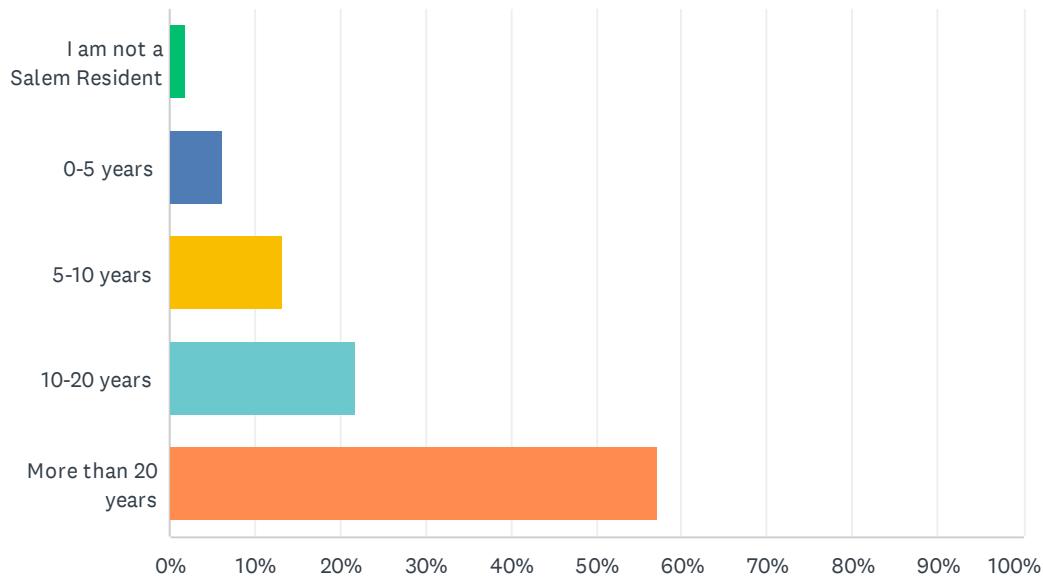


Q1 How long have you been a Salem resident?

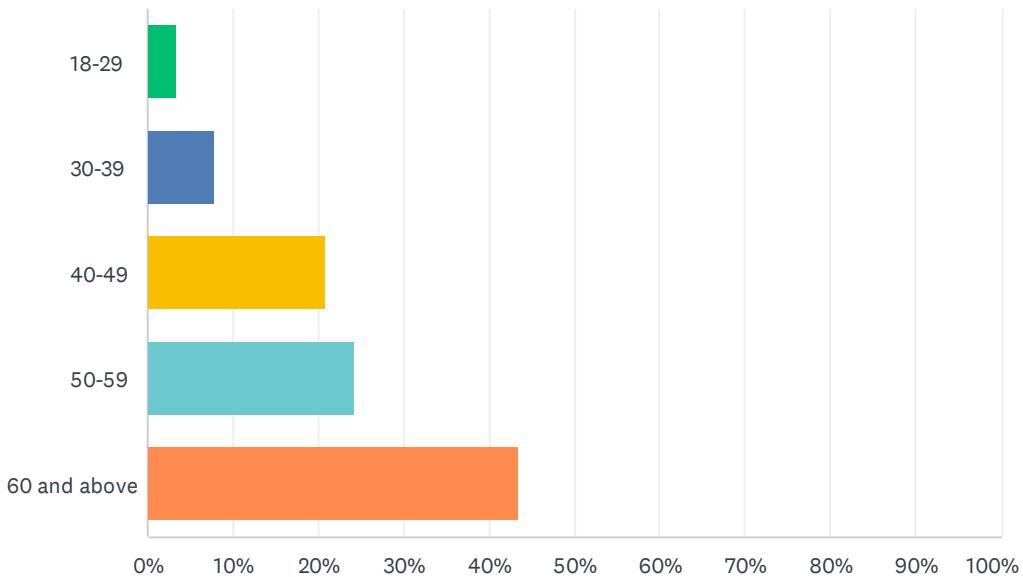
Answered: 212 Skipped: 0



ANSWER CHOICES	RESPONSES
I am not a Salem Resident	1.89%
0-5 years	6.13%
5-10 years	13.21%
10-20 years	21.70%
More than 20 years	57.08%
TOTAL	212

Q2 What is your age bracket?

