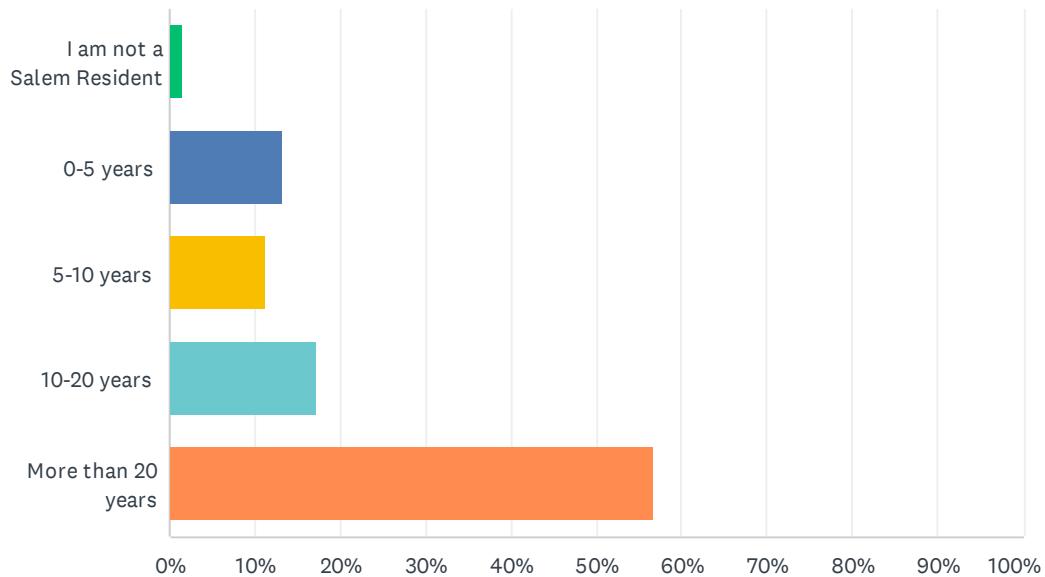


Q1 How long have you been a Salem resident?

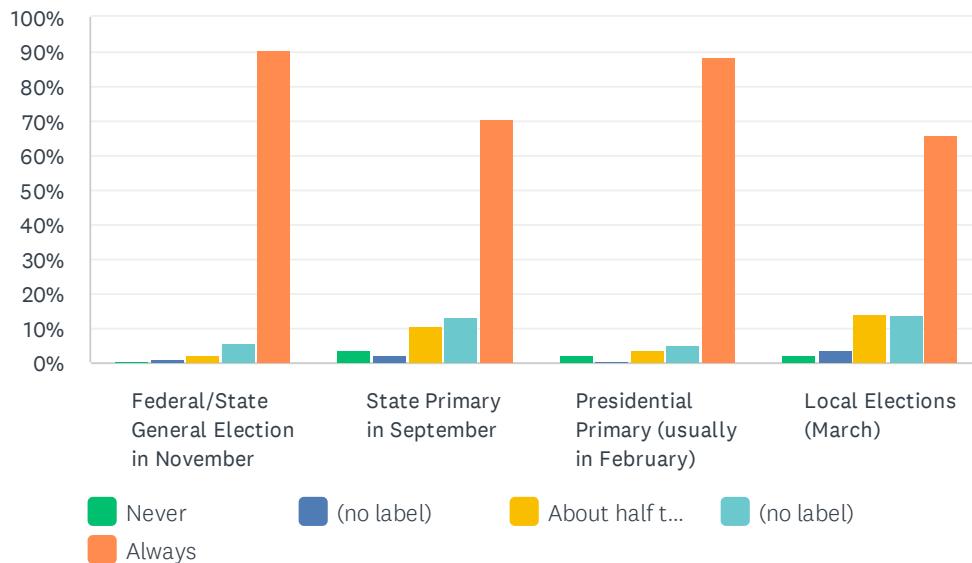
Answered: 739 Skipped: 2



ANSWER CHOICES	RESPONSES	
I am not a Salem Resident	1.49%	11
0-5 years	13.13%	97
5-10 years	11.37%	84
10-20 years	17.32%	128
More than 20 years	56.70%	419
TOTAL		739

Q2 With 1 representing “Never” and 5 representing “Always” please rate how often you vote in the following elections.

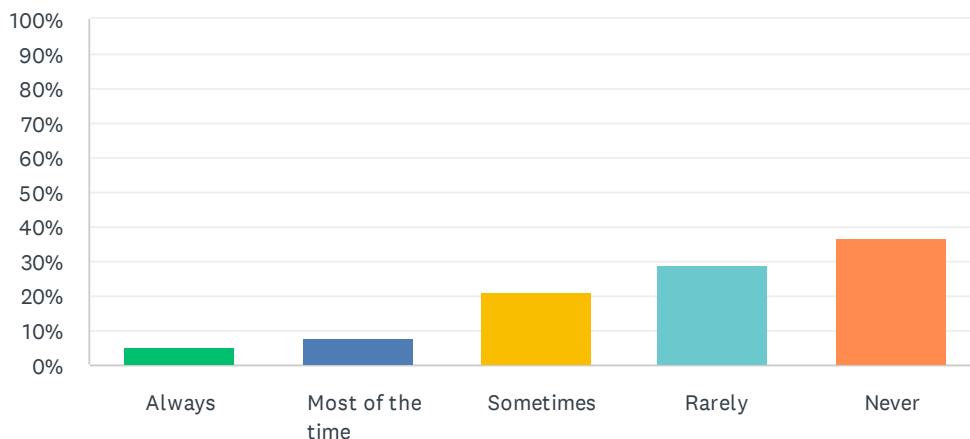
Answered: 439 Skipped: 302



	NEVER	(NO LABEL)	ABOUT HALF THE TIME	(NO LABEL)	ALWAYS	TOTAL	WEIGHTED AVERAGE
Federal/State General Election in November	0.68%	1.14%	2.05%	5.69%	90.43%	439	4.84
State Primary in September	3.66%	2.29%	10.53%	13.04%	70.48%	437	4.44
Presidential Primary (usually in February)	2.29%	0.46%	3.43%	5.26%	88.56%	437	4.77
Local Elections (March)	2.29%	3.90%	14.45%	13.76%	65.60%	436	4.36

Q3 Do you attend the Deliberative Session for Town elections?

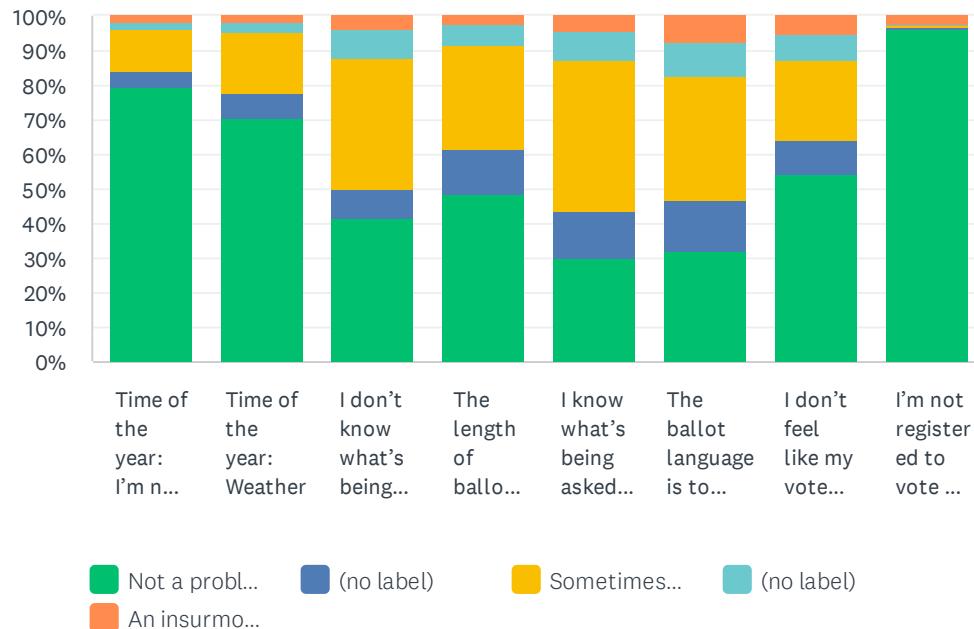
Answered: 439 Skipped: 302



ANSWER CHOICES	RESPONSES	
Always	5.24%	23
Most of the time	7.97%	35
Sometimes	20.96%	92
Rarely	28.93%	127
Never	36.90%	162
TOTAL		439

Q4 Consider the following statements. On a scale of 1 to 5, with 1 being “Not a problem” and 5 being “An insurmountable barrier”, rate how much of a barrier each of these things pose to your participation in local March elections

Answered: 439 Skipped: 302



	NOT A PROBLEM	(NO LABEL)	SOMETIMES A PROBLEM	(NO LABEL)	AN INSURMOUNTABLE BARRIER	TOTAL	WEIGHTED AVERAGE
Time of the year: I'm not in Salem in March	79.73% 350	4.33% 19	12.07% 53	2.05% 9	1.82% 8	439	1.42
Time of the year: Weather	70.34% 306	7.59% 33	17.24% 75	3.22% 14	1.61% 7	435	1.58
I don't know what's being voted on	41.38% 180	8.74% 38	37.93% 165	8.51% 37	3.45% 15	435	2.24
The length of ballot is overwhelming	48.28% 210	13.10% 57	30.11% 131	6.21% 27	2.30% 10	435	2.01
I know what's being asked, but I don't feel informed enough to make a decision	29.91% 131	13.70% 60	43.84% 192	8.22% 36	4.34% 19	438	2.43
The ballot language is too confusing	32.04% 140	14.87% 65	35.93% 157	9.84% 43	7.32% 32	437	2.46
I don't feel like my vote makes a difference	54.02% 235	10.11% 44	22.99% 100	7.59% 33	5.29% 23	435	2.00
I'm not registered to vote in Salem	96.31% 392	0.49% 2	0.49% 2	0.49% 2	2.21% 9	407	1.12

Q5 Are there any other issues you feel are a barrier to voting in March elections?

Answered: 149 Skipped: 592

#	RESPONSES	DATE
1	No	6/19/2022 12:28 PM
2	None	6/18/2022 10:15 PM
3	Weather. Health. Pandemic.	6/18/2022 4:41 PM
4	Not realy !	6/18/2022 4:05 PM
5	Poorly written and confusing ballot questions.	6/18/2022 2:46 PM
6	Would like the option to vote ahead of time like during Covid	6/18/2022 1:45 PM
7	Just need way better communication on the what, when, and where.	6/17/2022 6:50 PM
8	Weather rarely a problem	6/17/2022 5:27 PM
9	Time off from work or work hours	6/17/2022 3:23 PM
10	Only certain ballot measures are covered in the Eagle Tribune. No source (that I now of) gives an overview of the ballot measures and how to find out more about them without researching the minutes of committees or watching all the deliberations. Unless one is fully committed to monitoring town government (going to meetings, watching cable channel, reading all the web sites) all the time, there is no one way to find out what is going on.	6/17/2022 1:33 PM
11	None	6/17/2022 1:01 PM
12	The town needs to do a better job communicating all of the items that will be on the ballots. I do realize that town elected officials and staff do a lot of work in preparing for the March deliberative session and elections, however, the information that is necessary for voters to make an informed decision is not easily available and communicated before March. I try hard to make myself informed but feel that elected officials do not do enough to communicate.	6/16/2022 1:18 PM
13	I feel there shudl be more informational material on the warrant articles from a pro and con perspective.	6/16/2022 1:03 PM
14	Proscribed warrant article(s) legal language creates a problem understanding what ramifications a "Yes" or "No" vote will mean either generally or personally as far as property rights are concerned. The Planning Board zoning W/A's can be misleading...	6/16/2022 12:25 PM
15	Taxpayers are not informed that they should be voting, because their vote can make a difference on what is decided for the town of Sale, Only a small % of the town votes which is sad	6/16/2022 9:42 AM
16	No	6/15/2022 10:19 PM
17	No	6/15/2022 8:19 PM
18	The town needs more vehicles to get the word out about elections and ballot items; the ballot explanations need to be in plain language and to the extent possible, the implications of the warrant articles, etc. Where do people get their news / info. The town needs a real presence there.	6/15/2022 8:19 PM
19	No	6/15/2022 1:26 PM
20	Its not publicized and no one understands the impact it can have.	6/15/2022 12:56 PM
21	No	6/15/2022 10:46 AM
22	We should allow voting until 8 PM and maybe move voting to Saturday to help people that	6/15/2022 10:40 AM

Charter Commission Feedback Survey

work to vote.

