

TOWN OF SALEM, NEW HAMPSHIRE



VOTERS GUIDE for the 2024 TOWN MEETING

**FEBRUARY 17, 2024
(*DELIBERATIVE SESSION*)**

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VOTERS GUIDE - FEBRUARY 17, 2024 DELIBERATIVE SESSION

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 17, 2024 at 9:00 a.m. The session shall consist of explanation, discussion and debate on warrant articles 8 through 15. 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 15 shall be conducted by official ballot to be held in conjunction with Town Meeting voting on Tuesday, March 12, 2024. 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 12, 2024 Ballot Voting)

Article 02: Charter Amendment 1:

Shall the Town of Salem approve Charter Amendment 1 below relative to amending Article 3 of the Charter by adding the position of “recording secretary” to the Town Council, adding items to be voted on by official ballot consistent with state law and modifying current language for the Town Council’s ability to sale, lease, transfer, mortgaging, pledging or conveyance of Town property?

The amendment relates to Article 3 of the Town Charter by adding the position of recording secretary to the Town Council where one Council member will be selected for a one-year term and will be responsible for record keeping during non-public sessions. Furthermore, the amendment adds items to the official ballot, which would now include Collective Bargaining Agreements, statutory citations for bond articles and debt, increasing the amount for considering the sale, lease, transfer, mortgaging, pledging and conveying town property; items placed on the ballot by the Library Trustees, initiative petitions moved to the ballot by the Town Council in accordance with §7.3, items related to the expenditure of utility surplus funds, and any item related to the establishment of, expenditure from, transfer to or from, or discontinuance of, a Capital Reserve Fund, according to RSA 35.

Recommendations: Town Council: With

Budget Committee: N/A

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Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

§3.2 Organization Meeting

The Councilors shall meet in their capacity as the Council within ten (10) calendar days following their election for the purpose of taking their respective oaths of office, adopting rules and for the transaction of business required by law or ordinance to be transacted in such meeting. The Council shall, by the affirmative vote of at least five (5) of its members, at its first regular meeting following each election, choose one of its members as Chair for a term of one (1) year. The Council shall choose one of its members as Vice Chair, for a term of one (1) year, who shall act in the absence or disability of the Chair. ***The Council shall also choose one of its members, for a term of one (1) year, who shall act as a Recording Secretary, who will be responsible for record keeping during non-public sessions.*** In the event of a vacancy occurring in the office of the Chair, the Vice Chair shall serve out the unexpired term. The Chair shall be the official head of the Town for all ceremonial purposes, shall preside at all meetings of the Council, and may speak and vote at such meetings.

§3.7.1 Matters that must Be Acted on By Official Ballot

The following matters must be placed on the Official Ballot. All official ballot requirements shall apply to both regular and special elections.

- A. The annual operating budget and amendments thereto.
- B. Bond articles and issuance of debt, in accordance with RSA ~~33:8-d, II 33:7, 33:8 and 33:8-a.~~
- C. Collective bargaining agreements***
- D. Expenditure of surplus funds from any general fund, or from any surplus in utility accounts exceeding \$100,000 in any year, or any amount for new sewer or water systems ***that would impact rates*** (other than replacement of existing elements thereof, such as may be required to maintain service).
- E. Sale, lease, transfer, mortgaging, pledging or conveyance by any other means, of any real property or fixed improvements to said property, or conveyance of any right or exclusive franchise associated with such property, to any party under terms that are not available to every other party that may apply for such right if the value of said property exceeds ***\$25,000.*** ~~\$10,000.~~ This excludes any tax sales. ***This provision shall not apply to any current arrangement for use of town property.***
- F. Sale, or conveyance by any other means, of any right to collect or charge any fee or rent, related to any part of the publicly owned utility system, public property, or any street or road system or any part thereof, or to grant any such right that is not available without charge to every citizen of Salem.
- G. Adoption or rescinding the adoption of provisions of general laws which are optional for towns.
- H. Charter amendments, and other subjects required by general law to be placed on the official ballots for towns; procedures and schedules which shall not be affected by this charter.
- I. Increase in salaries of councilors.
- J. Items placed on the ballot by the Library Trustees***
- K. Initiative petitions moved to the ballot by the Town Council in accordance with §7.3.***
- L. Any item related to the establishment of, expenditure from, transfer to or from, or discontinuance of a Capital Reserve Fund, according to RSA 35.***

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Article 03: Charter Amendment 2

Shall the Town of Salem approve Charter Amendment 2 by amending Article 4 of the Charter by clarifying who shall fill the Town Manager's responsibilities if the Town Manager is unable to do so. Further, to clarify the Library Budget procedures consistent with New Hampshire state law?