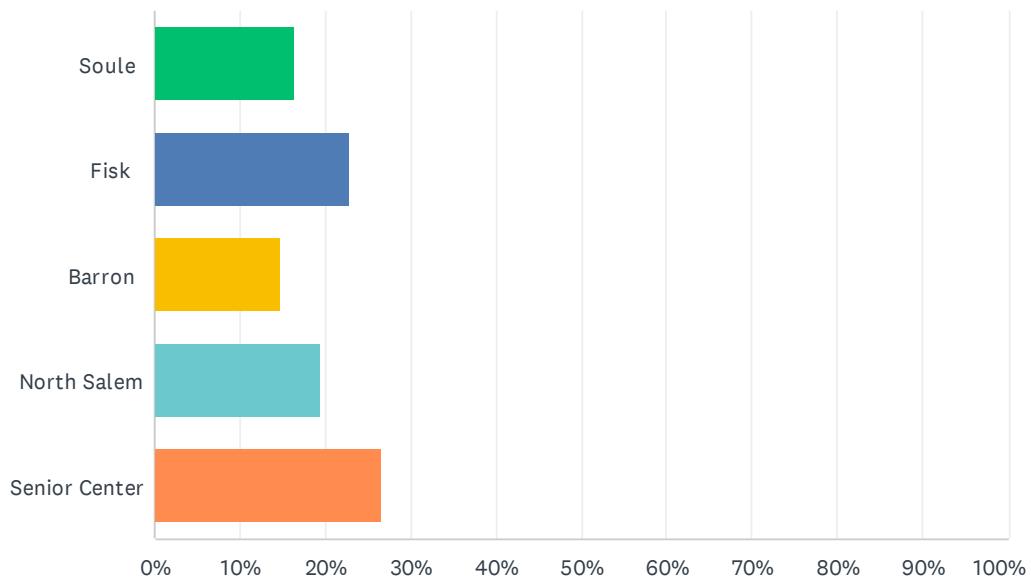
Answered: 177 Skipped: 35



ANSWER CHOICES	RESPONSES	
18-29	3.39%	6
30-39	7.91%	14
40-49	20.90%	37
50-59	24.29%	43
60 and above	43.50%	77
TOTAL		177

Q3 Which polling place do you vote at?

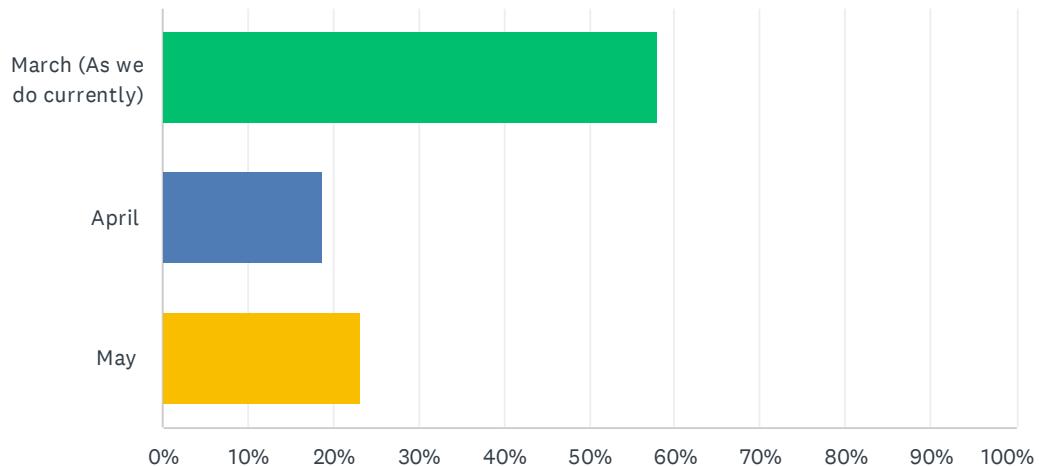
Answered: 176 Skipped: 36



ANSWER CHOICES	RESPONSES	
Soule	16.48%	29
Fisk	22.73%	40
Barron	14.77%	26
North Salem	19.32%	34
Senior Center	26.70%	47
TOTAL		176

Q4 Would you prefer to hold elections for town offices in: (These are the three choices we are allowed under state law. A municipal election cannot be held in November unless the community is a city)