23	No	6/15/2022 10:33 AM
24	No	6/15/2022 10:30 AM
25	No barriers. I do not want a city government. Keep Salem a town.	6/15/2022 10:03 AM
26	No	6/15/2022 9:53 AM
27	I'm not sure if our election are free and fair.	6/15/2022 4:41 AM
28	Busiest time of year for m Salem based business	6/14/2022 8:42 PM
29	No	6/14/2022 8:42 PM
30	Eliminate electronic voting machines in Salem and in NH! Salem and NH taxpayers have no trust in the current system and will not longer sit idly by as they are used to steal elections and elect corrupt federal and state politicians. Stop letting state police intimidate voters at hearings to cause fear and censor opinions and thoughts from the people.	6/14/2022 7:17 PM
31	No.	6/14/2022 6:44 PM
32	Lack of transparency in what is being voted on and to many items that don't correlate to the greater good of Salem	6/14/2022 6:06 PM
33	I do wish it was easier to find out ballot information	6/14/2022 4:28 PM
34	there are no barriers	6/14/2022 4:07 PM
35	Getting the word out. Always a problem. getting people to register as voters in the 1 st place.	6/14/2022 3:54 PM
36	It's my opinion all voting should take place at the high school... Save money time and effort	6/14/2022 3:32 PM
37	I do look at the available resources to try to understand the ballot questions.	6/14/2022 2:13 PM
38	Should all be ballot based and voted on at our voting polls. That Town Meeting to which such a small number participate should be abolished	6/14/2022 1:49 PM
39	I don't feel Salem does a good job of informing residents about anything. The internet is not used by everyone and other avenues have been halted.	6/14/2022 12:30 PM
40	The biggest barrier is the lack of information or knowledge about the issues being discussed at the meetings.	6/14/2022 12:30 PM
41	Just that we aren't here and don't get a mail in ballot.	6/14/2022 11:50 AM
42	No	6/14/2022 11:35 AM
43	It would be great to get a PROACTIVE list of the issues or people being voted on 30 days in advance of the election. What problem is trying to be solved, a cost analysis and some key pros and cons. Getting info is like pulling teeth; local papers and social media provide superficial coverage.	6/14/2022 10:55 AM
44	No.	6/14/2022 10:50 AM
45	none	6/14/2022 10:49 AM
46	Enough notice	6/14/2022 9:54 AM
47	none	6/14/2022 9:41 AM
48	Town elections should be later in the year when the weather is better.	6/14/2022 9:32 AM
49	Handicap access to deliberative session is difficult because parking is far from entrance. Long lines at the polls make it a challenge to vote in person.	6/14/2022 9:21 AM
50	There are far to many articles on the ballot. It makes people disinterested because it is far to cumbersome. Put the items in the budget and stop using the shopping cart approach which is antiquated and just stupid.	6/14/2022 9:21 AM
51	It would be helpful to have a website that would provide info about candidates and/or other items on the ballots for each election.	6/14/2022 7:29 AM

Charter Commission Feedback Survey

52	No	6/14/2022 6:50 AM
53	Having the time to understand the towns in and outs in order to make informed decisions about the specifics of governing is more time consuming than time permits. It would be easier to vote for candidates who can manage the nuances of detail, based on the general desires of the community and its needs.	6/13/2022 11:38 PM
54	No	6/13/2022 10:02 PM
55	COVID is the sole factor of why I have not participated in any voting events and will continue to be the reason why I cannot participate in person. Prior to that, I generally participate.	6/13/2022 6:45 PM
56	Most of it I do not care about.	6/13/2022 5:05 PM
57	Water supply	6/13/2022 5:02 PM
58	If you can manage to get to a bathroom when needed, voting is not a problem!	6/13/2022 1:49 PM
59	Remembering there is an election in March and the day on which it falls.	6/13/2022 1:25 PM
60	Travel in March	6/13/2022 11:45 AM
61	No	6/13/2022 10:39 AM
62	Voters avoid town ballot issues when unfamiliar with them. We need an on-demand televised forum for issues to be discussed by people who are for and against each issue.	6/12/2022 8:42 PM
63	No	6/12/2022 6:46 PM
64	No	6/12/2022 6:09 PM
65	No	6/12/2022 5:01 PM
66	No	6/12/2022 4:57 PM
67	Not at this time	6/12/2022 11:53 AM
68	34 Salem residents attended the most recent deliberative sessions. Sadly, less than 0.1% of residents have the time and/or interest and/or the civic responsibility to dedicate a Saturday for civic discussion and collaboration on major decisions for the Town of Salem.	6/11/2022 9:10 PM
69	No	6/11/2022 6:52 PM
70	No, Salem makes it easy & convenient to vote. We have 4 polling stations from 7-7. I love how the ballot is available online to view before voting day. Salem does a fabulous job. Anyone complaining is either not informed or likes to complain.	6/11/2022 4:46 PM
71	Voting on the weekends should be an option.	6/11/2022 2:43 PM
72	N/a	6/11/2022 1:32 PM
73	No	6/11/2022 7:58 AM
74	Voting at schools specifically north salem when school is going on is incredible frustrating as there is no parking and it is easiest to vote on the way to work and the morning drop off time is crazy at the schools. Also questions needs to be worded easier for people To understand	6/11/2022 7:27 AM
75	No	6/11/2022 7:17 AM
76	Many voices with different recommendations and convincing arguments toward their way of thinking.	6/11/2022 7:07 AM
77	Information about candidates and issues is not easy to find. I am not a FaceBook user.	6/11/2022 6:12 AM
78	Local Elections should be held separate from the general state and country elections.	6/11/2022 12:57 AM
79	Would like to see free transportation for the elderly. More control over absentee ballots (remember 2020).	6/10/2022 11:29 PM
80	We are being asked to vote on every little thing that we know nothing about. People in town clearly don't want to vote, so let's not let 5k people decide the fate of everyone.	6/10/2022 11:20 PM
81	Plain everyday language would be a great help.	6/10/2022 10:30 PM

Charter Commission Feedback Survey

82	Winter vacations.	6/10/2022 7:32 PM
83	No	6/10/2022 5:48 PM
84	The language on the ballots is absolutely infuriating. I am an educated, well-read, Master's Degree-holding veteran educator and I have to WORK at it too understand what my Yes or No means... I can't even imagine what a person does who might be a weak reader or a person for whom English is not their first language. It is almost as if the Ballots are written in a convoluted way to hamper voting!	6/10/2022 5:00 PM
85	New residents don't understand the process.	6/10/2022 12:33 PM
86	No	6/10/2022 11:10 AM
87	day and time constraints (workdays are tough)	6/10/2022 10:23 AM
88	Just the month of March!	6/10/2022 10:14 AM
89	Forget that it's happening, most times I'm late to the party!	6/10/2022 9:57 AM
90	No	6/10/2022 9:22 AM
91	The machines used to calculate votes are easily connected to the internet, that's a major problem!!	6/10/2022 9:15 AM
92	Perfer to vote by mail.	6/10/2022 8:48 AM
93	Having ballot questions up front would be nice.	6/10/2022 8:44 AM
94	Not enough information and voters	6/10/2022 8:28 AM
95	NO	6/10/2022 8:11 AM
96	No	6/10/2022 7:51 AM
97	No	6/10/2022 7:45 AM
98	No	6/10/2022 7:31 AM
99	None	6/10/2022 7:11 AM
100	Work	6/10/2022 7:01 AM
101	We are away in March	6/10/2022 6:13 AM
102	Polls could be open an hour later	6/10/2022 1:03 AM
103	If voting falls around Easter in March.	6/10/2022 12:57 AM
104	I'm working, and don't get enough notice to take time at work	6/9/2022 11:00 PM
105		6/9/2022 10:20 PM
106	I have lived in other states and I always received a month in advance a sample ballot of what was being voted on. That prompted me to 1) be aware there was an election and vote and 2) educate myself on the proposals and know what to vote for and 3) let my spouse know when and how to vote.	6/9/2022 8:30 PM
107	Issues could be better publicized.	6/9/2022 8:22 PM
108	No	6/9/2022 8:20 PM
109	Nope	6/9/2022 8:01 PM
110	No	6/9/2022 7:57 PM
111	No	6/9/2022 7:40 PM
112	Apathy	6/9/2022 7:35 PM
113	No machines please Paper only One day only Voter ID required to vote	6/9/2022 6:44 PM
114	No	6/9/2022 6:08 PM
115	No	6/9/2022 5:16 PM

Charter Commission Feedback Survey

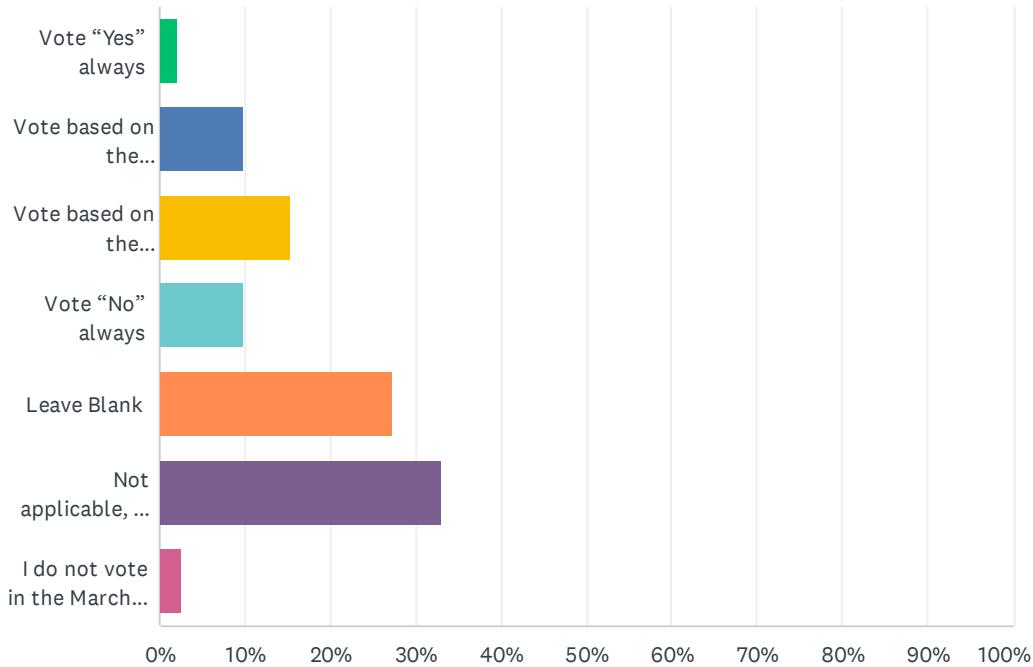
116	Make it easier to find a translation of the ballot into layman's terms. So what the regulation was and what changes are being made. I always vote but occasionally skip a question for fear of voting against my own wishes.	6/9/2022 5:12 PM
117	Schedule conflicts, having to work late makes getting to the polls a challenge.	6/9/2022 5:11 PM
118	Candidates with money are allowed to inundate public spaces with their signs	6/9/2022 5:01 PM
119	Too many warrant articles! Not in clear language	6/9/2022 4:52 PM
120	No	6/9/2022 4:48 PM
121	No	6/9/2022 4:24 PM
122	None	6/9/2022 3:56 PM
123	A voting primer is helpful. I've seen one before, but not every time. Also, perhaps a candidate profile with key portions of their agenda.	6/9/2022 3:34 PM
124	This year the absentee ballots were not available 2 weeks before the election and didn't make it to my travel destination in time to cast my ballot. I was disenfranchised and not happy about that.	6/9/2022 3:31 PM
125	Would like to learn more about the candidates in each election in order to make an informed decision. If unfamiliar with a warrant article, I research and learn as much as possible. Will only leave blank if I feel I don't know enough to make an informed decision.	6/9/2022 3:24 PM
126	Voting in March for something we start spending in January	6/9/2022 2:58 PM
127	no barriers	6/9/2022 2:39 PM
128	I think that March voting is a barrier for the majority of registered voters in Salem. Despite regular voting, my biggest concern isn't my participation - it's everyone else's! I think having only 10-12 percent of voters for local elections is a serious long-term issue. And Deliberative session attendance hovers around 100 people - in a community of 30,000. People often talk about our form of government being the most accessible, the most likely to allow your voice to be heard. In principal, I agree but, there's a clearly a disconnect with the vast majority of voters and residents. What does this leave us with? A minority of politically active, informed, and motivated voters who set the direction for the whole town. A minority group, that includes me BTW, that may not be motivated to change anything related to how the town functions because it would mean the possible loss of influence or power. In the end, moving election is a topic I'm very interested in seeing discussed. Perhaps we move to May, and with that move, change our fiscal year to match the school district? Perhaps we choose a form of Government that will allow us to vote in November (a time period that even the most disengaged voters associated with elections)? Whatever direction we go with this Commission, working to expand voter participation in local elections has to be a priority.	6/9/2022 2:39 PM
129	No	6/9/2022 2:34 PM
130	Most folks are just lazy I suppose until they look around see something they object to or see their tax bill - but then it's too late.	6/9/2022 2:32 PM
131	spring time voting would allow for better turn out for those who are effected by weather	6/9/2022 2:15 PM
132	Going to polling location requires a vehicle due to insufficient public infrastructure . The polling hours are insufficient for the working class.	6/9/2022 2:03 PM
133	Not for me, but, there needs to be more 'advertising' of the ballot questions and candidates. There is a lot now, but I think the town needs to send mailers out to every address in town. Registered voters should have some awareness, it's the unregistered eligible voters that need to be brought on board.	6/9/2022 1:56 PM
134	none	6/9/2022 1:55 PM
135	Seems voting decisions don't matter because they get overturned at the meetings due to loopholes	6/9/2022 1:52 PM
136	I don't know the date. Sending out reminders would be nice	6/9/2022 1:41 PM
137	ID should be required, I have personally seen people who no longer live in Salem vote in	6/9/2022 1:39 PM

Charter Commission Feedback Survey

	Salem	
138	No	6/9/2022 1:35 PM
139	None whatsoever	6/9/2022 1:14 PM
140	I feel that most people are getting their information via social media rather than through other channels, and so the loudest voices often prevail. There's no clear breakdown anywhere outlining major positions in key areas. Also, the ballot language and how questions are presented are often confusing and it's not really clear what a 'for' or 'against' often means and shorthand is always always used when referring to these questions.	6/9/2022 1:13 PM
141	I never received ballots to vote or information about the election	6/9/2022 10:38 AM
142	Lack of candidates	6/9/2022 8:41 AM
143	No	6/9/2022 8:29 AM
144	A lot of Salem residents commute to work in Massachusetts. Sometimes polls simply aren't open long enough to vote before or after work.	6/9/2022 7:40 AM
145	Busy-ness of my personal schedule. Pres elections get so much press it's hard to forget compared to local issues	6/9/2022 7:17 AM
146	time/day of the week - Being open until 8p could make a big difference for some people. PS. I work votes days, so I understand the difficulty employing people to work, but still feel strongly about this.	6/9/2022 4:56 AM
147	voters need more accessible forms of education surrounding our government, elections, and ballot questions. Simplified language & more accessible ways of viewing information	6/8/2022 10:20 PM
148	Parking situation at Salem Senior Center and the venue itself. It was a much better experience at Lancaster School	6/8/2022 10:02 PM
149	The elections are not advertised enough. Everyone knows the November election. Hardly anyone knows the march election.	6/8/2022 8:55 PM

Q6 If you do vote in local elections, and you come to a warrant article you do not understand, do you:

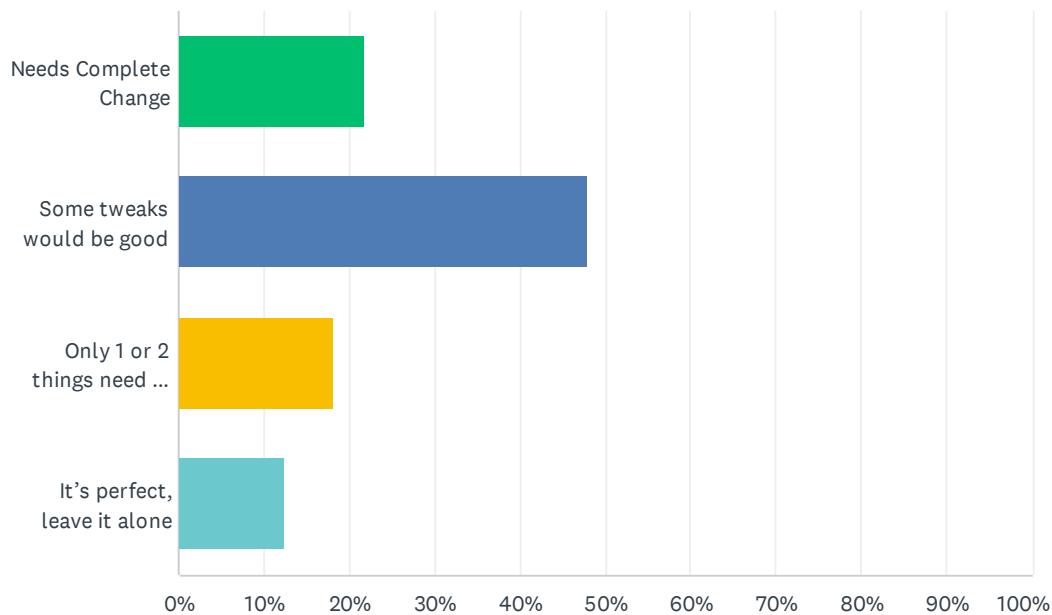
Answered: 434 Skipped: 307



ANSWER CHOICES	RESPONSES	
Vote "Yes" always	2.07%	9
Vote based on the recommendation of the Selectmen	9.91%	43
Vote based on the recommendation of the Budget Committee	15.44%	67
Vote "No" always	9.91%	43
Leave Blank	27.19%	118
Not applicable, I am familiar with all the issues on the ballot.	32.95%	143
I do not vote in the March elections	2.53%	11
TOTAL	434	

Q7 What do you think of the current form of government?