The amendment relates to Article 4 of the Town Charter by adding that the Assistant Town Manager, or such designee as the Town Council selects, shall take over the duties of the Town Manager where the Town Manager is unable to do so and until such time as an Acting Manager is appointed by the Town Council. Further, Article 4 is amended to require the Library Trustees submit their budget requests through the Town Council as appropriate but shall also have the ability to bring separate petitions for capital expenditures or employee agreements directly to the Budget Committee for review. The Budget Committee may, at its discretion, pass those articles on to the voters with or without amendment or recommendation.

Recommendations: Town Council: With

Budget Committee: N/A

Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

§4.5 Acting Town Manager

If the Manager is determined by a vote of at least six (6) members of the Council to be temporarily incapacitated or unable to act for any cause, or the office is temporarily or permanently vacant, the Council shall, within thirty (30) days from such determination, appoint an Acting Manager in the same manner as in §4.3, who shall serve for not more than one hundred twenty (120) days or such lesser time until the disability or vacancy has been resolved. *Until such time as an Acting Manager is appointed, the duties of the Town Manager shall fall to the Assistant Town Manager or such designee that the Town Council shall determine.* The Acting Manager shall have all the powers and perform all the duties of the Manager except to the extent that said powers and duties may be specifically restricted by Council resolution. Said Acting Manager shall be paid a salary for services hereunder as may be prescribed by the Council. The Acting Manager may be reappointed for one (1) additional term of one hundred twenty (120) days. The Town Council may, if desired, appoint a Town Councilor to serve in this capacity. By a vote of at least five (5) Councilors, the Council may determine from credible medical or other evidence that the Manager is incapacitated and unable to perform any or all duties, and the office may be declared vacant.

§4.12.1: Library Budget Procedures

The Library Trustees shall submit their budget requests through the Town Council as appropriate but shall also have the ability to bring separate petitions for capital expenditures or employee agreements directly to the Budget Committee for review. The Budget Committee may, at its discretion, pass those articles on to the voters with or without amendment or recommendation.

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Article 04: Charter Amendment 3

Shall the Town of Salem approve the Charter Amendments relative to Article 5 of the Charter and reflecting changes consistent with NH statutes regarding the default budget, when the deliberative session will be held, what can be placed on the ballot and the issuance of bonds?

The amendment relates to Article 5 and seeks to follow the statutory process of municipal finance and budget law, regarding how the default budget is calculated pursuant RSA 40:13, following the issuance of bonds and notes pursuant to RSA 33:7, RSA 33:8 and RSA 33:8-a, and including collective bargaining agreements as part of the official ballot vote.

Recommendations: Town Council: With

Budget Committee: N/A

Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

§5.3.1 Default Budget

The Council shall prepare a default budget which shall be the final budget if the general budget article in the warrant is not approved. The amount of the default budget shall be ***determined in accordance with the procedures laid out in RSA 40:13.*** ~~identified in the budget article on the warrant. In accordance with the Municipal Budget Act, the total value of the default budget shall be the sum of the following appropriations and adjustments of the budget of the previous year and shall not be based on any other appropriations:~~

- ~~A. The annual operating budget from the previous year, based on the approved budget article or the default budget, increased or decreased based on debt service for outstanding bond issues, less any extraordinary one time items or "earmarked" items that were included in the operating budget that is the basis for the default budget.~~
- ~~B. The amount of any appropriations by special or separate warrant articles that were identified on the ballot for purposes that will be continued in subsequent budget years.~~
- ~~C. The cost effect for the budget year of previously approved collective bargaining agreements.~~

