

11/6/97

Wider I-93, bigger Depot planned

◆ Whether the Salem projects move forward depends on the state's decision and the amount of federal money available.

By Dawn Souza

Eagle-Tribune Writer

SALEM, N.H. — Having extra lanes on Interstate 93, coordinated traffic lights along Route 28 and a wider intersection at Routes 28 and 97 may seem like a dream to local

motorists.

However, if the plans of a regional traffic organization are given money by the state it could all be a reality within the next 10 years.

There are seven traffic-related Salem projects included in the organization's plans, on a time table from

this year through 2007. Regionally, the group has long-range plans in southern New Hampshire up through 2017.

This year Salem is slated to get a sidewalk from Veterans Memorial Parkway around the corner to Geremonty Drive leading to Salem High. Salem Planning Director Ross A. Moldoff said the town has won a state grant for the project, but is waiting for the state to allocate money and begin the work.

Any transportation project needing state or federal money must be presented by a community to the regional group, called the Metropolitan Planning Organization. The group studies the project, determines its validity and decides whether to include it in one of its short- or long-range proposals. Those proposals go to the state in search of money.

"We act as a liaison between individual communities and the state,"

said Christopher Hrones of the planning organization.

The seven transportation projects in Salem that are on the group's various lists awaiting a money decision from the state are:

Bus route. Create a bus route to Boston from Route 111 near the Windham-Salem line to ease commuter traffic congestion on Interstate 93 by 1997.

Please see **TRAFFIC**, Page 14

Traffic: Group plans improvements in Salem

Continued from Page 13

ing to the state. The Long-Range Transportation Plan is aimed at providing as many transportation options as possible to area residents while maintaining growth and a high quality of life.

The 1999-2001 Transportation Improvement Plan (TIP) is a short-range document which lists transportation projects that are proposed for implementation over the next three years in the Salem-Plaistow-Windham area.

The Metropolitan Planning Organization is holding an informational meeting and workshop at Exeter Public Library, 1 Founders Park, Thursday at 7 p.m. The meeting will focus on new proposals and how to present them for the next short-range plan. It is open to the public.

Salem State Rep. Richard T. Cooney, of 2 Samoset Drive, Salem, is the town's voting member on the Metropolitan Planning Organization's Technical Advisory Committee. Anyone with ideas on improving traffic situations may call him.

Sidewalks. Build sidewalks on Geremonty Drive from Veterans Memorial Parkway to the high school, starting in 1997.

Route 28. Install coordinated traffic signal system at four intersections between Cluff Crossing Road and Kelley Road by 1999. The town has applied for state money to pay for 80 percent of the work.

Lake Street. Reconstruct and improve intersection at Route 28 by 1999.

Salem Depot. Widen the intersection of Routes 28 and 97 to include signals and left turn lanes by 2003. If the project moves forward it could cost upwards of \$5 million just for the land takings.

Route 111. Construct a bypass around Shadow Lake by 2005.

The Metropolitan Planning Organization has two plans it is presenting

Growth would pay its way with Salem fee

◆ Charging a one-time fee for new home construction could net the schools \$200,000 to keep up with growing enrollments.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — If the people of Salem support it, all new residential development will be charged a one-time fee to support schools and recreation.

Whether to assess impact fees to new home construction will be one of seven proposals taken up tonight in the Knightly Meeting Room by the Planning Board at a hearing starting at 7:30 p.m. The Planning Board will decide whether to send the proposals to voters in March.

As proposed, the fee on a newly-

build single family home would be split, with \$2,250 going to the schools and \$390 going to recreation. A proposed impact fee plan for roads has not yet been completed.

Charging a residential impact fee in Salem would not be a trend-setting action. Planning Director Ross A. Moldoff said Nashua, Hudson, Manchester and Kingston already do it.

"We'd be coming into line with what others are doing . . . having new growth pay its own way," Mr. Moldoff said.

Salem currently assesses a road impact fee on commercial and

industrial development on Route 28 and along the Pelham Road corridor, Mr. Moldoff said.

If the residential impact fee perseveres as presented it could net substantial money for the schools.

If the fee had been in place during 1996, the schools would have received \$220,500 from the 98 new homes built. The dollar figure does not take into account other kinds of residential construction such as duplexes and multi-unit homes. A predetermined impact fee would be assessed for these types of construction, thus adding more money to the schools.

State law says the money the schools receive can only be used to provide or increase the capacity of school facilities.

"It can't be used to hire teachers.

It has to be for capital items," Mr. Moldoff said. He said it could be used to pay bonds on past school construction.

With recreation, the money has to be used to increase the amount or size of recreation facilities. It cannot be used for maintenance. Had the impact fee been in place for 1996 the town would have collected \$38,220 for recreation just from single family homes.

The fee would be charged by the town prior to issuing a building permit, Mr. Moldoff said. He said the fee can be paid for by the developer or homeowner, as long as it gets paid. He noted that some developers may pay it and then pass the cost off to the buyer.

About 100 new homes are constructed each year in Salem on aver-

age. Mr. Moldoff said average home cost ranges between \$175,000 and \$250,000.

State law says that if the money collected is not used to increase capacity of schools or recreation facilities in some form for six years then it must be returned to whoever paid it initially, he said.

The impact fee hearing is the sixth of seven hearings scheduled for tonight. The draft proposals were prepared by Bruce C. Mayberry, a planning consultant retained by the town to research the issue.

A similar fee for new home construction was proposed in 1994 to benefit the schools. The Planning Board did not send it to voters, meaning the fee was never implemented.

1/14/97

LONDONDERRY

\$40,000 master plan to be unveiled

The first draft of the much-anticipated \$40,000 Londonderry Master Plan will be presented at the Jan. 29 Planning Board meeting, at 7:30 p.m. in the Northgate Conference Room.

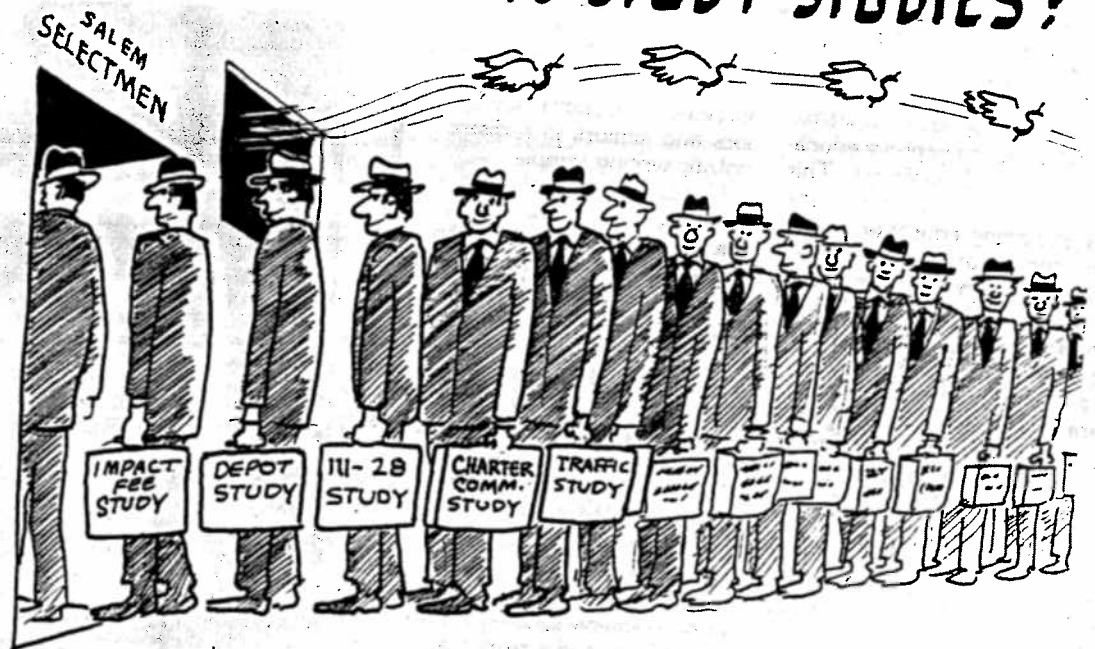
The product of a year of study and analysis done by Herr & James Associates, a Boston-based consulting firm, Peter C. Lowitt, Londonderry planning director, said the plan "reflects the intensive participation of hundreds of Londonderry citizens over the past year."

One of the plan's main recommendations is setting limits on the number of building permits issued each year.

Doing this, Mr. Lowitt said, will result in better town growth by "rewarding the types of building the town wants, like dedicating land for schools and recreation and penalizing the type of development we don't want to see, like building lots in the middle of apple fields.

Mr. Lowitt said the planning board hopes to present the final version of the plan at Town Meeting in March and adopt it "either then or later in the spring."

WE NEED A STUDY TO STUDY STUDIES!



J.W. Swank
SALEM OBSERVER
1-14-97

1/30/97

School impact fee hits stalemate

by Carol Moore

SALEM - The Planning Board found six to be its unlucky number at their January 28 meeting.

The issue of voting to recommend or not recommend a citizen's petition zoning amendment was tied, 3-3, through two motions.

The petition to impose a school impact fee on new residences will be on the ballot regardless of whether the Planning Board recommends it or not since it is a citizen's petition.

Solid arguments on both sides of the issue split the Board in half.

Planning Director Ross Moldoff spoke in favor of the amendment saying that he knows of 700 possible new homes to be built on proposed subdivisions or already-approved inactive subdivisions.

This process may take seven or eight or more years, he explained.

Moldoff estimated that revenue of \$200,000 per year from impact fees is possible, but he added that property taxes will still bear most of the burden of school costs.

Leanne Dunaway, who proposed the amendment, said she was inspired by last year's redistricting controversy to find a way to support Salem's schools.

Selectman George Jones replayed his former arguments against impact fees, saying that previous taxpayers paid for what we have now.

"We placed the same burden on those who came before us," Jones said.

Planning Board member Robert Ellis argued that placing an impact fee on new development didn't take into consideration that someone with several children could move into an already existing house or someone with no children could move into a new house.

Further points include the fact that impact fees must be matched before they can be spent and that there is a time limit for use or they must be returned to the party who paid the fee initially.

Ultimately, the Board voted to continue the Public Hearing to Thursday, January 30 at 7:30 p.m., hoping an odd number of Planning Board members show up to break the tie.

There was some uncertainty as to whether a tie vote represents a failed motion, but Moldoff said the Board must vote to either recommend or not recommend the amendment.

ents, he has continuously supported area children through his involvement with the Salem Boys & Girls Club and the Big Brother-Big Sister Program. He was selected as the grand marshal of last year's holiday parade, but the parade was canceled due to bad weather.

His total career in education spans 33 years. He held teaching jobs in Griswold, Conn., Randolph, Mass., and Arlington, Mass., as well as a job as principal in Erving, Mass., prior to coming to Salem.

inessy

Fee vote ties

A proposal for charging home builders a one-time fee for schools has not been supported by the Planning Board.

The board twice voted 3-3 on the issue

1/30/97

Tuesday night. First, it was to support the fee and then to deny it. As proposed, the impact fee for a newly-built single-family home would be \$2,315.

Because of the votes, both motions failed.

The impact fee proposal was presented by local resident LeAnn Dunaway, who submitted it as a citizen's petition. All citizen's petitions are automatically placed on the ballot, but the Planning Board must vote to either recommend it or not, Planning Director Ross A. Moldoff said. The board's opinion is noted on the ballot.

The Planning Board will meet again tonight at 7:30 to take another vote. Planning Director Ross A. Moldoff said it is expected that an odd number of members would be able to attend.

With the recent resignation of Bel H. Campbell and the absence of two alternate members there was an even number of vot-

SALEM

ing members present Tuesday.

A similar Planning Board amendment proposing impact fees to support schools and recreation was not supported by the board earlier this month. Because of the 4-3 vote against it, it will not go before voters. Planning Board amendments only go on the ballot if they are supported by the board.

The board will meet in the Knightly Meeting Room in the Municipal Office on Geronimo Drive.

Fee on new homes lies in voters' hands

◆ It's up to Salem's voters to decide whether new homebuilders should pay for school expansion.

SALEM, N.H. — Townspeople will be asked whether to charge new homebuilders a fee to support schools on the March 11 ballot, but without the Planning Board's blessing.

Last night the board voted 3-1-1 not to recommend the proposed impact fee, which would charge \$2,315 on a new single-family home.

Robert L. Ellis, Emil Corrente and James Keller voted to not recommend the fee. Chairman Michael J. Lyons supported it, and Arnold Croft abstained.

The impact fee proposal was made by local resident LeeAnn Dunaway as a way to help the school district keep up with additional students from expanding neighbor-

hoods. The money must be used to increase school capacity.

The issue was initially debated by the board Tuesday, but a tie vote kept it from taking a firm for or against position. The board met again last night, with an odd number of members present, and revisited the issue.

An initial motion to let the board vote its 3-3 tie on the ballot was defeated and a subsequent motion not to recommend the fee was victorious.

A similar Planning Board amendment proposing a fee for schools and recreation was rejected by the board 4-3 on Jan. 9.

Despite both proposals being rejected, Ms. Dunaway's fee plan will go before voters. All citizen's petitions automatically go to the ballot. However, the board's disapproval will be noted on it.

Amendments proposed by the Planning Board only go to the ballot if the board votes to support them.

NEW HAMPSHIRE

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Chief moves to stop sex shows

◆ Town Meeting will decide whether the Salem should regulate sexually-oriented businesses through licensing.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — There aren't any bars or peep shows here and Chief Stephen B. Mac Kinnon wants to keep it that way.

As a way to regulate adult entertainment businesses he is asking Town Meeting to require a license, with restrictions, for such establishments.

"It's precautionary. It's to get something in place rather than wait until (there's a proposal)," Chief

Mac Kinnon said.

He said if someone wanted to open a strip joint and met the town's health, zoning and business codes, there would be no way to prevent it.

Under the proposal, sexually-oriented businesses would have to meet specific regulations including no nudity, no sexual conduct by anyone on the premises and no closed-off cubicles or booths. The proposed article is specific to business that come under the technical umbrella of "dance halls," where public dancing occurs, such as at a strip joint,

and "penny arcades," where at least three coin-operated machines are used, such as at a peep show.

Sexually-oriented businesses are only allowed in commercial and industrial areas of Salem and cannot be close to schools, churches or each other, according to Planning Director Ross A. Moldoff. Mr. Moldoff said the zoning law was enacted by voters in 1992. He said the areas in Salem that meet the criteria are "very limited."

Restricting the location does not affect the business practices inside the building, Mr. Moldoff said. That is why he and the chief drafted the licensing proposal, he said.

Chief Mac Kinnon also noted the



"We just want to have something in place rather than waiting until it's too late."

Salem Police Chief Stephen B. Mac Kinnon

situation that arose when Moonlight Reader, an adult bookstore on Route 28, opened in the early 1990s. The town attempted to prevent it, but without proper zoning and licensing ordinances was unable to do so.

Chief Mac Kinnon also said more recently it was believed that a

restaurant in town was going to provide questionable entertainment. He said the building's landlord squelched the tenant's idea before it became a reality.

"We just want to have something in place rather than waiting until it's too late," Chief Mac Kinnon said.

Timberlane's All-State Jazz team



STATEHOUSE

Relief would help poorest taxpayers

◆ A property tax relief measure is competing with kindergarten for money.

By Norma Love
Associated Press

CONCORD, N.H. (AP) — Several years ago, the Legislature killed a proposal to use money from an income tax for property-tax relief

for the poor. The

TAX RELIEF PLAN

To qualify for state rebates under Rep. Neal Kurk's proposed property-tax relief plan:

Household income could not exceed \$40,000. A household would include all adults related by blood or marriage. Income would include adjusted gross income on federal tax returns plus additional alimony, child support, welfare assistance, Social Security payments, unemployment and money

NEW HAMPSHIRE

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Building cap proposed for Salem

◆ Salem says it has room for about 2,500 more homes. Planners want to cap growth at 130 new homes per year; a resident says that is too high a limit.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — Two years ago Richard P. Ruais of Zion Hill Road was told a 53-home subdivision was planned for the woods adjacent to his home.

While the proposed neighborhood, now cut to 45 homes, is still pending before the Planning Board, Mr. Ruais is working to keep other large

developments from changing the landscape of Salem too quickly.

He has submitted a Town Meeting petition asking residents to urge town officials to take steps against rapid residential growth.

"These mega developments are changing Salem's character, especially in North Salem," he said. "The infrastructure needs to be able to catch up."

About 2,500 more homes can be

built in town before land runs out, according to Planning Director Ross A. Moldoff. Mr. Moldoff said there are currently about 700 homes in various stages of development.

In his petition, Mr. Ruais specifies three things selectmen and the Planning Board can do to help curb the rapid growth.

End appointments to the Planning Board of anyone who has a past or current connection to development businesses. This will avoid conflicts of interest.

Support impact fees so new resi-

Please see GROWTH, Page 10

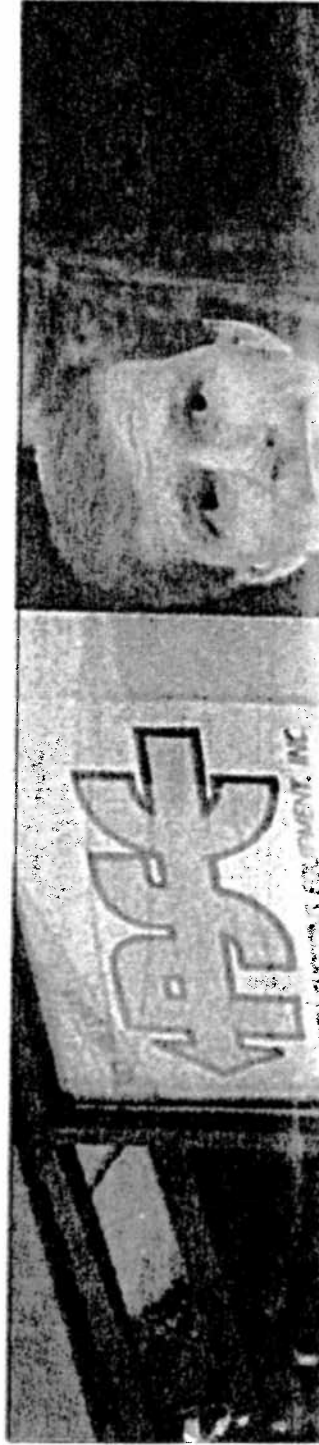


Fran Sangermano/Eagle-Trib

Destruction may be tied to wild ride

LONDONDERRY

Airport road not needed, state told



Growth: Salem looks at cap on new homes

Workers get fit



Michael McGovern/Eagle-Tribune

Association presents a \$5,000 check to Town
Roger (far right) will use the money to start a fitness
left is Fire Chief Alan J. Sypek.

The chief hopes to get the program started sometime in March, after all the fitness evaluations are done.

per minute. remained hospital- shaking, vomiting, unconsciousness and possibly death. "This insidious, easy-to-make, possibly deadly substance is not controlled by law, is not yet illegal unless you try to sell it," Mr. Burke said. "Its accessibility could make it the No. 1 date-rape drug of the '90s."

Shot

Stars: Children study heavens

Continued from Page 9

Mr. Murphy took great joy last night in showing children the Orion nebula, a new star-making cloud of hydrogen gas which he called "a stellar nursery."

Speaking for other volunteer members of the society present, Mr. Murphy said "part of what we try to do is stir up interest."

"Who knows? Maybe one of the kids might get excited about astronomy and discover the next Schumacher-Levy 9," he said. Schumacher-Levy 9, he said, is a small body and discovered the next Schumacher-Levy 9, he said. Schumacher-Levy 9, he said. Schumacher-Levy 9, he said.



Cheryl A. Rock
is New Hampshire editor for New Hampshire coverage. Her reporters cover news from Salem, Windham, Pelham, Derry, Londonderry, Chester and Sandown. She can be reached during business hours at (603) 893-1000.

HOW CAN WE HELP YOU?

