

**Minutes of the
2022 SALEM NH CHARTER COMMISSION**

**Knightly Room at Salem Town Hall
33 Geremonty Drive
Salem NH 03079**

**Meeting #7:
Thursday, July 13, 2022**

Present: Bernard W. Campbell (Chair), Joe Sweeney (Vice-Chair), Bonnie Wright (Secretary), DJ Bettencourt, Kevin Breen, John Janigian, Donna Loranger, and Kelly Moss.

Absent: Joseph Feole

The meeting was called to order by Chairman Campbell, at 7:00. Pledge of Allegiance.

Next meeting is Wednesday, July 20.

Minutes:

Meeting of June 7, 2022:

Ms. Wright: Made minor tweaks to the draft minutes: The date of previous minutes was corrected and several formatting corrections were made. It does not change any of the content. She just wanted to be upfront and transparent.

Motion by Ms. Loranger to accept minutes as corrected. Seconded by Mr. Sweeney.

Vote: 6-0-1. Minutes accepted as submitted with formatting changes. Mr. Bettencourt abstained, as he was absent last week.

Old Business

Mr. Campbell: Emailed the school board with regards questions about moving their election date. It will be an agenda item on their July 19 meeting. One concern is the notification of teachers who are being renewed or non renewed and what the timeline is on that. State law says any teacher shall be notified in writing on or before April 15 or within 15 days of the adoption the district budget by the legislative body whichever is later, that if a teacher not to be re nominated or re elected provided no notification should occur later than the Friday following the second Tuesday in May.

Mr. Sweeney: Emailed the Municipal Association for more details on the laws regarding recall elections and process and examples of use. Still waiting to hear back but I would expect to get that by the next meeting.

Mr. Campbell: Also contacted Municipal Association. Towns like Hooksett and Newmarket and others who do have ballot votes on budget items have adopted the Senate Bill 2 provisions. There doesn't seem to be any towns that don't follow the Senate Bill 2 provisions that have elections for budget, so they all include deliberative sessions. I wanted to clarify whether or

1 not we can hold a vote without having to fully adopt all the provisions of Senate Bill Two
2 under that RSA. If we are committed to that process, our hands would be tied on some of
3 our decisions. That email is also pending.
4

5 **Reports from Members: Mr. Bettencourt on Grants**

6
7 I have researched federal and state level grants, distinguished from the large number of
8 nonprofit organizations and for-profit organizations.

9 The federal government distributed about \$721 billion (16% of the total federal budget) to states
10 and localities in the fiscal year 2019, providing about one-quarter of state and local
11 governments total revenues. About 61% of those funds were dedicated to health care 16% to
12 income security programs and 9% each to transportation and education, training,
13 employment and social services. The grant opportunities for municipalities is fairly
14 constrained. It is somewhat difficult to fully appreciate and ascertain what opportunities there
15 are for Salem to take advantage of some of those federal grants.

16 There is always great competition for these grants. In February of this year, the federal
17 government released new guidance to assist smaller communities to have an easier time to
18 apply for grant funding. We need to appreciate what percentage of that pie is going to be
19 available to communities like Salem, and how many communities we will be competing
20 against.

21 And there are two predominant kinds of grants. The first is categorical grants: Grants restricted
22 to a narrow purpose, i.e. SNAP (Supplemental Nutrition Assistance Program) and WIC
23 (Women, Infants and Children) These are programs that are administered by states but
24 the funding and many of the guidelines for that program are set by the federal government.
25 Even more restricted grants are limited to specific projects, such as building a road or a
26 bridge. The state also provides a program by which the municipalities can go to the state of
27 New Hampshire and get funding for the construction of a bridge.

28 The second predominant type of grant is block grants, and that gives the recipients more latitude
29 in meeting the program's initiatives. Example: TANF program (Temporary Assistance for
30 Needy Families). The federal government gives the block grant to the states, which have
31 more flexibility over some of the parameters and eligibility for that program. More flexibility,
32 but they are not predicated on a form of government, but rather on socio-economic or
33 other factors.

