

TOWN OF SALEM, NEW HAMPSHIRE



VOTERS GUIDE for the 2024 TOWN MEETING

**FEBRUARY 17, 2024
(DELIBERATIVE SESSION)**

**MARCH 12, 2024
(ELECTION AND BALLOT VOTING)**

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2024 WARRANT ARTICLES

TOWN OF SALEM, NEW HAMPSHIRE

To the inhabitants of the Town of Salem in the County of Rockingham and the State of New Hampshire qualified to vote in Town affairs:

FIRST SESSION OF ANNUAL MEETING – DELIBERATIVE

You are hereby notified to meet at Salem High School in said Salem on Saturday, February 17, 2024 at 9:00 a.m. The session shall consist of explanation, discussion and debate on warrant articles 8 through 15. Warrant articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended, (b) warrant articles that are amended shall be placed on the official ballot for a final vote on the main motion as amended, and (c) no warrant article shall be amended to eliminate subject matter of the article.

SECOND SESSION OF ANNUAL MEETING – VOTING

Voting on warrant articles 1 through 15 shall be conducted by official ballot to be held in conjunction with Town Meeting voting on Tuesday, March 12, 2024. You are hereby notified to meet at your respective polling places as follows:

District 1 Fisk School
District 2 Soule School
District 3 Barron School
District 4 Ingram Senior Center
District 6 North Salem School

The polls will open at 7:00 a.m. and will not close before 7:00 p.m.

Article 1: Choose All Necessary Town Officers for Ensuing Year

Three for Town Council (3 years) Robert “Bob” Bryant Daniel Guild Jeffrey Hatch Donna Loranger Lisa Withrow	One for Budget Committee (1 year) Brenda Tecce Ross Cooper	One for Trustee of the Trust Funds (3 years) Marybeth Stramaglia
Three for Budget Committee (3 years) Jeffrey Boyer Gary Karibian Scott Olsen Jon Stark Brian Tipton Thornock	One for Town Moderator (2 years) Christopher Goodnow	Two for Planning Board (3 years) Lawson Brouse Jim Harvey Damon Norcross

One for Supervisor of Checklist (6 years) Jaime Thornock Melissa M. Sorcinelli	Two for Zoning Board of Adjustment (3 years) Edward Huminick
One for Library Trustee (3 years) Christopher George	One for Zoning Board of Adjustment (1 year) Dionne Garon

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Article 02: Charter Amendment 1:

Shall the Town of Salem approve Charter Amendment 1 below relative to amending Article 3 of the Charter by adding the position of “recording secretary” to the Town Council, adding items to be voted on by official ballot consistent with state law and modifying current language for the Town Council’s ability to sale, lease, transfer, mortgaging, pledging or conveyance of Town property?

The amendment relates to Article 3 of the Town Charter by adding the position of recording secretary to the Town Council where one Council member will be selected for a one-year term and will be responsible for record keeping during non-public sessions. Furthermore, the amendment adds items to the official ballot, which would now include Collective Bargaining Agreements, statutory citations for bond articles and debt, increasing the amount for considering the sale, lease, transfer, mortgaging, pledging and conveying town property; items placed on the ballot by the Library Trustees, initiative petitions moved to the ballot by the Town Council in accordance with §7.3, items related to the expenditure of utility surplus funds, and any item related to the establishment of, expenditure from, transfer to or from, or discontinuance of, a Capital Reserve Fund, according to RSA 35.

Recommendations: Town Council: With

Budget Committee: N/A

Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

§3.2 Organization Meeting

The Councilors shall meet in their capacity as the Council within ten (10) calendar days following their election for the purpose of taking their respective oaths of office, adopting rules and for the transaction of business required by law or ordinance to be transacted in such meeting. The Council shall, by the affirmative vote of at least five (5) of its members, at its first regular meeting following each election, choose one of its members as Chair for a term of one (1) year. The Council shall choose one of its members as Vice Chair, for a term of one (1) year, who shall act in the absence or disability of the Chair. ***The Council shall also choose one of its members, for a term of one (1) year, who shall act as a Recording Secretary, who will be responsible for record keeping during non-public sessions.*** In the event of a vacancy occurring in the office of the Chair, the Vice Chair shall serve out the unexpired term. The Chair shall be the official head of the Town for all ceremonial purposes, shall preside at all meetings of the Council, and may speak and vote at such meetings.

§3.7.1 Matters that must Be Acted on By Official Ballot

The following matters must be placed on the Official Ballot. All official ballot requirements shall apply to both regular and special elections.

- A. The annual operating budget and amendments thereto.
- B. Bond articles and issuance of debt, in accordance with RSA 33:8-d, II 33:7, 33:8 and 33:8-a.
- C. Collective bargaining agreements***
- D. Expenditure of surplus funds from any general fund, or from any surplus in utility accounts

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exceeding \$100,000 in any year, or any amount for new sewer or water systems ***that would impact rates*** (other than replacement of existing elements thereof, such as may be required to maintain service).

E. Sale, lease, transfer, mortgaging, pledging or conveyance by any other means, of any real property or fixed improvements to said property, or conveyance of any right or exclusive franchise associated with such property, to any party under terms that are not available to every other party that may apply for such right if the value of said property exceeds ***\$25,000.*** ~~\$10,000.~~ This excludes any tax sales. ***This provision shall not apply to any current arrangement for use of town property.***

F. Sale, or conveyance by any other means, of any right to collect or charge any fee or rent, related to any part of the publicly owned utility system, public property, or any street or road system or any part thereof, or to grant any such right that is not available without charge to every citizen of Salem.

G. Adoption or rescinding the adoption of provisions of general laws which are optional for towns.

H. Charter amendments, and other subjects required by general law to be placed on the official ballots for towns; procedures and schedules which shall not be affected by this charter.

I. Increase in salaries of councilors.

J. Items placed on the ballot by the Library Trustees

K. Initiative petitions moved to the ballot by the Town Council in accordance with §7.3.

L. Any item related to the establishment of, expenditure from, transfer to or from, or discontinuance of a Capital Reserve Fund, according to RSA 35.

Article 03: Charter Amendment 2

Shall the Town of Salem approve Charter Amendment 2 by amending Article 4 of the Charter by clarifying who shall fill the Town Manager's responsibilities if the Town Manager is unable to do so. Further, to clarify the Library Budget procedures consistent with New Hampshire state law?

The amendment relates to Article 4 of the Town Charter by adding that the Assistant Town Manager, or such designee as the Town Council selects, shall take over the duties of the Town Manager where the Town Manager is unable to do so and until such time as an Acting Manager is appointed by the Town Council. Further, Article 4 is amended to require the Library Trustees submit their budget requests through the Town Council as appropriate but shall also have the ability to bring separate petitions for capital expenditures or employee agreements directly to the Budget Committee for review. The Budget Committee may, at its discretion, pass those articles on to the voters with or without amendment or recommendation.

Recommendations: Town Council: With

Budget Committee: N/A

Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

§4.5 Acting Town Manager

If the Manager is determined by a vote of at least six (6) members of the Council to be temporarily incapacitated or unable to act for any cause, or the office is temporarily or permanently vacant, the Council shall, within thirty (30) days from such determination, appoint an Acting Manager in the same manner as in §4.3, who shall serve for not more than one hundred twenty (120) days or such

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lesser time until the disability or vacancy has been resolved. *Until such time as an Acting Manager is appointed, the duties of the Town Manager shall fall to the Assistant Town Manager or such designee that the Town Council shall determine.* The Acting Manager shall have all the powers and perform all the duties of the Manager except to the extent that said powers and duties may be specifically restricted by Council resolution. Said Acting Manager shall be paid a salary for services hereunder as may be prescribed by the Council. The Acting Manager may be reappointed for one (1) additional term of one hundred twenty (120) days. The Town Council may, if desired, appoint a Town Councilor to serve in this capacity. By a vote of at least five (5) Councilors, the Council may determine from credible medical or other evidence that the Manager is incapacitated and unable to perform any or all duties, and the office may be declared vacant.