"With a (130 cap) we're not going to provide any relief... Everyone is going to get fed up. We're going to need more police, more fire, more teachers, more schools," Mr. Ruais said. If the 130 cap is approved it will take just under 20 years for 2,500 homes to be built if the maximum is built annually. With a cap of 50 the town's growth would take about 50 years. If projects already in the works are considered exempt from the cap the time span would be less. Mr. Ruais said he would rather it take 50 years instead of 20 to reach the "build out."

Salem has taken other steps to reduce growth, including increasing the minimum lot size required to build a home. Because Salem does not have a cap or impact fees like some of its neighbors it is more attractive to developers to build here, Mr. Ruais said. In the meantime, he said, it is those residents who continue to pay for increased growth. He said John P. Lukens, chairman of the Growth Management Subcommittee, has said the 130 figure was selected to prevent "spikes" in a substantial number of new homes built at once, putting a larger strain on town and school services.

Mr. Ruais said he is pleased the ways to keep growth in check. Growth Management Subcommittee, established last year to find through a binding question on the ballot. The proposal comes from the home cap, the Planning Board is seeking a cap at 130 homes a year while Mr. Ruais is proposing a 50-taken up during the deliberative session of Town Meeting.

Mr. Ruais said the petition is not binding. However, he said if it is supported it will send a strong message to officials. The petition will be taken up during the deliberative session of Town Meeting.

Cap the number of new residential homes that can be built in a year to 50. Mr. Ruais said the petition is not binding. However, he said if it is supported it will send a strong message to officials. The petition will be taken up during the deliberative session of Town Meeting.

New attitude for town offices

Renovations will make building more friendly to visitors

By Dawn Souza

Eagle-Tribune Writer

SALEM, N.H. — When the public comes into the Municipal Office, Town Manager Stephen J. Daly says he wants government service to be the best it can be.

A \$65,000 remodeling project is giving the top floor a new look with offices being shifted around, the addition of two small conference rooms and the construction of a giant counter in the front reception area.

The walls are being done in pale yellow, and doors filled with glass panes will be installed on each office.

The remodeling not only changes the look of the town's government building but also the way business is conducted on a daily basis.

When residents enter through the front door, their first stop will be at the new counter, which is large enough for builders to lay plans on.

A town hall employee will be stationed there, capable of handling the most common resident issues. For example, Mr. Daly said this person will be able to explain the application process for everything from building an addition to filing for a variance.

Backing up the counter person will be Lydia Fortier of the Planning Department and Rose-

marie Hartnett of the Building Department. Their workspaces will be adjacent to the counter.

Mr. Daly said the light color and glass-paned doors brighten up the building and enable the public to "see all the way through the building."

He said the new doors will eliminate the feeling of government "working behind closed doors" and make town officials more approachable.

"The reason for these doors is to create an open atmosphere," Mr. Daly said. "People will be able to see what's ahead of them."

The remodeling is the first major work done to the upper level of the building since it was built in the 1960s. Mr. Daly said there have been "patches" of work done upstairs through the decades, but not on this scale.

Mr. Daly said \$20,000 was budgeted this year for remodeling, but the final cost is about \$65,000.

The extra money will come from left over cash throughout the town budget at the end of the fiscal year, he said.

Salem architect John Brennan designed the new layout as a gift to the town, Mr. Daly said. That saved Salem about \$3,000.

The design shifts around several offices and

creates some new ones.

Capital Projects Manager George W. Sealy has seen his office at the far right end of the building cut in half. A new wall creates a second office, now occupied by Town Planner Ross A. Moldoff.

Mr. Moldoff's old office, as well Health Inspector Suzanne B. Doucette's old office and Mrs. Fortier's old space are the new home of the plumbing, electrical and building inspectors.

The largest office on the right side of the building belongs to Community Development Director James Turse, who is in the area previously occupied by the inspectors. The engineering department remains in the same space on the far right side of the building.

The left side of the building houses the human resources department, recreation department and Mr. Daly's office.

A small conference room for the selectmen has been built into the town manager's area. A second one has been built on the other side of the building. The existing, larger conference room remains near the recreation department.

The work is being done by general contractor Gio Properties of Salem, DG Electric of Salem and Tom Mosson Builders of Pelham.

It should be complete within the next three weeks, Mr. Daly said.

Drivers could see wider I-93 in four years

◆ The state's proposed 10-year-plan also includes an exit between Derry and Londonderry.

By Liz Anderson
Eagle-Tribune Writer

A proposed 10-year plan of New Hampshire highway projects suggests work could begin to widen Interstate 93 in about four years.

The project is among more than \$1 billion in highway construction and improvements being considered for the next decade in the state.

The list includes widening I-93 starting with a section from the Massachusetts line to exit 2 in 2002. Environmental studies are now underway and will help

determine the scope of the project, according to the department.

The plan also includes adding an exit 4A between Derry and Londonderry in 2008 and would keep the proposed start date at 2005 for construction of a Route 111 bypass through Windham and Salem. Prior to that, the state would do work to improve the intersections of Route 111 and North Policy Road and Routes 111 and 28 at Lake Street.

The plan was put together by the state Department of Transportation based on recommendations from nine regional planning commissions. It was reviewed by an advisory commission and the governor, and was sent to the legislature and executive council for final approval.

The House Public Works and

2/27/98

Highways Committee is scheduled to hold a public hearing on the 10-year-plan Tuesday at the Statehouse.

Other local projects on the list include:

Completing work in progress on the northbound bridge on I-93 over Lowell Road in Windham.

Resurfacing Route 38 in Pelham, 1999.

Coordinating traffic signals on Route 28, 2000.

Improving the intersection of Route 28 at Depot and Main streets in Salem, 2005.

Improving the intersection of Routes 28 and 102 in Derry, 2005. Also, resurfacing Route 102 in Londonderry.

Improving the intersection of Routes 121A and 125 in Plaistow, 2000.

YOUR TOWN COLUMN

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NEW HAMPSHIRE

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"It's the most inhumane approach to managing people I've ever seen."

Teresa DeNafio Donovan, State Employee Association representative

Town hall devastated by job cuts

Changes essential to save
 money, town manager says

◆ Administrators say the changes are a way to make Salem run better, but cost taxpayers less money.

By Dawn Souza
 Eagle-Tribune Writer

SALEM, N.H. — Eliminating jobs, changing duties and cutting salaries are part of Town Manager Stephen J. Daly's plan to make Salem's town services run more efficiently for less money.

His reorganization plan has town employees fuming.

The town's State Employee Association, which primarily represents clerical and administrative workers, took a unanimous vote of no confidence last night in Mr. Daly, Human Resource Director Mary Donovan and the entire Board of Selectmen.

Throughout the week employees have been notified of changes to

their jobs and told about an early retirement incentive plan. Mr. Daly said the reorganization plan, developed by him and approved by selectmen, comes after more than two years of studying the town's departments.

"The reorganization's goal is to increase productivity in town and provide a better product and quality of service," Mr. Daly said.

For example, after the changes a resident will be able to renew a dog license, pay taxes and do other town business at any of the windows on the lower level of the building. Currently a resident must go to different windows for different services.

"What we are doing now is translating into action the input we've heard from the public who are our customers and the taxpayers," he said.

The reorganization's goal is to reduce the staff by 5 percent, or 11.5 positions, while improving customer service and providing more of a



The reorganization plan to make Town Hall run better for less has town employees fuming.

"one-stop shopping" atmosphere, according to Mr. Daly. Twenty employees are eligible for early retirement.

Mr. Daly said Salem has fallen behind in the areas of technology, tools and training in the last 10 to 12 years.

Some of the changes include:

Eliminating Municipal Office receptionist: The position is currently held by Ginni Johnson. The reception area on the upper level of the build-

ing will be replaced with a larger counter and staffed by two employees capable of dealing with building plans, permitting and code enforcement. An automated phone system will eventually direct callers who dial the main number to the needed department. In the meantime, a phone recording will provide information. Signs will direct visitors to other department locations.

Eliminating four fire lieutenants: In a decision made back in October, four

of 16 lieutenant positions will be eliminated. With two senior level lieutenants retiring this year, two of the four whose positions are being changed will remain lieutenants. The other two, Lt. Michael Wallace and Lt. Warren Seckendorf, will take a pay cut and be demoted to firefighter. John Van Gelder, president of the firefighter union, said the cut would be about \$5,000 for each man. Mr. Daly said having more people classified as firefighters will increase the staffing pool used to fill in for vacations and sickness. Mr. Daly said the total staffing level will not be reduced.

Eliminating fire marshal/deputy chief and fire inspector positions: The code enforcement part of their jobs will move to a newly-created Community Development Department at the Municipal Office. Fire Chief John R. Nadeau



"What we are doing now is translating into action the input we've heard from the public who are our customers and the taxpayers."

Town Manager
 Stephen J. Daly

will take on the added role of fire marshal. Fire Marshal Michael Roberts will be offered an option to move to the Community Development Department. Fire Inspector Tom Cagle will move into an open position within the fire department, according to Mr. Daly. Their additional duties, such as determining the cause of a fire, will remain within the fire department.

Eliminating chief building official: The position, held by Samuel Zannini, will be eliminated. Mr. Zannini will be demoted to plumbing and gas inspector, with a \$12,000 pay cut. The new community development director will take on Mr. Zannini's other duties, such as

enforcing zoning codes.

Clerical job changes: Several clerical and administrative assistants will have changed job duties and

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Policeman
 charged



Media asked to

Streamline Salem Town Hall

THE ISSUE

The Salem, N.H., town manager wants to downsize the Town Hall, cutting jobs and making services more efficient.

OUR VIEW

His plan will benefit the town.

Everyone hates change — unless it is clearly in one's own best interest. Salem, N.H., Town Manager Stephen J. Daly wants to make the Town Hall into an efficient, economical organization . . . and the union hates the idea.

What he wants to do is eliminate jobs in a variety of departments and change the way services have been delivered in the past in Salem. The biggest change would be one-stop window service on the first level of the building.

One of the things people in Salem have complained about is having to go from window to window and floor to floor to pay taxes, get dog licenses and conduct other town business.

What is not to like about this plan? The biggest problem is that 11.5 jobs will be eliminated.

But there are 20 employees in the Town Hall who are eligible for early retirement. Eleven of them are being asked to take the incentive, which includes a bonus of one week's pay for each year of service beyond 15 years. Workers taking early retirement will soften the blow.

The public employees' union, though, is considering filing an unfair labor practice lawsuit to challenge the restructuring. Such tactics are what lead to financial hardships for towns as well as inefficiency for the citizen who, in the end, just wants good service at the lowest price.

While there may still be some room for adjustments in the overall plan, in practice and principle it is sound and will be a blessing to Salem for years to come.

3/6/97

Political Ad

DON'T RAISE TAXES! VOTE NO

On Article 3, ADOPTING PRIME WETLANDS BUFFER

The proposed amendment calls for an
"undisturbed natural buffer area of at least 100 feet in width..."

*If you don't know the answers to the following questions about the proposed amendment, then you should vote **NO!***

- 1) What does "at least" 100 feet mean?
- 2) How much more than 100 feet of my land will be impacted?
- 3) How many acres of buildable land are going to be removed from the tax rolls?
- 4) Will my taxes go up because of the reduction in the taxable base of Town property?
- 5) If I own land within 100 feet of a Prime Wetland, what will happen to my property value?
- 6) Will I be compensated by the Town for taking the value of my property away from me?
- 7) How does this proposed change affect the marketability of my property?
- 8) How can such a vague and ambiguous proposed amendment be valid?
- 9) How can I tell if my land is within 100 feet of a Prime Wetland?
- 10) Do I have to have my land surveyed and soil-typed to determine whether this proposed change affects my land?

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The Salem



VOLUME 31 NO. 46

20 PAGES

SERVING SOUTHERN NEW

Town office reorganization causing turmoil, poor morale

by Carol Moore

SALEM - The recent Municipal Office Building staff reorganization announcement by selectmen and Town Manager Stephen Daly, has caused an uproar among Salem residents.

One focus is the elimination of the position of receptionist which was held by Ginni Johnson. Johnson has been employed by the Town of Salem for the past 12 years.

Stephen Campbell appeared before selectmen at their Monday, March 3 meeting and chastised Daly and the Board for handling the reorganization in a very poor manner, "especially in Ginni's case."

Campbell charged that Johnson was not treated in a professional manner by the staff and that she deserves a written apology.

Campbell added, "It appears most other people were given a month to consider their options."

Campbell, who is a member of the Municipal Budget Committee, said he was generally in favor of the selectmen's goals, but that if the reorganization has been in the works since September then, "the budget was a lie."

Johnson, in fact, was not fired, rather the position of receptionist has been eliminated as of February 25. That position represents

approximately \$30,000 per year in salary and benefits.

As a member of the State Employees' Association, Johnson has bumping rights because of her seniority, and will be able to take another position for which she is qualified at the town office.

Johnson is not currently at work in the town office, but she is still being paid her full salary until it is determined where she will be utilized.

Johnson was unwilling to comment on the issue since she is still on the payroll.

She did say, "It's been a wake-up call for the town. People are upset, but I've had a lot of support and it's gratifying to know that people do care."

Johnson added that she is waiting to hear what's going to happen.

Human Resources Director, Mary Donovan, said that Johnson will continue to be paid until the town can "execute the contract agreement" and determine Johnson's reassignment.

Daly said the receptionist's position was eliminated because the new telephone system which was installed one year ago, now handles calls without the use of a central switchboard.

"If you look at town offices in other towns, none of them has a receptionist," Daly explained.

"With the reorganization we have in mind, the front lobby will be redesigned with windows for people to go to for service," he explained.

Other changes are also causing concern and low morale for some of the town office employees.

The Fire Department hierarchy will be reorganized.

Currently, Michael Roberts holds the joint position of Deputy Fire Chief and Fire Marshal. From now on, the position of Deputy Chief will no longer exist and the duties of that office will be handled by Operations Officer Arthur Barnes.

As of June 1, Fire Marshal duties will be the responsibility of Fire Chief John Nadeau.

The Fire Inspector position will be eliminated and will be accomplished through the inspection group out of the Municipal Office Building.

Roberts could conceivably transfer into that group—at a 23 percent cut in salary.

All operations on the south side of the Municipal Office Building will come under the aegis of a Community Development Director, a new position which has yet to be

■ See TOWN

Page 2

Four candidates vie for two Board of Selectmen's seats

School Board incumbents challenged

by Carol Moore

SALEM - On Tuesday, March 11, Salem voters will go to the polls and choose two candidates who will serve as School Board members for the next three years. They will also be asked to fill the remaining term of the late Bernard Campbell. Campbell's son, Bernard H. Campbell, is running unopposed for that two year position.

The Salem Observer sent questionnaires to all the candidates asking three basic questions:

#1 What experience or expertise would you bring to the School Board if elected?

#2 What are the three top issues the School District must face in the next three years?

#3 What are the best ways to keep property taxes under control?

Following are the candidates' responses to these questions.

Bernard H. Campbell, 41, has been a member of the Planning Board for 10 years, and has served as Asst. Town Moderator.



Bernard Campbell

Response to Question #1: For the past ten years I have been a member of the Salem Planning Board. During that time I have served as the Chairman of the Board and was also deeply involved in the Capital Improvements planning process. I am a former President of Dollars for Scholars and continued my involvement on its loan committee.

As a former member of SARC—Housing Needs Board, I

have had involvement in services to developmentally disabled members of our community.

In my occupation as a municipal law attorney, I am very familiar with laws governing Town/School Meetings, budgeting, right-to-know laws, etc.

Response to Question #2:

•Implementation of a developmentally-based education in the early primary grades.

•Transition issues relating to block scheduling at Salem High School, and the continued

improvement of the education environment at Salem High (e.g. physical renovations).

•Development of community accepted capital improvement plan for needed future capital projects.

Response to Question #3:

Ultimately, a good balance of residential and non-residential growth will help stabilize the tax rate by expanding the tax base at a rate greater than demanded ser-

TOWN.....From Page 1

filled.

Under this reorganization, Building Inspector Samuel Zannini has been offered the option of remaining with the town office staff and taking a \$12,000 cut in salary and changing his union affiliation, since many of his former duties will be taken over by the new Director.

Zannini is one of 20 employees who is eligible to take a retirement package offered by the Town.

He, however, said he couldn't retire with full benefits until age 60. Zannini said, "The morale here is the worst I've even seen in 20 years. These employees tried to give back to the community. We appreciated our jobs—it's a let down."

The early retirement package is offered in hopes of reducing the number of employees on the town payroll by five percent.

Benefits of taking advantage of the package include five years of

health insurance, one week of additional severance pay for each year of service after 15 years.

The town currently employs 235 people, so a five percent staff reduction means 11 or 12 employees will be eliminated. It is hoped this might be accomplished with the early retirement offer.

Those eligible for early retirement must make a decision by March 28, 1997.

In addition, sound capital planning, tied to targeted available resources, assure needed capital improvement without unusually large financial impacts in any one year.

Susan A. Lane, 36, is a first time candidate for elected public office, but she has a lengthy history



as a volunteer on the 1996 CIP subcommittee, 1996 Residential Growth Management subcommittee, and Rockingham Planning Commission Policy Committee and Technical Advisory Committee. She has also held various chairmanships of Fisk School PTA committees.

Lane is married and has four children. She divides her time between being a crossing guard and running her own small business.

Response to Question #1:

As a working parent with children in the Salem school system, I am fully aware of all the issues that face families in this community. I can bring to this School Board a

■ See SCH. BOARD. Page 7

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3/7/97

Unions unite against town

◆ Fire, police and others
echo and support town
employees' protest of town
leaders.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — More than 100 employees from the town's various unions took a unanimous vote of "no confidence" in the Board of Selectmen, Town Manager Stephen J. Daly and Human Resources Director, Mary Donovan last night.

The employees have formed a coalition, made up of the multiple unions, to represent the collective interest of town employees, according to John Van Gelder of the firefighters' union.

Mr. Van Gelder said the employees who gathered at the Methuen Knights of Columbus Hall on Route 28 last night wanted to echo and support the no-confidence vote taken by the State Employee Association union last Thursday. He said the vote was to show town administrators that the coalition disagrees with the town's reorganization method and the way it deals with the unions.

The SEA's no confidence vote was taken in response to the reorganization plan put into action last week by Mr. Daly. The SEA is predominantly made up of clerical and administrative employees.

The plan eliminated positions, cut salaries and changed job descriptions. Its goal is to eliminate 5 percent of the work staff by offering an early retirement incentive. Mr. Daly said the changes will make the town's services more efficient and productive.

Employees are still fuming over the changes, which they say were developed in secret and carried out improperly.

SEA union representative Teresa DeNafio Donovan said one 12-year employee was told her job had been eliminated fifteen minutes before the end of the work day. Ms. DeNafio Donovan said the employee was given a day to decide whether to retire or bump another employee with less time on the job.

In other business, the coalition also:

Unanimously endorsed Charles "Chuck" Morse for selectman

Opposed Senate Bill 2, which would have election-day balloting for the school budget.

Members from the fire, police, public works department, teachers, SEA and management unions attended last night's coalition meeting.

Four aim to balance growth, services

♦ Repairing roads and having Salem grow at a manageable pace are two big issues with selectmen candidates.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — Making sure town services can keep up with new growth, without taxes skyrocketing, is something all four selectmen candidates want to work on during the next three years.

Incumbent Robert L. Ellis, former Selectman Joseph W. Gagnon, community activist Charles "Chuck" Morse and former Budget Committee member Brenda Sack are all vying for the two open, three-year seats on the board.

Mr. Ellis is the only candidate seeking re-election since George P. Jones III opted not to run. Mr. Ellis does not think new homes are the town's major growth problem.

"I think the commercial and retail growth is probably having a bigger effect on our resources," he said, noting calls to the police for auto thefts and shoplifting.

He does, however, support a reasonable cap on the number of new homes to keep residential development manageable for town services.

He said he wants to be re-elected because there are things he still wants to accomplish as a selectman.

"I want to address traffic and roads and growth. And I want to do something about the Depot," Mr. Ellis said. "One of the biggest issues is the roads and getting them repaired. We also have to try to control growth to keep it from being detrimental to taxes."

