

# **TOWN OF SALEM, NEW HAMPSHIRE**



## **VOTERS GUIDE for the 2025 TOWN MEETING**

*(Includes Amendments made by Town Council and Budget Committee following deliberative session.)*

**MARCH 11, 2025**  
***(ELECTION AND BALLOT VOTING)***

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## 2025 TOWN MEETING VOTERS GUIDE

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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 8, 2025 at 9:00 a.m. The session shall consist of explanation, discussion and debate on warrant articles 7 through 19. 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 19 shall be conducted by official ballot to be held in conjunction with Town Meeting voting on Tuesday, March 11, 2025. 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 01: Choose All Necessary Town Officers for Ensuing Year

<b>Three for Town Council (3 years)</b> Bonnie Wright Robert Morin Paul Pelletier Keith Stramaglia  <b>Two for Budget Committee (3 years)</b> Missie Banks Brian Thornock	<b>One for Town Moderator (1 year)</b> Bernard W. Campbell  <b>One for Library Trustee (3 years)</b> David Hickernell Douglas R. Knight  <b>One for Trustee of the Trust Funds (3 years)</b> Gregory Davis	<b>Two for Planning Board (3 years)</b> Sean Lewis Charles Saba  <b>One for Zoning Board of Adjustment (1 year)</b> Daniel Guild  <b>One for Zoning Board of Adjustment (3 years)</b> Dionne Garon
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### 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

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

#### Full Text of the Proposed Amendment to Section 3.2:

##### §3.2 Organizational Meeting

The Councilors shall meet in their capacity as the Council within ten (10) calendar days following the ***certification*** of the annual town election results for the purpose of taking their respective oaths of office, adopting rules, and transacting business required by law or ordinance to be addressed at such a meeting.

### 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

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

#### Full Text of the Proposed Amendment to Section 3.3:

##### §3.3 Qualifications of Councilors

##### §3.3.1 Residency and Domicile

To be eligible for election to the office of Town Councilor, a candidate must be 18 years of age, and a resident of the Town ~~for at least one (1) calendar year before the election~~. If a Councilor or any elected or appointed official establishes a domicile in another location outside the Town boundary lines, the office shall be declared vacant and shall be filled as provided by this Charter.

##### ***§ 3.3.5 Declaration of Candidacy***

***Consistent with state law, a candidate must file a "declaration of candidacy" with the Town Clerk to qualify for the office of Town Councilor.***

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### 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

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

#### Full Text of the Proposed Amendment to Section 8.7:

##### §8.7 Violations and Penalties

All willful violations of provisions of this Charter, unless otherwise provided, are hereby declared ~~to be misdemeanors, and all such~~ violations and all violations of Town ordinances for which no other punishment is provided shall be punishable by a fine in accordance with state statutes.

### 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

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

#### Full Text of Proposed Amendment to Section 2.10:

##### § 2.10 Campaign Finance Reporting

~~The Town Council shall adopt (within 1 calendar year of the adoption of the Charter), as a Town Ordinance, a requirement that candidates and interest groups participating in municipal elections shall file a report with the Town Clerk detailing the donations and expenses incurred during a municipal election. These reports will be made public by the Town and available to all citizens of Salem.~~

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### 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.

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

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

#### Full Text of the Proposed Amendment to Article 6:

##### §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 officials, whether elected ***or*** appointed. 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 discharging their public duties, and never abuse their positions or powers for improper or personal gain. ***EAOs are bound to uphold the Constitution of the United States and the Constitution of this state and to carry out impartially the laws of the nation, state and municipality and thus to foster respect for all government.***

##### §6.2 Purpose

The purpose of this code is to establish guidelines for the ethical standards of conduct for Elected/ Appointed Officials (EAOs). The citizens expect public servants and volunteers to act in the best interest of the Town. ***EAOs should be loyal to the lawful objectives expressed by the residents/citizens, as applicable, and the programs developed to attain those objectives.*** The citizens expect EAOs to disclose any personal, financial, or other interests in matters affecting the Town that come before them for action. The citizens expect EAOs to remove themselves from decision making if they have a conflict of interest. The citizens expect EAOs to be independent, impartial, and responsible to their fellow townspeople in their actions. The citizens expect that the

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Town's official decisions and policies be made through the proper channels of government ***in full compliance with NH RSA 91-A***. The citizens expect that a public office or a volunteer position in the Town is not to be used for personal gain. It is important that the public has confidence in the integrity of its government and that EAOs 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.

### §6.3.2 No Conflicts of Interest

A. EAOs of the Town of Salem shall avoid conflicts of interest. An EAO shall not participate in any matter in which they, or a member of their family, have a personal ***or financial*** interest that may directly or indirectly affect or influence the performance of their duties. In such instances, they shall recuse themselves from discussion and decision-making. Recusal means to remove themselves completely from all further participation in the matter in question. EAOs who have been recused shall immediately leave the room or shall seat themselves with the other members of the public who are present. When recused, they shall not participate in further discussions, unless they clearly state for the record that they are doing so only as a general member of the public. As a recused person, they shall not deliberate or vote on the matter in question.

***B. No EAO shall engage in or accept private employment or render services for private interests when such employment or service is incompatible with the proper discharge of their official duties or would tend to impair their independence of judgment or action in the performance of their official duties.***

***C. ~~No board, committee or commission member~~ EAO shall appear in their official capacity on behalf of any private interest(s) before any agency of the Town.***

***D. ~~No EAOs may appear before Town agencies on behalf of constituents in the course of their duties as a representative of the electorate or in performance of public or civic obligations. However, no EAO shall receive any gift or compensation that is contingent upon a specific action by a Town agency.~~***

### §6.3.6-7 Use of influence.

***No EAO shall attempt to use or threaten to use personal or political influence to secure any benefit. "Personal influence" under this section shall mean any activity inconsistent with recognized practices allowed by the laws of the State of New Hampshire and the Town of Salem.***

### §6.3.7 8 No Improper Gifts

No EAO shall accept any valuable gift, whether in the form of service, loan, thing, or promise, from any person, firm or corporation which to their knowledge is interested directly or indirectly in any manner whatsoever in business dealings with the Town, nor shall any such EAO accept any gift, favor or thing of value that may tend to influence them in the discharge of their duties or grant

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in the discharge of their duties any improper favor, service or thing of value. As used in this section "valuable gift" shall mean a gift exceeding \$50 in the aggregate from any single source during any calendar year. "Valuable gift" shall not include tickets or free admission from any source to a charitable or ceremonial event provided that acceptance of any tickets or free admission as permitted by this section shall be limited to \$250 in the aggregate from any single source during any calendar year.

### ~~§6.3.8~~ **9** Disposition of Fees

No EAO of the Town shall collect any fees, salaries, or other payments in connection with official duties for personal use, except as provided for by ordinance or State Law.

