


SAMPLE BALLOT



OFFICIAL BALLOT  
ANNUAL TOWN ELECTION  
SALEM, NEW HAMPSHIRE  
MARCH 8, 2022

Susan M. Hale

TOWN CLERK

BALLOT 1 OF 3

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 SELECTMAN

Vote for not  
For THREE Years more than ONE

EVERETT McBRIDE JR. ☐

KEITH STRAMAGLIA ☐

☐

(Write-in)

FOR BUDGET COMMITTEE

Vote for not  
For THREE Years more than TWO

DANE HOOVER ☐

DONNA LORANGER ☐

DJ BETTENCOURT ☐

☐

(Write-in)

(Write-in)

FOR TOWN MODERATOR

Vote for not  
For TWO Years more than ONE

CHRISTOPHER GOODNOW ☐

☐

(Write-in)

FOR SUPERVISOR OF  
THE CHECKLIST

Vote for not  
For SIX Years more than ONE

KELLY DORTONA ☐

☐

(Write-in)

FOR LIBRARY TRUSTEE

Vote for not  
For THREE Years more than ONE

DAVID HICKERNELL ☐

☐

(Write-in)

FOR TRUSTEE OF  
THE TRUST FUNDS

Vote for not  
For THREE Years more than ONE

GREGORY DAVIS ☐

☐

(Write-in)

FOR TRUSTEE OF  
THE TRUST FUNDS

Vote for not  
For ONE Year more than ONE

☐

(Write-in)

FOR PLANNING BOARD

Vote for not  
For THREE Years more than TWO

SEAN LEWIS ☐

☐

(Write-in)

(Write-in)

FOR ZONING BOARD  
OF ADJUSTMENT

Vote for not  
For THREE Years more than ONE

BONNIE WRIGHT ☐

☐

(Write-in)

FOR ZONING BOARD  
OF ADJUSTMENT

Vote for not  
For TWO Years more than ONE

☐

(Write-in)

ARTICLE

Article 2: Establish Charter Commission

By Petition: Each of the undersigned voters requests the municipal officers to submit to the voters, at the next municipal election, the question of establishment of a charter commission to draft a municipal charter.

YES ☐

NO ☐

ZONING BALLOT ARTICLES

Article #3 – Re-establish Height Limit in Recreational District

Are you in favor of the adoption of Amendment No. 1, as proposed by the Planning Board, to amend the Town Zoning Ordinance as follows: This amendment would re-establish 35 feet or 2 ½ stories as the maximum building height in the Recreational District? This limit was in the original 1961 Zoning Ordinance but was accidentally removed when the Ordinance was reorganized in 2009.

YES ☐

NO ☐

Article #4 – Allow Minor Setback Waivers

Are you in favor of the adoption of Amendment No. 2, as proposed by the Planning Board, to amend the Town Zoning Ordinance as follows: This amendment would allow administrative waivers of setback violations less than 10% of the required distance if certain factors are met?

YES ☐

NO ☐

Article #5 – Eliminate Special Exceptions in Recreational District

Are you in favor of the adoption of Amendment No. 3, as proposed by the Planning Board, to amend the Town Zoning Ordinance as follows: This amendment would eliminate special exceptions for commercial activities in the Recreational District?