Mr. Ellis said he would support buying land in the Depot area on Main Street in order to widen the intersection only "if the price is

right." The intersection at Main Street and Route 28 is often a traffic-congested headache for drivers.

Mrs. Sack agreed traffic in the Depot was a problem, but did not want to support or reject the idea of buying land to widen it with a yes or no answer. She said taking land by eminent domain restricts the amount of property that can be purchased on either side of the road. It would be costly and still may not be enough to fix the Depot properly, she said.

Mrs. Sack said she emphatically supports putting a cap on residential development, noting the growing school costs being generated by the influx of new students from new homes.

Mrs. Sack, who resigned from the Budget Committee to run for selectman, said she was running on a "three-prong" platform focusing on infrastructure, impact fees and Salem's growth. Infrastructure, she said, not only deals with roads, but the police, fire and public works departments.

Mrs. Sack said one of the reasons she chose to run was frustration with the way the budget was put together by selectmen.

"Sitting on the Budget Committee, I've been tracking everything on how the selectmen are unable to prioritize money," Mrs. Sack said.

Mr. Morse said he did not think residential growth was "out of control," but would support a cap on the number of homes that could be built to keep it stable. He noted that residential growth in Salem between 1960 and 1970 was far greater than in recent years.

Mr. Morse said he also supports getting roads repaired and paved, but considers the selectmen's requested \$2.7 million for this year

"too aggressive." He said he would not support raising the tax rate more than \$2 per \$1,000 of value to pay for road work. He said alternatives should be investigated to find other ways to pay or plan for the work.

A 1978 Salem High graduate who now owns his own business, Mr. Morse said he would bring common sense and his decision-making skills to the board.

"I am running because I care about Salem. I am committed to the fact that we need to have a sound road improvement project and control growth. We have to come up with a long range plan," he said.

Mr. Gagnon said Salem should have planned better in order to either control growth or be able to keep up with it.

"There should be long-term planning, which there is not," Mr. Gagnon said, adding that capital improvement programs have not been funded. "We wouldn't have people complaining about wild growth if we had planned these things."

Mr. Gagnon said he will bring an openness to the board.

"I'm a straight shooter," Mr. Gagnon said. "The (put) will get the other side of the story."

Mr. Gagnon said selectmen should stick to their budget and do what they can to keep taxes stable. He said Salem's now-rising tax rate was one of the reasons he decided to run.

Mr. Gagnon is undecided on whether the Budget Committee should be abolished, but he does think it sometimes oversteps its powers.

"The Budget Committee has failed because they've jumped into areas they do not have authority over, such as labor contracts. The

YOUR TOWN. YOUR VOTE

Salem

MEET THE SALEM SELECTMEN CANDIDATES

ELECT 2 FOR 3 YEARS



Robert L. Ellis
Incumbent

AGE: 50
ADDRESS: 17 Crestwood Circle
FAMILY: Married, two daughters
OCCUPATION: Engineering consultant
EDUCATION: Medford High, Medford, Mass. Bachelor's in industrial engineering from Merrimack College, associate's degrees in mechanical and architectural engineering from Northeastern University
POLITICAL EXPERIENCE: Budget Committee, 4 years; Planning Board, 3 years

ONE THING I'D DO IF ELECTED: I would address the issues of growth, traffic and rising taxes in Salem.



Joseph W. Gagnon

AGE: 52
ADDRESS: 18 Oakridge Avenue
FAMILY: Single
OCCUPATION: President of Granite State Mortgage Corp. in Salem
EDUCATION: Bachelor's in business administration from Salem State College, master's in mathematics and computers from Lowell University
POLITICAL EXPERIENCE: Board of Selectmen, 5 years; Planning Board, 5 years; Salem's representative to the Greater Lawrence Sanitary District, 2 years

ONE THING I'D DO IF ELECTED: I would get more people knowledgeable about town issues and mail the Town Meeting warrant to each house prior to the annual meeting. I will also make my point at meetings and then shut up.



Charles "Chuck" Morse

AGE: 36
ADDRESS: 18 Brookhollow Drive
FAMILY: Married, one daughter
OCCUPATION: Owner of Freshwater Farms in Atkinson
EDUCATION: Salem High Class of 1978, Bachelor's in management and computer information from Plymouth State College
POLITICAL EXPERIENCE: No elected town positions. Past president of Silverthorne Adult Day Care Center, former board of directors member at the Salem Boys & Girls Club, former member of the Salem Life Care Foundation, current chairman of the Salem 250th Birthday Committee, current co-chairman of the Boys & Girls Club annual auction.

ONE THING I'D DO IF ELECTED: I would work to develop long-term planning and a fiscally sound road improvement program while keeping a stable tax rate.



Brenda Sack

AGE: 54
ADDRESS: 27 Fairmont Road
FAMILY: Married, one son
OCCUPATION: Technical writer
EDUCATION: Forest Hills High, New York and a liberal arts associate's degree from Franklin Pierce College
POLITICAL EXPERIENCE: Budget Committee, 3 years; appointed by the governor and Executive Council to the study committee for state governing bodies/legislative bodies regarding reorganization of New Hampshire budget law RSA 32, 1992-1993 (served as clerk); observed on Salem's Capital Improvement Committee as the Budget Committee's representative; community activist.

ONE THING I'D DO IF ELECTED: I'd work to come up with viable and affordable solutions regarding growth management, impact fees and infrastructure by going out and taking input from townspeople and then acting on it.

QUESTIONS	ELLIS	GAGNON	MORSE	SACK
1. Would you raise the tax rate more than \$2 per \$1,000 of value for road repair?	YES	NO	NO	NO
2. Do you favor abolishing the Budget Committee?	U*	U*	NO	NO
3. Should Salem start buying property in the Depot for future widening of the intersection?	YES	NO	YES	YES**
4. Should there be a cap on the number of new homes built each year?	YES	U*	YES	YES

*U - Undecided **No - No Answer

From Sangermano/Eagle-Tribune

contracts are between the selectmen and the union, not the Budget Committee."

Other candidates for town office are:

Budget Committee: two, 3-year terms. Stephen F. Campbell, 22

Shepard Ave., incumbent; Joseph J. Comfort, 14 Peggy Lane

Budget Committee: one, 1-year term. Roland L. Maher, 107 E. Broadway

Town treasurer: one, 2-year term. John J. Sytek, 9 Garrison Road,

incumbent.

Kelley Library trustee: one, 3 year term. Rosemarie Hartnett, 58 Townsend Ave., incumbent.

Trustee of Trust Funds: one, 3-year term. Terrence Gerlich, 40 Old Farm Road, incumbent.

Protest may stop buffer between wetlands, building

3/11/97

By Dawn Souza
Eagle-Tribune Writer

YOUR TOWN,
YOUR VOTE

Salem

SALEM, N.H. — A group of residents, some of them developers, has filed a protest petition that may require a two-thirds vote on today's ballot question seeking a 100-foot buffer zone between development and wetlands.

Robert T. Uttley, 120 Lawrence Road, signed and solicited others for the petition. He said the bigger buffer zone would affect many property owners and restrict the development of their land.

If the article passes, a 100-foot natural buffer zone would be required between development and land designated a "prime wetland."

Mr. Uttley said much of his backyard 13 acres would require the buffer, thus severely limiting what he could do with it in the future.

"The town should not be condemning land without compensation to the people who own it and have been paying taxes on it all these years," Mr. Uttley said.

Under New Hampshire law a protest petition must be signed by at least 20 percent of the property owners that would be affected by the article. The arti-

cle then requires a two-thirds majority to pass.

Planning Director Ross A. Moldoff said the petition is being studied to determine if it meets the requirements. He said he hopes to have answer on whether the petition is valid tonight.

Michael J. Lyons, chairman of the Planning Board, said the ballot article, which increases the minimum buffer from 40 to 100 feet, will help protect prime wetlands.

"It's an environmental issue. We want to protect those areas," Mr. Lyons said.

He said many communities have buffers of 100 feet or more. He said he did not recall much opposition when the Planning Board held a public hearing on the proposal.

The Planning Board approved the bigger buffer and put it on the ballot.

as
against
undveloped land, which is
dered by Rockingham Road and
golf course bigger. Selling the land
would have also meant the end of the
Alexander-Carr playground off
Birch Street, they said.

cut
fields.

If voters had approved the sale, it
still would have been subject to pro-
bate court approval because the land

Hood is a public
by a private board of directors. It is
located along Route 102 near the
traffic circle.

Please see L.

3/12/97

Salem imposes cap and fee on new homes

♦ Schools will receive \$2,315 for each new home built in town.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — Every new single-family home built in Salem will have to pay \$2,315 toward expanding schools.

Yesterday, more than two years after the concept was first proposed here, residents supported charging a residential impact fee. The money can only be used to expand schools to accommodate new students moving into town.

The one-time fee will be charged to all new residential development, with different fees for duplexes and multi-family homes.

Put on the ballot by resident LeeAnn Dunaway as a citizen's petition, the impact fee proposal did not have Planning Board approval. However, voters approved it 1,495 to 1,051.

Ms. Dunaway said she and other families with school-aged children are suffering for Salem's ongoing residential growth. Last year the School District had plans to bus existing elementary children to different schools because their neighborhood schools had become too crowded. Parents opposed the idea, and now only new students entering the system are sent to the nearest school with space.

If Salem decides it needs another elementary school in the future to keep up with enrollments, the money from impact fees can be used towards the cost.

Residential impact fees were initially pro-

Voters decided to cap the number of new homes that can be built in a year to 130. The number of homes any one subdivision can build in a year was capped at 20.

posed as a zoning amendment in 1994 through a study done by Bruce C. Mayberry, a consultant hired by the town. Planning Board nixed the plan, thus not sending it to voters. The plan was opposed by many local developers.

In January an updated version of the Mayberry plan was submitted again to the Planning Board, this time seeking \$2,250 for schools and \$390 for recreation from a single-family home. It was again defeated and kept

from this year's ballot.

Shortly after that, Ms. Dunaway's proposal, modeled after Mr. Mayberry's initial proposal, came to the board as a citizen's petition. The board rejected that as well, but because it was a citizen's petition instead of a town-sponsored amendment it automatically went to the ballot.

The impact fee was not the only measure taken by voters to control residential growth.

Voters decided, 2,120 to 502, to cap the number of new homes that can be built in a year to 130. The number of homes any one subdivision can build in a year was capped at 20.

If the maximum 130 dwellings are built in a year, and they are all single-family homes, the impact fees collected for the year would be \$300,950.

The impact fee must be paid prior to a building permit being issued.

Change needed in Salem, N.H.

To the Editor:

All of us do not like to see people's jobs endangered but the changes in Salem town government are long overdue. If you would look

at an objective organization chart of the town, you would see a top heavy structure. Total up the supervisors and the workers. In many departments there are between two and three workers for every supervisor or manager. That's nuts.

Secondly, all too often when I have asked simple questions I have gotten misinformation or outright lies, rude treatment, absurd or inappropriate statements, even harassment. When I ask others if this is their experience as well, they usually agree. Among those responding thusly are some active and prominent people. Let this be a wake up call.

TOM LINEHAN
SALEM, N.H.

SALEM

Union sues town over jobs

3/19/97

◆ Selectmen, town manager and human resources director have 15 days to file a response to the charges.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — Administrative and technical union employees are asking the state to order town officials to stop axing jobs, reinstate positions already cut and provide a written description of its staff reorganization plan.

The town's State Employees Union has filed an unfair labor practice charge against Town Manager Stephen J. Daly, the Board of Selectmen and Human Resources Director Mary Donovan. The charges were filed with the New Hampshire Public Employee Labor Relations Board.

Last month, several Municipal Office employees had jobs downgraded, salaries cut and the long-time receptionist job held by Ginni Johnson was eliminated.

Daly said the reorganization plan will make the Municipal Office run more efficiently. He said he plans to reduce the staff by 5 percent, and has offered an early retirement incentive program for qualified employees through the end of this month.

The SEA union charges the town will not provide any official printed reorganization plan, nor minutes of meetings during which votes on the reorganization were taken.

Filed by SEA representative Teresa DeNafio Donovan, the SEA document also says the town "interfered with the administration of the collective bargaining unit" by not telling the union of the impending reorganization.

The SEA said the union is responsible for helping members deal with things like bumping employees with less seniority. By not informing the union of the plans, the SEA says its ability to assist its members was hindered.

In addition, the union charges that the town's speaking to small groups of individual employees instead of the union's representative or negotiating team, "is a refusal to bargain in good faith and an attempt to unilaterally change the collective bargaining agreement with respect to wages and classification." The union said by advising employees that their jobs, including wages, would be changed is a violation of state bargaining laws.

The town officials have 15 days to file a response to the charges. A hearing will then be scheduled before a three-member Public Employee Labor Relations Board.

Selectmen Chairman Everett P. McBride said the town would file its response within the time allowed.

Town Employees' union files charges against town

by Carol Moore

SALEM - The State Employees Association of NH, SEIU, Local 1984 (SEA) which represents Salem's Administrative and Technical employees, has filed improper practice charges with the Public Employee Labor Relations Board (PELRB) against the Town of Salem.

The move was announced by Teresa DeNafio, Donovan, Negotiator/Field Representative for the unit, who also requested interim cease/desist orders.

The action was spurred by the Town's reorganization of Municipal Office departments and employees.

The interim cease/desist request asks that the PELRB order the Town to cease and desist from the elimination of any further positions within the SEA unit; that positions already eliminated be reinstated forthwith; all records of specific actions, including but not limited to votes taken by the Board of Selectmen, regarding "reorganization," layoff, retirement incentive, down grading and all related matters be provided to SEA and that the Town shall be enjoined from further implementation of the reor-

ganization plan until further order of the Board.

DeNafio Donovan said she has reviewed tapes of selectmen's meetings and cannot find where the Board voted on a reorganization plan. Further, she said the minutes of the February 20 are sealed.

Employees immediately affected by the reorganization plan include receptionist Ginni Johnson whose position was eliminated; Superintendent of Water Works Dan Pacheco; and through a warrant article, which if adopted at Town Meeting, the duties of purchasing coordinator Marilyn Pearson will revert to Town Manager Stephen Daly.

Since the filing however, Johnson notified Town Manager

Daly that she would not be invoking her bumping rights and would resign.

DeNafio Donovan explained that none of these employees were given proper notice and while they have bumping rights, they might be bumped to a job for which they are either not qualified or overqualified.

In Pacheco's case, his job was eliminated while he was on vacation. When he returned, he found out he no longer had a job. While he has bumping rights, there is no one he can bump within his own union, and he can't cross unions with bumping rights.

DeNafio Donovan said,

See UNION

Page 3

From Page 1

Office Building delivers its services." Also, there is a job description of a recommended "Director, Department of Inspection and Planning Services," which compares closely with what the reorganization plan calls "Community Development Director," a position which has not yet been filled.

"Last summer, we had a meeting with all employees from all departments. We told them a change was coming. We had to make significant changes," Daly said.

"Yes, there was an element of surprise, but the change was right in front of them. They were in denial," he added.

Daly said the elimination of positions was not publicly announced, because they wanted to inform the affected employees first, so they wouldn't hear it from anyone else, or read it in the newspapers.

He explained that DeNafio Donovan did not know, because the people she represents didn't tell her. DeNafio Donovan has held her position since September 1996.

Daly added, "We talked about the possibility of having fewer people; they didn't want to lose anybody."

The actions of the PELRB will be a slow process. The Town has 10 days to respond to the charges. There is the possibility of an interim hearing, and eventually, there will be final hearing.

Daly said he was informed by Town Counsel that the PELRB would not be likely to issue an interim order because they don't have that authority. The issue might have to be decided in Superior Court.

UNION

"Pacheco has worked for the Town for 15 years, and he is the only employee who has the required licenses."

In addition, 20 employees have been offered early retirement. Those employees must make a decision by March 28 as to whether they will accept the offer.

Up until press time, none of the eligible employees have taken the offer of early retirement.

"We have a problem with how this decision-making process occurred. We needed to stand up and say something," DeNafio Donovan added.

She noted that employees were taken by surprise by the Town's actions and that there should have been a full and fair hearing on this issue.

"Morale at the Town Hall is terrible. Everyone is asking 'Am I next?' she said."

Town Manager Stephen Daly said the plan to reorganize personnel at the Municipal Office Building has been in the works for a long time.

In January 1996, the final draft of a study originally commissioned by former Town Manager Barry Brenner was issued. The study cost the taxpayers \$10,000.

The study is titled "Report Relative to Inspection and Planning Functions." The study compares very closely with what the Town is now calling "reorganization." Included in the study is the results of a survey which pinpoints "dissatisfaction with how the Municipal

Palham Reporter:

3/21/97

Changes caused inefficiency

To the Editor:

Your editorial entitled "Streamline Salem Town Hall" (Feb. 14, 1997) was misinformed. The town manager's reorganization plan is

not economical, does not improve customer service, and is less efficient than current conditions. Long-term employees are being demoted so management can hire new high-paid supervisors. Our receptionist position was terminated with 15 minutes notice, and callers now hear only a recorded message. The front of the Town Hall is unattended, so visitors must wander around looking for help. A highly skilled, efficient fire prevention bureau is being dismantled. The police budget is being cut. Fifty-year-old workers are being pressured to retire. Employee salaries which were already approved by the selectmen and budget committee are being cut. All this is being done so our "leaders" can pay for their pet projects.

Would The Eagle-Tribune management treat its own employees like this? We hope not.

We invite the town manager and personnel director to accept demonstrations and pay cuts like the rest of us.

We support changes to make town services more economical and efficient, but that is not what has been proposed.

JOSEPH CHAMBERLAIN

SEA President, Salem, N.H.

N

C

OBSERVER
4/10/97

Letters to the Editor

Public is crucial

To the Editor:

The Town was recently involved in a lawsuit of the Planning Board's denial of a site plan for a shopping center on South Broadway. While the Court overturned the Board's decision, several important lessons came from the case. These lessons apply to other development projects the Town is likely to face in the future, so I thought your readers might like to hear about them:

Zoning is Crucial. If we don't want a large retail shopping center in a specific location, we must make sure our zoning map reflects that desire. If we think a road corridor can't handle the impact from more large traffic generators, we must eliminate such businesses from the list of permitted uses in that district. By the time we see a site plan come to the Planning Board, and start worrying about its impacts, it may be too late. Pro-active planning is the key.

With Sophisticated Development Comes the Need for Sophisticated Regulations. Our land use regulations are not up to dealing with some of the current problems we face. For example, the only site plan regulations dealing with traffic impact require "adequate traffic circulation and ingress/egress from the site" and "maximum safety of traffic access". Clearly, these requirements are too vague and subjective. The Planning Board is required by law to base its decisions on the Town's regulations. Even if the Board dislikes a plan and even if the public opposes it, the Board must approve it if the regulations are met. Hence, the key to managing new development is adequate regulations.

The Public Plays a Key Role. Many people don't realize the importance of public participation in the Town's planning process. Residents can propose their own regulations or zoning map changes. For instance, the recently adopted School Impact Fee Ordinance was a citizen petition and the Residential Growth Limitation Ordinance was developed by a citizens' committee. Residents can also prompt the Planning Board to adopt new or better land use controls by voicing their opinions in person or my

mail, coming to meetings, and volunteering to serve on subcommittees. I've seen numerous examples of one person making a difference by just speaking out. The Planning Board needs to hear from residents to balance their decision-making, and the same is true for other boards and committees involved with the Town's growth.

As with liberty, the price of good planning is eternal vigilance. Such vigilance by people who care about Salem and its future is required now more than ever.

Ross A. Moldoff
Planning Director

Clean Spicket earns federal kudos

4/25/97

4/25/97 Tribune

◆ The Spicket River Committee was heralded by the federal Environmental Protection Agency today.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — The Spicket River Committee's work is up to federal standards these days.

After spending three years cleaning the winding Spicket River, which flows 11.5 miles through Salem, the committee was honored today with a federal Environmental Merit Award.

