



# TOWN OF WARNER

PO Box 265  
Warner, New Hampshire 03278-0265  
Telephone: (603) 456-2298 Fax: (603) 456-2297  
Warnernh.gov [administrator@warnernh.gov](mailto:administrator@warnernh.gov)  
[selectboard@warnernh.gov](mailto:selectboard@warnernh.gov)

Select Board: Harry Seidel, Chairman  
Alfred Hanson, Vice Chair  
Michael J. Smith  
Kathleen Frenette, Town Administrator

## Select Board Public Meeting Minutes November 4, 2025 6:00 PM

### **I. Open the Public Meeting / Roll Call / Pledge of Allegiance**

Chairman Harry Seidel called the meeting to order at 6:02 PM. The Pledge of Allegiance was recited.

**Select Board present:** Chairman Harry Seidel, Vice Chair Alfred Hanson and Mike J. Smith.

**Public present:** Elizabeth Labbe, Jon Noble, Russ Smith, Suzanne Folsom, Michael Brown, Paul Sanchirico, Bruce Bauer, Monique Proulx, Rachel Parson, Constance Manchester Bonefant and Nancy Martin via Zoom.

### **II. Select Board Business:**

a. Department Heads: DPW, Tim Allen, Finalize Tree Policy – TABLED to November 18, 2025

b. Discussion of 2026 Proposed Budgets: Operational & Capital

Alfred Hanson explained that the Select Board has a few items to decide on; health insurance and ambulance negotiations. Harry Seidel questioned the \$1,500 line item for the website, noting that it could be reduced. Alfred Hanson explained that the Board will receive updated budget documents in time for the Budget Committee meeting on November 6, 2025. He stated that the Select Board needs to schedule a discussion on the capital budget. He stated that the Select Board needs to make a decision on C.O.L.A.

c. Review & Finalize Building Permit Forms – TABLED to November 18, 2025

d. Discuss & Finalize Employee Health Insurance

Harry Seidel explained that the company CGI has been contacted to discuss health insurance benefits. He explained that CGI requested competing proposals before they would submit a proposal. Harry Seidel stated that the Select Board wanted three bids but there is not another comparable plan to consider. He spoke about the Health Trust proposal. Harry Seidel stated that Health Trust is probably the best plan available. Alfred Hanson that CGI has indicated that their rates will be out shortly but no exact date was given. Alfred Hanson explained that during the work session with employees to discuss health benefits the consensus was to stay with Health Trust. He stated that if the Town leaves Health Trust they cannot rejoin for two years. Alfred Hanson stated that he is ready to make a decision. Mike Smith agreed.

**Harry Seidel made a motion seconded by Alfred Hanson to approve the Health Trust Benefit Renewal Package for January 1<sup>st</sup> to December 31<sup>st</sup>, 2026.**

**Roll Call Vote Hanson YES Seidel YES Smith NO**

The Select Board agreed to discuss the Health Reimbursement Account (HRA) and the Flex Spend Account (FSA) at the November 18, 2025 meeting.

1 e. Ambulance Funding: Discussion and Update Status

2 Harry Seidel explained that he has been studying the issue. He explained that the cost for the current year is  
3 \$241,514 and only \$89,000 was budgeted (using the given estimate in 2024), an increase of \$152,427. He  
4 explained that he and Clyde Carson met with the Town Administrator and Select Board Chair of Hopkinton  
5 to inform them that Warner does not have the funds this year. Harry Seidel stated that Warner has paid the  
6 first installment of the \$89,000. He stated that the Board needs to determine what to do about the seconded  
7 installment. Harry Seidel reiterated that the Select Board needs to come up with a budget figure for 2026.  
8

9 Harry Seidel explained that New London has a large ambulance service that serves seven communities. He  
10 stated that only 5% of Warner's ambulance service comes from New London. He stated that he spoke to the  
11 ambulance director in New London who told him that federal government and insurance companies are not  
12 providing the revenue that they used to which is contributing to the new ambulance costs. He stated that  
13 New London offers price protection for 5 years that price increases will not exceed 3% each year. Harry  
14 Seidel explained that New London also suggested considering a limit to address excessive use. Alfred  
15 Hanson inquired about the cost of New London. Harry Seidel explained that New London did not provide  
16 pricing, it was an educational discussion. Harry Seidel stated that the Warner Fire Chief has informed him  
17 that the previous price through Hopkinton was very low. Harry Seidel asked the Fire Chief about switching  
18 to Henniker. He stated that will be a very difficult switch. Harry Seidel stated that the Warner Select Board  
19 is meeting with the Webster Select Board next week.  
20

