NEW HAMPSHIRE MUNICIPAL ASSOCIATION

2026 NH Municipal Association's Annual Conference & Exhibition
Schedule of Events

Please note: Session information, including date and times, are subject to change prior to the event. Please consult the official conference program agenda on the NHMA website or NHMA mobile app (Sched) closer to the event.

Wednesday, October 28, 2026

7:30 A.M. **Registration Opens**
Exhibit Hall Concourse

Breakfast
Armory

8:30 A.M. **NH Municipal Association Annual Meeting & Russ Marcoux Municipal Advocate of the Year Award**
Pemigewasset

Welcome Remarks
Pemigewasset

9:30 A.M. **General Session, Pemigewasset Room**
Presented by: *Clarence E. Anthony, CEO and Executive Director, National League of Cities (NLC)*

10:00 A.M. **Exhibit Hall Opens**

11:00 A.M. **CONCURRENT SESSIONS**

Analyzing Your Financial Data
It is said that numbers don't lie. Knowing that, why don't we rely more on what the numbers tell us when looking for anomalies, trends, and future predictions? Join NHMA's Government Finance Specialist, Tammy Letson, to discuss areas in your financial reports you should be analyzing.

Presented by: *Tammy Letson, Government Finance Advisor, NH Municipal Association*

Meeting Room: Piscataquog (Assembly Area)

Track(s): Finance & Taxation

Democracy: the Worst System, Except for All the Others that Have Been Tried

This presentation reflects on the status of democracy on the front lines of municipal government in New Hampshire in 2026 through the lens of the presenter's experience as counsel to numerous municipalities and as the former chief executive of one of the state's largest towns.

Presented by: *Mike Malaguti, Attorney, Drummond Woodsum*

Meeting Room: Pemigewasset (Assembly Area)

Track(s): Governance/Select Boards

From Private to Public Sector: Navigating the Transition

The private and public sector are very different types of environments, each with their own set of financial considerations, norms, expectations, and internal processes. Many times, employees are not clear on what to expect in making this shift. This session will explore the distinct characteristics of these unique environments, the importance of identifying transferable skills, and the value of understanding the change process itself.

Presented by: *Steven Beernstein, LMHC, CEAP, Organizational & Clinical Consultant, AllOne Health (LifeResources EAP)*

Meeting Room: Webster (Across from Expo Hall)

Track(s): Employment/Human Resources; Finance & Taxation

How Energy Efficiency and Clean Energy Projects Can Benefit Your Community's Bottom Line

The environmental benefits of clean energy projects, like installing solar panels and heat pumps, adding electric vehicle (EV) chargers, and upgrading old diesel vehicles, are frequently touted. But what about the financial and resiliency benefits? This session will reveal practical paths for NH communities to benefit both environmentally and economically from clean transportation, energy efficiency, and renewable energy projects. Attendees will learn how municipalities can lower costs and generate revenue by installing heat pumps and solar panels to reduce electricity and heating bill expenses and volatility, switching to alternative fuels to lower transportation costs, weatherizing buildings to improve energy efficiency, and installing EV chargers to generate returns and bring EV drivers' spending to the community. Panelists will spotlight local examples, data-driven

insights and opportunities for municipalities to offset implementation costs by leveraging available resources.

Presented by: *Jack Wade, Mobile Sources Supervisor, New Hampshire Department of Environmental Services*
Kurt Yuengling, Community Engagement Specialist, New Hampshire Department of Environmental Services
Brian Deshaies, Selectman, Town of Wolfeboro
Mike Lee, Town Administrator, Town of Whitefield
Sarah Brock, Energy Circuit Rider, Program Director, Clean Energy NH
Katrin Kasper, Seacoast Energy Circuit Rider, Clean Energy NH
Melissa Elander, North Country Energy Circuit Rider, Clean Energy NH
Frank Richter, Monadnock Energy Circuit Rider, Clean Energy NH
Gabe Chelius, Upper Valley Energy Circuit Rider, Clean Energy NH
Doug Cogan, Sullivan County Energy Circuit Rider, Clean Energy NH
Levent Akinci, Sustainability Planner, City of Nashua

Meeting Room: Dartmouth (Mezzanine Level)

Track(s): Economic Development; Land Use & Environment; Public Works; Tech Corner

Long-Range Strategic and Capital Planning for Emergency Services

This session offers a presentation and roundtable exploring avenues and best management practices for long-range capital and strategic planning through creating a process to develop forward-focused, purpose-driven goals that are both actionable and measurable. The session is being conducted by New Hampshire fire chiefs who have, or are working on, developing guidance documents for their respective municipal entities.

Presented by: *Dave Emanuel, Fire Chief, Durham Fire Department*
Ben LaRoche, Fire Chief/President NHAFC, New Hampshire Association of Fire Chiefs

Meeting Room: Frost (Mezzanine Level)

Track(s): Finance & Taxation; Governance/Select Boards; Public Safety Best Practice & Emerging Issues

New Hampshire Economic Development Mapper

Learn about the NH Economic Development Mapper, a new web-based application developed by the NH Department of Business and Economic Affairs (BEA), that allows users to locate and assess areas suitable for commercial or residential development and identify potential constraints. The application is designed to help municipalities identify where growth is most appropriate in their community and also assist developers with locating potential sites. Users can query and view parcel, building footprint, infrastructure, zoning, and financial incentive information statewide. This session will demonstrate how to

use the mapper and provide an overview of BEA incentive programs including Economic Revitalization Zones (ERZs) and Housing Champions.