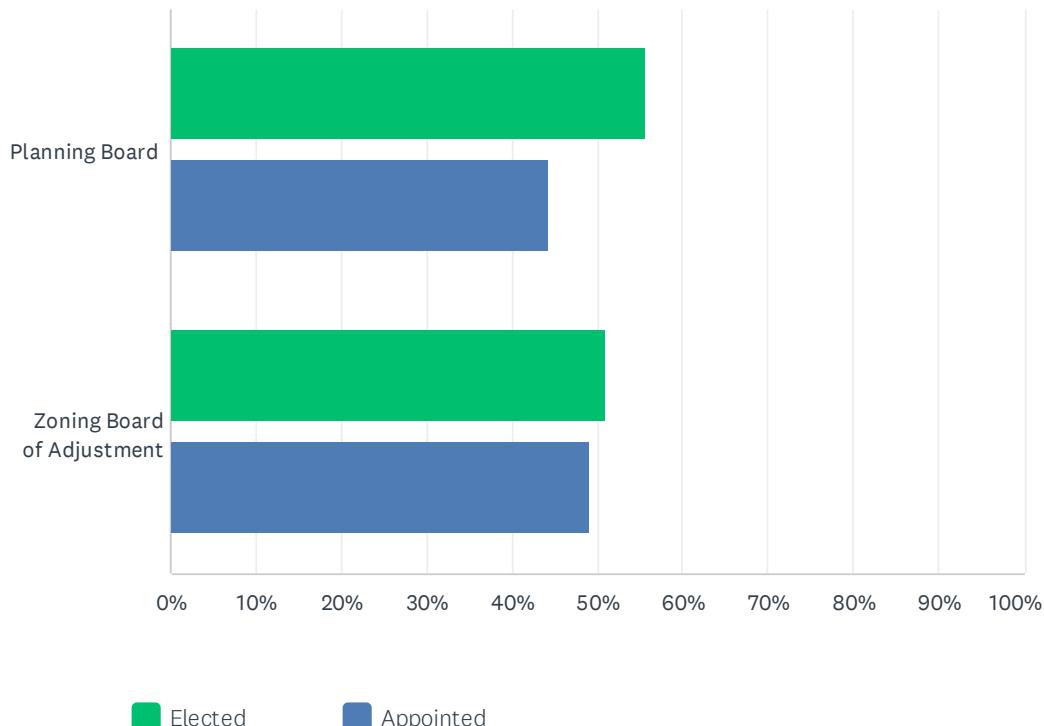
Answered: 176 Skipped: 36



ANSWER CHOICES	RESPONSES	
March (As we do currently)	57.95%	102
April	18.75%	33
May	23.30%	41
TOTAL		176

Q5 Land use boards like the Planning Board and the Zoning Board of Adjustment are currently elected in the Town of Salem. In most communities however, they are appointed by the Selectboard/Town Council, in order to vet candidates and appoint the most qualified people to serve. Prior to the early 2000s, Salem appointed these boards. Would you prefer:

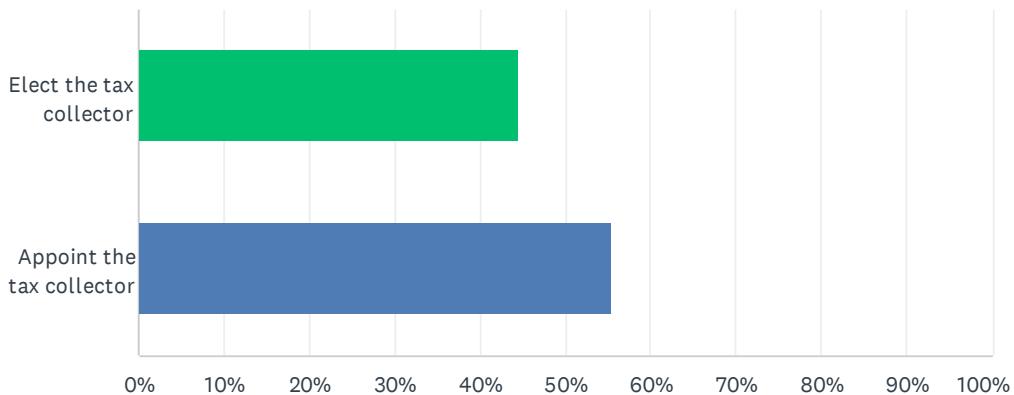
Answered: 176 Skipped: 36



	ELECTED	APPOINTED	TOTAL
Planning Board	55.75% 97	44.25% 77	174
Zoning Board of Adjustment	50.86% 89	49.14% 86	175

Q6 Many towns appoint the tax collector instead of holding an election for the position, due to the need for specialized skills and training in order to adequately perform the job. Currently Salem elects the tax collector. Would you prefer to:

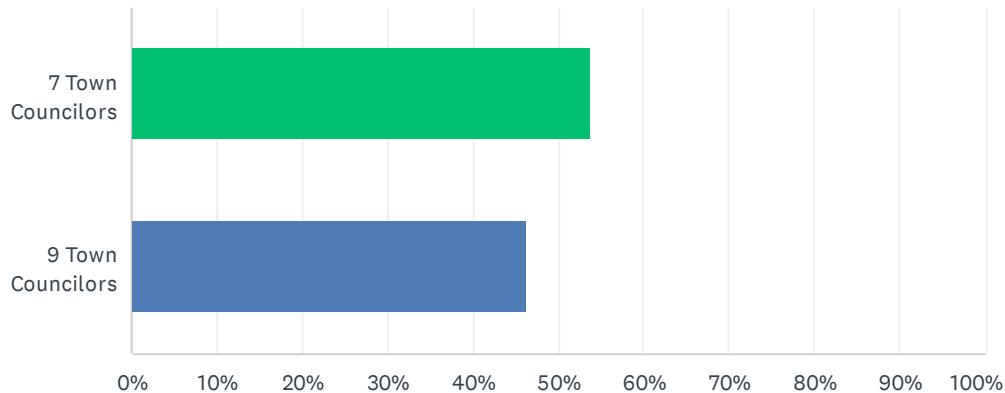
Answered: 177 Skipped: 35



ANSWER CHOICES	RESPONSES	
Elect the tax collector	44.63%	79
Appoint the tax collector	55.37%	98
TOTAL		177

Q7 The Charter Commission is currently considering moving to a Town Council form of government with an increased number of elected Town Councilors. (We currently operate with a Board of Selectmen with 5 members). Would you like to see:

