



TOWN OF WARNER

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

Select Board Public Meeting Minutes December 9, 2025 6:00 PM

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

Chairman Harry Seidel called the meeting to order at 6:00 PM.

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

The Pledge of Allegiance was recited.

Public present: Judy Newman-Rogers, Chrissy Almanzar, Elizabeth Labbe, Russ Smith, Martha Mical, Rachel Parsons, Sara McNeil, Ian Rogers, Amelia Gardner, Ed Mical, Natalie Wells, Faith Minton, Wanda Anderson, Love Anderson Bousquet, Barbara Marty, Pam Trostorff, Stephen Trostorff, Kathy Carson, Sam Tweedale, Trish Mitchell, Deborah Mahar, Suzanne Cummings, David Carle, Jon Noble, Karen Coyne, John Leavitt, John Klucinec and Joan Klucinec and Tim Allen via Zoom.

II. Public Hearing:

Harry Seidel opened the Public Hearing at 6:00 PM

1. To hear public comment to accept and expend Unanticipated Funds of \$225,000 from the NH Aquatic Resource Mitigation (ARM) Fund (a program that collects fees from projects that impact wetlands and streams, then uses those funds to grant projects that restore, enhance, or protect other aquatic resources.) Tim Allen explained that this was in conjunction with Fish and Game, the Conservation Commission and Emergency Management. He stated that the original grant applied for was \$165,000 which was awarded to the town but due to easement issues the project was deferred a year. He explained that the following year a grant for another \$100,000 was applied for, totaling \$265,000. Tim Allen explained that the grant covered the design work, permitting, and the installation of a 5 foot culvert on Red Chimney Road and replacing it with a box culvert. Tim Allen stated that he agreed to do the design work and permitting for a second crossing on Red Chimney Road (between East Joppa and Iron Kettle Road). He explained that he also agreed to the design work and permitting on another crossing East Joppa Road, he stated that is what was involved with the initial grant project. He summarized that the grant project was for the design work for all three crossings, the permitting and the installation of the first box culvert.

Tim Allen stated that the first project was completed and the Town received \$225,000 and the remaining \$40,000 will be received when the design and permit process is complete for the other two crossings. He stated that would be done in a few months.

Harry Seidel asked the \$265,000 covers the project cost. Tim Allen confirmed that the remaining \$40,000 should cover the second and third phase (design and permitting) but not the actual construction. Harry Seidel asked for an estimate on the construction cost of the second and third phase. Tim Allen estimated the second phase to be between \$275,000 to \$300,000 and the third phase between \$430,000 to \$460,000.

Harry Seidel opened the hearing to public comment.

1 Barb Marty asked if there is a budget line for this money or does it go into the general fund. Judy Newman-
2 Rogers believes the funds will go into the general fund to reimburse the Town for the project expenses.

3
4 Ed Mical from Emergency Management explained this project was identified as part of Warner's current
5 hazardous mitigation plan. He stated that there could be additional grants available through other sources.

6
7 Harry Seidel closed the public comment. Harry Seidel supports this project and appreciates that the projects
8 will be shovel ready.

9
10 **Harry Seidel made a motion seconded by Alfred Hanson accept and expend Unanticipated Funds of**
11 **\$225,000 from the NH Aquatic Resource Mitigation (ARM) Fund. Roll Call Vote Hanson YES Smith**
12 **YES Seidel YES**
13

14 2. To hear public comment on the change of Transfer Station Public Hours to: Wednesday, Saturday
15 and Sunday 8:00 AM – 4:00 PM.

16 Harry Seidel explained that this will provide \$30,000 in savings to the Town by reducing the part-
17 time labor needed. He stated this will also give the employees two consecutive days off. Tim Allen stated
18 that this is a way to help with the budget. He stated that it is very hard to set a rotating schedule. Tim Allen
19 explained that the transfer station will still take in the same amount of materials. He stated that the two full
20 time employees and the part-time employee will still be needed. Tim Allen believes that this change will
21 allow for better scheduling of employees. He feels that it is worth a try.

