

TOWN OF SALEM, NEW HAMPSHIRE



VOTERS' GUIDE for the 2022 TOWN MEETING

**FEBRUARY 5, 2022
(DELIBERATIVE SESSION)**

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2022 TOWN MEETING VOTERS' GUIDE

To the inhabitants of the Town of Salem in the County of Rockingham and the State of New Hampshire qualified to vote in Town affairs:

FIRST SESSION OF ANNUAL MEETING – DELIBERATIVE

You are hereby notified to meet at Salem High School in said Salem on Saturday, February 5, 2022 at 9:00 a.m. The session shall consist of explanation, discussion and debate on warrant articles 8 through 29. Warrant articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended, (b) warrant articles that are amended shall be placed on the official ballot for a final vote on the main motion as amended, and (c) no warrant article shall be amended to eliminate subject matter of the article.

SECOND SESSION OF ANNUAL MEETING – VOTING

Voting on warrant articles 1 through 29 shall be conducted by official ballot to be held in conjunction with Town Meeting voting on March 8, 2022. You are hereby notified to meet at your respective polling places as follows:

District 1 Fisk School
District 2 Soule School
District 3 Barron School
District 4 Ingram Senior Center
District 6 North Salem School

The polls will open at 7:00 a.m. and will not close before 7:00 p.m.

Article 1: Choose All Necessary Town Officers for Ensuing Year

(To be considered at the March 8, 2022 Ballot Voting)

Article 2: By Petition – Establish Charter Commission

By Petition: Each of the undersigned voters requests the municipal officers to submit to the voters, at the next municipal election, the question of establishment of a charter commission to draft a municipal charter.

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

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ZONING AMENDMENTS (new text in *italics*, deleted text in ~~strikethrough~~) (To be considered at the March 8, 2022 Ballot Voting)

Article 3: Re-establish Height Limit in Recreational District

To see if the Town will vote to adopt Amendment #1, as proposed by the Planning Board, to amend the Salem Zoning Ordinance as follows:

Revise Zoning Dimension Restrictions Table noted in Section 490-202 as follows:

Add “*35 feet or 2 1/2 stories*” as the maximum height in the Recreational District.

Article 4: Allow Minor Setback Waivers

To see if the Town will vote to adopt Amendment #2, as proposed by the Planning Board, to amend the Salem Zoning Ordinance as follows:

Revise Section 490-809 as follows:

- A. Notwithstanding any other provision contained herein, for any *existing* single-family or duplex dwelling originally constructed by a lawfully issued building permit ~~issued prior to January 1, 2000, the Chief Building Official, Planning Director, and Building Inspector or his designated agent,~~ may *together* issue an administrative waiver of any setback violations, provided that the waiver may not be issued for any encroachment exceeding 10% of the required setback distance.
 - (1) In determining whether to issue such a waiver, the Chief Building Official shall consider the following factors:
 - (a) The potential causes for the original noncompliance.
 - (b) The effect on public health, safety and welfare created by the encroachment.
 - (c) The effect of nonenforcement of the required provisions on surrounding complying properties.
 - (2) No approval may be given for setback encroachments on both of the opposite sides of any structure.
- B. If the Chief Building Official, *Planning Director, and Building Inspector together* should deny such waiver request, the property owner may file an administrative appeal of such a decision with the Zoning Board of Adjustment or may alternatively seek a variance from the terms of the underlying setback requirement.

Article 5: Eliminate Special Exceptions in Recreational District

To see if the Town will vote to adopt Amendment #3, as proposed by the Planning Board, to amend the Salem Zoning Ordinance as follows:

Delete Section 490-303D as follows:

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D. ~~Exceptions.~~ The Board of Adjustment shall grant the following exceptions in the Recreational District upon finding that the specified conditions exist:

- 1) ~~The use of land for such commercial activities common to recreation areas, such as public bathing beaches, children's camps, sales and service establishments, boat rental agencies, marinas, boat clubs, picnic grounds and parking areas, if the Board of Adjustment shall find that all other restrictions of this section are met, or a variance or exception therefor granted, and that the land is adapted to such use and either that there is a public need for such use or that the facilities would be enjoyed by a sufficient number of persons in such degree as to outweigh any diminution in value of surrounding properties.~~
- 2) ~~Relief from any of the provisions of this section for a specified temporary period of time not to exceed one year, if the Board of Adjustment shall find either:~~
 - ~~That a public emergency exists or is threatened of so serious a character as to outweigh any diminution of surrounding property values or any fire, health or traffic dangers or any overcrowding of land or of public facilities occasioned by such relief; or~~
 - ~~That such relief from any of the provisions of this section for such temporary period would be reasonable, necessary, or desirable for the ultimate use or development of land in a permitted or desirable way, and that any temporary disadvantages to surrounding properties resulting from such relief would be outweighed by the advantages available from such ultimate use of the land.~~