Answered: 432 Skipped: 309



ANSWER CHOICES	RESPONSES
Needs Complete Change	21.76%
Some tweaks would be good	47.92%
Only 1 or 2 things need to change	18.06%
It's perfect, leave it alone	12.27%
TOTAL	432

Q8 What is your greatest concern about potentially changing the town's system of government:

Answered: 280 Skipped: 461

#	RESPONSES	DATE
1	Having the school district effected by this change. The school board works well where i find the BOS to be dysfunctional and the town manager to be lacking the skills to be in the position.	6/19/2022 7:54 PM
2	The unknown. That's what I'm supposing this group will make me be aware if. I don't know what I don't know.	6/19/2022 6:54 PM
3	Big government, more taxes, less of a voice	6/19/2022 4:29 PM
4	Don't want it to be a city government .	6/19/2022 3:03 PM
5	Confusion	6/19/2022 12:28 PM
6	No concern. JUST GET IT DONE.	6/19/2022 8:00 AM
7	Do not want a city form of government. Public input to influence decisions effectively removed.	6/18/2022 10:15 PM
8	Voters don't understand what they are voting for ... or against. I heard a LOT of confusion by speakers the other night.	6/18/2022 4:41 PM
9	I have lived under this present form of government all my life witnessed Salem grow from a wonderful farming community to our presend thriving metropolis. "If it isn't broke don't fix it."	6/18/2022 4:05 PM
10	Checks and balances needed for accountability	6/18/2022 4:02 PM
11	The process will be confusing to many.	6/18/2022 2:46 PM
12	Not knowledgeable about the pros/cons of government change	6/18/2022 1:45 PM
13	Do not want city government.	6/18/2022 1:19 PM
14	Spending and construction and property taxes	6/18/2022 9:06 AM
15	Political partisanship/divisiveness and gerrymandering	6/18/2022 7:37 AM
16	Concentration of power to a few people	6/17/2022 8:25 PM
17	Losing Salem's "town" identity	6/17/2022 8:13 PM
18	No city	6/17/2022 7:43 PM
19	Just being sure it's communicated properly	6/17/2022 6:50 PM
20	Expense to taxpayers	6/17/2022 6:12 PM
21	Changing present government will not improve low voter participation.	6/17/2022 5:27 PM
22	Chance to correct issues	6/17/2022 3:23 PM
23	No concerns	6/17/2022 1:37 PM
24	That I would be LESS INFORMED than I am now. That I not bother voting in future local elections. Deliberations and decisions made by a city government would be less transparent.	6/17/2022 1:33 PM
25	Different people to run for variety.	6/17/2022 1:01 PM
26	fraud and lobbying to friends favors dictatorship	6/17/2022 10:25 AM
27	selectmen/charter Either one need term limits.	6/17/2022 8:02 AM
28	None	6/16/2022 9:19 PM

Charter Commission Feedback Survey

29	Becoming a city charter commission.	6/16/2022 7:47 PM
30	That it might further decouple itself from the will of the people, both collectively and individually.	6/16/2022 7:27 PM
31	None, I love change.	6/16/2022 6:23 PM
32	- Biggest concern is leaving residents with less of a voice/ vote in decisions. - Very few elected officials from town, to state representatives and senate have knocked on my door, asked my opinion or concerns or asked for my vote and yet they all claim to speak for the residents. Changing the form of government will not necessarily change that.	6/16/2022 1:18 PM
33	Disruptions and unintended consequences	6/16/2022 1:03 PM
34	Being infiltrated with recently arriving new residents who want to change NH to a MA politically corrupt type government because Salem is close to the MA border. I also believe that there are generally three (3) reasons people run for political offices. 1. Political - resume and stepping stone personal reasons, 2. Financial - use the elected position to further their own financial agenda(s) or for certain personal reasons or friends, 3. Personal - personal agenda, have an axe to grind on particular issue or revenge. I think there may be a 4th type candidate, someone who does not have a political, financial or personal reason and is willing to risk not being re-elected to "do the right thing." I do think by increasing the number from 5 to 7 decreases some of the past and current/past shenanigans of giving the TM a contract renew well before the appropriate time and this was a coup. and please keep out of office.... I understand that by increasing the number to 7 might allow these snakes to remain or be re-elected into office again. More importantly, why have all the persons holding office allowed the west side of Salem to remain without adequate fire and medical response times? The answer is, they don't view the west side a priority, most elected officials live on the east side which has three (3) Fire stations, and why have they allowed the collect impact fees from the west side to go 100% to the Fire stations on the east side! Maybe there should be refunds of public safety impact fees collected to the west side residents who were forced to pay the impact fees, this is a misappropriation of the intended use of collected the impact fees - at least from the residents concerning Fire and medical responses.	6/16/2022 12:25 PM
35	The only reason I can think of, that this charter was setup for, is to change the system to take the power of the voters away from us and put it in the hands of a few people. There is no reason to change it, its been working. Unfortunately the voters are un-informed on what I feel is a small group of people trying to change the current system because they think they know better.	6/16/2022 9:42 AM
36	the citizens' wishes will not be heard or considered	6/16/2022 6:18 AM
37	Corruption	6/16/2022 6:02 AM
38	Power Grabs like our Neighbors to the South	6/16/2022 5:23 AM
39	I am concerned that there will be an effort to change our community's form of government, to try to move us closer to becoming a city. I believe that the system of governance should remain with a select board, but expanding it to as many as nine members, to improve representation and reduce the power and influence held by a few. If an expansion of the board cannot be done while retaining the current system of balance that is voter control of the town's budget, warrant articles, and land use code, then I would be in favor of keeping the current system in place.	6/15/2022 10:19 PM
40	Not having a voice.	6/15/2022 9:42 PM
41	Home taxes	6/15/2022 9:12 PM
42	Bos don't really seem to be concerned what the voters want. Limits our ability to get things done m. Taxes are too high and doing the same thing year after year does not make it better. Would like options for change and accountability. The Bos have their own agenda.	6/15/2022 9:08 PM
43	The town becoming very fractured and divided. Loss of unity	6/15/2022 8:19 PM
44	Confusion and lack of acceptance by many citizens unless there is an in-depth education effort to explain what the change means and why.	6/15/2022 8:19 PM
45	Potential impact to voting. Keep state representatives 'at largr'.	6/15/2022 6:58 PM
46	Too many politicians get afraid not to follow the fad of the moment, and would pass things with	6/15/2022 6:05 PM

Charter Commission Feedback Survey

too little input from the citizens who might know more about it and must pay for it. Fads in other states over the years: "Convert schools' heating to solar energy" "empty the jails" "Defund the police" "Add MBTE to gasoline again" "no right turn on red"

47	Having less of a voice. Small local government works for the people. When you expand government, corruption is imminent and those in power ignore the will of the people they work for.	6/15/2022 4:30 PM
48	New people moving into Tuscan Village changing the demographics of the town. The center-right policies we have now are what appeal to me.	6/15/2022 3:17 PM
49	I vehemently oppose changing our town's system of government.	6/15/2022 2:58 PM
50	Nothing. Form of government needs to change	6/15/2022 1:26 PM
51	Nothing. Our board of selectmen are mostly a joke and the Town manager is has done a horrible job.	6/15/2022 12:56 PM
52	The "city" of Salem has outgrown its current form of government. It was fine in the 40', 50's, and 60's but is outdated in today's world	6/15/2022 10:46 AM
53	less control by the citizens of the town.	6/15/2022 10:40 AM
54	Higher taxes	6/15/2022 10:30 AM
55	cost of taxes will increase, corruption will increase, less input from the people of the town.	6/15/2022 10:03 AM
56	I do not want to live in a city!! It's a totally different flavor and "things" happen in a city that don't in a town	6/15/2022 9:53 AM
57	Depends on the taxes being raise	6/15/2022 9:02 AM
58	All power going to a mayor and not being able to vote and have my voice heard.	6/15/2022 6:34 AM
59	I don't think the residents power should be taken away.	6/15/2022 4:41 AM
60	Taxes	6/14/2022 10:19 PM
61	More elites pushing their agenda over what we want, selectmen are bad enough when it come to rasing taxes	6/14/2022 9:17 PM
62	One party rule, keep it a town	6/14/2022 8:47 PM
63	No concerns. We need to change.	6/14/2022 8:43 PM
64	Too much control by too few individuals not balanced to the actual desires of the resident and potential for severe corruption as well as less say in budget (ultimately my taxes)	6/14/2022 8:42 PM
65	Too much power in too few hands; less control by the people of the town	6/14/2022 8:42 PM
66	Eliminating electronic voting that no one in Salem or the state of NH trust in any way, shape or form.	6/14/2022 7:17 PM
67	Government over-reach like when Nashua issued their own mask mandate.	6/14/2022 6:44 PM
68	Lack of communication of pros and cons of it changing. Only a small group are fully informed as the total population is not being contacted	6/14/2022 6:06 PM
69	Having less rights when it comes to voting on issues.	6/14/2022 5:59 PM
70	Turning into a city would be bad for Salem	6/14/2022 4:59 PM
71	I just wouldn't want a further divide of representation	6/14/2022 4:28 PM
72	having lived in a different city in NH and having worked for the city government, i know that changing the system of government does not make the problems go away it merely changes how they are expressed. there will be just as many people unhappy with a change and how things are run after the fact as there are with the current process. the power today is in the peoples hand to be as involved as they wish. that will go away if we change to the city governement.	6/14/2022 4:07 PM
73	Property Taxes. School System "uncontrolled" spending.	6/14/2022 3:54 PM

Charter Commission Feedback Survey

74	That the controlling body becomes to big. Voters not having a say during budget process.	6/14/2022 3:50 PM
75	Cost	6/14/2022 3:44 PM
76	If Salem becomes a city the residents will have no say over how tax money is spent.	6/14/2022 3:43 PM
77	A larger select board/council	6/14/2022 3:32 PM
78	Concerned about having too much corruption with a mayor and city council. As well as turning us into wards	6/14/2022 2:18 PM
79	I don't want to see our town become a city or be governed by a power hungry few with agendas. As it is Tuscan Village is way, way, way out of control. We have ordinances against high rises and allowing the tall buildings there was never approved by the people. Also, the new gigantic electric poles and the large electric service at Tuscan are all eyesores and ruin the look of our main street. Obviously someone already has too much power.	6/14/2022 2:13 PM
80	Decisions that currently are in the hands of residents will no longer be.	6/14/2022 2:12 PM
81	I continue to want to vote for what I feel is right for our town, not rely on a mayor with a committee	6/14/2022 1:49 PM
82	Don't fix what isn't broken	6/14/2022 12:44 PM
83	The people will lose their voice completely. Officials must do a better job on engaging residents. More community events that are announced to everyone. If people felt more a part of this town then more people would engage in town decisions.	6/14/2022 12:30 PM
84	That it will be done to benefit the political parties rather than the citizens of Salem. We need more "states persons" and fewer politicians!	6/14/2022 12:30 PM
85	Additional bureaucracy, complexity and costs, reduction in the voice of the people within the town	6/14/2022 12:27 PM
86	No concerns. I lived in a city years ago with a mayor and alderman so familiar with other types of government.	6/14/2022 12:15 PM
87	Don't want a few making decisions for the many/ We all need a voice. Do not centralize too much power in a few.	6/14/2022 11:50 AM
88	Decision making being moved further from the residents	6/14/2022 11:35 AM
89	Loss of resident control / input	6/14/2022 11:21 AM
90	That the whole process gets politicized and doesn't address the real reason the committee was formed.	6/14/2022 10:55 AM
91	I worry making Salem a city would change the town culture and discourage families from living here. I do not think Salem should have a casino.	6/14/2022 10:50 AM
92	I believe, in some respect, that the people looking for radical change in form of government have an agenda for centralized (no public input) form of government I also believe that the specialized knowledge/experience found in budget committee/planning and zoning committees/and similar cannot easily be translated to a small group of people in a Town Council -- This Will Not Work!!	6/14/2022 10:49 AM
93	more bureaucracy and inefficiency.	6/14/2022 10:37 AM
94	Truly feel Town Representative Form would enlighten voters and bring forth future leadership. However appears this is no longer an option.	6/14/2022 10:00 AM
95	Increased taxes Wasteful spending,	6/14/2022 9:58 AM
96	Higher Taxes	6/14/2022 9:55 AM
97	Bigger operations Taxes	6/14/2022 9:54 AM
98	Becomes too political	6/14/2022 9:41 AM
99	That special interests will tend to dominate low turnout town elections.	6/14/2022 9:32 AM
100	I would not want to remove the opportunity for citizens to have a direct vote on budgetary and	6/14/2022 9:21 AM

Charter Commission Feedback Survey

zoning issues by moving to a city form of government.