Presented by: *Heather Shank, Division of Planning & Community Development Director, NH Department of Business and Economic Affairs*
Ken Gallager, Principal Planner, NH Department of Business and Economic Affairs
Noah Hodgetts, Principal Planner, NH Department of Business and Economic Affairs
Andrew Dorsett, Office of Housing and Infrastructure Development Director, NH Department of Business and Economic Affairs
Bridgett Beckwith, Tax Incentive Program Manager, NH Department of Business and Economic Affairs

Meeting Room: Pierce (Across from Expo Hall)

Track(s): Economic Development; Land Use & Environment

NHMA's Legislative Update

More than 80 bills creating or updating laws regarding elections, land use, local welfare, and municipal governance were signed into law this year. This session is your opportunity to learn more about the legislation impacting cities and towns that was passed during the 2026 session. Members of the NHMA Advocacy Team will highlight key legislation in multiple subject areas and field questions.

Presented by: *Marty Karlon, Policy & Research Analyst, NH Municipal Association*
Brodie Deshaies, Legislative Advocate, NH Municipal Association
Sarah Burke Cohen, Legislative Advocate, NH Municipal Association

Meeting Room: Contoocook (Assembly Area)

Track(s): Assessing; Code Officials; Economic Development; Employment/Human Resources; Finance & Taxation; Governance/Select Boards; Land Use & Environment; Trustees; Risk Management; Public Works; Welfare

Small offices, Big Impact: The Work of the Local Health Officer

New Hampshire's local health officers are on the front lines of protecting community health—often behind the scenes, but always essential, every day. From responding to unsafe housing to ensuring clean water, their work keeps residents safe and healthy. This presentation highlights the vital role local health officers play and how the local Board of Health supports, guides, and strengthens that work through policy, oversight, and community leadership. It will also highlight when and why coordination with other local officials is essential to create critical partnerships that safeguard public health.

Presented by: *Sophia Johnson, Program Manager, New Hampshire Department of Health and Humans Services*

Meeting Room: Hawthorne (Mezzanine Level)

Track(s): Code Officials; Welfare

The Benefits of Professional Management in Your Community

A panel discussion on the benefits of having a professional manager or administrator to provide skilled knowledge and experience in a New Hampshire city or town. This presentation also outlines the benefits provided through membership in the Municipal Management Association of NH.

Presented by: *Walter Johnson, Executive Director, Municipal Management Association of NH*

Meeting Room: Merrimack (Assembly Area)

Track(s): Governance/Select Boards

12:15 P.M. Lunch
Armory

1:15 P.M. Dessert Buffet
Exhibit Hall

Exhibit Hall Break

1:45 P.M. CONCURRENT SESSIONS

A Fire Chief's Perspective on Contemporary Leadership and Personnel Challenges

This program will provide an opportunity for participants to roundtable and discuss modern leadership challenges and emerging personnel issues with several fire chiefs representing volunteer, combination, and career fire departments across the state. The session is not intended to provide legal guidance; however, it is intended to provide both emerging and practicing leaders with a number of perspectives on the changing human resources environment.

Presented by: *Dave Emanuel, Fire Chief, Durham Fire Department*
David Chamberlain, Jaffrey Fire Chief & Emergency Management Director & Vice President NH Association of Fire Chiefs, NH Association of Fire Chiefs

Frank Fraitzl, Fire Chief & 2nd Vice President NH Association of Fire Chiefs, NH Association of Fire Chiefs

Meeting Room: Frost (Mezzanine Level)

Track(s): Employment/Human Resources; Public Safety Best Practice & Emerging Issues

Advancing Transportation Improvements Without Waiting for the Ten Year Plan

Despite limited funding available to add community priority transportation improvements to the state Ten Year Plan, there are still opportunities to advance these needs and place your community in a position to be ready when grant funding or other opportunities become available. Regional planning commissions can help with many aspects of this process. In this session, you will learn about the state of transportation planning, funding opportunities, and how to be prepared before funding opportunities arise.

Presented by: *David Walker, Executive Director, Rockingham Planning Commission*
Colin Lentz, Principal Transportation Planner, Strafford Regional Planning Commission
Glenn Trefethen, Transportation Planner, Lakes Region Planning Commission

Meeting Room: Pierce (Across from Expo Hall)

Track(s): Land Use & Environment; Public Works

Ctrl + Alt + Accessible! Web Accessibility Standards for Public Entities

In 2024, the U.S. Department of Justice amended the Americans with Disabilities Act (ADA) Title II regulations to include specific accessibility standards for websites and mobile applications operated by public entities. Governmental entities serving 50,000 or more persons have until April 2027 to comply, while smaller entities have an additional year. This session will highlight key requirements of the rules and detail the steps public entities should take to ensure compliance.

Presented by: *Elizabeth Trautz, Attorney, Drummond Woodsum*

Meeting Room: Pemigewasset (Assembly Area)

Track(s): Assessing, Employment/Human Resources, Governance/Select Boards, Risk Management, Tech Corner, Trustees

Electioneering: What You Can and Cannot Do

The laws about electioneering by public officials and employees can be confusing and intimidating. Local officials and employees have the First Amendment right to express political views, but you need to be careful about when, where, and how you exercise that

right. This session will explain the rules, just in time for the November election, with lessons that apply to town elections and town meetings, as well.

Presented by: *Cordell Johnston, Attorney at Law*

Meeting Room: Contoocook (Assembly Area)

Track(s): Governance/Select Boards

Internal Controls: What Are They and Why Do We Need Them?

It is great to say we need internal controls, but it would be even better to know *why* we need internal controls and what they entail. Join NHMA's Government Finance Specialist, Tammy Letson, to discuss what internal controls mean and review real situations that might have been avoided if proper internal controls were in place.