§4.12.1: Library Budget Procedures

The Library Trustees shall submit their budget requests through the Town Council as appropriate but shall also have the ability to bring separate petitions for capital expenditures or employee agreements directly to the Budget Committee for review. The Budget Committee may, at its discretion, pass those articles on to the voters with or without amendment or recommendation.

Article 04: Charter Amendment 3

Shall the Town of Salem approve the Charter Amendments relative to Article 5 of the Charter and reflecting changes consistent with NH statutes regarding the default budget, when the deliberative session will be held, what can be placed on the ballot and the issuance of bonds?

The amendment relates to Article 5 and seeks to follow the statutory process of municipal finance and budget law, regarding how the default budget is calculated pursuant RSA 40:13, following the issuance of bonds and notes pursuant to RSA 33:7, RSA 33:8 and RSA 33:8-a, and including collective bargaining agreements as part of the official ballot vote.

Recommendations: Town Council: With

Budget Committee: N/A

Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

§5.3.1 Default Budget

The Council shall prepare a default budget which shall be the final budget if the general budget article in the warrant is not approved. The amount of the default budget shall be *determined in accordance with the procedures laid out in RSA 40:13.* ~~identified in the budget article on the warrant. In accordance with the Municipal Budget Act, the total value of the default budget shall be the sum of the following appropriations and adjustments of the budget of the previous year and shall not be based on any other appropriations:~~

A. ~~The annual operating budget from the previous year, based on the approved budget article or the default budget, increased or decreased based on debt service for outstanding bond issues, less any extraordinary one time items or "earmarked" items that were included in the operating budget that is the basis for the default budget.~~

B. ~~The amount of any appropriations by special or separate warrant articles that were identified on the ballot for purposes that will be continued in subsequent budget years.~~

C. ~~The cost effect for the budget year of previously approved collective bargaining agreements.~~

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§5.6 Finalizing the Budget by Official Ballot

C. The first session of the Annual Meeting, which shall be for the transaction of all business other than voting by official ballot shall be held *in accordance with the rules set forth in RSA 40:13, between the second Tuesday of February and the Saturday following the second Tuesday in February*, at a time prescribed by the Town Council. The second Tuesday in March shall be deemed the Annual Meeting date for purposes of all applicable statutes pertaining to hearings, notice, petitioned articles, and warrants, including, but not limited to, RSA 31:95-d, RSA 32:5, RSA 33:8-a, RSA 39:3 and RSA 39:5. RSA 39:3 shall only be used for the purpose of petitioned warrant articles for appropriations.

M. Warrant articles concerning the issuance of bonds or notes, *or collective bargaining agreements*, shall be placed on the official ballot for approval by the voters. Approval of all warrant articles shall be as provided by New Hampshire State Law.

§5.12 Issuance of Bonds and Notes

The Council shall follow the procedures set out in RSA 33:8-d, II 33:7, 33:8 and 33:8-a for the issuance of bonds and notes. The questions shall be acted upon by official ballot in accordance with §3.7.1 and shall require an affirmative vote of 3/5 of the votes cast.

Article 05: Charter Amendment 4

Shall the Town of Salem approve the Charter Amendments relative to Article 6 of the Charter by revising language to be more cohesive and clarifying expectations of public officials; the proposed amendments will also aid the Ethics Committee in their responsibilities and carrying out the initial intent of the charter commission?

The amendment relates to Article 6 of the Town Charter by defining Elected/Appointed Officials (EAOs) throughout the Code of Ethics, removing employees from the requirements of this Article 6, and adding annual training requirements for EAOs by the Ethics Committee.

Recommendations: Town Council: With Budget Committee: N/A

Please note new language is in

ARTICLE 6. Conduct of Officials/Code of Ethics

§6.1 Preamble

It is the policy of the Town of Salem to uphold, promote and demand the highest standards of ethics and conduct from all of its ~~employees and~~ officials, whether elected *or*, appointed ~~or hired~~. The ~~Town Council, all Town employees and a~~ All members of *the Town Council, Boards, Commissions, and Committees (hereafter Elected / Appointed Officials (EAOs))* shall maintain the highest standards of personal integrity, truthfulness, honesty and fairness in is charging their public duties, and never abuse their positions or powers for improper or personal gain.

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§6.2 Purpose

The purpose of this code is to establish guidelines for the ethical standards of conduct for ***Elected /Appointed Officials (EAOs)*** ~~Town officials, board members and employees~~. The citizens expect public servants and volunteers to act in the best interest of the Town. The citizens expect ***EAOs*** ~~Town officials, board members and employees~~ to disclose any personal, financial or other interests in matters affecting the Town that come before them for action. The citizens expect ***EAOs*** ~~Town officials, board members and employees~~ to remove themselves from decision making if they have a conflict of interest. The citizens expect ***EAOs*** ~~Town officials, board members and employees~~ to be independent, impartial, and responsible to their fellow townspeople in their actions. The citizens expect that the Town's official decisions and policies be made through the proper channels of government. The citizens expect that public office or a volunteer position in the Town not be used for personal gain. It is important that the public has confidence in the integrity of its government and that ***EAOs*** ~~Town officials, board members, volunteers and employees~~ have an opportunity to protect their personal reputation. This code establishes a process by which one may obtain guidance regarding potential ethical issues and it establishes a course of action for resolving disputes in a manner that is fair to all of the parties involved.

§6.3 Explanation of Code Provisions

§6.3.1 Conditions for Holding Office:

- A. Any person while holding a ~~T~~own office, ~~convicted~~ *sentenced following a conviction for a felony of a Class A Felony* in New Hampshire or its equivalent under the law of any other state or federal law shall forfeit such office.
- ~~B. No employee of the town shall be eligible to serve as a Councilor.~~
- B. Any person elected to the Town Council shall not serve on any other town boards, commission or trusteeships (with the exception of a Charter Commission), unless serving as a representative to that board from the Town Council.
- C. The Zoning Board of Adjustment shall not have any members (including alternates) who also serve on the Planning Board.
- D. Except as otherwise provided by this Charter, no department head or regular employee of the town shall serve on the Town Council or Budget Committee.

§6.3.2 No Conflicts of Interest

~~Officials, board members and employees~~ ***EAOs*** of the Town of Salem shall avoid conflicts of interest. ~~An EAO Town official, board member or employee~~, shall not participate in any matter in which they, or a member of their family, have a personal interest that may directly or indirectly affect or influence the performance of their duties. In such instances, they shall recuse themselves from discussion and decision-making. Recusal means to remove themselves completely from all further participation in the matter in question. ~~Officials, board members or employees~~ ***EAOs*** who have been recused shall immediately leave the room or shall seat themselves with the other members of the public who are present. When recused, they shall not participate in further discussions, unless they clearly state for the record that they are doing so only as a general member of the public. As a recused person, they shall not deliberate or vote on the matter in question.

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§6.3.3 A Duty to Recuse in Quasi-Judicial Actions

A "quasi-judicial action" is any action where the board or committee is acting like a judge or a jury. *Jurors are not qualified to sit on a case if they have advised or assisted either party in a matter being decided, are prejudiced to any degree regarding the pending matter, or believe they cannot for any reason be totally fair and impartial. Since the work of the planning and zoning boards is largely quasi-judicial, EAOs serving on such boards must hold themselves to the same standard.* Not only do ~~officials, board members and employees~~ *EAOs* of the Town of Salem have a duty to recuse themselves as outlined in the Section above, board members must recuse themselves in a quasi-judicial action if they would not be qualified to sit as a juror in that case. ~~For example, jurors are not qualified to sit in a case if they have advised or assisted either party in a matter being decided, are prejudiced to any degree regarding the pending matter, or believe they cannot for any reason be totally fair and impartial.~~

§6.3.4 A Duty to Disclose

Any ~~EAO official, board member or employee~~ of the Town of Salem, shall not participate in the conduct of business on behalf of the Town or enter into discussion or deliberation of any matter without first, publicly, and on the record, stating all possible conflicts that may exist between themselves or their family, and the principals or the issue under consideration.