101	Community input. Salem has a long history of the residents giving their opinion and asking questions. This should not change.	6/14/2022 9:21 AM
102	Higher taxes and less control by residents.	6/14/2022 9:20 AM
103	I'm not informed enough to make a comment.	6/14/2022 7:29 AM
104	The removal of the residents from voting on specific project that will increase taxes.	6/14/2022 6:50 AM
105	None. its long overdue.	6/13/2022 11:38 PM
106	Budget committee needs to be pulled in to do their jobs	6/13/2022 10:02 PM
107	Cannot give an informed answer for question 7 because I do not have enough information. Question 8: My concern is that the residential taxpayers will wind up footing more of the town and school tax liability.	6/13/2022 6:45 PM
108	It will be worse than what we have now.	6/13/2022 5:05 PM
109	Unfortunately nothing beats the town meeting style type of government	6/13/2022 5:02 PM
110	From the current system to what? What is being proposed? You may want to be very specific and make sure all citizens know what is being proposed!	6/13/2022 3:42 PM
111	It might become more confusing for people and actually illicit less participation than already occurs.	6/13/2022 2:29 PM
112	corruption and lack of control	6/13/2022 1:49 PM
113	The upheaval it may cause in adjusting to the new system as opposed to more gradual changes.	6/13/2022 1:25 PM
114	Getting any worse	6/13/2022 11:52 AM
115	Loss of citizens having a strong say in local issues! Big Government is not good for the people on any level!	6/13/2022 11:45 AM
116	Representing all voters throughout Salem	6/13/2022 11:20 AM
117	Less representation. Loss of people's voice.	6/13/2022 10:39 AM
118	Never become a city	6/13/2022 10:21 AM
119	Corruption. I don't want to become the next Lawrence or Methuen.	6/12/2022 10:45 PM
120	Any changes need to improve voter access to government officials, elected and hired and appointed. Leave approval to voters.	6/12/2022 8:42 PM
121	Eliminating the town option is a bad idea. The town people have more say than if we have a mayor!	6/12/2022 7:21 PM
122	Not informed enough to give an answer	6/12/2022 6:46 PM
123	Needs to be what Salem wants	6/12/2022 6:09 PM
124	No great concerns	6/12/2022 5:01 PM
125	Losing my right to vote as a residence.	6/12/2022 4:57 PM
126	Unforseen blind spots and slowing down progress.	6/12/2022 11:53 AM
127	Residents not being able to control what is happening within the town and some boards not being forth coming with needed information regarding articles.	6/12/2022 9:58 AM
128	I do not approve of wards.	6/12/2022 9:34 AM
129	no concerns	6/12/2022 8:21 AM
130	We do not need to become a city!	6/11/2022 10:57 PM
131	Over politization and loss of independence/constituent representation.	6/11/2022 10:29 PM

Charter Commission Feedback Survey

132	I recommend a city form of government for Salem	6/11/2022 9:10 PM
133	Not having as much say in things	6/11/2022 9:09 PM
134	No say in decision	6/11/2022 7:46 PM
135	More corruption	6/11/2022 6:52 PM
136	Change for political advantage of on party.	6/11/2022 6:03 PM
137	Giving too much power to 1 person.	6/11/2022 4:46 PM
138	won't be transparent	6/11/2022 2:43 PM
139	I am open to any ideas. Salem is a growing community. We need to adapt if needed	6/11/2022 1:32 PM
140	Keep Salem a town	6/11/2022 10:03 AM
141	Appointed due to nepotism/favoritism vice elected positions may lead to ineffective and unqualified employees in positions of "power"	6/11/2022 9:51 AM
142	There have been too many decisions that are in favor of expanding Salem business population (Tuscan Village) that destroy our small town. The influx of traffic is absolutely ridiculous. How did that happen? The investors will get rich and we the townspeople suffer.	6/11/2022 9:11 AM
143	Gun violence	6/11/2022 9:02 AM
144	To put the power in the peoples hands who have the most money and can win flashy elections. I still prefer that the voters get a say.	6/11/2022 7:27 AM
145	Lack of direct will of the people voting. I do not want to trust elected representatives to vote according to my individual wants.	6/11/2022 7:17 AM
146	potential parting of the ways between administration and operation.	6/11/2022 7:07 AM
147	I have almost no idea what is happening.	6/11/2022 6:12 AM
148	An elected official(s) making the sole decisions on how to spend my tax dollars. when they don't represent my interests. Public needs to vote for large spending projects where a 60% majority should be needed to pass.	6/11/2022 12:57 AM
149	Further entrenching the "good ole' boys" system.	6/10/2022 11:42 PM
150	My concerns are the town form of government has left us with the wrong people in charge either by appointment or poor voting. I want the town manager position eliminated or to become a ballot choice and no longer appointed.	6/10/2022 11:29 PM
151	My greatest concern is that the town's system of government will go unchanged	6/10/2022 11:20 PM
152	Lack of representation for the average citizen.	6/10/2022 10:30 PM
153	I like the town feel	6/10/2022 7:56 PM
154	The agenda of certain players does not appear to be in the best interest of the citizens.	6/10/2022 7:32 PM
155	Same people run for office and get elected.	6/10/2022 6:17 PM
156	Losing control over what I want to vote for, taking the power out of the hands of the people	6/10/2022 5:48 PM
157	Term limit	6/10/2022 5:29 PM
158	Re-inventing the wheel: we need to look at neighboring towns who have evolved in the manner that Salem has and who have successfully managed to grow their systems of government... learn from our neighbors.	6/10/2022 5:00 PM
159	I'm looking forward to a form of government that finally listens to the people .	6/10/2022 4:20 PM
160	Keeping it about what is best for the residents of Salem	6/10/2022 3:43 PM
161	unintended outcome of higher taxes push residents above the SALT federal limit of 10K	6/10/2022 1:10 PM
162	No concern. There needs to be a change in the power structure.	6/10/2022 12:40 PM
163	Becoming Lawrence.....	6/10/2022 12:33 PM

Charter Commission Feedback Survey

164	I'm not concerned. Deliberative session is not effective.	6/10/2022 12:33 PM
165	My greatest concern is that our current form of government is unequipped and incapable of handling the current size of our town and its expansion. Salem is a city that pretends its a rural farm town.	6/10/2022 12:19 PM
166	Property taxes being raised even higher.	6/10/2022 12:17 PM
167	Tax and spending.	6/10/2022 11:59 AM
168	Would not like a city/Mayor status.	6/10/2022 11:55 AM
169	I like it being a Town!	6/10/2022 11:10 AM
170	the Town Manager and BOS are not transparent - seems like a lot of bait and switch going on (original site plan modifications that add significant burden to town infrastructure) - not taking resource management seriously (impact of apartments and building on water supply)	6/10/2022 10:23 AM
171	Redistricting in favor of 1 party over another. Wrong people in Salem & Concord making decisions for everyone with no thought to what people want. Their very self-serving...	6/10/2022 10:14 AM
172	Funding from the state would suffer	6/10/2022 9:57 AM
173	That the same hacks run for the new positions	6/10/2022 9:48 AM
174	I don't have concerns. I do have concerns about my outrageous tax bill	6/10/2022 9:32 AM
175	I come from a town in a neighboring state who runs a government much like what you're looking to transition into. I find that there's always a learning curve for residents and I also know that we will all learn over time, but change is probably going to see a lot of opposition. I rather enjoy your current government and that there are more people making decisions.	6/10/2022 9:22 AM
176	Democracy	6/10/2022 9:15 AM
177	Prefer Town Council form of government with members at 7-9 seats. Obtaining enough members may be a problem, whether at-large, ward, or mix. Also, some people are strongly in favor of the deliberative session (or advocate for decisions left to the voters), but very few show up to voice concerns or we risk disruption from 'free-staters'. Determining why the deliberative session is 'lightly attended' (i.e. change the day, make it easier for people to voice their concerns without being chastised) should be paramount, if Salem continues to leave decisions to the voters. Otherwise, give local government the power to make the decisions (terminate SB2). In summary, the Town Meeting/TM form of government is not in lock-step with the growth of Salem, and a change of government needs to take into account the growth of town and balance of decisions/outcomes between voters and legislatures on ballot items. TY	6/10/2022 9:09 AM
178	I see the benefits of a mayoral form of government for Salem but I am concerned about expanding control of a top down government where voters are becoming less informed about the issues	6/10/2022 8:55 AM
179	N/A	6/10/2022 8:44 AM
180	The same people will be not allow it to happen.	6/10/2022 8:28 AM
181	WHY CHANGE IT??? IT WORKS JUST FINE.	6/10/2022 8:11 AM
182	Loss of control in financial decisions which are directly related to out tax rates.	6/10/2022 8:07 AM
183	Leave salem a "town" but add more selectmen.	6/10/2022 7:55 AM
184	A city form of government will increase our costs and allow more decisions to be made by elected officials and less control to the people. The highest crime rates in surrounding communities and throughout the state are all in cities.	6/10/2022 7:46 AM
185	The same two corrupt long-term selectmen that are on the board now will possibly get even more power and screw the people of Salem even more than they already have with their puppet town manager	6/10/2022 7:45 AM
186	We need a new town manager	6/10/2022 7:38 AM
187	Additional increase in population on top of Tuscan village influx. Which in turn always raises	6/10/2022 7:31 AM

Charter Commission Feedback Survey

taxes.

188	Tax tares constantly going up and with all the new residents it should be going down. Poor and greedy execution in thw town. Additionally traffic is overwhelming and construction on 28 is also poorly executed and taking way to long...they built the entire village where it is today before thw intersection of 97 & 28 has completed....completely dissatisfied with the towns officials and thw way iys been handled with my tax funding.	6/10/2022 7:29 AM
189	Taking control away from the people, more opportunity for serving only particular interests	6/10/2022 7:15 AM
190	No concern our current system is old and needs to be changed.	6/10/2022 7:01 AM
191	Are there checks and balances? Are people being held accountable for decisions made?	6/10/2022 6:35 AM
192	Accidentally or purposefully wrecking the town	6/10/2022 6:04 AM
193	The existing town government has been friendly to projects such as Tuscan Village. I may not live near the district, but I really like that project and what it proposes to be. I hope that whatever changes are made, the ZBA and Planning board remain generally stable. I would hate to see the project either stopped or allowed to just turn in stip malls and thus never develop that downtown village feel.	6/10/2022 1:03 AM
194	We are getting to be a big town, we should look into becoming a city. Need people who are younger to step up.	6/10/2022 12:57 AM
195	It needs to be more accessible to younger residents. Something as simple as town trash pickup can't get passed cause only the outgoing older residents are voting and are to price focused.	6/9/2022 11:32 PM
196	Transparency. I don't trust politicians.	6/9/2022 11:20 PM
197	Don't know enough to advise, but I dislike that trash has gotten so expensive.	6/9/2022 11:00 PM
198	No concern at all. Any change would be better than the current state of affairs.	6/9/2022 10:20 PM
199	The people lose power without a town meeting form of government	6/9/2022 10:04 PM
200	People who run will only work for the district they represent not all of the residents of the town	6/9/2022 10:02 PM
201	1) Higher taxes 2) More bureaucracy 3) Less of our beloved "Live Free or Die"	6/9/2022 8:30 PM
202	Present system mostly works. We must be careful that we do not institute something worse.	6/9/2022 8:22 PM
203	Make things worse	6/9/2022 8:20 PM
204	I would keep it the way it is for now but revisit every 5 years	6/9/2022 8:01 PM
205	Residents too comfortable with current system and afraid to make changes	6/9/2022 7:57 PM
206	How the Town will plan and manage the transition from one form to another	6/9/2022 7:40 PM
207	NO CITY! If we wanted to live in a city we would have moved to one.	6/9/2022 7:35 PM
208	It won't help corruption in the school board, they will keep patting themselves on the back and letting administration choose half the kids to educate.	6/9/2022 7:28 PM
209	I don't know enough	6/9/2022 7:13 PM
210	Taxes	6/9/2022 6:44 PM
211	If it's done right, no problem. However, it will not work if only current candidates run for office. Also, Salem should be broken down into wards with representation in each ward. Then constituents would know whom to go to with a problem; no need to "personally know" a representative.	6/9/2022 6:41 PM
212	Unsure	6/9/2022 6:41 PM
213	No concern - as Salem grows this is long overdue to review and consider	6/9/2022 6:08 PM
214	Putting a single person in charge that could possibly be more stupid then chris Dillon and all the money he has cost the town in lawsuits.	6/9/2022 5:58 PM
215	Less power for voters who do want to be involved. (Yes, I know we are the minority.)	6/9/2022 5:32 PM

Charter Commission Feedback Survey

216	Voter participation	6/9/2022 5:16 PM
217	Salem population is large enough for city Government with elected Mayor and alder people who are full time paid employees	6/9/2022 5:14 PM
218	I do not want a mayor to take over and create a city-type government.	6/9/2022 5:12 PM
219	Unintended consequences	6/9/2022 5:11 PM
220	It will change for the worse and the same people that are voting for dangerous laws will be given more power.	6/9/2022 5:01 PM
221	See 10 below	6/9/2022 5:01 PM
222	Higher taxes and representation being geared to Tuscan Village over the rest of Salem.	6/9/2022 4:35 PM
223	None	6/9/2022 4:24 PM
224	How long someone serves on the same board need term limits	6/9/2022 4:10 PM
225	There will be a disconnect between representatives and the people they represent.	6/9/2022 4:04 PM
226	Corruption	6/9/2022 3:56 PM
227	Question 6 should be multiple choice, I refer to both the selectmen and budget committee for their views since they've had time to dive into the issues. Question 7 should be open-ended. Current the town is represented by 80 people who show up to town meeting. The fact that 19% of the voters even showed up to elect reps to this committee tells me people just want services to be delivered without having to take the energies to be actively involved in running the town. And in terms of representatives, often the people being elected are in total opposition to the majority (the Rock and gambling is a classic example) telling me that many people don't bother to really pay attention, they think showing up uninformed on voting day is good enough.	6/9/2022 3:31 PM
228	I picked Salem because of the small town government.	6/9/2022 3:27 PM
229	Staying with old way of thinking	6/9/2022 3:24 PM
230	Little to no restriction on development the town, leading to property prices rising and becoming an unaffordable community for those that have been here longest. Also, a small group of people having too much influence over the tax rate without the residents' ability to decide or stop them.	6/9/2022 3:24 PM
231	To much Centralization of power and corruption.	6/9/2022 3:11 PM
232	Size of the population	6/9/2022 3:03 PM
233	no concerns about updating form of government ,will be some hiccups but will be smoothed out over a short period of time.	6/9/2022 2:39 PM
234	System shock. In the end, I think other forms of Government will serve most people just as well as the current form. I think the scariest thing will be the idea of change - in any form - and the readiness of some people to use that as a scapegoat for anything that displeases them. Otherwise, I find the whole Commission process and the discussion about other forms of government, exciting.	6/9/2022 2:39 PM
235	Thats things could get worse	6/9/2022 2:34 PM
236	I like the town manager type of government. We don't need "political contests" for most town offices.	6/9/2022 2:32 PM
237	Less visibility on issues.	6/9/2022 2:24 PM
238	That we don't have sufficient checks and balances. "Power corrupts. Absolute power corrupts absolutely" Lord Acton. For instance, anything such a contract or expenditure for multiple years should require a supermajority. Any non exigency should be subject to review. Also everything should be clear and on plain English e.g. avoid esoteric terms and acronyms in public discussions unless they are explained. In short, all cards should be on the table face up.	6/9/2022 2:24 PM
239	Town is looking to be a City. People that run the town have been in their positions way toooooo long and we need fresh ideas. Town needs modernization in the town hall and get rid of the	6/9/2022 2:19 PM

Charter Commission Feedback Survey

voting machines!!!