### ~~§6.3.9~~ **10** A Duty to Cooperate

All EAOs of the Town of Salem shall cooperate with the Ethics Committee regarding any complaint or inquiry alleging violation of this Code of Ethics.

### ~~§6.3.10~~ **11** Fair and Equal Treatment

Acting in their official capacity, all EAOs of Town government shall give each and every person fair and equal treatment. No EAO shall in the course of their official duties give or deny any person special consideration, advantage, or treatment as a result of the person's public status, position, sex, race, religion, creed, sexual orientation, or national origin.

### ~~§6.3.11~~ **12** Future Employment

- A. No EAO of the Town shall solicit, negotiate for, or promise to accept employment with any person, firm, or corporation with which the EAO's Council or Board is engaged on behalf of the Town in the transaction of business which is, or may be, affected by the EAO's official action *during their term*.
- B. No elected officer may become employed by the Town within one year after their term of office ends.
- C. ***This section shall not apply to employment as a poll worker at any federal, state, or local election.***

### ~~§6.3.12~~ **13** Municipal Code

Nothing in this charter shall prohibit the Town Council from establishing more stringent or specific ethics rules in a Municipal Code.

## §6.5 Exclusions

The provisions of this Code of Ethics shall not be interpreted so as to bar:

- A. Any EAO who is a ~~r~~Resident of the Town of Salem from fully participating in any public proceeding conducted by the Town.

## §6.6 Ethics Committee

The Ethics Committee shall: Educate EAOs of the Town government regarding the provisions of the ethics code; Provide advice and counsel to EAOs regarding ethical issues with which they are confronted; and hear and resolve ethics complaints, which are filed against EAOs. ~~officials, and board members and employees of Town government.~~



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### **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

*Background: This project includes tasks to assist the Town in improving the water quality of Arlington Pond, which has a listed impairment on the most recent Integrated List of Waters for cyanobacteria. The project includes the development of a broader watershed management plan that would examine the causes and sources of pollution within the Arlington Pond Watershed, estimate pollutant loadings and required reductions to restore designated uses of the water body, identify management measures, discuss future funding sources, foster public engagement, and present an overall project schedule for implementation.*

*Originator: Town Council*

*Funding Source: Loan – Principal Forgiveness*

*Rate Impact: \$0.00*

### **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

*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: Town Council*

*Funding Source: Property Tax      Water Rate      Sewer Rate*

*Rate Impact: \$5.37      \$4.55      \$5.45*

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### What is the Default Budget?

*The default budget is used if the proposed budget isn't approved. It starts with last year's budget, adjusting for legal obligations, debt payments, and any salary or benefit changes. It excludes one-time expenses and cuts for positions eliminated in the proposed budget.*

### How is the Default Budget Calculated?

1. *Starting Point: It begins with the previous year's budget.*
2. *Debt and Contracts: Ongoing debt and multi-year contracts approved by the voters are included.*
3. *Legal Requirements: Costs required by law are added.*
4. *One-Time Costs Removed: Special projects or one-time purchases from the previous year are excluded.*
5. *Salary and Benefits: Costs for eliminated positions are removed.*

### What's the Difference Between the Proposed and Default Budget?

*The proposed 2025 budget includes several items that would not be funded in the default budget, such as:*

- *Taser Replacement (\$345,000) – Funded by the unassigned fund balance, no tax impact.*
- *Bridge Street Bridge Project (\$6.2 million) – 8% funded via taxation and 92% funded by state aid and grants.*
- *Ladder Truck (\$2.6 million) – Funded by the unassigned fund balance, no tax impact.*
- *Sidewalk Tractor (\$202,300) – Tax-funded.*
- *Fleet Replacement (\$25,877) – Tax-funded.*
- *Town-Wide Revaluation (\$200,000) – Required by law for property assessments.*

### What Happens if the Default Budget is Adopted?

*If the default budget is approved, essential projects and equipment replacements may be delayed or not funded, leading to possible higher costs later. The town will continue operations under the existing financial commitments, but new initiatives and improvements will be limited.*

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### **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

*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:*

#### Road Reconstruction:

*Duffy Avenue - Kelly Road to Barron Avenue*

*Dwight Avenue – Dyer Avenue to Morrison Avenue*

*Morrison Avenue – Taylor Street to Dwight Avenue*

*Valeska Lane – Cross Street to Dead End*

*Kiowa Road – Samoset Drive to Cul-de-sac*

*Lawrence Road (Sidewalk/Drainage) – Veterans Memorial Parkway to Town Village Drive*

#### Road Maintenance - Mill/Overlay:

*Olive Avenue – Lou Avenue to Bannister Road*

*Lou Avenue – Townsend Avenue to Johnson Avenue*

*Robert Avenue – Dawson Avenue to Highland Avenue*

*Teague Drive – Parker Circle to Damascus Drive*

*Damascus Drive – Corinthian Drive to Teague Drive*

*Asbury Street – Millville Street to Cul-de-sac*

*Dominic Drive – Lawrence Road to Cul-de-sac*

*Harmony Lane – Millville Street to Cul-de-sac*

*Meisner Circle – Meisner Road to Cul-de-sac*

*Dawson Avenue – School Street to Johnson Avenue*

*Dewey Street – Dyer Avenue to Dead End*

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### Road Maintenance Mill/Overlay (cont.):

*Zachary's Crossing – East Broadway to Autumn Woods Road*  
*Ashwood Avenue – Redwood Road to Birchwood Road*  
*Joyce Heard Avenue – Streeter Avenue to Spencer Avenue*  
*Silverthorne Drive – Golden Oaks Drive to Cul-de-sac*  
*Jennings Road – North Main Street to Dead End*  
*Hampshire Street – South Broadway to Mass State Line*  
*Waldron Road – Kelly Road to Meredith Road*

### Preservation:

*Castle Ridge Road – Braemoor Woods Road to Cluff Road*  
*Cole Street – Lawrence Road to Dead End*  
*Shepard Avenue – Ackerman Street to Garrison Road*  
*Birch Road – Old Rockingham Road to Jill Road*  
*Jill Road – Pumping Station Road to Dead End*  
*Gail Road – Birch Road to Cul-de-sac*  
*Eagles Nest Ridge – Castle Ridge Road to Cul-de-sac*  
*Orchard Terrace – North Policy Street to North Policy Street*  
*Peggy Lane – Lucille Avenue to Veronica Avenue*

*Originator: Town Council*  
*Funding Source: Property Tax*  
*Rate Impact: \$0.51*

### **Article 10: Municipal Equipment Purchases and Facility Improvements \$277,840**

Shall the Town vote to raise and appropriate the sum of Two Hundred Seventy-Seven Thousand Eight Hundred Forty Dollars (\$277,840) for the purpose of funding the following municipal facility improvements and equipment purchases?