§6.3.5 No Unfair Personal Use of Town Property

No ~~EAO official, board member or employee~~ of the Town of Salem shall use Town property, services, or labor personally, or make the same available to others unless such use is available to other residents upon request on equal terms.

§6.3.6 No Misuse of Confidential Information

No ~~EAO official, board member or employee~~ of the Town of Salem shall use any confidential information acquired by virtue of that individual's official position for personal benefit, or for the benefit of any other person or business. This does not apply to information which is readily available to the general public. In addition, no ~~EAO official, board member or employee~~ of the Town of Salem shall violate the privacy of others by publicizing, gossiping, or discussing information confidentially acquired in the course of official duties without a legitimate reason to do so.

§6.3.7 No Improper Gifts

No ~~board, committee or commission member~~ shall accept any valuable gift, whether in the form of service, loan, thing or promise, from any person, firm or corporation which to their knowledge is interested directly or indirectly in any manner whatsoever in business dealings with the Town, nor shall any such ~~EAO official~~ accept any gift, favor or thing of value that may tend to influence them in the discharge of their duties or grant in the discharge of their duties any improper favor, service or thing of value. *As used in this section "valuable gift" shall mean a gift exceeding \$50 in the aggregate from any single source during any calendar year. "Valuable gift" shall not include tickets or free admission from any source to a charitable or ceremonial event provided that acceptance of any tickets or free admission as permitted by this section shall be limited to \$250 in the aggregate from any single source during any calendar year.*

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§6.3.8 Disposition of Fees

No ~~EAO elected or appointed officer or employee~~ of the Town shall collect any fees, salaries or other payments in connection with official duties for personal use, except as provided for by ordinance or State Law.

§6.3.9 A Duty to Cooperate

All ~~EAOs~~ ~~officials, board members and employees~~ of the Town of Salem shall cooperate with the Ethics Committee regarding any complaint or inquiry alleging violation of this Code of Ethics.

§6.3.10 Fair and Equal Treatment

Acting in their official capacity, all ~~EAOs officials, board members and employees~~ of Town government shall give each and every person fair and equal treatment. No ~~official, board member or employee~~ **EAO** shall in the course of their official duties give or deny any person special consideration, advantage, or treatment as a result of the person's public status, position, sex, race, religion, creed, sexual orientation, or national origin.

§6.3.11 Future Employment

No ~~elective or appointive officer or employee~~ **EAO** of the Town shall solicit, negotiate for, or promise to accept employment with any person, firm or corporation with which ~~the officer's or employee's department, body or agency~~ **EAO's Council or Board** is engaged on behalf of the Town in the transaction of business which is, or may be, affected by the ~~officer's or employee's~~ **EAO's** official action. No ~~elective~~ **elected** officer may become employed by the Town within one year after their term of office ends.

§6.3.12 Municipal Code

Nothing in this charter shall prohibit the Town Council from establishing more stringent or specific ethics rules in a Municipal Code.

§6.4 Definitions

As used in this Article, the following terms shall have the meanings indicated:

Board: Any board, committee or commission, permanent or special, established by the Town Council under New Hampshire State Law or this Charter.

Complainant: A ~~resident of the Town of Salem~~ **person** who has submitted a petition to the Ethics Committee requesting an inquiry or alleging a violation of the Code of Ethics.

Conflict of Interest: A situation, circumstance, or financial interest that has the potential to cause a private or personal interest to interfere with the proper exercise of a public duty.

EAO: *Elected / Appointed Official of the Town of Salem. This definition does not include appointed department heads who are contract employees of the Town of Salem (e.g. fire chief, police chief, etc.)*

Employee: A person who is paid by the Town of Salem for their services, but who is not an ~~independent contractor~~.

Ethics Committee: The committee established by Article VI 6 of this Charter.

Family: Any person who is related to the ~~official, board member or employee~~ **EAO** in one of the following ways: spouse, domestic partner, parent, grandparent, child, grandchild, sibling, or similar relation to the individual's spouse. This includes all persons who are members of the same

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household as the *EAO official, board member or employee* in question, regardless of whether or not they are related.

Interest: Any legal or equitable right, share, or claim, whether or not subject to an encumbrance or a condition, which is owned or held, in whole or in part, jointly or severally, including but without limitation, a right, share or claim to land.

Official: ~~Any elected or appointed officer, board member, or agent of the Town of Salem.~~

Principals: ~~Those people~~ **Persons** who are the subject of the action or application that is before the board.

Public Servant: A person who serves the Town of Salem in an official capacity, whether elected or appointed, paid or unpaid, any Town *EAO official, board member or employee*.

Respondent: ~~Board member or employee~~ **EAO** named in a petition submitted to the Ethics Committee as an inquiry or alleging a violation of the Code of Ethics.

Resident: A resident of the Town of Salem.

Quasi-judicial Action: Any action where the board or committee has a duty to notify the potential parties, hear the parties, and can only decide after weighing and considering such evidence and arguments as the parties choose to lay before them.

Town: The Town of Salem, including all of its departments, boards, commissions, and committees.

§6.5 Exclusions

The provisions of this Code of Ethics shall not be interpreted so as to bar:

A. Any *EAO official, board member or employee* who is a ~~Resident~~ of the Town of Salem from fully participating in any public proceeding conducted by the Town;

B. Acceptance of donations for the expressed purpose of financing a political campaign, provided such contributions are reported in accordance with all local, state and federal laws that pertain to such donations;

C. Participation in a matter that relates to a person or business from which an *EAO official, board member or employee* has merely purchased goods or services, if the individual in question has no other conflict of interest relating to that person or business.

~~D. Police officers, firefighters, and other emergency personnel from acting in the course of their official capacities when responding to emergencies in accordance with the rules and regulations of their departments; and~~

~~E. Supervisors of Town employees from appropriately carrying out personnel policies.~~

§ 6.6 Ethics Committee

The Ethics Committee shall: Educate *EAOs officials, board members and employees* of the Town government regarding the provisions of the ethics code; Provide advice and counsel to *EAOs officials, board members and employees* regarding ethical issues with which they are confronted; and hear and resolve ethics complaints, which are filed against EAOs officials, and board members and employees of Town government.

A. Structure of the Ethics Committee: The Ethics Committee shall consist of five (5) members whose appointments must be approved by six (6) members of the Town Council for three-year terms. Such terms shall be staggered so that no more than two terms end in the same year.

B. Duties: Committee members shall familiarize themselves with the By-Laws and Salem's Code of Ethics and be fair and impartial in investigating all written complaints. Members of the Committee shall sign any written decisions of the Committee.

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C. Clerk: The Clerk shall be provided by the Town to maintain a record of all meetings, votes, motions, and decisions of the Committee; and shall also perform other such duties as the Committee may direct.

D. Officers: The Committee shall elect a chair, and a vice chair, to one (1) year terms, eligible for reelection. The Chair shall preside over all meetings, hearings, and non-public sessions, establish agenda items, appoint such committees as directed by the Committee, request support from the Town, and shall perform other such duties as the Committee may direct. The Vice-Chair shall assume the duties of the Chair during the absence of the Chair and shall swear in those who plan to give testimony before the Committee.

E. Education: *The Ethics Committee shall provide training annually to EAOs including members of each board, committee, commission, and council to familiarize them with the provisions of this code.* ~~At the time that each newly EAOflected or appointed official, board member or employee takes the oath of office, they shall receive a copy of this code, and acknowledge in writing that they have received a copy of this code. The Ethics Committee shall hold a meeting each spring for newly EAOs elected or appointed officials, board members and employees so they may familiarize themselves with the provisions of this code.~~

F. Meetings: At least one regular meeting of the Committee per year shall be held at a date and time indicated in the notice of public hearing published and posted by the Committee pursuant to RSA 91-A:2. All regular meetings shall be open to the public. The following general rules of procedure shall govern the conduct of such meetings.

i. Nonpublic Sessions shall be called in conformity with the requirements of RSA 91-A:3.

ii. All investigations into complaints against ~~members of employees, board members, or officials~~ EAOs shall be conducted in nonpublic sessions, according to RSA 91-A:3.