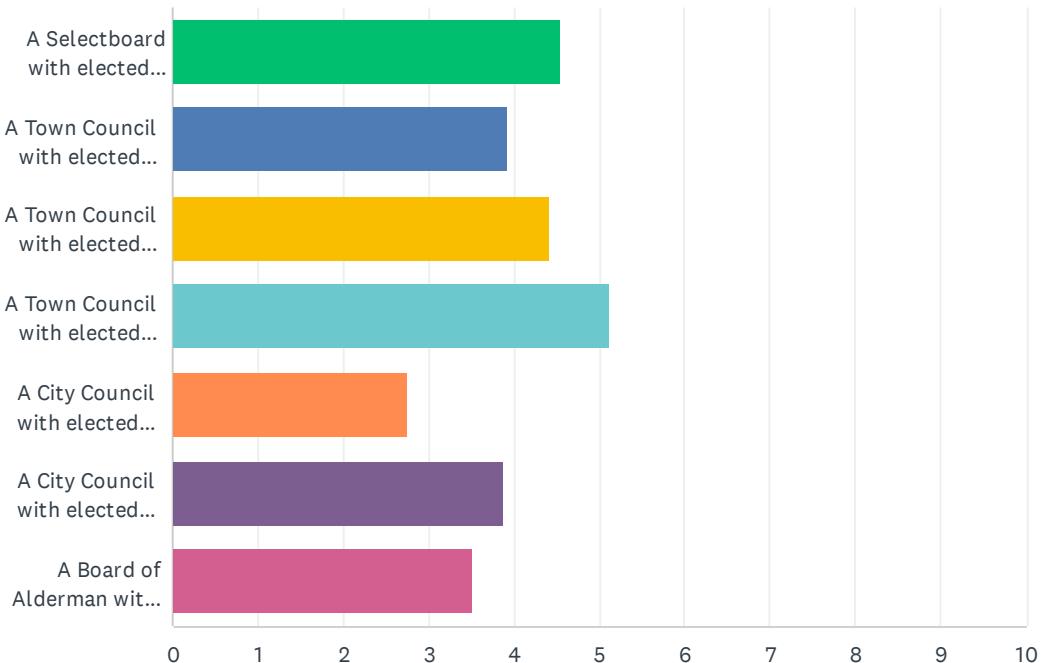
240	I feel some meetings are not public and things get done behind our backs.	6/9/2022 2:19 PM
241	I don't want one person at the top making decisions	6/9/2022 2:19 PM
242	that there will be too much concentrated power. There NEEDS to be better oversight and accountability	6/9/2022 2:15 PM
243	The efficiency of departments.	6/9/2022 2:14 PM
244	Lack of number of people in "power" to make changes	6/9/2022 2:12 PM
245	I love that we live in a town and not a city. Like the government the way it is.	6/9/2022 2:08 PM
246	the concern is the lack of growth and progress for people. Current structure creates control by special interest groups whom do not prioritize working class families. The current structure is does not allow candidates whom as associate outside of these characteristics: retired, reliant on passive income, or own a business. Salem is being left behind as a border town before other excelling NH communities.	6/9/2022 2:03 PM
247	with the failing health of planet earth more focus is needed on this subject and less on development	6/9/2022 2:01 PM
248	Right now, with the public meetings, there is a level of transparency. I think right now there are too many 'non-public' meetings. At the very least every meeting should be audio recorded and a complete and unredacted transcript should be made available. If we go to a mayor, first I think that the process would take years. A mayor gets too much power with little oversight. I also think that by changing to a city, many of the 'volunteer' boards would become need to become employees with salaries. An expense that the town doesn't need.	6/9/2022 1:56 PM
249	bigger budgets	6/9/2022 1:55 PM
250	None We're getting too large to give decisions to selectmen who have their own agenda Same with planning board and other boards Our votes don't matter	6/9/2022 1:52 PM
251	Raising taxes	6/9/2022 1:41 PM
252	Town manager must go and should be voted on by taxpayers the lies must stop	6/9/2022 1:39 PM
253	Higher taxes.	6/9/2022 1:35 PM
254	We need to be a city	6/9/2022 1:34 PM
255	being mayor.	6/9/2022 1:31 PM
256	Lose control and corruption	6/9/2022 1:27 PM
257	I believe there should be term limits on all offices.	6/9/2022 1:16 PM
258	We need not to make it a party politicized form of government- there is too much of that already. We may need to have more selectpersons, or council members, who can represent fewer embedded interests and focus more on the townspeople. No more "inside baseball"!	6/9/2022 1:14 PM
259	We're running things like a small town but we're quickly becoming a small city. We need to scale up because things take too long to get approved or the same old people stall the process year after year.	6/9/2022 1:13 PM
260	Understanding impact, still want that town feel	6/9/2022 1:07 PM
261	Town moderator needs to be elected	6/9/2022 1:06 PM
262	its final and we don't get to change it...	6/9/2022 1:05 PM
263	I worry we will lose control of our schools to one person like a mayor who may not be looking out for the town's interests. There are too many in government with personal agendas rather than going with the consensus of the town.	6/9/2022 12:51 PM
264	That it could get more political then it is.	6/9/2022 11:08 AM
265	That it would be efficient and responsible to the people.	6/9/2022 10:07 AM
266	Not enough people being informed about the change, then bitching about the results!	6/9/2022 8:41 AM

Charter Commission Feedback Survey

267	Property taxes, potential for more corruption in government.	6/9/2022 8:29 AM
268	CORRUPTION. Once the power is taken from the people to guide issues it will not be given back. Yeah the ballots are long when you have to vote to fill every pothole but when there's something big going on I feel like the people rally and their voice is heard.	6/9/2022 7:17 AM
269	The peoples' will will not be heard.	6/9/2022 6:13 AM
270	Deliberative sessions are poorly attended - find a way to get rid of them.	6/9/2022 4:56 AM
271	Making the wrong choice that could be very costly to taxpayers.	6/9/2022 12:10 AM
272	I want to live in a town and not a city. The town management did not care what most of the residence wanted but went ahead with his city ideas which always end up costing us more. There are never any new candidates to vote for on the ballot.	6/8/2022 10:39 PM
273	Corruption and only richest getting what serves them best	6/8/2022 10:16 PM
274	I would not want a city form of government with a mayor and board of alderman.	6/8/2022 10:02 PM
275	reducing transparency / reducing accountability	6/8/2022 9:56 PM
276	Getting enough people to approve the proposed charter.	6/8/2022 9:20 PM
277	Taxes	6/8/2022 9:00 PM
278	Breaking a system that works.	6/8/2022 8:55 PM
279	Keeping status quo	6/8/2022 8:33 PM
280	Don't know what the differences or reasons why are	6/8/2022 8:30 PM

Q9 Below you will find a list of all the options that the Charter Commission could explore for Salem's government. For more information about each of these options, please click [here](#) to look at a chart published by the New Hampshire Municipal Association which gives more detail. Make sure to scroll all the way to page two to find all the available types. Once you have explored all the options, please rank these choices from 1 to 7, with 1 being your most preferred choice and 7 being your least preferred choice.

Answered: 420 Skipped: 321



Charter Commission Feedback Survey

	1	2	3	4	5	6	7	TOTAL	SCORE
A Selectboard with elected members (maximum of 5 by law), and a ballot vote on all budget and zoning ordinances (Current System)	31.31% 124	15.40% 61	8.33% 33	10.61% 42	8.08% 32	8.08% 32	18.18% 72	396	4.54
A Town Council with elected members that approves the budget and all ordinances	7.33% 28	13.09% 50	15.18% 58	27.23% 104	12.57% 48	15.18% 58	9.42% 36	382	3.92
A Town Council with elected members, and a ballot vote to approve only the budget and bond articles.	9.40% 36	13.84% 53	33.68% 129	16.97% 65	10.44% 40	8.62% 33	7.05% 27	383	4.41
A Town Council with elected members and a ballot vote to approve the budget, bond articles and zoning amendments.	25.32% 99	27.11% 106	14.32% 56	13.81% 54	9.46% 37	6.91% 27	3.07% 12	391	5.12
A City Council with elected members and a mayor selected from within the council.	4.99% 19	6.82% 26	7.87% 30	7.61% 29	15.49% 59	25.72% 98	31.50% 120	381	2.75
A City Council with elected members and a separately elected mayor	20.26% 77	10.00% 38	8.16% 31	9.47% 36	16.84% 64	20.26% 77	15.00% 57	380	3.87
A Board of Alderman with elected members and a separately elected Mayor	7.35% 28	13.39% 51	10.50% 40	11.55% 44	24.93% 95	13.39% 51	18.90% 72	381	3.51

Q10 Could you provide some information on why you chose to rank them that way:

Answered: 226 Skipped: 515

#	RESPONSES	DATE
1	The citizens of the town need to have a voice.	6/19/2022 4:29 PM
2	Local control, residents need a voice	6/19/2022 12:28 PM
3	We are WAY too big to be a town anymore. We need to be a city and get city benefits and funding.	6/19/2022 8:00 AM
4	Ranked to ensure public has the most input.	6/18/2022 10:15 PM
5	The current government doesn't work. We outgrew this type of government a long time ago.	6/18/2022 4:41 PM
6	Only my opinion, see item 8 .	6/18/2022 4:05 PM
7	Do not want too few people having too much authority	6/18/2022 7:37 AM
8	Residents should vote to approve all articles that effect the town operations	6/17/2022 8:25 PM
9	Not sure we need a mayor at all but if we were to move in that direction it certainly should not be one selected from within a council and should be a separate vote by the people of Salem.	6/17/2022 8:13 PM
10	Too much in-fighting, and corruption in the current system.	6/17/2022 6:50 PM
11	I feel that a mayor who is selected rather than elected is not accountable to the citizens of the town. I can only imagine that a larger government would require more funds to sustain itself and that would create additional tax burden.	6/17/2022 6:12 PM
12	Keep the current system	6/17/2022 5:27 PM
13	I think the mayor or top town/city official should be elected. I am willing to delegate zoning, purchases, contracts to a council. I am willing to vote on a budget and bonds.	6/17/2022 1:33 PM
14	do not want to change our town into one group making all decisions	6/17/2022 10:25 AM
15	I want to keep the current system.	6/16/2022 7:47 PM
16	This seems to be the order that minimizes the risk of the concern in question 8 coming to fruition.	6/16/2022 7:27 PM
17	Salem just doesn't feel like a city even with it's population.	6/16/2022 6:23 PM
18	- I am not convinced that Salem's problems will be fixed with a new form of government. I thought that the Charter Commission would help us figure that out.	6/16/2022 1:18 PM
19	Because I don't trust that our Board of Selectmen act in yhe voter's best interest. Nor do I trust the Town Manager who I believe controls the selectmen.	6/16/2022 1:04 PM
20	I don't think I understand the value of each form to make an informed opionion	6/16/2022 1:03 PM
21	7 member Town Council, Town Manager, charter changes to control a Town Manager from thinking he/she has all the power.	6/16/2022 12:25 PM
22	Again, I prefer not to rank these. There is no need to change the current system other than putting power of Salem future from the people to a just a few.	6/16/2022 9:42 AM
23	economics and growth	6/16/2022 6:18 AM
24	I ranked the options based on my strong desire to keep as much of the decision making, fiscal control and control over adjustments to the land use codes in the hands of the voters/taxpayers. I also believe in maintaining a BOS or town council that is established	6/15/2022 10:19 PM

Charter Commission Feedback Survey

through at large elections, given decades of past experience working with city governments and their BMAs.

25	I dont like that the twin manager is hired by the selectman. Becomes their puppet. Job security needs to be independent of the council. Prefer elected mayor or town manager and elected council	6/15/2022 9:08 PM
26	Need a better understanding of the duties & responsibilities of governing vs legislative aspects of our town government. Easier to then match them up with the various choices listed above.	6/15/2022 8:19 PM
27	Maximize ballot votes and minimize power of politicians	6/15/2022 6:05 PM
28	Our current system allows the residents to have their voices heard. Any other system removes those voices. If this town did a better job educating and reaching out to its residents, more people would show up at the polls. You can't expect the elderly, infirm or disabled and those who have difficulty with technology to log into your system to find information. There should be mailers or flyers or even automated phone calls to alert residents to changes and items that need to be voted on.	6/15/2022 4:30 PM
29	The present system is working well in my opinion.	6/15/2022 3:17 PM
30	I will always prefer a republic over a democracy.	6/15/2022 2:58 PM
31	I do not want a city government	6/15/2022 1:27 PM
32	The town has grown well beyond the small rural community that some view it as. The type of governance we currently use is just not applicable anymore. The selectmen and town manager have proven they can not manage the growth of the community appropriately. One simple example is not upgrading our infrastructure, fire stations, police station, town hall... etc are an absolute embarrassment. If only 6,000 people vote in a town election it is not a good representation of a population of 40,000+ And with a lack of communication of what the town needs from the select board voters tend to be uneducated and rather vote no in the wake of no information	6/15/2022 1:26 PM
33	The town needs to be run like a city by people with experience planning for growth and development.	6/15/2022 12:56 PM
34	Outgrew the small town form of government	6/15/2022 10:46 AM
35	i want as much control for the citizens as possible. Less government is always best. Looking at the different towns that have different forms of government none seem to be better than Salem.	6/15/2022 10:40 AM
36	Keep as much power as possible with the people.	6/15/2022 10:30 AM
37	I do not want anything to do with a city form of government, life long resident, don't ruin our town	6/15/2022 10:03 AM
38	I do not want to lose my right to vote for things.	6/15/2022 6:34 AM
39	The power should be in the residents hands.	6/15/2022 4:41 AM
40	Keep Salem a Town!	6/14/2022 10:19 PM
41	Population supports a city form of government	6/14/2022 9:39 PM
42	Don't like big government ideology in local government	6/14/2022 9:17 PM
43	Keep town a town not a city...I want to be able to vote for selectman and budget, bonds and zoning ordinances.	6/14/2022 8:47 PM
44	I want to have a say in who is running the Town via a Mayor vs the Town Manager approach. I feel that the City Council approach would enable representation from all areas of Salem not just two wards.	6/14/2022 8:43 PM
45	Fine with our current system, closer the vote is to the people the more it represents the RESIDENTS' desires.	6/14/2022 8:42 PM
46	I like our current system and ability to vote on all items.	6/14/2022 8:42 PM
47	We pay significant property taxes to live in NH for the small town government elected by the people for the people. Any increase in property taxes will hurt the community and the timing	6/14/2022 7:17 PM

Charter Commission Feedback Survey

couldn't be worse as we are entering into a terrible and long lasting recession. ALSO UNDERSTAND THAT THE PEOPLE OF NH WILL NOT STOP UNTIL ELECTRONIC VOTING SYSTEMS ARE REMOVED FROM NH! Do not allow our town to turn into corrupt cities like Manchester and Nashua.