Answered: 171 Skipped: 41

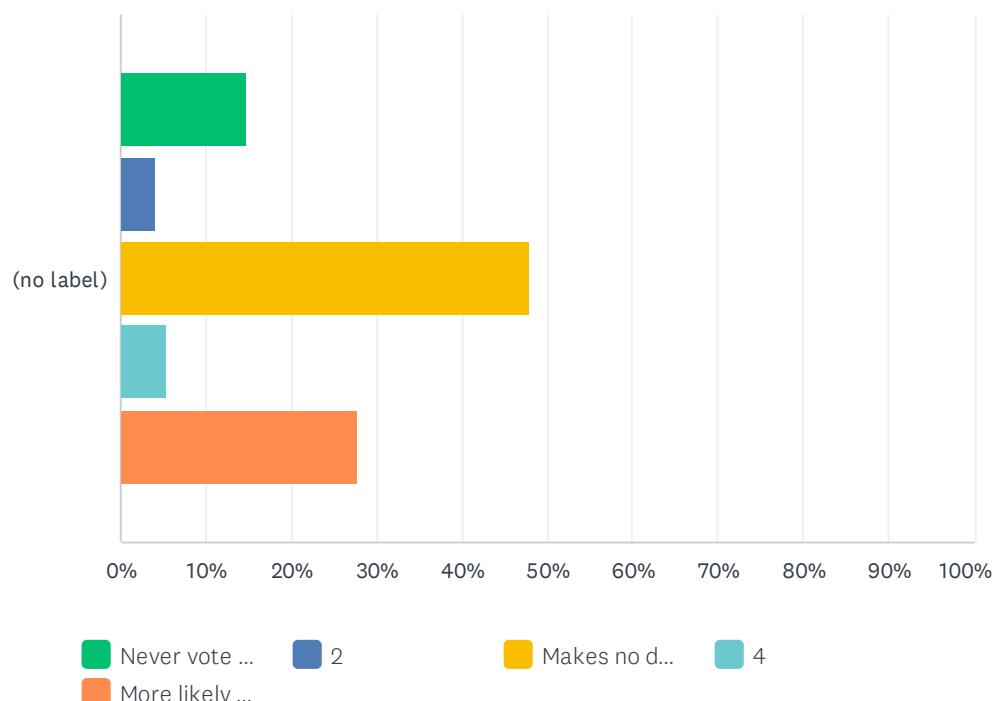


ANSWER CHOICES	RESPONSES	
7 Town Councilors	53.80%	92
9 Town Councilors	46.20%	79
TOTAL		171

Q8 One proposal under consideration for the Charter Commission is that the Town Council would be responsible for approving any amendments to the Zoning Code, (when change is recommended by the planning board).

This would allow the Zoning Code to be updated year-round, and in response to an immediate situation, rather than having to wait till March. This would mean that Zoning Amendments would no longer appear on the ballot. Would this change make you:

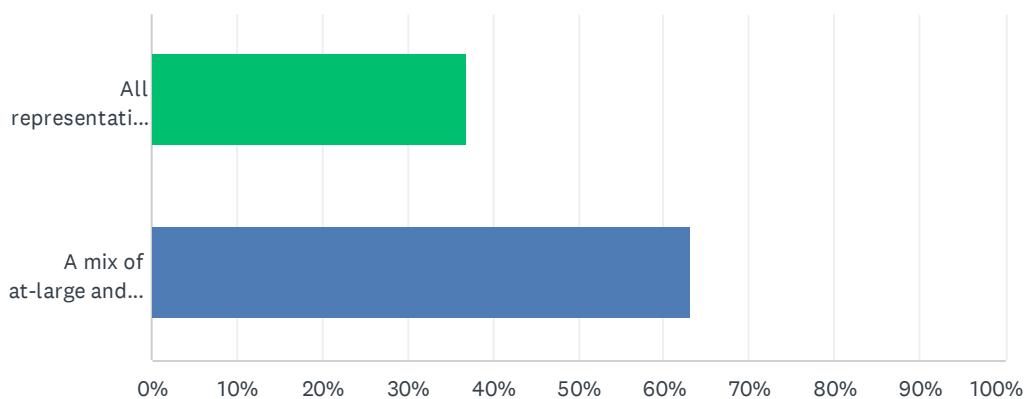
Answered: 169 Skipped: 43



	NEVER VOTE FOR THE NEW CHARTER	2	MAKES NO DIFFERENCE IN MY VOTE FOR THE NEW CHARTER	4	MORE LIKELY TO VOTE FOR THE NEW CHARTER	TOTAL	WEIGHTED AVERAGE
(no label)	14.79% 25	4.14% 7	47.93% 81	5.33% 9	27.81% 47	169	3.27

Q9 One of the other questions up for consideration is how we elect those Councilors. In our current system, we elect all five selectboard members “at-large”, meaning the whole town votes on all of them. In other communities (such as Derry), some councilors are elected “at-large”, but others are elected by “ward” or “district”, meaning that some councilors represent and are elected by certain parts of town. (Usually based on where you vote, Barron, Soule, Fisk, North Salem or the Senior Center)Would you like to see:

Answered: 176 Skipped: 36



ANSWER CHOICES	RESPONSES	
All representatives elected at-large	36.93%	65
A mix of at-large and local representation	63.07%	111
TOTAL		176

Q10 The Charter Commission is looking at ways to improve town communications and ways to include this in a new charter. We are interested in how you get your information about town government and the general goings on in town. Where do you go to get information about the Town of Salem?