34 States and localities do subsidize federal dollars from some of their own spending. However, the
35 magnitude of that varies. Grants may require states and localities to contribute their own
36 funds with matching requirements, but they require us to maintain our previous spending
37 levels despite the infusion of federal or state funding. Should a transition to another form of
38 government expand Salem's eligibility for grants. It's far from guaranteed that Salem
39 taxpayers will enjoy that benefit.

40 State and federal funding, most in one-time funds, have represented 10s of millions of dollars
41 that have come into Salem for full-day kindergarten, school building, school safety
42 infrastructure grants, stabilization grants, increase in state adequacy, funding increased
43 funding for STEM and STEAM programs, and then fully funding the state portion for special
44 education. On the Town side, we have seen infrastructure grants for roads and bridges, a
45 more favorable rooms and meals distribution for cities and towns, and other state grants here
46 directly towards the lowering of property taxes. Plus economic mitigation for the COVID 19

1 pandemic and infrastructure investments in the American Rescue Plan. So again, there's no
2 guarantee that expanded access to funds are going to pay a dividend.

3 The individuals that I spoke with were:

- 4 • Mark Sanborn, federal government for both George W. Bush and Trump
5 administrations in the Department of Transportation, the Department of
6 Agriculture, and HUD. Now Assistant Commissioner for the NH Department of
7 Environmental Services.
- 8 • Lisa Cota-Robles: Governor's office for economic relief and recovery, in charge of
9 administering the COVID funding and the American rescue plan funding;
10 previously NH Department of Energy).
- 11 • Mike Vlachich, formerly of Senator Jeanne Shaheen's staff, now Northeast
12 Regional Administrator for the Federal Small Business Administration.

13 Each said that the community's particular form of government was not a predominant
14 factor in providing greater access to grant funding. The most commonly cited
15 determining factor for those grants are things such as socio-economic makeup,
16 population size, overall need of minority population groups, and how close the project
17 was to either beginning ("shovel ready") or the amount remaining to complete the
18 project. Cities, not their form of government, but cities, are frequently more successful
19 than towns in accessing grants because they are often eligible because they hit more
20 of the criteria established for grants and not because of the particular form of
21 government. They have greater capacity to seek out grant opportunities and craft
22 successful proposals for submissions. Greater access to grants does not
23 automatically result in a release to taxpayers, as the form of government is not the
24 driving factor in expanding eligibility for those grants.

25 I may have missed a grant or two, but I do not believe that its reward would outweigh the risk of
26 moving forward with a form of government that our fellow residents do not want.

27
28 **This is a summary of Mr. Bettencourt's report.**

29 The full report can be found at:

30 https://www.townofsaalemnh.org/sites/g/files/vyhlf7996/f/uploads/iii._dj_bettencourt.grant_report.pdf
31

32
33 **Ms. Wright:** She felt she had an obligation to those who wanted a city to explore all
34 options, especially those who voted for DJ because of his campaign video. Thanks to
35 DJ for this info. It was not enough to convince me that we have a real reason to
36 become a city, and a city attempt would fail. Therefore, we have a consensus for a
37 town council.

38 **Mr. Campbell:** It might be worth it for the town to explore a position for grant writing or at
39 least a position that perhaps covers more than one role. If there was someone on
40 staff who was in charge of grant writing, that might increase our odds.

1 **Mr. Bettencourt:** Over the history of the recent history of the town, we've kind of
2 delegated that duty to what was previously the Community Development Director and
3 then the assistant town manager. He knows professional grant writers. It is incredibly
4 intensive work that often involves auditing of accounts and providing all sorts of
5 financial information disclosures.

6 **Mr. Campbell:** I have minimal experience with writing grants in the course of my career
7 as an educator. It's not for the faint of heart.