48	Does it make a difference when people are being paid off. It's horrific when Selectman mock the Town bylaws, who is to say that won't happen again. And, favorite contractors get to do what they want regardless of what should or should not be done legally...the others look the other way.	6/14/2022 6:06 PM
49	I prefer that the residents have as much say as possible when it comes to voting on elected officials, zoning and budget issues.	6/14/2022 5:59 PM
50	We need a town administrator and 7+ members of a town council.	6/14/2022 4:59 PM
51	I don't have enough information, even after reviewing the doc, to rank or provide insight into what would be best suited for Salem	6/14/2022 4:28 PM
52	i would like to leave as much power with the people as possible. the only change i would suggest is that we have wards so that the selectmen are more represented of the area of the town where they live and therefore more accessible to their constituents. i think we should increase the number of selectmen	6/14/2022 4:07 PM
53	Prefer closer to people, less reliant on one person (mayor)	6/14/2022 3:44 PM
54	We don't need to pay more people.	6/14/2022 3:43 PM
55	We must have a separate budget committee and Zoning board. Too much power given to a few leads to corruption. We the people need to have a say in how our money is being spent and how our town is being developed. I purposely only ranked our current system as #1, my preference, the City Council with full control as #7, my least preferred and gave the Town Council with elected members and ballot votes on the budget, bond articles and zoning amendments a #3 as the least offensive of the others. I didn't rank the rest of them because I don't want any of them. I definitely do not want to see us become a city.	6/14/2022 2:13 PM
56	My really ranking is as indicated for #1 & #2 - all others are essentially ranked as 7.	6/14/2022 2:12 PM
57	I believe all voting should occur by ballot. The town would have much more participation. No one wants to sit through that Town Meeting...it's pretty unbearable.	6/14/2022 1:49 PM
58	Our town still has a bit of a voice. Small as it is. Any changes and the voice gets swashed.	6/14/2022 12:30 PM
59	Just not sure how the changes to a City Council and elected mayor would affect each of the citizens in the town.	6/14/2022 12:30 PM
60	Keep the tradition and importance of power in the peoples hands	6/14/2022 12:27 PM
61	Mayor should be elected by residents and not selected by the council. In my opinion. Current town manager is terrible. Town government in Salem has a bad reputation.	6/14/2022 12:15 PM
62	less centraliztion of power. There is a ballot vote for budget and zoning.	6/14/2022 11:50 AM
63	I believe a town council, board of alderman and city council moves decisions too far from the people	6/14/2022 11:35 AM
64	In the interest of minimizing the gov. & budget.	6/14/2022 11:30 AM
65	Would like to see Salem stay as a town	6/14/2022 11:21 AM
66	Voters should always have a say	6/14/2022 10:55 AM
67	The current system provides maximum opportunity for citizen input -- whether or not any individual wishes to exercise that opportunity is irrelevant -- listen to the people who care --	6/14/2022 10:49 AM
68	I like the present form of Goverment	6/14/2022 9:41 AM
69	To minimize the influence of special interests that are likely to dominate the government in low turnout elections.	6/14/2022 9:32 AM
70	I do not support a city form of government with a Mayor and city council/board of alderman. I like what we have now, it just needs to be more user friendly regarding the length of the ballot.	6/14/2022 9:21 AM

Charter Commission Feedback Survey

71	The town as a whole runs pretty well. We, the voting residents, lost transparency from some BoS members and the town manager. Keeping people informed and educated would help if the town did a better job at it. Allowing for input and feedback to help meet all the town residents' needs. No top-down government. We will lose our freedoms and our taxes will go way up. Having 3,000 people vote, is better feedback than only one mayor.	6/14/2022 6:50 AM
72	So few people vote in town and those who do vote aren't necessarily representative of the towns wishes or wants. Prefer to elect people to approve/deny the things the town want/need in a more disciplined manner.	6/13/2022 11:38 PM
73	I have no interest in any form of mayoral government. The only option listed that allows the taxpayer to vote on budget and zoning articles is our current system. No option to vote on how my tax dollars are spent is unacceptable as is disbanding the budget committee.	6/13/2022 6:45 PM
74	I really don't want any major changes	6/13/2022 5:05 PM
75	Nothing gives the people more power than the town meeting.	6/13/2022 5:02 PM
76	Salem should remain a town as many cities around us have corrupt governments.	6/13/2022 3:42 PM
77	I think the people of Salem would like to maintain some voting privileges and not leave all fiscal decisions to a small board. Salem is also getting large enough to think about becoming a city vs. a town.	6/13/2022 2:29 PM
78	I am happy with the form we are currently have. Although you did not list this answer!	6/13/2022 1:49 PM
79	My concern is having a form of government that gives too much power to the elected officials.	6/13/2022 1:47 PM
80	As a voter, I prefer my participation to be in electing representatives and an administration.	6/13/2022 1:25 PM
81	Don't like the current system and don't want it to become a city.	6/13/2022 11:52 AM
82	Oversight. I would prefer 2 types of elected officials separately.	6/13/2022 11:48 AM
83	Small government is always best. Citizens need maximum control!	6/13/2022 11:45 AM
84	Stay a town	6/13/2022 10:21 AM
85	I would like to see districts and have a person represent them. These people would be voted in.	6/13/2022 7:36 AM
86	It would be nice that with the elections, there would be more checks and balances. Also I put city st the bottom because it's nice as a town.	6/12/2022 10:45 PM
87	I would like to see more than 5 people elected to run the town, and I want to retain the voter's approval of the budget, bonds, and zoning.	6/12/2022 8:42 PM
88	Please note there is a glitch in the above rating. It changes as I scroll down. So above is not my answers	6/12/2022 6:46 PM
89	We are a town	6/12/2022 6:09 PM
90	Low participation in March voting causes most town decisions to be made by a handful of often ignorant voters. Voters continually refuse to approve necessary spending for renovations, improvements etc. for town buildings and projects.	6/12/2022 5:01 PM
91	I'm not familiar enough about how these types of government work, but I like being able to vote on all the ballot measures. I think it keeps costs low and prevents pet projects.	6/12/2022 4:01 PM
92	Simple understanding of each person's role and accountability.	6/12/2022 11:53 AM
93	Residents still retain authority over budget and other ordinances.	6/12/2022 9:58 AM
94	Salem should not become a city.	6/12/2022 9:34 AM
95	Wish to ensure maximum accountability to voters and constituents as well as direct voter input on key issues to the town.	6/11/2022 10:29 PM
96	Don't need a mayor, too much power in small town. Voting on items should remain with the voters not with elected officials. Do you think the federal system works well? No. Oh and add term limits to all these options.	6/11/2022 6:03 PM
97	I prefer a town government where the people approve budgets ordinances and warrant articles.	6/11/2022 4:46 PM

Charter Commission Feedback Survey

	I don't want to live in a city with a mayor & town council. I don't trust politicians. The only problem I have with Salem government is the issue of a new police station: desperately needed but unable to pass. I like our fiscally responsible town.	
98	7-9 member town council, town administrator that takes direction for town council and allow residents to vote on most if not all ordinances	6/11/2022 10:03 AM
99	The size of our community is continually growing and cannot sustain the "small" government style of a town. Fiscally, professionally and politically, Salem should become a "City" structure with the costs/benefits that come along with that structure.	6/11/2022 9:51 AM
100	Our current system allows salem residents to be involved in town affairs	6/11/2022 9:07 AM
101	That was still confusing with so many options. I don't want a mayor or a small group making all the choices but would prefer to see zoning and some of those smaller decisions brought from the ballot to a group of people. I think the Glen should still vote on anything that has a money impact on the tax payers	6/11/2022 7:27 AM
102	I want to vote, period.	6/11/2022 7:17 AM
103	Salem is growing and the voters mostly don't understand the importance of planning for the future.	6/11/2022 6:12 AM
104	I don't think there is enough of a problem with the current system to warrant changing it. I would like to continue to have a vote on budget, bond, and zoning articles.	6/11/2022 12:57 AM
105	Yes, this town needs new leadership. The current BOS needs term limitation. Also TM role should be elected not appointed given our present situation. A town council provides more opportunity for others to participate.	6/10/2022 11:29 PM
106	We should be electing people who can make decisions that are in the best interest of the town	6/10/2022 11:20 PM
107	Citizens should have the final say in expenditures.	6/10/2022 10:30 PM
108	With our modest population size we are clearly not a city. Worcester has a weak mayor and a professional city manager. This was not an option in your list for town or city.	6/10/2022 7:32 PM
109	What we have doesn't work by going to council and mayor you have a better chance of balancing and keeping it honest	6/10/2022 6:17 PM
110	I want to retain the power of voting on everything	6/10/2022 5:48 PM
111	The current system is not designed for the size of the town anymore.	6/10/2022 5:08 PM
112	Salem is too big for Town councils and deliberative sessions. We need to look to other towns with similar population density to model our government after theirs. I've lived in NH 20+ years and never understood the benefit of deliberative sessions. Whatever form of government we shift to, we should certainly have voting be on a Friday AND Saturday to make it easier for folks to get there and not miss work.	6/10/2022 5:00 PM
113	I like the idea of maximizing voter input.	6/10/2022 4:24 PM
114	I want some form of government that represents my point of view. Today, no one listens. I'm tired of secret meetings, there is no transparency today.	6/10/2022 4:20 PM
115	Primarily to hopefully spur better approvals for bond articles as the current system requiring a super majority is oftentimes frustrating. It's hard to get important projects passed like a new police station, town wide sewer, etc. when you always need 60% approval from voters.	6/10/2022 4:16 PM
116	Our current system does not work and the town meeting deliberative system is rarely attending by more than 100 people. It is a disgrace. People are not interested in it.	6/10/2022 12:40 PM
117	I want a mayor selected by the council from among its own members. With a chief administrative officer who is the city manager appointed by the council.	6/10/2022 12:33 PM
118	Our current form of government is not designed to handle the scale and complexity of our current size and demographic, nevermind its constant expansion.	6/10/2022 12:19 PM
119	I don't know enough about each selection to make a good decision.	6/10/2022 12:17 PM
120	Small change from current	6/10/2022 11:59 AM

Charter Commission Feedback Survey

121	I am not interested in seeing a Mayor run the Town of Salem. I grew up in a large city and saw the impact of one man running everything. No thanks!	6/10/2022 11:55 AM
122	I did not pick or rank them because the linked document does not provide enough information. Two things I care about - no town manager, and citizens MUST vote on all spending and large projects	6/10/2022 10:23 AM
123	I believe Salem has out grown it's current form and many people no longer have the time to dedicate to take part in the required meetings and information research to make it work effectively	6/10/2022 9:48 AM
124	1 for one reason we have a difficult time hiring and keeping a good town manager	6/10/2022 9:32 AM
125	I don't believe that you need a Mayor collecting a salary.	6/10/2022 9:22 AM
126	Salem should be a City not a town as much as it has grown	6/10/2022 9:15 AM
127	Salem is the largest town by population (30,089) that operates as a Town Meeting/Town Manager when considering towns with and without SB2. The next town is Raymond at (10,684). We clearly have outgrown the form of government. I believe that voters would like to be directly involved with decision making process, which is why I ranked cities lower. I think the commission should strongly consider the form of government that Merrimack moved to (TC - at-large).	6/10/2022 9:09 AM
128	Would prefer to remain a town and with ballot votes on budget, ordinances, articles, etc. Do not with to turn into a city.	6/10/2022 8:44 AM
129	The public should vote for the head of the town/city. The population we have and the growth of the town dictates, we should be moving towards city.	6/10/2022 8:28 AM
130	I choose our current system because it is simple and it works and it gives residents more control and participation.	6/10/2022 8:11 AM
131	More control from voters on big ticket items that directly effect our Town & tax rate.	6/10/2022 8:07 AM
132	I think the tax payers should have input on who's on city council and who's our mayor, as well as issues that affect us as taxpayers	6/10/2022 8:07 AM
133	We need more people to determine how things are done. 3 of the same people for years start doing things only the way they want with no regard for what the masses say/ want	6/10/2022 7:55 AM
134	A city form of government doesn't serve the people of Salem very well.	6/10/2022 7:46 AM
135	Don't want a mayor	6/10/2022 7:45 AM
136	Prefer town government, not city and prefer decisions made by ballot	6/10/2022 7:31 AM
137	Don't understand half of them...let the residents decide. It's their money and budget	6/10/2022 7:29 AM
138	I think that having the people vote via ballot is the best way to ensure that special interest don't take over at town. If that were not to be the case, then having the people elect a mayor at least puts the ownership in a centralized position.	6/10/2022 7:15 AM
139	I don't know any of the rankings.	6/10/2022 7:11 AM
140	Current system only works for the council. No real concern for tax payers	6/10/2022 7:01 AM
141	I love that Salem is still a town, and want to keep it that way. I do not want a mayor elected.	6/10/2022 6:35 AM
142	From the format that seems most resistant to corruption to most easily corrupted	6/10/2022 6:04 AM
143	The current system is decent, but adding an elected mayor would allow an executive who is reportable to the voters as well as not necessarily wait for a town meeting to make a decision on other items. All other options are worse than the current system and provide less representation and result in less citizen control.	6/10/2022 1:03 AM
144	Manchester and Nashua use option one and I like how they are run. Besides that our current system is fine.	6/10/2022 12:57 AM
145	All these options stink. Government stinks. You make it all intentionally confusing and lacking any clarity and transparency. This survey stinks and it stinks I have to find out about it via Facebook and Salem Patch. Nothing will change and this committee is a joke.	6/9/2022 11:20 PM