G. Inquiries: The Ethics Committee shall establish a mechanism by which ~~officials, board members, employees~~ EAOs and ~~Residents~~ of the Town of Salem may obtain advice and counsel from the committee regarding ethical issues that may arise from time to time. Upon request of *an* Town official, ~~board member or employee~~ EAO, the Ethics Committee may issue a written advisory opinion in response to such an inquiry.

H. Complaints: The Ethics Committee shall have the power to investigate all written complaints ~~against EAOs, which are filed by citizens. They~~ It shall establish forms ~~to be used to~~ by which ~~officials, board members, employees, and residents of the Town of Salem may~~ file complaints or request that an inquiry be made. The Ethics Committee may only review complaints based on alleged violations of ~~§6.3.1 through §6.3.11 (A-K)~~ of this Article and/or any Municipal Code of Ethics adopted by the Town Council. All such requests or complaints must be in writing, shall specify the provision of the code which the complainant believes was violated, and must be signed by ~~the complainant a resident of Salem~~. When signing the complaint, the complainant shall certify that he or she has read the Code of Ethics, that they believe the matter within the complaint is a fair subject of inquiry, that they have exhausted all other avenues of relief available to them within our Town government, and that they will keep the complaint confidential until the Ethics Committee has completed its work.

i. All investigatory proceedings of the Ethics Committee will be conducted in a Non-public session according to RSA 91-A:3.

ii. Any EAO ~~official, board member or employee~~ against whom a written complaint is filed shall be given a copy of the complaint, and upon written request shall be afforded an opportunity to be heard and to present evidence to the Ethics Committee.

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- iii. The Ethics Committee shall have sole discretion for setting rules regarding the conduct of hearings. The Committee shall seek to make sure that both the complainant and the respondent have an opportunity to be heard and to present evidence, but the committee may limit the testimony and evidence which is presented to it if in the opinion of the committee the testimony and evidence in question are irrelevant, unnecessary, redundant, or unreliable.
- iv. The Ethics Committee may require, with sufficient written notice, any *EAO official or, board member or employee* of the Town government to appear before it to provide testimony regarding pending complaints. The Ethics Committee, for this purpose, may administer oaths and require the production of evidence such as documents.
- v. The Ethics Committee may, at any time, terminate their investigation and refer the matter to law enforcement, if there is reason to believe that any criminal activity has taken place.
- vi. Within thirty (30) days of concluding an investigation into a written complaint, the Ethics Committee shall issue a written statement setting forth its findings, and recommended ~~punishment action~~ (see §6.7). The Ethics Committee shall not have the power to impose any monetary or other penalties, only to issue a written statement as set forth above. The Ethics Committee may also find no evidence of any violations, and that shall also be reported.
- vii. The written statement setting forth the Committee's findings shall be transmitted to the Town Council. It is only at this juncture that the findings of the Committee will be read into the public record.

§6.7 Consequences

When the Town Council has received a written statement from the Ethics Committee regarding the results of their investigation, ~~they~~ *it* may choose to impose the following penalties.

- A. Censure: An official admonishment of behavior, approved by a vote of five (5) Town Councilors.
- B. Suspension: The Town Council may vote to suspend the ~~EAO official, employee, or board member~~ from their duties for a period of up to ninety (90) days.
- C. Training: The Town Council may require the ~~EAO official, employee or board member~~ to undergo Ethics training with an organization determined by the Council. (This penalty may be issued in conjunction with others.)
- D. Removal: In addition to the provisions of § 3.3.2, *Town* Councilors and ~~members of standing town commissions and boards other EAOs~~ may be removed from office by a vote of six members of the Town Council, upon such a recommendation having been forwarded to the Town Council by the Ethics ~~Commission Committee~~.

Article 06: Charter Amendment 5

Shall the Town of Salem approve Charter Amendment 5 relative to Article 7.3 Initiative Petitions clarifying the process of initiative petitions with budgetary impacts?

The amendment relates to Article 7.3 of the Town Charter by requiring any initiative petition which would require that the expenditure of Town funds cannot be passed, except at the annual Municipal Election, and only after being reviewed by the Budget Committee, so that they can provide a recommendation, and the tax impact of said petition be appropriately calculated.

Recommendations: Town Council: With

Budget Committee: N/A

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Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

§7.3 Initiative Petitions

C. Budgetary Review: Any initiative petition which would require the expenditure of Town funds cannot be passed, except at the annual Municipal Election, and only after being reviewed by the Budget Committee, so that they can provide a recommendation, and the tax impact of said petition be appropriately calculated.

Article 07: Charter Amendment 6

Shall the Town of Salem approve Charter Amendment 6 relative to Article 9 of the Charter increasing the number of alternates on the planning board and regular and alternate members of the conservation commission?

The amendment relates to Article 9 of the Town Charter and would increase the number of alternates on the Planning Board from 3 to 5. Further, the number of Conservation Commission members would increase from 6 to 7 members, while the alternates for the Conservation Commission would increase from 3 to 5 alternate members.

Recommendations: Town Council: With

Budget Committee: N/A

Please note new language is in bold *italics*, deleted language is strikethrough.

Full Text of Proposed changes:

9.1.1 Planning Board

There shall be a Planning Board, whose powers and duties are provided by State Law. The Planning Board shall consist of seven (7) members, of whom six (6) are elected and one (1) is ex officio. The six (6) elected members shall be elected for staggered three (3) year terms. The one (1) ex officio member shall consist of a Councilor designated by the Council for a one-year term. There shall also be up to ~~three (3)~~ **five (5)** alternate appointed members appointed by the Board for terms of three (3) years, except those initial appointments shall be staggered so that no more than two (2) appointed members shall have terms that expire in a single year. The Board shall fill any vacancy for the period of the unexpired term pursuant to the provisions of RSA 673:12, I.

9.1.2 Conservation Commission

There shall be a Conservation Commission which shall consist of ~~six~~**seven** (67) members, ~~of whom five~~ ~~six~~ (56) shall be appointed by the Council ~~and one (1) is ex officio~~. There shall also be up to ~~three (3)~~ **five (5)** alternate appointed members appointed in the same way as regularly appointed members, except no more than one alternate appointed member's term shall expire in a single year. A vacancy occurring otherwise than by expiration of a term shall be filled for the unexpired term in the same manner as an original appointment.

2024 TOWN MEETING WARRANT & VOTERS GUIDE

Article 08: Construct New Police Station (Bond) \$38,600,000

Shall the Town vote to raise and appropriate the sum of Thirty-Eight Million Six Hundred Thousand Dollars (\$38,600,000) for the final design, permitting, engineering, construction, and fit up of a new police station on the existing site, and other related costs, including the costs for any temporary relocation of current police operations, whether in whole or in part, including storage costs, and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than Thirty-Eight Million Six Hundred Thousand Dollars (\$38,600,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended); to authorize the Town Council 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 Town Council 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 Town Council to take any and all actions 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.

Recommendations: Town Council: With

Budget Committee: With

Background: This article provides funding for the final design, engineering, razing, construction, and relocation costs for a new police station. The current station will be razed, and a new police station will be constructed on the same site as the current station (9 Veterans Memorial Parkway). The new station is expected to be 40,537 square feet. This warrant article also funds the costs of relocating and retrofitting a new space for police operations during construction of the new station.

Funding Source: Property Tax

Rate Impact: \$0.00

Article 09: Millville Lake Dam Rehabilitation (Bond) \$2,200,000

Shall the Town vote to raise and appropriate the sum of Two Million Two Hundred Thousand Dollars (\$2,200,000) for the rehabilitation of Millville Lake Dam, and to cover the costs associated with obtaining a bond issue for said project, and to authorize the issuance of not more than Two Million Two Hundred Thousand Dollars (\$2,200,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended), to authorize the Town Council 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 Town Council 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 Town Council to take any and all actions 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. This project is contingent upon receiving any available grant award.