Answered: 134 Skipped: 78

#	RESPONSES	DATE
1	News paper and online	7/19/2022 5:40 PM
2	Town website, Town Facebook page, Tribune	7/19/2022 4:29 PM
3	Facebook, but I would rather a well updated and easy to navigate website	7/19/2022 10:23 AM
4	Facebook Salem Webpage	7/19/2022 9:07 AM
5	Various online sites	7/18/2022 4:40 PM
6	Town of Salem Website	7/18/2022 2:46 PM
7	I typically see it on the town Facebook.	7/18/2022 12:13 PM
8	Town web site, news paper, local forums	7/18/2022 11:25 AM
9	Facebook. I'd prefer the town website but it would need to become a much more user friendly site	7/18/2022 11:13 AM
10	towns website	7/18/2022 10:23 AM
11	For explicit information, I look primarily to the Town of Salem website and Town Hall Times(currently notified via email), secondarily(unfortunately, and to a lesser extent) from Facebook.	7/18/2022 10:03 AM
12	Website	7/18/2022 10:01 AM
13	Facebook and knowing individuals who serve in town government.	7/18/2022 9:13 AM
14	The town website. Calls or emails to/from town officials. FB posts from town officials. Town Hall Times. SCTV (broadcast and video).	7/18/2022 8:49 AM
15	Online	7/18/2022 8:12 AM
16	Web Site & email notifications	7/18/2022 8:06 AM
17	friends, newspaper, Facebook	7/18/2022 7:59 AM
18	Social media	7/18/2022 7:24 AM
19	Town web sites, news, TV Broadcasts	7/18/2022 6:57 AM
20	website	7/18/2022 6:55 AM
21	There is very little information on the Town of Salem available. BOS meetings too long and cumbersome to be watching every week.	7/18/2022 5:15 AM
22	Town website Salem Facebook page	7/18/2022 3:48 AM
23	Town website & social media	7/17/2022 11:32 PM
24	Facebook primarily. I do not have cable so I can not watch the meetings on TV. I also rarely have time to watch online. I also read the minutes on the town website when available	7/17/2022 11:21 PM
25	Town Websites	7/17/2022 11:08 PM

Charter Commission Follow Up Survey

26	Send reminders to vote in recent Town invoices for water/sewer & real estate taxes. UPDATE WEBSITE, KEEP IT CURRENT, MAKE IT SENSIBLE!!	7/17/2022 10:49 PM
27	Town websites, local media, social media mostly.	7/17/2022 9:53 PM
28	Web	7/17/2022 9:49 PM
29	Website	7/17/2022 8:49 PM
30	Very little q	7/17/2022 8:35 PM
31	I get any information of the Facebook Salem NH Residents page	7/17/2022 8:33 PM
32	Facebook	7/17/2022 8:31 PM
33	A mixture of newspaper, social media, online streaming of meetings. The town does not do a good job of pushing information out via their social media presence & web site.	7/17/2022 8:01 PM
34	I get my information about our Town from Facebook	7/17/2022 7:58 PM
35	Website	7/17/2022 7:57 PM
36	Mostly Facebook groups or signs around town.	7/17/2022 7:51 PM
37	News media Facebook	7/17/2022 7:47 PM
38	Website. Facebook	7/17/2022 7:37 PM
39	Media	7/17/2022 7:36 PM
40	Eagle tribune, Facebook, town website	7/17/2022 7:28 PM
41	Salem residents Facebook page. I'd like it to be in a way that is less of a social media platform due to the intensity on opposing opinions. But we do not have cable tv. And idk how else to access this information.	7/17/2022 6:53 PM
42	Town website or Facebook group	7/17/2022 6:43 PM
43	On the town facebook pages - residents' page and police department page.	7/17/2022 6:43 PM
44	Facebook, Salem Residents page on Facebook, occasionally Lawrence Eagle Tribune	7/17/2022 6:35 PM
45	Facebook and some printed material	7/17/2022 6:32 PM
46	Town website, word of mouth and Facebook	7/17/2022 5:29 PM
47	Online research, talking with other people that know about town politics	7/17/2022 5:20 PM
48	Facebook, watching meetings and the town website	7/17/2022 5:14 PM
49	Town web site	7/17/2022 5:13 PM
50	Salem, NH residents facebook page	7/17/2022 5:11 PM
51	On line	7/17/2022 4:56 PM
52	It would be nice to have a synopsis posted online after a meetings. I miss having a town newspaper.	7/17/2022 4:41 PM
53	Facebook and town website	7/17/2022 4:20 PM
54	Facebook	7/17/2022 4:17 PM
55	Internet	7/17/2022 4:16 PM
56	Town website. Town should not be using Facebook or Twitter or other private social media entities as its primary form of communication to residents.	7/17/2022 4:05 PM
57	Bonnie wright	7/17/2022 3:45 PM
58	Social media, friends	7/17/2022 3:33 PM
59	Online	7/17/2022 3:30 PM
60	News paper, social media. Would love to be able to go to a What's Happening page on the	7/17/2022 3:30 PM

Charter Commission Follow Up Survey

Town Website, but based on the current communications, I can't imagine it would be particularly useful.