§5.6 Finalizing the Budget by Official Ballot

C. The first session of the Annual Meeting, which shall be for the transaction of all business other than voting by official ballot shall be held ***in accordance with the rules set forth in RSA 40:13,*** ~~between the second Tuesday of February and the Saturday following the second Tuesday in February,~~ at a time prescribed by the Town Council. The second Tuesday in March shall be deemed the Annual Meeting date for purposes of all applicable statutes pertaining to hearings, notice, petitioned articles, and warrants, including, but not limited to, RSA 31:95-d, RSA 32:5, RSA 33:8-a, RSA 39:3 and RSA 39:5. RSA 39:3 shall only be used for the purpose of petitioned warrant articles for appropriations.

M. Warrant articles concerning the issuance of bonds or notes, ***or collective bargaining agreements,*** shall be placed on the official ballot for approval by the voters. Approval of all warrant articles shall be as provided by New Hampshire State Law.

§5.12 Issuance of Bonds and Notes

The Council shall follow the procedures set out in RSA 33:8-d, ~~H 33:7, 33:8 and 33:8-a~~ for the issuance of bonds and notes. The questions shall be acted upon by official ballot in accordance with §3.7.1 and shall require an affirmative vote of 3/5 of the votes cast.

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Article 05: Charter Amendment 4

Shall the Town of Salem approve the Charter Amendments relative to Article 6 of the Charter by revising language to be more cohesive and clarifying expectations of public officials; the proposed amendments will also aid the Ethics Committee in their responsibilities and carrying out the initial intent of the charter commission?

The amendment relates to Article 6 of the Town Charter by defining Elected/Appointed Officials (EAOs) throughout the Code of Ethics, removing employees from the requirements of this Article 6, and adding annual training requirements for EAOs by the Ethics Committee.

Recommendations: Town Council: With

Budget Committee: N/A

Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

ARTICLE 6 - Conduct of Officials/Code of Ethics

§6.1 Preamble

It is the policy of the Town of Salem to uphold, promote and demand the highest standards of ethics and conduct from all of its ~~employees and~~ officials, whether elected *or*, appointed ~~or~~ hired. ~~The Town Council, all Town employees and a~~ All members of *the* Town *Council, Boards, Commissions, and Committees (hereafter Elected / Appointed Officials (EAOs))* shall maintain the highest standards of personal integrity, truthfulness, honesty, and fairness in is charging their public duties, and never abuse their positions or powers for improper or personal gain.

§6.2 Purpose

The purpose of this code is to establish guidelines for the ethical standards of conduct for *Elected / Appointed Officials (EAOs)* ~~Town officials, board members and employees~~. The citizens expect public servants and volunteers to act in the best interest of the Town. The citizens expect *EAOs* ~~Town officials, board members and employees~~ to disclose any personal, financial, or other interests in matters affecting the Town that come before them for action. The citizens expect *EAOs* ~~Town officials, board members and employees~~ to remove themselves from decision making if they have a conflict of interest. The citizens expect *EAOs* ~~Town officials, board members and employees~~ to be independent, impartial, and responsible to their fellow townspeople in their actions. The citizens expect that the Town's official decisions and policies be made through the proper channels of government. The citizens expect that public office or a volunteer position in the Town not be used for personal gain. It is important that the public has confidence in the integrity of its government and that *EAOs* ~~Town officials, board members, volunteers and employees~~ have an opportunity to protect their personal reputation. This code establishes a process by which one may obtain guidance regarding potential ethical issues, and it establishes a course of action for resolving disputes in a manner that is fair to all of the parties involved.

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Article 06: Charter Amendment 5

Shall the Town of Salem approve Charter Amendment 5 relative to Article 7.3 Initiative Petitions clarifying the process of initiative petitions with budgetary impacts?

The amendment relates to Article 7.3 of the Town Charter by requiring any initiative petition which would require that the expenditure of Town funds cannot be passed, except at the annual Municipal Election, and only after being reviewed by the Budget Committee, so that they can provide a recommendation, and the tax impact of said petition be appropriately calculated.

