



# 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 DRAFT Meeting Minutes January 6, 2026

5:00 PM Non-public Session, RSA 91-A:3 II (b) the hiring of any person as a public employee.

6:00 PM

### I. Public Meeting Re-opened at 6:00 / Roll Call / Pledge of Allegiance

Chairman Harry Seidel called the meeting to order at 6:01 PM. The Pledge of Allegiance was recited.

Roll Call:

|   |                    |                           |            |                |           |    |
|---|--------------------|---------------------------|------------|----------------|-----------|----|
| <b>Select Board Members Present:</b>                              | Harry Seidel Chair | Alfred Hanson V-Chair     |            |                |           |    |
| <b>Present on Zoom:</b> Michael Smith                             |                    |                           |            |                |           |    |
| <b>Others Present:</b> Judy Newman-Rogers Select Board Admin Asst |                    | Elizabeth Labbe Assessing | Ed Mical   | Jody Sloane    |           |    |
| Barbara Marty   | David Carle        | Martha Mical              | Steve Hall | Amelia Gardner | Jon Noble |    |
| <b>On Zoom:</b> Linda Leclair                                     | iPad               | Debra Maher               | Steve      | Rachel Parsons | Josh      | KF |
| FM  | Truth Seeker       | Andrea                    |            |                |           |    |

### II. Select Board Business

#### 1. Elizabeth Labbe, Assessing

##### a. Request for Proposals (RFP) from Independent Auditors

Elizabeth Labbe explained that the short form RFP created by the Audit Search Committee (ASC) was sent to 15 companies last week.

##### b. Warrant Article to address Disabled Veterans Credit

Elizabeth Labbe explained that House Bill 99 prohibits veterans who qualify to receive the Optional Total and Permanent Service-Connected Disabled Tax credit (T & D credit). She explained that in the past tax credits were stackable meaning a qualifying disabled veteran would be able to access both credits. Harry Seidel read the following; *Municipalities may prevent this unintended tax increase by raising the amount of the T&D credit to replace the value of the optional veterans' tax credit that veterans will lose starting April 1, 2026. Increasing the T&D credit to \$2,150 ensures that qualifying disabled veterans in Warner continue to receive a level of tax relief comparable to what they received prior to HB99.*

*Warrant Article: To see if the town will vote to modify the provisions of RSA 72:35, optional tax credit for Service-Connected Total Disability, by increasing the amount of the credit from \$1,400 to \$2,150 to take effect for the 2026 property tax year.*

Harry Seidel made a motion seconded by Alfred Hanson to move forward the warrant article to Town Meeting.

Roll Call Vote    Hanson YES    Smith YES    Seidel YES

**c. Accept final revised Trades Building permits**

Harry Seidel explained that the revised Trades Building permit forms look good.

**Harry Seidel made a motion seconded by Alfred Hanson to accept the final revised Trades Building Permits as presented.**

Roll Call Vote    Hanson YES    Smith Abstain    Seidel YES

**d. Announcement Retirement Get Together for Department of Public Works Tim Allen.**

Elizabeth Labbe explained that there will be a retirement party for Tim Allen Friday, January 23, 2026 at 4:00 PM at the Depot below Reed's North. She explained there will be hors d'oeuvres, cake and a cash bar.

## 2. Ed Mical, Update on non-operating street lights

Ed Mical explained that he made contact with the Eversource representative regarding the list of lights he received from Tim Allen. He noted that there is a process the town needs to follow in order to get the street lights functioning again. Ed Mical will generate an Eversource work order.

### **3. Review of proposed revisions to Rules of Procedure Proposed amendments 10, 11 and 12**

Amendment 10: David Carle stated that the policy should address all committee and board appointments; they shall end, unless otherwise determined by the Select Board, at their term expiration date. He explained that another revision to the current policy is to add “Reappointment is at the discretion of the Select Board”. He noted that committees should be added (boards, commission *and committees*).

**Amendment 11: Resignations – Removal** David Carle stressed that this section shall not apply to the Planning Board, Zoning Board of Adjustment, Conservation Commission, Agricultural Commission, Budget Committee, or any other board, commission, or committee adopted and governed by the controlling NH RSA. He spoke of another recommended revision; failing to attend three consecutive committee meetings may be cause for review of the member of a committee by the Select Board, who may request a written explanation and consider recommending removal under applicable RSA provisions. The Select Board may, by majority vote and for just cause, remove any member of a committee whom it has appointed to the committee.

