



**ABSENTEE  
OFFICIAL BALLOT  
ANNUAL TOWN ELECTION  
SALEM, NEW HAMPSHIRE  
MARCH 14, 2023**

BALLOT 1 OF 2

*Susan M Wall*  
TOWN CLERK

**INSTRUCTIONS TO VOTERS**

- A. TO VOTE, completely fill in the OVAL to the RIGHT of your choice(s) like this:
- B. Follow directions as to the number of candidates to be marked for each office.
- C. To vote for a person whose name is not printed on the ballot, write the candidate's name on the line provided and completely fill in the OVAL.

**FOR SELECTMEN**

For THREE Years	Vote for not more than TWO	
<b>DANIEL GUILD</b>	436	<input type="radio"/>
<b>PAUL PELLETIER</b>	683	<input type="radio"/>
<b>CATHY STACEY</b>	729	<input checked="" type="radio"/>
<b>JOE SWEENEY</b>	949	<input checked="" type="radio"/>
<b>JAIME THORNOCK</b>	240	<input type="radio"/>
	(Write-in)	<input type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR TREASURER**

For THREE Years	Vote for not more than ONE	
<b>JOHN SYTEK</b>	1450	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR TRUSTEE OF THE TRUST FUNDS**

For THREE Years	Vote for not more than ONE	
<b>RICHARD O'SHAUGHNESSY</b>	1130	<input checked="" type="radio"/>
<b>CHRISTOPHER GEORGE</b>	468	<input type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR LIBRARY TRUSTEE**

For ONE Year	Vote for not more than ONE	
<b>CHRISTOPHER GEORGE</b>	1370	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR PLANNING BOARD**

For THREE Years	Vote for not more than TWO	
<b>BIANCA CARLSON</b>	770	<input checked="" type="radio"/>
<b>LUANNE DAVID</b>	746	<input type="radio"/>
<b>JOSEPH FEOLE</b>	1115	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR BUDGET COMMITTEE**

For THREE Years	Vote for not more than TWO	
<b>STEVEN GODDU</b>	1192	<input checked="" type="radio"/>
<b>TANYA DONNELLY</b>	1039	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR LIBRARY TRUSTEE**

For THREE Years	Vote for not more than ONE	
<b>KATHLEEN NORTON</b>	968	<input checked="" type="radio"/>
<b>ANTHONY R. CONTE</b>	439	<input type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR ZONING BOARD OF ADJUSTMENT**

For THREE Years	Vote for not more than TWO	
<b>JEFFREY HATCH</b>	915	<input checked="" type="radio"/>
<b>CLAIRE KARIBIAN</b>	748	<input checked="" type="radio"/>
<b>BRIAN THORNOCK</b>	638	<input type="radio"/>
<b>DIONNE GARON</b>	517	<input type="radio"/>
	(Write-in)	<input type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR TOWN CLERK**

For THREE Years	Vote for not more than ONE	
<b>SUSAN WALL</b>	1445	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>

**FOR TAX COLLECTOR**

For THREE Years	Vote for not more than ONE	
<b>MARTHA BREEN</b>	1440	<input checked="" type="radio"/>
	(Write-in)	<input type="radio"/>

**ARTICLES**

**Article 2: Approve Charter as Recommended by Charter Commission**

Shall the Town approve the charter recommended by the Charter Commission?  
(Requires a 3/5 Ballot Vote)

Summary in Accordance with RSA 49-B:6, I: Salem currently operates with an Official Ballot Town Meeting, with a Board of Selectmen of five members. The Charter proposes an Official Ballot Town Council with a Town Council of nine members. The Charter proposes an Official Ballot Town Council, according to RSA 49-D:3, I-a. The Charter provides that the matters reserved for the official ballot are the town budget, bond articles, transfer of property, charter amendments, salaries of councilors and similar items. Zoning amendments and other business is left to the legislative authority of the Council. In addition, the Charter establishes a formal Ethics Committee, and provides for a process to investigate Ethics Complaints made against members of town boards, town employees and town officials. The Charter also formally establishes requirements for communications with the citizens of the town, requiring notification of citizens about upcoming municipal elections, and where to find information pertaining to that election.

*Passed*  
1164  
**YES**   
**NO**   
563

*Needed 1037 votes to pass*

Recommendations: Board of Selectmen: With Budget Committee: N/A

**TURN BALLOT OVER AND CONTINUE VOTING**

## ARTICLES CONTINUED

**Article 3: Sewer Rehabilitation Planning – Clean Water State Revolving Fund (CWSRF) Loan** **\$100,000**

Shall the Town vote to raise and appropriate the sum of One Hundred Thousand Dollars (\$100,000) for the purpose of wastewater planning work relative to infiltration/inflow evaluations and sewer rehabilitation of the municipal sewer system and to authorize the issuance of not more than \$100,000 of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33), and to authorize the Selectmen to issue and negotiate such bonds or notes and to determine the rate of interest thereon, and to further authorize the Selectmen to offset a portion of said appropriation by applying for a Clean Water State Revolving Fund (CWSRF) loan, it being understood that repayment of the loan may include up to 100% principal forgiveness? This project is contingent upon approval of a CWSRF loan application. (Requires a 3/5 Ballot Vote.)