Nominated in February by U.S. Sen. Judd Gregg, R-N.H., the group learned earlier this month that it had been selected as a winner. The award is given by the federal Environmental Protection Agency.

Spicket River Committee Chairman Michael J. Lyons and committee members William R. Valentine and Frank J. Lyons accepted the award this morning during a ceremony at Faneuil Hall in Boston.

"It's great to be recognized and for the federal government to get wind of (what

we did)," Mr. Lyons said.

The project was completed this past fall, resulting in a cleaned up river navigable by canoe. About 20 cleanup days were held, with volunteers wading into the river to remove tires, appliances and other junk. More than 100 fallen trees, which were blocking the waterway, were removed.

With a national award in its grasp the Spicket River Committee, a permanent subcommittee of the Salem Conservation Commission, plans to maintain the cleaned up river.

This winter's weather resulted in several downed trees, which Mr. Lyons said will be removed.

"We'll be doing a canoe exploratory trip with a couple of members to check out what is down there," Mr. Lyons said. "Between now and the fall there will be more clean-ups."



Dawn Souza/Eagle-Tribune

Theodore W. Hatem, vice chairman of the Salem Conservation Commission, inspects a giant mushroom growing on a tree at the Town Forest. His commission is sponsoring a free guided nature walk in the Town Forest tomorrow in honor of Earth Day.

Walk will find nature in Salem's backyard

◆ Nature lovers can experience the wilds of the town tomorrow.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — Yesterday morning two red-winged blackbirds fluttered around in the trees of the Salem Town Forest, their vibrant red patches visible to the naked eye.

Tomorrow local nature lovers may catch a glimpse of them or other forms of wildlife such as deer, foxes and porcupines.

To celebrate Earth Day, the Salem Conservation Commission will sponsor a guided walking tour of Salem's tree-filled natural sanctuary tomorrow starting at 9 a.m.

"People will see how diverse the wildlife and (vegetation) is right here in Salem," Conservation Commission Chairman Michael J. Lyons said. "The idea is to promote the use of the Town Forest so people know what is here."

Wetland biologist Dee Hicks Foley, a former teacher, will narrate the tour. She will point out various kinds of veg-

etation particular to wetland areas, discuss wildlife and talk about how such areas can be maintained.

Mr. Lyons said Ms. Foley has given tours of the forest on several occasions. "She can point out things that the rest of us might not notice," he said.

The tour will be about 1 1/2 miles and last about an hour and a half or two hours, Mr. Lyons said. He said there is no guarantee that animals will be seen, but there is always a chance.

The Town Forest, officially dedicated in the 1970s, is located between Route 111, Bluff Street and Zion Hill Road. It is about 200 acres in size.

In addition to vegetation and wildlife, there are ponds, various kinds of trees and an old gravel pit.

Mr. Lyons said hiking boots would be the best attire for the tour, but that sneakers would also do the trick. Casual dress is recommended.

The tour is geared towards both adults and children. It is free and open to the public.

Those planning to attend should park at the State Highway Department lot on Route 111. The group will gather there and walk over to the forest entrance off Hitty Road.

LIES: The best advice Mom ever gave/Page E1

5/11/97

Day Eagle-Tribune®

The Pulitzer Prize-winning newspaper of Lawrence, Massachusetts

Vol. 38, No. 19
76 pages \$1.50

ESTABLISHED 1867

Bikers shoot it out

Passerby struck in the hail of bullets

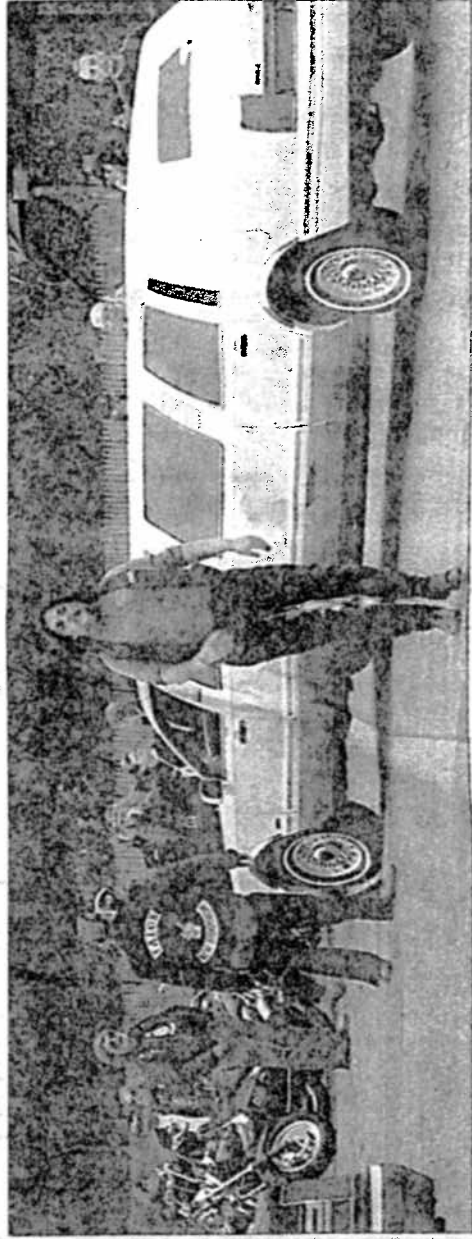
A shootout between rival motorcycle clubs in Salem, N.H., left a passerby injured.

by **Kathie Neff Ragsdale**
Eagle-Tribune Writer

SALEM, N.H. — A motorcycle club party outside the Derry-Salem Elks Lodge on busy Route 111 ended abruptly yesterday when shots were exchanged between the parties and members of a rival club that showed up.

A passerby was shot in the hand as he drove by the lodge. "A citizen was struck by a stray round. He's OK," Sgt. Peter M. Delorey said.

Police said about 100 members of the Derry-based Talon motorcycle club were having a cookout in the pavilion area behind the lodge when three or four motorcycle lists in a rival gang, the Manchester-based Devils Disciples, drove past about 2:15 p.m. and fired on the lodge parking lot.



Judy Emmert/Eagle-Tribune

Talon motorcycle club members begin leaving the Derry-Salem Elks Lodge on Shadow Lake Road in Salem, N.H., yesterday as a limousine pulls up for a wedding reception at the lodge.

Witnesses told police that the Talons returned gunfire.

"Witnesses reported three or four (shooters) on both sides," Sgt. Delorey said.

He said the Talons were looking for new members for the Hells' Angels, which had two members at the gathering.

Last night, police were anticipating retaliatory acts from both of the clubs. Sgt. Delorey said the Talons were gathered at a Salem lounge. The Devils Disciples were

Please see **BIKERS**, Page A6

Police suspect rival gang in drive-by sl

Continued from Page A1

congregated somewhere in Manchester, N.H., he said.

At the Derry-Salem Elks Lodge, Police recovered at least seven shell casings from two types of handguns, all .45-caliber except for one .38-caliber. Sgt. Delorey said 20 to 25 shots were fired.

Salem Police Sgt. Michael McGuire said members of the Talon club would not discuss the incident and refused to identify the rival group that might be responsible.

Talon members also would not talk to reporters.

But Sgt. McGuire said police had several calls from passersby, including one person calling from a car phone, reporting the incident. From what they said, it appeared three or four motorcycles drove past the lodge, turned around and drove past again, firing into the parking lot area where some Talons were gathered, he said. Most club members were further back, in the pavilion area, at the time. A window in an unoccupied car was shot out.

"It didn't look like they were aiming at anybody, just shooting the guns off to cause an uproar," Sgt. McGuire said.

Though police arrived at the scene within a minute, the assailants had already left. Nearby police departments were immediately alerted, but as of last night, no arrests had been made.

Talon club members denied returning fire, Sgt. McGuire said.

Sandy D. Gaumond, manager of the Elks Lodge, said she was upstairs in the club preparing for an afternoon wedding reception when she heard what sounded like motorcycles backfiring. She went outside, she said, when band members preparing for the reception told her it sounded like gunfire.

The day started out quietly, she said,

"then it's like we live in east L.A. all of a sudden."

She said the Talons rent club facilities several times a year and routinely post lookouts with walkie-talkies at the two entrances to the parking lot, but the Elks have never had any problems with the group in the past. Yesterday the event included a band and cookout.

"They've always been wonderful," she said. "They're very respectful. They come in the next day and clean up after themselves. They're very courteous."

A Londonderry, N.H., man belonging to the Devils Disciples died last year when his motorcycle was rammed from behind by a car later found to be registered to a member of the rival Hell's Angels. That happened on Interstate 93 in Weymouth, Mass.

Reports from passersby after yesterday's shooting included a description of a male biker with long blonde hair on a canary yellow Harley-Davidson heading south on Interstate 93. Around 3 p.m., Methuen police received reports of a number of motorcycle sightings, but no arrests were made.

Though the Talons had rented the pavilion area from noon to 8 p.m., Mrs. Gaumond and police asked the group to leave after the shootout for fear of further problems while the wedding reception was going on inside.

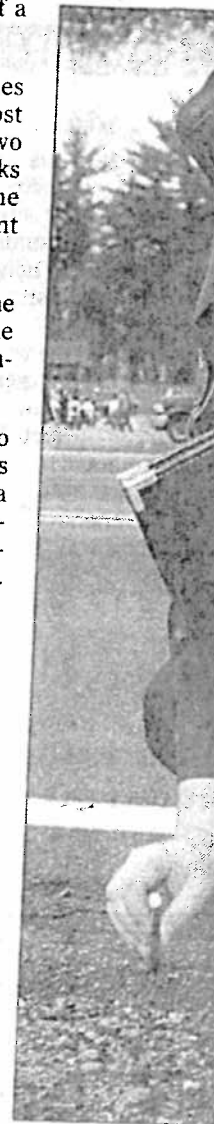
Mrs. Gaumond said 200 people were expected for the reception, after the 4 p.m. wedding of an Elks Lodge member and his bride, she said.

She said she planned to tell the new bride about the shootout "later."

Windham, N.H., I
shell casing near

Judy Emmert/Eagle-Tribune

searches the grass for shell
Lodge in Salem, N.H., the site
gang yesterday.



Budget secrets ire committee

5/29/97
Tribune

◆ They are demanding selectmen be more forthcoming with information they consider controversial.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — Town Manager Stephen J. Daly received a 4 percent raise last month, and the Budget Committee was not officially told about it.

A police officer was recently promoted to sergeant, and a budget committee member says he had to ask Selectman Chairman Everett P. McBride three times to find out if it was actually happening.

These are just two of the reasons some Budget Committee members are steaming over what they say is a lack of information coming their way.

Calling the situation "just flat out depressing," Budget Committee member Stephen Campbell last night accused selectmen of withholding information needed by him to make informed

budget recommendations. He said questions he asks are often not answered for three or more weeks.

"How can you form a budget when things are kept from you?" Mr. Campbell said. "If they don't provide (the Budget Committee) with information we can't do our job."

Mr. McBride, who sits as the selectmen's representative on the Budget Committee, called the accusations untrue and said he provides whatever information he has when asked. He said the selectmen's non-public minutes are given to the committee. He is asking committee members to submit questions in writing so he can be sure to get answers for them.

Mr. Daly's raise, from \$82,000 to \$85,280, was approved by selectmen on April 14 in a non-public session. Mr. McBride said state law allows the "compensation of any public employee" to be discussed and acted on in non-public session.

Mr. McBride said in addition to the raise, Mr. Daly's educational stipend has been increased from \$4,000 to \$8,000 so he can take coursework at Harvard University.

The extra \$7,280 needed for the raise and stipend must come from some place in the budget, Mr. Campbell said, noting it is not included in the current budget. Dec

"How can you form a budget when things are kept from you? If they don't provide (the Budget Committee) with information we can't do our job."

Stephen Campbell

Budget: Committee demands information

Continued from Page 11

uments presented by Mr. McBride last night showed the \$4,000 extra for the education stipend would come from the \$175,000 cut from the fire department budget.

Mr. McBride also told the committee the police officer promoted to sergeant will not affect the budget. Even though the promotion will technically give Salem seven, instead of six sergeants, it will not cost more money, he said.

He explained that one sergeant is now working on a regional drug task force based in Concord. That officer's salary is being paid by a grant and is not coming from Salem taxpayers, thus freeing up a sergeant's salary in the town budget.

Mr. McBride said if the task force money runs out and the sergeant returns to Salem, the promotion can become a demotion, if the town decides not to pay for a seventh sergeant. He said the promoted sergeant knows that a return to officer rank is a possibility.

Budget Committee member Earl K. Merrow said he is concerned with the way selectmen are moving money within the budget. By law selectmen have the power to move money from one area to another. He cited the town hall and fire department reorganization and the cutting

of \$175,000 from the fire budget.

Mr. Merrow said the town hall reorganization was "never even hinted at during the budget process." Among changes made, the plan eliminated the town hall receptionist, rearranged clerk positions, created a community development position, cut some salaries and provided an early retirement incentive.

Mr. Merrow said for such a detailed plan to be developed it must have been in the works earlier than when the Budget Committee found out about it. Mr. McBride said last night the town hall reorganization projected a savings this year of \$23,869 over a five-month period.

"I understand you need flexibility (in the overall budget)," he told Mr. McBride. "But if you're not dealing on top of the table there will be restrictions."

Mr. McBride said money is not being misappropriated and the reorganization of both town hall and the fire department would increase efficiency.

Mr. McBride said since the reorganizations have been announced he has not heard complaints from the public.

"I see a lot of people in a week," Mr. McBride said. "... And the comments I'm hearing was that it is long overdue."

selectmen keep too many secrets

THE ISSUE

Salem, N.H., selectmen are making important decisions in secret, where they do not have to explain or justify them.

OUR VIEW

This practice should stop.

Salem, N.H., selectmen have gotten used to doing the town's business in secret. Someone finally got angry about it when they gave the town manager a raise without telling anybody. Members of the town Budget Committee asked how they could possibly do their job when selectmen were keeping them in the dark.

It has happened before. When selectmen and Town Manager Stephen J. Daly announced a complete reorganization of Town Hall at the end of February, cutting jobs and reorganizing services, the Budget Committee had just finished its review of what town departments wanted to spend based on how they were currently organized and providing services. Selectmen let the Budget Committee go one way, they went another.

Mr. Daly and selectmen forced a Fire Department reorganization too, by cutting its budget substantially. Fire Chief John R. Nadeau, Mr. Daly and selectmen negotiated that downsizing in secret a month ago.

The secrecy did not end there.

Mr. Daly, in the process of engineering these unpopular changes, just got a 4 percent raise and a doubling of a stipend so he can take courses at Harvard University. Two weeks after selectmen secretly approved the raises, their chairman advised the Budget Committee that \$4,000 for the stipend comes out of the \$175,000 cut out of the Fire Department budget.

Selectman Everett P. McBride went on to say that state law allows compensation matters to be discussed and acted upon in so-called executive sessions. The Eagle-Tribune refers to them as secret meetings, for that is what they are.

What all this conveys is a certain unwillingness on the part of selectmen to account for, or justify, their actions. That is worrisome.

What he did not say was why Mr. Daly deserved a raise. Selectmen reviewed his performance in secrecy. Mr. Daly could have insisted on it being done publicly but he did not.

True, the law that permits some secrecy in matters concerning the pay of public employees, but it states emphatically that openness in the conduct of public business is essential to a democratic society.

Salem selectmen appear to have forgotten that.

If you want to remind them, here they are:

Chairman Everett P. McBride Jr. (603) 893-2031

Robert J. Campbell (603) 893-8536

Robert L. Ellis (603) 893-5811

Sandra P. Roulston (603) 893-6549

Charles "Chuck" Morse (603) 894-5459

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Salem: Group mulls allowing taller buildings

Continued from Page C1

area.

"If they take land to deal with the traffic issue, how can we trade that off to be fair and equitable to the businesses?" she said. "That might mean looking at the height ordinance."

She explained that by redeveloping the Depot, building up will save space and maintain values, even though some of the land may be lost to the roadway.

Currently Salem does not allow buildings to be more than three stories. The tallest building is the six-story Holiday Inn on Keewaydin Drive, next to Interstate 93, which received a variance to exceed the height limit.

The Economic Development Committee aims to be a resource to the town, Mrs. Drelick said, by giving it information on how things affect businesses, which are also taxpayers.

Town Planner Ross A. Moldoff, who sits on the committee, said having the input of the business community is valuable.

When drafting ordinances, specifically those impacting business areas, it is beneficial to hear their ideas and concerns, he said. Discussing them at the Economic Development Committee meeting is more productive than waiting to hear from businesses at a public hearing as a decision is being made on the issue.

Mr. Moldoff said besides retail, the chamber group is also looking at

"This is not the business community demanding to have this and that . . . We work and live in the community. We care about the overall results."

Chamber President Patricia M. Drelick

the dwindling availability of industrial space. Mr. Moldoff said a large part of Salem's industry is in the Pelham Road area.

"It's unseen by most residents, they're tucked away in industrial parks" Mr. Moldoff said.

He said such development is appealing to a community from a tax revenue point of view.

"Industrial development provides tax revenue but doesn't require a lot of town services . . . like schools," he said.

Mr. Moldoff said if Salem wants to continue to bring industry to that area, voters will have to make decisions on how to do it as the land runs out.

For many businesses, she said, the issues impact them as both businesses and residents.

"This is not the business community demanding to have this and that . . . We work and live in the community," Mrs. Drelick said. "We care about the overall results."

Land scarce, so Salem ponders going up

◆ Only one building in town has six stories, but that could change, particularly at the crossroads of Routes 28 and 97.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H.—Salem is quickly running out of space for new business and the Chamber of Commerce is considering ways to deal with it, including building upward and redeveloping.

This idea is being reviewed by the chamber's Economic Development Committee. The group, which has been meeting regularly for several years, continuously researches ideas for Salem's future.

"Industrial development provides tax revenue but doesn't require a lot of town services . . . like schools."

Town Planner Ross A. Moldoff

"We're looking at zoning issues . . . and we are prioritizing how they affect businesses," Chamber President Patricia M.

development."

The idea of building upward is a suggestion specifically for the Depot area.

Drelick said, noting that Salem could run out of land for business development in as few as five years. "We're looking to make recommendations on how we can most effectively plan for future

where Routes 28 and 97 intersect, she said, and is simply an idea being looked at.

For years, Salem has grappled with traffic problems in the business-filled Depot area. To alleviate gridlock, the town may have to take land from businesses there to widen the roadway, she said.

If that happens, Mrs. Drelick would like the chamber to be prepared to offer suggestions for the redevelopment of the



SALEM

Complicated crossroads to be simplified

◆ Work on Route 28 at Route 111 hinges on whether Salem can acquire 800 square feet of private property to provide proper turning space.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — Driving through two of Salem's most complicated intersections is about to get easier.

Route 28 at Route 111: Route 28 will be widened and left-turn lanes and left-arrow traffic signals will be installed. Cost is \$125,000.

Pelham Road at Keewaydin Drive: The on-ramp to Interstate 93 south at exit 2 will be moved to be directly across from Keewaydin Drive to eliminate one of the lights on Pelham Road. Three sets of lights currently force drivers to stop three times within a few hundred feet. Cost is \$95,000.

Neither project will be paid for through Salem's budget, according to Town Planner Ross A. Moldoff.

Mr. Moldoff said impact fees paid by Wal-Mart when it built down the road will pay for the Route 28 work. He said the Pelham Road work will be paid with \$40,000 from the state Department of Transportation and \$55,000 from impact fees paid by Pelham Road businesses.

Both projects are awaiting final state approval; Salem having already received preliminary comments on the plans.

Salem's capital projects manager, George W. Sealy, said he expects the

Pelham Road project to go out to bid within a month, with work starting in the fall. Mr. Sealy said it could be completed by Christmas if there are no problems along the way.

The Route 28 work hinges on whether Salem can acquire 800 square feet of private property nestled between Route 28 and Route 111, across from U.S. Gas. An unoccupied white building is currently located there. Town officials are currently looking into that possibility.