- Purchase of a skid steer for Municipal Services: \$34,900
- Paving the rear parking lot at Central Fire: \$100,000
- Purchase of large garage lifts for the Fleet Division at Municipal Services: \$71,713
- Replacement of flooring at the Fire Station and Town Hall: \$46,927
- Replacement of windows at the Hose House (Old Fire Station): \$24,300

Recommendations:    Town Council: With                      Budget Committee: Without

*Background: This article funds essential municipal equipment and facility improvements aimed at maintaining the Town's infrastructure and supporting operations. The skid steer will improve efficiency in municipal services, while paving, flooring, and window replacements will enhance safety, usability, and maintenance of Town facilities. The garage lifts will support the Fleet Division by improving vehicle maintenance capabilities.*

*Originator: Town Council*  
*Funding Source: Property Tax*  
*Rate Impact: \$0.0375*

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### **Article 11: Other Post-Employment (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 the 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.*

*Originator: Town Council*

*Funding Source: Property Tax and Water/Sewer Fund*

*Rate Impact: \$0.01*

### **Article 12: Town Facility Maintenance & Improvement Capital Reserve Fund** **\$50,000**

Shall the Town vote to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000) 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: Town Council: With

Budget Committee: With

*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: Town Council*

*Funding Source: Property Tax*

*Rate Impact: \$0.01*

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### **Article 13: Kelley Library Capital Reserve Fund** **\$8,000**

Shall the Town vote to raise and appropriate the sum of Eight Thousand Dollars (\$8,000) to be placed in the Kelley Library Building Capital Reserve Fund previously established in 2010 for the purpose of funding capital improvements to the building from unassigned fund balance?

Recommendations: Town Council: With

Budget Committee: With

*Background: This article funds a transfer to the Kelley Library Capital Reserve Fund. In 2024 the Library received an incentive check in the amount of \$8,000 from Liberty Utilities as a result of their furnace upgrade. The warrant article would allow that money to be placed in the capital reserve fund. This warrant article will be funded with unassigned fund balance.*

*Originator: Town Council*

*Funding Source: Unassigned Fund Balance*

*Rate Impact: \$0.00*

### **Article 14: Adoption of Salem Community Choice Electric Aggregation Plan** **N/A**

Shall the Town of Salem vote to adopt the Salem Community Choice Electric Aggregation Plan which authorizes the Town Council to develop and implement a Salem Community Choice Aggregation Program as described therein (pursuant to RSA 53-E)?

This program would allow the Town to provide Salem residents and businesses access to competitive markets for supplies of energy and related energy services. Majority vote required.

Recommendations: Town Council: With

Budget Committee: N/A

*Background: The Town Council voted to enter into a Community Power Consultant Agreement with Freedom Energy Logistics / Colonial Power Group and establish an Electric Aggregation Committee (i.e. Energy Committee) on September 9, 2024. On September 30, 2024, the Electric Aggregation Committee (i.e. Energy Committee) unanimously voted to accept the draft Community Choice Electric Aggregation Plan and present it to the Town Council. Pursuant to RSA 53-E, the Energy Committee held two public hearings on November 4, 2024 and December 2, 2024 through the regular Town Council meetings. If approved, the Town Manager and Town Council would be allowed to establish a Community Choice Aggregation Program pursuant to the provisions of the Community Choice Electric Aggregation Plan.*

*Originator: Town Council*

*Funding Source: N/A*

*Rate Impact: N/A*

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### **Article 15: Redistribution of Election Districts**

**N/A**

Shall the Town pursue a redistribution of the Town's election districts? This redistribution plan includes reducing the number of polling places from five to four by closing the Soule School polling district, relocating the Senior Center polling district to the Woodbury School, and renumbering the districts to ensure they are consecutive.

Recommendations: Town Council: With

Budget Committee: With

*Background: This article funds the redistribution of Salem's election districts to enhance efficiency and better align with current voter needs. By reducing the number of polling places and consolidating resources, the Town seeks to improve accessibility, reduce operational costs, and ensure a streamlined election process. The renumbering of districts ensures consistency and clarity for all voters.*

*Originator: Town Council*

*Funding Source: N/A*

*Rate Impact: N/A*

### **Article 16: By Petition: Kelley Library Elevator Repair**

**\$15,083**

By Petition: Shall the Town vote to raise and appropriate the sum of Fifteen Thousand Eighty-Three Dollars (\$15,083) for the purpose of being added to the Kelley Library Capital Reserve Fund to replace the elevator's rusted hydraulic fluid tank.

Recommendations: Town Council: With

Budget Committee: With

*Background: This is a citizen petition warrant article requesting funding for the Kelley Library Elevator Repair.*

*Originator: Petitioners*

*Funding Source: Property Tax*

*Rate Impact: 0.002*

### **Article 17: By Petition: The Upper Room**

**\$7,500**

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

*Background: This is a citizen petition warrant article requesting funding for The Upper Room.*

*Originator: Petitioners*

*Funding Source: Property Tax*

*Rate Impact: \$0.001*

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### **Article 18: By Petition: Isaiah 58**

**\$10,000**

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

*Background: This is a citizen petition warrant article requesting funding for Isaiah 58.*

*Originator: Petitioners*

*Funding Source: Property Tax*

*Rate Impact: \$0.002*

### **Article 19: By Petition: Field of Dreams**

**\$10,000**

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

*Background: This is a citizen petition warrant article requesting funding for the Field of Dreams.*

*Originator: Petitioners*

*Funding Source: Property Tax*

*Rate Impact: \$0.002*



**GIVEN UNDER OUR HANDS AND SEAL THIS TWENTY-SEVENTH (27<sup>TH</sup>) DAY OF JANUARY, 2025.**

DocuSigned by:

*Joseph Sweeney*

B2F6990A7127444...

Joseph Sweeney, Chair

D.J. Bettencourt, Vice-Chair

Signed by:

*Lisa Withrow*

6EB6E1A3F0D948D...

Lisa Withrow, Secretary

DocuSigned by:

*Robert Bryant*

719AFF0261DF4F2...

Robert Bryant, Councilor

Signed by:

*Jeffrey Hatch*

EC347C90AA16429

Jeffrey Hatch, Councilor

DocuSigned by:

*Pelletier, Paul*

4E97C56300B8408...

Paul Pelletier, Councilor

Signed by:

*Cathy Ann Stacey*

FC8D968B76F34DD...

Cathy Ann Stacey, Councilor

Signed by:

*Keith Stramaglia*

118B2C20F9694E1...

Keith Stramaglia, Councilor

Signed by:

*Bonnie Wright*

64CB234FC06F41E...

