll call confirming 11 representatives present, plus Anita Burroughs on Zoom; quorum established. Absent: Vice Chair Jonathan Smith and Rep. Tom Buco. Rep. Katy Peternel noted as tardy, arriving at 3:23 pm.

### **Public Input**

Daymond Steer (Conway Daily Sun) noted the concerns raised by the public, Hon. Mark Hounsel, and some Delegation members to the authority of the Executive Committee to compensate elected officials without Convention approval.

Fred Cain (Wolfeboro) supported decent wages for elected officials but called the executive committee raises “exorbitant,” criticized the process and timing (should have waited for Rep. Smith) who initiated the compensation. Cain expressed disappointment. Dallas Emery (Ossipee) declined to comment, “because I probably will say too much”

### **Approval of Delegation Minutes – March 20, 2026**

Motion to approve the March 20, 2026 Delegation minutes (correction already incorporated in current version).

**Motion:** Woodcock moved to approve the Delegation minutes from March 20, 2026.

**Second:** Brown

**Vote:** Boudman: Abstain / Taylor: Yes / Belcher: Yes / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Woodcock: Yes / Burroughs: Yes / McAleer: Yes / Paige: Yes / Avellani: Yes

**Passed 11- (1 Abstention).**

### **Motion to Reconsider Executive Committee Decision on Elected Officials Salaries**

Rep. Brown explained Executive Committee had authority per Secretary of State and RSA 24 but requested full delegation meeting due to member and public concerns. Brown motioned to reconsider Executive Committee's salary recommendations.

**Discussion:** Woodcock, Boudman, and Belcher supported full review and thanked Chair for calling the meeting.

**Motion:** Brown moved to reconsider the Executive Committee's decision and recommendations on salaries for elected officials.

**Second:** Hamblen

**Discussion:** Rep. Woodcock stated: "No, I agree with Representative Brown. I think it's appropriate that it comes before the full board at this point. But I do want to concur. And I do appreciate, Mr. Chair, that you allowed this meeting to occur because you had all the full right not to do that from the Secretary of State and from the vote of the regular Delegation."

Rep. Boudman stated: I did reach out to the chair and asked for a meeting to bring forth different numbers to the delegation being on the winning side. It would have allowed me, after being able to research salaries, the right to come before the executive committee and reconsider what we had voted on at that meeting. I hope we can reconsider executive committee dollar amounts to bring forward to this Delegation, because I do not think they're appropriate."

Rep. Belcher also expressed thanks to the Chair for calling the meeting and giving the full Delegation the opportunity to weigh in.

**Reconsideration Vote:** Boudman: Yes / Taylor: Yes / Belcher: Yes / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Woodcock: Yes / Burroughs: Yes / McAleer: **No** / Paige: Yes / Avellani: Yes

**Passed 11-1.**

### **Setting Treasurer Salary**

**Motion:** Crawford: to set the Treasurer's salary at \$10,540.

**Second:** McAleer

**Vote:** Boudman: Yes / Taylor: Yes / Belcher: Yes / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Woodcock: Yes / Burroughs: Yes / McAleer: Yes / Paige: Yes / Avellani: Yes

**Passed 12-0.**

### **Setting Sheriff Salary**

Motion to set Sheriff's salary at \$115,000. Extensive discussion on comparisons to other counties (second-highest in state), salary compaction within department (three employees earn more than Sheriff), and Police Chief averages in County; support for significant raise to address leadership structure. Rep. Peternel arrived and was seated during discussion.

**Motion:** Crawford: to set the Sheriff's salary at \$115,000.

**Second:** Belcher

### **Setting Sheriff Salary (Continued)**

**Discussion:** Rep. Boudman stated that after reviewing Police Chiefs' salaries throughout Carroll County, the average for departments that run their own full-time police force was approximately \$114,833, and she would therefore be supporting the \$115,000 figure.

**Discussion:** Rep. Woodcock agreed with Rep. Paige that there is a significant problem with the salary structure in the Sheriff's Department and concurred with Rep. Crawford's recommendation to move the leadership salary up.

**Discussion:** Rep. McAleer asked for clarification on whether the motion was for \$115k or \$133k, then commented that he believed reducing the originally proposed salaries would be a second mistake.

Extensive discussion also covered comparisons to other counties (making this the second-highest in the state) and the fact that three employees in the Sheriff's Department currently earn more than the Sheriff. Rep. Peternel arrived and was seated during the discussion.

**Vote:** Boudman: Yes / Taylor: Yes / Belcher: Yes / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Woodcock: Yes / Burroughs: Yes / McAleer: **No** / Paige: Yes / Avellani: Yes

**Passed 11-1.**

**Note:** Peternel arrived at 3:23 pm and chose not participate in this vote.

### **Setting Register of Deeds Salary**

Motion to set Register of Deeds salary at \$87,000 (would place third-highest in state). Clarification confirmed amount is flat for both 2027 and 2028 with no additional COLA.

**Motion:** Crawford: to set the Register of Deeds salary at \$87,000.

**Second:** Woodcock

**Vote:** Boudman: Yes / Taylor: Yes / Belcher: Yes / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Peternel: Yes / Woodcock: Yes / Burroughs: Yes / McAleer: **No** / Paige: Yes / Avellani: Yes

**Passed 12-1.**

### **Setting County Attorney Salary**

Original motion to set County Attorney salary at \$121,000 (would place approximately fourth- or fifth-highest in state). Amendment proposed to \$126,000. Discussion covered comparisons to other counties, 11.5% increase, average County Attorney salary, importance of attracting qualified candidates, and fiscal responsibility arguments.