The state will not formally approve the plans unless the property is acquired, according to Louis P. Caron from SEA Consultants of Concord. Mr. Caron, who was hired by the town to do the engineering designs for both projects, said the land is needed to provide turning space once Route 28 is widened.

Mr. Sealy said the Route 28 project would take about a month to complete if the land and state approval are obtained.

Mr. Moldoff said the work at the Route 28 intersection is being done as a temporary remedy in anticipation of major reconstruction of the area. The state plans to revamp the intersection in five years, he said.

"The problem is we can't wait five years," Mr. Moldoff said, noting the high instances of accidents and slow traffic flow through the area.

DERRY

\$750,000 would be used for downtown housing

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Interview process for CDD, DPW positions to begin ^{7/10/92}

by Carol Moore

SALEM - The interview process to select a new Community Development Director (CDD) and a Director of Public Works (DPW) director is expected to begin in mid-July.

According to Town Manager Stephen Daly, 14 applications for the CDD spot and 18 applications for the DPW Director have been received, but only three for the CDD spot and 8 for the DPW position will be interviewed at this point.

Daly said the search has not been as successful as he had hoped.

"We were looking for between 20 and 30 qualified candidates for the jobs, but the numbers aren't looking good at this point," he said.

Of the two, the DPW Director's post is the greater priority because it is a vacant position. The CDD position is newly created.

Daly added that many of the applications received were from people who were not qualified for the job as advertised.

If the open search method doesn't produce results, the Town may contact a search firm.

"It's difficult for a municipality to recruit or know where the good candidates are. You need a network," Daly explained.

Both positions have specific requirements including advanced degrees.

Each position will pay a salary of between \$58,000 and \$66,000 plus benefits.

No quick fix for traffic woes

At a recent Planning Board hearing an interesting thing occurred. The plan under discussion was the Salem Corporate Park Site Plan for two office buildings on Stiles Road.

The biggest part of the discussion was traffic impact.

The Pelham Road corridor, which drivers must use to get to Stiles Road, has been a site of traffic confusion for a long time. The area has on and off ramps for Route 93 and a series of traffic signals that often leave motorists sitting through three or more signal changes before they can proceed to Stiles Road, Keewaydin Drive and Manor Parkway.

Recently, the Board of Selectmen authorized the use of impact fees to make a change to the position of the south bound on-ramp in an effort to untie the gridlock. In addition, an I-93 widening project is in the works, but that may not take place for several years.

Conventional thinking has been that cutting Stiles Road through to Lowell Road (Route 38) would also alleviate some of the backups on Pelham Road because those exiting the Stiles Road Office Park would have two choices for an exit instead of one.

In fact, that's the issue Salem Corporate Park developers noted in defending traffic impact. Once the cut-through is completed, traffic problems should lessen.

But, the Town's traffic consultant, Steve Pernaw, brought up a point no one has heretofore thought of. Stiles Road goes both ways, and if drivers start using the road for a "short cut" from Route 38 to Pelham Road, in fact, traffic could increase.

Currently, the crossover route is the Mall Road which is not that convenient, particularly at peak shopping hours. A cut through along Stiles Road would seem very inviting.

Also, since those using Stiles Road for a short cut wouldn't be stopping within the park, we suggest, speeds along that road might increase.

What seemed like a simple solution to one of Salem's traffic problems, doesn't seem so simple anymore.

This is a perfect example of a "Catch 22" situation. The more we improve our roads, the more traffic is attracted to the improved area. Often, this makes the improved area obsolete as soon as it's completed.

Similarly, when we increase the number of lanes on a given stretch of road, those lanes quickly fill up.

Apparently, there is no quick fix for our traffic problems. Salem is an attractive place to live, shop and visit. Along with attracting people, we also attract more motor vehicle traffic, and each improvement brings on another set of problems.

While we think the Pelham Road area is in need of improvement, we suggest planners look at the feasibility of putting higher speed, cut-through traffic on a road that was not designed for it.

Now, thoughtful planning is the key to Salem's traffic woes—there is no quick fix.

Ultimately, we may have to live with the fact that traffic jams are a fact of life in Salem.

OH LAURENCE...WE LOVE YOU



Letters to the Editor

Out of control

To the Editor:
SUPERFUND poisons are being spread on New Hampshire's farmland. Water from the SILRESIM SUPERFUND SITE is being discharged into the Lowell, Massachusetts wastewater treatment plant. The toxic residues are concentrated in the sewage sludge which is being hauled into New Hampshire.

In 1996, over 7000 tons of Class B sewage sludge from Lowell, MA was dumped in NH including dairy farms in Gilmanton, Webster, Pittsfield, Epsom and Walpole.

Lowell, MA, is the hazardous waste capital of New England, with dozens of industries pouring chemicals into the sewer system.

NH Sludge Rules require: "A description of all industrial wastewater contributors and the chemical constituents of their wastewater".

The New Hampshire Department of Environmental Services (NHDES) did not enforce this rule with regard to 28 "significant industrial users" of the Lowell sewage system - including the Silresim Superfund Site! So no one knows the extent of the radionuclides, dioxins, PCBs, and other hazardous contaminants being spread on NH fields.

Furthermore, the NHDES was in such a hurry to import this toxic waste that they gave Wheelabrator/Biogrow "Sludge Quality Certification" - permission to dump Lowell sludge in NH - in

February, 1996, while New Hampshire's "Emergency Sludge Rules" were in effect!

The State of Maine recently enacted legislation ordering the "dirty seven" - Kraft paper mills to stop discharging dioxins into Maine rivers.

One of those chlorine-using paper mills - S.D. Warren of Westbrook Maine - now has an application pending with the NHDES to dump its dioxin-laced sludges in New Hampshire.

I have a 1994 report prepared for the EPA indicating paper mill sludges containing dioxin levels even under 8 parts per trillion cause great harm to wildlife (Dioxins are so toxic that levels of 1-2 parts per billion constitute a Superfund site).

The NHDES has never denied an out-of-state application. This is why Class B sewage sludge, industrial wastes and even Superfund toxins - are pouring into New Hampshire from Maine, Vermont and Massachusetts.

The Surface Water Quality Bureau of NHDES has joined forces with the waste industry and they are destroying New Hampshire's land, water and wildlife.

This is a rogue state agency - out of control. It is time for Governor Shaheen to step in and end this relentless assault on New Hampshire's environment.

Helene Shields
Alton

You made difference

To the Editor
On behalf of Hospice, I we the community tears and local only helped ma pice memorial s also helped im patients and Rockingham VN

I would first thanking and rec dedicated hospice unselfishly gave hearts to help Re Hospice patier through a very d individuals began in a ten week tra took what they this knowledge to gift of time is inv

I would also like following businesse butions: Sweet F NH, for donat Raspberry Farm for donating 10 ries; Christine Connection of Ex chocolates; Linc USA Inc. of Strat candy; Shaw's Exeter, for donat certificate; North North Hampton, for trees; and the donating sapling generosity helped memorial service those who have gather together to renewal, and hon those who are n

Word from the Legislative Office Building

By Rep. Richard Noyes

Editorials

Something must be done

It was inevitable; it was bound to happen, and it finally did. The intersection of North Broadway and Taylor St. finally took a life, that of 23 year old Eric Loeschner of Salem.

We have long advocated a traffic signal at that particular intersection.

With the buildup of commercial development along the North Broadway corridor, it is increasingly difficult to turn into or out of Taylor St.

Those who are against placing a traffic light at that particular spot say it would make North Broadway like South Broadway—stop and go.

Guess what. North Broadway already is like South Broadway, but without periodic traffic signals to slow people down.

Our reasoning for a traffic signal at that intersection is not so much due to the volume of traffic along that stretch of North Broadway—although that has certainly increased tremendously in the past few years—rather it is due to the velocity of the traffic along that corridor.

People simply go too fast.

Between the lights at the Depot and the lights at Wal-Mart, drivers accelerate to speeds sometimes in excess of 50 m.p.h. until they are forced to stop at either traffic signal.

It is a four-lane road, and anyone attempting an exit from several strip malls, businesses or side streets must cross at least two lanes of speeding vehicles to head south on Route 28.

Drivers trying to slow down, turn and enter any one of these side streets or businesses take their lives in their hands.

We have many times slowed down to make a turn onto Taylor St. and feared the car following us—too closely and too quickly—would run into us.

There is only one thing that drivers will pay attention to, a traffic light.

We hope we get one, but it is too late for Eric Loeschner.



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Word from the Municipal Office Building

Some tell of the Drega they knew

By Shirley Leung
GLOBE STAFF

BOW, N.H. — When a coyote killed some geese Carl C. Drega was raising, George Prusia was surprised his neighbor was not angry.

"The coyote has to live, too," Drega explained.

Strange words, perhaps, for a man who went on a murderous rampage Tuesday that ended with his own death. But Prusia, his neighbor of 30 years, says Drega, in his heart, was a good man.

"I had my problems with a broken ankle while back in 1991. He came over and plowed my driveway," said Prusia, 75, who lives across the street from Drega's Bow home. "As far as I'm concerned, he was a good neighbor and a good friend."

There aren't many people who knew Drega beyond the angry, embittered face he showed to the world as he fought battle after battle with selectmen, planners, and lawyers.

But in the past few days, those few acquaintances and even Drega's family have struggled to explain what triggered the killing spree.

His sister, Jane Drega of East Haven, Conn., said she felt police and officials in various towns harassed her brother over zoning disputes and other problems over the years. She thought it "got to the point where he couldn't take any more."

Jane Drega last spoke with her brother Saturday, but said there were no signs he was about to snap.

Drega and his wife, Rita Drega, built their home in Bow on a 2-acre lot across the street from Prusia in 1969. Rita was a petite Native American woman with flowing dark hair, one of 13 brothers and sisters who grew up in Groveton, south of Columbia.

The Bow home, on Bow Bog Road, is a modest green-and-brown house with two two-car garages. It is assessed at \$73,650.

Acquaintances say Drega was a hard-working man who made his living as a construction worker, machinery operator and repairman. On Sunday mornings, he and Rita rode motorcycles on Bow's back-country roads.

Some neighbors say Drega was a good Samaritan who checked up on sick neighbors, gave friendly waves, and got along with most.

"If he had problems, he didn't tell us," said George Prusia's wife, Bernice, 67. "He

'His wife's death really affected him. She was a mother hen for him.'

GEORGE PRUSIA
Carl C. Drega's neighbor

kept it to himself."

She said Drega was a devoted husband and a fastidious property owner who would spend days chopping firewood or trimming trees. "We never saw any anger," she said.

Drega's feud with Columbia began during the early 1970s, when town officials fined him \$600 for using tar paper siding on his summer house on the Connecticut River, and sued him over his refusal to apply for a building permit for the house.

One of those officials was former Columbia selectman Kenneth Parkhurst, whose home Drega broke into on the day of his deadly rampage. Parkhurst was not home.

During the suit, which the town won, Rita Drega became ill and died of cancer in 1972.

"I came away thinking he's blaming the town of Columbia for his wife's death," Selectman Fred Foss said of his first meeting with Drega in the late 1970s.

Prusia said Drega became a different man when he traveled 120 miles north to his home in Columbia.

"He figured up there everyone was against him," Prusia said. "He just wanted to do it his way, and [town officials] didn't want to do it that way."

When his wife died, Drega became a withdrawn perfectionist who buried himself in work, Prusia said.

"His wife's death really affected him," he said. "She was a mother hen for him. He always had to be busy, especially after [she died]."

In 1993, Columbia tax assessor Louis Jolin went to Drega's secluded property to estimate the value of a garage. First the 6-foot-4-inch, 230-pound Drega refused to speak to him; then he refused to let him leave.

"He said, 'You're not going to get out of here with that car,'" Jolin recalled. "Then he ran up ahead of me and put timbers under the wheels of the car. And he had a gun."

Jolin left Drega's home on foot and returned with Vickie Bunnell, one of those killed by Drega Tuesday. At the time, she was a selectwoman in Columbia, population about 700. When they didn't see Drega, they tried to remove the timbers.

"I heard a shot ring out," Jolin said. "I jumped up and looked up and he was coming at us with a gun leveled at us. He said he was going to shoot any one of us who touched that car."

It took two state troopers more than seven hours to convince Drega to release the

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It took two state troopers more than seven hours to convince Drega to release the

car. He was arrested and charged with reckless conduct, and ordered not to carry guns into town buildings.

But Drega remained upset by the episode, and ominously told a friend: "I'm getting plenty of guns and ammunition."

Drega's conflicts with authorities seemed to escalate this year. In April, he had a run-in with Bow officials. He wanted to subdivide and sell his Bow property, but a 1981 law said it was too small to break up.

And this month, he started writing menacing letters to Bow town planner Bill Klubben.

"The town of Bow was derelict in enforcing the town zoning ordinance because of that I am having difficulty with the town of Bow about my property (sic)," Drega wrote to Klubben on Aug. 8.

The day before his rampage, the town got a form from him with a handwritten mes-

sage: "This best be resolve befor having me [underlined twice] at a hearing.(sic)"

On the day of his rampage, Drega was to have had a hearing in Bow on his subdivision dispute.

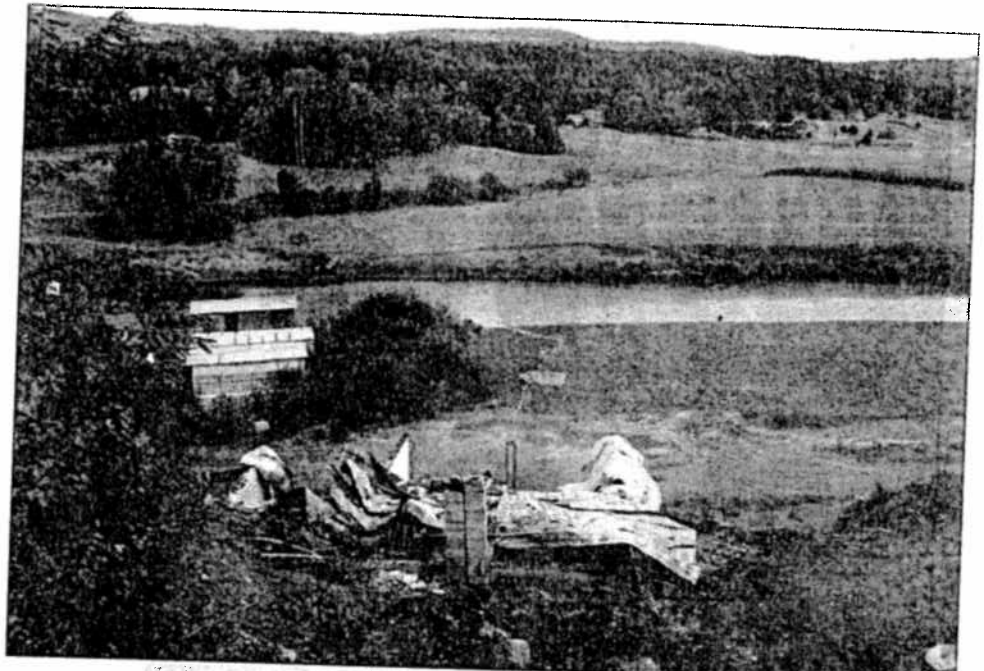
Prusia said that although he doesn't understand what triggered Drega's rampage, he and other Bow residents share his frustrations.

"You have that type of problem if you own property," Prusia said. "They don't let you do nothing any more."

Prusia said he never saw Drega lose his temper or use profanity, but his neighbor was especially upset by the town's refusal to let him subdivide his property.

"He didn't like everybody telling him what to do, especially on his own property," Prusia said. "He figured he'd bought it, he'd paid for it, he'd worked for it."

Material from the Associated Press was used in this report.



The remains of Carl C. Drega's three-story barn smolder yesterday in Columbia, N.H. GLOBE STAFF PHOTO / EVAN RICHMAN

8/28/97

Planning Board streamlines regulations, tables sidewalk issues

by Carol Moore

SALEM - At its most recent meeting, the Planning Board came a little closer to finalizing the amendments to their Subdivision Regulations.

The Board adopted measures that addressed aesthetic issues such as, landscaping islands in the center of cul-de-sacs, requiring a 50 ft. wide wooded buffer strip in front of open fields and yards, planting street trees every 50 ft., and requiring underground utilities.

In addition, the Board will require plans to be complete before the Planning Board begins discussion.

According to Planning Director, Ross Moldoff, this will make the agenda "more manageable."

Planning Board Chairman Michael Lyons added, "Seventy percent of the time, the (developer's representative) wants to show his client that they're moving along. They're wasting our time, and the clients are not getting what they want."

By requiring developers to have their plans ready, the late night meetings might be shortened.

"The more meetings that go late

into the night, the more it wears on the members. We might have less difficulty attracting new members to the Board if the meetings are shorter," Lyons added.

The areas that were not decided included language on sidewalks, curbing, and active recreation areas in new developments.

The Board will be looking at these issues in more detail and will probably discuss them again in a month.

The sidewalk issue, in particular, has had a lot of input from the general public.

In fact, even the Board is divided on the issue of requiring new subdivisions to have sidewalks.

"If you polled the Board, they would be divided (on sidewalks) and the Board is a microcosm of the community," Lyons said.

Moldoff cited the results of a Community Opinion Poll taken in 1995.

"On the question of requiring sidewalks in new subdivisions, the response was divided: 48 percent said 'yes,' 45 percent said 'no,' and seven percent were undecided," he said.

"For some, it is a budgetary

issue. There is a reluctance to pay for maintenance by the Department of Public Works," Lyons added.

In addition to amending the bulk of the Subdivision Regulations, the Board also expanded the traffic regulations section of the Site Plan Regulations.

Moldoff explained that the old language was, "sites must have adequate traffic ingress and egress."

"That was too vague," he said.

The new traffic regulations are spelled out in greater detail and the Board will require a scoping meeting with the applicant, the Town's traffic engineering consultant, and the Town staff. "... the purpose of (this meeting) is to define the extent and content of a traffic impact assessment to be submitted by the applicant."

The traffic impact assessment will be reviewed by the Town's consultant. This regulation will apply to both new projects and change-of-use applications.

"We should have had this a long time ago. It will put teeth in our regulations and help us defend the Planning Board's decisions," Moldoff said.

Attorney for Barron family files objection to IRS motion to dismiss in landmark lawsuit

CONCORD - Manchester attorney Bill Brennan, representing Shirley Barron in her landmark lawsuit against the Internal Revenue Service (IRS), has filed an objection to an IRS motion to dismiss the case against collections agent Donna Greeley. The objection, filed in U.S. District Court in Concord, NH, asks the court to deny the defendant's motion to dismiss, or schedule a hearing on the motion.

"The IRS does not focus on whether or not Agent Donna Greeley brutally harassed Bruce and Shirley Barron," Brennan said. "They have instead moved to dismiss the claim because they believe Agent Greeley is protected under

lating the individual's constitutional rights. Our lawsuit against the IRS and Donna Greeley argues that overly aggressive collection activities by Agent Greeley violated the rights guaranteed to Bruce and Shirley Barron under the fifth Amendment to the United States Constitution, specifically, that no person shall be 'deprived of life, liberty or property, without due process of law.'"

"We can prove in court that donna Greeley lied, altered federal documents, maliciously withheld vital information from the Barrons, and engaged in unlawful collection actions," said Brennan, "we are simply asking the judge to give us our day in court."

others who have had similar experiences with Agent Donna Greeley.

Bruce E. Barron was a practicing New Hampshire attorney since 1978. As a result of an IRS audit, the Barrons were assessed tax liabilities, including penalties and interest, which exceeded \$225,000. Unable to pay the enormous liability, the Barrons entered into an Offer in Compromise proceeding with the IRS. At one point, the Barrons and the IRS were a mere \$2,610 apart from settling the case, but the IRS continued to drag out the process and harass the Barron family until, ultimately, Bruce Barron committed suicide on August 6, 1996. Since Bruce's death, the IRS has resumed its collections activities



will play in the Fiesta

Observer/Carol Moore

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projects are planned. The
be the Alumni Band
on September 27.