1375  
YES   
NO   
426

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 4: 2023 Operating Budget** **\$65,379,536**

Shall the Town vote to raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling 65,379,536? Should this article be defeated, the default budget shall be \$62,937,141, which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.

1122  
YES   
NO   
675

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 5: General Government and Recreation Restoration** **\$394,972**

Shall the Town vote to raise and appropriate the sum of Three Hundred Ninety-Four Thousand Nine Hundred Seventy-Two Dollars (\$394,972) to maintain general government and recreation services at current or similar levels in addition to those funds included in the General Fund operation budget, with \$248,616 to come from unassigned fund balance?

1002  
YES   
NO   
793

Recommendations: Board of Selectmen: With Budget Committee: Without

**Article 6: Police Restoration** **\$275,978**

Shall the Town vote to raise and appropriate the sum of Two Hundred Seventy-Five Thousand Nine Hundred Seventy-Eight Dollars (\$275,978) to maintain police services at current or similar levels in addition to those funds included in the General Fund operation budget, with \$173,715 to come from unassigned fund balance?

1382  
YES   
NO   
445

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 7: Fire Restoration** **\$242,956**

Shall the Town vote to raise and appropriate the sum of Two Hundred Forty-Two Thousand Nine Hundred Fifty-Six Dollars (\$242,956) to maintain fire services at current or similar levels in addition to those funds included in the General Fund operation budget, with \$152,929 to come from unassigned fund balance?

1411  
YES   
NO   
416

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 8: Transfer Station Restoration** **\$78,305**

Shall the Town vote to raise and appropriate the sum of Seventy-Eight Thousand Three Hundred Five Dollars (\$78,305) to maintain transfer station services at current or similar levels in addition to those funds included in the General Fund operation budget, with \$49,289 to come from unassigned fund balance?

1338  
YES   
NO   
483

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 9: Purchase Two Turf Mowers** **\$40,434**

Shall the Town vote to raise and appropriate the sum of Forty Thousand Four Hundred Thirty-Four Dollars (\$40,434) for the purpose of purchasing two (2) turf mowers for the Public Works Division for daily operations of ground maintenance at Town facilities, parks, properties, and cemeteries, with \$25,451 to come from unassigned fund balance?

1293  
YES   
NO   
512

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 10: Replace Roof at District Court** **\$536,850**

Shall the Town vote to raise and appropriate the sum of Five Hundred Thirty-Six Thousand Eight Hundred Fifty Dollars (\$536,850) for the replacement of and improvements to the Roof at the Salem District Court House located at 35 Geremonty Drive, Salem, NH, with \$536,850 to come from unassigned fund balance?

1186  
YES   
NO   
613

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 11: Purchase Fire Pumper** **\$945,096**

Shall the Town vote to raise and appropriate the sum of Nine Hundred Forty-Five Thousand Ninety-Six Dollars (\$945,096) to purchase a Fire Engine-Pumper and related equipment for the Fire Department, with \$747,885 to come from unassigned fund balance and \$197,211 to come from public safety impact fees?

1311  
YES   
NO   
510

Recommendations: Board of Selectmen: With Budget Committee: With

**GO TO NEXT BALLOT AND CONTINUE VOTING**



**ABSENTEE  
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BALLOT 2 OF 2

*Juan M Hall*  
TOWN CLERK

**ARTICLES CONTINUED**

**Article 12: Winter Weather Operations**

**\$375,000**

Shall the Town vote to raise and appropriate the sum of Three Hundred Seventy-Five Thousand Dollars (\$375,000) to be placed in the Snow Expendable Trust Fund previously established in 1998 for the purpose of managing winter weather, including but not limited to plowing and removing snow, sanding and chemically treating streets, and otherwise responding to hazardous road conditions related to winter weather, with \$200,000 to come from unassigned fund balance?

1384  
YES   
NO   
443

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 13: 2023 Road Construction and Engineering Program**

**\$3,800,000**

Shall the Town vote to raise and appropriate the sum of Three Million Eight Hundred Thousand Dollars (\$3,800,000) to be added to the Roadway Capital Reserve Fund previously established in 1990 for the purpose of repair and/or reconstruction of existing roads and associated drainage improvements, and engineering? Shall the Town further authorize the Board of Selectmen to accept any and all State Aid or other revenue source that may become available for this work and to take any other action relative thereto including acquiring or conveying interests in real property necessary to complete the work? The funds will be used for the improvement, reconstruction, maintenance, crack sealing, and engineering of roads as outlined in the 10-year road program.

