

TOWN OF SEABROOK

SELECTMEN'S MEETING

MARCH 16, 2026

Theresa A. Kyle
Harold F. Eaton
Aboul B. Khan
William M. Manzi, III

Mrs. Kyle opened the meeting at 9:32AM.

VETERAN EXEMPTION

Devon Brantmuller - 10 Kimberly Drive

MOTION: Aboul B. Khan To approve and sign the
Second: Harold F. Eaton veteran exemption.
Unanimous

If any adjustment needed Mr. Manzi will let the board know at the next meeting.

4 ELDERLY EXEMPTIONS

MOTION: Theresa A. Kyle To approve and sign all
Second: Harold F. Eaton 4 elderly exemptions.
Unanimous

MEETING - SAND PLACEMENT MAINTENANCE DREDGE

Coral Stiligato was present for this meeting via Zoom. She went over the project from 2019 and the upcoming project for 2028. They are waiting for the bridge construction to be complete before the dredging occurs. They will be doing a sample between spring and fall of 2026. This would be the planning phase and where the sand would be best utilized in the community.

Mrs. Kyle requested they go south of Hooksett if there was any remaining sand. Initially it would go north towards Hampton. Coral Stiligato said they would also be placing material near the shore that will allow a more natural placement of the sand.

Mr. Khan feels it would be beneficial to include all of the stakeholders. The fishermen want the dredging, but don't have a lot of input as to where the sand goes.

Mr. Eaton asked if the amount of sand would be the same as previous dredging and how long it will take to complete. Coral Stiligato said about the same amount and will take about 3 months or so depending on location of the sand. He asked why this happens in the Hampton-Seabrook area. Coral Stiligato said she doesn't have an answer for that as she oversees the maintenance of the dredging.

Mr. Eaton asked if there was a way to make a hybrid model of moving the sand. Coral Stiligato spoke to the areas they addressed during the last dredging project. Some of the areas are a little further away from the other communities but they may be able to stockpile some of the material.

The next meeting in Portsmouth is scheduled for March 24.

MEETING - YANKEE COOP LEASE SIGNING

The board and members of the coop signed the lease agreement.

MEETING - HEALTH CARE PRESENTATION - BORISLOW

Kirsty was present for the presentation. This is to give education so they can make the best decision for the community. Prescription drugs drive up costs with the specialty drugs, like Ozempic. There are also more costs related to transplants. People are living a lot longer than previously with some of the high-cost prescriptions and treatments. Gene therapy is also a high cost that companies are now experiencing.

There was discussion on the cost of health increasing over 10 years. Municipal health has seen increase all in double digits this past year. Currently NH has 2 risk pools as one pool went under in 2025. SchoolCare was under budget and had to issue a \$30 million assessment on its members as they could not pay the claims. HealthTrust is the largest and most stable of the pools.

Mr. Eaton would like to know the administrative cost to HealthTrust. This information will be pulled and provided to the board. Kirsty explained how the HealthTrust does the HR portion of the program that most municipalities don't have.

Kirsty explained the loss ratio and Seabrook was high for past 12 months. For every dollar paid in the HealthTrust paid out \$1.22 so there were no administrative costs to Seabrook. In the previous 12 months every dollar paid in the HealthTrust paid out \$1.29. Seabrook is very high in the loss ratio and also has had some very high claims for the past 2 years. She said these are the highest rates she has ever seen, even with the high claims they have experienced.

Mr. Eaton asked what the average cost would be for family plan in surrounding communities. Kirsty said a family plan would be 48,000-50,000 compared to the 72,000 that Seabrook is paying.

Seabrook is currently on a high-deductible plan. Claims are so high that members can go through the deductible very fast.

These plans are not as cost effective as they were previously. Seabrook has what they call a "rich plan" meaning they pay for half the deductible of \$2500 compared to other communities.

The project will include direct quotes from the 3 major providers. The providers also will only allow 50% of the deductible. If the town will fund more than half it has to be disclosed upfront and the premium costs will change to reflect this. She said Seabrook is too small to be self-insured and there are too many high-cost claims. She is not sure what type of rates the town will receive with the high claims and high-cost healthcare, they will do the project and see what comes in.