Recommendations: Town Council: With

Budget Committee: N/A

Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

§7.3 Initiative Petitions

C. Budgetary Review: Any initiative petition which would require the expenditure of Town funds cannot be passed, except at the annual Municipal Election, and only after being reviewed by the Budget Committee, so that they can provide a recommendation, and the tax impact of said petition be appropriately calculated.

Article 07: Charter Amendment 6

Shall the Town of Salem approve Charter Amendment 6 relative to Article 9 of the Charter increasing the number of alternates on the planning board and regular and alternate members of the conservation commission?

The amendment relates to Article 9 of the Town Charter and would increase the number of alternates on the Planning Board from 3 to 5. Further, the number of Conservation Commission members would increase from 6 to 7 members, while the alternates for the Conservation Commission would increase from 3 to 5 alternate members.

Recommendations: Town Council: With

Budget Committee: N/A

Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

9.1.1 Planning Board

There shall be a Planning Board, whose powers and duties are provided by State Law. The Planning Board shall consist of seven (7) members, of whom six (6) are elected and one (1) is ex officio. The six (6) elected members shall be elected for staggered three (3) year terms. The one (1) ex officio member shall consist of a Councilor designated by the Council for a one-year term. There shall also be up to ~~three (3)~~ *five* (5) alternate appointed members appointed by the Board for terms of three (3) years, except those initial appointments shall be staggered so that no more than two (2) appointed members shall have terms that expire in a single year. The Board shall fill any vacancy for the period of the unexpired term pursuant to the provisions of RSA 673:12, I.

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9.1.2 Conservation Commission

There shall be a Conservation Commission which shall consist of ~~six~~seven (67) members, of whom ~~five~~six (56) shall be appointed by the Council and one (1) is ex officio. There shall also be up to ~~three~~–~~3~~ five (5) alternate appointed members appointed in the same way as regularly appointed members, except no more than one alternate appointed member's term shall expire in a single year. A vacancy occurring otherwise than by expiration of a term shall be filled for the unexpired term in the same manner as an original appointment.

Article 08: Construct New Police Station (Bond) \$38,600,000

Shall the Town vote to raise and appropriate the sum of Thirty-Eight Million Six Hundred Thousand Dollars (\$38,600,000) for the final design, permitting, engineering, construction, and fit up of a new police station on the existing site, and other related costs, including the costs for any temporary relocation of current police operations, whether in whole or in part, including storage costs, and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than Thirty-Eight Million Six Hundred Thousand Dollars (\$38,600,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended); to authorize the Town Council 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 Town Council 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 Town Council to take any and all actions 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: Town Council: With

Budget Committee: With

Background: This article provides funding for the final design, engineering, razing, construction, and relocation costs for a new police station. The current station will be razed, and a new police station will be constructed on the same site as the current station (9 Veterans Memorial Parkway). The new station is expected to be 40,537 square feet. This warrant article also funds the costs of relocating and retrofitting a new space for police operations during construction of the new station.

Funding Source: Property Tax

Rate Impact: \$0.00

Article 09: Millville Lake Dam Rehabilitation (Bond) \$2,200,000

Shall the Town vote to raise and appropriate the sum of Two Million Two Hundred Thousand Dollars (\$2,200,000) for the rehabilitation of Millville Lake Dam, and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than Two Million Two Hundred Thousand Dollars (\$2,200,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended), to authorize the Town Council 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 Town Council 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 Town Council to take any and all actions necessary to carry out any vote hereunder or take any

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other action relative thereto, including acquiring or conveying interests in real property necessary to complete this work? Requires a 3/5 Ballot Vote. This project is contingent upon receiving any available grant award.