Article 6: Add New Sections to Floodplain Development Ordinance

To see if the Town will vote to adopt Amendment #4, as proposed by the Planning Board, to amend the Salem Zoning Ordinance as follows:

Add New Section to 490-705 as follows:

D. Regulations for floodplain development.

- (8) Special flood hazard areas.
 - (a) In special flood hazard areas, the Town of Salem shall determine the one-hundred-year flood elevation in the following order of precedence according to the data available:
 - (2) In Zone A, the Town of Salem shall obtain, review, and reasonably utilize any one-hundred-year flood elevation data available from federal, state, development proposals submitted to the community (example: subdivision, site approvals, etc.) or other source. *Where a one-hundred-year elevation is not available or not known, the one-hundred-year elevation shall be determined to be at least two feet above the highest adjacent grade.*

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E. Floodplain Administrator Duties and Responsibilities

- (1) *The Chief Building Official or his/her designee is hereby appointed to administer and implement these regulations and is referred to herein as the “Floodplain Administrator.”*
- (2) *The duties and responsibilities of the Floodplain Administrator shall include, but are not limited to:*
 - (a) *Ensure that permits are obtained for proposed development in a special flood hazard area.*
 - (b) *Review all permit applications for completeness and accuracy, and coordinate with applicant for corrections or further documentation, as needed.*
 - (c) *Interpret the special flood hazard area and floodway boundaries and determine whether a proposed development is located in a special flood hazard area, and if so, whether it is also located in a floodway.*
 - (d) *Provide available flood zone and base flood elevation information pertinent to the proposed development.*
 - (e) *Make the determination as to whether a structure will be substantially improved or has incurred substantial damage as defined in this Ordinance and enforce the provisions of this Ordinance for any structure determined to be substantially improved or substantially damaged.*
 - (f) *Issue or deny a permit based on review of the permit application and any required accompanying documentation.*
 - (g) *Ensure prior to any alteration or relocation of a watercourse that the required submittal and notification requirements in this Ordinance are met.*
 - (h) *Review all required as-built documentation and other documentation submitted by the applicant for completeness and accuracy and verify that all permit conditions have been completed in compliance with this Ordinance.*
 - (i) *Notify the applicant in writing of either compliance or non-compliance with the provisions of this Ordinance.*
 - (j) *Ensure the administrative and enforcement procedures detailed in RSA 676 are followed for any violations of this Ordinance.*

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- (k) *Submit to FEMA, or require applicants to submit to FEMA, data and information necessary to maintain FIRMs, including hydrologic and hydraulic engineering analyses prepared by or for the Town, within six months after such data and information becomes available if the analyses indicate changes in base flood elevations, special flood hazard area and/or floodway boundaries.*
- (l) *Maintain and permanently keep and make available for public inspection all records that are necessary for the administration of these regulations, including: local permit documents, flood zone and base flood elevation determinations, substantial improvement and damage determinations, variance and enforcement documentation, and as-built elevation and dry floodproofing data for structures subject to this Ordinance.*
- (m) *Delegate duties and responsibilities set forth in these regulations to qualified technical personnel, inspectors, or other community officials as needed.*

F. Substantial Improvement and Damage Determinations

- (1) *For all development in a special flood hazard area that proposes to improve an existing structure, including alterations, movement, enlargement, replacement, repair, additions, rehabilitations, renovations, repairs of damage from any origin (such as, but not limited to flood, fire, wind or snow) and any other improvement of or work on such structure including within its existing footprint, the Floodplain Administrator, in coordination with any other applicable community official(s), shall be responsible for the following:*
 - (a) *Review description of proposed work submitted by the applicant.*
 - (b) *Use the community's current assessed value of the structure (excluding the land) to determine the market value of the structure prior to the start of the initial repair or improvement, or in the case of damage, the market value prior to the damage occurring. If the applicant disagrees with the use of the community's assessed value of the structure, the applicant is responsible for engaging a licensed property appraiser to submit a comparable property appraisal for the total market value of only the structure.*
 - (c) *Review cost estimates of the proposed work including donated or discounted materials and owner and volunteer labor submitted by the applicant. Determine if the costs are reasonable for the proposed work, or use other acceptable methods, such as those prepared by licensed contractors or professional construction cost estimators and from building valuation tables, to estimate the costs.*