Bonnie Wright, Councilor



**2025**  
**MS-737**

## Proposed Budget

# Salem

For the period beginning January 1, 2025 and ending December 31, 2025

**Form Due Date: 20 Days after the Annual Meeting**

This form was posted with the warrant on: January 27, 2025

## BUDGET COMMITTEE CERTIFICATION

Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

Name	Position	Signed by:	Signature
Bernard H. Campbell	Budget Committee	6DA86198F269492...	Bernard H. Campbell
Brenda Tecce	Budget Committee	40560C5424DC4E7...	Brenda Tecce
Donna Loranger	Budget Committee	6B0DD04AD88492...	Donna Loranger
Jeff Boyer	Budget Committee	7EC89C3113343B...	Jeff Boyer
Jon Stark	Budget Committee	607FE2G9E9434BF...	Jon Stark
Scott Olsen	Budget Committee	6742A83E127304D1...	Scott Olsen
Steve Goddu	Budget Committee	6732BF43BF10D479...	Steve Goddu
Tanya Donnelly	Budget Committee	CEE3A8E29E014CF...	Tanya Donnelly

This form must be signed, scanned, and uploaded to the Municipal Tax Rate Setting Portal: <https://www.proptax.org/>

**For assistance please contact:**  
NH DRA Municipal and Property Division  
(603) 230-5090

<https://www.revenue.nh.gov/about-dra/municipal-and-property-division/municipal-bureau>



## Appropriations

Account	Purpose	Article	Actual Expenditures for period ending 12/31/2024	Appropriations for period ending 12/31/2024	Selectmen's Appropriations for period ending 12/31/2025 (Recommended)	Selectmen's Appropriations for period ending 12/31/2025 (Not Recommended)	Budget Committee's Appropriations for period ending 12/31/2025 (Recommended)	Budget Committee's Appropriations for period ending 12/31/2025 (Not Recommended)
<b>General Government</b>								
4130	Executive	08	\$599,564	\$674,581	\$712,209	\$0	\$712,209	\$0
4140	Election, Registration, and Vital Statistics	08	\$394,276	\$379,843	\$315,032	\$0	\$315,032	\$0
4150	Financial Administration	08	\$2,850,068	\$3,084,441	\$3,451,098	\$0	\$3,451,098	\$0
4152	Property Assessment		\$0	\$0	\$0	\$0	\$0	\$0
4153	Legal Expense	08	\$457,419	\$163,700	\$164,500	\$0	\$164,500	\$0
4155	Personnel Administration	08	\$1,756,697	\$1,799,237	\$1,627,209	\$0	\$1,627,209	\$0
4191	Planning and Zoning	08	\$536,217	\$567,740	\$579,471	\$0	\$579,471	\$0
4194	General Government Buildings	08	\$396,648	\$249,167	\$217,449	\$0	\$217,449	\$0
4195	Cemeteries	08	\$758,656	\$739,704	\$713,892	\$0	\$713,892	\$0
4196	Insurance Not Otherwise Allocated	08	\$449,551	\$523,196	\$511,498	\$0	\$511,498	\$0
4197	Advertising and Regional Associations		\$0	\$0	\$0	\$0	\$0	\$0
4198	Contingency		\$0	\$0	\$0	\$0	\$0	\$0
4199	Other General Government	08	\$842,707	\$1,060,649	\$1,092,126	\$0	\$1,092,126	\$0
<b>General Government Subtotal</b>			<b>\$9,041,803</b>	<b>\$9,242,258</b>	<b>\$9,384,484</b>	<b>\$0</b>	<b>\$9,384,484</b>	<b>\$0</b>
<b>Public Safety</b>								
4210	Police	08	\$13,737,036	\$14,374,196	\$14,825,432	\$0	\$14,825,432	\$0
4215	Ambulances		\$0	\$0	\$0	\$0	\$0	\$0
4220	Fire	08	\$14,809,471	\$15,383,642	\$16,013,468	\$0	\$16,013,468	\$0
4240	Building Inspection	08	\$991,361	\$945,364	\$1,032,049	\$0	\$1,032,049	\$0
4290	Emergency Management		\$0	\$0	\$0	\$0	\$0	\$0
4299	Other Public Safety		\$0	\$0	\$0	\$0	\$0	\$0
<b>Public Safety Subtotal</b>			<b>\$29,537,868</b>	<b>\$30,703,202</b>	<b>\$31,870,949</b>	<b>\$0</b>	<b>\$31,870,949</b>	<b>\$0</b>
<b>Airport/Aviation Center</b>								
4301	Airport Administration		\$0	\$0	\$0	\$0	\$0	\$0
4302	Airport Operations		\$0	\$0	\$0	\$0	\$0	\$0
4309	Other Airport		\$0	\$0	\$0	\$0	\$0	\$0
<b>Airport/Aviation Center Subtotal</b>			<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



## Appropriations

Highways and Streets						
4311	Highway Administration	08	\$561,618	\$543,459	\$579,921	\$0
4312	Highways and Streets	08	\$3,116,172	\$3,654,305	\$3,673,189	\$0
4313	Bridges		\$0	\$0	\$0	\$0
4316	Street Lighting	08	\$606,859	\$647,997	\$734,596	\$0
4319	Other Highway, Streets, and Bridges		\$0	\$0	\$0	\$0
Highways and Streets Subtotal			\$4,284,649	\$4,845,761	\$4,987,706	\$0
Sanitation						
4321	Sanitation Administration		\$0	\$0	\$0	\$0
4323	Solid Waste Collection		\$0	\$0	\$0	\$0
4324	Solid Waste Disposal	08	\$1,250,103	\$1,781,467	\$1,755,908	\$0
4325	Solid Waste Facilities Clean-Up		\$0	\$0	\$0	\$0
4326	Sewage Collection and Disposal		\$0	\$0	\$0	\$0
4329	Other Sanitation		\$0	\$0	\$0	\$0
Sanitation Subtotal			\$1,250,103	\$1,781,467	\$1,755,908	\$0
Water Distribution and Treatment						
4331	Water Administration		\$0	\$0	\$0	\$0
4332	Water Services		\$0	\$0	\$0	\$0
4335	Water Treatment		\$0	\$0	\$0	\$0
4338	Water Conservation		\$0	\$0	\$0	\$0
4339	Other Water		\$0	\$0	\$0	\$0
Water Distribution and Treatment Subtotal			\$0	\$0	\$0	\$0
Electric						
4351	Electric Administration		\$0	\$0	\$0	\$0
4352	Generation		\$0	\$0	\$0	\$0
4353	Purchase Costs		\$0	\$0	\$0	\$0
4354	Electric Equipment Maintenance		\$0	\$0	\$0	\$0
4359	Other Electric Costs		\$0	\$0	\$0	\$0
Electric Subtotal			\$0	\$0	\$0	\$0