22
23 Harry Seidel opened the floor for public comment.

24 Russ Smith stated that he spoke to the employees at the transfer station and they recommend that the
25 Transfer Station be open on Thursdays until 7:00 PM. He stated that a 4:00 PM closing time will be a
26 hardship for the working residents. Tim Allen stated that he could support that.

27
28 Martha Mical stated that she works at the Food Pantry and on Tuesdays she takes a significant amount of
29 cardboard to the transfer station. She stated that there is no room to store the cardboard. Tim Allen believes
30 that something could be worked out.

31
32 Amelia Gardner stated that the transfer station is usually busy and she questions why this is being considered
33 when the community utilizes the transfer station a lot. She asked if this will meet the needs of the residents.

34
35 Jon Noble asked what kind of studies have been done to determine the best days to close. Alfred Hanson
36 explained that this is up for consideration and to hear the public's input. JonNoble stated that it would make
37 sense to conduct a study (counting of cars) to inform the residents which day makes the most sense to close.
38 Alfred Hanson explained that the research is being done but a decision is going to be made tonight.

39
40 Suzanne Cummings asked if the employees will have enough time to process the workload. She stated that
41 she has been there numerous times when it is very busy and parking is an issue. She asked about coverage at
42 the transfer station when someone is on vacation if a part-time position is eliminated. Harry Seidel stated that
43 there will still be other part-time employees.

44
45 Love Anderson Bousquet asked what happens to the townspeople that work and do not have Wednesday,
46 Saturday or Sunday off. She stated that Tuesday is the only day that she has off.

1 Sara McNeil stated that the purpose of this is to save money for the Town. She stated that this plan will
2 never please everyone. She stated that if the employees are able keep the same amount of hours and not lose
3 their job she will support this 100%.

4
5 Tim Allen explained that the reason this is being considered is because of the tax dollars. He stated that the
6 Select Board asked what can be done to save money. Tim Allen explained that he has been trying to increase
7 manpower at the transfer station. He stressed that if the tax payers want the transfer station to be open 5 days
8 a week with enough manpower that is the way it should be. He did acknowledge the high taxes in Warner
9 and that this plan saves money to lower the tax burden. Tim Allen agreed that the transfer station is very busy
10 and without the proper manpower things get out of hand. He stated that it costs money to have the
11 appropriate manpower. Tim Allen explained that the Select Board wanted feedback from the taxpayers. He
12 reiterated that it is worth a try.

13
14 A gentleman in audience (name inaudible) asked if the savings from this is going to be a drop in the bucket
15 compared to the unnecessary legal fees.

16
17 Wanda Anderson stated that her taxes doubled, and she questioned what will be done with the extra money if
18 a part-time position is eliminated. She stated that her son's taxes increased 5X for land locked land. She
19 asked where the extra taxes money is going to go. Elizabeth Labbe explained that the Town can only collect
20 what was voted in at Town meeting.

21
22 Becca Augeri questioned the reduction of hours and impact on the residents. She questioned why cut a
23 service that is the most used by the residents.

24
25 Natalie Wells asked if anyone has explored a trash management company. She suggested staying open on
26 Tuesday to 7:00 PM.

27
28 Alfred Hanson stated that every dollar of savings counts. He stated that the Select Board has worked very
29 hard on the budget. Harry Seidel spoke about the safety concerns at the Transfer Station relating to
30 congestion.

31
32 Trish Mitchell asked about out towners using Warner's transfer station. Tim Allen stated that they have done
33 some monitoring but more needs to be done.

34
35 Martha Mical stated that she has witnessed people from out of town using the transfer station.

36
37 There was a brief discussion about sticker enforcement at the transfer station. Harry Seidel closed the public
38 comment section.

39
40 Mike Smith stated that a modification could be made to stay open one day until 7:00 PM. Alfred Hanson
41 stated that the Select Board has gathered a lot of information tonight to further consider. David Carle asked
42 that information be made available for the next discussion regarding how much trash comes in each day. Tim
43 Allen will have that information available.