Recommendations: Town Council: With

Budget Committee: With

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Background: Cost for this project will be reimbursed by a Grant through the New Hampshire Department of Environmental Services (NHDES), American Rescue Plan Act, for High Hazard Dam Rehabilitation, in the amount of One Million Dollars (\$1,000,000). NHDES is responsible for ensuring the safety of dams in New Hampshire through its dam safety program. In accordance with RSA 482: 12 and Env-Wr 302.02, an inspection of Millville Lake Dam (D209008-Salem) was conducted on June 18, 2015, and found the dam to have structural integrity issues. Based upon the results of that inspection, as well as additional investigation and analysis that was conducted, NHDES issued a Letter of Deficiency (LOD) to be remedied in accordance with applicable laws.

Funding Source: *Property Tax and Grant*
Rate Impacts: *\$0.00*

Article 10: Senior Center HVAC Replacement (NHCDFA Loan) **\$0.00**

Shall the Town vote to raise and appropriate the sum of Zero Dollars (\$0) for the replacement of the heating, ventilation, and air conditioning (HVAC) system at the Ingram Senior Center located at 1 Sally Sweets Way, Salem, NH; and to authorize the issuance of not more than \$0.00 of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33, as amended), and to authorize the Town Council to issue and negotiate such bonds or notes and to determine the rate of interest thereon, and to further authorize the Town Council to offset a portion of said appropriation by applying for a New Hampshire Community Development Finance Authority (NHCDFA) Community Center Investment Program (CCIP) forgivable loan, it being understood that, if the application is successful, the Town would receive \$686,800 from the forgivable loan, and that the repayment of the loan may include up to 100% principal forgiveness; and the remaining \$121,200 to come from taxation? This project is contingent upon successful award of any available grant and/or loan and approval of this warrant article. Requires a 3/5 ballot vote.

Recommendations: Town Council: With Budget Committee: With

Background: The project will involve design, engineering, and replacement of the original heating, ventilation, and air conditioning (HVAC) system at the Ingram Senior Center from 2002. The HVAC system is past its useful life and does not provide proper ventilation or even heating/cooling throughout the Senior Center. The Town applied for a New Hampshire Community Development Finance Authority (NHCDFA) Community Center Investment Program (CCIP) forgivable loan on November 30, 2023. If successful in its application, the Town will receive \$686,800 in the form of a forgivable loan and be required to put up a match of \$121,200, which is 15% of the total cost. The principal amount of \$686,800 would be completely forgiven at the successful completion of the project.

Funding Source: *Loan – Principal Forgiveness and ARPA Funds*
Rate Impact: *\$0.00*

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Article 11: Captain's Pond Watershed Management Plan (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 stormwater planning work relative to management of the municipal storm drain system in accordance with the 2017 NH Small MS4 General Permit, 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, as amended), and to authorize the Town Council to issue and negotiate such bonds or notes and to determine the rate of interest thereon, and to further authorize the Town Council 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.

Recommendations: Town Council: With Budget Committee: With

Background: This project includes tasks to assist the Town in complying with the requirements of the MS4 (Small Municipal Separate Storm Sewer) Permit which regulates stormwater discharges specifically to focus on impairments where the receiving water already has an approved TMDL (Total Maximum Daily Load), while also meeting broader watershed management goals. The proposed project work will expand on previous work for Captain's Pond, a waterbody with a phosphorus impairment and approved TMDL. The project will build upon the existing Watershed Management Plan addressing key components of a Phosphorus Source Identification Report (PSIR) in accordance with MS4 General Permit requirements.

Funding Source: Loan – Principal Forgiveness

Rate Impact: **\$0.00**

Article 12: 2024 Operating Budget

Shall the Town 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 \$62,174,684? Should this article be defeated, the default budget shall be \$57,848,906, which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the Town Council may hold one (1) special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.

Recommendations: Town Council: With Budget Committee: With

Background: This article provides funding for the recurring annual operating costs of providing a broad range of public services to the community. Please review the financial report and recommendations of the Budget Committee detailed in the warrant as shown on the MS-737 Form. The operating budget is a "bottom line budget" by law in New Hampshire. Therefore, the final vote taken on this article will be based on the aggregate appropriation.

<i>Funding Source:</i>	<i>Property Tax</i>	<i>Water Rate</i>	<i>Sewer Rate</i>
<i>Rate Impact:</i>	\$5.08	\$4.05	\$5.10

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Article 13: 2024 Road Construction and Engineering Program \$3,400,000

Shall the Town vote to raise and appropriate the sum of Three Million Four Hundred Thousand Dollars (\$3,400,000) to be added to the Roadway Capital Reserve Fund previously established in 1990 for the purpose of repair and/or reconstruction of existing roads, associated drainage improvements, right-of-way work as necessary, and engineering? Shall the Town further authorize the Town Council 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 Annual Road Program.

Recommendations: Town Council: With

Budget Committee: With

Background: Within the context of the Annual Road Program, capital road rehabilitation and reconstruction continue towards a goal of improving overall road conditions within the Town. Road Program priorities are generally guided by road condition and PCI (pavement condition index) ratings, traffic volumes, and opportunities to coordinate road construction with other projects. A majority of the funds are dedicated to construction, with a portion of the funds being allocated to engineering design of other main roads. This overall approach enables the Town to execute a well-coordinated construction project, and at the same time, prepare/maintain a healthy backlog of design projects that will be ready for reconstruction in subsequent years.

Efforts will focus on all or part of the following streets as funding provides:

Road Reconstruction:

- *Duffy Avenue - Kelly Road to Barron Avenue*
- *High Street - Shadow Lake Road to Mountain Avenue*
- *Union Street - Shadow Lake Road to Dead End*
- *Mountain Avenue – High Street to Cu- De-Sac*
- *Greenwood Street – Union Street to Dead End*
- *Dennison Avenue - Hitty Road to Dead End*
- *London Road - Hitty Road to Dead End*
- *Helen Road – Joseph Road to Old Rockingham Road*
- *Pawtucket Lane – Teague Drive to Cul-De-Sac*
- *Emileo Lane – Liberty Street to Cul-De-Sac*
- *Riversedge Drive – Lawrence Road (S) to Lawrence Road (N)*
- *Hitching Post Lane – Hampstead Road to Cul-De-Sac*
- *Dwight Avenue – Dyer Avenue to Morrison Avenue*

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Road Maintenance (Mill/Overlay):

- *North Main Street* – *Main Street* to *Bluff Street*
- *Glen Road* – *North Main Street* to *Blake Road*
- *Delaney Way* – *Bluff Street* to *Cul-De-Sac*
- *Lou-Al Lane* – *Mary's Lane* to *Arlington Pond Court*
- *Betty Lane* – *Lou-Al Lane* to *Daniel Lane*
- *Hemlock Lane* – *Kelly Road* – *Cul-De-Sac*
- *Chestnut Drive* – *Hemlock Lane* to *Cul-De-Sac*
- *Kiowa Road* – *Samoset Drive* to *Cul-De-Sac*

Funding Source: Property Tax

Rate Impacts: \$0.51

Article 14: IAFF Local 2892 Collective Bargaining Agreement \$438,890

Shall the Town vote to approve the cost items included in the collective bargaining agreement reached between the Town Council and the members of the Professional Firefighters of Salem, IAFF, Local 2892 which call for the following changes to salaries and benefits at the current staffing level:

Fiscal Year	Estimated Increase/Decrease	Explanation
2024	\$438,890 Increase	Placement in new wage schedule April 1, 2024 and buydown sick leave
2025	\$470,122 Increase	4.00% salary adjustment April 1, 2025
2026	\$558,288 Increase	4.00% salary adjustment April 1, 2026

and further to raise and appropriate the sum of \$438,890, 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?

Recommendations: Town Council: With

Budget Committee: With

Background: There are 76 full-time and 1 part-time member in this collective bargaining unit. This is a three-year contract. If this article is adopted by the voters, the Town's 2024 Operating Budget will increase by \$438,890. The members of this union have agreed to a reduction of the maximum sick accrual from 72 shifts to 60 shifts and 102 shifts to 90 shifts for dispatchers for all employees hired after 4/1/2024. Members hired on or after January 1, 2012 shall sell back sick time to a maximum of 72 shifts and may voluntarily reduce to 60 shifts. Members agreed to increase their health insurance premium split from 9% to 10%. They agreed to modify and clarify language for resignation and retirement. They agreed to roll multiple Memorandums of Understanding (MOUs) into the contract. They also reduced the top tier of time someone is allowed to be out on the sick bank.