Appropriations

<b>Health</b>									
4411	Health Administration	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4414	Pest Control	\$11,282	\$11,511	\$0	\$0	\$0	\$0	\$0	\$0
4415	Health Agencies and Hospitals	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4419	Other Health	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Health Subtotal</b>		<b>\$11,282</b>	<b>\$11,511</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Welfare</b>									
4441	Welfare Administration	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4442	Direct Assistance	\$89,639	\$173,248	\$103,920	\$0	\$103,920	\$0	\$103,920	\$0
4444	Intergovernmental Welfare Payments	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4445	Vendor Payments	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4449	Other Welfare	\$66,625	\$106,300	\$107,300	\$0	\$107,300	\$0	\$107,300	\$0
<b>Welfare Subtotal</b>		<b>\$156,264</b>	<b>\$279,548</b>	<b>\$211,220</b>	<b>\$0</b>	<b>\$211,220</b>	<b>\$0</b>	<b>\$211,220</b>	<b>\$0</b>
<b>Culture and Recreation</b>									
4520	Parks and Recreation	\$535,693	\$571,992	\$645,387	\$0	\$645,387	\$0	\$645,387	\$0
4550	Library	\$1,544,161	\$1,673,723	\$1,716,440	\$0	\$1,716,440	\$0	\$1,716,440	\$0
4583	Patriotic Purposes	\$25,583	\$12,600	\$5,000	\$0	\$5,000	\$0	\$5,000	\$0
4589	Other Culture and Recreation	\$64,144	\$54,609	\$0	\$0	\$0	\$0	\$0	\$0
<b>Culture and Recreation Subtotal</b>		<b>\$2,169,581</b>	<b>\$2,312,924</b>	<b>\$2,366,827</b>	<b>\$0</b>	<b>\$2,366,827</b>	<b>\$0</b>	<b>\$2,366,827</b>	<b>\$0</b>
<b>Conservation and Development</b>									
4611	Conservation Administration	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4612	Purchase of Natural Resources	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4619	Other Conservation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4631	Redevelopment and Housing Administration	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4632	Other Redevelopment and Housing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4651	Economic Development Administration	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4652	Economic Development	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4659	Other Economic Development	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Conservation and Development Subtotal</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



New Hampshire  
Department of  
Revenue Administration

2025  
MS-737

Appropriations

<b>Debt Service</b>									
4711	Principal - Long Term Bonds, Notes, and Other Debt	08	\$531,019	\$688,602	\$811,020	\$0	\$811,020	\$0	\$0
4721	Interest - Long Term Bonds, Notes, and Other Debt	08	\$188,232	\$21,786	\$921,162	\$0	\$921,162	\$0	\$0
4723	Interest on Tax and Revenue Anticipation Notes	08	\$0	\$0	\$1	\$0	\$1	\$0	\$0
4790	Other Debt Service Charges		\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Debt Service Subtotal</b>			<b>\$719,251</b>	<b>\$710,388</b>	<b>\$1,732,183</b>	<b>\$0</b>	<b>\$1,732,183</b>	<b>\$0</b>	<b>\$0</b>
<b>Capital Outlay</b>									
4901	Land		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4902	Machinery, Vehicles, and Equipment	08	\$1,202,883	\$1,209,973	\$4,217,030	\$0	\$4,217,030	\$0	\$0
4903	Buildings		\$6,445,189	\$38,600,000	\$0	\$0	\$0	\$0	\$0
4909	Improvements Other than Buildings	08	\$2,913,418	\$2,950,000	\$6,550,000	\$0	\$6,550,000	\$0	\$0
<b>Capital Outlay Subtotal</b>			<b>\$10,561,490</b>	<b>\$42,759,973</b>	<b>\$10,767,030</b>	<b>\$0</b>	<b>\$10,767,030</b>	<b>\$0</b>	<b>\$0</b>
<b>Operating Transfers Out</b>									
4911	To Revolving Funds		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4912	To Special Revenue Funds		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4913	To Capital Projects Funds		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4914A	To Airport Proprietary Fund		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4914E	To Electric Proprietary Fund		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4914O	To Other Proprietary Fund		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4914S	To Sewer Proprietary Fund	08	\$4,556,582	\$4,679,493	\$4,918,639	\$0	\$4,918,639	\$0	\$0
4914W	To Water Proprietary Fund	08	\$5,389,922	\$6,187,048	\$5,574,168	\$0	\$5,574,168	\$0	\$0
4918	To Non-Expendable Trust Funds		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4919	To Fiduciary Funds		\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Operating Transfers Out Subtotal</b>			<b>\$9,946,504</b>	<b>\$10,866,541</b>	<b>\$10,492,807</b>	<b>\$0</b>	<b>\$10,492,807</b>	<b>\$0</b>	<b>\$0</b>
<b>Total Operating Budget Appropriations</b>				<b>\$73,569,114</b>	<b>\$73,569,114</b>	<b>\$0</b>	<b>\$73,569,114</b>	<b>\$0</b>	<b>\$0</b>



Special Warrant Articles

Account	Purpose	Article	Selectmen's Appropriations for period ending 12/31/2025 (Recommended)	Selectmen's Appropriations for period ending 12/31/2025 (Not Recommended)	Budget Committee's Appropriations for period ending 12/31/2025 (Recommended)	Budget Committee's Appropriations for period ending 12/31/2025 (Not Recommended)
4915	To Capital Reserve Fund		\$0	\$0	\$0	\$0
4916	To Expendable Trust Fund		\$0	\$0	\$0	\$0
4917	To Health Maintenance Trust Funds		\$0	\$0	\$0	\$0
4449	Other Welfare	17 <i>Purpose: By Petition: The Upper Room \$7,500</i>	\$0	\$7,500	\$0	\$7,500
4449	Other Welfare	18 <i>Purpose: By Petition: Isaiah 58 \$10,000</i>	\$0	\$10,000	\$0	\$10,000
4902	Machinery, Vehicles, and Equipment	10 <i>Purpose: Municipal Equipment Purchases and Facility Improvements \$277,840</i>	\$106,613	\$0	\$0	\$106,613
4903	Buildings	10 <i>Purpose: Municipal Equipment Purchases and Facility Improvements \$277,840</i>	\$71,227	\$0	\$0	\$71,227
4909	Improvements Other than Buildings	07 <i>Purpose: CWSRF Loan - Stormwater Management Planning \$100,000</i>	\$100,000	\$0	\$100,000	\$0
4909	Improvements Other than Buildings	10 <i>Purpose: Municipal Equipment Purchases and Facility Improvements \$277,840</i>	\$100,000	\$0	\$0	\$100,000
4909	Improvements Other than Buildings	15 <i>Purpose: Redistribution of Election Districts \$15,000</i>	\$15,000	\$0	\$15,000	\$0
4909	Improvements Other than Buildings	19 <i>Purpose: By Petition: Field of Dreams \$10,000</i>	\$10,000	\$0	\$10,000	\$0
4915	To Capital Reserve Funds	09 <i>Purpose: 2025 Road Construction and Engineering Program \$3,400,000</i>	\$3,400,000	\$0	\$3,400,000	\$0
4915	To Capital Reserve Funds	12 <i>Purpose: Town Facility Maintenance &amp; Improvement Capital Reserve Fund \$50,000</i>	\$50,000	\$0	\$50,000	\$0
4915	To Capital Reserve Funds	13 <i>Purpose: Kelley Library Capital Reserve Fund \$8,000</i>	\$8,000	\$0	\$8,000	\$0
4915	To Capital Reserve Funds	16 <i>Purpose: By Petition: Kelley Library Elevator Repair \$15,083</i>	\$15,083	\$0	\$15,083	\$0
4916	To Expendable Trusts	11 <i>Purpose: Other Post Employment Benefits Trust Fund \$50,000</i>	\$50,000	\$0	\$50,000	\$0
Total Proposed Special Articles			\$3,925,923	\$17,500	\$3,648,083	\$295,340