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- (d) *Determine if the proposed work constitutes substantial improvement or repair of substantial damage as defined in this Ordinance.*
- (e) *Notify the applicant in writing of the result of the substantial improvement or damage determination. If the determination is that the work constitutes substantial improvement or substantial damage, the written documentation shall state that full compliance with the provisions of this Ordinance is required.*
- (f) *Repair, alteration, additions, rehabilitation, or other improvements of historic structures shall not be subject to the elevation and dry floodproofing requirements of this Ordinance if the proposed work will not affect the structure's designation as a historic structure. The documentation of a structure's continued eligibility and designation as a historic structure shall be required by the Floodplain Administrator in approving this exemption.*

Article 7: Add New Sections to Sign Ordinance

To see if the Town will vote to adopt Amendment #5, as proposed by the Planning Board, to amend the Salem Zoning Ordinance as follows:

Add New Sections to 490-702 as follows:

- E. Prohibited signs and materials. The following types of signs are expressly prohibited in all districts unless otherwise provided for in this section:
 - (1) Animated, moving, flashing, and intensely lighted signs and signs that emit audible sound, noise, or visible matter. This includes scrolling, flashing, or repeating messages, images or displays. Electronic reader boards and electronic changeable copy signs are prohibited, except that the Planning Board may grant a conditional use permit under § 490-702H for static electronic price-change signs for gas stations *and digital screens along drive-through lanes.*
- I. *No discrimination against non-commercial signs or speech. The owner of any sign which is otherwise allowed under this section may substitute non-commercial copy in lieu of any other commercial or non-commercial copy. This substitution of copy may be made without any additional approval or permitting. The purpose of this provision is to prevent any inadvertent favoring of commercial speech over non-commercial speech or favoring of any particular non-commercial message over any other non-commercial message. This provision prevails over any more specific provision to the contrary. This provision does not create a right to increase the total amount of signage on a parcel or allow the substitution of an off-site commercial message in place of an on-site commercial message*
- J. *Severability Clause. The invalidity of any section or provision of this chapter shall not invalidate any other section or provision thereof.*

BONDS AND OTHER ARTICLES

Article 8: Former Wastewater Treatment Facility Remediation - Bond \$6,750,000

Shall the Town vote to raise and appropriate the sum of Six Million Seven Hundred Fifty Thousand Dollars (\$6,750,000) for the soil and groundwater remediation (with Engineering Oversight/Remedial Compliance-Completion Testing) of the former Wastewater Treatment Facility (WWTF), and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than Six Million Seven Hundred Fifty Thousand Dollars (\$6,750,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended); to authorize the Board of Selectmen to apply for, obtain and accept any and all Federal, State or other Aid or other revenue source that may become available for said project, and to comply with all laws applicable to said project; to authorize the Board of Selectmen to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the Board of Selectmen to take any and all action necessary to carry out any vote hereunder or take any other action relative thereto, including acquiring or conveying interests in real property necessary to complete this work? Requires a 3/5 Ballot Vote.

Recommendations: Board of Selectmen: With Budget Committee: With

Background: This project involves remediation of contaminated soils and groundwater located at the site of the former Wastewater Treatment Facility. The site has an ongoing groundwater monitoring permit with New Hampshire Department of Environmental services (NHDES) for detection of potential migrating Volatile Organic Compounds (VOCs) that were discovered during the spring of 1986 with the construction of the new sewer interceptor which sends the Town's wastewater to Greater Lawrence Sanitary District. Analytical testing indicated that a certain area of the property contained high concentrations of trichloroethene (TCE) and various other VOCs. Extensive sampling/monitoring has been conducted and confirms that the site contamination has not migrated to other areas of the site, nor has it migrated off site. The Town, with assistance from engineering consultants and vendors, has developed a Remedial Action Plan (RAP) to remediate soil and groundwater contamination in the dense non-aqueous phase liquid (DNAPL) source area using in-situ thermal remediation technology. The site cannot be used and redeveloped until such time that remediation is complete.

Originator: Board of Selectmen

Funding Source: 80% Sewer Fund/20% General Fund

Rate Impact: \$0.000

Article 9: Land Acquisition - Bond \$4,800,000

Shall the Town vote to raise and appropriate the sum of Four Million Eight Hundred Thousand Dollars (\$4,800,000) for the purpose of purchasing land identified as Tax Map 115, Lot 7768, 28 Keewaydin Drive, and abutting property identified as Tax Map 115, Lot 7771, 58 Lowell Road, and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than Four Million Eight Hundred Thousand Dollars (\$4,800,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended); to authorize the Board of Selectmen to apply for, obtain and accept any and all Federal, State or other Aid or other revenue source including public safety impact fees that may become available

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for said project, and to comply with all laws applicable to said project; to authorize the Board of Selectmen to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the Board of Selectmen to take any and all action necessary to carry out any vote hereunder or take any other action relative thereto, including acquiring or conveying interests in real property necessary to complete this work? Requires a 3/5 Ballot Vote.