YES ☐

NO ☐

TURN BALLOT OVER AND CONTINUE VOTING



# SAMPLE BALLOT

ZONING BALLOT ARTICLES CONTINUED	
<b>Article #6 – Revise Floodplain Development Ordinance</b> Are you in favor of the adoption of Amendment No. 4, as proposed by the Planning Board, to amend the Town Zoning Ordinance as follows: This amendment would add sections on administrative duties, substantial improvements and damage, and flood elevations to the Floodplain Development Ordinance, per recommendations in the NH Model Floodplain Development Ordinance?	YES <input type="radio"/> NO <input type="radio"/>
<b>Article #7 – Revise Sign Ordinance</b> Are you in favor of the adoption of Amendment No. 5, as proposed by the Planning Board, to amend the Town Zoning Ordinance as follows: This amendment would add nondiscrimination and severability clauses to the Sign Ordinance and allow electronic menu boards for drive-through lanes?	YES <input type="radio"/> NO <input type="radio"/>
ARTICLES	
<b>Article 8: Former Wastewater Treatment Facility Remediation - Bond \$6,750,000</b> Shall the Town vote to raise and appropriate the sum of Six Million Seven Hundred Fifty Thousand Dollars (\$6,750,000) for the soil and groundwater remediation (with Engineering Oversight/Remedial Compliance-Completion Testing) of the former Wastewater Treatment Facility (WWTF), and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than Six Million Seven Hundred Fifty Thousand Dollars (\$6,750,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended); to authorize the Board of Selectmen to apply for, obtain and accept any and all Federal, State or other Aid or other revenue source that may become available for said project, and to comply with all laws applicable to said project; to authorize the Board of Selectmen to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the Board of Selectmen to take any and all action necessary to carry out any vote hereunder or take any other action relative thereto, including acquiring or conveying interests in real property necessary to complete this work? Requires a 3/5 Ballot Vote.	YES <input type="radio"/> NO <input type="radio"/>
Recommendations: Board of Selectmen: With Budget Committee: With	
<b>Article 9: Land Acquisition - Bond \$4,800,000</b> Shall the Town vote to raise and appropriate the sum of Four Million Eight Hundred Thousand Dollars (\$4,800,000) for the purpose of purchasing land for future municipal purposes identified as Tax Map 115, Lot 7768, 28 Keewaydin Drive, consisting of 47.15 acres and abutting property identified as Tax Map 115, Lot 7771, 58 Lowell Road, consisting of 4.15 acres, and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than Four Million Eight Hundred Thousand Dollars (\$4,800,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended); to authorize the Board of Selectmen to apply for, obtain and accept any and all Federal, State, or other Aid or other revenue source including public safety impact fees that may become available for said project, and to comply with all laws applicable to said project; to authorize the Board of Selectmen to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the Board of Selectmen to take any and all action necessary to carry out any vote hereunder or take any other action relative thereto, including acquiring or conveying interests in real property necessary to complete this work? Requires a 3/5 Ballot Vote.	YES <input type="radio"/> NO <input type="radio"/>
Recommendations: Board of Selectmen: With Budget Committee: With	
<b>Article 10: Bridge Street Bridge Construction – Bond \$1.00</b> Shall the Town vote to raise and appropriate the sum of One Dollar (\$1.00) for construction and construction engineering for the replacement of the Bridge Street Bridge over Spicket River NHDOT Bridge No. 115/097, a Town-owned and maintained bridge with critical deficiencies and limited loading capacity, and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than One Dollar (\$1.00) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended); to authorize the Board of Selectmen to apply for, obtain and accept any and all Federal, State or other Aid or other revenue source that may become available for said project, and to comply with all laws applicable to said project; to authorize the Board of Selectmen to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the Board of Selectmen to take any and all action necessary to carry out any vote hereunder or take any other action relative thereto, including acquiring or conveying interests in real property necessary to complete this work? Requires a 3/5 Ballot Vote.	YES <input type="radio"/> NO <input type="radio"/>
Recommendations: Board of Selectmen: With Budget Committee: With	
<b>Article 11: Various Town Vehicles Lease/Purchase \$1,932,227</b> Shall the Town vote to authorize the Board of Selectmen to enter into long-term/purchase agreements payable over a term of 36 months in the amount of One Million Nine Hundred Thirty-Two Thousand Two Hundred Twenty-Seven Dollars (\$1,932,227) for the purchase/lease of an ambulance and a paramedic vehicle for the Fire Department, front line vehicles for the Police Department, a large dump truck, a small dump truck, a front-line utility truck, a 4x4 pickup vehicle, a tree brush chipper, a large six-wheel multipurpose truck for the Municipal Services Department, and related equipment and to raise and appropriate the sum of Six Hundred Seventy-Eight Thousand Three Hundred Ten Dollars (\$678,310) for the first year’s payment? Requires a 3/5 Ballot Vote.	YES <input type="radio"/> NO <input type="radio"/>
Recommendations: Board of Selectmen: With Budget Committee: Without	
GO TO NEXT BALLOT AND CONTINUE VOTING	



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*Jessica M. Hall*  
TOWN CLERK

BALLOT 2 OF 3

ARTICLES CONTINUED

**Article 12: 2022 Operating Budget** **\$57,448,144**  
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 the vote of the first session, for the purposes set forth therein, totaling \$57,448,144? (\$5,000,000 to come from unassigned fund balance as a revenue offset). Should this article be defeated, the default budget shall be \$54,190,981, which is the same as last year, with certain adjustments required by previous action of the town or by law.

YES ☐  
NO ☐

Recommendations: Board of Selectmen: With      Budget Committee: With

**Article 13: 2022 Road Construction and Engineering Program** **\$4,500,000**  
Shall the Town vote to raise and appropriate the sum of Four Million Five Hundred Thousand Dollars (\$4,500,000) 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, drainage, and engineering of roads as outlined in the 10-year road program.

YES ☐  
NO ☐

Recommendations: Board of Selectmen: With      Budget Committee: Without

**Article 14: 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 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?