Charter Commission Feedback Survey

146	-	6/9/2022 11:00 PM
147	We need people with actual experience who are paid a decent wage to run Salem government as if it were a business.	6/9/2022 10:20 PM
148	Town meeting is the best form of government	6/9/2022 10:04 PM
149	I think that the current system will work better for the town but we should have term limits on the number of years they can run	6/9/2022 10:02 PM
150	Salem needs a mayor and if the city council selects the mayor it is less likely there will be political rivalry and useless delay in decisions. If a Town council, I want all living in Salem to vote on budget, zoning and any bonds.	6/9/2022 8:30 PM
151	Must get rid of town manager. A mayor can not duck responsibility.	6/9/2022 8:22 PM
152	More power to the residents the better	6/9/2022 8:20 PM
153	I want to be able have an input in the choices being made in town. Would like to vote on more things than fewer things	6/9/2022 7:57 PM
154	Allowing the citizens to have approval/veto power over the budget means that necessary, but costly, services/ replacement/ repair doesn't happen when it should as people vote based only on perceived tax impact rather than necessity	6/9/2022 7:40 PM
155	The current system would work with term limits of no more than 2 consecutive terms and cannot run again for at least two voting cycles	6/9/2022 7:35 PM
156	We need to separate the mayor/town manager from the selectmen. The mayor/town manager should advocate for the people, not just take orders from selectmen.	6/9/2022 6:41 PM
157	Mix of elected officials and communication from the residents	6/9/2022 6:08 PM
158	No single person in this town is capable of being a mayor without everything being decided down political lines. Why bring that chaos in on either side.	6/9/2022 5:58 PM
159	We are not a city - as much as people say we are - and I like the current method. I ranked them in order from current method to "most city" method, based on the time I had to read the description.	6/9/2022 5:32 PM
160	Better voter representation along with the opportunity to voice your opinion via ballots	6/9/2022 5:16 PM
161	Having some significant and required improvements such as a new police station requires empowering elected officials	6/9/2022 5:14 PM
162	I don't feel we need a structure change so much as communication and transparency without citizens having to attend/watch every meeting.	6/9/2022 5:12 PM
163	I would like to be able to vote on major expenditures and feel that many items that are currently voted on are best left to the experts in the field rather than the voters.	6/9/2022 5:11 PM
164	I don't believe even an elective council should have the power over and act as a voice for all the residents.	6/9/2022 5:01 PM
165	I'm conflicted. I like the personal visibility and control provided by my 1-3 choices, but also see interest groups voting in a way that doesn't best serve the town (e.g., voting down land acquisition for public safety complex), which suggests a benefit from a less democratic form of government.	6/9/2022 5:01 PM
166	5 Selectboard members is not enough. Zoning and planning board should have experienced people. Expanded Town Council from all over Salem will help with infighting and accusations which is preventing this town from moving forward.	6/9/2022 4:52 PM
167	I don't know what a board of aldermen is. I'm also not sure if there's a difference between a city and a town councillor. I think the people of Salem that pay taxes should have a vote on who runs their town. And have the right to vote on the budget Bond articles and zoning etc.	6/9/2022 4:48 PM
168	Lived in Salem 39 years and current form has served the town well. Others I see much higher tax bills especially with my #7 choice.	6/9/2022 4:35 PM

Charter Commission Feedback Survey

169	Mayor options become too political.	6/9/2022 4:24 PM
170	Having the option for separately-elected mayor and local aldermen make the most sense. Allow people to vote within their town district for their representative.	6/9/2022 4:04 PM
171	My opinion is once you start getting mayors and alderman and all that stuff bad things happen when you get the wrong people and look at Lawrence	6/9/2022 3:56 PM
172	I think the Board should approve the budget. Voters usually only see the number and not what the full plan has been and why.	6/9/2022 3:34 PM
173	#1 gives voters a decent chance to vote on the important tasks while leaving the rest to the people who have the time to dig into the details. The current system isn't well representing the town. And taking the city route, I'd want a say into who is the actual mayor, not someone picked from within the council.	6/9/2022 3:31 PM
174	I would like the town to have more of a voice	6/9/2022 3:24 PM
175	I would guess many/most residents don't understand or care to understand the intricacies of the general operating budget. Most residents probably also don't comprehend the intricacies of zoning adjustments, and the need to wait for every March to vote on the simplest ordinance adjustments seems a bit unnecessary and a hindrance to planning. I believe my choices have the potential to increase efficiency in the town.	6/9/2022 3:24 PM
176	Do not like a central authority such as a mayor. Keep it to a council to decentralize power and limits exposure to corruption.	6/9/2022 3:11 PM
177	Do not want a city government and mayor.	6/9/2022 3:07 PM
178	I came from a city where the mayor city council setup mostly works sufficiently.	6/9/2022 2:59 PM
179	People should always have more direct power than "representatives".	6/9/2022 2:58 PM
180	We are to large of a town to keep our current system.	6/9/2022 2:58 PM
181	salem is not a sleepy little town anymore and needs to move into the 21st century.	6/9/2022 2:39 PM
182	My primary choice for a government is conversion to a city, but one with a "weak" mayor and a staff administrator/manager. I think that council members should be ward specific to ensure geographic representation (people living on the lake may not have much in common with those living in a mobile home park or a rural district, for example). Becoming a city would also necessitate the creation of wards for state-level races, once again, allowing for better geographic representation of the whole community without diluting our delegations total voting power. After that, I support a Town Council form of government which has many of the streamlined administrative features I'm looking for while maintaining a staff-level manager/administrator. I should note that I prefer to keep approval of most items (budget, zoning, etc) in the hands of voter via the ballot. I think one of the uncomfortable things about changing the form of government is the idea that people will vote for an alderman/councilor and then...nothing else. People in Salem are used to voting on the issues and taking it all off the table in one go is unlikely to be popular. After that, a council form that has more control over the budget and zoning. While I'm a little uncomfortable parking that much power in one body, it's mostly because I'm not used to that. I recognize that this form of government would be able to take unilateral action on a range of issues that we sometimes miss out on, but must always bring to Deliberative Session/Election Day for approval. It would make Salem more administratively flexible in terms of solving some issues. After that, our current system. Maybe we enlarge the total number of BOS members, but we can ultimately continue to make this system work. Finally, a city with a "strong" mayor. My primary concern is that we would elect the chief administrative officer and there would be no staff level equivalent. Given our size and current lack of interest in some elected roles, I'd worry if we could find someone who was properly qualified for the position.	6/9/2022 2:39 PM
183	Went with the systems that seemed more than one person decision	6/9/2022 2:34 PM
184	We elect the selectmen or women and I believe they have served the town very well. I am not opposed to change but currently I would be against major revision to our town government.	6/9/2022 2:32 PM
185	The unelected City Manager needs to be removed.	6/9/2022 2:24 PM
186	You failed to clearly list my choice - the official ballot town council.	6/9/2022 2:24 PM

Charter Commission Feedback Survey

187	I like current system	6/9/2022 2:20 PM
188	Salem needs to stay a town and manage all the new tax money better. Get rid of the old town oligarchs	6/9/2022 2:19 PM
189	I don't like a small group making decisions. And don't want to give power to one person	6/9/2022 2:19 PM
190	There needs to be a change to the BOS and TM as currently a few of them work off the books/behind the scenes. This is not ok. There needs to be transparency and accountability, more members on the council and less control by the TM alone	6/9/2022 2:15 PM
191	The town itself has many different neighborhoods with different needs. The is not diversified representation of the people within the current structure since members are at large.	6/9/2022 2:03 PM
192	I don't believe in a mayor or any single person in control. corruption is more likely in this type of government	6/9/2022 2:01 PM
193	Looking to keep as much as possible in the hands of the voters.	6/9/2022 1:56 PM
194	don't want a Mayor	6/9/2022 1:55 PM
195	The corruption is out of control, TM is out of control it's time for a full audit by the attorney general office	6/9/2022 1:39 PM
196	Salem needs a mayor selected by the residents.	6/9/2022 1:35 PM
197	Not sure	6/9/2022 1:32 PM
198	A distrcited town council would be best.	6/9/2022 1:31 PM
199	More power= more corruption	6/9/2022 1:27 PM
200	I don't believe that our current form of town government is working. Too many people appointed to positions that they aren't qualified for and then the town ends up paying for people to leave.	6/9/2022 1:16 PM
201	We need to keep the small town atmosphere in the process, but we need to also find a better way to manage the town by iring better, more qualified town managers who are beholden to nobody.	6/9/2022 1:14 PM
202	The current process of only getting to vote on budget items once a year is too slow to allow the town to function properly. We cannot react to real estate opportunities timely for things like a west side fire station and if a ballot item fails, we have to wait an entire year to try again. Our town infrastructure is crumbling and the current system we have is failing to address the problem. Our town is too large to function so slowly. Also, the ballot is too long and overwhelming at town elections.	6/9/2022 1:09 PM
203	Not ready ti decide need more info	6/9/2022 1:07 PM
204	Not looking for dramatic change... don't want a Mayor.. don't want too much power in one group.	6/9/2022 1:05 PM
205	I would like the town to be able to vote on bigger issues rather than have one person or people not elected making choices we are stuck with.	6/9/2022 12:51 PM
206	I want to be able to vote on such town matters. Also, I don't like how the Board of Selectmen can vote things through with a 3 member majority vote. I would like a town council so there are more members needed for a majority vote and thus, less chance of members being able to fulfill personal agendas.	6/9/2022 12:12 PM
207	I would like to see a separately elected mayor instead of a town manager. I would also like to keep the peoples ability to have a say in budget and bond articles.	6/9/2022 10:07 AM
208	Fair	6/9/2022 9:24 AM
209	Elections having such poor turnout, I'd rather weigh heavily on the town council and try to get voters out once a year to vote on the election of town councilors and the budget.	6/9/2022 8:41 AM
210	Salem needs more representation by the people. We have grown exponentially and need to move away from having a smaller committee of Selectmen. I favor having ward representation and do not favor having a committee being able to select a Mayor. That gives too much power	6/9/2022 8:29 AM

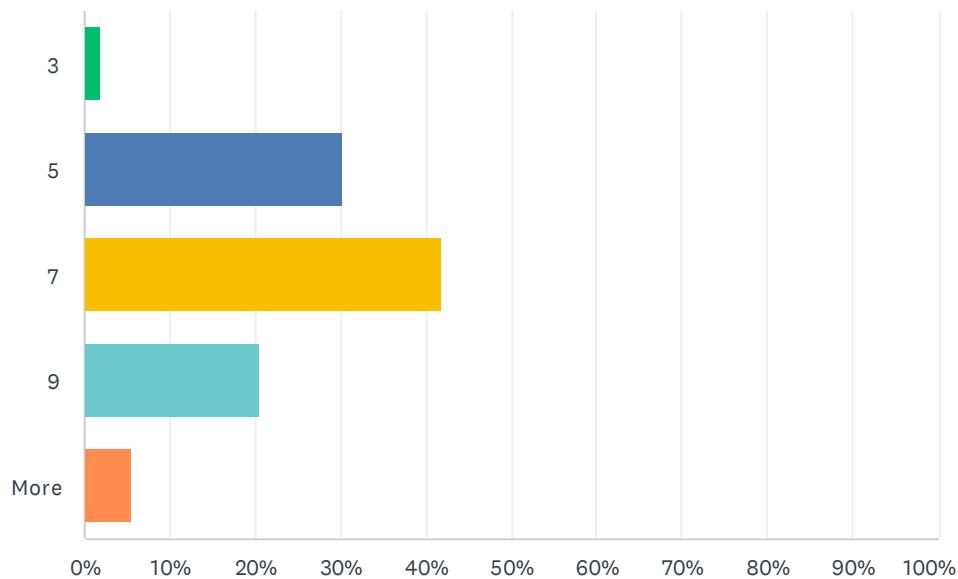
Charter Commission Feedback Survey

to the committee and I do not support that. We need to have better checks and balances and more transparency from our elected leaders.

211	Voting in the more impactful policies without weighing down the council by having to vote on everything	6/9/2022 7:31 AM
212	Try to keep important issues able to be voted on	6/9/2022 7:17 AM
213	I don't know enough info. I like the people having a say.	6/9/2022 4:56 AM
214	I want voters to have more choice. Having the council/board/whatever choose a leader from within the ranks takes choices from the citizens and can lead to corruption.	6/9/2022 12:10 AM
215	Power should be spread out as much as possible with checks and balances.	6/8/2022 10:47 PM
216	We as residence have to live within our means (function within our budget). I believe that government should have to function the same way. I see lots of waste in town projects. In visiting the Salem FB page, I see that many residence are concerned with Salem leaving no stone unturned (developing every area - some causing issues for homes that have been there for years).	6/8/2022 10:39 PM
217	I think salem is run fine the way it is, we just need new blood for people running and more options.	6/8/2022 10:24 PM
218	Salem must have a city form of government to meet the current and future demands of community.	6/8/2022 10:20 PM
219	Don't like town meeting. Like what we have without town meeting. If mayor, want any mayor elected separately.	6/8/2022 10:16 PM
220	I want our form of government to remain exactly as it is now.	6/8/2022 10:02 PM
221	residents should be as involved as possible	6/8/2022 9:56 PM
222	I don't think we should have a mayor/become a city.	6/8/2022 9:37 PM
223	Let the experts make the decisions, but let me elect the experts. Better turnout. Salem is a government except for our government.	6/8/2022 9:20 PM
224	Town council works for Salem. adding more members adds chaos and increases the budget beaches more salaries need to be paid out.	6/8/2022 8:55 PM
225	I think it's important for voting and ballots	6/8/2022 8:37 PM
226	Experience in other communities.	6/8/2022 8:33 PM

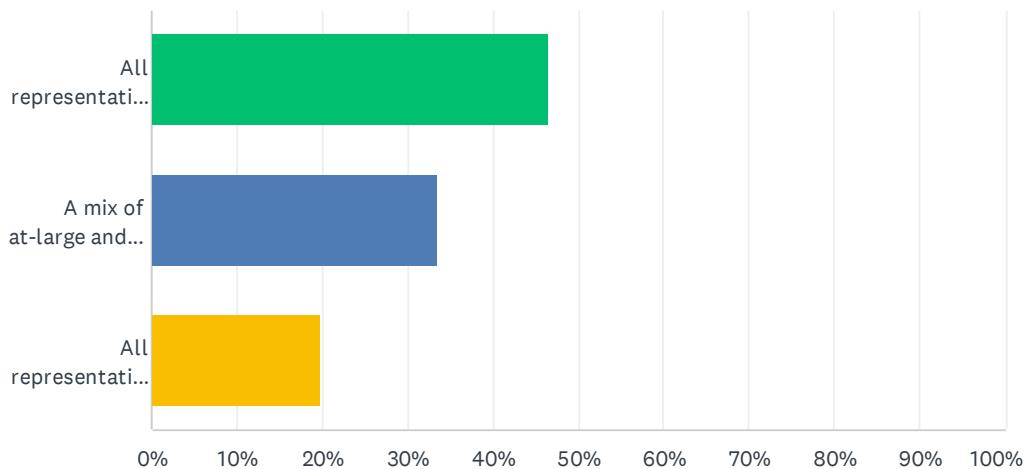
Q11 How many representatives do you feel Salem needs in its governing body?