Recommendations: Board of Selectmen: With Budget Committee: With

Background: This article is requesting funding to purchase property to be used for future municipal purposes, such as public safety facilities, and possible space/recreation areas. The property/lots are abutting and total approximately 51.3 acres total. Tax Map 115, Lot 7768, 28 Keewaydin Drive is 47.15 acres; and the abutting property identified as Tax Map 115, Lot 7771, 58 Lowell Road is 4.15 acres.

The properties are located and sized in such a way there are options for future use and growth of municipal facilities which will allow for improved emergency and non-emergency services to the citizens, businesses, and visitors of Salem. Possible municipal facility needs that could be addressed are a future Police Headquarters, additional recreation opportunities inclusive of fields, a park and/or parking.

One of those future use options is a new Headquarters Fire & EMS Station that will be geographically located in the west-side area of Salem (west of Interstate 93). This new Station will provide primary response coverage to the west-side of Salem. This new Station will help the Fire Department meet its goal of responding to calls in less than four (4) minutes 90% of the time. It will give more capacity to ensure we keep people safe and cut down the time it takes to get to emergency incidents in the west-side of Salem.

The geographical area that this new Fire & EMS Station would cover accounts for approximately 1,800 homes, businesses, commercial and industrial property, which equates to \$1.2 Billion of assessed value; improved health and safety for visitors and employees; better protect our significant financial investment in apparatus and specialized equipment currently stored out in the elements; and improve overall Fire Department efficiency. This new Station will improve fire and emergency medical response times for the west-side of the Community.

*Originator: Board of Selectmen
Funding Source: Property Tax, Public Safety Impact Fees
Rate Impact: \$0.000*

Article 10: Bridge Street Bridge Construction – Bond **\$4,100,000**

Shall the Town vote to raise and appropriate the sum of Four Million One Hundred Thousand Dollars (\$4,100,000) for construction and construction engineering for the replacement of the Bridge Street Bridge over Spicket River NHDOT Bridge No. 115/097, a Town-owned and maintained bridge with critical deficiencies and limited loading capacity, and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than Four Million One Hundred Thousand Dollars (\$4,100,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended); to authorize the Board of Selectmen to apply for, obtain and accept any and all Federal, State or other Aid or other revenue

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source that may become available for said project, and to comply with all laws applicable to said project; to authorize the Board of Selectmen to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the Board of Selectmen to take any and all action necessary to carry out any vote hereunder or take any other action relative thereto, including acquiring or conveying interests in real property necessary to complete this work? Requires a 3/5 Ballot Vote.

Recommendations: Board of Selectmen: With Budget Committee: With

Background: This project will involve the reconstruction of the Bridge Street Bridge which was built in 1900. The bridge widened in 1959 and carries an annual average daily traffic of 5,776 vehicles per day. The deck, superstructure and substructure are in poor condition, or rating of 4 based on the National Bridge Inspection Standards. Condition ratings range from 9 to 0, where 9 is the best rating possible ("excellent condition") and 0 is the worst rating possible ("failed condition"). Based on data from the latest NHDOT inspection the Town's bridge consultant has calculated that the bridge will likely be in serious condition and will need further posting. A lower load posting may not allow school buses, fire trucks, ambulances or even snow plowing trucks to cross the bridge. When bridges get to that condition, it is not much longer that bridge closure may be recommended by NHDOT. At this time funding assistance from NHDOT would not be available until such time monies are made available.

Originator: Board of Selectmen

Funding Source: Property Tax

Rate Impact: \$0.000

Article 11: Various Town Vehicles Lease/Purchase

\$1,932,227

Shall the Town vote to authorize the Board of Selectmen to enter into long-term/purchase agreements payable over a term of 36 months in the amount of One Million Nine Hundred Thirty-Two Thousand Two Hundred Twenty-Seven Dollars (\$1,932,227) for the purchase/lease of an ambulance and a paramedic vehicle for the Fire Department, front line vehicles for the Police Department, a large dump truck, a small dump truck, a front-line utility truck, a 4x4 pickup vehicle, a tree brush chipper, a large six-wheel multipurpose truck for the Municipal Services Department, and related equipment and to raise and appropriate the sum of Six Hundred Seventy-Eight Thousand Three Hundred Ten Dollars (\$678,310) for the first year's payment?

