



**TOWN OF SALEM, NEW HAMPSHIRE**  
**By the Salem Town Council**

**Resolution #2024-15**  
**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF SALEM, NH**  
**ADOPTING GOALS FOR THE TOWN COUNCIL FOR THE YEAR 2024-2025**

**WHEREAS:** the Town Council of the Town of Salem recognizes the importance of setting clear and achievable goals to guide the administration and operations of the town; and

**WHEREAS:** the Town Council is committed to maintaining fiscal responsibility, enhancing operational efficiency, fostering community engagement, improving infrastructure and safety, and promoting environmental sustainability; and

**WHEREAS:** the Town Council has identified the following five key goals for the upcoming year:

- **Fiscal Responsibility and Budget Management**
  - **Objective:** Ensure that the 2025 spending increase is responsibly managed by tying it to the Consumer Price Index (CPI) for the past year, plus any increase in debt service. This approach will help maintain financial stability and accountability, ensuring that spending growth aligns with inflation and necessary debt obligations while avoiding unnecessary budgetary expansion.
- **Enhancing Operational Efficiency and Digital Transformation**
  - **Objectives:**
    - Streamline processes across all departments by adopting digital solutions (e.g., online permitting for the Fire Department, digital packet distribution for Community Development and Planning).
    - Improve talent acquisition, onboarding, and employee engagement through automation and better HR practices.
    - Upgrade and optimize financial management and other administrative software to increase productivity and accuracy.

- **Community Engagement and Development**

- **Objectives:**

- Increase community interaction and participation through events, improved communication channels, and public education initiatives (e.g., large family-friendly events, SCTV lecture series, ethics trainings).
    - Foster partnerships with local organizations and community groups to enhance recreational and developmental projects (e.g., pollinator plantings with the Garden Club, outreach by the Communications Committee).
    - Develop and promote a comprehensive Master Plan that aligns with community needs and future growth prospects.

- **Infrastructure and Safety Improvements**

- **Objectives:**

- Develop and implement strategic facility and infrastructure plans to support future growth and improve safety (e.g., Depot Village Master Plan, strategic facility plans for municipal buildings).
    - Address and mitigate safety hazards and ensure compliance with accessibility standards in public spaces (e.g., ADA/ABA compliance at Hedgehog Park, replacing signage for compliance).
    - Update and maintain essential public safety equipment and facilities (e.g., new service firearms and tasers for the Police Department, updated facilities for the Fire Department).

- **Environmental Sustainability and Conservation**

- **Objectives:**

- Promote and implement environmental conservation projects to enhance the natural resources and beauty of the town (e.g., Bill Valentine Park improvements, Town Forest pollinator plantings).
    - Update and enforce regulations to protect the town's wetlands and other natural habitats (e.g., updating the Wetland Ordinance).
    - Support sustainable infrastructure development and the use of green technologies in town projects (e.g., sustainable planning for the Bike Ped Corridor, asset management programs in Municipal Services).

**NOW, THEREFORE, BE IT RESOLVED BY THE SALEM TOWN COUNCIL THAT:** the above-stated goals are hereby adopted as the official goals of the Town Council for the year 2024-2025.

SPONSORED BY CHAIR SWEENEY BY REQUEST

<i>First Reading:</i>	<i>June 3, 2024</i>
<i>Second Reading:</i>	<i>June 17, 2024</i>
<i>Approval:</i>	<i>June 17, 2024</i>