Individual Warrant Articles

Account	Purpose	Article	Selectmen's Appropriations for period ending 12/31/2025 (Recommended)	Selectmen's Appropriations for period ending 12/31/2025 (Not Recommended)	Budget Committee's Appropriations for period ending 12/31/2025 (Recommended)	Budget Committee's Appropriations for period ending 12/31/2025 (Not Recommended)
Total Proposed Individual Articles			\$0	\$0	\$0	\$0





Revenues

Account	Source	Article	Actual Revenues for period ending 12/31/2024	Selectmen's Estimated Revenues for period ending 12/31/2025	Budget Committee's Estimated Revenues for period ending 12/31/2025
<b>Taxes</b>					
3120	Land Use Change Taxes for General Fund		\$1,176	\$0	\$0
3180	Resident Taxes		\$0	\$0	\$0
3185	Yield Taxes	08	\$0	\$1,500	\$1,500
3186	Payment in Lieu of Taxes	08	\$91,989	\$70,000	\$70,000
3187	Excavation Tax		\$0	\$0	\$0
3189	Other Taxes	08	\$22,253	\$25,000	\$25,000
3190	Interest and Penalties on Delinquent Taxes	08	\$194,007	\$133,500	\$133,500
<b>Taxes Subtotal</b>			<b>\$309,425</b>	<b>\$230,000</b>	<b>\$230,000</b>
<b>Licenses, Permits, and Fees</b>					
3210	Business Licenses and Permits	08	\$65,455	\$58,700	\$58,700
3220	Motor Vehicle Permit Fees	08	\$7,881,563	\$7,450,000	\$7,450,000
3230	Building Permits	08	\$2,044,067	\$1,185,000	\$1,185,000
3290	Other Licenses, Permits, and Fees	08	\$474,843	\$429,200	\$429,200
<b>Licenses, Permits, and Fees Subtotal</b>			<b>\$10,465,928</b>	<b>\$9,122,900</b>	<b>\$9,122,900</b>
<b>From Federal Government</b>					
3311	Housing and Urban Development		\$0	\$0	\$0
3312	Environmental Protection		\$0	\$0	\$0
3313	Federal Emergency		\$0	\$0	\$0
3314	Federal Drug Enforcement		\$0	\$0	\$0
3319	Other Federal Grants and Reimbursements		\$0	\$0	\$0
<b>From Federal Government Subtotal</b>			<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



Revenues

State Sources				
3351	Shared Revenues - Block Grant	\$0	\$0	\$0
3352	Meals and Rooms Tax Distribution	08	\$3,088,141	\$2,880,000
3353	Highway Block Grant	08	\$675,627	\$600,000
3354	Water Pollution Grant		\$0	\$0
3355	Housing and Community Development		\$0	\$0
3356	State and Federal Forest Land Reimbursement		\$0	\$0
3357	Flood Control Reimbursement		\$0	\$0
3359	Railroad Tax Distribution		\$0	\$0
3360	Water Filtration Grants		\$0	\$0
3361	Landfill Closure Grants		\$0	\$0
3369	Other Intergovernmental Revenue from State of NH	08	\$180,560	\$4,990,000
3379	Intergovernmental Revenues - Other		\$0	\$0
State Sources Subtotal			\$3,944,328	\$8,470,000

Charges for Services				
3401	Income from Departments	08	\$3,142,956	\$3,841,555
3402	Water Supply System Charges		\$0	\$0
3403	Sewer User Charges		\$0	\$0
3404	Garbage-Refuse Charges		\$0	\$0
3405	Electric User Charges		\$0	\$0
3406	Airport Fees		\$0	\$0
3409	Other Charges		\$0	\$0
Charges for Services Subtotal			\$3,142,956	\$3,841,555

Miscellaneous Revenues				
3500	Special Assessments		\$0	\$0
3501	Sale of Municipal Property	08	\$22,781	\$1,000
3502	Interest on Investments	08	\$891,051	\$320,000
3503	Rents of Property	08	\$414,923	\$465,033
3504	Fines and Forfeits		\$0	\$0
3506	Insurance Dividends and Reimbursements		\$0	\$0
3508	Contributions and Donations		\$0	\$0
3509	Revenue from Misc Sources Not Otherwise Classified	08	\$894,739	\$605,970
Miscellaneous Revenues Subtotal			\$2,223,494	\$1,392,003



Revenues

Interfund Operating Transfers In			
3911	From Revolving Funds	\$0	\$0
3912	From Special Revenue Funds	\$0	\$0
3913	From Capital Projects Funds	\$0	\$0
3914A	From Airport Proprietary Fund	\$0	\$0
3914E	From Electric Proprietary Fund	\$0	\$0
3914O	From Other Proprietary Fund	\$0	\$0
3914S	From Sewer Proprietary Fund	08, 11 \$5,034,099	\$4,923,639 \$4,923,639
3914W	From Water Proprietary Fund	08, 11 \$5,506,052	\$5,579,168 \$5,579,168
3915	From Capital Reserve Funds	\$0	\$0
3916	From Trust and Fiduciary Funds	\$0	\$0
3917	From Conservation Funds	\$0	\$0
Interfund Operating Transfers In Subtotal		\$10,540,151	\$10,502,807 \$10,502,807
Other Financing Sources			
3934	Proceeds from Long-Term Notes/Bonds/Other Sources	07 \$1,110,000	\$100,000 \$100,000
9998	Amount Voted from Fund Balance	13 \$0	\$8,000 \$8,000
9999	Fund Balance to Reduce Taxes	08 \$0	\$5,945,000 \$5,945,000
Other Financing Sources Subtotal		\$1,110,000	\$6,053,000 \$6,053,000
Total Estimated Revenues and Credits		\$31,736,282	\$39,612,265 \$39,612,265