44
45 Harry Seidel closed the public hearing at 6:52 PM.

46 47 **III. Select Board Business**

48 1. Department Heads

49 a. Emergency Management, Ed Mical

1 Ed Mical informed the Select Board that there are grants available to update Warner's Emergency Operations
2 Plan and Warner's Continuity of Operations plan. He provided an application to update the Emergency
3 Operations Plan for the Select Board's signature. He explained that the plan needs to be updated every five
4 years. Ed Mical explained that he is hoping that the Continuity of Operations Plan will move forward in
5 the future. He stated that the Emergency Operations Plan grant agreement is for \$4,000 with a total of
6 \$8,000. He advised the Select Board that the town would be responsible for an in-kind contribution in the
7 amount of \$4,000. Ed Mical explained that the application and motion is ready for the Select Board.

8
9 **Harry Seidel made a motion seconded by Alfred Hanson to accept the terms of the Emergency**
10 **Management Performance Grant as presented in the amount of \$4,000 for the local Emergency**
11 **Operations Plan update. Furthermore, the Board acknowledges that the total cost of this project will**
12 **be \$8,000 in which the town will be responsible for a 50% match of \$4,000. Roll Call Vote Hanson YES**
13 **Seidel YES Smith YES**
14

15 Ed Mical advised the Select Board that he is preparing a warrant article to create a revolving fund account
16 for emergency management to ensure that Warner has funds available in case of an emergency.

17
18 b. Land Use, Chrissy Almanzar

19 Harry Seidel stated that Chrissy Almanzar requested a public meeting to speak to the Select Board. He
20 explained that if Chrissy Almanzar wishes to discuss the requirements and expectations of the job that can be
21 done in a public setting but if there are concerns or issues regarding another employee that must be discussed
22 in non-public. Chrissy Almanzar stated that the Select Board called her to the meeting. Harry Seidel
23 explained that he thought she wanted to speak to the Board regarding her wish to work remotely. He asserted
24 that this should be discussed in non-public because he read what she wrote and is believes that it crossed into
25 employee relations. Harry Seidel explained that the Select Board is the authority over town positions. He
26 stated that the land use secretary's job requires regular office attendance. He stated that it is a requirement to
27 have some in the office to respond to the public.

28
29 Mike Smith stated that he is not clear why the Select Board asked Chrissy Almanzar to attend. Harry Seidel
30 stated that the he thought she wanted to have a conversation about the position and its requirements. He
31 explained that he and Clyde Carson met with Chrissy to review the land use secretary position and
32 requirements. Mike Smith stated he saw a complaint that was filed but the Board has not discussed it. He is
33 confused why she was asked to come to tonight's meeting and why Harry Seidel and Clyde Carson met with
34 Chrissy. Harry Seidel reiterated that the Town needs the land use secretary to work in the office. He stated
35 that she has taken direction from others that she is allowed to work remotely. He reiterated that it is the
36 Select Board's authority to manage town positions. He stated that he was not sure why Chrissy wanted to do
37 this in public because her letter contained information that should be discussed in non-public. Mike Smith
38 stated that Select Board as whole has not discussed this, he stated that Harry Seidel made the decision. Mike
39 Smith acknowledged that an email came in requesting to work from home until the Board had a chance to
40 discuss this. He reiterated that the Board has not discussed this. Mike Smith stated that the reason he is on
41 Zoom is the same reason Chrissy wants to work from home. Mike Smith stated that there are things going
42 on that are very obvious. Mike Smith stressed that he does not know why this has not been discussed as
43 Board before it was brought to public session.