Answered: 419 Skipped: 322



Q12 Would you prefer to see:

Answered: 423 Skipped: 318



ANSWER CHOICES	RESPONSES
All representatives elected at-large	46.57%
A mix of at-large and ward representation	33.57%
All representatives elected by ward	19.86%
TOTAL	423

Q13 Any other comments for the Charter Commission

Answered: 113 Skipped: 628

#	RESPONSES	DATE
1	No	6/19/2022 12:28 PM
2	Salem should be a city, but I don't think Salem residents are ready. Give us a government as close to a city as possible, then defend it so it passes. Town website info is very helpful. Lots of useful info. Great minutes! I wish more people would review it. Thanks for your hard work.	6/18/2022 4:41 PM
3	No not really but do hang on "if it's not broke don't fix it !	6/18/2022 4:05 PM
4	Thank you to the Charter Commission for all the work you've put into this!	6/17/2022 1:33 PM
5	Salem is a city. It's time to think outside the box. Time to be a city but keep the best a town government offers. Can we integrate the two? So identify the problems. Set goals to get there. Use Total Quality Management tools (TQM) to help us get where we want to be. Example. Use a TQM tool called the fish bone which is a cause and effect chart. You identify the problem and then list the causes of that problem. So correct the causes and the problem is solved. That's just one tool in TQM. You can google TQM for more info. Good Luck.	6/16/2022 9:19 PM
6	As I like to phrase it, government's biggest problem is that it is the government. That is, government, by virtue of the fact that it is the monopoly on the use of aggressive force (just ask Barack Obama), is ultimately incapable of doing the right thing, even if everyone in it wishes to do so. It cannot escape the problem that arises from trying to create solutions applicable to everyone, namely that not everyone can win. Eventually, the system falls into the hands of those motivated by the lust for power and ill-gotten gain, believing that they can elevate themselves to a position of profit from the monopoly, and beyond the reach of the consequences that would befall those who would attempt to obtain the same advantage without the benefit of the monopoly. In the end, of course, they, too will suffer the consequences, but not before they have done the damage that has incited all manner of violence and chaos throughout history, and caused those under their rule to suffer greater. While it may be beyond the scope of your commission to solve this problem permanently, remember that the more power is concentrated in the hands of a few, regardless of the system that elected them to those positions, the sooner this will occur.	6/16/2022 7:27 PM
7	After watching the most recent meeting it seems the commission really needs to consider what for of government works best for a mostly disinterested community. Voter turnout is always low. Participation in meetings is low. While there may be a few vocal people crying for things to stay the same that isn't what really works for the majority.	6/16/2022 6:23 PM
8	- First, will residents have the opportunity to rank/ vote on your preferred list and reasons before final recommendation?	6/16/2022 1:18 PM
9	Keep up the good work you are doing, don't get discouraged, the process is slowly attracting more people to participate, can't get to 100%, but a large % of participation will be a greater opportunity for all.	6/16/2022 12:25 PM
10	I hope that the people get to vote on any changes to the towns government and the decision is not made by this commission.	6/16/2022 9:42 AM
11	why do you want this change?	6/16/2022 6:18 AM
12	I firmly believe a town form of government remains the best option for Salem. I strongly oppose any effort to change Salem's to a city form of government. I am not in favor of having a mayor or a ward-based board in any way or one where the voters lose the ability to decide on our budget, articles and changes to our land use codes.	6/15/2022 10:19 PM
13	This is tough. Good luck!	6/15/2022 9:08 PM
14	Old sayings are really based on truth. - If it ain't broke don't fix it. - The devil you know is better than the devil you don't.	6/15/2022 8:19 PM

Charter Commission Feedback Survey

15	Why did the town in 2012 vote to change from Official Ballot Town to SB2 form of government. What deficiencies prompted the change? What are the current problems that a structural form of government will better address???	6/15/2022 8:19 PM
16	We don't need to change. Change is not always good.	6/15/2022 6:58 PM
17	Don't change our system. Change the way this town interacts with its residents. The problem is a major lack of communication and education.	6/15/2022 4:30 PM
18	Make Salem a city, town manager and select board are failing at the long term planning and follow through of the community	6/15/2022 1:26 PM
19	Stop electing idiots with their own personal agendas and elect people who have the best interest of the "city" of Salem in mind	6/15/2022 10:46 AM
20	Keep as much power with the residents of Salem as possible.	6/15/2022 10:30 AM
21	Keep a town format	6/14/2022 8:47 PM
22	Not interested in the city form of government	6/14/2022 8:42 PM
23	Want a system where the people can vote directly on items	6/14/2022 8:42 PM
24	Eliminate electronic voting in Salem if you want to win elections.	6/14/2022 7:17 PM
25	Good luck in finding the solution because at this time I don't trust the Salem government at all because it is so corrupted	6/14/2022 6:06 PM
26	I realize that some things need to change. But I am someone who always votes in every election and I'd prefer that we still have as much say as possible. So please give careful consideration to that. Thank you.	6/14/2022 5:59 PM
27	Attempt to involve ALL local churches, Elks, K of C, etc. to get people to register to vote and get "informed" as to what is being voted on and when. (and the importance to the Town and to the individual.). Turn-out is shameful.	6/14/2022 3:54 PM
28	I'm praying for you.	6/14/2022 2:13 PM
29	Please leave our form of government as is and allow people with a different point of view to be heard.	6/14/2022 12:30 PM
30	Maybe you could get something online that could inform us more deeply of the implications of a change from Town to City government and, of course, the elected representatives...	6/14/2022 12:30 PM
31	Appreciate your efforts looking into a change.	6/14/2022 12:15 PM
32	I believe you should also explore the two types of non-charter forms: traditional and SB 2.	6/14/2022 11:35 AM
33	I would consider this one change but need more information	6/14/2022 10:49 AM
34	no	6/14/2022 9:41 AM
35	Keep things as they are. If it isn't broke, don't fix it!	6/14/2022 9:32 AM
36	Please remember that our Town government is non partisan and it needs to stay that way.	6/14/2022 9:21 AM
37	I would like to see each member of the commission declare their agenda and share their thoughts on why they feel we need change.	6/13/2022 6:45 PM
38	Just get rid of	6/13/2022 5:02 PM
39	Can you show us the answers from the current charter commission members so we know where they stand and who they represent?	6/13/2022 1:49 PM
40	Leave the current system with residents each having a vote.	6/13/2022 10:39 AM
41	Let's work on establishing a forum on ballot issues. The forums for candidates is a well-established service that could now help voters care and form their own opinion.	6/12/2022 8:42 PM
42	If nothing else changes, please reduce to threshold required for approval for spending projects to a simple majority.	6/12/2022 5:01 PM
43	All representatives should be elected at large.	6/12/2022 9:34 AM

Charter Commission Feedback Survey

44	Thank you for seeking the input of the townspeople. Please continue to keep us close to the process!	6/11/2022 10:29 PM
45	Thank you for your service on this board. Be succinct, listen to opinions from other cities and these resident surveys and make the right choice so the 2022 Salem can move forward.	6/11/2022 9:10 PM
46	Stop the growth elderly are being forced out of Salem	6/11/2022 9:09 PM
47	Let's keep the town government by the people. Residents voting on budgets ordinances zoning warrant articles. If I want to live in a city with a flashy mayor & city council I'd move to Methuen. We see how that is going. Lots of corruption over the years since they changed the town charter to a Mayor.	6/11/2022 4:46 PM
48	One big problem I see with town stuff is the more money you have the more you're likely to be elected to these things. That's why it makes me nervous to put too much power into those groups. I typically trust the budget committee on what they recommend and pass along. Thank you all for taking the time to sit on this committee for our town!!	6/11/2022 7:27 AM
49	Leave it be.	6/11/2022 7:17 AM
50	It would be nice if major issues/developments were summarized for general consumption on the town website.	6/11/2022 6:12 AM
51	I think the main problem is who gets to choose what gets on the ballot. Representatives from each ward should get to choose what goes on the ballot including budget, bond and zoning articles, which are then voted on by the general public. I would like Salem to remain a town.	6/11/2022 12:57 AM
52	Make good decisions, Salem has long outgrown the town form of government, it's time.	6/10/2022 11:29 PM
53	Get citizens more involved.	6/10/2022 10:30 PM
54	The options are not well laid out. Is the mayor a strong mayor or is he/she beholden to the city council.	6/10/2022 7:32 PM
55	Set a limit on time served in office or term limits for all positions.	6/10/2022 6:17 PM
56	Thank You for putting in so much time to present the best options to the community. You are doing a very good job.	6/10/2022 5:48 PM
57	The number of representatives should be a ratio of 1 representative per 100 households or 3 per school district... or some other metric... again looking at other towns for inspiration.	6/10/2022 5:00 PM
58	Question 2 could be improved. I consider both bodies recommendations.	6/10/2022 4:24 PM
59	Please do not be persuaded by individuals on the commission or otherwise who have their own agendas. Do what is right for this community. We need to move forward and get things done while keeping the budget to minimal increases if we can.	6/10/2022 12:40 PM
60	Deliberative session and selectman at large is no longer effective given the number of residents we have. That said we are not big enough for board of mayor and alderman and would benefit from the continued use of a town manager.	6/10/2022 12:33 PM
61	\$800 annual tax increases are not sustainable. This year's 'revaluation' smacked of an opportunistic money grab and I do not see how it was 'level funded'. Thank you all for volunteering to take on a topic that is certain to be difficult.	6/10/2022 10:23 AM
62	I would like the town to be able to vote in "town managers" not the board	6/10/2022 10:12 AM
63	Thank you all for volunteering your time for this very important task	6/10/2022 9:48 AM
64	Below is a link to some slides I put together contrasting Salem to other towns in New Hampshire. https://docs.google.com/presentation/d/1sh-AfhWuuth0qQVhpJZDBKcJAefiVlwE/edit?usp=sharing&ouid=108185786038469831463&rtpof=true&sd=true	6/10/2022 9:09 AM
65	Thank you all for the time you have given to this task.	6/10/2022 8:26 AM
66	IF IT IS NOT BROKEN, DON'T TRY TO "FIX IT".	6/10/2022 8:11 AM
67	Whatever government selected please include term limits so corrupt deadweight like never see office for a long period of time and financially damage the town	6/10/2022 7:45 AM

Charter Commission Feedback Survey

	by installing an	in the town manager position.	
68	Thank you for taking the time to ask the citizens for their opinions!		6/10/2022 6:35 AM
69	Just cause the thought of change has been presented, doesn't mean it has to be done across the board. Only change what needs change.		6/9/2022 11:32 PM
70	Step down and stop this nonsense.		6/9/2022 11:20 PM
71	-		6/9/2022 11:00 PM
72	Get rid of the Town Manager. His position is useless and not transparent.		6/9/2022 10:20 PM
73	Town meeting is the best form of government		6/9/2022 10:04 PM
74	Thak you all very much for all you're service on the charter commission		6/9/2022 10:02 PM
75	I feel that some change is essential.		6/9/2022 8:22 PM
76	Not that you can do anything but the TM has cost salem close to 2 mil and he needs to go. I believe a new TM is a great start to making salem Great again.		6/9/2022 8:01 PM
77	Thank you all for your commitment to helping improve Salem.		6/9/2022 7:40 PM
78	Reign in the school board spending on Associations (lobbists) Lawyers, and insurance. Instill some integrity by exposing how much is being spent fighting taxpayers that want educated kids. Proficiency rates are dismal.		6/9/2022 7:28 PM
79	Don't make this study a waste of time.		6/9/2022 6:41 PM
80	Thanks for your work on this!		6/9/2022 5:32 PM
81	Good Luck		6/9/2022 5:16 PM
82	Commission should evaluate grant benefits from State and Federal Agencies based on City v Town Govt		6/9/2022 5:14 PM
83	Good luck.		6/9/2022 5:01 PM
84	Thank you!		6/9/2022 4:52 PM
85	You need to explain some of the definitions of this survey better since you want our opinions. Not sure about # 12		6/9/2022 4:48 PM
86	Good luck with your commission.		6/9/2022 4:35 PM
87	Thank you for serving the community.		6/9/2022 4:24 PM
88	Not happy how our town manager is appointed and not elected by the people.		6/9/2022 4:10 PM
89	Don't want corruption		6/9/2022 3:56 PM
90	Good survey, thanks for not going with the original thought of asking if people wanted a city or town. You're bulging from the bottom up and it should work well. Good luck and thanks for your hard work!		6/9/2022 3:31 PM
91	Wishing you all success in your endeavors.		6/9/2022 3:24 PM
92	6 ward and 3 at-large representatives.		6/9/2022 2:59 PM
93	Thank you for taking the time out of your busy lives to tackle this tough task.		6/9/2022 2:58 PM
94	Thanks to all of you for participating in this process!		6/9/2022 2:39 PM
95	Just to listen and dont be afraid to ask for help from the people this is our home no one else cares as we do		6/9/2022 2:34 PM
96	Thank you for you hard work doing a task that's very important that few citizens are aware off.		6/9/2022 2:32 PM
97	Don't propose a Charter unless it has a large majority of the Commission just to get something out. Only propose features on which there is general agreement or wide support.		6/9/2022 2:24 PM
98	What is the progress so far with the commission? Where do you report this information?		6/9/2022 2:19 PM

Charter Commission Feedback Survey

99	The budget should not be a bottom line budget w only one person in control. All spending should be known and not manipulated. Again, more transparency and accountability is needed. Seems like its not possible but term limits would stop the 'known names' getting elected year after year. After 6-9 years you have offered what you can, other view perspectives are needed.	6/9/2022 2:15 PM
100	1) town should research, advocate, and leverage technology (e.g. web-based) to decrease barriers with the conventional system and facilitate widespread voting. 2) not all people have the luxury of 9-5 hours. People need to work and feed their families and do not have the time to waste. Voting needs to be as easy as possible.	6/9/2022 2:03 PM
101	There must be term limits for all elected offices and a formerly elected official can't be employed by the town for at least five years after their elected time in office expires.	6/9/2022 1:56 PM
102	With all the new residents at Tuscan, the Police & Fire departments need additional funding & personnel.	6/9/2022 1:35 PM
103	Do all have a town manager?	6/9/2022 1:32 PM
104	This is a good opportunity to change up the board of selectmen.	6/9/2022 1:31 PM
105	I am suspect of the commission. Please don't confirm my fears.	6/9/2022 1:27 PM
106	Fix it so we don't hire _____ for the Town Manager position, or equivalent, again.	6/9/2022 1:14 PM
107	Make sure we keep the schoolboard a separate entity.	6/9/2022 12:51 PM
108	It is so hard to get the residents involved in local government, I would hope that as many people would step up to volunteer for town council positions as they did for the charter commission positions. Thank you Charter Commission members for your volunteerism! Much appreciated!	6/9/2022 12:12 PM
109	Some of the comments at the first couple meetings seems to dismiss a city form of government. Even though I'm not in favor of that, it should not be completely dismissed by 7 residents.	6/9/2022 8:41 AM
110	We are the size of a city and should have more services available to the citizens ie trash pickup.	6/9/2022 8:29 AM
111	Good luck	6/9/2022 7:17 AM
112	Salem is still small enough for the current system to work, though I'm not quite familiar with all the options and benefits and limitations of each. These should be taken into consideration, not just the efficiency of the town government for the size of the town.	6/9/2022 12:10 AM
113	Thanks for the opportunity to express these views.	6/8/2022 10:02 PM