Budget Summary

Item	Selectmen's Period ending 12/31/2025 (Recommended)	Budget Committee's Period ending 12/31/2025 (Recommended)
Operating Budget Appropriations	\$73,569,114	\$73,569,114
Special Warrant Articles	\$3,925,923	\$3,648,083
Individual Warrant Articles	\$0	\$0
Total Appropriations	\$77,495,037	\$77,217,197
Less Amount of Estimated Revenues & Credits	\$39,612,265	\$39,612,265
<b>Estimated Amount of Taxes to be Raised</b>	<b>\$37,882,772</b>	<b>\$37,604,932</b>



Supplemental Schedule

1. Total Recommended by Budget Committee	\$77,217,197
Less Exclusions:	
2. Principal: Long-Term Bonds & Notes	\$1,749,939
3. Interest: Long-Term Bonds & Notes	\$628,475
4. Capital outlays funded from Long-Term Bonds & Notes	\$0
5. Mandatory Assessments	\$0
6. Total Exclusions (Sum of Lines 2 through 5 above)	\$2,378,414
7. Amount Recommended, Less Exclusions (Line 1 less Line 6)	\$74,838,783
8. 10% of Amount Recommended, Less Exclusions (Line 7 x 10%)	\$7,483,878
Collective Bargaining Cost Items:	
9. Recommended Cost Items (Prior to Meeting)	\$0
10. Voted Cost Items (Voted at Meeting)	\$0
11. Amount voted over recommended amount (Difference of Lines 9 and 10)	\$0
12. Bond Override (RSA 32:18-a), Amount Voted	\$0
Maximum Allowable Appropriations Voted at Meeting: (Line 1 + Line 8 + Line 11 + Line 12)	\$84,701,075



**New Hampshire**  
Department of  
Revenue Administration

**2025**  
**MS-DTB**

**Default Budget of the Municipality**

**Salem**

For the period beginning January 1, 2025 and ending December 31, 2025

*RSA 40:13, IX (b) "Default budget" as used in this subdivision means the amount of the same appropriations as contained in the operating budget authorized for the previous year, reduced and increased, as the case may be, by debt service, contracts, and other obligations previously incurred or mandated by law, and reduced by one-time expenditures contained in the operating budget. For the purposes of this paragraph, one-time expenditures shall be appropriations not likely to recur in the succeeding budget, as determined by the governing body, unless the provisions of RSA 40:14-b are adopted, of the local political subdivision.*

This form was posted with the warrant on: January 27, 2025

**GOVERNING BODY OR BUDGET COMMITTEE CERTIFICATION**

Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

Name	Position	Signature
Cathy Ann Stacey	Town Councilor	Signed by: <i>Cathy Ann Stacey</i> 5C0D266B76F34DD...
Jeffrey Hatch	Town Councilor	Signed by: <i>Jeffrey Hatch</i> F0347C90A416429...
Joseph Sweeney	Town Councilor	Signed by: <i>Joseph Sweeney</i> D2F9390A7127444...
Keith Stramaglia	Town Councilor	Signed by: <i>Keith Stramaglia</i> 118B2C20F9034F1...
Lisa S. Withrow	Town Councilor	Signed by: <i>Lisa S. Withrow</i> 6EBCE1A3F0D948D...
Robert Bryant	Town Councilor	DocuSigned by: <i>Robert Bryant</i> 719AFF0281DF4F2...
Paul Pelletier	Town Councilor	<i>Paul Pelletier</i>
David Bettencourt	Town Councilor	<i>David Bettencourt</i>
Bonnie Wright	Town Councilor	<i>Bonnie Wright</i>

This form must be signed, scanned, and uploaded to the Municipal Tax Rate Setting Portal:

<https://www.proptax.org/>

**For assistance please contact:**

NH DRA Municipal and Property Division  
(603) 230-5090

<https://www.revenue.nh.gov/about-dra/municipal-and-property-division/municipal-bureau>



**New Hampshire**  
Department of  
Revenue Administration

**2025  
MS-DTB**

**Appropriations**

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
<b>General Government</b>					
4130	Executive	\$674,581	(\$2,133)	\$0	\$672,448
4140	Election, Registration, and Vital Statistics	\$379,843	(\$93,533)	(\$10,750)	\$275,560
4150	Financial Administration	\$3,084,441	\$97,956	\$0	\$3,182,397
4152	Property Assessment	\$0	\$0	\$0	\$0
4153	Legal Expense	\$163,700	\$0	\$0	\$163,700
4155	Personnel Administration	\$1,794,275	(\$18,046)	\$0	\$1,776,229
4191	Planning and Zoning	\$567,740	\$11,643	\$0	\$579,383
4194	General Government Buildings	\$249,167	\$0	(\$47,391)	\$201,776
4195	Cemeteries	\$739,704	\$15,358	(\$41,922)	\$713,140
4196	Insurance Not Otherwise Allocated	\$523,196	\$48,302	\$0	\$571,498
4197	Advertising and Regional Associations	\$0	\$0	\$0	\$0
4198	Contingency	\$0	\$0	\$0	\$0
4199	Other General Government	\$1,060,649	\$2,849	(\$110,432)	\$953,066
<b>General Government Subtotal</b>		<b>\$9,237,296</b>	<b>\$62,396</b>	<b>(\$210,495)</b>	<b>\$9,089,197</b>
<b>Public Safety</b>					
4210	Police	\$14,374,196	\$435,998	\$0	\$14,810,194
4215	Ambulances	\$0	\$0	\$0	\$0
4220	Fire	\$15,386,055	\$595,385	(\$35,191)	\$15,946,249
4240	Building Inspection	\$947,913	\$103,962	\$0	\$1,051,875
4290	Emergency Management	\$0	\$0	\$0	\$0
4299	Other Public Safety	\$0	\$0	\$0	\$0
<b>Public Safety Subtotal</b>		<b>\$30,708,164</b>	<b>\$1,135,345</b>	<b>(\$35,191)</b>	<b>\$31,808,318</b>
<b>Airport/Aviation Center</b>					
4301	Airport Administration	\$0	\$0	\$0	\$0
4302	Airport Operations	\$0	\$0	\$0	\$0
4309	Other Airport	\$0	\$0	\$0	\$0
<b>Airport/Aviation Center Subtotal</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Highways and Streets</b>					
4311	Highway Administration	\$543,459	\$24,983	\$0	\$568,442
4312	Highways and Streets	\$3,654,305	\$63,193	(\$22,086)	\$3,695,412
4313	Bridges	\$0	\$0	\$0	\$0
4316	Street Lighting	\$647,997	\$0	(\$9,000)	\$638,997
4319	Other Highway, Streets, and Bridges	\$0	\$0	\$0	\$0
<b>Highways and Streets Subtotal</b>		<b>\$4,845,761</b>	<b>\$88,176</b>	<b>(\$31,086)</b>	<b>\$4,902,851</b>