8 **Ms. Moss:** Is it true that when you apply for a grant and matching funds are required that
9 we would potentially lose out on grants because the timing doesn't work. May be
10 more on the nonprofit grants than the governmental grants? With our current form of
11 only being able to vote on a budget once a year, you can't get the approval for the
12 matching funds in time to apply for the grant. Did your research touch on that at all?
13 Or is what I'm hearing not true? Do you know anything?

14 **Mr. Bettencourt:** Yeah, I scratched the surface of that a little bit. There may be an
15 instance where that could be a problem. On the grants that the State makes available
16 to municipalities, there has never been a case where the Town of Salem has missed
17 out on a grant that was available to the City of Manchester or the city of Nashua,
18 because we have two different periods of time when we have our elections and
19 ultimately approve our budgets.

20 **Ms. Moss:** Well, it's not so much that they vote at a different time than we do. They have
21 a city council or a town council that votes on the budget themselves, making
22 adjustments multiple times during the year, but we are stuck with once a year so
23 everything has to wait until March. If we had the other form where the budget was
24 decided by the Council, we wouldn't be constrained by that.

25 **Mr. Bettencourt:** I don't think that that's as much of a concern because oftentimes what
26 the town will do is make a warrant article contingent upon receiving a percentage of
27 funding from the state. Because we have the flexibility to have essentially conditional
28 warrants, we don't lose out on those opportunities.

29 **Mr. Campbell:** Mr. Bettencourt did an excellent job but focused mainly on the
30 government grants. State government is used to dealing with issues like budgets.
31 We may be missing out on private grants, commercial grants from companies that
32 may require answers more quickly than a state grant which is geared towards
33 municipalities which is used to our structure. Mr. Bettencourt didn't look at any of that,
34 which is fine. But I think there might be some question there. How big is the dollar
35 value? That's a different question.

36 **Mr. Breen:** As a former department head working here in the town of Salem. I was
37 involved in securing more than a million dollars of grants particularly for the hiring of
38 firefighter. Miss Moss is right on with some of it. Under FEMA you had to have
39 permission from the governing body to even apply for the grant because they were
40 tired of people applying for grants that were being awarded and then they had to go
41 back to the legislative body which tied funds up for a long time. FEMA adapted over
42 the years with appeal process for when a grant's performance period was affected by
43 waiting for a town meeting.

44
45 **Mr. Bettencourt:** While the most recognizable names in our country, are cities like New
46 York City, San Francisco, Chicago, etc, the vast majority of municipalities in our

country are tax municipalities. The federal government has recognized that they need to be flexible, otherwise you are maxing out gigantic swaths of communities and citizens in our country from those opportunities.

Ms. Loranger: I appreciate that you brought up that grants are not there to lower your taxes. Our funds are not there to take care of things that fell to the wayside. People that write the federal grants like the firefighters know how to write a grant for that.

Mr. Breen: Grant writing is an interesting skill set, but the most important thing is data. You have to extrapolate data. If you don't have a data collection system you're not going to do well. And that's something that department heads were very frustrated about, because if you don't have software to monitor something like response times or call volume you're not going to do well in the grand scoring. That's where a lot of communities fail. Cities have more staff, they have more people who are accustomed to that. But more often than not, they collect data, and they're able to extrapolate what's important and to answer the questions relative to the scoring criteria on grants.

Mr. Bettencourt: Companies that produce the software to collect that data know that they know how valuable they are. They know how reliant communities are on them. The price for that software is often entirely out of reach for smaller communities, but is within reach for larger municipalities and cities who have the budgets.

Survey Questions

Mr. Campbell: Review draft of survey. Much is copied from the earlier survey. How long have you been a Salem resident? Age bracket? Would you prefer to hold elections for town offices in March, April in May. Land use boards – elect or appointed.

Ms. Wright: “In many communities, they are appointed.” Can you make that in “most” communities?