Requires a 3/5 Ballot Vote.

Recommendations: Board of Selectmen: With Budget Committee: Without

Background: This warrant article seeks funding to enter into a long-term lease/purchase to obtain a new ambulance and paramedic vehicle for the Fire Department; front line vehicles for the Police Department; and a large dump truck, a small dump truck, a front-line utility truck, a 4x4 pickup vehicle, a tree brush chipper, and a large six-wheel multipurpose truck for the Municipal Services Department.

Originator: Board of Selectmen

Funding Source: Property Tax

Rate Impact: \$0.105

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Article 12: 2022 Operating Budget \$57,448,144

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 the vote of the first session, for the purposes set forth therein, totaling \$57,448,144? (\$5,000,000 to come from unassigned fund balance as a revenue offset). Should this article be defeated, the default budget shall be \$54,190,981, which is the same as last year, with certain adjustments required by previous action of the town or by law.

Recommendations: Board of Selectmen: With Budget Committee: With

Background: This article provides funding for the recurring annual operating costs of providing a broad range of public services to the community. Please review the financial report and recommendations of the Budget Committee detailed in the warrant as shown on the MS-737 Form. The operating budget is a "bottom line budget" by law in New Hampshire. Therefore, the final vote taken on this article will be based on the aggregate appropriation.

Originator: Board of Selectmen

Funding Source: Property Tax

Water Rate

Sewer Rate

Rate Impact: \$4.308

\$3.75

\$4.95

Article 13: 2022 Road Construction and Engineering Program \$4,500,000

Shall the Town vote to raise and appropriate the sum of Four Million Five Hundred Thousand Dollars (\$4,500,000) 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, drainage, and engineering of roads as outlined in the 10-year road program.

Recommendations: Board of Selectmen: With Budget Committee: Without

Background: Within the context of the 10-Year Road Program, capital road rehabilitation and reconstruction continue towards a goal of improving overall road conditions within the Town. Road Program priorities are generally guided by road condition and PCI (pavement condition index) ratings, traffic volumes, and opportunities to coordinate road construction with other projects. A majority of the funds are dedicated to construction, with a portion of the funds being allocated to engineering design of other main roads. This overall approach enables the Town to execute a well-coordinated construction project, and at the same time, prepare/maintain a healthy backlog of design projects that will be ready for reconstruction in subsequent years.

Efforts will focus on all or part of the following streets:

Road Reconstruction:

Northwestern Drive - Commercial Drive to Industrial Way

Bannister Road - School Street to Lou Avenue

Corinthian Drive - North Main Street to Cul-De-Sac Loop

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*Tilton Terrace – Independence Drive to Cul-De-Sac Loop
Settlers Lane – North Main Street to Cul-De-Sac Loop
Wilson Street - Henry Taylor Street to Dead End
Gillis Terrace - North Main Street to Dead End*

Road Maintenance (Mill/Overlay):

*South Broadway (Segment 4)
720' north of Cluff Crossing Road (Staples Entrance) to 50' north of Cluff Crossing Road
Pleasant Street – 200' South of Main Street to South Policy Street
Ivan Gile Road – Shepard Avenue to Cul-De-Sac Loop
Elizabeth Lane - Gordon Avenue to Cul-De-Sac
Erin Lane – Liberty Street to Cul-De-Sac
Meghan Circle – Erin Lane to Cul-De-Sac
Wesley Lane – Wheeler Avenue to Cul-De-Sac
Webb Street – Merrill Avenue to Dead End
Westerdale Avenue – Town Farm Road to McLaughlin Avenue
Oak Avenue - Town Farm Road to McLaughlin Avenue
Kenthill Avenue – North Main Street to Dead End
Ellsmere Avenue – Cul-De-Sac to Dawson Avenue
Ballard Lane – Hampstead Road to Cul-De-Sac Loop*

Originator: Board of Selectmen

Funding Source: Property Tax

Rate Impact: \$0.696

Article 14: 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 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?

Recommendations: Board of Selectmen: With Budget Committee: With

Background: This article provides funding for a trust fund for other post-employment benefits other than pension. Credit rating agencies as well as the auditors want to see that the Town annually funds an OPEB trust fund. Regularly funding an OPEB trust will help maintain the Town's AAA credit rating as well as reduce the liability on the Town's financial statements. The money in the account can only be used as allowed by RSA Chapter 31:19-c. This fund will allow the Town to earn interest to help pay for future obligations.