Recommendations: Town Council: With Budget Committee: With

Background: Cost for this project will be reimbursed by a Grant through the New Hampshire Department of Environmental Services (NHDES), American Rescue Plan Act, for High Hazard Dam Rehabilitation, in the amount of One Million Dollars (\$1,000,000). NHDES is responsible for ensuring the safety of dams in New Hampshire through its dam safety program. In accordance with RSA 482: 12 and Env-Wr 302.02, an inspection of Millville Lake Dam (D209008-Salem) was conducted on June 18, 2015, and found the dam to have structural integrity issues. Based upon the results of that inspection, as well as additional investigation and analysis that was conducted, NHDES issued a Letter of Deficiency (LOD) to be remedied in accordance with applicable laws.

Funding Source: Property Tax and Grant

Rate Impacts: \$0.00

Article 10: Senior Center HVAC Replacement (NHCDFA Loan) \$808,000

Shall the Town vote to raise and appropriate the sum of Eight Hundred Eight Thousand Dollars (\$808,000) for the replacement of the heating, ventilation, and air conditioning (HVAC) system at the Ingram Senior Center located at 1 Sally Sweets Way, Salem, NH; and to authorize the issuance of not more than \$686,800 of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended), and to authorize the Town Council to issue and negotiate such bonds or notes and to determine the rate of interest thereon, and to further authorize the Town Council to offset a portion of said appropriation by applying for a New Hampshire Community Development Finance Authority (NHCDFA) Community Center Investment Program (CCIP) forgivable loan, it being understood that, if the application is successful, the Town would receive \$686,800 from the forgivable loan, and that the repayment of the loan may include up to 100% principal forgiveness; and the remaining \$121,200 to come from available funds in the American Rescue Plan Act (ARPA)? This project is contingent upon successful award of any available grant and/or loan and approval of this warrant article. Requires a 3/5 ballot vote.

Recommendations: Town Council: With Budget Committee: With

Background: The project will involve design, engineering, and replacement of the original heating, ventilation, and air conditioning (HVAC) system at the Ingram Senior Center from 2002. The HVAC system is past its useful life and does not provide proper ventilation or even heating/cooling throughout the Senior Center. The Town applied for a New Hampshire Community Development Finance Authority (NHCDFA) Community Center Investment Program (CCIP) forgivable loan on November 30, 2023. If successful in its application, the Town will receive \$686,800 in the form of a forgivable loan and be required to put up a match of \$121,200, which is 15% of the total cost. The principal amount of \$686,800 would be completely forgiven at the successful completion of the project.

Funding Source: Loan – Principal Forgiveness and ARPA Funds

Rate Impact: **\$0.00**

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Article 11: Captain's Pond Watershed Management Plan (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 stormwater planning work relative to management of the municipal storm drain system in accordance with the 2017 NH Small MS4 General Permit, 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, as amended), and to authorize the Town Council to issue and negotiate such bonds or notes and to determine the rate of interest thereon, and to further authorize the Town Council 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.

Recommendations: Town Council: With Budget Committee: With

Background: This project includes tasks to assist the Town in complying with the requirements of the MS4 (Small Municipal Separate Storm Sewer) Permit which regulates stormwater discharges specifically to focus on impairments where the receiving water already has an approved TMDL (Total Maximum Daily Load), while also meeting broader watershed management goals. The proposed project work will expand on previous work for Captain's Pond, a waterbody with a phosphorus impairment and approved TMDL. The project will build upon the existing Watershed Management Plan addressing key components of a Phosphorus Source Identification Report (PSIR) in accordance with MS4 General Permit requirements.

Funding Source: Loan – Principal Forgiveness

Rate Impact: \$0.00

Article 12: 2024 Operating Budget **\$62,174,684**

Shall the Town 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 \$62,174,684? Should this article be defeated, the default budget shall be \$57,848,906, which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the Town Council may hold one (1) special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.

Recommendations: Town Council: 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.

<i>Funding Source:</i>	<i>Property Tax</i>	<i>Water Rate</i>	<i>Sewer Rate</i>
<i>Rate Impact:</i>	\$5.08	\$4.05	\$5.10

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Article 13: 2024 Road Construction and Engineering Program \$3,400,000

Shall the Town vote to raise and appropriate the sum of Three Million Four Hundred Thousand Dollars (\$3,400,000) to be added to the Roadway Capital Reserve Fund previously established in 1990 for the purpose of repair and/or reconstruction of existing roads, associated drainage improvements, right-of-way work as necessary, and engineering? Shall the Town further authorize the Town Council 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 Annual Road Program.

