



ABSENTEE
OFFICIAL BALLOT
ANNUAL TOWN ELECTION
SALEM, NEW HAMPSHIRE
MARCH 14, 2023

BALLOT 1 OF 2

Susan M Wall
TOWN CLERK

INSTRUCTIONS TO VOTERS

- A. TO VOTE, completely fill in the OVAL to the RIGHT of your choice(s) like this:
- B. Follow directions as to the number of candidates to be marked for each office.
- C. To vote for a person whose name is not printed on the ballot, write the candidate's name on the line provided and completely fill in the OVAL.

FOR SELECTMEN

Vote for not
more than TWO
For THREE Years

DANIEL GUILD	436	<input type="radio"/>
PAUL PELLETIER	683	<input type="radio"/>
CATHY STACEY	729	<input checked="" type="radio"/>
JOE SWEENEY	449	<input checked="" type="radio"/>
JAIME THORNOCK	240	<input type="radio"/>
	(Write-in)	<input type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR BUDGET
COMMITTEE**

Vote for not
more than TWO
For THREE Years

STEVEN GODDU	1192	<input checked="" type="radio"/>
TANYA DONNELLY	1039	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>
	(Write-in)	<input type="radio"/>

FOR TOWN CLERK

Vote for not
more than ONE
For THREE Years

SUSAN WALL	1445	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>

FOR TAX COLLECTOR

Vote for not
more than ONE
For THREE Years

MARTHA BREEN	1440	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>

FOR TREASURER

Vote for not
more than ONE
For THREE Years

JOHN SYTEK	1450	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>

FOR LIBRARY TRUSTEE

Vote for not
more than ONE
For ONE Year

CHRISTOPHER GEORGE	1310	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR TRUSTEE OF
THE TRUST FUNDS**

Vote for not
more than ONE
For THREE Years

RICHARD O'SHAUGHNESSY	1130	<input checked="" type="radio"/>
CHRISTOPHER GEORGE	463	<input type="radio"/>

(Write-in)

FOR PLANNING BOARD

Vote for not
more than TWO
For THREE Years

BIANCA CARLSON	710	<input checked="" type="radio"/>
LUANNE DAVID	746	<input type="radio"/>

(Write-in)

JOSEPH FEOLE	1115	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>

(Write-in)

**FOR ZONING BOARD OF
ADJUSTMENT**

Vote for not
more than TWO
For THREE Years

JEFFREY HATCH	915	<input checked="" type="radio"/>
CLAIRE KARIBIAN	148	<input checked="" type="radio"/>
BRIAN THORNOCK	638	<input type="radio"/>
DIONNE GARON	511	<input type="radio"/>
	(Write-in)	<input type="radio"/>
	(Write-in)	<input type="radio"/>

(Write-in)

(Write-in)

ARTICLES

Article 2: Approve Charter as Recommended by Charter Commission

Shall the Town approve the charter recommended by the Charter Commission?
(Requires a 3/5 Ballot Vote)

Summary in Accordance with RSA 49-B:6, I: Salem currently operates with an Official Ballot Town Meeting, with a Board of Selectmen of five members. The Charter proposes an Official Ballot Town Council with a Town Council of nine members. The Charter proposes an Official Ballot Town Council, according to RSA 49-D:3, I-a. The Charter provides that the matters reserved for the official ballot are the town budget, bond articles, transfer of property, charter amendments, salaries of councilors and similar items. Zoning amendments and other business is left to the legislative authority of the Council. In addition, the Charter establishes a formal Ethics Committee, and provides for a process to investigate Ethics Complaints made against members of town boards, town employees and town officials. The Charter also formally establishes requirements for communications with the citizens of the town, requiring notification of citizens about upcoming municipal elections, and where to find information pertaining to that election.