Presented by: *Tammy Letson, Government Finance Advisor, NH Municipal Association*

Meeting Room: Piscataquog (Assembly Area)

Track(s): Finance & Taxation

Moving from Department Head to Municipal Manager/Administrator: Navigating the First Year

Transitioning from a department head role to that of a municipal manager is a significant and often daunting step in a professional career. Even considering such a move can lead to questions about readiness, qualifications, and the challenges of elevated leadership responsibilities. This session will guide participants through the decision-making process involved in pursuing a municipal manager position, helping them assess their preparedness and identify key competencies for success. Additionally, the session will explore practical strategies for navigating the transition effectively, with a particular focus on expectations, priorities, and best practices during the critical first year in the role.

Presented by: *Kirk Beattie, City Manager, City of Laconia*

Meeting Room: Merrimack (Assembly Area)

Track(s): Employment/Human Resources; Governance/Select Boards

NBRC Funding for Rural Economic Development in NH

Learn how New Hampshire communities and organizations are utilizing funding from the Northern Border Regional Commission (NBRC) to advance economic development, strengthen infrastructure, expand workforce opportunities, and support long-term community vitality in rural regions of the state. This session will provide an overview of the NH Department of Business and Economic Affairs (BEA) partnership with ADG LLC. ADG helps transform ideas into a competitive proposal that meets the economic priorities of

NBRC and BEA. This session will highlight successful funded projects and share strategies for developing competitive applications and regional partnerships. Attendees will gain insight into how federal-state collaboration can drive impactful projects and create lasting benefits for rural communities.

Presented by: *Aaron Dupuis, NH State Program Manager - Northern Border Regional Commission grant programs (NBRC), NH Business and Economic Affairs (BEA)*
Stuart Arnett, NH BEA contractor to assist municipal -especially volunteer lead - organizations pursue funding, ADG - Arnett Development Group LLC

Meeting Room: Hawthorne (Mezzanine Level)

Track(s): Economic Development; Governance/Select Boards; Public Works

Riding the Waves of Workplace Uncertainty and Change

In today's fast-paced work environment, employees face frequent and often unpredictable changes. These changes can produce stress at work and at home. This session will explain normal reactions to change and uncertainty at work and provide techniques that help decrease the negative impact of stress caused by workplace uncertainty and change.
Presented by: *Steven Beernstein, LMHC, CEAP, Organizational & Clinical Consultant, AllOne Health (LifeResources EAP)*

Meeting Room: Webster (Across from Expo Hall)

Track(s): Employment/Human Resources

Why and How to Adopt C-PACER Energy Financing: Overview and Case Studies

Commercial Property Assessed Clean Energy and Resiliency (C-PACER) is a program that helps commercial property owners and developers access advantageous private-sector financing for improvements intended to decrease water or energy consumption/demand. Commercial projects within a municipality that has opted-in to a C-PACER program are eligible for this special financing, including commercial and industrial, as well as residential property containing 5 or more units. Eligible property may be owned by any type of business, corporation, individual, or nonprofit organization permitted by state law. The Lebanon City Council voted unanimously in March to establish a C-PACER district, making Lebanon the first city in New Hampshire to adopt the program. The town of Bristol quickly followed, with its vote at Town Meeting approving adoption of the program. In addition, an overview of the C-PACER program, you will hear from each of these municipalities about what it took to adopt C-PACER and what the program means for local economic development.

Presented by: *Shanna B. Saunders, Executive Director, Lakes Region Planning Commission*
Sarah Brock, Circuit Rider Program Director, Clean Energy NH

Meeting Room: Dartmouth (Mezzanine Level)

Track(s): Economic Development; Land Use & Environment

3:00 P.M. Exhibit Hall Break

3:30 P.M. CONCURRENT SESSIONS

A Long-Term Vision for Municipal Benefits

The benefits landscape for municipalities and schools is rapidly changing — are we keeping up? Public employers continue to face mounting pressures, including workforce recruitment and retention challenges, rising costs, evolving employee expectations, and increased demand for retirement readiness and financial wellness support. This session will explore where municipalities can win by better understanding their workforce population, identifying organizational goals, and defining a modern benefits strategy that supports both employees and long-term organizational objectives. Attendees will learn the foundational building blocks for success, why diverse employee needs require targeted and flexible solutions, and how the right strategy can turn today's challenges into opportunities for long-term savings and stability. Participants will leave with practical insights, actionable ideas, and a realistic path forward for creating a sustainable, forward-thinking benefits strategy.

Presented by: *Dan Cronin, President, CGI Business Solutions*
Chris Glenn, Account Executive, CGI Business Solutions

Meeting Room; Webster (Across from Expo Hall)

Track(s): Employment/Human Resources

Class VI Roads Are Still Confusing!

We talk about Class VI roads a lot in New Hampshire, but how much of what you hear is true? There are a lot of myths and misunderstandings out there, and the rules keep changing. In this session, we'll talk about what a Class VI road is, how it is similar to and very, very different from other public roads, issues surrounding liability, regulation, building on these roads, and the interaction between local zoning and road law. Bring your questions!

Presented by: *Christine Johnston, Legal Services Counsel, NH Municipal Association*

Meeting Room: Pierce (Across from Expo Hall)

Track(s): Land Use & Environment; Public Works

Mitigation at Any Scale with FEMA Funding

Communities of all sizes are taking on costly, complex FEMA mitigation projects—and the difference between delay and success often comes down to planning, coordination, and knowing how to navigate the FEMA process. This session highlights two New Hampshire communities that have successfully turned mitigation concepts into completed or advancing projects. Learn how Portsmouth moved a major mitigation idea from vision to construction by leveraging FEMA funding and coordinating phased work around key community amenities. Then hear from the Town of Wentworth, a small community managing multiple FEMA mitigation and recovery grants at once. Local project leads will share practical insights on overcoming challenges, building capacity, and celebrating progress from both large- and small-town perspectives. The state Hazard Mitigation Officer will join the discussion to provide statewide context, including lessons learned from supporting both communities and similar efforts across NH.