Mr. Khan asked if they could find a health insurance plan that matches what they currently have. Kirsty said they can match the plans and explained how they will pull the data for claims in August and put it out to bid in September. This will give us information about the market at the same time Seabrook gets the rates from HealthTrust.

There was discussion on what the town can do to reduce the costs. The HealthTrust has offered to do health fairs, but when the employees don't attend it is not conducive. Kirsty said if the plan design doesn't include costs to the members, there's no incentive for the members to look at other options. Kirsty recommended HealthTrust come in to give tools where members can go for less expensive treatment/surgery, etc. Site of service treatments are offered by HealthTrust and can be discussed.

Tim Mone said the town has been working hard to remedy this in the contracts, but they have been voted down by the voters. He said it is important that this is recognized.

Justin Packard said the elected officials don't contribute anything to the premium. He suggested the board look into having them pay a portion of the cost. Mr. Manzi said 2 of the 3 members that at least 2 could be done immediately.

Mr. Eaton said it appears as though Seabrook is in a self-destructive plan. It's not intentional but it is something that has happened and now must be looked at. Having the analysis is going to be very helpful to let them know whether or not being with HealthTrust is the best option or not.

There was discussion on employees who are over 65 and going on Medicare. Kirsty said an employer is not allowed to force the

employee onto Medicare. However, they can educate the employee on the difference between the employer plan and Medicare plan.

MEETING - ROAD PROGRAM 2026 - DPW MANAGER

John Starkey was present at this meeting. He said they have always worked together for the paving program in town. He would like to try and get it all done before July 4th.

There was discussion on the road that had a new water line installed. Curtis Slayton spoke and said that he believes John Starkey can get this road done at a better cost than he could.

Items 15 and 16 on the worst roads list could be saved for last in case they run into a money issue. Mr. Khan would like the board to adopt a policy that they don't work on new roads if it is broken before the 20-year mark. He feels it should be in the plans with these developers so they are aware they will be responsible for correcting issues.

Mr. Manzi said the planning board chairman has invited the board to the next planning board meeting. He would like to talk a little bit about the potential impact on the water wells as Curtis Slayton and Ray Talkington are here.

Curtis Slayton said 74 Ledge Road is a proposed development of 8 homes that is extremely close to the GP Wells 4 & 7. He is very concerned about this and said GP4 is the greatest producer in the town. This well is rated at 550 gallons per minute. Lucy Brook runs through here and could potentially be a source of the contamination.

Ray Talkington spoke to the recharge from Lucy Brook and if it was to be contaminated would be a negative impact on Seabrook. He spoke about the discharge that is forbidden by state law within 400-foot of the well area. He said in good conscience they cannot recommend this project get approval. At very least they could recommend an in-depth study to be borne by the developer to show that there would be no impact on the town.

Jonathan Clark property owner of 74 Ledge road - said the radius of 400-feet for the wells is on his property. There are no easements for this property. He would like clarification as he has heard a couple of things. The wells were in place before the laws came in and didn't require easements back then.

MEETING - FIRE CHIEF

Chief Bill Edwards was present for his report (see attached). He congratulated all of the people who won the elected offices and thanked the voters for coming out.

Mr. Eaton said they should be looking to have a study conducted at the fire department to share facts with the community on the need for personnel. There could be grants available to help with the cost of the study. Chief Edwards is looking at a grant that will help to cover costs of the new employees going to classes and the overtime to cover while they are at class. The chief said they are looking into the SAFER grant as well. Mr. Khan asked about the chief call they had been hearing. Chief said it is the number of calls and they are busy. He said they are having 2 ambulance calls in the same hour and is becoming more of the norm.

Mr. Khan asked when a call comes into the station do they ask where they reside. Chief said they ask the name and when they can speak, they ask but it is not the question they ask to determine if they respond to the call.

DISCUSSION - NAMING OF "ADAMS PARK"

Mrs. Kyle said she is looking for an idea as to when they are going to dedicate the park. The board will look for a date in the middle of May and Mrs. Adams will be notified of the date.