Mr. Campbell: In most communities, yes. In some communities, specialized offices like town clerk and tax collector are appointed since they require specific qualifications.

Mr. Janigian: Did Salem previously appoint Zoning and Planning Board? Do we want to make a statement that Salem used to appoint?

Mr. Campbell: I don't know when it changed; it was when I was young.

Mr. Bettencourt: It was in the early 2000s. (Mr. Breen thinks 2007)

Mr. Campbell: Maybe I will make a note that I will

Mr. Bettencourt: Have we ever appointed town clerk and town and tax collector? When did we start doing that as an elected position?

Ms. Loranger: From what I saw they have to be elected in all SB2 towns.

Mr. Campbell: Maybe the tax collector can be appointed?

Ms. Loranger: But the town clerk was an elected position.

Mr. Campbell: Will look into it.

Mr. Breen: Not too long ago it was a question on the ballot. 2020? The community was asked about eliminating the tax collector as an elected position and making it appointed. I think the Selectboard brought it on as a Warrant Article.

Mr. Campbell: I will look into this. We can look at the New Hampshire RSAs in terms of the town clerk but tax collector can be appointed and many communities do.

Mr. Campbell: Other survey questions:

The charter commission is currently considering moving to a town council form of government, increasing the number of town councilors to 7 or 9. Zoning Ordinances: Considering giving these to councilors to decide. Would this make you never vote for the new charter, make no difference, or support the new charter?

Ms. Moss: Instead of never vote for the new charter, could you'd say vote against the new charter?

Mr. Campbell: Yes. Next: All councilors elected at large versus a mix of councilors elected at-large and some elected by ward. Then: Other questions, and sign up for Town Hall news. Ms. Loranger would like to see where responses are from. So we'll add that.

Mr. Breen: On the ward or at large question, list all voting locations.

Mr. Janigian: List by location names, not numbers.

Ms. Moss: Where do you vote? List ward names. Where would that fit?

Mr. Campbell: Question three, it'll be right there. Right there with the other demographic information. I will get this into SurveyMonkey and get a link out to you. Probably tomorrow. Spread the word.

Ms. Moss: Is it possible to make a flyer that maybe has a QR codes and post at the library and other places like that for people who don't use ...

Mr. Campbell: Certainly. The survey does generate a QR code when you make it and I can email it out to the committee if you want to share it around. I think that's a fabulous idea. It's just not true. That's the thing that's going to be my boss, thank you. So if somebody wants to get really ambitious and make a bunch of flyers and go stand at the dump on Saturday morning when people bring their trash.

Organization of 1st Draft Charter Framework

(Continued from last week)

Style:	Town Council
# of Councilors:	7-9
Elected:	At-Large?
Voting Day	
Budget Committee	Yes
Elected Land use boards	
Initiative/Referendum Threshold (Citizen's petitions)	100 signatures to force the Council to review, 10% of the people who voted in the previous municipal election to put an item on the ballot.
Recall	Need recall provision
Deliberative Session	No
Vote on Budget	Ballot vote
Vote on Bond Articles	Yes, 3/5
Vote on Zoning Ordinances	No, (possibly let council have a super majority)
Master Plan Update?	Every 10 years, tied to census
Capital Update?	Every 10 years on the ballot?
Capital Improvement Plan?	Include in the charter

1 **Mr. Campbell:** Review the framework document. We're kind of in a holding pattern
2 waiting on getting some more information, but we have a consensus now on Town
3 Council. We're going to gather some more information about the question about the
4 number of counselors. Budget Committee is tied into the question about SB2 and
5 deliberative sessions to vote on the municipal budget. Those that don't operate with
6 Senate bill 2 have what's called an advisory Budget Committee, which is a little bit
7 different from what we operate under. I would like to look at how we retain a budget
8 committee in some way, shape or form. But again, some of that may depend on
9 some of the answers we get from the attorneys at the New Hampshire Municipal
10 Association.