Presented by: *Austin Brown, Chief of Mitigation and Recovery, NH Homeland Security and Emergency Management*
Christine Sproviero, Project Manager, City of Portsmouth Public Works Department
Renee Ferland, Selectboard Assistant for Infrastructure Development, Town of Wentworth

Meeting Room: Pemigewasset (Assembly Area)

Track(s): Economic Development; Governance/Select Boards; Public Safety Best Practice & Emerging Issues; Public Works; Risk Management

Nonpublic Sessions from A to M

This program will explore in detail the rules regarding nonpublic sessions under New Hampshire's Right-to-Know Law, including: the permitted reasons for nonpublic sessions under RSA 91-A:3, II(a) through (m) (Get it? From A to M?); the process for entering and exiting nonpublic session; conducting nonpublic sessions; the difference between nonpublic sessions and "non-meetings"; and recording and sealing (or not) nonpublic session minutes. Bring your questions!

Presented by: *Cordell Johnston, Attorney at Law*

Meeting Room: Contoocook (Assembly Area)

Track(s): Governance/Select Boards

Rules and Exemptions for Law Enforcement and Firefighters

Join us for an in-depth, informative session focused on the unique pay rules and FLSA exemptions that apply specifically to law enforcement and firefighter personnel. This training will break down key regulatory requirements under the FLSA, clarify how

exemptions are applied in real-world scenarios, and highlight common challenges agencies face in maintaining compliance. Attendees will gain practical insights to help navigate compensation, overtime, and exemption considerations with confidence. The session will also include dedicated time for questions.

Presented by: *Ana Maria Allaire, Community Outreach and Resource Planning Specialist, Wage and Hour Division, U.S Department of Labor*

Meeting Room: Frost (Mezzanine Level)

Track(s): Economic Development; Employment/Human Resources; Finance & Taxation; Governance/Select Boards; Public Safety Best Practice & Emerging Issues

Successes in Energy Efficiency: Municipal Highlights

Join us for an informative session on how municipalities can save energy and money through the NHSaves energy efficiency programs. The focus of this session will be to highlight municipal customer experiences with the program, to provide a clear model that will inspire other towns to engage with energy efficiency. The role of an energy committee will also be discussed, as well as financing options.

Presented by: *Jessi Duston, Energy Efficiency Consultant, Eversource/NHSaves*

Meeting Room: Dartmouth (Mezzanine Level)

Track(s): Economic Development; Tech Corner

The Basics of Issuing a Bond to Borrow Money

This session will provide an overview of the process to issue a bond in NH, including compliance with state law, what it means to borrow money "tax exempt" and the federal requirements that come with issuing "tax exempt" bonds, the various options for whom to borrow the money from, and pitfalls to avoid.

Presented by: *Steven Whitley, Attorney, Drummond Woodsum*

Meeting Room: Piscataquog (Assembly Area)

Track(s): Finance & Taxation; Governance/Select Boards

The Legislative Process and Advocating at the Legislature

In this session, the NHMA Advocacy Team will walk attendees through our organization's public policy advocacy efforts, including the new, member-adopted 2027-28 Legislative Policies and Principles. Advocacy Team members Sarah Burke Cohen, Brodie Deshaies, and Marty Karlon will provide an overview of the legislative process and how you can keep up on what's happening at the State House, raise your concerns about state legislation with the Advocacy Team, and help influence the process by advocating for your municipality.

Presented by: *Marty Karlon, Policy & Research Analyst, NH Municipal Association*
Brodie Deshaies, Legislative Advocate, NH Municipal Association
Sarah Burke Cohen, Legislative Advocate, NH Municipal Association

Meeting Room: Hawthorne (Mezzanine Level)

Track(s): Assessing, Code Officials, Economic Development, Employment/Human Resources, Finance & Taxation, Governance/Select Boards, Land Use & Environment, Public Safety Best Practice & Emerging Issues, Public Works, Risk Management, Trustees, Welfare

Understanding and Assessing Civic Health in Your Community

Civic health reflects the strength of local democracy — how much residents trust one another, engage in local decision making, and support their neighbors. This session is designed for local officials to reflect on civic health in their respective communities, with an emphasis on practical strategies to strengthen civic engagement for positive local outcomes. This session will highlight ways to amplify civic engagement in your community and measure the impact of your initiatives. Drawing on the work of the Carsey School and NH Listens, including the 2022 Local Civic Health Guide, this session will explore common challenges facing municipal leaders and offer actionable approaches for measuring civic health at the local level.

