



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:

Select Board Members Present: Harry Seidel Chair				Alfred Hanson V-Chair			
Present on Zoom: Michael Smith							
Others Present: Judy Newman-Rogers Select Board Admin Asst				Elizabeth Labbe Assessing		Ed Mical	
Barbara Marty		David Carle		Martha Mical		Steve Hall	
				Amelia Gardner		Jon Noble	
On Zoom: Linda Leclair		iPad	Debra Mahar		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

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

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

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

5 **Roll Call Vote Hanson YES Smith Abstain Seidel YES**

6
7 **d. Announcement Retirement Get Together for Department of Public Works Tim Allen.**

8 Elizabeth Labbe explained that there will be a retirement party for Tim Allen Friday, January 23, 2026 at
9 4:00 PM at the Depot below Reed's North. She explained there will be hors d'oeuvres, cake and a cash bar.

10
11 **2. Ed Mical, Update on non-operating street lights**

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

15
16 **3. Review of proposed revisions to Rules of Procedure Proposed amendments 10, 11 and 12**

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

21
22 Amendment 11: Resignations – Removal David Carle stressed that this section shall not apply to the
23 Planning Board, Zoning Board of Adjustment, Conservation Commission, Agricultural Commission, Budget
24 Committee, or any other board, commission, or committee adopted and governed by the controlling NH
25 RSA. He spoke of another recommended revision; failing to attend three consecutive committee meetings
26 may be cause for review of the member of a committee by the Select Board, who may request a written
27 explanation and consider recommending removal under applicable RSA provisions. The Select Board may,
28 by majority vote and for just cause, remove any member of a committee whom it has appointed to the
29 committee.

30
31 Amendment 12: Conduct with other Board Members and Employees David Carle informed the Select
32 Board that a consultant assisted with the proposed amendment 12. This section would be stricken (C) Never
33 publicly criticize an employee. Concerns of employee performance shall be handled with the Town
34 Administrator under RSA 91-A. Replaced with "*Concerns involving personnel performance shall be*
35 *addressed in accordance with RSA 91A:3 II(a). Members should avoid personal attacks but may discuss*
36 *performance-related matters as allowed by law.*" David Carle pointed out the addition of item G
37 Confidentiality and whistleblower protections under RSA 275-E shall be followed.

38
39 David Carle distributed a hand out and copies of the RSA's that relate to proposed amendment 13 and 14 that
40 the Select Board will address at the next meeting. David Carle asked to review more than three amendments
41 at the next meeting. The Select Board thanked David Carle for his efforts.

42
43 **4. Review and discussion of adopting a town policy and practice for "third party" use of**
44 **town owned land.**

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

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

Harry Seidel opened the floor for public comment.

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

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

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

Steve Hall from the Chandler Reservation Committee explained that the committee oversees 1500 acres in 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 the public. Harry Seidel reiterated that he greatly appreciates the efforts of Jody Sloane.

III. Public Comment

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

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

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

IV. Consent Agenda

None

V. Manifest January 6, 2026

Motion for the Select Board to approve the following previously signed manifests:

Accounts Payable check numbers 12146 through 12147 dated 1/5/2026, in the amount of \$34,650.59 for the January 7th quarterly payroll deposits.

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

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

Roll Call Vote Hanson YES Seidel YES Smith ABATAIN

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

December 9, 2025

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Page 5 line 29 insert of

Page 5 line 47 strike be insert being

Page 5 line 48 strike they (both) replace with we

Page 8 line 19 strike is insert would be

Page 8 line 32 strike but insert and

Page 8 line 38 insert can

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

Roll Call Vote Hanson YES Seidel YES Smith ABSTAIN

December 15, 2025

Page 2 line 3 insert back up

Page 2 line 45 strike fiving insert giving

Page 2 line 49 strike se insert she

Page 3 line 11 review Zoom video to correct sentence

Page 3 line 29 insert at

Page 4 line 10 strike in insert at

Page 4 line 48 correct last name to Tatro

Page 5 line 40 strike the

Page 5 line 45 strike Hopkinton insert Hopkinton's

Page 6 line 16 strike last name not stated insert Hill

The Select Board agreed to review the Zoom video to correct page 3 line 11

Minutes TABLED

VII. Select Board Other Business

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

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

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

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