Passed

1164

YES

NO

563

Needed 1037 votes to pass

Recommendations: Board of Selectmen: With

Budget Committee: N/A

TURN BALLOT OVER AND CONTINUE VOTING

ARTICLES CONTINUED

Article 3: Sewer Rehabilitation Planning – Clean Water State Revolving Fund (CWSRF) Loan	\$100,000	
Shall the Town vote to raise and appropriate the sum of One Hundred Thousand Dollars (\$100,000) for the purpose of wastewater planning work relative to infiltration/inflow evaluations and sewer rehabilitation of the municipal sewer system and to authorize the issuance of not more than \$100,000 of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33), and to authorize the Selectmen to issue and negotiate such bonds or notes and to determine the rate of interest thereon, and to further authorize the Selectmen to offset a portion of said appropriation by applying for a Clean Water State Revolving Fund (CWSRF) loan, it being understood that repayment of the loan may include up to 100% principal forgiveness? This project is contingent upon approval of a CWSRF loan application. (Requires a 3/5 Ballot Vote.)		1345 YES <input checked="" type="radio"/> NO <input type="radio"/> 426
Recommendations: Board of Selectmen: With	Budget Committee: With	
Article 4: 2023 Operating Budget	\$65,379,536	
Shall the Town vote to raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling 65,379,536? Should this article be defeated, the default budget shall be \$62,937,141, which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.		1123 YES <input checked="" type="radio"/> NO <input type="radio"/> 615
Recommendations: Board of Selectmen: With	Budget Committee: With	
Article 5: General Government and Recreation Restoration	\$394,972	
Shall the Town vote to raise and appropriate the sum of Three Hundred Ninety-Four Thousand Nine Hundred Seventy-Two Dollars (\$394,972) to maintain general government and recreation services at current or similar levels in addition to those funds included in the General Fund operation budget, with \$248,616 to come from unassigned fund balance?		1002 YES <input checked="" type="radio"/> NO <input type="radio"/> 793
Recommendations: Board of Selectmen: With	Budget Committee: Without	
Article 6: Police Restoration	\$275,978	
Shall the Town vote to raise and appropriate the sum of Two Hundred Seventy-Five Thousand Nine Hundred Seventy-Eight Dollars (\$275,978) to maintain police services at current or similar levels in addition to those funds included in the General Fund operation budget, with \$173,715 to come from unassigned fund balance?		1362 YES <input checked="" type="radio"/> NO <input type="radio"/> 445
Recommendations: Board of Selectmen: With	Budget Committee: With	
Article 7: Fire Restoration	\$242,956	
Shall the Town vote to raise and appropriate the sum of Two Hundred Forty-Two Thousand Nine Hundred Fifty-Six Dollars (\$242,956) to maintain fire services at current or similar levels in addition to those funds included in the General Fund operation budget, with \$152,929 to come from unassigned fund balance?		1411 YES <input checked="" type="radio"/> NO <input type="radio"/> 416
Recommendations: Board of Selectmen: With	Budget Committee: With	
Article 8: Transfer Station Restoration	\$78,305	
Shall the Town vote to raise and appropriate the sum of Seventy-Eight Thousand Three Hundred Five Dollars (\$78,305) to maintain transfer station services at current or similar levels in addition to those funds included in the General Fund operation budget, with \$49,289 to come from unassigned fund balance?		1328 YES <input checked="" type="radio"/> NO <input type="radio"/> 483
Recommendations: Board of Selectmen: With	Budget Committee: With	
Article 9: Purchase Two Turf Mowers	\$40,434	
Shall the Town vote to raise and appropriate the sum of Forty Thousand Four Hundred Thirty-Four Dollars (\$40,434) for the purpose of purchasing two (2) turf mowers for the Public Works Division for daily operations of ground maintenance at Town facilities, parks, properties, and cemeteries, with \$25,451 to come from unassigned fund balance?		1293 YES <input checked="" type="radio"/> NO <input type="radio"/> 512
Recommendations: Board of Selectmen: With	Budget Committee: With	
Article 10: Replace Roof at District Court	\$536,850	
Shall the Town vote to raise and appropriate the sum of Five Hundred Thirty-Six Thousand Eight Hundred Fifty Dollars (\$536,850) for the replacement of and improvements to the Roof at the Salem District Court House located at 35 Geremonty Drive, Salem, NH, with \$536,850 to come from unassigned fund balance?		1186 YES <input checked="" type="radio"/> NO <input type="radio"/> 613
Recommendations: Board of Selectmen: With	Budget Committee: With	
Article 11: Purchase Fire Pumper	\$945,096	
Shall the Town vote to raise and appropriate the sum of Nine Hundred Forty-Five Thousand Ninety-Six Dollars (\$945,096) to purchase a Fire Engine-Pumper and related equipment for the Fire Department, with \$747,885 to come from unassigned fund balance and \$197,211 to come from public safety impact fees?		1311 YES <input checked="" type="radio"/> NO <input type="radio"/> 510
Recommendations: Board of Selectmen: With	Budget Committee: With	
GO TO NEXT BALLOT AND CONTINUE VOTING		