61	Facebook	7/17/2022 3:07 PM
62	Salem facebook page, DJ Bettencourt and Keith S are very informative. I also get some info from the school district since I have kids	7/17/2022 3:03 PM
63	Facebook; town website	7/17/2022 2:57 PM
64	Facebook Group pages	7/17/2022 2:47 PM
65	Town page	7/17/2022 2:41 PM
66	The town website	7/17/2022 2:28 PM
67	Channel 23 and 17. Political committee meetings.	7/17/2022 2:27 PM
68	Facebook and town webpage	7/17/2022 2:26 PM
69	Facebook	7/17/2022 2:13 PM
70	Local news(WMUR), Town Facebook page, Facebook postings from town officials	7/17/2022 2:09 PM
71	Facebook, but they should expand to other social media and improve the website.	7/17/2022 2:07 PM
72	On the salem community page	7/17/2022 1:45 PM
73	Newspaper, social media	7/17/2022 1:30 PM
74	Social media	7/17/2022 1:04 PM
75	Social media. Town hall news.	7/17/2022 1:03 PM
76	Currently through Facebook group pages and the new monthly email from our assistant town manager. We definitely need more avenues from which to get information (I don't subscribe to the Eagle Tribune)	7/17/2022 12:58 PM
77	A more easy to access spot for town activities/decisions.	7/17/2022 12:41 PM
78	Website	7/17/2022 12:34 PM
79	Our local government channels	7/17/2022 12:11 PM
80	Town of Salem web site	7/17/2022 12:04 PM
81	Salem life magazine and facebook	7/17/2022 11:59 AM
82	WMUR , newspapers, face book	7/17/2022 11:55 AM
83	Facebook	7/17/2022 11:54 AM
84	Website and SM	7/17/2022 11:49 AM
85	1. Facebook (multiple times per day) 2. Town website (several times per week) 3. SGTV (when I see it advertised on FB) 4. Town Hall Times 5. Occasionally the Eagle Trib, but usually I see stuff there because someone shared it on Facebook	7/17/2022 11:43 AM
86	Town website, Salem Facebook sites	7/16/2022 1:54 PM
87	Tribune, internet, FB, town website	7/16/2022 7:41 AM
88	Town website and facebook	7/15/2022 6:27 PM
89	Social media, town announcements, newsletters	7/15/2022 6:08 PM
90	Web site	7/15/2022 5:26 PM
91	Local TV channel 23	7/15/2022 4:29 PM
92	facebook and Eagle Tribune	7/15/2022 3:38 PM
93	Word of mouth or social media	7/15/2022 3:18 PM
94	Online	7/15/2022 2:59 PM

Charter Commission Follow Up Survey

95	Town website	7/15/2022 2:57 PM
96	SGC-TV, town website, facebook	7/15/2022 10:39 AM
97	Tv. Website.	7/15/2022 10:12 AM
98	The Town of Salem website	7/15/2022 8:09 AM
99	Facebook, Town Hall Times e-mail	7/15/2022 5:59 AM
100	Facebook. We no longer have a newspaper.	7/15/2022 5:52 AM
101	Internet	7/15/2022 5:42 AM
102	Facebook	7/15/2022 5:35 AM
103	Facebook	7/15/2022 12:38 AM
104	Facebook, Eagle Tribune	7/14/2022 11:18 PM
105	Town website is dismal at best. I usually get info from the political party I'm registered with. I'd like to see more communication - internet, mailings, etc. A town email newsletter that covers all happenings in the town, including ballot issues, that we can opt into would be great!	7/14/2022 11:10 PM
106	Web site, Facebook, survey/medium like this	7/14/2022 11:04 PM
107	Mail and Facebook	7/14/2022 10:46 PM
108	Residents page	7/14/2022 10:40 PM
109	On Facebook there are no papers that I'm aware of. So I'm sure between the salem residents page and other salem groups is were we find out stuff about salem	7/14/2022 10:29 PM
110	Unfortunately mostly through facebook	7/14/2022 9:59 PM
111	Facebook but I wish there was a better option. Can the town make an app like what the school district has? They do a great job of communicating.	7/14/2022 9:56 PM
112	Salem residents Facebook	7/14/2022 9:52 PM
113	Anyway I can since there's no newspaper.	7/14/2022 9:33 PM
114	Email	7/14/2022 9:25 PM
115	Web Site	7/14/2022 9:14 PM
116	Talking with other residents, Facebook, town website.	7/14/2022 8:57 PM
117	I really only see stuff on Facebook	7/14/2022 8:44 PM
118	Salem resident Facebook page	7/14/2022 8:30 PM
119	Mostly Facebook	7/14/2022 8:09 PM
120	Newspaper and on line	7/14/2022 8:01 PM
121	Facebook and mailings	7/14/2022 7:22 PM
122	Town web site (as painful as it is to find anything) and Town oriented Facebook pages.	7/14/2022 7:18 PM
123	Town website is best for me. This way it doesn't get mucked up by the peanut gallery of know it alls on Facebook.	7/14/2022 7:14 PM
124	Emails and mail and newsletters	7/14/2022 7:08 PM
125	Tribune. Facebook Town cable channel	7/14/2022 7:04 PM
126	The website and Ross Moldoff	7/14/2022 7:03 PM
127	FB Newspaper	7/14/2022 6:44 PM
128	TownnTV. Town Website	7/14/2022 6:42 PM
129	Town web site	7/14/2022 6:38 PM