44
45 Harry Seidel stated that Mike Smith has been away for a long time. Mike Smith stated that he is not allowed
46 to be in the building. Harry Seidel explained that has made it difficult for the Board to have conversations.
47 Mike Smith stated that Harry Seidel and Alfred Hanson should not have filed charges against him. Mike
48 Smith stated that the same thing that happened to him is happening to Chrissy. Alfred Hanson stressed that
49 they did not file charges against him. Mike Smith stated that conflicts with what the Sherriff told him. Harry

1 Seidel stated that the Select Board is not going to discuss this in public the situation that Mike Smith is
2 mentioning. Harry Seidel stated that he thinks it would be best if Chrissy and the Select Board met in non-
3 public. Mike Smith stressed that the Select Board as whole should meet to discuss the issue before
4 scheduling a non-public with Chrissy.

5
6 Chrissy Almanzar asked why the reason she stopped coming in to the office cannot be discussed in public
7 without stating names. Harry Seidel reiterated that it is a personnel issue that must be discussed in non-
8 public. Chrissy Almanzar stated that she will not meet in non-public. She stressed that she has been trying to
9 address the issue since June 3rd and her concerns have been ignored. Chrissy Almanzar stated that after she
10 received a letter requesting her attendance she wrote to the Board providing additional details. Harry Seidel
11 reiterated that this is a matter for non-public. Chrissy Almanzar stated that she would not do that. Chrissy
12 Almanzar asked Harry Seidel to explain why he has allowed this to go on for months. Harry Seidel
13 explained that he is not ignoring this, he has spoken to Chrissy many times. Harry Seidel stated that he wants
14 Chrissy to succeed in her position. Chrissy Almanzar asked why this has been allowed to continue. She
15 questioned why the facts of the matter cannot speak for themselves. Harry Seidel explained that the facts she
16 wants to discuss involve the reputations of other people. Chrissy Almanzar stated that she sees Harry respect
17 some employees but not others. Mike Smith agreed, he said he is one of them. Kathy Fernette via Zoom said
18 it happened to her as well.

19
20 Harry Seidel stated that the meeting is moving on.

21
22 c. Director of Public Works, Tim Allen; Tree Policy

23 Harry Seidel explained that Tim Allen has been working with Ed Mical to draft a policy that is
24 comprehensive and in line with state laws. He stated that the policy is not ready. Tim Allen informed the
25 Select Board that he intends to have it done by the end of the week.

26
27 d. Tax Collector; Contract for Sanders Searches LLC

28 Harry Seidel explained that the Tax Collector has submitted a contract for Sanders Searches LLC for the
29 Select Board to sign. He explained that the Town contracts with Sanders Searches LLC to review and
30 identify mortgages for the purpose of notification of a tax lien and or impending deed. The amount of the
31 contract is \$940.

32 **Harry Seidel made a motion seconded by Alfred Hanson to approve the contract with Sanders**
33 **Searches LLC of Newmarket NH for \$940 in order to comply with the NH Chapter 80 laws relative to**
34 **identifying mortgages for the purpose of notification of liens and or impending deeding. Roll Call Vote**
35 **Hanson YES Seidel YES Smith YES**

36
37 2. Rules of Procedure

38 Harry Seidel stated that since the last discussion regarding the proposed revision on rules of procedure the
39 Select Board has received letters from Barb Marty and Bob Holmes. Alfred Hanson explained that proposed
40 edits from residents should be gathered and forwarded to David Carle to be reviewed and incorporated.
41 Mike Smith stated that he thought this was pushed back until after budget season at the end of the year. He
42 asked why this was not sent to David Carle. David Carle explained that he understood that the Select Board
43 wanted to review the document and at a later date incorporate comments and suggestions. Mike Smith stated
44 that this is a topic for a work session not a regular Select Board meeting. Alfred Hanson explained that at a
45 previous meeting the Select Board began the review process and they agreed to review the document a few
46 sections at a time. He noted that Mr. Carle came tonight to review the next few sections. David Carle stressed
47 the importance of having this document in place. David Carle stated that he does not recall a decision to wait
48 until the end of the year.