11 **Mr. Bettencourt:** Salem technically has an official Budget Committee. The budget that
12 the Budget Committee approves is the one that goes to the deliberative session but
13 obviously at that point, when it becomes the taxpayer's budget as its up to those who
14 show up to the deliberative session and then ultimately, after that, who shows up to
15 vote on Election Day. Retaining a budget committee is essential. The Budget
16 Committee is the one board in town that has the ability to look at spending, both in
17 terms of assessing the municipal budget and the school district budget, and then
18 making recommendations as to which way the community should go. I would
19 obviously prefer an official budget committee because when you head to a
20 deliberative session, you're there beginning from your premise which obviously
21 makes that board more influential, worthwhile. But regardless, I think that the budget
22 committee can still can go through that assessment and analysis. We can still have
23 recommendations from the Selectmen in the Budget Committee on warrant articles
24 that have a budgetary impact. I also think that that's a benefit to the community as
25 well. So I would fight fairly strongly to retain some form of Budget Committee,
26 preferably an official, but advisory I could live with as well.

27 **Mr. Campbell:** If we have an official budget committee that makes changes to the
28 budget. Okay. One of the things that we see accomplished at the deliberative
29 session, is that the board of selectmen will put money back in the budget at
30 deliberative session. And that is something they amend and vote on. If we didn't have
31 a deliberative session, how would that be accomplished? So that's a question that we
32 kind of have to tackle. And again, I have I have some, some inquiries out on that
33 subject. And I hope to have some answers on some of them.

34 **Mr. Bettencourt:** It's a more frequent practice of the school board. So it's, it's an
35 important question for them to consider as well.

36 **Mr. Campbell:** Even if we didn't vote on the town budget, this budget committee would
37 still work with the school budget because the school is not changing its form of
38 government. They only become singular if we were to go to a city. So the budget
39 committee would retain authority over the school budget, regardless.
40

41 **Mr. Campbell:** We talked about initiative referendum thresholds last week, I think we're
42 pretty happy with where that is. We would like to remain voting on a budget and
43 remain voting on the bond articles at the moment. We the sense in the room was we
44 prefer to let the town council handle the zoning amendments, but we do have that on
45 our surveys. So that might be something that will come up. Some of these town
46 charters do mandate regular updates of some of these items. I put them on here. I

1 have feelings on where I'd like to see those numbers. Master plan update, some
2 charters require an update to the master plan every 10 years. charter. Do we want
3 that in our town charter?

4 **Ms. Loranger:** I would say yes.

5 **Ms. Wright:** It's often tied to the census. So I think we probably need to do one real
6 soon, and then have one annually tied with the census.

7 **Ms. Loranger:** In the charters that I read today and in the past, they really do tie to a six-
8 year window of capital improvement and how it's funded and that type of stuff. I know
9 that there's a Capital Improvement Plan Committee (CIP), but I don't see it in any of
10 the town reports or it's not really it's not published enough. So it should tie to the
11 master plan. And since we have an updated amount I think that I think Salem was
12 really lagging.

13 **Mr. Campbell:** Would you recommend that if we do a master plan update every 10
14 years, maybe we do a capital improvement plan every five?

15 **Ms. Wright:** I believe the CIP is supposed to be updated annually for the next six years.

16 **Mr. Campbell:** So include in the charter to mandate.

17 **Mr. Sweeney:** Agrees that the masterplan and CIP should be in the charter update. I
18 think every 10 years it should be a question on the ballot, whether or not members of
19 the public want to form a charter commission. It would be one less step of petition
20 signature. Tie it to the census. Put it on a ballot as a question to the townspeople.

21 **Ms. Moss:** A special election costs the town money. If we just did a charter election
22 every 10 years, then that could be on the regular ballot, and we wouldn't have to
23 have a special election.