Amendment 12: Conduct with other Board Members and Employees David Carle informed the Select Board that a consultant assisted with the proposed amendment 12. This section would be stricken (C) Never publicly criticize an employee. Concerns of employee performance shall be handled with the Town Administrator under RSA 91-A. Replaced with *“Concerns involving personnel performance shall be addressed in accordance with RSA 91A:3 II(a). Members should avoid personal attacks but may discuss performance-related matters as allowed by law.”* David Carle pointed out the addition of item G Confidentiality and whistleblower protections under RSA 275-E shall be followed.

David Carle distributed a hand out and copies of the RSA's that relate to proposed amendment 13 and 14 that the Select Board will address at the next meeting. David Carle asked to review more than three amendments at the next meeting. The Select Board thanked David Carle for his efforts.

**4. Review and discussion of adopting a town policy and practice for “third party” use of town owned land.**

Harry Seidel explained that he has been advised by Primex and NH Municipal Association (NHMA) that the Town needs to be careful when allowing the use of town owned land. He stated that they stressed the need for a policy. Harry Seidel stated that he considered something that is not too arduous and keeps with the spirit of Warner. He stated that he reviewed policies of other communities and found them to be lengthy and require insurance. He stated that he drafted a policy and forwarded it to Jody Sloane who planned a sledding event on town owned property. Harry Seidel stated that Primex has a problem with risk to the Town. Harry

1 Seidel explained that if the event was sanctioned through the Conservation Commission or Parks and Rec the  
2 town would be covered. Harry Seidel contacted a few insurance companies who informed him that they do  
3 not cover sledding events.

4  
5 Harry Seidel opened the floor for public comment.  
6

7 Barb Marty stated that open recreation land is covered for liability under RSA 508:14. She read the following  
8 into the record *“An owner, occupant, or lessee of land, including the state or any political subdivision, who*  
9 *without charge permits any person to use land for recreational purposes or as a spectator of recreational*  
10 *activity, shall not be liable for personal injury or property damage in the absence of intentionally caused*  
11 *injury or damage”*. She explained that the Town would not be liable.

12 Harry Seidel reiterated that Primex has advised him that if the sledding event was not sanctioned by the  
13 Town it would be a private use of town property and the risk and liability would be on the Town. Barb Marty  
14 stressed the difference between town property (library, town hall etc...) and open recreation land. Harry  
15 Seidel acknowledged that Primex was not making the distinction. Jody Sloane stated that she spoke to the  
16 Parks and Recreation department and they confirmed that they would sponsor the event.  
17

18 Amelia Gardner questioned why the Select Board has not asked the Parks and Rec department if they would  
19 sponsor the event. Harry Seidel reiterated that he was trying to do what is best for the town. He  
20 acknowledged that the NHMA strongly encouraged a town policy. Amelia Gardner strongly stated that the  
21 time spent on research and policy would have been better spent on other more important Town issues.  
22

23 Steve Hall from the Chandler Reservation Committee explained that the committee oversees 1500 acres in  
24 town and there is no way they can police all that land. He stated that the point of public land is to be open to  
25 the public. Harry Seidel reiterated that he greatly appreciates the efforts of Jody Sloane.  
26

27 **III. Public Comment**

28 Ed Mical asked if the Select Board had an announcement as a result of the earlier non-public meeting on  
29 hiring a public employee. Alfred Hanson explained that the Select Board has named Paul Raymond as  
30 interim Director of Public Works.  
31

32 John Noble spoke about his agreement with Amelia Gardner that Select Board Seidel's time could have been  
33 better spent. Jon Noble spoke about his concerns regarding the 2025 budget for legal fees. He questioned  
34 when the town will stop hemorrhaging money on legal fees. He stated that the budget cuts \$30,000 out of  
35 town services for the town. The Select Board acknowledged that legal fees are exurbanite, but it is a matter  
36 that cannot legally be discussed in public. John questioned when the Town Administrator situation will be  
37 resolved. Alfred Hanson reiterated that the Select Board is not permitted to discuss this in public.  
38

39 Martha Mical asked when the Town Administrator's contract expires. Mike Smith stated that the contract  
40 expires next February (2027).  
41

42 **IV. Consent Agenda**

43 None  
44

45 **V. Manifest January 6, 2026**

46 Motion for the Select Board to approve the following previously signed manifests:  
47 Accounts Payable check numbers 12146 through 12147 dated 1/5/2026, in the amount of \$34,650.59 for the  
48 January 7<sup>th</sup> quarterly payroll deposits.  
49

1 Accounts Payable check numbers 12148 through 12151 dated 1/5/2026, in the amount of \$80,985.34 for the  
2 January 8<sup>th</sup> bi-weekly payroll deposits.  
3 Bi-weekly payroll check numbers 4143 through 4149, and direct deposit check numbers E02923 through  
4 E02957 dated 1/8/2026 for a net payroll of \$59,677.04.  
5 Quarterly payroll check numbers 4150 through 4176, and direct deposit check numbers E02958 through  
6 E02964 dated 1/7/2026 for a net payroll of \$27,530.06.