Presented by: *Mikayla Townsend, Program Coordinator, NH Listens, UNH Carsey School*
Carrie Portrie, Research Assistant Professor, NH Listens, UNH Carsey School

Meeting Room: Merrimack (Assembly Area)

Track(s): Economic Development, Governance/Select Boards

4:30 P.M. **Exhibitor Reception**
Exhibit Hall

5:30 P.M. **NHMA County Fair & Dinner**
Armory

NEW HAMPSHIRE MUNICIPAL ASSOCIATION

Thursday, October 29, 2026

7:30 A.M. Registration Opens
Exhibit Hall Concourse

7:30 A.M. Breakfast
Exhibit Hall

9:00 A.M. CONCURRENT SESSIONS

ADA Overview Part I: Disability Discrimination

Municipal employers are prohibited from discriminating against employees or applicants based on their membership in a protected class, including being an individual with a physical or mental disability. While this obligation has become an ingrained and accepted principle, many municipal employers are nonetheless presented with challenging questions regarding employee rights and what constitutes discrimination under the law. This presentation will provide municipal employers with a practical overview of federal and state employment discrimination laws and review the responsibilities of supervisors, human resources professionals, and elected officials in maintaining a lawful and respectful workplace. This session will cover discrimination and harassment laws and obligations, with a focus on disability discrimination. Attendees will learn how discrimination claims arise, how to recognize problematic workplace conduct, and how to respond appropriately to complaints and workplace concerns. This presentation will also provide practical advice on reducing legal risk while promoting consistent and fair employment practices.

Presented by: *Anna Cole, Attorney, Drummond Woodsum*
Hadley Johnson, Attorney, Drummond Woodsum

Meeting Room: Webster (Across from Expo Hall)

Track(s): Employment/Human Resources

Doing More with Less: Practical Cybersecurity for NH Municipal Leaders

NH municipal leaders are being asked to do more with less while facing a rapidly evolving threat landscape driven by AI-enabled cyberattacks. From water and wastewater systems to public safety, finance, and emergency management, cybersecurity is no longer just an IT issue — it is a core operational and public safety challenge. This session provides a practical approach to integrating cybersecurity into already strained municipal operations and competing priorities. Designed for municipal and department leaders, and public sector decision-makers, the session focuses on achievable foundational defenses, sound

budgeting strategies, and ways to build organizational resilience without overwhelming staff or resources. Attendees will gain a clearer understanding of today's evolving threats, the real-world impacts cyber incidents can have on community safety and continuity of operations, and the practical steps leaders can take now to improve preparedness.

Presented by: *Alyssa Rosenzweig, Deputy Director, The Overwatch Foundation*
Taylor Kieth, Program Manager, The Overwatch Foundation
Pam McLeod, Chief Information Security Officer (CISO), NH Department of Information Technology

Meeting Room: Pemigewasset (Assembly Area)

Track(s): Governance/Select Boards; Public Safety Best Practice & Emerging Issues; Public Works; Risk Management; Tech Corner

Municipal Bonding: How to Authorize and Finance Your Project

This session will provide an overview of the steps that a community needs to take in order to authorize a bond for a capital project under NH law and address the specifics of how to finance that project.

Presented by: *Renelle L'Huillier, Attorney, Devine Millimet & Branch, PA*

Meeting Room: Hawthorne (Mezzanine Level)

Track(s): Finance & Taxation; Governance/Select Boards; Public Works

New Hampshire Legislative Update for Assessors

Learn how the 2025-2026 session impacted assessing and communinities in general.

Presented by: *Jim Michaud, Chief Assessor, Town of Hudson*
Steve Hamilton, County Director with NH Association of Assessing Officials, Sullivan County

Meeting Room: Piscataquog (Assembly Area)

Track(s): Assessing

New Hampshire Office of Highway Safety Grants

Learn about the programs, process and equipment the Office of Highway Safety can assist your municipality with regarding enforcement efforts and the related equipment application process.

Presented by: *Stephen Fisher, Highway Safety Field Representative, State of NH - Department of Safety - Office of Highway Safety*

James Gilbert, Highway Safety Field Representative, State of NH - Department of Safety - Office of Highway Safety

Meeting Room: Frost (Mezzanine Level)

Track(s): Public Safety Best Practice & Emerging Issues; Public Works

NHMA's Annual Court Update

Municipal law is shaped not only by the legislature, but also by the courts. This popular session is your opportunity to learn about state and federal court decisions issued over the past year that affect New Hampshire's cities and towns. In this session, NHMA attorneys Christine Johnston and Jonathan Cowal will highlight cases of interest from the past year and field questions from the audience. Attendees will also receive a copy of NHMA's annual Court Update publication.

Presented by: *Jonathan Cowal, Legal Services Counsel, NHMA*
Christine, Johnston, Legal Services Counsel, NHMA

Meeting Room: Merrimack (Assembly Area)

Track(s): Assessing; Code Officials; Employment/Human Resources; Governance/Select Boards; Land Use & Environment

New Hampshire Retirement System: Updates for NHMA Members

Stay up to date on the latest NHRS information affecting New Hampshire municipalities. This session will provide a practical overview of the New Hampshire Retirement System, including earnable compensation and reporting requirements, veterans' and military duty service credit, FY 2027 employer contribution rates, investment performance and the funded ratio, and an update on the upcoming Decennial Commission. Designed for municipal officials, HR professionals, finance officers, payroll staff, and administrators, this session will provide valuable information to help ensure accurate reporting and a better understanding of NHRS programs and processes.
Presented by: *Ashley Crutchfield, Director of Communications and Legislative Affairs, New Hampshire Retirement System, NH Retirement System*
Diana Crichton, Associate Counsel & Compliance Officer, NH Retirement System

Meeting Room: Dartmouth (Mezzanine Level)

Track(s): Employment/Human Resources

Regulating Expression: Murals, Signs, and Constitutional Limits

Signage and mural regulations sit at a complex intersection of land use authority, free speech, and community identity. This session explores how evolving First Amendment law is reshaping local sign ordinances, with a focus on a recent case in Conway. There, a mural

created by local high school students depicting items sold by a bakery raised a central question: when does a mural become a commercial sign? Around the same time, the town also evaluated scenic White Mountain murals at a retail plaza and reached a similar conclusion. Through this case study and other recent legal developments, a licensed attorney will unpack how courts are analyzing signage regulations and what it means for municipalities. Panelists—including attorneys, planners, and industry professionals—will discuss the practical challenges communities face in drafting and enforcing sign ordinances that promote aesthetics and safety while respecting constitutional protections.