**New Hampshire**  
Department of  
Revenue Administration

**2025**  
**MS-DTB**

**Appropriations**

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
<b>Sanitation</b>					
4321	Sanitation Administration	\$0	\$0	\$0	\$0
4323	Solid Waste Collection	\$0	\$0	\$0	\$0
4324	Solid Waste Disposal	\$1,781,467	\$3,489	\$0	\$1,784,956
4325	Solid Waste Facilities Clean-Up	\$0	\$0	\$0	\$0
4326	Sewage Collection and Disposal	\$0	\$0	\$0	\$0
4329	Other Sanitation	\$0	\$0	\$0	\$0
<b>Sanitation Subtotal</b>		<b>\$1,781,467</b>	<b>\$3,489</b>	<b>\$0</b>	<b>\$1,784,956</b>
<b>Water Distribution and Treatment</b>					
4331	Water Administration	\$0	\$0	\$0	\$0
4332	Water Services	\$0	\$0	\$0	\$0
4335	Water Treatment	\$0	\$0	\$0	\$0
4338	Water Conservation	\$0	\$0	\$0	\$0
4339	Other Water	\$0	\$0	\$0	\$0
<b>Water Distribution and Treatment Subtotal</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Electric</b>					
4351	Electric Administration	\$0	\$0	\$0	\$0
4352	Generation	\$0	\$0	\$0	\$0
4353	Purchase Costs	\$0	\$0	\$0	\$0
4354	Electric Equipment Maintenance	\$0	\$0	\$0	\$0
4359	Other Electric Costs	\$0	\$0	\$0	\$0
<b>Electric Subtotal</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Health</b>					
4411	Health Administration	\$0	\$0	\$0	\$0
4414	Pest Control	\$11,511	\$0	\$0	\$11,511
4415	Health Agencies and Hospitals	\$0	\$0	\$0	\$0
4419	Other Health	\$0	\$0	\$0	\$0
<b>Health Subtotal</b>		<b>\$11,511</b>	<b>\$0</b>	<b>\$0</b>	<b>\$11,511</b>
<b>Welfare</b>					
4441	Welfare Administration	\$0	\$0	\$0	\$0
4442	Direct Assistance	\$173,248	(\$1,133)	\$0	\$172,115
4444	Intergovernmental Welfare Payments	\$0	\$0	\$0	\$0
4445	Vendor Payments	\$0	\$0	\$0	\$0
4449	Other Welfare	\$106,300	\$0	\$0	\$106,300
<b>Welfare Subtotal</b>		<b>\$279,548</b>	<b>(\$1,133)</b>	<b>\$0</b>	<b>\$278,415</b>





**New Hampshire  
Department of  
Revenue Administration**

**2025  
MS-DTB**

**Appropriations**

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
<b>Culture and Recreation</b>					
4520	Parks and Recreation	\$626,601	\$10,642	(\$7,000)	\$630,243
4550	Library	\$1,673,723	\$12,623	\$0	\$1,686,346
4583	Patriotic Purposes	\$12,600	\$0	\$0	\$12,600
4589	Other Culture and Recreation	\$0	\$0	\$0	\$0
<b>Culture and Recreation Subtotal</b>		<b>\$2,312,924</b>	<b>\$23,265</b>	<b>(\$7,000)</b>	<b>\$2,329,189</b>
<b>Conservation and Development</b>					
4611	Conservation Administration	\$0	\$0	\$0	\$0
4612	Purchase of Natural Resources	\$0	\$0	\$0	\$0
4619	Other Conservation	\$0	\$0	\$0	\$0
4631	Redevelopment and Housing Administration	\$0	\$0	\$0	\$0
4632	Other Redevelopment and Housing	\$0	\$0	\$0	\$0
4651	Economic Development Administration	\$0	\$0	\$0	\$0
4652	Economic Development	\$0	\$0	\$0	\$0
4659	Other Economic Development	\$0	\$0	\$0	\$0
<b>Conservation and Development Subtotal</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Debt Service</b>					
4711	Principal - Long Term Bonds, Notes, and Other Debt	\$688,602	\$1,021,795	\$0	\$1,710,397
4721	Interest - Long Term Bonds, Notes, and Other Debt	\$21,786	\$0	\$0	\$21,786
4723	Interest on Tax and Revenue Anticipation Notes	\$0	\$0	\$0	\$0
4790	Other Debt Service Charges	\$0	\$0	\$0	\$0
<b>Debt Service Subtotal</b>		<b>\$710,388</b>	<b>\$1,021,795</b>	<b>\$0</b>	<b>\$1,732,183</b>
<b>Capital Outlay</b>					
4901	Land	\$0	\$0	\$0	\$0
4902	Machinery, Vehicles, and Equipment	\$1,209,973	\$0	(\$735,000)	\$474,973
4903	Buildings	\$0	\$0	\$0	\$0
4909	Improvements Other than Buildings	\$650,000	\$0	\$0	\$650,000
<b>Capital Outlay Subtotal</b>		<b>\$1,859,973</b>	<b>\$0</b>	<b>(\$735,000)</b>	<b>\$1,124,973</b>



**New Hampshire**  
**Department of**  
**Revenue Administration**

**2025**  
**MS-DTB**

**Appropriations**

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
<b>Operating Transfers Out</b>					
4911	To Revolving Funds	\$0	\$0	\$0	\$0
4912	To Special Revenue Funds	\$0	\$0	\$0	\$0
4913	To Capital Projects Funds	\$0	\$0	\$0	\$0
4914A	To Airport Proprietary Fund	\$0	\$0	\$0	\$0
4914E	To Electric Proprietary Fund	\$0	\$0	\$0	\$0
4914O	To Other Proprietary Fund	\$0	\$0	\$0	\$0
4914S	To Sewer Proprietary Fund	\$4,679,493	\$249,634	(\$780,000)	\$4,149,127
4914W	To Water Proprietary Fund	\$6,187,048	(\$286,789)	(\$397,967)	\$5,502,292
4915	To Capital Reserve Funds	\$0	\$0	\$0	\$0
4916	To Expendable Trusts	\$0	\$0	\$0	\$0
4917	To Health Maintenance Trust Funds	\$0	\$0	\$0	\$0
4918	To Non-Expendable Trust Funds	\$0	\$0	\$0	\$0
4919	To Fiduciary Funds	\$0	\$0	\$0	\$0
<b>Operating Transfers Out Subtotal</b>		<b>\$10,866,541</b>	<b>(\$37,155)</b>	<b>(\$1,177,967)</b>	<b>\$9,651,419</b>
<b>Total Operating Budget Appropriations</b>		<b>\$62,613,573</b>	<b>\$2,296,178</b>	<b>(\$2,196,739)</b>	<b>\$62,713,012</b>



**New Hampshire**  
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**2025**  
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**Reasons for Reductions/Increases & One-Time Appropriations**

Account	Explanation
No reasons entered for reductions/increases or one-time appropriations.	

**2025**

**TOWN MEETING**

**VOTERS GUIDE**