Charter Commission Follow Up Survey

130	Website, emails	7/14/2022 6:30 PM
131	Town of Salem website and Salem FB groups	7/14/2022 6:28 PM
132	Facebook	7/14/2022 6:17 PM
133	Salem gov. Channel 23	7/14/2022 6:14 PM
134	Town website	7/14/2022 6:07 PM

Q11 Any other comments for the Charter Commission

Answered: 59 Skipped: 153

#	RESPONSES	DATE
1	Transparency is a huge issue - can ALL meetings BOS members have w any town official be logged? When any member Of the board meets w the town manager or any citizen/business owner on behalf of the town, it should be logged and notes/minutes tracked. Too much of this happens off the books and side deals are being made w out the knowledge of the whole board.	7/18/2022 11:13 AM
2	I hope we get to vote on this of trying to move the power of people vote to a select few. ie mayor and a city council, what a scam.	7/18/2022 10:23 AM
3	The Charter Commission is heading in the right direction with the Town Council. For the surveys, I might recommend probing residents more on what hot issues drive their thought process. I.e. issues with the number of proposed councilors, and/or why they prefer at-large, ward, or a mix. ***** Finally, I'm curious if political affiliation drive thought process deciding what form of government is preferred? the commission needs to gain clarity around what is needed to get across the crucial 60% mark. ***** Could the Charter Commission hold a public meeting at the high school to discuss what is happening - this might be a good way to receive feedback from the residents. ***** My concern is that the proposed charter may be too conservative in order to cross the 60% threshold. My ask is to vet every option to the full extent before wrapping up, and try and educate residents of the benefits of the proposed changes. Its like a solar eclipse, you have to wait a long time before the next one comes back around..... TY	7/18/2022 10:03 AM
4	I hope you work closely with the Environmental Commission.	7/18/2022 10:01 AM
5	Thank you	7/18/2022 9:13 AM
6	I applaud your efforts to keep us informed and appreciate the opportunities for public questions and comments. I would ask that at the August public session the commissioners question or correct a misunderstanding, but make no comment (judgment) on any individual's suggestions or preferences. Public comments should be debated at your regular meetings not at the hearing (listening session).	7/18/2022 8:49 AM
7	Do not enact changes that are not solving any current problems.	7/18/2022 8:06 AM
8	thank you for your efforts	7/18/2022 6:55 AM
9	Are you still considering making Salem a city?	7/18/2022 5:15 AM
10	I prefer not to see any changes to the way things are now. I feel that the selectboard works fine.	7/17/2022 11:21 PM
11	Let things stand as is.	7/17/2022 11:08 PM
12	Save time & \$\$ - make dump & dog permits 2 year renewal, and other inexpensive ones. . Register them online. Sign a better contract with COMCAST for seniors & other providers to give more generous discounts, based on a % of their service charges! Current discount is ridiculously low, just a few dollars. Change name that appears on town newsletter. Currently appears as "salemnh" . its should say SalemNH News.	7/17/2022 10:49 PM
13	They need to be checks and balances if positions are changed to appointed instead of elected. The town currently operates with the old boys club for the BOS and I wouldn't trust that group to appoint anyone.	7/17/2022 9:22 PM
14	Earlier notification of changes so I have time to comment.	7/17/2022 8:49 PM
15	Local paper	7/17/2022 8:35 PM
16	I don't want to give up all my rights to vote for items in this town. That allows a group of people to make us pay more taxes without a vote.	7/17/2022 8:33 PM
17	I hope you are considering the council-manager style of government as recommended by the	7/17/2022 8:01 PM

Charter Commission Follow Up Survey

International City/County Management Association. "ICMA's origins lie in the council-manager form of local government, which combines the strong political leadership of elected officials (in the form of a council, board, or other governing body) with the strong professional experience of an appointed local government manager or administrator. Under this form, power is concentrated in the elected council, which hires a professional administrator to implement its policies. These highly trained, experienced individuals serve at the pleasure of the elected governing body and have responsibility for preparing the budget, directing day-to-day operations, hiring and firing personnel, and serving as the council's chief policy advisor."