24 **Mr. Bettencourt:** There's a precedent for us in the state because every 10 years on the
25 state ballot, we're asked whether or not we want a constitutional convention to go in
26 and make changes to the New Hampshire constitution. In the vast majority of cases,
27 everybody says no. Ask the question every 10 years: Do we want to form a charter
28 commission.

29 **Mr. Campbell:** Well, I think that's that, unless we were going to specify that the charter
30 commission would be appointed by the town council.

31 **Ms. Wright:** It can't. The commission has to be elected at large.

32 **Mr. Campbell:** Are we going to put an item on the ballot every 10 years asking "do you
33 want to have a charter commission?"

34 I think what Miss Moss was saying was we could just specify we're going to have one
35 every 10 years and we would have an election for charter commission on the ballot
36 and it would save us from having a special election. And then the charter commission
37 could decide we don't want to change it in or we don't want to change.

38 **Mr. Sweeney:** Would like to prevent an extra special election. Would it be possible for us
39 to say make question three on a town ballot, would you want to form a charter
40 commission? Question four: have the election of the nine members for the charter
41 commission based upon the response. If question three fails, then disregard question
42 four.

43 **Mr. Campbell:** There's no harm in asking.

44 **Mr. Sweeney:** If there's no reason to do a charter commission, I want to give people the
45 option to say yes or no.

1 **Mr. Breen:** Under state statute on the municipal charter, they specify a timeframe in
2 which an election must be held after a legislative body approves the formation of a
3 charter.

4 **Mr. Campbell:** We can explore some concerns from a legal perspective in terms of
5 requiring a Charter Commission. The town council will have the option to review
6 constantly and put an amendment on the ballot for a 60% vote at any time but I think
7 it's good to say we're gonna look at this on a regular basis.

8 We do have a number of other committees and boards in town that we will need to
9 include on the charter. I don't anticipate making any changes to the current structure
10 of say, the Conservation Commission or the library trustees. I think we'll just be
11 importing those directly from existing structures. No one here sees any other changes
12 to any other boards or committees in town.

13
14 **Ms. Wright:** Can we say vote on zoning ordinances, not just vote on zoning.

15 **Mr. Campbell:** Last week we had a consensus that we would prefer to not have those
16 on the ballot.

17 **Mr. Breen:** We previously said we could put in a condition of a supermajority.

18 **Mr. Campbell:** It's written in crayon. It's just a start. We will revisit several of these later.

19 **Mr. Breen:** I'm always sensitive to the voter's perception that we've just handed it to the
20 Councilors. We could make it six or seven out of nine.

21 **Mr. Campbell:** Or five out of seven as opposed to a straight majority. That's something
22 you can put in the charter.

23
24 **Mr. Sweeney:** I have fielded some questions about the library's structure and its
25 relationship with the town. If there's a way, can we clear that up?

26 **Mr. Campbell:** I can speak to that a little bit because my sister is employed at the Kelly
27 Library. The library structure is directed by the Trustees. They handle budgeting and
28 so on through the Kelly Library Trustee Fund. Because of the way that trust fund is
29 structured and matures, library trustees oversee that process. They are not
30 disconnected, but somewhat autonomous within the town structure. She has been
31 told to bring citizens' petitions and not put items on the ballot. The relationship
32 between the town and county libraries is semi-autonomous because of the way
33 they're structured. But they do obviously get funding from the town budget, but it's
34 overseen more directly by the library trustees than by the town manager. So that's
35 where that separation comes from. And that's why in the past, we've seen citizens
36 petition articles for the raises, because apparently, that's what someone at the town
37 told them to do.

38 **Ms. Wright:** Should we have something in the charter referencing the Library?

39 **Mr. Campbell:** It's not necessary. In other charters there's almost nothing except the
40 library trustees shall be elected. There's very little in terms of direction on how town
41 departments should be governed, because it's expected that those people that the
42 town manager appoints, such as the police chief, will run their department itself. The
43 charter assumes that the library trustees will run the Library.