October 11, the Blue Devils
Band will be hosting their
annual band show at Grant

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and a yard sale to benefit

October 23, they will take
the Performing Arts Trust
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Graichen, Treasurer, 153
Salem, NH 03079.

SALEM

Recreational field upgrades could top \$4.5M

It would cost about \$4.5 million to upgrade the town's recreational fields, school playgrounds and have new places for townspeople to play, walk and bike by the year 2010, according to a new Recreation Master Plan. By then, the town is expected to have 30,200 residents.

The Master Plan was drawn by Planning Director Ross A. Moldoff and Recreation Coordinator Julie Kamal, with the help of Arlene Hauzer, an intern in the planning department.

She said there is a detailed inventory of current and future public recreation needs and public open space and conservation areas.

Mrs. Kamal said the plan was endorsed by the Recreation Advisory Committee.

The Planning Board saw it Sept. 23. She said members will make suggestions and hopefully hold a public hearing so it can be adopted.

Mr. Moldoff and Mrs. Kamal estimate \$3.1 million is needed for new recreational facilities; \$1.3 million for sidewalks and bicycle paths to reach the facilities and \$74,475 to repair and upgrade town fields and school playgrounds.

They recommend a policy so developers can contribute to park and recreational facilities and that the town have a conservation and management plan for natural areas and open space.

New story hour program at library

Kelley Library thinks it's time for

SALLY GILMAN



parents and their toddlers to share story hour.

Beginning Sept. 23, the library's Children's Room has a new story time for toddlers ages 2 to 3 years.

'What's new is that a mother or father will be with their child to share stories, songs, finger plays and other activities,' said Children's Librarian Sheila Murray. 'These activities are important in a child's development and

lay the groundwork for later adventures in listening and reading activities.'

The 30-minute story hours are Tuesday at 11 a.m. and Wednesday at 9:30 a.m. for nine weeks. There is space for 12 toddlers plus parents or caregivers.

Mrs. Murray said parents should arrange child care for older preschoolers or bring an adult to read or play with an older child during the story hour.

The sessions start Sept. 23 and Sept. 24.

Registration begins Sept. 17 at 9:30 a.m. at the library. Parents needs a current Kelley Library card to enroll a child.

Public hearing set for electric easement

Selectmen will hold a public hearing Monday, Sept. 8 at 8 p.m. on whether to give Granite State Electric Company an easement to put a utility pole on town owned land adjacent to Garabedian Drive.

The board meets on the lower level of the municipal office building on Geremonty Drive.

SALEM

Traffic may decide bagel shop's future

Whether a new bagel shop proposed for Route 28 gets Planning Board approval may depend on the results of a traffic study.

The Planning Board has continued its hearing on the restaurant's plans primarily because of traffic issues, according to Planning Director Ross A. Moldoff.

Mr. Moldoff said the board was concerned about the amount of traffic coming in and out of the plaza as well as within the parking lot. A traffic study is now being done to address the issues, he said.

Dano's, a 24-seat bagel restaurant, is proposed for a section of the plaza at 273 S. Broadway. The plaza is located in front of Service Merchandise, north of Home Depot.

Mr. Moldoff said Dano's plans will be discussed again at a future Planning Board meeting once the traffic impact study is done.

"It should be a couple of weeks," he said.

If approved, the bagel shop would move into the space formerly occupied by ERA-Pat Demaris Associates, a real estate business that recently relocated further north on Route 28.

Meet the candidates

Voters can meet Salem's candidates for state representative Tuesday morning at the Greater Salem Chamber of Commerce office, 220 N. Broadway.

Republican Janeen A. Dalrymple, and Democrat Howard C. Glynn will meet the public and speak about their views.

DAWN
SOUZA



room. Coffee will be served.

A special election is set for Sept. 23 from 11 a.m. to 7 p.m. It is being held to fill the seat made vacant by the death of Republican Beverly Gage, who died of cancer in April during her 12th term in the House.

The event is coordinated by the Public Affairs Committee of the chamber.

Salem High open house

On Wednesday night parents of Salem High students can see first hand what school is like.

During Salem High's open house parents can follow a shortened school day schedule of their child, learn about the coursework and meet their teachers.

Sessions are being run based on last names.

A through K: Classes will be visited from 6 to 7:15 p.m., followed by an information session by the guidance department at 7:30 p.m.

L through Z: An information session with the guidance department is at 6:45 p.m., followed by class visiting from 7:30 to 8:45 p.m.

Parents with more than one child are invited to both sessions.

Although schedules will be available, school officials said it will be easier if parents borrow their child's for the evening to avoid having to wait in line.

Representatives from school clubs and sports teams will be on hand to provide information in the cafeteria from 6:45 to 8:15 p.m.

Dawn Souza covers Salem for The Eagle-Tribune. She can be reached at 893-9555, Ext. 188, during business hours.

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9/25/97

Salem running out of industrial land

by Carol Moore

SALEM - The Board of Selectmen and the Planning Board got together on Monday, September 22 and held a work session on zoning.

Using the GIS computerized mapping display, both boards were able to see that industrial sites are disappearing.

Selectmen Chairman Everett McBride expressed the hopes that zoning changes might "prepare the community for the 21st century."

The focus of the discussion was where the town wants to go with industrial zones.

Planning Director Ross Moldoff commented that "Companies aren't coming to Salem because they can't find the land they want or need."

He added that there is some undeveloped land in the western section of Salem where Porcupine Brook is a natural boundary surrounded by residential abutters.

There was a general consensus that the time to develop the Route 111 area has passed.

At this time, there are many residential developments either in progress or "on the boards" and there is no access to water and sewer on that road—usually a detriment to attracting industry.

There was some discussion about moving "up, not out."

Since office and commercial space is at a premium, there was some consideration of allowing buildings of four or five stories in some industrial/commercial areas.

Moldoff predicted that industrial areas will be built out within five years, and residential areas might be filled in within 10 to 20 years.

"From 1993 to the present, subdivisions totaling between 450 to 500 house lots have been approved, built, or are pending," Moldoff said.

"I think we're seeing the build-out of the town," he added.

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To the

Inside: Mr. Breen stands guard at gala

Continued from Page C1

and wants to remain neutral in the six-way race.

Softball question

The six candidates for Lawrence mayor were given a golden opportunity to cut each other up during a debate last week. The format allowed each candidate to put two questions to any opponent.

Several contenders promptly went for the jugular with pointed questions.

Then it was the turn of **Richard A. Lawrence**.

He posed this question to **Kevin J. Geary**: "What have you heard out on the campaign trail and in the neighborhoods?"

Mr. Geary's answer (abridged version): "The people want change."

Mr. Lawrence's follow-up question: "Have you gauged the sentiment on whom the voters want?"

Mr. Geary's answer: "Yeah. They've all said Kevin Geary."

At the conclusion of the debate, which aired on cable television, Mr. Lawrence was asked off-camera if his questions presaged his quitting the race.

With his face turning a deep shade of red, Mr. Lawrence took off his microphone and said nothing.

An evening with Mr. Breen

Ever-smiling Lawrence funeral director **John Breen** stood holding the door open at Andover Country Club as guests arrived for the Thursday night gala celebrating Holy Family Hospital Auxiliary's 50th anniversary.

Known by just about all 500 of the guests, he prompted many double-takes. He also holds the door at his funeral home.

"I get a quarter at the funeral home," joked Mr. Breen. "I get 50 cents here."

Gremlins strike again

The gremlins that have plagued the campaign of Lawrence Mayor **Mary Claire Kennedy** stooped to a new low last week.

First, they hurled a rock through the window of her headquarters.

tion-year plan to do \$2 million worth of repaving work in the coming year. It's too little, too late, says Mr. Tamis.

But the latest list of roads to be repaired includes Campus Road, where Mr. Tamis lives.

In fact, the paving will start right in front of the Tamis residence, No. 35, and go to the end of the cul de sac.

Mayor DiZoglio said that is pure coincidence. Campus Road needs a makeover because it was recently dug up to fix sewer problems, he said.

Send in the clone

As Salem, N.H., selectmen and Planning Board members added item after item to a list of development ideas they want studied right away, someone suggested they would have to "clone" Planning Director **Ross A. Moldoff** to get it all done.

"I have a twin brother," Mr. Moldoff offered.

Unfortunately, his twin brother, **Seth**, a banker in San Francisco, has no interest at all in town planning.

Instead, the town plans to prioritize the list.

Contributing this week were **Paul Fleming Jr.**, **Barney Gallagher**, **Nancy Rodriguez**, **Colleen Slevin**, **Dawn M. Souza**, **Mike Tempesta** and **Alan White**.

Directo

Continued from Page C1

their own, and tips on village.

Seventy colleges including Middlebury College, Suffolk University and University of Rhode Island scheduled to visit the between now and December.

A Senior Night will be held in October to provide information on colleges, financial aid and other matters.

A bulletin board with photos of herself and the other finance counselors, whom she has as "talented and experienced" put up.

Mrs. Soraghan said biographies of each counselor will soon be on the board. She hopes students will find something in that information.

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If you are a teen attending Lawrence or Methuen Child Care Program.

Loving Care...Nutritious

For more information
Martha at 685-4122

or

Barbara at 685-8844
Community Day Care

LINK
AGE

I actually said, "I've already been cloned... I have a twin brother!"

If you're looking to borrow money, a Home Equity Line from BankBoston is the smartest way to borrow. Because you'll get a low rate,

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INSIDE
Obituaries, 12

SALEM

New hire to chart town's future

◆ The town's new community development director is charged with bringing Salem into 21st century.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — Town Manager Stephen J. Daly has hired a community development director as part of his reorganization plan to make Salem run more efficiently.

James Turse, currently living in Hawaii, will be paid an annual salary of \$64,000 to take on the newly created position, according to Mr. Daly.

The job will oversee the town's planning, code enforcement, health and engineering departments.

The town's newest staff member will soon be flying in from Hawaii for his Oct. 15 start date. He is expected to relocate to the Salem area sometime this week.

For the past six years, Mr. Turse has been working in Honolulu in the community, real estate and commercial development fields.

Mr. Turse has a bachelor's degree in English, a master's degree in international security studies and defense management and a master's degree in technology management.

While in Hawaii he served as a real estate development consultant, headed building and development cor-

Salem: James Turse hired

Continued from Page 9

porations and directed Honolulu's Housing and Community Development Department.

Selectman Robert J. Campbell said he met with Mr. Turse and considers him an outstanding addition to Salem's leadership team because of his experience in Hawaii. He said overall Salem's department heads are top-notch.

"We have a leadership team that's head and shoulders above most com-

munities in New Hampshire and probably a lot in Massachusetts," said Mr. Campbell.

Mr. Turse is the second new department head to be hired in the past few months.

Raymond L. King, a 20-year Army veteran, was named public works director in late August and began work Sept. 8. Acting DPW head William Duma returned to his job as the department's operations manager.

arrah car was found abandoned in Oxford, MA after an attempt to torch the vehicle failed.

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Page 5

News Briefs

Community Development Director hired

10/2/97

SALEM - Town Manager Stephen Daly announced on Monday, September 29 that James Turse of Hawaii has been hired as Salem's new Community Development Director. This is a new position which will complete the planned reorganization of the Municipal Office Building staff. Turse will oversee the planning, code enforcement, health and engineering departments. Turse has an extensive background in community development in the private sector as well as with the United States Marine Corps. Daly commented that, "With Jim Turse's involvement, Salem will be able to stride confidently into the 21st century with a positive sense of where it is going and how to get there." Turse was chosen from five finalists which was whittled down from a field of 30 candidates.

Salem High School open house set

SALEM - There will be an Open House at Salem High School on Wednesday, Oct. 8. Parents are invited to participate in the programs:

15 to 7 p.m. - Guidance Pre

Editorials

A history of beauty

This past week, the Salem Garden Club gave out its annual Commercial Landscaping Awards. This is the eleventh year the Garden Club has done this.

The moral of this story is that the importance of beautifying Salem is not a new idea. The Garden Club has been instrumental in beautifying various spots around town and has encouraged both businesses and homeowners to do the same.

Six businesses received awards this year and six received honorable mention.

Each month—from April through October—a well-landscaped home is showcased and a picture featured in *The Salem Observer*. The selection of the "Yard of the Month" is made by the Salem Garden Club.

The Salem Garden Club is a volunteer group. One of its missions is to inspire others to keep Salem "looking good," both by recognition and by their own example.

Planning Director Ross Moldoff commented that these awards are one of the most important events of the year because they make others aware of what businesses are doing to make their property appealing.

St. Joseph's Parish was among the landscaping recipients this year. In accepting the award, Fr. Richard Connors brought out a very important point.

He said that traffic outside the church builds up during peak hours and at least those sitting in traffic will have something pleasant to look at while waiting to move on.

Instead of getting angry, motorists can take time to look at the flowers.

Nice idea, we think.

Word from the Legislative Office Building

By Rep. Richard Noyes

Wednesday, Oct 1) sure any need

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10/9/97

"Here we go again"

To the Editor,

One of our recent Presidents used the expression "Here we go again" when describing an action not to his liking. That is exactly my sentiments when I read of asking the Chief of Police to find within his budget the sum of \$27,072.00 so that he could add more policemen to his department. In some ways the Police Chief is lucky that he didn't have to find \$175,000 like the Fire Chief had to. Salem is listed as one of the towns with a high crime rate and all the chief is asking for is extra men so that he will have enough men to help prevent crime.

My question is—Why didn't the Board of Selectmen use the monies that they supposedly saved by the reorganization to pay for the hiring of an additional policeman? My answer would be that there really were never any savings but the money that was available was used to give the Town Manager a raise and paid for his classes at Harvard. Not only that, monies were used to hire a Community Development Director, a Director of Public Works, and the transfer of the original Director of Public Works to a newly created position of Capital Projects Manager.

We now have a system that is top-heavy at the top and not enough people on the bottom to do the work. A good example of what is happening is the condition of the cemeteries, the condition of many of our major roadways, and sidewalks, to name a few.

It is time that the taxpayers of Salem wake up and see what their monies are being used for. Do not be afraid to ask questions of any of the town officials and if they do not give you an understandable answer then there is always the ballot box. This is your town and you should do all you can to protect your interests.

Sincerely,
Paul T. Metcalf

which ones are incompatible ATT?"

Attorney General Jeffrey d replied: "With respect to TT treaty, the reason why Hampshire's Attorney d's office looked at New hire state statutes to see could be incompatible with he answer is actually a sim-

y attorney general's office ountry did that, and we ve been derelict had we not because we were in or opposed to Gatt—we didn't take a position on art of the GATT treaty, if en ratified, was going to state statute that was le, fall to GATT.

fact, what the state had to id which statutes ipat or else they e superseded by GATT. simply went through e and—when GATT was —you know, one good happened for New is, at least those we were able to identi to be in—in force and actually the exercise ertook was to protect ire's interests and not e." (audio tape avail- f. Public Radio)

rotected statutes are , licensing schemes, exclusion, our First protected waxed pro-law, in effect from 8,1991, to May 8, GATT harmoniza- emands that no sov- a GATT member nterfere with free f any other GATT ry (e.g., not to dis- oduce ingredients). ded N.H. statutes, sion, the U.S. equally hostage to

Con and the ast track authority extension. of GATT. Even if d it becomes nec- epeal of NAFTA nus test for elect- to Congress

10/14/97

NEW HAMPSHIRE

Large projects could alter to

Developers hoping to build a bank on Pelham Road and widen the roadway is on the Planning Board's agenda for tonight.

DAWN SOUZA



Southern New Hampshire Bank wants to build a four-story building at 31 Pelham for a bank and office space, according to Planning Director Ross A. Moldoff. The property is located next to Lucy's Country Store and across from the Gateway executive offices.

Bank developers are

not seeking approval for their plans just yet, but coming to the board for "conceptual discussions," said Mr. Moldoff.

Because traffic congestion is a major concern in the area, the developers are looking into the possibility of widening Pelham Road by adding a fourth lane.

Mr. Moldoff said to widen Pelham Road, between Stiles Road and Keewaydin Drive, private property would be needed since the existing roadway will not accommodate an extra lane.

"(The developers) have apparently talked with some of the land owners and are looking into brokering a deal," said Mr. Moldoff.

Mr. Moldoff said the bank project is one of

SALEM

the last on the agenda and may not be taken up if time runs out.

If that happens, Mr. Moldoff said it will be taken up at the board's next meeting on Oct. 28.

Swap business cards at networking event

This month's "Business After Hours" networking event is set for Wednesday, Oct. 22, at Southern NH Bank & Trust, 58 Range Road, Windham.

HIGHLIGHTING/Derry

Helping children look and perform their best

◆ Teamwork epitomizes the South Range Parent-Teacher Association, which has won a Blue Ribbon Award for 13 years in a row.

By John Basileco
Eagle-Tribune Writer

DERRY, N.H. — Debi A. Grochmal spent last Thursday helping children at South Range School look their best for class photos.

She fixed their hair and made sure their faces were clean as they waited for two professional photographers to snap their photos.

It is one example of the many different ways parents help out at South Range School as members of the school's active



NEW HAMPSHIRE

INSIDE
Obituaries, 14
Sports, 18
Classified, 22

Intersection improvement on hold

◆ The planned improvements would make navigating the intersection at Routes 111 and 28 safer and easier.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — The intersection of Routes 111 and 28 will stay the way it is — at least for another year.

Safety improvements planned for this year have been scrapped because the town could not secure enough land to widen a section of the roadway.

"We've missed our window of opportunity for construction," said Town Manager Stephen J. Daly of the \$125,000 project. "We can't start it now."

Mr. Daly said a landowner has denied the town an easement on a piece of property nestled between Routes 111 and 28, across Route 111 from U.S. Gas. It currently houses a vacant, white building. The property is owned by CMAA Associates of Salem.

Without the 800-square-foot easement, Mr. Daly said the town cannot widen the intersection to create a proper turn for cars traveling west on Route 111 towards Windham and



Fran Sangermano/Eagle-Tribune

turning north on Route 28 toward Derry. That widening is part of an overall attempt to ease the safety and gridlock problems at the five-way intersection. Lake Street also runs into the intersection near Honda Motorcars of Salem dealership.

Overall, the project as proposed would: **Create** turning left lanes on Route 28 for traffic to get onto Route 111 in both directions. **Provide** a wider turning area for cars traveling west on Route 111 toward Windham onto Route 28 north towards Derry. **Change** the single lane on Route 28 south from the intersection into two lanes to match up with the two lanes at Wal-Mart.

Because the project has been stalled, Mr.

requires a Town Meeting vote, which could not be done until March 1998.

Calling the intersection "dangerous," Mr. Daly said most drivers find traveling through it to be a hassle.

State Rep. Richard T. Cooney, R-Salem, is one of those drivers.

"There are Friday night problems, (rush hour) problems ... It's a nightmare," said Rep. Cooney.

As a member of the Salem-Plaistow-Windham Metropolitan Planning Organization, Mr. Cooney said he has been following the plans for traffic improvement and favors making the safety changes.

Mr. Cooney said the state is involved, and plans to let the landowner know it will buy the entire piece of property — which has a for sale sign on it — before the end of this year. He said the state has a long-term plan to improve traffic in that area.

Mr. Daly said if the town makes some traffic improvements at the intersection, it could free up state money for the Department of Transportation to apply towards building a Route 111 bypass.

But more importantly, he said it will make the intersection safer.

"We just hope nobody gets badly hurt (in the meantime)," he said of the intersection.

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Warning needed for turning traffic on Route 97

10/21/88
City & Tribune

The intersection of Hampstead Street and Route 97 in Salem, N.H., was on the mind of reader Brad L. Casement when he e-mailed Road Rider this week.

Route 97 runs through Georgetown, Groveland, Haverhill, Methuen and on into Salem, N.H., where the intersection with Hampstead Street is controlled with a traffic light.

"The stop lights are set up to allow Route 97 eastbound traffic to turn and proceed straight, while westbound traffic has a red light. At least that's how it usually works," Mr. Casement wrote. But, he notes, sometimes in the evenings, Route 97 traffic has the green light in both directions at the same time.