Mr. Eaton asked to table the water and sewer applications. Curtis Slayton was present and answered questions on the connection fees. He said he looked at this pretty heavily based on water use by Outback Steakhouse. He said there is no accountability for drive-thru restaurants. Mr. Eaton believes that there is no comparison between the 2 as to how many patrons they will see. Curtis Slayton said he doesn't see a way to make that work as the fees are calculated based on the numbers of seating. The way it looks, Outback Steakhouse would have a larger number of seatings.

WATER SERVICE APPLICATIONS

Salem Manufactured Homes LLC - 223 Route 107 #17 & 57 True Road
Jarrod Patten - 20 Rocks Road
Chick-fil-a - 712 Lafayette Road

MOTION: Harold F. Eaton To approve and sign both
Second: Aboul B. Khan water applications for
Unanimous Salem Manufactured Home.

MOTION: Harold F. Eaton To approve and sign the
Second: Aboul B. Khan water application for

Unanimous

712 Lafayette Road.

MOTION: Harold F. Eaton
Second: Aboul B. Khan
Unanimous

To approve and sign the water application for 20 Rocks Road.

SEWER SERVICE APPLICATIONS

Salem Manufactured Homes LLC - 223 Route 107 #17 & 57 True Road
Jarrod Patten - 20 Rocks Road
Chick-fil-a - 712 Lafayette Road

MOTION: Harold F. Eaton
Second: Aboul B. Khan
Unanimous

To approve and sign all sewer applications.

HYDRANT FLOW TEST

712 Lafayette Road

MOTION: Harold F. Eaton
Second: Aboul B. Khan
Unanimous

To approve and sign the hydrant flow test.

PARADE ROUTE - FOURTH OF JULY CELEBRATION

Mr. Eaton said the committee members have decided to go back to the heritage of the Town where they marched down Route 1. They have submitted a petition to the state asking for permission to march north on Route 1 down Railroad Avenue to Centennial Street and then down Centennial Street to Walton Road where they will end at the Legion.

MOTION: Theresa A. Kyle
Second: Aboul B. Khan
Unanimous

To approve the parade route subject to the state approval.

ROUTE 1 - PLANNING BOARD CHAIRMAN

The 10-year plan did pass the house this past week. Funds in the amount of \$1.6 million have been encumbered and \$95K has been approved to expend for a crosswalk on Route 1 across from Starbucks. He has been in contact with the state and will approve with the control box that is already there. They will need to have a plan and engineer for this project. TEC is an approved engineer and currently works as an engineer for the town. He would like to have the money set aside and have a no bid contract with TEC to do this work. TEC has indicated that \$95K is more than enough for the plan and engineering work. Mr. Khan is concerned that they won't have the money to complete the construction of the project. The entire project will cost about

\$218K and they will be looking to see if there are any grants available.

MOTION: Aboul B. Khan To authorize the
Second: Harold F. Eaton expenditure of funds for
Unanimous design, engineering &
permitting for the
intersection at 270
Lafayette Road.

QUESTIONS/COMMENTS

Mr. Khan said last Tuesday was election day and congratulated Harold Eaton and all individuals who will be serving the town on the various committees. He said they had 1200 voters, but we have 6400 registered voters and said please consider coming out at the next election. Mrs. Kyle also reiterated Mr. Khan's comments.

Mr. Eaton thanked the board and everyone who elected him to office. He gave an overview of the events with dates being held for the 250th Anniversary. The ball will be held in honor of Carrie Fowler.

MOTION: Aboul B. Khan To approve the request
Second: Theresa A. Kyle to have the flyer for
Unanimous 250th celebration posted
on the website.

Mr. Khan said the election workers did a tremendous job and worked for 15-16 hours.

Justin Packard said he has been working with Mr. Eaton on the 250th Anniversary. He wants to make sure they are in compliance with the policy for donations and may need to set up a trust account for the donations as there are some pretty significant amounts.

NON-PUBLIC SESSION

MOTION: Aboul B. Khan To enter into non-public
Second: Harold F. Eaton session under RSA 91-A:3
Unanimous II (c) negotiations.

Roll Call:

Mrs. Kyle - yes
Mrs. Eaton - yes
Mr. Khan - yes

SELECTMEN'S MEETING

-8-

MARCH 16, 2026

Minutes taken by Kelly J. O'Connor.

Approved and endorsed:

Aboul B. Khan
Clerk

Date: _____