21 Alfred Hanson stated that he would like a better understanding from Hopkinton regarding the increase.  
22 Harry Seidel stated that Hopkinton says Warner is 38% of the calls for service but the Warner Fire Chief  
23 disputes that number. He stated that if a call for service is made and the Town of Hopkinton is out on a call,  
24 Warner's call for service goes to mutual aid and should not be included in the percentage used by Hopkinton.  
25 Harry Seidel stated that trust needs to be restored going forward. Alfred Hanson stressed the need to finalize  
26 the negotiations sooner rather than later. Mike Smith agreed that Warner should meet with Hopkinton soon  
27 after they meet with Webster.  
28

29 Harry Seidel stated that he would like to know the cost of ambulance service through Henniker. Martha  
30 Mical stated that the Select Board needs to take into account the time it will take for Henniker ambulance  
31 service to get to Warner and she stressed that it will be longer than Hopkinton and New London is even  
32 longer. Martha Mical stressed that in those situations time is of the essences. Elizabeth Labbe explained the  
33 standard protocol when an ambulance is called.  
34

35 f. Perambulation of Henniker/Warner Town Boundary; Set a date

36 Harry Seidel stated that this has not been done in recent years and he is waiting to hear back from Henniker  
37 regarding a date. Elizabeth Labbe informed the Select Board that the Forrester Tim Wallace is of the opinion  
38 that this is no longer a requirement.  
39

40 g. Tax Rate

41 Harry Seidel stated the tax rate has been set at \$17.32 per \$1,000. He explained that the municipal portion of  
42 the tax rate \$5.53. Harry Seidel explained that \$200,000 was taken from the unassigned fund balance to  
43 reduce the tax rate. He stated that the overlay was set at \$200,000. Elizabeth Labbe stated that the tax  
44 warrant has been printed.  
45

46 At this time, 6:56 PM, Alfred Hanson was excused from the remainder of the meeting.  
47

48 Monique Proulx asked if the abatement process can start now that the tax bills are out. Elizabeth Labbe  
49 explained that once Ms. Proulx receives her tax bill she can file an abatement application. Martha Mical  
50 stated that the taxes need to be paid to avoid interest while the abatement is under consideration.

1 Constance Manchester Bonefant asked how the assessing company was hired. Elizabeth Labbe explained  
2 that she sent an Request For Proposal (RFP) to assessing companies in the state and Avitar was selected.  
3 Harry Seidel explained that the previous assessor used an antiquated assessing system. He explained that  
4 there were a lot of inconsistencies with the previous assessing software that needed to be corrected. He  
5 explained that Warner needed a licensed Assessor and updated software. He stated that of the three bids  
6 received Avitar fit the needs of Warner at a more affordable price. Constance Manchester Bonefant stated  
7 that water front property is now taxed more.  
8

9 Martha Mical explained that sale properties drive the market value. Monique Proulx stated that homes in her  
10 area are assessed higher than Zillow and higher than other appraisals.  
11

12 Harry Seidel stressed that the next step for Monique and Constance is to follow the abatement process.  
13

14 Elizabeth Labbe read a resident comment on Zoom. Danielle Young stated that appraisals are \$200,000 lower  
15 and Effingham is suing Avitar.  
16

17 Constance Bonefant stated that the Town of Ridge is supporting their residents and they are suing Avitar  
18 according to a news article she read.  
19

20 Monique Proulx asked if the Select Board would give them a little hope that they will do something.  
21

22 Harry Seidel stated that the Select Board needs to discuss this as a full Board.

23 Elizabeth Labbe read another online question from Danielle Young, inquiring how much in abatements can  
24 Warner afford (audio difficulties). Elizabeth Labbe stated that the Assessor had recommended to the Select  
25 Board to set aside 5% in overlay.  
26

27 Suzanne Folsom stated that at previous meeting she attended the Select Board was asked to investigate this  
28 rather than forcing it back on residents. She had hoped that she would have heard the Select Board was  
29 taking charge in this. Mike Smith stated that he does not know how to respond to that. Harry Seidel  
30 explained that the Select Board cannot reduce assessments. He explained that the Town contracted with  
31 Avitar for assessing services. Harry Seidel stated that Avitar is reasonable and attentive to taxpayers. Mike  
32 Smith stated that it will be clearer once tax bills are out and how many abatements are filed.  
33