18	I would love to have a more balanced town council that represented the diversity of the community.	7/17/2022 7:51 PM
19	I prefer that residents still have as much say as possible in town government such as holding town meetings, being able to vote for board members, the budget and zoning amendments.	7/17/2022 5:14 PM
20	No	7/17/2022 5:13 PM
21	Departmental funding for new fire equipment, new police and educational facilities, recreational facilities, etc. should be budgeted by the Town Council instead of being ballot line items .	7/17/2022 4:17 PM
22	The Board of Selectmen have appeared to provide very good leadership over the past few years and their effective to keep the town budget from large yearly increases has been appreciated.	7/17/2022 4:05 PM
23	Thank you for all your work.	7/17/2022 3:30 PM
24	Far too many critical decisions are left to a small number of insufficiently informed and very vocal voters. Control of budget/land use/and similar decisions should be the BOS's; not the voters. Salem is too big and too diverse to be at the mercy of the "not if it impacts my taxes" types who will show up to the deliberative session.	7/17/2022 3:30 PM
25	Time to protect the last of the open spaces in Salem.	7/17/2022 3:07 PM
26	Thank yuh for the work on this. Love moving zoning questions off the ballots since more don't even understand what they are voting on.	7/17/2022 3:03 PM
27	This is not a city stop trying to make it one.	7/17/2022 2:41 PM
28	Thank you for doing this important work. Change needs to happen. Salem citizens are extremely poorly informed.	7/17/2022 2:27 PM
29	None	7/17/2022 2:26 PM
30	I think they're doing a great job! Keep communicating with the residents through social media to gain more support.	7/17/2022 2:07 PM
31	Great job!	7/17/2022 1:03 PM
32	Many of the responses to the last survey from misinformed people who believe that all elections are dishonest, and the people who run the town are corrupt are depressing to read.	7/17/2022 12:58 PM
33	Time to make the town manager in elected position as well obviously we haven't done a very good job of appointing them in the past	7/17/2022 12:34 PM
34	Currently the town collects email addresses for those that receive/pay bills online. I'd like to see the town use those email data bases to disseminate information	7/17/2022 12:11 PM
35	consensus must be the goal or we will never get 60 %	7/17/2022 11:59 AM
36	#8 confusing	7/17/2022 11:49 AM
37	Explore ALL options, even if they are "different." Ignore the radical extremists. Come up with a good plan to protect us from those extremists like the guy who talked at the last meeting. Market it like crazy to get your 60% and bring it home. IT IS TIME FOR CHANGE! Salem has outgrown the deliberative session.	7/17/2022 11:43 AM
38	You are all doing an excellent job! Thank You for stepping up and putting in a lot of effort and research regarding charters options.	7/16/2022 1:54 PM
39	Thank you for your effort	7/16/2022 7:41 AM
40	Fix our town and make it better. Stop with the nepotism and politics.	7/15/2022 6:08 PM

Charter Commission Follow Up Survey

41	I prefer a Town Manager, as we now have, and 9 Town Councilors elected at large rather than the 5 Selectmen that we now have. NO STRONG MAYOR PLEASE!	7/15/2022 3:38 PM
42	None	7/15/2022 2:59 PM
43	As chairman of the Planning Board, I feel strongly that the land use boards be appointed. History has proven, the election process can produce undesirable results.	7/15/2022 2:57 PM
44	For those departments dealing with construction related activities, having a fiscal year start as early in the calendar years is best. i.e. not receiving funds until June or July severely impact things like the road paving program.	7/15/2022 10:39 AM
45	Keep as much local control by way of election as possible. I believe how money is spent should be a decision that's made as close to the residents as possible. I'm concerned that large spending decisions (like the school budget) made without a vote would not be the best option for the taxpayer. Voting in March is fine, it's not like it's a surprise or last minute. Maybe doing away with the electronic vote counting would give people more confidence in the counting process and the results. Thank you for taking time to see if any improvements to our lovely town and its governance are necessary.	7/15/2022 8:09 AM
46	Not having a news source like an unbiased newspaper is a problem with regards understanding issues.	7/15/2022 5:52 AM
47	I appreciate all the careful thought that has gone into this.	7/14/2022 11:10 PM
48	Let the council run the town/city.	7/14/2022 11:04 PM
49	Thank you	7/14/2022 10:46 PM
50	How about electing out TM ? Have the BOS interview candidates and post about each one then let the residents decide who is qualified. Because the BOS really screwed up this town with [redacted] and now they won't even get rid of him. Something is fishy going on hopefully it comes out but as of now this town is in bad hands .	7/14/2022 10:29 PM
51	Thank you	7/14/2022 9:52 PM
52	1) when did the planning board recommend the Town Council approval of zoning amendments? 2) why wasn't an "all local" option available for how councilors are elected??	7/14/2022 9:33 PM
53	Until we get rid of [redacted] nothing in this town will change.	7/14/2022 8:57 PM
54	In addition to the town website being a go-to spot for info, perhaps a bi-weekly or monthly newsletter sent via email and other email campaigns regarding particular happenings in the town could be blasted out. I'm sure it would be impossible to get a volunteer to take this on but if there were an elected position created, it would attract a candidate looking to make the leap into town politics. Sort of an entry level position like a dishwasher that aspires to be a chef.	7/14/2022 7:14 PM
55	Think the town people need more control than appointed officials...gives them too much power	7/14/2022 7:08 PM
56	There is no way I would vote for a town government that appoints the members that serve in any area.	7/14/2022 7:03 PM
57	Not sure we need to change	7/14/2022 6:44 PM
58	We should impose term limits.	7/14/2022 6:30 PM
59	All you elected charter members are doing a fantastic job. Thank you	7/14/2022 6:14 PM