Recommendations: Town Council: With

Budget Committee: With

Background: Within the context of the Annual 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 as funding provides:

Road Reconstruction:

- *Duffy Avenue - Kelly Road to Barron Avenue*
- *High Street - Shadow Lake Road to Mountain Avenue*
- *Union Street - Shadow Lake Road to Dead End*
- *Mountain Avenue – High Street to Cu- De-Sac*
- *Greenwood Street – Union Street to Dead End*
- *Dennison Avenue - Hitty Road to Dead End*
- *London Road - Hitty Road to Dead End*
- *Helen Road – Joseph Road to Old Rockingham Road*
- *Pawtucket Lane – Teague Drive to Cul-De-Sac*
- *Emileo Lane – Liberty Street to Cul-De-Sac*
- *Riversedge Drive – Lawrence Road (S) to Lawrence Road (N)*
- *Hitching Post Lane – Hampstead Road to Cul-De-Sac*
- *Dwight Avenue – Dyer Avenue to Morrison Avenue*

Road Maintenance (Mill/Overlay):

- *North Main Street – Main Street to Bluff Street*
- *Glen Road – North Main Street to Blake Road*
- *Delaney Way – Bluff Street to Cul-De-Sac*
- *Lou-Al Lane – Mary's Lane to Arlington Pond Court*

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- *Betty Lane – Lou-Al Lane to Daniel Lane*
- *Hemlock Lane – Kelly Road – Cul-De-Sac*
- *Chestnut Drive – Hemlock Lane to Cul-De-Sac*
- *Kiowa Road – Samoset Drive to Cul-De-Sac*

Funding Source: *Property Tax*

Rate Impacts: \$0.51

Article 14: IAFF Local 2892 Collective Bargaining Agreement \$438,890

Shall the Town vote to approve the cost items included in the collective bargaining agreement reached between the Town Council and the members of the Professional Firefighters of Salem, IAFF, Local 2892 which call for the following changes to salaries and benefits at the current staffing level:

Fiscal Year	Estimated Increase/Decrease	Explanation
2024	\$438,890 Increase	Placement in new wage schedule April 1, 2024 and buydown sick leave
2025	\$470,122 Increase	4.00% salary adjustment April 1, 2025
2026	\$558,288 Increase	4.00% salary adjustment April 1, 2026

and further to raise and appropriate the sum of \$438,890, 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?

Recommendations: Town Council: With

Budget Committee: With

Background: There are 76 full-time and 1 part-time member in this collective bargaining unit. This is a three-year contract. If this article is adopted by the voters, the Town's 2024 Operating Budget will increase by \$438,890. The members of this union have agreed to a reduction of the maximum sick accrual from 72 shifts to 60 shifts and 102 shifts to 90 shifts for dispatchers for all employees hired after 4/1/2024. Members hired on or after January 1, 2012 shall sell back sick time to a maximum of 72 shifts and may voluntarily reduce to 60 shifts. Members agreed to increase their health insurance premium split from 9% to 10%. They agreed to modify and clarify language for resignation and retirement. They agreed to roll multiple Memorandums of Understanding (MOUs) into the contract. They also reduced the top tier of time someone is allowed to be out on the sick bank.

Funding Source: *Property Tax*

Rate Impact: \$0.07

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Article 15: 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 taxation, \$5,000 from the sewer fund, and \$5,000 from the water fund?

Recommendations: Town Council: With Budget Committee: With

Background: This article provides funding for a trust fund for other post-employment benefits other than pensions. 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. Five Thousand Dollars (\$5,000) will be appropriated from the Sewer Fund and Five Thousand Dollars (\$5,000) will be appropriated from the Water Fund with the remainder to come from taxation.

Funding Source: Taxation and Water/Sewer Fund

Rate Impact: \$0.01

~ NOTES ~

2024

TOWN MEETING

VOTERS GUIDE

(February 17, 2024 Deliberative Session)