1 Amendment 4 Public Comment. David Carle pointed out that section 4 is not intended to infringe on
2 someone's the first amendment rights. A voice in the audience stated that first amendment rights cannot be
3 violated. David Carle explained that his first amendment rights are being violated by the person interrupting.
4 He explained that disruptive behavior is what infringes on people's rights. David Carle explained that this
5 gives guidance to the Board for public comment. He stressed that one board member cannot respond to
6 something if it has not been discussed by the entire board. He explained that the Board must act as one body
7 not an individual voice. Mike Smith stated that he has a hard time making changes to the rules of procedure
8 that were just recently adopted especially when two of the three selectmen ignore them. He stated that is why
9 the town is in the troubling situation that it is currently in. Harry Seidel asserted that was an unreasonable
10 statement. Mike Smith asserted that it is the truth. Mike Smith stated that he calls it out at every meeting.

11
12 Amendment 5 Select Board meeting agenda.

13 David Carle explained that this amendment attempts to address last minute changes. He proposed the
14 following: *"Attempts will be made to publish meeting agendas and be available at the Select Board's office by the end of the*
15 *business day on Friday for the next week's meeting. Publication can be found on the Town's website. The agenda may be revised*
16 *up until noon of the day of the meeting for minor or time sensitive administrative items consistent with RSA 91-A notice*
17 *requirements".* David Carle explained that this gives both the Select Board and the public time to read over the
18 agenda and supporting documentation. He would like the Select Board to vote sooner rather than later on
19 how many days the public has to submit information for a meeting. Mike Smith spoke about the difficulties
20 the Select Board faces with the submission deadline. He spoke about time needed for the Select Board to
21 research topics raised by the public. He explained that weekly meetings make it even more difficult. Mike
22 Smith stated that public submissions has been seven days for his tenure on the Board and the three day
23 deadline is for the Select Board to submit something. Mike Smith stated allowing agenda revisions up until
24 noon the day of the meeting is absurd because it does not give the Select Board adequate time to review it.
25 Mike Smith pointed out that the Selectmen are volunteers and take time out of their busy lives to serve the
26 Town. David Carle clarified that he is proposing 5 days for the public and the noon time deadline pertains to
27 something from the Town (not the public) that is minor or time sensitive. Harry Seidel agreed that five
28 business days is not much time and must be given more consideration. Harry Seidel asked if 5 days is
29 common in other communities. David Carle confirmed. David Carle explained that the Select Board is made
30 up elected individuals who made a choice to run for position. He explained that there are responsibilities that
31 go along with being an elected Select Board member.

32
33 Alfred Hanson asked for clarification on the 5 day deadline. David Carle explained that it is 5 business days.
34 Mike Smith explained that the Select Board previously went over the term business days and that is why the
35 current rules of procedure calls for 7 days. David Carle referred to the current rules of procedure where there
36 is a conflict pertaining to 7 days versus 3 days. He noted that it does not differentiate between 7 days for the
37 public and 3 days for the Select Board/Town employees.

38
39 Amendment 6 Consent Agenda: David Carle stated that this is a new section not currently in the rules of
40 procedure. David Carle stated that it defines what a consent agenda is. He explained that it allows a
41 Selectmen to request that an item be removed from the consent agenda to be discussed. Harry Seidel
42 explained that the current practice is for items that are routine and deemed non-controversial.

43
44 Mike Smith advised the video portion of the meeting has not been working, the audio is working but the
45 video is not. Mike Smith appreciates David Carle's work on this. He stated that the Select Board needs to
46 deal with the initial rules of procedure before make a lot of changes. He encouraged the Select Board to read
47 the current rules of procedure on a monthly basis because it is not be followed now. He acknowledged the
48 need for some changes. Alfred Hanson clarified that they are not making changes tonight, they are hearing
49 public comment and suggestions.

1 The Select Board agreed to schedule a work session to continue their review of the proposed revisions to the
2 Select Board Rules of Procedure sections 7, 8 and 9. Mike Smith stated that as soon as he started to call out
3 that the original rules of procedure were not being followed David Carle submitted the proposed revision on
4 rules of procedures. He explained that this will be good for the Town in the future.