34 Gentleman in the audience (name not stated) outline how the process has worked in the past. Harry Seidel  
35 reiterated that taxpayers must follow the abatement process. Elizabeth Labbe stated that the abatement  
36 process is in place and the Select Board is involved in the entire process.  
37

38 Danielle Young online comment was read by Elizabeth Labbe: "it is not about not wanting to pay taxes it is  
39 about paying our fair share." Suzanne Folsom reiterated that a new value has been added this year for water  
40 front. Elizabeth Labbe explained that this was part of the reason a new assessor was needed. She stated that  
41 for a long time Warner lacked consistency. She explained that not all property features were captured in the  
42 property value.  
43

44 h. Review Updated Human Services (Welfare Director) Job Description - Tabled  
45

### 46 **III. Public Comment**

47 Russ Smith asked when the October 14<sup>th</sup> and October 21<sup>st</sup> minutes (work session and regular meeting) would  
48 be approved. Harry Seidel will look into that.  
49

50 Paul Sancharico stated that a year ago he emailed the Select Board regarding a homeless encampment on  
51 town property. He stated that he also met with the Town Administrator. Paul Sancharico stated that three  
52 members of the conservation commission came to his home today to look at the encampment. He advised  
53 the Select Board that the encampment has become much larger and there is concern about trash and debris

ending up in the brook. He explained that his initial concern was for the welfare of the individuals in the encampment. Paul Sancharico stated that he thought the town would do something, but the encampment has continued to grow to three “homes” and half a dozen vehicles. He stated that there are piles of trash and debris everywhere. Paul Sancharico stated that he has not seen any level of concern regarding the welfare of the people or the value of the surrounding homes. Harry Seidel stated that the Select Board is aware of the situation but it is not easy for the town to take action to remove them. He stated that it is frustrating to the Select Board because they would like to resolve the issue but there are state laws that protect people in this condition. Elizabeth Labbe stated that she cannot speak to the specifics of the situation but she informed Paul Sancharico that according to legal counsel the people are town residents and the Town is responsible for them. She stated that the Police Department has been engaged in conversation with the people. She stated that the confidentiality of the situation must be strictly adhered to. She assured him that the Town is not ignoring the situation. Paul Sancharico stated that this will be the third winter that these people have been living there and he is frustrated that the encampment continues to grow.

Pier D’Aprile stated that it would be helpful for residents to see the trend for the last three years relative to the tax rate and the tax rate breakdown, town spending and the budget. Pier D’Aprile stated that he expects the Chair to be able to answer questions relative to the increase in the Town’s costs. Harry Seidel encouraged residents to look at the budget and attend budget committee meetings. He stated that it is not just one thing that causes an increase. He stressed that town costs are going up across the board, he pointed to the election, highway, lighting, fuel and insurance as a few examples. Pier D’Aprile stated that information is very helpful to residents. Elizabeth Labbe stated that the town can only collect what was approved at town meeting. Pier D’Aprile clarified that residents will find it helpful and informative to know where their money is going. Nancy Martin via Zoom stated that recently Karen Liot Hill of the NH Executive Council came to town and discussed why taxes are so high. Nancy Martin stated that Karen Liot Hill indicated that the State is downshifting costs to cities and towns, reducing revenue, cutting business taxes, eliminating interest and dividends, and now looking at school vouchers. Nancy Martin stated that it is not a problem caused by the Town Administrator or Select Board, she stated that attention should be on the state level who is shifting the burden on the local residents.

Pier D’Aprile encouraged the Select Board to look at the city of Nashua and how they addressed a homeless encampment.

**IV. Consent Agenda: TABLED**

**V. Manifest: TABLED**

**VI. Minutes: October 15, 2025, October 21, 2025, October 22, 2025, October 27, 2025 and October 28, 2025 TABLED**

**VII. Select Board Other Business**

Harry Seidel explained that the Select Board needs to correct a motion/vote taken regarding the acceptance of \$20,000 from Encore.

**VIII. Non-Public Session** if needed (RSA 91-A:3 II (a,b,c,d,e,f,g,h,i,j,k,l,m) ) None

**IV. Adjournment Mike Smith made a motion seconded by Harry Seidel to adjourn the meeting.**

**Roll Call Vote Smith YES Seidel YES**

The meeting adjourned at 7:44 PM

Respectfully submitted on 11/7/25 by Tracy Doherty