YES ☐  
NO ☐

Recommendations: Board of Selectmen: With      Budget Committee: With

**Article 15: Town Facility Maintenance & Improvement Capital Reserve Fund** **\$100,000**  
Shall the Town vote to raise and appropriate the sum of One Hundred Thousand Dollars (\$100,000) to be placed in the Town Facility Maintenance and Improvement Capital Reserve Fund previously established in 2021 for the purpose of future repairs, improvements, and/or replacement for all municipal facilities?

YES ☐  
NO ☐

Recommendations: Board of Selectmen: With      Budget Committee: Without

**Article 16: Change Elderly Exemption Threshold**  
Shall the Town vote to modify the elderly exemption from property tax in the Town of Salem under RSA 72:39-a, based on assessed value, for qualified taxpayers, to be as follows: for a person 65 years of age up to 75 years \$120,000; for a person 75 years of age up to 80 years \$180,000; for a person 80 years of age or older \$245,000? To qualify, the person must have been a New Hampshire resident for at least three (3) years, own the real estate individually or jointly, or if the real estate is owned by such person's spouse, they must have been married for at least five (5) years. In addition, the taxpayer must have a net income of not more than \$41,000 or, if married, a combined net income of less than \$55,000; and own net assets not in excess of \$140,000 excluding the value of the person's residence.

YES ☐  
NO ☐

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

**Article 17: Change Disabled Exemption Threshold**  
Shall the Town vote to modify the disabled exemption on the principal place of abode of a disabled person in the amount of \$120,000, in accordance with RSA 72:37-b? No exemption shall be allowed unless the person applying for such exemption has, in the calendar year preceding April 1, a net income from all sources of less than \$41,000 for a single person, or less than \$55,000 for married persons. Further, no exemption shall be allowed where net assets, excluding the actual residence, are in excess of \$140,000. All applicants for the exemption must have been a New Hampshire resident for at least five (5) years.

YES ☐  
NO ☐

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

TURN BALLOT OVER AND CONTINUE VOTING



# SAMPLE BALLOT

## ARTICLES CONTINUED

**Article 18: Change Blind Exemption Threshold**  
Shall the Town vote to modify the blind exemption from property tax in the Town of Salem under RSA 72:37, based on assessed value, for qualified taxpayers, to be as follows: A property owner who is legally blind as determined by the Department of Education, Bureau of Services for Blind and Visually Impaired, shall be exempt each year on the assessed value, for the property tax purposes, of his/her residential real estate to the value of \$130,000? To qualify, the person must have a certification letter from blind services of the Department of Education, Bureau of Services for Blind and Visually Impaired.

YES ☐  
NO ☐

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

**Article 19: Salem Police Employees Association (SPEA) Collective Bargaining Agreement** **\$268,940**

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 Salem Police Employees Association (SPEA), which call for the following changes to salaries and benefits at the current staffing level:

Fiscal Year	Estimated Increase/Decrease	Explanation
2022	\$ 268,940	4% salary adjustment April 1, 2022 Changes to Disability Retirement Changes to Discipline Procedure
2023	\$ 404,136	4% salary adjustment April 1, 2023
2024	\$ 351,380	4% salary adjustment April 1, 2024
2025	\$ 365,202	4% salary adjustment April 1, 2025
2026	\$ 379,435	4% salary adjustment April 1, 2026
Total	\$1,769,093	

and further to raise and appropriate the sum of Two Hundred Sixty-Eight Thousand Nine Hundred Forty Dollars (\$268,940), 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)

YES ☐  
NO ☐

Recommendations: Board of Selectmen: With Budget Committee: With

**Article 20: Salem Administrative and Technical Employees Union (SEA) Collective Bargaining Agreement** **\$83,760**

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 State Employees Association (SEA), Local 1984, which call for the following changes to salaries and benefits at the current staffing level:

Fiscal Year	Estimated Increase/Decrease	Explanation
2022	\$ 83,760	2.5% salary adjustment April 1, 2022 Multiple language changes in several articles
2023	\$119,631	2.5% salary adjustment April 1, 2023
2024	\$ 80,338	2.5% salary adjustment April 1, 2024
2025	\$ 80,193	2.5% salary adjustment April 1, 2025
2026	\$ 86,010	2.5% salary adjustment April 1, 2026
Total	\$449,932	

and further to raise and appropriate the sum of Eighty-Three Thousand Seven Hundred Sixty Dollars (\$83,760), 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)

YES ☐  
NO ☐

Recommendations: Board of Selectmen: With Budget Committee: With

GO TO NEXT BALLOT AND CONTINUE VOTING



SAMPLE BALLOT

BALLOT 3 OF 3



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*Jessan M. Hale*  
TOWN CLERK