5 6 3. 2026 Capital Budget

7 Harry Seidel reported that the Capital Budget will be reviewed Thursday December 11, 2025 at the Budget
8 Committee meeting. He explained that the Select Board is trying to propose a capital budget that will
9 minimally impact the overall budget. Harry Seidel stated that the Fire Chief has informed him that there are
10 reductions that can be made to the Fire equipment fund by reducing the amount from \$35,000 to \$30,000 and
11 the fire vehicles can be reduced by \$25,000. Harry Seidel stated that total reduction is \$30,000. Mike Smith
12 stated that there is a lot that still needs to be cut. Mike Smith stated that his taxes went up \$1,000 per month.
13 Harry Seidel asked if Mike Smith would be at the next Budget Committee meeting. Mike Smith confirmed.

14 15 4. Perambulation

16 Harry Seidel explained that he has been trying to schedule this with the Town of Henniker. He noted that he
17 has called several times and Henniker is in the process of finishing up with the Town of Hopkinton.

18 19 5. Avitar Contract

20 The Select Board reviewed and considered the assessing contract. Harry Seidel explained that the proposed
21 contract is for assessing services for the next 5 years. He noted that the contract increased from \$31,214
22 annually to \$32,172. Harry Seidel stated that the Select Board would only agree to a one year contract.
23 Martha Mical asked what the contract covers. She stated that all they would need to do is pick up work (new
24 construction). Elizabeth Labbe suggested that the Select Board ask Loren Martin to come in and present her
25 proposed contract. Elizabeth Labbe explained that the contract covers other assessing services besides pick
26 up work. She spoke about the land use change tax, tax abatements, exemptions, and the defense of values in
27 court. Alfred Hanson would like Elizabeth Labbe to schedule when Loren can come in to discuss the
28 contract. Elizabeth Labbe spoke about the need for consistency relating to the reval. Harry Seidel agreed
29 that it makes sense to follow through with Avitar.

30
31 Mike Smith stated that it would not hurt to look at other bids. He reiterated that his taxes went up \$1,000 per
32 month. He stated that it would be negligent not to look.

33
34 Several conversations and tense exchanges took place at the same time. Alfred Hanson asserted that this is
35 not time for public comment. Mike Smith reiterated that it is the Select Board's responsibility to look at
36 other bids.

37
38 Mike Smith made a motion to put the assessing services out for an RFP. No second was made.

39
40 **Alfred Hanson made a motion seconded by Harry Seidel to table the Avitar contract for further**
41 **discussion. Roll Call Vote Hanson YES Seidel YES Smith NO**

42
43 *Discussion on the motion:* Mike Smith asked if the other Board members are going to neglect the fact that
44 taxes have increased so much. Mike Smith stated that they are kicking the can down the road.

45 46 6. Cell Tower at Transfer Station

47 Harry Seidel introduced Sam Tweedale who represents Verizon Wireless. Harry Seidel stated that Mike
48 Smith initiated this project. Audio difficulties.

1 Mike Smith stated that he did not receive information regarding this discussion. He stated that all
2 information must be emailed to him because he cannot come into the town hall building. Alfred Hanson
3 stated that Mike Smith has not followed through with this. Mike Smith asserted that it is his turn to speak
4 and Alfred Hanson is interrupting. He stated that he has followed through on everything but Alfred Hanson
5 has not. Mike Smith stated that he would like to hear from Sam Tweedale.

6
7 Harry Seidel explained that Verizon is interested in a cell tower at the transfer station but before they
8 commence a study they need a commitment from the Town of Warner as to what the likely rent would be for
9 the cell tower. The original amount from Verizon was \$1,500. After further negotiations, the offer is now
10 \$2,150 per month (\$25,800/year).