Funding Source: *Property Tax*

Rate Impact: \$0.07

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Article 15: 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 taxation, \$5,000 from the sewer fund, and \$5,000 from the water fund?

Recommendations: Town Council: With Budget Committee: With

Background: This article provides funding for a trust fund for other post-employment benefits other than pensions. Credit rating agencies as well as the auditors want to see that the Town annually funds an OPEB trust fund. Regularly funding an OPEB trust will help maintain the Town's AAA credit rating as well as reduce the liability on the Town's financial statements. The money in the account can only be used as allowed by RSA Chapter 31:19-c. This fund will allow the Town to earn interest to help pay for future obligations. Five Thousand Dollars (\$5,000) will be appropriated from the Sewer Fund and Five Thousand Dollars (\$5,000) will be appropriated from the Water Fund with the remainder to come from taxation.

Funding Source: Taxation and Water/Sewer Fund

Rate Impact: \$0.01



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Proposed Budget Salem

For the period beginning January 1, 2024 and ending December 31, 2024

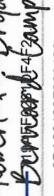
Form Due Date: 20 Days after the Annual Meeting

This form was posted with the warrant on: January 29, 2024

BUDGET
Under penalties of perjury, I declare that I have read and understood the attached budget and that it is true, correct and complete.

BUDGET COMMITTEE CERTIFICATION

Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

Name	Position	Signature	DocID
Jeff Boyer	Chairman		7EC88A36133043B1
Steven Goddu	Vice-Chairman		7328F43BF74D47C...
Jon Stark	Secretary		839E23B91D95B...
Tanya Donnelly	Member		854011ECC72B4C8...
Sean Lewis	Member		90B2C9A040A834B9...
Donna Loranger	Member		3A48A24CD6B04D8...
Brian Thornock	Member		6D486198F208482...
Robert F. Bryant	Town Council Representative		
Bernard H. Campbell	School Board Representative		

This form must be signed, scanned, and uploaded to the Municipal Tax Rate Setting Portal:
<https://www.proptax.org/>

For assistance please contact:

**NH DRA Municipal and Property Division
(603) 220-5000**

<http://www.revenue.gc.ca/prob/>



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New Hampshire
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Appropriations

Account	Purpose	Article	Actual Expenditures for period ending 12/31/2023	Appropriations for period ending 12/31/2023	Selectmen's Appropriations for Appropriations for period ending 12/31/2024 (Recommended)	Committee's Appropriations for Appropriations for period ending 12/31/2024 (Not Recommended)	Budget Committee's Appropriations for Appropriations for period ending 12/31/2024 (Recommended)	Budget Committee's Appropriations for Appropriations for period ending 12/31/2024 (Not Recommended)
							12/31/2024	12/31/2024
General Government								
4130	Executive	12	\$643,115	\$613,768	\$674,581	\$0	\$674,581	\$0
4140	Election, Registration, and Vital Statistics	12	\$347,861	\$284,520	\$379,843	\$0	\$379,843	\$0
4150	Financial Administration	12	\$2,563,583	\$3,064,657	\$3,135,015	\$0	\$3,084,441	\$50,574
4152	Property Assessment		\$0	\$0	\$0	\$0	\$0	\$0
4153	Legal Expense	12	\$180,768	\$158,700	\$163,700	\$0	\$163,700	\$0
4155	Personnel Administration	12	\$1,678,499	\$1,931,720	\$1,752,325	\$0	\$1,752,325	\$0
4191	Planning and Zoning	12	\$656,931	\$716,810	\$567,740	\$0	\$567,740	\$0
4194	General Government Buildings	12	\$225,547	\$205,525	\$249,167	\$0	\$249,167	\$0
4195	Cemeteries	12	\$667,831	\$691,556	\$739,704	\$0	\$739,704	\$0
20	Insurance Not Otherwise Allocated	12	\$505,706	\$482,927	\$523,196	\$0	\$523,196	\$0
4197	Advertising and Regional Associations		\$0	\$0	\$0	\$0	\$0	\$0
4198	Contingency		\$0	\$0	\$0	\$0	\$0	\$0
4199	Other General Government	12	\$785,691	\$902,100	\$1,060,649	\$0	\$1,060,649	\$0
	General Government Subtotal		\$8,255,532	\$9,052,283	\$9,245,920	\$0	\$9,195,346	\$50,574
Public Safety								
4210	Police	12	\$12,969,329	\$14,133,160	\$14,374,196	\$0	\$14,374,196	\$0
4215	Ambulances		\$0	\$0	\$0	\$0	\$0	\$0
4220	Fire	12	\$14,483,790	\$14,940,428	\$14,991,664	\$0	\$14,991,664	\$0
4240	Building Inspection	12	\$877,765	\$909,180	\$945,364	\$0	\$945,364	\$0
4290	Emergency Management		\$0	\$0	\$0	\$0	\$0	\$0
4299	Other Public Safety		\$0	\$0	\$0	\$0	\$0	\$0
	Public Safety Subtotal		\$28,330,884	\$29,982,768	\$30,311,224	\$0	\$30,311,224	\$0



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Account	Purpose	Appropriations			Selectmen's Appropriations for period ending 12/31/2024 (Recommended)	Committee's Appropriations for period ending 12/31/2024 (Not Recommended)	Budget Committee's Appropriations for period ending 12/31/2024 (Recommended) (Not Recommended)
		Actual Expenditures for period ending 12/31/2023	Appropriations for period ending 12/31/2023	Appropriations for period ending 12/31/2023			
Airport/Aviation Center							
4301	Airport Administration	\$0	\$0	\$0	\$0	\$0	\$0
4302	Airport Operations	\$0	\$0	\$0	\$0	\$0	\$0
4309	Other Airport	\$0	\$0	\$0	\$0	\$0	\$0
		Airport/Aviation Center Subtotal	\$0	\$0	\$0	\$0	\$0
Highways and Streets							
4311	Highway Administration	12	\$547,185	\$289,168	\$543,459	\$0	\$543,459
4312	Highways and Streets	12	\$2,873,938	\$3,407,367	\$3,654,305	\$0	\$3,654,305
4313	Bridges		\$0	\$0	\$0	\$0	\$0
4316	Street Lighting	12	\$715,934	\$668,797	\$647,998	\$0	\$647,998
4319	Other Highway, Streets, and Bridges		\$0	\$0	\$0	\$0	\$0
		Highways and Streets Subtotal	\$4,137,057	\$4,365,332	\$4,845,762	\$0	\$4,845,762
Sanitation							
4321	Sanitation Administration		\$0	\$0	\$0	\$0	\$0
4323	Solid Waste Collection		\$0	\$0	\$0	\$0	\$0
4324	Solid Waste Disposal	12	\$1,531,519	\$1,667,343	\$1,781,467	\$0	\$1,781,467
4325	Solid Waste Facilities Clean-Up		\$0	\$0	\$0	\$0	\$0
4326	Sewage Collection and Disposal		\$0	\$0	\$0	\$0	\$0
4329	Other Sanitation		\$0	\$0	\$0	\$0	\$0
		Sanitation Subtotal	\$1,531,519	\$1,667,343	\$1,781,467	\$0	\$1,781,467