7 **Alfred Hanson made a motion seconded by Harry Seidel to approve the manifest as read.**

8 **Roll Call Vote Hanson YES Seidel YES Smith ABATAIN**

9  
10 **VI. Minutes December 9, 2025 and December 15, 2025**

11 **December 9, 2025**

12 Page 3 line 27 strike some insert someone  
13 Page 5 line 29 insert of  
14 Page 5 line 47 strike be insert being  
15 Page 5 line 48 strike they (both) replace with we  
16 Page 8 line 19 strike is insert would be  
17 Page 8 line 32 strike but insert and  
18 Page 8 line 38 insert can

19 **Harry Seidel made a motion seconded by Alfred Hanson to approve the December 9, 2025 Select  
20 Board meeting minutes as amended.**

21 **Roll Call Vote Hanson YES Seidel YES Smith ABSTAIN**

22  
23 **December 15, 2025**

24 Page 2 line 3 insert back up  
25 Page 2 line 45 strike fiving insert giving  
26 Page 2 line 49 strike se insert she  
27 Page 3 line 11 review Zoom video to correct sentence  
28 Page 3 line 29 insert at  
29 Page 4 line 10 strike in insert at  
30 Page 4 line 48 correct last name to Tatro  
31 Page 5 line 40 strike the  
32 Page 5 line 45 strike Hopkinton insert Hopkinton's  
33 Page 6 line 16 strike last name not stated insert Hill  
34 The Select Board agreed to review the Zoom video to correct page 3 line 11  
35 **Minutes TABLED**

36  
37 **VII. Select Board Other Business**

38 Harry Seidel stated that payroll changes need to be reviewed pursuant to the personnel policy relating to  
39 vacation accrual carry overs. Harry Seidel stated that if the employees for whatever reason could not use  
40 their time and he is supportive of allowing them to carry over their time. Martha Mical suggested adding a  
41 stipulation that they need to use the time by a certain date. She stated that those hours could be purchased  
42 back. Alfred Hanson stated that the changes to the personnel policy took affect on 01/01/2026 not 2025. He  
43 suggested the Select Board think about it.

44  
45 Harry Seidel explained that the Board needs to determine when to begin paying the employees the 2.8%  
46 COLA. The Select Board agreed to wait until after the budget is voted on at Town Meeting.

47 **Harry Seidel made a motion seconded by Alfred Hanson to accept the 2.8% COLA after the March  
48 Town Meeting and apply the 2.8% COLA retroactively to January 1, 2026.**

49 **Roll Call Vote Hanson YES Seidel YES Smith ABSTAIN**

1 Harry Seidel stated that the Town has received the Irish Electric contract and the Encore Energy gift has been  
2 received. He explained that a deposit in the amount of \$6,550.40 needs to be given to Irish Electric.

3 **Harry Seidel made motion seconded by Alfred Hanson that the signed contract and a 50% deposit in**  
4 **the amount of \$6,554.00 be delivered to Irish Electric by the members of the Beautification Group for**  
5 **phase 1 of the total lighting project of \$13,108.**

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

7  
8 Martha Mical encouraged the check be sent directly to Irish Electric.  
9

10 Harry Seidel explained that the Deputy Tax Collector has resigned and the Select Board needs to post the  
11 position. Martha Mical asked if there is a residency requirement for the position, Judy Newman-Rogers will  
12 look into that.

13  
14 **VIII. Non Public Session** if needed (RSA 91-A:3 II (a-m) ) None  
15

16 **IX. Adjournment**

17 **Alfred Hanson made a motion seconded Harry Seidel to adjourn the meeting.**

18 **Roll Call Vote Hanson YES Seidel YES Smith YES**

19  
20 The meeting adjourned at 7:33 PM  
21 Respectfully submitted on 1/10/26 by Tracy Doherty  
22 Edits, Judy Newman-Rogers, Select Board Admin Asst