11
12 Alfred Hanson stated that a public hearing needs to be done. Harry Seidel acknowledged that a public
13 hearing is required but before a public hearing is held the town and Verizon need to agree on what the rent
14 would be. Mike Smith spoke about the need to increase revenue. He explained that this will be good for the
15 town without taxing the residents more. Harry Seidel asked if the Select Board is supportive of the \$2,150
16 per month. Mike Smith is supportive as long as there is a repeater for emergency services and the transfer
17 station. Harry Seidel stated that he is supportive but he is not sure that \$2,150 is enough.

18
19 Sam Tweedale advised the Select Board that a tower company Vertical Bridge is the owner of the Tower,
20 Verizon would be a carrier utilizing space on the tower. He stated that there would be space for other carriers.
21 Harry Seidel spoke about a previous tower agreement in Warner that had several antennas and each antenna
22 provided additional revenue to the Town.

23
24 Mike Smith asked if Verizon will pay for a repeater on the tower for emergency communications. Sam
25 Tweedale will relay the request to Verizon. Mike Smith stressed that is the critical that repeaters and 911
26 services and the DPW are included in this agreement. Harry Seidel stated that he is supportive of the venture
27 but he has pricing information on cell towers throughout the state. He stated that the \$2,150 is low and he
28 would like to Warner to receive more. He stated that the previous cell tower brought in \$2,800.

29
30 Mike Smith stated that he is looking for an agreement that stipulates that Verizon will cover the total cost of
31 the repeater and hanging the repeater. Mike Smith stated that the cost of that is more than what they will pay
32 the Town. He stressed that there is no service in the area but the cost of the repeater must be absorbed by
33 Verizon. Harry Seidel stated that there are many questions to be answered such as length of the contract,
34 additional antennas revenue. Alfred Hanson stated that he is supportive if there is a repeater installed.

35
36 Harry Seidel asked Sam to look into the possibility of additional revenue if other antennas are added. Mike
37 Smith explained that there has to be a scale of adjustment included in the contract. Alfred Hanson asked how
38 quickly Sam Tweedale to get back to the Town with answers to their questions. Sam Tweedale stated in a
39 day or two. Mike Smith asked Sam to include the price escalator for 10, 20 or 30 years. Sam Tweedale
40 explained that the lease is a 25 year lease and each term is 5 years with a 5% escalator. Sam Tweedale stated
41 that he will email the Board with the answers to their questions.

42 43 **IV. Public Comment**

44 - Karen Coyne revisited the previous conversation with the land use secretary. She asked if the Select Board
45 Chair acted on his own accord when he pulled Chrissy into a meeting with the finance director. She inquired
46 that if the Select Board had not discussed the issues pertaining to the land use secretary as a board, under
47 what authority did the Select Board Chair have to meet with her. Karen Coyne clarified that RSA 673:16
48 says each local land use board may appoint such employees as it deems necessary for its work. She stated
49 that it is not the Select Board. Karen Coyne spoke about the job description of the welfare officer that

specifically states it could be in office or at the employee's home office. She asked why that position would be different.

- Natalie Wells expressed her disappointment with the Select Board's conduct at the November 18th meeting during a discussion regarding a property with signs on it. She urged the Select Board to respect all taxpayers.

- James Gaffney echoed Karen Coyne comments pertaining to the Land Use Secretary position. He stated that it is not just RSA 673:16 that govern that, the Zoning Board and the Planning Board's rules of procedure also govern that. He explained that the Chair of the Zoning and Planning Boards along with the Town Administrator are responsible for hiring the land use secretary. James Gaffney echoed Natalie's comments. He stated that Harry Seidel and Alfred Hanson have proven that they cannot be unbiased when it comes to Tom Dunn and that situation. James Gaffney urged them to review the Zoom video.

- Faith Minton spoke in support of the revisions that are proposed to the rules of procedures. She thinks that it will be beneficial to adopt.

- Martha Mical stated that in the past the Town has stayed with the assessing company who handled the reval for five years until the next reval. She acknowledged that many people are upset but history shows that values double. She stated that the reval was done well and the new values are reflective of the sales in Warner. She explained that the Assessor did not increase the property values it is the people who sold their home for 5 times what it is assessed for. She reiterated that market value caused the value increase. Martha Mical stated that it would be nice if there was a way to assist those who cannot afford the increase.