ARTICLES CONTINUED

Article 21: Salem Public Administrators Association Union (SPAA) \$74,612  
Collective Bargaining Agreement

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 Salem Public Administrators Association (SPAA), which call for the following changes to salaries and benefits at the current staffing level:

Fiscal Year	Estimated Increase/Decrease	Explanation
2022	\$ 74,612	2.5% salary adjustment April 1, 2022 Multiple language changes in several articles
2023	\$108,256	2.5% salary adjustment April 1, 2023
2024	\$ 89,302	2.5% salary adjustment April 1, 2024
2025	\$ 90,499	2.5% salary adjustment April 1, 2025
Total	\$362,669	

YES ☐  
NO ☐

and further to raise and appropriate the sum of Seventy-Four Thousand Six Hundred Twelve Dollars (\$74,612), 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 22: Fund Special Election to Elect Charter Commission \$9,075

Shall the Town vote to raise and appropriate the sum of Nine Thousand Seventy-Five Dollars (\$9,075) for the purpose of funding the costs to hold a special election to elect a Charter Commission to be held in accordance with RSA 49-B:4. Funding for this purpose is contingent upon Article 2 passing authorizing the election of a Charter Commission.

YES ☐  
NO ☐

Recommendations: Board of Selectmen: With Budget Committee: With

Article 23: Authorize the Sale of Town Property

Shall the Town vote to authorize the Board of Selectmen to sell property located on SARL Drive – formerly 346 South Broadway (former Wastewater Treatment Facility parcel) known as Map 143, Lot 9475, on such terms and conditions as the Board of Selectmen determine are in the best interests of the Town, including but not limited to, receiving proposals, bids or other revenue sources and acquiring or conveying whole or partial interests in real property necessary to complete this work, such authority to transfer or sell shall continue to be in effect indefinitely, until rescinded, and the funds from any transfers or sales to be deposited 80% into the Sewer Fund and 20% to be deposited into the General Fund?

YES ☐  
NO ☐

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

Article 24: Land Conveyance – Salem School District

Shall the Town vote to authorize the Board of Selectmen to take all steps necessary to effectuate the conveyance of all portions of the parcel of land identified as Tax Map 90, Lot 1441 to the Salem School District?

YES ☐  
NO ☐

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

Article 25: By Petition: Fund Kelley Library Employees' Economic Benefits \$19,403

By Petition: Shall the Town vote to raise and appropriate a sum of Nineteen Thousand Four Hundred Three Dollars (\$19,403) being a 2.5% increase, such sum representing the cost of increased economic benefits for the employees of the Kelley Library, the amount being set by the cost-of-living increase determined for other similar municipal employees?

YES ☐  
NO ☐

Recommendations: Board of Selectmen: With Budget Committee: With

Article 26: By Petition: Discontinue the Land Acquisition Trust Fund

By Petition: Shall the Town vote to discontinue the Land Acquisition Trust Fund created in 2001? Said funds, and accumulated interest to date of withdrawal, are to be transferred to the municipality's general fund.

YES ☐  
NO ☐

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

TURN BALLOT OVER AND CONTINUE VOTING



# SAMPLE BALLOT

## ARTICLES CONTINUED

Article 27:

By Petition: Funding to be added to the Library Building Capital Reserve Fund

\$110,070

By Petition: Shall the Town vote to raise and appropriate the sum of One Hundred Ten Thousand Seventy Dollars (\$110,070) to be added to the Library Building Capital Reserve Fund previously established?

YES

NO

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Recommendations: Board of Selectmen: With

Budget Committee: Without

Article 28:

By Petition: Funding for Comprehensive Updating the Town’s 2001 Master Plan

\$150,000

By Petition: Shall the Town vote to raise and appropriate the sum of One Hundred Fifty Thousand (\$150,000) for the purpose of comprehensively updating the Town’s 2001 Master Plan.

YES

NO

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Recommendations: Board of Selectmen: Without

Budget Committee: Without

Article 29:

By Petition – Require Hand Counting of Ballots

By Petition: Shall the following provisions pertaining to elections be adopted? All voting shall be by paper ballot and all ballots shall be hand counted only, rather than by use of optical scanning or any other types of programmable electronic counting devices. This shall also constitute an application for RSA 656:40, stating ballot counting machines were adopted on a trial basis so we wish to return to manual hand counting by citizens.

YES

NO

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Recommendations: Board of Selectmen: Without

Budget Committee: N/A

YOU HAVE NOW COMPLETED VOTING THIS BALLOT