Originator: Board of Selectmen

Funding Source: Property Tax, Water/Sewer Fund

Rate Impact: \$0.005

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Article 15: Town Facility Maintenance & Improvement Capital Reserve Fund \$100,000

Shall the Town vote to raise and appropriate the sum of One Hundred Thousand Dollars (\$100,000) to be placed in the Town Facility Maintenance and Improvement Capital Reserve Fund previously established in 2021 for the purpose of future repairs, improvements, and/or replacement for all municipal facilities?

Recommendations: Board of Selectmen: With Budget Committee: Without

Background: This article provides funding for a capital reserve fund for unanticipated building repairs that occur during a year. Examples include HVAC failure and replacement, roof repairs, etc. This fund may also be used for capital improvements to town buildings as well as a funding source to build new municipal facilities. The purpose of this fund is not to be used for land acquisition. With aging municipal facilities it is prudent to have a funding source to pay for unexpected repairs and plan for upgrades that will occur in future years.

Originator: Board of Selectmen

Funding Source: Property Tax

Rate Impact: \$0.016

Article 16: Change Elderly Exemption Threshold

Shall the Town vote to modify the elderly exemption from property tax in the Town of Salem under RSA 72:39-a, based on assessed value, for qualified taxpayers, to be as follows: for a person 65 years of age up to 75 years \$120,000; for a person 75 years of age up to 80 years \$180,000; for a person 80 years of age or older \$245,000? To qualify, the person must have been a New Hampshire resident for at least three (3) years, own the real estate individually or jointly, or if the real estate is owned by such person's spouse, they must have been married for at least five (5) years. In addition, the taxpayer must have a net income of not more than \$41,000 or, if married, a combined net income of less than \$55,000; and own net assets not in excess of \$140,000 excluding the value of the person's residence.

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

Background: This action is required of the Town Meeting in order to update the exemption amounts. The last time the exemption amounts were updated was 2020. The income and asset limits changes proposed are based on adjusting the 2020 limits by the annual cost of living adjustment.

<i>Exemption</i>	<i>Present</i>	<i>Proposed</i>
<i>65-75 years of age</i>	\$82,000	\$120,000
<i>75-80 years of age</i>	\$122,900	\$180,000
<i>80 & over</i>	\$163,800	\$245,000

<i>Income</i>	<i>Present</i>	<i>Proposed</i>
<i>Single Person</i>	\$36,150	\$41,000
<i>Married Person</i>	\$48,200	\$55,000
<i>Net Assets</i>	\$72,400	\$140,000

Originator: Board of Selectmen

Funding Source: Property Tax

Rate Impact: Unknown

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Article 17: Change Disabled Exemption Threshold

Shall the Town vote to modify the disabled exemption on the principal place of abode of a disabled person in the amount of \$120,000, in accordance with RSA 72:37-b? No exemption shall be allowed unless the person applying for such exemption has, in the calendar year preceding April 1, a net income from all sources of less than \$41,000 for a single person, or less than \$55,000 for married persons. Further, no exemption shall be allowed where net assets, excluding the actual residence, are in excess of \$140,000. All applicants for the exemption must have been a New Hampshire resident for at least five (5) years.

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

Background: This action is required of the Town Meeting in order to update the exemption amounts. The last time the exemption amounts were updated was 2020. The income and asset limits changes proposed are based on adjusting the 2020 limits by the annual cost of living adjustment.

<i>Income</i>	<i>Present</i>	<i>Proposed</i>
<i>Single Person</i>	\$36,150	\$41,000
<i>Married Person</i>	\$48,200	\$55,000
<i>Net Assets</i>	\$72,400	\$140,000

Originator: Board of Selectmen

Funding Source: Property Tax

Rate Impact: Unknown

Article 18: Change Blind Exemption Threshold

Shall the Town vote to modify the blind exemption from property tax in the Town of Salem under RSA 72:37, based on assessed value, for qualified taxpayers, to be as follows: A property owner who is legally blind as determined by the Department of Education, Bureau of Services for Blind and Visually Impaired, shall be exempt each year on the assessed value, for the property tax purposes, of his/her residential real estate to the value of \$130,000? To qualify, the person must have a certification letter from blind services of the Department of Education, Bureau of Services for Blind and Visually Impaired.

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

Background: This action is required of the Town Meeting in order to update the exemption amounts. The last time the exemption amounts were updated was 2006.