1288  
YES   
NO   
520

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 14: AFSCME Collective Bargaining Agreement**

**\$211,491**

Shall the Town vote to approve the cost items included in the collective bargaining agreement reached between the Board of Selectmen and the members of the Local #1801, American Federation of State, County and Municipal Employees (AFSCME), which call for the following changes to salaries and benefits at the current staffing level and the addition of two new employees included in the 2023 operating budget:

<u>Fiscal Year</u>	<u>Estimated Increase/Decrease</u>	<u>Explanation</u>
2023	\$211,491 Increase	Placement in new wage schedule April 1, 2023
2024	\$120,947 Increase	Reduction in max sick leave accrual 3.50% salary adjustment April 1, 2024
2025	\$138,599 Increase	Reduced of cost share of one health plan 3.50% salary adjustment April 1, 2025
2026	\$134,496 Increase	3.50% salary adjustment April 1, 2026
2027	\$144,304 Increase	3.50% salary adjustment April 1, 2027

1131  
YES   
NO   
667

and further to raise and appropriate the sum of \$211,491, such sum representing the anticipated increase in salaries and benefits required by the new agreement from what would be paid under the current agreement at current staffing levels? (Majority vote)

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 15: Fund Special Election to Elect Town Council**

**\$11,200**

Shall the Town vote to raise and appropriate the sum of Eleven Thousand Two Hundred Dollars (\$11,200) for the purpose of funding the costs to hold a special election to elect a Town Council to be held in accordance with the proposed Municipal Charter, Article 10? Funding for this purpose is contingent upon Article 2 passing approving the Town Charter as recommended by the Charter Commission.

1084  
YES   
NO   
701

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 16: Other Post-Employment Benefits (OPEB) Trust Fund**

**\$50,000**

Shall the Town vote to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000) to be placed in the Other Post-Employment Benefits (OPEB) Trust Fund, previously established in accordance with New Hampshire RSA Chapter 31:19-c for the purpose of paying for other post-employment benefits to employees and their beneficiaries after their termination of service as provided in the law and administrative expenses, with \$40,000 to come from unassigned fund balance, \$5,000 from the sewer fund, and \$5,000 from the water fund?

1094  
YES   
NO   
694

Recommendations: Board of Selectmen: With Budget Committee: With

**TURN BALLOT OVER AND CONTINUE VOTING**

ARTICLES CONTINUED

Article 17: Re-Adopt Veterans Exemption

Shall the Town vote to readopt the provisions of RSA 72:28-b (previously approved in 2017, Article 23), in accordance with RSA 72:27-a, previously adopted for an All-Veterans Tax Credit, at \$750 per year? If readopted and approved, this article shall take effect for the 2023 property tax year. (Majority Vote Required).

1653  
YES   
NO   
178

Recommendations: Board of Selectmen: With Budget Committee: N/A

Article 18: Exemptions for Solar Energy Systems

Shall the Town vote to re-adopt the provisions of RSA 72:61-64 inclusively, (previously adopted in 1979, Article 20), which provide for an optional property tax exemption from the property's assessed value, for property tax purposes, for persons owning real property, which is equipped with solar energy systems intended for use at the immediate site? Such property tax exemption shall be in the amount equal to any increased value of the property resulting from such system. For the purpose of this exemption, solar energy system is defined pursuant to RSA 72:61. If readopted and approved, this article shall take effect for the 2023 property tax year. (Majority vote required).

1032  
YES   
NO   
741

Recommendations: Board of Selectmen: With Budget Committee: N/A

Article 19: By Petition: Kelley Library Capital Reserve Fund

\$65,649

By Petition: Shall the Town vote to raise and appropriate a sum of Sixty-Five Thousand Six Hundred Forty-Nine Dollars (\$65,649), such sum representing additional funds to be added to the Kelley Library Building Capital Reserve Fund?

1216  
YES   
NO   
574

Recommendations: Board of Selectmen: With Budget Committee: With

Article 20: By Petition: Kelley Library - Maintain Operations

\$32,417

By Petition: Shall the Town vote to raise and appropriate a sum of Thirty-Two Thousand Four Hundred Seventeen Dollars (\$32,417) to maintain library services at current or similar levels in addition to those funds included in the General Fund operation budget?

1318  
YES   
NO   
415

Recommendations: Board of Selectmen: With Budget Committee: With

Article 21: By Petition: Isaiah 58

\$7,500

By Petition: Shall the Town vote to raise and appropriate a sum of \$7,500 to Isaiah 58 New Hampshire for the purpose of providing assistance for housing and support services to individuals and families in need of assistance?

1392  
YES   
NO   
414

Recommendations: Board of Selectmen: With Budget Committee: With

Article 22: By Petition: Hand Counting Ballots

By Petition: Shall the Town vote to adopt the following provisions pertaining to elections: Any and all town or school board regular or special election voting shall be by paper ballot only and all ballots shall be hand counted. The use of any and all electronic ballot counting devices shall immediately cease and are prohibited for all voting purposes. This removes any and all perceived or actual authority under RSA 656:40 for selectmen or any other governing body of the Town of Salem, NH to approve on a trial or permanent basis the leasing, use or experimentation of any electronic ballot counting devices?

717  
YES   
NO   
1103

Recommendations: Board of Selectmen: Without Budget Committee: N/A

Failed

YOU HAVE NOW COMPLETED VOTING THIS BALLOT