"There is no indicator to the eastbound traffic, like a turn arrow, that indicates to those used to having the freedom to make a left turn during the daytime, that they should wait for oncoming traffic in the evening," he said.

Because some traffic signals are controlled by



the state, and some by the town, it took several calls before Road Rider got the right person.

Frank Sullivan of the New Hampshire Department of Transportation in Concord N.H., said a crew would be sent to check out the lights.

"I was unaware it changed by the time of day," Mr. Sullivan said of the traffic light.

He said in the past, traffic signals operated with a "delayed" or "advanced" green light, providing one lane of traffic with the go signal, while the oncoming lane waited for the delayed green.

And he especially appreciated hearing about the possible problem.

"The feedback is the only way we know something is not right," he said.

"Drivers are a good source of information. They are driving by it every day," he said.

Transportation grant awarded

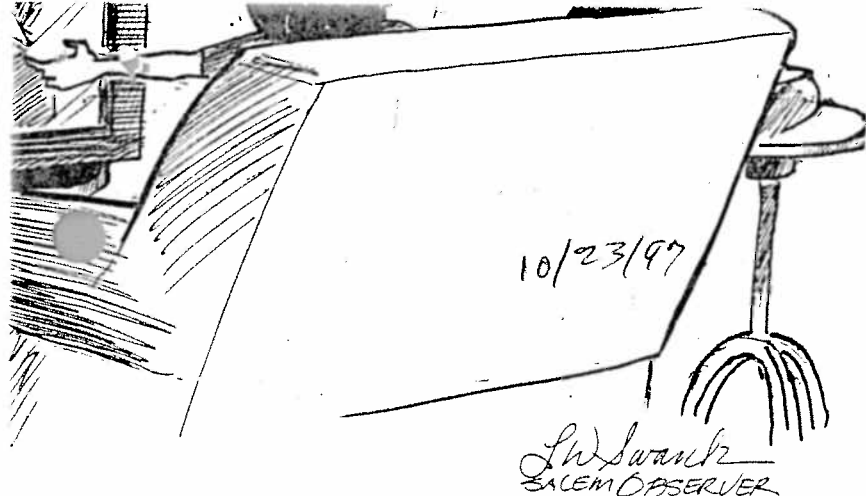
The state has awarded a \$50,000 grant to help an Andover industrial group solve some employee transportation problems.

The group, called the River Road Transportation Management Association, is made up of companies that are expanding or building new facilities in the River Road Industrial Park which are likely to bring with them an increase in traffic congestion.

The group is made up of Hewlett-Packard Co., PictureTel Corp., Putnam Investments, Brickstone Properties, NYNEX, MGI Properties and MKS Instruments.

The award, from the Massachusetts Highway Department and Caravan for Commuters Inc.,

Please see RIDER, Page 10



Letters to the Editor

The Scouts will return the following Saturday, Nov. 1, to collect the bags which residents have filled with non-perishable food items. Residents who do not receive a bag may drop off their donations at the nearest Shop 'N Save supermarket or National Guard Armory. At the armories, Scouts will pack the food for distribution to churches, food pantries, soup kitchens and community organizations within their area.

Last year, the Scouting for Food Good Turn collected 200,000 pounds for residents in this state. This is how one agency was benefited from the food drive: "As a recipient organization of the Boy Scout food drive, we appreciate the help that you provide to us as we minister to the needy...With the cutting back of available funds from government agencies, your support is really filling the gap and goes a long way in helping to meet the needs of many who find it a daily challenge to obtain the necessities that we so often take for granted."

The Boy Scouts ask you--our neighbors, families and friends--to join us as we conduct our 10th annual Scouting for Food Good Turn. Should you need information about the drive, don't hesitate to call us at 625-6431.

Joe Kabat
Council Vice President,
Program
Scouting for Food chairman
Daniel Webster Council, BSA

Tournament
a success

To the Editor:
The Athome Adult Day Program would like to thank the numerous individuals and businesses that supported our second annual Night Golf Tournament, held at Atkinson Country Club. We greatly appreciate the golfers who played under the full moon.

Salem Co-op Bank, Samanthas Restaurant, Service Federal Credit Union, Servicemaster of Merrimack Valley and the Weathervane Restaurant.

Paula Faist
Program Director

Conflict of interest

Dear Editor:
The time has come to discuss the topic of conflict of interest and town government: In case you missed the Planning Board meeting on 10/14/97 then you missed the latest instance of at least an appearance of a conflict of interest.

I was at the Selectmen's meeting that night so I did not see it first hand, but I have been told the same story by several people that I trust. One member of the Planning Board represented an applicant before the Board and then went back to sitting on the Board. Later that same meeting the same applicant came before the Board, since he was not representing the applicant on this issue, the Planning Board member did not think he had a conflict of interest. When an attorney representing the other side complained, the meeting got out of control. I have been told that beside the issue of a conflict of interest, the Planning Board violated their own by-laws and no member of the board or staff knew the rules well enough to prevent this.

This is not the first time that an appearance of a conflict of interest has come up on one of our town boards. This will continue to happen as long as the Selectmen continue to appoint members to the various boards that they sit on. It may be very hard to get enough qualified candidates, but I would say that it is even harder to find

never give you the whole story anyway, because then you wouldn't buy the book, the tape or the course--and they all seem like the old "pyramid" ploy.

You put personal ads (what the ads say, I don't know) in newspapers and before you know it, the money comes rolling in.

You invest in dilapidated real estate that no one wants, then you turn around and sell it for thousands more than you paid for it.

In both cases, I wonder whose getting stuck? I have no clue who would get stuck with what by answering an ad, but what poor soul is going to pay thousands more for a house or a commercial building or a puny plot of land that was a mess at the lower price?

Don't you think that's taking unfair advantage? If you think so, could you do this kind of "work?"

Even for millions?

Another old saying: "There's no such thing as a free lunch." When one of the yo-yos who took advantage of an infomercial deal and appears to say, "I only work five hours a week, and last week I made \$10,000," I have my suspicions.

The only way you can make that much money in so short a time is if you have a printing press that Uncle Sam wouldn't approve of--and you don't get caught.

If you get 20 years for counterfeiting, that brings your hourly wage down considerably.

I've noticed that many charities and organizations make lots of money from walk-a-thons, road races and other such stuff. All you have to do is collect pledges and the money comes rolling in. And don't say I couldn't obtain pledges by promising to walk ten miles or run five miles.

I know a lot of people who would pay big time to see me run 20 feet, just for the comedy value.

And that's not a new idea.

There is an organization headed by one man who puts together the bike-a-thons between major cities to benefit AIDS charities. He gets paid thousands of dollars for each race he organizes.

He has received a lot of flak for that, but someone's got to do it.

Also, organizing an event like that takes a lot of work, so that defeats my whole purpose.

I guess the only way to make money without working is to be born rich or become an heir or heiress, and I don't think Bill Gates wants to adopt me.

has supervision and watch television or sleep until picked up.

Right now, however, the center has no weekend hours, and Cris Corbett, Director of the Visitation

Cleaning company arrives in Salem

SALEM - Harry R. Shea, President of Shea Commercial Properties, Inc., announces the leasing of 1,000 s.f. of office space in the Salem Professional Park to P.D. Cleaning. Owned and operated by Paul Deveau, P.D. Cleaning is a division of JanPro, Northeast, which offers commercial and residential cleaning services.

The lease transaction was handled for Dow Realty Trust and P.D. Cleaning by Harry R. Shea. Shea Commercial Properties, Inc., is a full service commercial and real estate firm serving Southern New Hampshire and Northern Massachusetts areas.

Money contributions are always welcome which will be used for supplies.

Those wishing to donate these articles may call Corbett at the above-mentioned number or Capt. Alan Gould at 890-2320.

Contributions may be mailed to the Greater Salem Council Against Family Violence, c/o Salem Police Dept., 9 Veterans Memorial Parkway, Salem, NH 03079.

The Center has been fortunate in its support from agencies and the Salem community.

The trailer itself was donated, but it needed a lot of cosmetic work.

One item was a heating system which had been removed from the trailer while it was sitting idle.

Atlantic Waste, Pelham Rd., Salem came up with just the right amount of money to add the heating system—and at just the right time.

LETTERS..... From Page 4

saints who can one minute be an applicant before the board and the next setting precedents that will last forever.

Whenever I have brought this up to a Selectman, they mention the boards need the expertise that only people in the industry have. My response that has never been answered is that our highly paid professional staff is suppose to provide that expertise.

I do not know what if anything the Selectmen will do about this fiasco. I for one have some grave doubts about a member of any board who does not see that representing a client before a town board and then voting on another issue for the same client at the same meeting as a conflict of interest. I would prefer not to have such a member on any board for the town.

I would like to make one more point. This Saturday the Planning Board meeting was to be replayed at 10 AM. I watched for 45 minutes and it was never shown. This is the second time to my knowledge that a controversial meeting was not replayed. The first time was a Budget Committee meeting earlier this year and someone in Town Government decided it should not be replayed. I do not know what the reason was this time, but if we are spending \$60,000 a year on TV38 we are not getting a fair return.

It is time for a change. Either the Board of Selectmen must change their policy on appointing people or the people of Salem must make it clear that they will change the membership of the Board of Selectmen.

Sincerely,
Stephen Campbell

My kind of town

To the Editor:

I really enjoy getting the Salem Observer once a week. I would like to see the Salem Observer grow in the future. I would like to see the paper become a daily newspaper like other cities and towns. It would be good for the Town of Salem. Salem residents would benefit if the newspaper became a daily paper. Salem is a very good community to live in, raise a family, to have better schools, better jobs. I just recently moved here on June 2, 1997, from Concord. I am a new resident here in the Town of Salem. You could not ask for better than Salem. I thank God that I moved to Salem. I have been blessed. I hope one day Salem will have buses for people who don't drive. Public transportation would ease traffic congestion on our highways.

Sincerely,
Jocelyn Gallant
Salem

Secure Horizons a plan just for with Medicare

Secure Horizons, Tufts Health Plan membership health plan that covers Medicare and more. Benefits like well coverage, annual physicals, discounts and hearing exams and eyeglasses. No premiums!

"There are no and doctors

As a Secure Horizons member, you get a copayment, like doctor visits for only \$10. x-rays your doctor may order.

What's more, you even get to pick your Physicians in your own community.

"It's

To find out how you can get in on this free, no obligation information package

Thursday, October 23, 1997 10:00 am Tue
Country Tavern Restaurant Nas.
452 Amherst Street 70
Nashua, NH Nas.

Monday, October 27, 1997 2:00 pm We
Holiday Inn Pel
9 Northeastern Blvd. 8 N
Nashua, NH Pel

Seating is limited
R.S.V.P. 1-800-828-8282
Not a solicitation

**Secure
TUFTS**

*Secure Horizons membership
Most Medicare beneficiaries are eligible to enroll

Editorials

What are we waiting for?

In August, a group of concerned citizens circulated a petition for installation of a traffic signal at Taylor St. and Route 28. They did this in the aftermath of a fatal accident at that intersection, but moreover, the consensus is that the intersection has been dangerous for some time.

Whenever we have discussed this intersection with others, we very often get the response, "Why Taylor St? Why not Dyer Ave.?"

There are some very good "whys" and "why nots."

Let's consider the configuration of both intersections:

The Dyer Ave./Route 28 intersection has "queuing" turn lanes; Route 28 heading south has a turn lane for taking a left onto Dyer Ave; Dyer Ave. has a turn lane for taking a right hand turn onto Route 28. And—this is a very important "and"—northbound traffic on Route 28 as it approaches Dyer Ave. is **one lane**. This is because the two lanes split just before Old Rockingham Road so that motorists can take a left turn to access that street. After that, there is only one lane heading north.

Getting out of Dyer Ave. is not half the problem that getting out of Taylor St. is.

For this reason: Taylor St. is extremely narrow and there are no queuing turn lanes, either on Taylor St. or on Route 28.

Traffic heading north on Route 28 as it approaches Taylor St. is two-lane traffic; getting onto Route 28 from Taylor St. in any direction is truly a matter of "taking your life in your hands."

The cars speed and change lanes without signals; no quarter is given to anyone trying to get in or out of Taylor St. The traffic is virtually constant, with very few breaks.

We need to slow people down, and the only option other than a traffic signal would be speed bumps, which is not really an option at all.

We wonder why the safety committee is taking so long to consider the petition? We wonder why they don't realize this intersection is dangerous?

After all, the petition is only requesting a traffic signal, not a monument.

Although, the signal, in a way, would be a monument to Eric Loeschner, who lost his life at that intersection on August 19.

10/23/97

Town seeking more industrial space

by Carol Moore

SALEM - Planning Director Ross Moldoff spoke to selectmen at their Monday, October 20 meeting and reiterated the need for finding industrial space for future development.

The topic was discussed when the selectmen met jointly with the Planning Board to explore mutual planning interests.

The Planning Board has sketched out a draft of possible zoning amendments to be placed on the March 1998 ballot, and among those articles were several suggestions about how more industrial space may be achieved.

The areas in question are several parcels on Pelham Road which are proposed to change from rural to industrial and several parcels on South Policy St. which are proposed to change from residential to business/office.

Also, there is a move to rezone a lot on North Broadway as either commercial-industrial B or commercial-industrial B with a rear residential buffer.

The general thrust of the proposals is to ensure that the town will have some input into the type

of development that will occur.

Moldoff referred to a previous development which ended up in a lawsuit.

"From that we learned that if we don't want retail, we shouldn't have it zoned that way," Moldoff said.

Developer Laurence Belair said that it might be good to slow down and think about traffic and road issues before we add to the traffic problem in an area that is not ready to handle it.

"We can't handle this, until we get a leg up on traffic," Belair explained.

Other proposed zoning amendments include rewording regulations for floodplain development as mandated by the federal and state government regulations; revising the wetland ordinance to keep a 40 foot buffer of which 20 feet shall remain undisturbed between buildings and non-prime wetlands; revising the language in the road impact fee ordinance; and add new regulations for telecommunication facilities.

The Planning Board will continue discussion on these proposed amendments at their public workshop sessions.

BAD BETS

*The Rock's plummeting handle
is seen as an omen*

*'The time
line has
an end'*

10/24/97 NH
Bus. Review

The end of horse racing in New Hampshire hasn't arrived yet, but you can see it from Rockingham Park, according to Ed Callahan, vice president and general manager of Rockingham Ventures Inc.

Revenue and attendance have been falling at the Rock since casino gambling arrived at Ledyard, Conn., and video slot machines were installed in Rhode Island at the Lincoln Park track and elsewhere, Callahan said. Total dollars wagered at

Rockingham have declined from \$200 million in 1991 to about \$110 million this year.

The Rock isn't only being hurt by regional gambling, he said. "We're not only competing with gambling institutions in New England," said Callahan. New Hampshire law does not allow telephone wagering, "yet people in this state are telephoning wagers into New York, Connecticut and Pennsylvania," he said. "New Hampshire's not seeing any of the revenue from that. People are wagering over the Internet at various offshore facilities. In essence, people are reaching into the state and taking revenue from people who want to gamble on horses, and neither the state, nor the horsemen, nor the race track are seeing any of the revenue."

Callahan said Rockingham, which will provide more than \$2 million in revenue to the state this year, could go the way of Arlington Park outside Chicago, which recently went out of business due to competition from nearby casinos.

"It's not going to happen tomorrow or next year," he said, but "I think it's going to happen sooner or later, that there won't be horse racing here anymore. The time line has an end and, regretfully, it's coming more and more in sight."

NH HIGHWAYS LOSE
Senate Democrats Block Action, A6

ROCKY HORROR
NH Weekend Inside

FARMINGTON PRIEST
Diocese Reacts to Sex Charge, A4

NEW HAMPSHIRE'S DAILY NEWSPAPER



The Union Leader

"THERE IS NOTHING SO POWERFUL AS TRUTH" — DANIEL WEBSTER



135th YEAR

72 PAGES

★★

MANCHESTER, N.H. — THURSDAY, OCTOBER 30, 1997

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50¢ - NEWSSTAND

NH Students Show Improvement

State's Top Schools Pleased With Results

By DEREK ROSE
And JONATHAN MCNEILLY
Union Leader Correspondents

Auburn Village School Principal Angelo Pantelli was pleasantly surprised yesterday to learn his third-graders scored in the top 10 on the state's educational assessment tests.

"Again?" he said. "You're kidding me!"

The Auburn elementary school ranked among the best in the latest round of test results for Granite State public schools released by the state Department of Education.

The tests were administered last spring under the state's Educational Improvement and Assessment Programs to third, sixth

and 10 grades. Overall results showed improvement in the third grade with less progress made in the sixth and 10 grades.

Pantelli and fourth-grade teacher Mary Ellen Hannon said Auburn Village School has worked hard to integrate what the state says is important into the curriculum, mixing it in with what local teachers believe is important.

"It's the faculty and the way they prepare for the test," Pantelli said. "It's a year-long thing. They meet quite often to discuss their progress."

Their efforts must have paid off for 9-year-old Jacqueline

REACTION, Page A20

NH's top schools on statewide tests

Grade 10	Grade 6	Grade 3
Hopkinton	Boscawen (Nashua)	Alton Central
Oyster River (Madbury)	Andover (Andover)	Boscawen (Nashua)
Hannover	Andover (Andover)	Franklin (Franklin)
Lisbon Regional	Andover (Andover)	Mar. Way (Oyster River)
Moultonborough	Andover (Andover)	Bow Elementary
Coe Brown (Northwood)	Andover (Andover)	Hugh (Salem)
Southern Coop (Amherst)	Andover (Andover)	Underhill (Hooksett)
Kennett (Conway)	Andover (Andover)	North Salem
Exeter	Andover (Andover)	Auburn Village
Kennebec	Andover (Andover)	Marin (Hopkinton)
Franklin	Boscawen (Nashua)	Alton Central
Hinsdale	Boscawen (Nashua)	Boscawen (Nashua)
Limerick Woodstock	Boscawen (Nashua)	Franklin (Franklin)
Newport Middle	Boscawen (Nashua)	Mar. Way (Oyster River)
Pembroke Academy	Boscawen (Nashua)	Bow Elementary
Pittsburg	Boscawen (Nashua)	Hugh (Salem)
Pittsfield	Boscawen (Nashua)	Underhill (Hooksett)
Raymond	Boscawen (Nashua)	North Salem
Sevens (Lancaster)	Boscawen (Nashua)	Auburn Village
Thayer (Winchester)	Boscawen (Nashua)	Marin (Hopkinton)

Top schools listed by score; bottom schools listed alphabetically.

CHART shows the best and worst in New Hampshire

Test Results Better In Beginning Grades

By DONN TIBBETTS
State House Bureau Chief

CONCORD — Test results for New Hampshire public school children show improvement in all three grades tested, with most gains seen among third graders and less progress shown in the sixth and tenth grades.

"The results show that New Hampshire students are improving," Education Commissioner Elizabeth M. Twomey said of the results of standardized education tests released by the State Department of Education yesterday.

"The test itself is proving to be an accurate and reliable tool for school improvement and is giving us information to help schools develop improvement

plans," she said.

Third, sixth and 10th graders in all Granite State public schools were tested last May under the state's Educational Improvement and Assessment Program. Third graders have been taking the tests since 1993; sixth and 10th graders started taking the tests in 1996.

Twomey said the third grade results over the four-year period demonstrate that the testing effort is worthwhile.

"We have great confidence in our test instrument," she said, adding school districts that take

SCHOOL TESTS, Page A20

Sick Loon Gets a Break



Students Split on Teacher Tests

By PAULA TRACY
Union Leader Staff

PLYMOUTH — Katherine Bouchard of Berlin wants to be an elementary school teacher in New Hampshire.

But the 19-year-old Plymouth State College education major discovered this week she has a new obstacle between her and a classroom

The PRAXIS 1 Professional Skills Test, or its computer-based version, which is being developed by the national Education Testing Service, will evaluate "minimally acceptable levels of knowledge" in mathematics, reading and writing.