Presented by: *Tiffany Tononi McNamara, Executive Director, Plan NH*
Derek Lick, Attorney, Orr & Reno
Meredith Farrell Goldstein, Attorney, Orr & Reno

Meeting Room: Pierce (Across for Expo Hall)

Track(s): Land Use & Environment

Regulatory Reform: Opportunities and Challenges

Hear about the experiences of the Town of Plymouth and the City of Nashua, which took opposite approaches to regulatory reform—incremental zoning changes vs. a complete zoning code rewrite—to increase housing opportunities, including for missing middle housing. Learn from Plymouth and Nashua officials about the factors that went into these communities taking two very different approaches, including form of government, funding, and planning board capacity. Judi Barrett, Founder of Barrett Planning Group LLC, will also talk about the benefits and challenges of adopting incremental zoning changes vs. a complete zoning code rewrite based on her 35 years of experience working with communities on zoning updates.

Presented by: *Joseph Perez, Director of Planning and Economic Development, Town of Plymouth*
Sam Durfee, Planning Manager, City of Nashua
Judi Barrett, Founding & Managing Director, Barrett Planning Group LLC

Meeting Room: Contoocook (Assembly Area)

Track(s): Land Use & Environment

10:15 A.M. Exhibit Hall Break

Assembly Area

NEW HAMPSHIRE MUNICIPAL ASSOCIATION

10:45 A.M. CONCURRENT SESSIONS

ADA Overview Part II: Employee Accommodation Requests and the Interactive Process

Municipal employers regularly face difficult questions involving employee medical conditions and accommodation requests. Under the Americans with Disabilities Act ("ADA") and state law, employers must engage in the "interactive process" to determine whether a reasonable accommodation can be provided to enable a qualified employee with a disability perform all of their essential job functions. This practical training is designed to walk attendees through the stages of the ADA interactive process – from recognizing when the process triggers to evaluating accommodations to documenting decisions. Using real-world examples, attendees will learn how to navigate accommodation requests while balancing operational needs, confidentiality, and employee rights.

Presented by: *Mark Broth, Attorney, Drummond Woodsum*
Hannah Devoe, Attorney, Drummond Woodsum

Meeting Room: Webster (Across from Expo Hall)

Track(s): Employment/Human Resources

Cottage Courts and the NH Communities Embracing Them

In an effort to address New Hampshire's housing deficit, communities across the state are embracing "missing middle" housing. This is especially true for cottage courts, sometimes called cottage clusters or pocket neighborhoods. In recent years, several communities have adopted cottage court ordinances including Keene, New London, Fitzwilliam, Antrim, Hampton, Bedford, and others. Cottage courts are generally small (ranging from 400-1,200 square feet) detached single-family homes clustered around a shared green space. Perfect as starter homes or places to downsize, these small, clustered homes are an aesthetically pleasing way to promote infill development and gentle density. In this session, attendees will hear from leaders in communities that have adopted cottage court or pocket neighborhood ordinances, some of which have resulted in approved projects. Speakers will share the successes and challenges of adopting the ordinance, including the response from community members and housing developers.

Presented by: *Sarah Wrightsman, Manager, Community Engagement and Education, New Hampshire Housing*
Mari Brunner, Senior Planner, City of Keene
Carol Ogilvie, Planning Consultant
Jason Bachand, Town Planner, Town of Hampton

Meeting Room: Contoocook (Assembly Area)

Track(s): Assessing, Code Officials, Economic Development; Land Use & Environment

Land Use Law Legislative Changes in 2026

Join NHMA Legal Services Counsel Christine Johnson and NHMA Legislative Advocate Brodie Deshaies to learn about the major changes to the planning and zoning statutes resulting from the passage of numerous bills during the 2026 legislative session. These changes, which affect planners, local land use boards, and municipal land use staff, include everything from updates to the laws concerning multi-family dwellings on land zoned to permit commercial uses and in-home and commercial childcare providers to vesting accessory dwelling unit (ADU) building permits and updates to the state building code.

Presented by: *Brodie Deshaies, Legislative Advocate, NH Municipal Association*
Christine Johnston, Legal Services Counsel, NH Municipal Association

Meeting Room: Merrimack (Assembly Area)

Track(s): Assessing; Code Officials; Economic Development; Land Use & Environment; Public Works

Local Roads Need Local Partners: Get to Know NH's LTAP Program

In 2025, approximately 1,500 participants from more than 150 New Hampshire communities engaged in training through New Hampshire's Local Technical Assistance Program (LTAP), an effort sponsored by the Federal Highway Administration and New Hampshire Department of Transportation. This session will highlight how NH communities are using LTAP training, technical assistance, and resources to address common local challenges such as aging culverts, gravel road maintenance, pavement preservation, winter operations, workforce development, roadway safety, worker safety, and stretching limited infrastructure dollars further. We'll also showcase practical tools, training opportunities, and available resources that can help local agencies make informed decisions about maintaining and improving local transportation infrastructure. Whether your municipality is focused on preserving aging infrastructure, strengthening the local roads workforce, improving roadway safety, or maximizing limited paving and infrastructure budgets, LTAP can provide training, resources, and technical support.