Originator: Board of Selectmen

Funding Source: Property Tax

Rate Impact: Unknown

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Article 19: Salem Police Employees Association (SPEA) Collective Bargaining Agreement \$268,940

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 Salem Police Employees Association (SPEA), which call for the following changes to salaries and benefits at the current staffing level:

<u>Fiscal Year</u>	<u>Estimated Increase/Decrease</u>	<u>Explanation</u>
2022	\$ 268,940	4% salary adjustment April 1, 2022 Changes to Disability Retirement Changes to Discipline Procedure
2023	\$ 404,136	4% salary adjustment April 1, 2023
2024	\$ 351,380	4% salary adjustment April 1, 2024
2025	\$ 365,202	4% salary adjustment April 1, 2025
2026	<u>\$ 379,435</u>	4% salary adjustment April 1, 2026
Total	\$1,769,093	

and further to raise and appropriate the sum of Two Hundred Sixty-Eight Thousand Nine Hundred Forty Dollars (\$268,940), 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

Background: There are 64 members in this collective bargaining unit. This is the first year of a five (5) year contract. If this article is adopted by the voters, the Town's 2022 Operating Budget will increase by \$268,940. The members of this union have agreed to language changes to various articles in the collective bargaining agreement.

Originator: *Board of Selectmen*

Funding Source: Property Tax

Rate Impact: \$0.042

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 State Employees Association (SEA), Local 1984, which call for the following changes to salaries and benefits at the current staffing level:

<u>Fiscal Year</u>	<u>Estimated Increase/Decrease</u>	<u>Explanation</u>
2022	\$ 83,760	2.5% salary adjustment April 1, 2022 Multiple language changes in several articles
2023	\$119,631	2.5% salary adjustment April 1, 2023
2024	\$ 80,338	2.5% salary adjustment April 1, 2024
2025	\$ 80,193	2.5% salary adjustment April 1, 2025
2026	<u>\$ 86,010</u>	2.5% salary adjustment April 1, 2026
Total	\$449,932	

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and further to raise and appropriate the sum of Eighty-Three Thousand Seven Hundred Sixty Dollars (\$83,760), 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

Background: There are 36 full-time members and 8 part-time members in this collective bargaining unit. This is the first year of a five (5) year contract. If this article is adopted by the voters, the Town's 2022 Operating Budget will be increased by \$83,760. The members of this union have agreed to language changes to various articles in the collective bargaining agreement.

Originator: *Board of Selectmen*

Funding Source: Property Tax

Rate Impact: \$0.013

Article 21: Salem Public Administrators Association Union (SPAA) \$74,612

Collective Bargaining Agreement

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 Salem Public Administrators Association (SPAA), which call for the following changes to salaries and benefits at the current staffing level:

<u>Fiscal year</u>	<u>Estimated Increase/Decrease</u>	<u>Explanation</u>
2022	\$ 74,612	2.5% salary adjustment April 1, 2022 Multiple language changes in several articles
2023	\$108,256	2.5% salary adjustment April 1, 2023
2024	\$ 89,302	2.5% salary adjustment April 1, 2024
2025	<u>\$ 90,499</u>	2.5% salary adjustment April 1, 2025
Total	\$362,669	

and further to raise and appropriate the sum of Seventy-Four Thousand Six Hundred Twelve Dollars (\$74,612), 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

Background: There are 23 full-time members in this collective bargaining unit. This is the first year of a four (4) year contract. If this article is adopted by the voters, the Town's 2022 Operating Budget will be increased by \$74,612. The members of this union have agreed to language changes to various articles in the collective bargaining agreement.

Originator: *Board of Selectmen*

Funding Source: Property Tax

Rate Impact: \$0.009

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Article 22: Fund Special Election to Elect Charter Commission \$9,075

Shall the Town vote to raise and appropriate the sum of Nine Thousand Seventy-Five Dollars (\$,9,075) for the purpose of funding the costs to hold a special election to elect a Charter Commission to be held in accordance with RSA 49-B:4. Funding for this purpose is contingent upon Article 2 passing authorizing the election of a Charter Commission.

Recommendations: Board of Selectmen: With Budget Committee: With

Background: The Town received a citizen petition to establish a charter commission. If article 2 is passed by the voters, the Town is required to hold a special election to elect charter commission members. The amount to be raised represents the estimated cost to hold the special election along with all other costs including legal fees, publication costs, etc.