**Motion:** Crawford: to set the County Attorney salary at \$121,000 (later amended).

**Second:** Woodcock

**Motion:** Taylor amended to set the County Attorney salary \$126,000

**Second:** Paige

### **Setting County Attorney Salary (Continued)**

**Discussion:** Comparative figures were shared: Strafford at \$156,482, Merrimack at \$139,280, Rockingham at \$132,000, Grafton at \$110,000, with the statewide county attorney average near \$117,742 (close to the overall New Hampshire attorney average of \$118,000).

Strong support led to an amendment setting the salary to \$126,000, citing the position's critical responsibilities, the need for a law degree, and the importance of attracting highly qualified candidates. Concerns about fiscal responsibility were raised, with some preferring gradual increases over multiple years rather than a large one-time jump. A question about potential lawsuit savings was answered by the County Attorney, who clarified he handles criminal prosecutions (not civil litigation) and that caseloads had remained stable.

**Motion:** Brown moved to call the question.

**Second:** Crawford

**Call the question vote:** Boudman: Yes / Taylor: Yes / Belcher: Yes / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Peternel: Yes / Woodcock: Yes / Burroughs: Yes / McAleer: **No** / Paige: Yes / Avellani: Yes

**Passed 12-1**

**Motion:** Taylor moved to amend the motion to \$126,000.

**Second:** Paige

**Amendment Vote:** Boudman: Yes / Taylor: Yes / Belcher: **No** / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Peternel: Yes / Woodcock: Yes / Burroughs: Yes / McAleer: **No** / Paige: Yes / Avellani: Yes

**Passed 11-2**

**Main Motion:** Crawford motioned to set the County Attorney salary \$126,000 as amended.

**Second:** Woodcock

**Main motion vote:** Boudman: Yes / Taylor: Yes / Belcher: **No** / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Peternel: Yes / Woodcock: Yes / Burroughs: Yes / McAleer: **No** / Paige: Yes / Avellani: Yes

**Passed 11-2.**

### **Setting County Commissioners Salary**

Initial motion to set Commissioners salary at \$13,500 (flat for full term; excludes stipend). Amended to \$13,000. Discussion covered comparisons to other counties, prior increases, Hales Location Select Board stipend history (\$2,000 increase previously), hours worked, consistency with other executive raises (approximately 7-10%), and fiscal alignment with employee raises.

**Motion:** Crawford: to set the County Commissioners salary at \$13,500.

**Second:** Belcher

**Discussion:** Focus on comparisons to other counties' commissioner salaries, prior increases, the recent \$2,000 Hales Location stipend hike, hours worked by commissioners, consistency- with the 7-10% executive raises approved elsewhere, and the need for fiscal alignment with county employee compensation.

### **Setting County Commissioners Salary (Continued)**

**Amended Motion:** Crawford to set the Commissioner salary at \$13,000.

**Seconded:** Belcher

**Vote:** Boudman: Yes / Taylor: Yes / Belcher: Yes / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Peternel: Yes / Woodcock: **No** / Burroughs: Yes / McAleer: Yes / Paige: Yes / Avellani: **No**

**Passed 11-2.**

### **Approval of Elected Officials Benefits Package**

Motion to approve the benefits package as presented (same as prior year; includes earned time policy, retirement, county phone/computer provisions, etc.). Clarification provided that benefits remain unchanged despite salary adjustments; elected officials treated comparably to full-time employees when criteria met.

**Motion:** McAleer moved to approve the benefits package as presented.

**Second:** Crawford

**Vote:** Boudman: Yes / Taylor: Yes / Belcher: Yes / Brown: Yes / Hamblen: Yes / Crawford: Yes / Macdonald: Yes / Peternel: Yes / Woodcock: Yes / Burroughs: Yes / McAleer: Yes / Paige: Yes / Avellani: Yes

**Passed unanimously 13-0.**

### **New Business – Opioid Grant Funding Request for Summer Programs**

Rep. Boudman requested consideration of opening opioid grant funding for school summer programs in Effingham and Ossipee (77 children affected; 30 lack scholarship funding). Ossipee Recreation Program needs \$13,250. Discussion on available opioid fund balance, criteria for use, and need for supplemental budget hearing if approved. No vote taken; Executive Director Seamans to follow up on criteria and process.

### **New Business – Delegation Policies and Procedures Subcommittee**

Rep. Paige proposed forming a subcommittee to develop clearer policies for future salary reviews, nonprofit funding, and Delegation processes to avoid inconsistent actions. Discussion on inability to bind future delegations but value of recommended guidance for consistency with RSA 24 and policies of Commission.

Volunteers: Rep. Paige (lead), Rep. Burroughs, Rep. Crawford, Rep. Taylor, Rep. Belcher, as the Delegation Policy and Procedure Subcommittee.

### **Supplemental budget discussion**

Rep. Boudman pressed for immediate use of opioid grant funds to support summer school and recreation programs for 77 children (30 without scholarships) in Effingham and Ossipee, warning that waiting until after summer would miss the need and leave children unsupported.

Rep. Brown asked for clarification on the process, specifically whether Executive Director Seamans would first determine if the opioid funds could be used for the children's programs and what steps would be required to call a supplemental budget meeting. It was explained that because the budget is closed, any new expenditure would require a supplemental budget hearing and would need to go through the County Commissioners.

**Delegation in recess- Time: 4:41 pm**

Chair signed MS42. No further business. Delegation recessed until call of the Chair (next meeting anticipated after summer; possible supplemental budget hearing in July if needed for opioid funding or USDA project).

Respectfully Submitted: Hon. Ed Comeau  
GovernmentOversite.com LLC A.I. Data Collection Technologies

---

(Clerk) Representative John MacDonald