Bouchard said that she will take a different, standard competency test to graduate

Already, she has been learning by observing last year's fourth grade at Hillside Elementary School in Berlin and this year's first grade at Plymouth Elementary. Bouchard also is working at the college's Child Development Center.

She said she knows plenty of people who could do well on a standard test but might be

Planning Salem's growth

11/1/97

THE ISSUE

New Hampshire towns along Interstate 93 are opening more land to industry.

OUR VIEW

Salem is planning well for the future.

Salem once was the industrial center of southern New Hampshire. But now growth along the Interstate 93 corridor is so rapid, the town worries that it may soon be eclipsed by communities to the north.

Londonderry has 2,000 acres of industrial land to Salem's 200. The area around Manchester Airport is projected to be the hottest growth region in the southern part of the state.

Salem's leaders are looking now for ways, including rezoning, to expand the town's industrial base. Every dollar in taxes paid by industry means less money that must come from homeowners to provide town services. Town leaders estimate that Derry and Londonderry will be serious industrial rivals in five to 10 years.

That Salem leaders are acting now is good planning.

As Salem Selectmen Chairman Everett P. McBride Jr. said, "I don't think the sky is falling but we don't want to fall back."

Bank offers to widen Pelham Road

11/5/77

◆ A bank that wants to build a new headquarters just off Interstate 93 at exit 2 says its proposal would be good for Salem and itself.

By Dawn Souza
Eagle-Tribune Writer

SALEM, N.H. — A 2-year-old bank that wants to locate its headquarters here is offering to help solve one of the town's biggest traffic problems.

Southern New Hampshire Bank &

Trust wants to build a four-story bank at 31 Pelham Road, just off Exit 2 of Interstate 93.

Because the road is already gridlocked at rush hours, the bank is offering to widen Pelham Road from three lanes to four. The proposed bank location is next to Lucy's Country Store and across from the Gateway executive offices.

"Obviously, Pelham Road is in need of help ... because of traffic," said Robert Wheeler, president of the bank.

In their initial discussions with the Planning Board, bank developers said they would widen the road

“Obviously, Pelham Road is in need of help ... because of traffic.”

Robert Wheeler, Southern New Hampshire Bank & Trust president

between Stiles Road and Keewaydin Drive as part of their construction plan. They have also offered to do the legwork in securing easements from private landowners along the

road, according to Salem Planning Director Ross A. Moldoff.

Mr. Moldoff said the bank has submitted a memo saying it can add the fourth lane for about \$355,000.

If the bank plans become a reality, Southern New Hampshire Bank will move its headquarters from Windham to Salem, according to Mr. Wheeler.

He said the Windham bank would remain open as a branch office. However, its existing one-floor Salem office on Stiles Road, which is just down the road from the proposed new location, would be closed.

Founded in August 1992, the bank has been well received by customers in the Salem area, Mr. Wheeler said. He said Interstate 93 access to Pelham Road at exit 2, as well as easy access from Salem itself, are also reasons for the choice of location. Selectman Everett P. McBride Jr. said he was pleased with the thought of widening Pelham Road.

"It's an excellent opportunity for Salem," said Mr. McBride. "The fact that the state project for that area was (put on hold) may be a blessing in disguise."

Please see **BANK**, Page 12

Continued from Page 11

He said traffic would be greatly improved in the area with both the widening of the road and the impending state work.

The state plans to move the on-ramp to I-93 south to line up with Keewaydin Drive as a way to eliminate one of the three sets of lights along Pelham Road. However, the plan were not approved by the state in time to happen before winter and are on hold until spring.

Before any of the bank plans can move forward they must be submitted to and approved by the Planning Board.

And as of this week of this week no formal plans have been submitted. Mr. Wheeler said there is no target date set yet for filing.

However, last week he went before the Planning Board to discuss the proposal informally.

Mr. Moldoff said the Planning Board is interested in his ideas and would like to see Pelham Road

widened. He noted that the discussions were preliminary and that a plethora of detailed plans are needed for the project to be seriously considered.

"The discussions were productive ... Both the Planning Board and the staff said that the construction of a bank headquarters would be a positive thing for the town," said Mr. Moldoff.

Adding driveways for the bank on to Pelham Road is a concern, said Mr. Moldoff. He said the Planning Board wants a traffic study to determine the impact.

In addition to widening Pelham Road, the bank developers gave some ideas on how to develop the remaining open land in that area. Mr. Moldoff said a common driveway off Keewaydin Drive was suggested as an access to future businesses building on Pelham Road.

He said having such an access would reduce the impact to Pelham Road itself, by not adding new driveways as more business moves in.

fighting crime in Salem

11/7/97

THE ISSUE

Salem, N.H., has a crime rate second in New Hampshire only to Manchester.

OUR VIEW

The town needs to take a hard look at itself and resolve to fight crime.

Salem, N.H., is a small town fighting big-city crime. The border community, with a population of 30,000, has a crime rate second in New Hampshire only to Manchester, which has three times the number of residents. Salem's rate is 58.9 crimes per 1,000 residents compared to 75.1 crimes per 1,000 residents in Manchester.

Salem Police Chief Stephen B. Mac Kinnon says the high crime rate is due to the town's "hidden population." Salem's prominence as a retail center on the Massachusetts border means that, on any given day, as many as 75,000 people are in town. Factor in those additional people and the crime rate falls, he says.

Most crimes in Salem, Chief Mac Kinnon says, are committed by Massachusetts residents. He estimates that only one-quarter of the arrests made in Salem involve town residents or people from neighboring Windham or Pelham.

Those explanations miss the point entirely. The fact is the crimes are happening in Salem. It does not matter at all where the people committing them come from.

Salem has a crime problem and it needs to be addressed.

The town's biggest problem is larceny, including shoplifting, with 1,137 incidents reported in 1996. The "hidden population" argument might seem to work here, with all the stores and malls that draw Massachusetts residents.

But that figure is just about one-third the number in Manchester, where there were 3,639 larceny incidents in 1996. It is what one would expect from a city with one-third the population.

With other types of crime, rates in Salem vary. Some, like robbery and arson, are lower than one would expect in comparison with Manchester.

Others are disturbingly higher. There were 289 stolen vehicle cases in Salem, 74 percent of Manchester's 393. There were 41 sexual assaults, again, 74 percent of Manchester's 55.

Salem is no Manchester. It is still a small town with a small-town quality of life.

But crimes like the ones Salem is experiencing erode that quality of life. Chief Mac Kinnon says he needs more officers to fight these crimes and he should get them.

It is too easy simply to pass off the numbers as due to outsiders. Salem needs to take a look at itself and make a commitment to controlling crime within its borders.

Planning Board drops impact fee amendment

by Carol Moore

SALEM - The first Public Hearing to address the Planning Board's zoning amendments ended in a rejection of their proposed impact fee ordinance.

The ordinance as drafted required the payment of fees for public roads, public school facilities and public recreation facilities for new dwelling unit with provisions on the computation, payments and administration of impact fees.

The Board, by a 4-3 vote, said, "Not this year."

The proposed ordinance is an outgrowth of the Growth Management Subcommittee and its arm, the Impact Fee Subcommittee who drafted the ordinance with the assistance of Consultant Bruce Mayberry.

Initial discussion centered around the concern of whether to add a fee schedule to the ordinance but public input turned the discussion around to the philosophical decision to charge newcomers what some called "a toll charge" to come to live in Salem.

Board members seemed to have a problem with some of the

nuances of the ordinance.

Member James Keller pointed out that if he, although a current resident of Salem, were to buy a new home, he would be charged an impact fee.

Thus, the notion of long-time

Salem residents having already "paid their dues" was subverted.

Since the discussion ended before the 11 o'clock deadline to introduce new discussions, the city

■ See IMPACT, Page 2

IMPACT.....

zen petition proposing a Public School Impact fee was not addressed.

As a citizen petition, it will appear on the ballot with or without the recommendation of the Planning Board.

It will be discussed in a second Public Hearing on zoning amendments at 7:30 p.m. on Tuesday, January 28 along with two other articles which will be reposted for another hearing.

Article #1 regarding wetlands buffer zones will be redrafted, with some exceptions removed and some clarification of "already improved areas" being added.

Article #3 concerning regulating exterior lighting will have additional information added, limiting the ordinance to residential dwellings and setting a foot candle measurement as a standard for enforcement.

The articles' status as it now stands are as follows:

Article #1 - Adopting Prime Wetlands Buffer: to required a 100 ft. wide natural buffer area between any designated Prime Wetland and any new development, with certain exemptions.

Moved to rehearing on January 28.

Article #2 - Revising Sign Ordinance: To see if the Town will vote to adopt Amendment #2, as proposed by the Planning Board, to amend the Salem Zoning Ordinance as follows: Minimum setback for freestanding signs may be reduced to 10 feet provided the freestanding sign area is reduced by at least 50 percent (currently 30 percent).

To be placed on ballot.

Article #3 - Reducing Height of Freestanding Signs: To revise the Sign Ordinance by reducing the maximum height of freestanding signs from 25 ft. to 20 ft.

To be placed on ballot.

Article #4 - Regulating Exterior Lighting: To see if the Town will vote to adopt Amendment #4, as proposed by the Planning Board, to amend the Salem Zoning Ordinance as follows: Exterior lighting shall be installed or arranged in a manner which prevents direct light or glare, vertical or angled, from shining onto any public street or adjacent property so as to constitute a nuisance.

Moved to rehearing on January 28.

Article #5 - Adopting Residential Growth Limitation Ordinance: To adopt a Residential Growth Limitation Ordinance which restricts the number of permits for new dwellings to 130 per year and to 20 permits for any one subdivision per year, with certain exemptions.

To be placed on ballot.

Article #6 - Adopting an Impact Fee Ordinance: To adopt an Impact Fee Ordinance

..... From Page 1

which requires the payment of fee for public roads, public school facilities and public recreation facilities for new dwelling units with provisions on the computation, payment, and administration of impact fees, as well as appeals.

Dropped from ballot.

Public School Impact Fees
To adopt a School Impact Fee Ordinance which requires the payment of a school facilities impact fee for new dwelling units, with provisions of the computation, payment and administration of school impact fees, as well as appeals.

This is a citizen's petition which will be discussed at the January 28 Public Hearing.

Copies of the entire language of each amendment are available for inspection at the Planning Department.

B. Globe 11/16/97

Boomtown moves to the country

City families seek
quieter lifestyles

By Royal Ford
GLOBE STAFF
and Rachel Collins
GLOBE CORRESPONDENT

YORK, Maine — Kathy Kaknes finds it almost joyful that her three children can safely ride their bikes around this small coastal community and play at the pond across the way from their home.

The family used to live in Woburn, Mass., and her husband, Greg, still works there, commuting 120

miles round trip every day to help make this life possible.

The Kakneses are part of a surprising reverse wave of migration that began in the United States about a decade ago. Instead of leaving small towns, as Americans did in previous decades, for the first time more people are moving into rural areas than are moving out. And many of them are coming from metropolitan areas, such as the suburbs surrounding Boston, Los Angeles, and other large cities.

The nation's small towns gained
MIGRATION, Page B10

about 1.5 million people in the first half of this decade alone, in stark contrast to the 1980s, when rural counties saw a net loss of 1.4 million people, according to the Census Bureau. And that trend is particularly noticeable in northern New England.

In New Hampshire, for instance, more than half the people lived in urban areas as recently as 1990. Today, 55 percent of the state's residents live in small towns.

"One thing that people said way back in the '60s was that small towns were going to die," said James Cruise, a research assistant professor at the University of Vermont. "The opposite has occurred."

This unexpected demographic shift is the result of people looking for a better quality of life, according to those who have made the move and community planners across the region. Almost all those interviewed said the migration is fueled by the belief that small-town living offers a greater sense of personal safety and the kind of "community" that many Americans feel is lacking in their lives.

Those concerns were certainly paramount for Jeff Kaufman and his wife, Julie Kirgo, when they moved from Los Angeles to Middlebury, Vt., nearly 10 years ago.

"We realized we hated Los Angeles," said Kaufman. "There was no sense of community, no sense of neighborhood, of schools."

Such migrations, of course, have a downside. There is the danger that as these New England towns continue to attract newcomers, they will lose their small-town character; some, such as Salem, N.H., already have. Many of those who move continue to commute far for their jobs and do not become involved in the community the way generations of native families have done.

Schools in some municipalities, particularly in southern New Hampshire and Maine, have become severely overcrowded, straining town budgets. In York, the schools are so crowded that many students are being taught in trailers transformed into classrooms. And the town's police station, in an old schoolhouse, has no holding cells and no security, according to Town Manager Mark Green.

Another drawback is that most of this migration is by whites to white places. Not only does it change the makeup of the places they leave, it could heighten racial polarization in the region at a time when national leaders are calling for a dialogue on race issues.

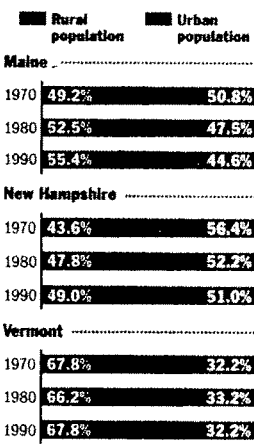
While many of the people drawn to small New England towns say race had nothing to do with their decision to move, they acknowledge the problems their migration may cause.

"The lack of diversity is probably the biggest negative about making the move," said Kaufman.

When Kaufman and his wife made their reverse migration, they had a young child and no jobs lined up. "We just said, 'We're moving to Vermont' ... and it's the best thing we've ever done," Kaufman said.

Small town revival

More than half the people in each of New England's three northern states live in small towns, according to current census projections, in contrast to just a decade ago. For example, while 55 percent of New Hampshire's residents now live in small towns, the majority — 51 percent — were in urban areas as recently as 1990.



NOTE: 1990 is the last year for which government figures are available.
SOURCE: US Census Bureau

GLOBE STAFF CHART

Today, both continue to work in the professions in which they held jobs in the city: He works as an artist and writer, and Kirgo, a writer, is managing editor of Vermont magazine. They have two children, Anna, 13, and Daniel, 9.

The Kaufmans have restored an old house and built a new life, exactly the sort of permanent transition the Kakneses, who moved to southern Maine 18 months ago, hope to make. "We were looking at the long-term, big picture: Where did we want our kids to grow into teenagers? Where would we feel safest?" Kaknes said.

Some of her family, she says, still lives in Woburn, and she does not want to rap the city, but said she and her husband felt they had to move because "the house we were in was on the corner of two busy streets that just kept getting busier and busier."

"We wanted to get farther away from the city and some of its urban problems," said her husband, Greg, an apparent reference to a lingering fear of crime that helps persuade many to move to the country.

So now their children, Derek and Nicholas, both 11, and Natalie, 7, have quiet streets on which to ride their bicycles, and Kathy Kaknes teaches at a local elementary school.

"I hate the commute, but I think this is 100 percent better for my kids," Greg Kaknes said.

In northern New England, larger cities like Portland, Burlington, and Nashua boomed in the 1980s. Small towns grew by a few hundred here, a few thousand there, and their total growth exceeded what was happening in the cities.

For instance, more than half of New Hampshire's growth since 1980 has occurred in towns of 6,000 or fewer residents, according to the Office of State Planning.

Edmund Jansen, a professor of community development at the University of New Hampshire, said many move from large cities and their surrounding suburbs for an additional reason: It is cheaper to live in the country. House lot prices, construction costs, and taxes, particularly in New Hampshire, are often far lower than in the places they leave.

"The people I've talked with who come into our town say to me, 'This is a great place. It's quiet, it's peaceful, and the taxes are a lot less,'" Jansen said.

Of course, the more remote rural counties of all three states still struggle to hold onto their population bases because jobs are scarce and the towns are too far removed for those who would commute.

"They've got to be near a major highway so they can commute to their jobs," said Jansen, pointing out that most of New Hampshire's growth has been in small towns near Interstates 95, 89, and 93. And Maine's biggest growth has occurred in its southern towns along Interstate 95.

For some who have lived their entire lives in small towns, the newcomers pose a bit of a challenge. For example, the newcomers' demands for municipal services they were accustomed to in the suburbs, such as curbside trash pickup or full-time fire protection, can create tensions at town and school meetings.

"They like the small-town atmosphere, but a lot of them don't get it," said Sue Bartlett, a 46-year-old native of Warner, N.H., who is a state-certified midwife. "It takes a lot of volunteers to make a small town work, and only a handful of people ever volunteer."

"When people move in from these bigger places, they don't realize that that's how a small town works," she said.

Bill Klubben, who has been a state regional planner and is now the town planner for Bow, N.H., said some newcomers need time to adjust to the rural way of life.

"You take somebody who's grown up in a highly urbanized area and move them up here and they have a highly idyllic view of what's out here in the country. For some of them, it's almost like they're camping out when they first get here," said Klubben.

Tom Duffy, a New Hampshire state planner, recalls attending a meeting in Salem, N.H., where people were grappling with explosive growth in their border town.

"We're as big as Dover, we've got a welfare department, an engineering department," he recalled them complaining.

He had a suggestion for a way to help deal with the town's problems. "I opened my mouth and asked, 'Why don't you just become a city?'" Duffy said.

Even as Salem, with its strip-malled Main Street and its towering mall, grew around them, they insisted, "Oh, no, we're still a small New England town."

BOS approves land purchase

by Carol Moore

SALEM - The Salem Conservation Commission petitioned selectmen to approve the purchase of two separate parcels of land on Monday, November 17.

Planning Director Ross Moldoff appeared before selectmen at the meeting and described the parcels.

One parcel is a 12.5 acre lot at 99 Zion Hill Road which is contiguous to the Town Forest.

The selling price is \$10,000 with an additional \$3,000 needed for closing costs and legal fees.

Moldoff said the land will be used for open space and passive recreation.

Also, the Commission requested approval to purchase a 20 acre parcel off Budron Ave.

The land is an approved subdivision bounding the Methuen, MA

line which has never been developed.

The Commission wants the land because it is primarily wetland and according to Moldoff, "It is in the best interests of the Town that it not be developed."

Commission member George Jones added that the lot contains a stone Searles Bridge and town ownership will ensure that the structure is not destroyed.

The price of the Budron Ave. lot is \$45,000.

Selectmen voted unanimously to allow both purchases.

The money for the purchases will come from the Conservation Fund which consists of proceeds of land use change fees.

The fund currently stands at \$142,000.

Observed 11/20/97

11/20/97 Observer



Tim Drew, NH Department of Environmental Services; David Mullen, William Pillsbury and Norm Storrs, Department of Resources and Economic Development; Bob Rudell, Scudder, Stevens & Clark, Inc.; A. Roland Roberge, NH Banking Commissioner; Stephen Daly, Salem Town Manager; and Ross Moldoff,

Salem Planning Director were among the many employees and guests of Scudder at a ribbon-cutting ceremony to open their new building on Northeastern Boulevard. The new facility will eventually house more than 400 employees.

Observer/Carol Moore

Land bought for new rink

Name	Last	Chg	Name	Last	Chg	Name	Last	Chg	Name	Last	Chg
EMC's	26/hs	-9%	KLA Tenc	34hs	-14%	PicTel	22/hs	-1%	Pier 1	12	-1%
E Town	27/hs	-3%	Keane	34/hs	-1%	PicENG			Pier 1		
EqHrd	17/hs	-1%	KellCOG	24/hs	-1%	Pier 1			Pier 1		
ESTANG	18/hs	+1%	Kellcogs	25/hs	-1%	Pier 1			Pier 1		
EastChm	23/hs	+1%	Kestrel	17/hs	+1%	Pier 1			Pier 1		
EastChm	26/hs	-1%	Keycorp	17/hs	-1%	Pier 1			Pier 1		
E Kodak	54/hs	-13%	K-MC	17/hs	-1%	Pier 1			Pier 1		
Eaton	92/hs	-3%				Pier 1			Pier 1		
Echeion	20/hs	-1%				Pier 1			Pier 1		
EcoSoft						Pier 1			Pier 1		
EdisonInt						Pier 1			Pier 1		
EdisonInt						Pier 1			Pier 1		