Originator: Board of Selectmen

Funding Source: Property Tax (If Charter Commission Article Passes)

Rate Impact: \$0.001

Article 23: Authorize the Sale of Town Property

Shall the Town vote to authorize the Board of Selectmen to sell property located on SART Drive – formerly 346 South Broadway (Former Wastewater Treatment Facility parcel) known as Map 143, Lot 9475, on such terms and conditions as the Board of Selectmen determine are in the best interests of the Town, including but not limited to, receiving proposals, bids or other revenue sources and acquiring or conveying whole or partial interests in real property necessary to complete this work, such authority to transfer or sell shall continue to be in effect indefinitely, until rescinded, and the funds from any transfers or sales to be deposited 80% into the Sewer Fund and 20% to be deposited into the General Fund?

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

Background: The 32-acre parcel is the site of the former Wastewater Treatment Facility and is currently under an environmental/groundwater management permit: NHDES #198405033, HAZARDOUS WASTE PROJECT #00091. The Town has identified areas of soil/groundwater contamination and has advanced a Remedial Action Plan notwithstanding all physical structures have been demolished and abated. It is the intention of the Town, through the Board of Selectmen, to sell the parcel, as a whole, or subdivided, through once the environmental cleanup is complete with the funds from the sale of the properties to be deposited into the Sewer Fund Unassigned Fund Balance.

Originator: Board of Selectmen

Funding Source: No funding requested

Article 24: Land Conveyance – Salem School District

Shall the Town vote to authorize the Board of Selectmen to take all steps necessary to effectuate the conveyance of all portions of the parcel of land identified as Tax Map 90, Lot 1441 to the Salem School District?

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

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Background: The purpose of this article is to convey property to the School District that was never properly recorded at the Registry of Deeds following a 1949 and 1958 Town Meeting vote authorizing the transfer of the property from the Town to the School District. The discrepancy was found during the reconstruction of the Woodbury School while conducting a title search to grant an easement to Liberty Utilities to install a utility pole on the property. To correct the discrepancy, the Town's legal counsel has recommended the legislative body (the voters) formally vote on the land conveyance so the deed can be properly recorded at the Registry of Deeds.

Originator: Board of Selectmen

Funding Source: No Funding Requested

Article 25: By Petition: Fund Kelley Library Employees' Economic Benefits \$19,403

By Petition: Shall the Town vote to raise and appropriate a sum of Nineteen Thousand Four Hundred and Three Dollars (\$19,403) being a 2.5% increase, such sum representing the cost of increased economic benefits for the employees of the Kelley Library, the amount being set by the cost-of-living increase determined for other similar municipal employees?

Recommendations: Board of Selectmen: With

Budget Committee: With

Originator: Petitioners

Funding Source: Property Tax

Rate Impact: \$0.003

Article 26: By Petition: Discontinue the Land Acquisition Trust Fund

By Petition: To see if the Town will vote to discontinue the Land Acquisition Trust Fund created in 2001. Said funds, and accumulated interest to date of withdrawal, are to be transferred to the municipality's general fund.

Recommendations: Board of Selectmen: With

Budget Committee: N/A

Background: This petition seeks to release funds that were set aside for Kelley Library expansion from this trust fund (approx. \$110,070) to the general fund.

Originator: Petitioners

Funding Source: No funding Requested

Article 27: By Petition: Funding to be added to the Library Building Capital Reserve Fund \$110,070

By Petition: To see if the Town will vote to raise and appropriate the sum of \$110,070 to be added to the Library Building Capital Reserve Fund previously established.

Recommendations: Board of Selectmen: With

Budget Committee: Without

Background: This petition seeks funding for the capital improvements needs of the library.

Originator: Petitioners

Funding Source: Property Tax

Rate Impact: \$0.017

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Article 28: By Petition: Funding for Comprehensive Updating the Town's 2001 Master Plan \$150,000

By Petition: To see if the Town will vote to raise and appropriate the sum of One Hundred Fifty Thousand (\$150,000) for the purpose of comprehensively updating the Town's 2001 Master Plan.

Recommendations: Board of Selectmen: Without Budget Committee: Without

Originator: Petitioners

Funding Source: Property Tax

Rate Impact: \$0.023

Article 29: By Petition – Require Hand Counting of Ballots

By Petition: Shall the following provisions pertaining to elections be adopted? All voting shall be by paper ballot and all ballots shall be hand counted only, rather than by use of optical scanning or any other types of programmable electronic counting devices. This shall also constitute an application for RSA 656:40, stating ballot counting machines were adopted on a trial basis so we wish to return to manual hand counting by citizens.

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

Background: This petition was sent to the Town Clerk via e-mail on Tuesday, January 11, 2022 in the late afternoon. The passage of this article will require additional funding to review and count ballots following an election.

Originator: Petitioners

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2022

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