Presented by: *Marilee Enus, Director, UNH T2 Center & NH LTAP*
Scott Kimond, Technical Specialist and Instructor, UNH T2 Center & NH LTAP

Meeting Room: Frost (Mezzanine Level)

Track(s): Public Works

New Hampshire Assessing Standards Board Public Forum

This session will review the past years achievments and items to follow in the coming year.

Presented by: *Robert Edwards, Chair, NH Association of Assessing Officials*

Meeting Room: Piscataquog (Assembly Area)

Track(s): Assessing

Practical Recycling and Waste Solutions for NH Communities

Communities are facing growing pressure around waste disposal, recycling markets, food waste, batteries, and other hard-to-manage materials. This session will provide a practical overview of how trash and recycling systems work in New Hampshire, what commonly accepted recyclables become after collection, and why disposal challenges are becoming more urgent for municipalities. Participants will learn the basics of recycling, how materials move through New Hampshire's solid waste and recycling system, and what current challenges—such as food waste, lithium-ion batteries, contamination, disposal capacity, and hard-to-manage materials—mean for local decision-makers. The session will also highlight realistic next steps municipalities, residents, and state partners can take to reduce waste, improve recycling outcomes, and strengthen local solid waste programs.

Presented by: *Andrea Folsom, Executive Director, NH Recycles*

Meeting Room: Pierce (Across from Expo Hall)

Track(s): Governance/Select Boards; Land Use & Environment; Public Works

Public Sector Retirement Readiness: What Local Officials Need to Know

Municipal employees rely heavily on their New Hampshire Retirement System (NHRS) pension, yet many still face a significant retirement income gap. This session provides a practical, non-technical overview of retirement readiness in the public sector and what local officials can do to help their workforce plan for long-term financial stability. Attendees will gain a clear understanding of the components of retirement income for municipal employees, common misconceptions employees have about pensions, and the financial realities facing today's multigenerational workforce. We will discuss how voluntary savings—such as through a 457(b)—can complement the NHRS pension, improve financial preparedness, and support recruitment and retention without increasing payroll costs. The focus is on empowering municipal leaders, HR staff, and finance administrators with tools and best practices to communicate benefits effectively, support responsible planning, and strengthen employee financial resilience.

Presented by: *Erin Zayac, Executive Director, State of NH Deferred Compensation Plan*
Karl Kroner, Relationship Manager- Large Government, Empower

Meeting Room: Dartmouth (Mezzanine Level)

Track(s): Employment/Human Resources; Governance/Select Boards; Risk Management

NEW HAMPSHIRE MUNICIPAL ASSOCIATION

Right-to-Know Law & Public Meetings

This session will cover the fundamentals of public meetings under the Right-to-Know Law. Who are public bodies that must comply with 91-A? What actions and discussions of a public body shall be conducted at public meetings? Where must public meetings be held? When must the public be notified of a public meeting? How must the public body conduct the meeting and create meeting minutes to comply with 91-A?

Presented by: *Jonathan Cowal, Legal Services Counsel, NHMA*

Meeting Room: Pemigewasset (Assembly Area)

Track(s): Governance/Select Boards

Tax Deed Jeopardy!

Based on the popular television program, New Hampshire attorneys and auctioneers Rick Sager and Weston Sager will co-host a quiz-show-style presentation about tax deeded properties and other town-and-city-owned real estate! Participate in the fun or simply watch and learn about common answers and questions associated with this oft-misunderstood area of the law. Prizes given for correct responses! See if you have what it takes to be the Ken Jennings of municipal real estate knowledge!

Presented by: *Weston Sager, Attorney & Auctioneer, Sager & Smith, PLLC and NH Tax Deed & Property Auctions*
Rick Sager, Attorney & Auctioneer, Sager & Smith, PLLC and NH Tax Deed & Property Auctions

Meeting Room: Hawthorne (Mezzanine Level)

Track(s): Economic Development; Finance & Taxation; Governance/Select Boards; Land Use & Environment

12:00 P.M. Lunch
Exhibit Hall

1:00 P.M. Exhibit Hall Break

1:30 P.M. CONCURRENT SESSIONS

Building Code Legislative Update

This session, geared toward building officials and code enforcement officers, will provide a detailed technical review of building code updates enacted by the Legislature during the past two years. Topics that will be covered include changes in local building code

enforcement procedures, the option for municipalities to allow third-party inspectors, the transfer of all building code and enforcement references from the planning and zoning statutes to RSA 155-A. A breakdown of changes in the state building code as a result of moving to the 2024 ICC codes will also be discussed.

Presented by: *Philip R. Sherman, P.E., Chair, NH Building Code Review Board*
Michael Hagan, MCP, CBO, CFM, Building Division Manager, Floodplain Administrator, Assistant Emergency Management Director, City of Keene
Noah Hodgetts, Principal Planner, NH Department of Business and Economic Affairs

Meeting Room: Merrimack (Assembly Area)

Track(s): Code Officials; Land Use & Environment

From Idea to Implementation: Delivering Successful Municipal Projects

Local officials are often expected to advance important infrastructure and community development projects while balancing limited staff capacity, evolving regulations, public expectations, and increasingly complex funding requirements. While some projects move smoothly from planning to construction, others encounter unexpected delays, budget pressures, permitting obstacles, or shifting priorities that can stall momentum and strain resources. Designed for elected officials, municipal staff, planners, and DPW personnel, this session provides a practical look at the common challenges that influence successful project delivery. The session will also explore the difference between project eligibility and true project readiness, and how early planning, interdisciplinary coordination, environmental review, and public communication can help reduce risk, improve competitiveness for funding opportunities, and position projects for successful implementation. Attendees will leave with practical strategies to help move municipal projects forward.