44 **Mr. Janigian:** In the Newmarket charter there are very few administrative committees
45 that they reference. I would be in favor of keeping the committees that we have in
46 town, but having a paragraph on the fact that new administrative committees can be

1 created if it makes sense or they can be resolved by the town council. If we have
2 something in there, in that regard, it gives flexibility.

3 **Mr. Campbell:** Absolutely. We can look at some of the language some of the other
4 towns use. I'm sure they have it so towns have the ability to create CIP committees or
5 transit study committees, so we can, too.

6 **Mr. Campbell:** I believe that the Merrimack town charter references an ethics
7 committee.

8 **Ms. Wright:** So does another town.

9 **Mr. Campbell:** The elected ethics committee looks at some of the issues in a way similar
10 to say the House Ethics Committee up in Concord does. It's obviously not required by
11 state law, but it's certainly something we can explore.

13 New Business

14 None

16 Public Comments

17
18 **Brian Thornock, 5 Brookdale Road.** There seems to be a lot of energy towards
19 removing a portion of the resident's power through the deliberative session,
20 particularly the budget. I want to make sure that the town uses the right data. Ms.
21 Wright mentioned Croydon. We don't want that issue that happened up there here.
22 They cut the school budget in half. I'm not going to say whether I agree with the
23 decision or not because I thought I don't live there. Not my issue. They're using a
24 different form of government. We can't compare what they did to what we do. Worst
25 case scenario we would go back to our default budget if [an edited budget] didn't
26 pass [at the ballot.] 20 of 35 people [in Croydon] who showed up, voted to cut that
27 budget in half. Once again, I'm not going to pass judgment on whether that was the
28 right decision or not. But that was 60% of the votes at that deliberative session. Mr.
29 Breen brought up the low turnout and how 50 people can make a change, and that's
30 certainly true. But under our current form of government, we have that backstop.

31
32 In Croydon, the man who brought the ballot issue up is the husband of the school board
33 president. But obviously, that had been presented to the school board. If the
34 residents don't have the opportunity to have input into, and, and help craft something
35 that the budget for the school that their kids go to, then the only people that are really
36 going to be involved are those two or three or four elected officials

37
38 I hear "incremental change." If changes are needed, they should be incremental. All of
39 the incremental changes on that list are collectively no longer incremental. It's
40 dramatic. Is that really what the committee thinks is appropriate? Look at the
41 collective change. Does anyone really think that voters are going say "I'm on board
42 for losing my voice. I'm on board for losing control of my town." That's what's gonna
43 happen when you have a dramatic change. Little incremental changes turn into
44 dramatic changes.

1 **MOTION BY Mr. Bettencourt to adjourn.** Seconded by Ms. Moss

2 **Vote:** 8-0-0

3 Meeting adjourned at 8:10.

5 Minutes taken by: Bonnie Wright

7 Minutes Approved: Salem 2022 Charter Commission

8 Date: July 20, 2022

14 **Video:**

15 The video of this meeting may be viewed at:

16 <https://www.facebook.com/sctv17/videos/777469220089830>

17 <http://sctv-17.com/CablecastPublicSite/search?channel=1&query=charter%20commission>

19 **Charter Commission Meeting Schedule**

21 8th meeting: Wednesday, July 20, 7pm,
22 Knightly Room, Salem Town Hall

23 9th meeting: Wednesday, July 27, 7pm,
24 Knightly Room, Salem Town Hall

25 10th meeting: **Thursday**, August 4, 7pm,
26 Knightly Room, Salem Town Hall

27 11th meeting: **Saturday**, August 13, **10am**, **PUBLIC HEARING**,
28 **Media Center, Salem High School**

29 12th meeting: Wednesday, August 17, 7pm
30 Knightly Room, Salem Town Hall

31 13th meeting: Wednesday, August 24, 7pm
32 Knightly Room, Salem Town Hall