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Appropriations

Account	Purpose	Article	Actual	Appropriations	Selectmen's	Committee's	Budget
			Expenditures for period ending 12/31/2023	for period ending 12/31/2023	Appropriations for period ending 12/31/2024 (Recommended)	Appropriations for period ending 12/31/2024 (Not Recommended)	Committee's Appropriations for period ending 12/31/2024 (Recommended)
Water Distribution and Treatment							
4331	Water Administration		\$0	\$0	\$0	\$0	\$0
4332	Water Services		\$0	\$0	\$0	\$0	\$0
4335	Water Treatment		\$0	\$0	\$0	\$0	\$0
4338	Water Conservation		\$0	\$0	\$0	\$0	\$0
4339	Other Water		\$0	\$0	\$0	\$0	\$0
		Water Distribution and Treatment Subtotal	\$0	\$0	\$0	\$0	\$0
Electric							
4351	Electric Administration		\$0	\$0	\$0	\$0	\$0
4352	Generation		\$0	\$0	\$0	\$0	\$0
4353	Purchase Costs		\$0	\$0	\$0	\$0	\$0
4354	Electric Equipment Maintenance		\$0	\$0	\$0	\$0	\$0
4359	Other Electric Costs		\$0	\$0	\$0	\$0	\$0
		Electric Subtotal	\$0	\$0	\$0	\$0	\$0
Health							
4411	Health Administration		\$0	\$0	\$0	\$0	\$0
4414	Pest Control	12	\$61,395	\$10,752	\$11,511	\$0	\$11,511
4415	Health Agencies and Hospitals		\$0	\$0	\$0	\$0	\$0
4419	Other Health		\$0	\$0	\$0	\$0	\$0
		Health Subtotal	\$61,395	\$10,752	\$11,511	\$0	\$11,511

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Appropriations

Account	Purpose	Article	Actual Expenditures for period ending 12/31/2023	Appropriations for period ending 12/31/2023	Appropriations for period ending 12/31/2024 (Recommended)	Selectmen's Appropriations for period ending 12/31/2024 (Not Recommended)	Committee's Appropriations for period ending 12/31/2024 (Recommended)	Budget Committee's Appropriations for period ending 12/31/2024 (Not Recommended)
Welfare								
4441	Welfare Administration	12	\$125,505	\$171,582	\$0	\$0	\$0	\$0
4442	Direct Assistance		\$0	\$0	\$173,248	\$0	\$173,248	\$0
4444	Intergovernmental Welfare Payments		\$0	\$0	\$0	\$0	\$0	\$0
4445	Vendor Payments		\$0	\$0	\$0	\$0	\$0	\$0
4449	Other Welfare	12	\$59,000	\$113,000	\$106,300	\$0	\$106,300	\$0
	Welfare Subtotal		\$184,505	\$284,582	\$279,548	\$0	\$279,548	\$0
Culture and Recreation								
4520	Parks and Recreation	12	\$536,964	\$864,709	\$626,601	\$0	\$626,601	\$0
4550	Library	12	\$1,528,649	\$1,670,006	\$1,673,723	\$0	\$1,673,723	\$0
4583	Patriotic Purposes	12	\$22,311	\$12,600	\$12,600	\$0	\$12,600	\$0
4589	Other Culture and Recreation		\$0	\$0	\$0	\$0	\$0	\$0
	Culture and Recreation Subtotal		\$2,087,924	\$2,547,315	\$2,312,924	\$0	\$2,312,924	\$0
Conservation and Development								
4611	Conservation Administration		\$0	\$0	\$0	\$0	\$0	\$0
4612	Purchase of Natural Resources		\$0	\$0	\$0	\$0	\$0	\$0
4619	Other Conservation		\$0	\$0	\$0	\$0	\$0	\$0
4631	Redevelopment and Housing Administration		\$0	\$0	\$0	\$0	\$0	\$0
4632	Other Redevelopment and Housing		\$0	\$0	\$0	\$0	\$0	\$0
4651	Economic Development Administration		\$0	\$0	\$0	\$0	\$0	\$0
4652	Economic Development		\$0	\$0	\$0	\$0	\$0	\$0
4659	Other Economic Development		\$0	\$0	\$0	\$0	\$0	\$0
	Conservation and Development Subtotal		\$0	\$0	\$0	\$0	\$0	\$0



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Account	Purpose	Article	Actual	Expenditures for	Appropriations	Appropriations for	Selectmen's	Committee's	Budget
			period ending	for period ending	12/31/2023	period ending	12/31/2024	period ending	12/31/2024
Debt Service									
4711	Principal - Long Term Bonds, Notes, and Other Debt	12	\$642,019	\$1,981,620		\$688,602		\$688,602	\$0
4721	Interest - Long Term Bonds, Notes, and Other Debt	12	\$165,808	\$165,808		\$21,786		\$21,786	\$0
4723	Interest on Tax and Revenue Anticipation Notes		\$0	\$1		\$0		\$0	\$0
4790	Other Debt Service Charges		\$4,406	\$250		\$0		\$0	\$0
	Debt Service Subtotal		\$812,233	\$2,147,679		\$710,388		\$710,388	\$0
Capital Outlay									
4901	Land		\$0	\$0		\$0		\$0	\$0
4902	Machinery, Vehicles, and Equipment	12	\$2,171,047	\$2,107,395		\$1,209,973		\$1,209,973	\$0
4903	Buildings		\$355,197	\$536,850		\$0		\$0	\$0
4909	Improvements Other than Buildings	12	\$317,614	\$243,700		\$750,000		\$650,000	\$100,000
	Capital Outlay Subtotal		\$2,843,858	\$2,887,945		\$1,959,973		\$1,859,973	\$100,000
Operating Transfers Out									
4911	To Revolving Funds		\$0	\$0		\$0		\$0	\$0
4912	To Special Revenue Funds		\$0	\$0		\$0		\$0	\$0
4913	To Capital Projects Funds		\$0	\$0		\$0		\$0	\$0
4914A	To Airport Proprietary Fund		\$0	\$0		\$0		\$0	\$0
4914E	To Electric Proprietary Fund		\$0	\$0		\$0		\$0	\$0
4914O	To Other Proprietary Fund		\$0	\$0		\$0		\$0	\$0
4914S	To Sewer Proprietary Fund	12	\$3,596,115	\$9,268,358		\$4,679,493		\$4,679,493	\$0
4914W	To Water Proprietary Fund	12	\$5,571,362	\$6,161,078		\$6,187,048		\$6,187,048	\$0
4918	To Non-Expendable Trust Funds		\$0	\$0		\$0		\$0	\$0
4919	To Fiduciary Funds		\$0	\$0		\$0		\$0	\$0
	Operating Transfers Out Subtotal		\$9,167,477	\$15,429,436		\$10,866,541		\$10,866,541	\$0
	Total Operating Budget Appropriations					\$62,325,258		\$62,174,684	\$150,574

New Hampshire
 Department of
 Revenue Administration



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Special Warrant Articles

Account	Purpose	Article	Selectmen's Appropriations for period ending 12/31/2024 (Recommended)	Committee's Appropriations for period ending 12/31/2024 (Not Recommended)	Budget Committee's Appropriations for period ending 12/31/2024 (12/31/2024 Recommended) (Not Recommended)
			\$0	\$0	\$0
4915	To Capital Reserve Fund		\$0	\$0	\$0
4916	To Expendable Trust Fund		\$0	\$0	\$0
4917	To Health Maintenance Trust Funds		\$0	\$0	\$0
4903	Buildings	08	\$38,600,000	\$0	\$38,600,000
		<i>Purpose: Construct New Police Station (Bond)</i>			
4903	Buildings	10	\$808,000	\$0	\$808,000
		<i>Purpose: Senior Center HVAC Replacement (NHCDFA Loan)</i>			
4909	Improvements Other than Buildings	09	\$2,200,000	\$0	\$2,200,000
		<i>Purpose: Millville Lake Dam Rehabilitation (Bond)</i>			
4909	Improvements Other than Buildings	11	\$100,000	\$0	\$100,000
		<i>Purpose: Captain's Pond Watershed Management Plan (CWSRF Lo</i>			
4915	To Capital Reserve Funds	13	\$3,400,000	\$0	\$3,400,000
		<i>Purpose: 2024 Road Construction and Engineering Program</i>			
4916	To Expendable Trusts	15	\$50,000	\$0	\$50,000
		<i>Purpose: OPEB Trust Fund</i>			
		Total Proposed Special Articles	\$45,158,000	\$0	\$45,158,000
					\$0