Presented by: *Katelyn Robinson, Director of Economic Development, HEB Engineers INC.*
Chris Fornier, Vice President of Business Development, Director of Structural Engineering, HEB Engineers

Meeting Room: Contoocook (Assembly Area)

Track(s): Economic Development; Finance & Taxation; Governance/Select Boards; Public Works

Municipal Facility Design to Meet Current Threats and Safety Concerns

As we navigate the 21st century, threats to buildings and staff continue to increase. An architect from Harriman will discuss strategies for creating and adapting facilities to improve occupant safety, comfort, and reduce potential threats. Strategies range from

environmental design, building material selection, and interior environments including natural daylighting and finishes. Using the Concord Police Headquarters, the new 911 Call Center in Laconia, and the Mexico (Maine) Fire Department projects as case studies, learn best practices for designing facilities that are resilient and secure. Participants will come away with a better understanding of how to create safe and secure environments for their staff to thrive.

Presented by: *William H. Gatchell, AIA, Senior Associate, Harriman*

Meeting Room: Dartmouth (Mezzanine Level)

Track(s): Governance/Select Boards; Public Safety Best Practice & Emerging Issues; Risk Management

New Hampshire Board of Tax & Land Appeals Annual Wrap-Up

A discussion concerning this past year's important, interesting and/or impactful Board decisions.

Presented by: *Michele Lebrun, Chair, NH Board of Tax & Land Appeals*
Theresa Walker, Member, NH Board of Tax & Land Appeals
Eric Wind, Esq., Member, NH Board of Tax & Land Appeals
Anne Stelmach, Executive Director, NH Board of Tax & Land Appeals

Meeting Room: Piscataquog (Assembly Area)

Track(s): Assessing

NH City & Town Website Project: Building Better Municipal Voting & Election Websites

As New Hampshire election laws continue to evolve, municipal websites play an increasingly important role in ensuring voters can easily access accurate and up-to-date election information. In 2026, the NH Campaign for Voting Rights (NHCVR), alongside coalition partners, conducted a statewide review of municipal voting and election websites to better understand how communities are communicating critical information to voters. This session will share key findings from the project, including common strengths, recurring gaps, and examples of "model" municipal websites from across the state. Attendees will also participate in a practical discussion and workshop focused on improving accessibility, organization, and clarity of election information on local government websites, including making voting information easy to find and navigate, clearly communicating voter registration and ID requirements, and updating websites to reflect recent election law changes. Participants will learn about low-cost, practical

improvements that municipalities can implement immediately and review examples of effective website layouts and communication strategies.

Presented by: *Sarah Chouinard, Voting Rights Program Manager, New Hampshire Campaign for Voting Rights*
Liz Tentarelli, President, League of Women Voters NH

Meeting Room: Pemigewasset (Assembly Area)

Track(s): Governance/Select Boards; Tech Corner

Reasons Why Postponing Capital Projects Hurts Communities

Since 2010, building costs have escalated over 85%. Building now is always the best option, but it can be difficult to convince constituents of this fact. This presentation will discuss two projects that have shouldered the burden of waiting for approval and how delaying them impacted their communities. Using the Raymond and Atkinson police department projects as case studies, we will share “lessons learned” that illustrate the perils and pitfalls of postponing capital projects. Participants will come away with a concrete framework for making critical facilities decisions that best support the public interest, municipal operations, and fiscal responsibility.

Presented by: *William H. Gatchell, AIA, Senior Associate, Harriman*
Michael R. Labell, Chief of Police, Raymond Police Department
Ken Robichaud, Town Manager, Town of Raymond

Meeting Room: Hawthorne (Mezzanine Level)

Track(s): Economic Development; Governance/Select Boards; Public Works

Saving Taxpayer Money by Reducing Plastic Waste

Learn how municipalities have reduced costs of purchasing and waste disposal, including resolutions eliminating the use of town money to procure single use plastics or Styrofoam, and making the transition in their schools from disposable to reusable foodware. Hear about two pilot programs for reusable restaurant takeout containers, and about successful municipal campaigns to "BYO" coffee mugs and "Skip the Stuff." This presentation will also include information about initiatives in other states to save disposal costs, decrease waste, and help the environment.

Presented by: *Susan Richman, Durham Integrated Waste Management Advisory Committee and NH Network: Plastics Working Group*
Cindy Heath, NH Network: Plastics Working Group, Cornish Conservation Commission, the Cornish Community Initiative Board, and Sustainable Lebanon

Kristen Murphy, Conservation and Sustainability Planner, Town of Exeter
Representative Nicholas Germana, Cheshire District 15, House Committee on Environment & Agriculture
Cynthia Walter, PhD, Former Biology Profressor and Pollution Researcher, Pennsylvania and City of Dover, NH

Meeting Room: Pierce (Across from Expo Hall)

Track(s): Land Use & Environment; Public Works

What is the new Site Evaluation Committee? Regulating Siting & Expansion of Landfills

You have probably heard of the Site Evaluation Committee and thought it had something to do with electric power, correct! But now there's a second one: the Solid Waste Evaluation Committee (SWEC). The SWEC is a brand new-addition to state law that will review proposals for large new landfills and large existing landfills that want to expand. An experienced practitioner who had a hand in writing the law will explain what the SWEC is designed to do—and not do—and how that may—or may not—affect your town or city. Bring your questions to this interactive session.

Presented by: *Amy Manzelli, Managing Attorney, BCM Environmental and Land Law*

Meeting Room: Frost (Mezzanine Level)

Track(s): Economic Development; Governance/Select Boards; Land Use & Environment; Public Works

2:45 P.M. CONFERENCE CONCLUDES