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BALLOT 2 OF 2

Susan M. Wall

TOWN CLERK

ARTICLES CONTINUED

Article 12: Winter Weather Operations

Shall the Town vote to raise and appropriate the sum of Three Hundred Seventy-Five Thousand Dollars (\$375,000) to be placed in the Snow Expendable Trust Fund previously established in 1998 for the purpose of managing winter weather, including but not limited to plowing and removing snow, sanding and chemically treating streets, and otherwise responding to hazardous road conditions related to winter weather, with \$200,000 to come from unassigned fund balance?

Recommendations: Board of Selectmen: With Budget Committee: With

\$375,000

1384

 YES NO

443

Article 13: 2023 Road Construction and Engineering Program

\$3,800,000

Shall the Town vote to raise and appropriate the sum of Three Million Eight Hundred Thousand Dollars (\$3,800,000) to be added to the Roadway Capital Reserve Fund previously established in 1990 for the purpose of repair and/or reconstruction of existing roads and associated drainage improvements, and engineering? Shall the Town further authorize the Board of Selectmen to accept any and all State Aid or other revenue source that may become available for this work and to take any other action relative thereto including acquiring or conveying interests in real property necessary to complete the work? The funds will be used for the improvement, reconstruction, maintenance, crack sealing, and engineering of roads as outlined in the 10-year road program.

Recommendations: Board of Selectmen: With Budget Committee: With

1288

 YES NO

520

Article 14: AFSCME Collective Bargaining Agreement

\$211,491

Shall the Town vote to approve the cost items included in the collective bargaining agreement reached between the Board of Selectmen and the members of the Local #1801, American Federation of State, County and Municipal Employees (AFSCME), which call for the following changes to salaries and benefits at the current staffing level and the addition of two new employees included in the 2023 operating budget:

Fiscal Year	Estimated Increase/Decrease	Explanation
2023	\$211,491 Increase	Placement in new wage schedule April 1, 2023
2024	\$120,947 Increase	Reduction in max sick leave accrual
2025	\$138,599 Increase	3.50% salary adjustment April 1, 2024
2026	\$134,496 Increase	Reduced of cost share of one health plan
2027	\$144,304 Increase	3.50% salary adjustment April 1, 2025
		3.50% salary adjustment April 1, 2026
		3.50% salary adjustment April 1, 2027

and further to raise and appropriate the sum of \$211,491, such sum representing the anticipated increase in salaries and benefits required by the new agreement from what would be paid under the current agreement at current staffing levels? (Majority vote)

Recommendations: Board of Selectmen: With Budget Committee: With

1131

 YES NO

667

Article 15: Fund Special Election to Elect Town Council

\$11,200

Shall the Town vote to raise and appropriate the sum of Eleven Thousand Two Hundred Dollars (\$11,200) for the purpose of funding the costs to hold a special election to elect a Town Council to be held in accordance with the proposed Municipal Charter, Article 10? Funding for this purpose is contingent upon Article 2 passing approving the Town Charter as recommended by the Charter Commission.

