

**Shaun Mulholland**  
Town Manager  
(603) 432-1100 ext. 401  
smulholland@londonderrynh.gov



**Kellie Caron**  
Deputy Town Manager  
(603) 432-1100 ext. 402  
kcaron@londonderrynh.gov

**Town of Londonderry • 268B Mammoth Road • Londonderry, NH 03053**

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MEMORANDUM FOR RECORD

TO: Londonderry Town Council  
FROM: Shaun Mulholland, Town Manager  
DATE: May 17, 2026  
SUBJECT: Notice of Charter Violation – Councilor Ted Combes

This Memorandum for Record serves as formal notice to the Londonderry Town Council regarding actions taken by Councilor Ted Combes that constitute a violation of the Town Charter and applicable New Hampshire law.

On May 13, 2026, at approximately 3:14 PM [REDACTED] documented a telephone conversation initiated by Councilor Ted Combes concerning an ongoing matter involving Town administration and legal communications. According to [REDACTED] memorandum, Councilor Combes advised him that a communication previously issued by the Town Manager was “false,” instructed him that he “should comply with the lawyer” if contacted, and further stated that the Town Manager “does not know what he is doing right now” and “had no right to send this email out or direct town staff in this manner.” Further, Councilor Combes stated that the Town Manager is violating HR laws.

Section 4.8 of the Londonderry Town Charter expressly prohibits interference by individual Councilors in Town administration. Specifically, the Charter states:

“No Councilor shall give orders to or interfere with the performance of the duties of any of the administrative officers or employees, either publicly or privately.”

The Charter further provides:

“Any violation of the provisions of this section by a Councilor shall constitute grounds for forfeiture of office under the provisions of Section 3.3.”

The actions described in [REDACTED] memorandum represent direct communication by an individual Councilor to a Town employee regarding administrative direction, personnel authority, and operational matters under the authority of the Town Manager. These actions are

inconsistent with the Council-Manager form of government established by the Charter and constitute prohibited interference with Town administration.

Additionally, Section 4.6(A) of the Charter imposes an affirmative obligation upon the Town Manager to enforce the Charter and governing laws, stating:


“The Manager shall be charged with the preservation of the health, safety and welfare of persons and property and shall see to the enforcement of the ordinances of the Town, this Charter and general State Laws governing administration of the Town.”

Accordingly, it is my duty as Town Manager to formally report and address this matter.

Further, Councilor Combes’ conduct appears inconsistent with the provisions and intent of RSA 49-D:4 governing the Council-Manager form of municipal government in New Hampshire, which establishes the separation between legislative authority and administrative operations and prohibits individual councilor interference in administrative matters.

This memorandum is therefore submitted to the Town Council for review and appropriate action consistent with the Charter, including consideration of the remedies and enforcement provisions set forth in Sections 3.3 and 4.8 of the Town Charter.

Respectfully submitted,

Signed by:  
  
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Shaun Mulholland  
Town Manager  
Town of Londonderry