



OFFICIAL BALLOT
ANNUAL TOWN ELECTION
SALEM, NEW HAMPSHIRE
MARCH 11, 2025

Susan M. Hale
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 TOWN COUNCILOR

Vote for not
For THREE Years more than THREE

BONNIE WRIGHT 2073

ROBERT MORIN 1095

PAUL PELLETIER 2408

KEITH STRAMAGLIA 2187

FOR BUDGET COMMITTEE

Vote for not
For THREE Years more than TWO

MISSIE BANKS 1811

BRIAN THORNOCK 1799

FOR TOWN MODERATOR

Vote for not
For ONE Year more than ONE

BERNARD W. CAMPBELL 3585

FOR LIBRARY TRUSTEE

Vote for not
For THREE Years more than ONE

DAVID HICKERNELL 1268

DOUGLAS R. KNIGHT 1330

(Write-in)

**FOR TRUSTEE OF
THE TRUST FUNDS**

Vote for not
For THREE Years more than ONE

GREGORY DAVIS 2333

(Write-in)

FOR PLANNING BOARD

Vote for not
For THREE Years more than TWO

SEAN LEWIS 2261

CHARLES SABA 2012

(Write-in)

(Write-in)

**FOR ZONING BOARD
OF ADJUSTMENT**

Vote for not
For ONE Year more than ONE

DANIEL GUILD 2349

(Write-in)

**FOR ZONING BOARD
OF ADJUSTMENT**

Vote for not
For THREE Years more than ONE

DIONNE GARON 2324

(Write-in)

ARTICLES

Article 02: Charter Amendment 1:

Shall the Town of Salem approve Charter Amendment 1 below relative to amending Section 3.2 of the Charter by clarifying the timeline for the Town Council's organizational meeting?

The proposed amendment relates to Section 3.2 of the Town Charter by specifying that the Town Council's organizational meeting shall occur within ten (10) calendar days following the certification of the annual town election results. The amendment further clarifies the timeline for the Councilors to take their oaths of office, adopt rules, and conduct business required by law or ordinance.

Recommendations: Town Council: With

Budget Committee: N/A

3804
YES
NO
352

Article 03: Charter Amendment 2:

Shall the Town of Salem approve Charter Amendment 2 below relative to amending Section 3.3.1 of the Charter to clarify the residency qualifications for Town Council candidates and further create a new Section 3.3.5 requiring candidates to file a declaration of candidacy form?

The proposed amendment relates to Section 3.3.1 of the Town Charter by clarifying the qualifications for candidates running for the office of Town Councilor. The amendment removes the section requiring the candidate to be a resident of Town for at least one (1) calendar year but makes it necessary for them to be a registered voter of the town per RSA 669:19. Additionally, the amendment incorporates language consistent with state law requiring candidates to file a formal "declaration of candidacy" as part of their eligibility for office.

Recommendations: Town Council: With

Budget Committee: N/A

1582
YES
NO
1493

TURN BALLOT OVER AND CONTINUE VOTING

ARTICLES CONTINUED

Article 04: Charter Amendment 3:

Shall the Town of Salem approve Charter Amendment 3 below relative to amending Section 8.7 of the Charter to align penalties for violations of the Charter with statutory authority and remove language creating enforceable misdemeanors?

The proposed amendment relates to Section 8.7 of the Town Charter by updating the language regarding violations and penalties to align with state law. The amendment removes the provision that makes willful violations of the Charter misdemeanors, as the Town does not have the statutory authority to create enforceable misdemeanors.

Recommendations: Town Council: With

Budget Committee: N/A

3315
YES
NO
121

Article 05: Charter Amendment 4:

Shall the Town of Salem approve Charter Amendment 4 below relative to deleting §2.10 of the Charter regarding campaign finance reporting?

This amendment relates to §2.10 of the Town Charter, which requires the Town Council to adopt a Town Ordinance mandating campaign finance reporting for candidates and interest groups participating in municipal elections. The proposed amendment deletes §2.10 entirely from the Charter.

Recommendations: Town Council: With

Budget Committee: N/A

1680
YES
NO
1373

Article 06: Charter Amendment 5:

Shall the Town of Salem approve the amendments to Article 6 of the Town Charter to revise and enhance the Code of Ethics for Elected and Appointed Officials (EAOs), providing clearer definitions, roles, and expectations? These amendments clarify the exclusion of Town employees from Article 6, establish mandatory annual ethics training for EAOs, and ensure more comprehensive guidance to support the Ethics Committee's responsibilities.

The proposed amendments to Article 6 of the Town Charter aim to modernize and clarify the Code of Ethics for Elected and Appointed Officials (EAOs). Key changes include:

- Refined Definitions: Ensuring consistency in the use of terms such as EAOs and excluding Town employees from the provisions of this Article.
- Annual Training Requirement: Mandating the Ethics Committee to provide annual training for all EAOs to strengthen understanding and adherence to ethical standards.
- Enhanced Ethics Committee Roles: Clarifying processes and responsibilities of the Ethics Committee, including investigation protocols, advisory opinions, and complaint handling.
- Alignment with Intent: Reinforcing the original goals of the Charter to promote integrity, transparency, and accountability among public officials.

3550
YES
NO
499

These revisions are designed to better support ethical governance and uphold public trust in Salem's government.

Recommendations: Town Council: With

Budget Committee: N/A

Article 07: CWSRF Loan - Stormwater Management Planning

\$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 to improve receiving water quality through the development of a watershed management plan for Arlington Pond, 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 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 and accepting 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

2435
YES
NO
703
Needed
1,583

Article 08: 2025 Operating Budget

\$73,861,954

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 \$73,861,954? Should this article be defeated, the default budget shall be \$62,713,012, 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: Without

1693
YES
NO
1445

Article 09: 2025 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 associated attributes as necessary for complete streets engineering and construction of roads as outlined in the Annual Road Program.

Recommendations: Town Council: With

Budget Committee: With

2396
YES
NO
943

GO TO NEXT BALLOT AND CONTINUE VOTING

ARTICLES CONTINUED

Article 17: By Petition: The Upper Room	\$7,500	1794 YES <input checked="" type="radio"/>	NO <input type="radio"/>
By Petition: Shall the Town vote to raise and appropriate the sum of Seven Thousand Five Hundred Dollars (\$7,500) for the purpose of strengthening individuals and families by providing them with the education services and resources needed to lead healthy self-sufficient lives through The Upper Room, a Family Resource Center's 18 prevention, intervention, and engagement programs for children, youth, and families?			
Recommendations: Town Council: Without	Budget Committee: Without		
Article 18: By Petition: Isaiah 58			
	\$10,000	1842 YES <input checked="" type="radio"/>	NO <input type="radio"/>
By Petition: Shall the Town vote to raise and appropriate the sum of Ten Thousand Dollars (\$10,000) for the purpose of providing housing and/or services to the unhoused or housing insecure population of the Town of Salem through Isaiah 58 NH?			
Recommendations: Town Council: Without	Budget Committee: Without		
Article 19: By Petition: Field of Dreams			
	\$10,000	3181 YES <input checked="" type="radio"/>	NO <input type="radio"/>
By Petition: Shall the Town vote to raise and appropriate the sum of Ten Thousand Dollars (\$10,000) for the purpose of maintaining the Field of Dreams and raising funds for improvements?			
Recommendations: Town Council: With	Budget Committee: With		550

YOU HAVE NOW COMPLETED VOTING THIS BALLOT