- Stephen Blevens disagreed with Martha Mical. He stated that the assessing reval was done poorly and the town should look for someone else.

- James Gaffney agreed with Mr. Blevens. He stated that they did not send out timely notices and he did not have the opportunity to ask someone to evaluate his property.

- Jon Noble stated that he just sat through a meeting where an employee was mistreated and there was an open argument between the Select Board members. Jon Noble stressed that the Select Board needs to find a way to improve things. He expressed his disappointment that the Select Board conducted themselves as they did in front of a prospective business who wants to do business in town. He asserted that it was an embarrassment for the town and it is affecting the Select Board's ability to do the job.

V. Consent Agenda: December 9, 2025

A motion by the Warner Select Board to approve the following or previously signed;

1. A new hire of a highway part-time plow driver for \$30 per hour.
2. A request to the trustees of the trust funds for \$7,354.51 from the Bridge Repair Replacement Capital Reserve Funds to pay invoices Moser Engineering.
3. A request to the trustee of the trust funds for \$28,476.43 from the Road Construction Capital Reserve Funds to pay invoices related to Kearsarge Extension.
4. A request to the Trustee of the Trust Funds for \$464.28 from the Employee Expendable Health Trust Funds to pay invoices from Heath Trust.
5. Elderly exemption -1
6. Veteran exemption – 3
7. Solar Exemption – 1
8. DRA Current Use form A10 land in current use map 14 lot 045
9. 2025 preliminary DRA Assessment to Sales Ratio study results.

Alfred Hanson made a motion seconded by Harry Seidel to accept the Consent Agenda. Roll Call Vote Hanson YES Seidel YES

Mike Smith left the meeting at 9:09 PM

VI. Manifest: December 9, 2025

A motion for the Select Board to approve the following previously signed manifests;

1. Accounts payable check numbers 12027 through 12050 dated 12/3/25 in the amount of \$682,995.46 which includes a monthly payment to the Kearsarge Regional School District of \$625,000.

2. Accounts payable check numbers 12051 through 12054 dated 12/9/25 in the amount of \$70,035.99 for the December 11, 2025 bi-weekly payroll deposits.

3. Bi-weekly payroll check numbers 4130 through 4138 and direct deposit check numbers E02853 through E02891 dated 12/11/25 for the net payroll of \$52,870.34.

Alfred Hanson made a motion seconded by Harry Seidel to accept the December 9, 2025 Manifest as read. Roll Call Vote Hanson YES Seidel YES

VII. Minutes: October 29, 2025 and October 30, 2025

October 29, 2025

Page 2 line 17-20. Harry Seidel noted that the statement made by Tim Allen is not accurate, he explained that the Select Board cannot do that *Tim Allen explained that he had hoped to put the funds into CRFs instead of raising it by taxation (\$125,000 into the bridge fund and \$100,000 into the Highway Construction Fund). Tim Allen stated that Clyde Carson did not think that was a good idea.*

Harry Seidel made a motion seconded by Alfred Hanson to approve the October 29, 2025 Select Board meeting minutes as presented. Roll Call Vote Hanson YES Seidel YES

October 30, 2025

Harry Seidel made a motion seconded by Alfred Hanson to approve the October 30, 2025 Select Board work session minutes as presented. Roll Call Vote Hanson YES Seidel YES

VIII. Select Board Other Business

The Select Board discussed scheduling a meeting next week with the Town of Hopkinton and Webster.

IX. Non-Public Session if needed (RSA 91-A:3 II (a,b,c,d,e,f,g,h,i,j,k,l,m))

None

X. Adjournment

Alfred Hanson made a motion seconded by Harry Seidel to adjourn the Select Board meeting. Roll Call Vote Hanson YES Seidel YES

The meeting adjourned at 9:20 PM

Respectfully submitted on 12/12/2025 by Tracy Doherty