Recommendations: Board of Selectmen: With Budget Committee: With

1084

 YES NO

701

Article 16: Other Post-Employment Benefits (OPEB) Trust Fund

\$50,000

Shall the Town vote to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000) to be placed in the Other Post-Employment Benefits (OPEB) Trust Fund, previously established in accordance with New Hampshire RSA Chapter 31:19-c for the purpose of paying for other post-employment benefits to employees and their beneficiaries after their termination of service as provided in the law and administrative expenses, with \$40,000 to come from unassigned fund balance, \$5,000 from the sewer fund, and \$5,000 from the water fund?

Recommendations: Board of Selectmen: With Budget Committee: With

1094

 YES NO

694

TURN BALLOT OVER AND CONTINUE VOTING

ARTICLES CONTINUED

Article 17: Re-Adopt Veterans Exemption

Shall the Town vote to readopt the provisions of RSA 72:28-b (previously approved in 2017, Article 23), in accordance with RSA 72:27-a, previously adopted for an All-Veterans Tax Credit, at \$750 per year? If readopted and approved, this article shall take effect for the 2023 property tax year. (Majority Vote Required).

Recommendations: Board of Selectmen: With Budget Committee: N/A

1653
YES
NO
178

Article 18: Exemptions for Solar Energy Systems

Shall the Town vote to re-adopt the provisions of RSA 72:61-64 inclusively, (previously adopted in 1979, Article 20), which provide for an optional property tax exemption from the property's assessed value, for property tax purposes, for persons owning real property, which is equipped with solar energy systems intended for use at the immediate site? Such property tax exemption shall be in the amount equal to any increased value of the property resulting from such system. For the purpose of this exemption, solar energy system is defined pursuant to RSA 72:61. If readopted and approved, this article shall take effect for the 2023 property tax year. (Majority vote required).

Recommendations: Board of Selectmen: With Budget Committee: N/A

1032
YES
NO
741

Article 19: By Petition: Kelley Library Capital Reserve Fund

By Petition: Shall the Town vote to raise and appropriate a sum of Sixty-Five Thousand Six Hundred Forty-Nine Dollars (\$65,649), such sum representing additional funds to be added to the Kelley Library Building Capital Reserve Fund?

Recommendations: Board of Selectmen: With Budget Committee: With

1216
YES
NO
574

Article 20: By Petition: Kelley Library – Maintain Operations

By Petition: Shall the Town vote to raise and appropriate a sum of Thirty-Two Thousand Four Hundred Seventeen Dollars (\$32,417) to maintain library services at current or similar levels in addition to those funds included in the General Fund operation budget?

Recommendations: Board of Selectmen: With Budget Committee: With

1318
YES
NO
415

Article 21: By Petition: Isaiah 58

By Petition: Shall the Town vote to raise and appropriate a sum of \$7,500 to Isaiah 58 New Hampshire for the purpose of providing assistance for housing and support services to individuals and families in need of assistance?

Recommendations: Board of Selectmen: With Budget Committee: With

1392
YES
NO
414

Article 22: By Petition: Hand Counting Ballots

By Petition: Shall the Town vote to adopt the following provisions pertaining to elections: Any and all town or school board regular or special election voting shall be by paper ballot only and all ballots shall be hand counted. The use of any and all electronic ballot counting devices shall immediately cease and are prohibited for all voting purposes. This removes any and all perceived or actual authority under RSA 656:40 for selectmen or any other governing body of the Town of Salem, NH to approve on a trial or permanent basis the leasing, use or experimentation of any electronic ballot counting devices?

Recommendations: Board of Selectmen: Without Budget Committee: N/A

Failed

711
YES
NO
1103

YOU HAVE NOW COMPLETED VOTING THIS BALLOT