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Individual Warrant Articles

Account	Purpose	Article	Selectmen's Appropriations for period ending 12/31/2024 (Recommended)	Committee's Appropriations for period ending 12/31/2024 (Not Recommended)	Budget period ending 12/31/2024 (Recommended)	Budget Committee's Appropriations for period ending 12/31/2024 (Not Recommended)
4155	Personnel Administration	14	\$46,912	\$0	\$46,912	\$0
4220	Fire	14	\$391,978	\$0	\$391,978	\$0
Total Proposed Individual Articles			\$438,890	\$0	\$438,890	\$0

New Hampshire
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Revenues

Account	Source	Article	Actual Revenues for period ending 12/31/2023	Estimated Revenues for period ending 12/31/2024	Selectmen's Revenues for period ending 12/31/2024	Budget Committee's Estimated Revenues for period ending 12/31/2024
Taxes						
3120	Land Use Change Taxes for General Fund	12	\$0	\$1,500	\$1,500	\$1,500
3180	Resident Taxes		\$0	\$0	\$0	\$0
3185	Yield Taxes		\$2,242	\$0	\$0	\$0
3186	Payment in Lieu of Taxes	12	\$89,595	\$70,000	\$70,000	\$70,000
3187	Excavation Tax		\$661	\$0	\$0	\$0
3189	Other Taxes	12	\$24,553	\$25,000	\$25,000	\$25,000
3190	Interest and Penalties on Delinquent Taxes	12	\$145,717	\$130,000	\$130,000	\$130,000
	Taxes Subtotal		\$262,768	\$226,500	\$226,500	\$226,500
Licenses, Permits, and Fees						
3210	Business Licenses and Permits	12	\$62,055	\$56,700	\$56,700	\$56,700
3220	Motor Vehicle Permit Fees	12	\$7,542,804	\$7,250,000	\$7,250,000	\$7,250,000
3230	Building Permits	12	\$1,171,943	\$1,210,000	\$1,210,000	\$1,210,000
3290	Other Licenses, Permits, and Fees	12	\$423,820	\$411,800	\$411,800	\$411,800
	Licenses, Permits, and Fees Subtotal		\$9,200,622	\$8,928,500	\$8,928,500	\$8,928,500
From Federal Government						
3311	Housing and Urban Development		\$0	\$0	\$0	\$0
3312	Environmental Protection		\$0	\$0	\$0	\$0
3313	Federal Emergency		\$0	\$0	\$0	\$0
3314	Federal Drug Enforcement		\$0	\$0	\$0	\$0
3319	Other Federal Grants and Reimbursements		\$0	\$0	\$0	\$0
	From Federal Government Subtotal		\$0	\$0	\$0	\$0
State Sources						
3351	Shared Revenues - Block Grant		\$0	\$0	\$0	\$0
3352	Meals and Rooms Tax Distribution	12	\$2,880,890	\$2,880,000	\$2,880,000	\$2,880,000
3353	Highway Block Grant	12	\$665,566	\$580,696	\$580,696	\$580,696
3354	Water Pollution Grant		\$0	\$0	\$0	\$0
3355	Housing and Community Development		\$0	\$0	\$0	\$0
3356	State and Federal Forest Land Reimbursement		\$0	\$0	\$0	\$0

New Hampshire
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Revenues

Account	Source	Revenues			Budget Committee's Estimated Revenues for period ending 12/31/2024
		Article	Actual Revenues for period ending 12/31/2023	Estimated Revenues for period ending 12/31/2024	
State Sources					
3357	Flood Control Reimbursement		\$0	\$0	\$0
3359	Railroad Tax Distribution	12	\$0	\$72,000	\$72,000
3360	Water Filtration Grants		\$0	\$0	\$0
3361	Landfill Closure Grants		\$0	\$0	\$0
3369	Other Intergovernmental Revenue from State of NH		\$0	\$0	\$0
3379	Intergovernmental Revenues - Other	09	\$103,368	\$1,000,000	\$1,000,000
	State Sources Subtotal		\$3,649,824	\$4,532,696	\$4,532,696
Charges for Services					
3401	Income from Departments	12	\$3,718,006	\$3,204,000	\$3,204,000
3402	Water Supply System Charges		\$0	\$0	\$0
3403	Sewer User Charges		\$0	\$0	\$0
3404	Garbage-Refuse Charges		\$0	\$0	\$0
3405	Electric User Charges		\$0	\$0	\$0
3406	Airport Fees		\$0	\$0	\$0
3409	Other Charges		\$0	\$0	\$0
	Charges for Services Subtotal		\$3,718,006	\$3,204,000	\$3,204,000
Miscellaneous Revenues					
3500	Special Assessments		\$0	\$0	\$0
3501	Sale of Municipal Property	12	\$83,690	\$1,000	\$1,000
3502	Interest on Investments	12	\$514,971	\$125,000	\$125,000
3503	Other	12	\$1,134,981	\$1,236,617	\$1,236,617
3504	Fines and Forfeits		\$0	\$0	\$0
3506	Insurance Dividends and Reimbursements		\$0	\$0	\$0
3508	Contributions and Donations		\$0	\$0	\$0
3509	Revenue from Misc Sources Not Otherwise Classified		\$0	\$0	\$0
	Miscellaneous Revenues Subtotal		\$1,733,642	\$1,362,617	\$1,362,617
Interfund Operating Transfers In					
3911	From Revolving Funds		\$0	\$0	\$0

New Hampshire
 Department of
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Revenues

Account	Source	Revenues	Actual Revenues for period ending 12/31/2023	Estimated Revenues for period ending 12/31/2024	Selectmen's Revenues for period ending 12/31/2024	Budget Committee's Estimated Revenues for period ending 12/31/2024
Interfund Operating Transfers In						
3912	From Special Revenue Funds	10	\$0	\$121,200	\$121,200	\$121,200
3913	From Capital Projects Funds		\$0	\$0	\$0	\$0
3914A	From Airport Proprietary Fund		\$0	\$0	\$0	\$0
3914E	From Electric Proprietary Fund		\$0	\$0	\$0	\$0
3914O	From Other Proprietary Fund	12	\$0	\$4,000	\$4,000	\$4,000
3914S	From Sewer Proprietary Fund	12, 15	\$4,991,813	\$4,684,493	\$4,684,493	\$4,684,493
3914W	From Water Proprietary Fund	12, 15	\$5,212,000	\$6,192,048	\$6,192,048	\$6,192,048
3915	From Capital Reserve Funds		\$0	\$0	\$0	\$0
3916	From Trust and Fiduciary Funds		\$0	\$0	\$0	\$0
3917	From Conservation Funds		\$0	\$0	\$0	\$0
Interfund Operating Transfers In Subtotal			\$10,203,813	\$11,001,741	\$11,001,741	\$11,001,741
Other Financing Sources						
3934	Proceeds from LT Notes/Bonds/Other Sources	11, 09, 03, 10	\$0	\$40,586,800	\$40,586,800	\$40,586,800
9998	Amount Voted from Fund Balance	12	\$0	\$8,678	\$8,678	\$8,678
9999	Fund Balance to Reduce Taxes	12	\$0	\$1,500,000	\$1,500,000	\$1,500,000
Other Financing Sources Subtotal			\$0	\$42,095,478	\$42,095,478	\$42,095,478
Total Estimated Revenues and Credits			\$28,768,675	\$71,351,532	\$71,351,532	\$71,351,532

New Hampshire
 Department of
 Revenue Administration



2024
MS-737

Budget Summary

Item	Selectmen's Period ending 12/31/2024 (Recommended)	Budget Committee's Period ending 12/31/2024 (Recommended)
Operating Budget Appropriations	\$62,325,258	\$62,174,684
Special Warrant Articles	\$45,158,000	\$45,158,000
Individual Warrant Articles	\$438,890	\$438,890
Total Appropriations	\$107,922,148	\$107,771,574
Less Amount of Estimated Revenues & Credits	\$71,351,532	\$71,351,532
Estimated Amount of Taxes to be Raised	\$36,570,616	\$36,420,042



New Hampshire
 Department of
 Revenue Administration

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Supplemental Schedule

1. Total Recommended by Budget Committee	\$107,771,574
Less Exclusions:	
2. Principal: Long-Term Bonds & Notes	\$1,847,603
3. Interest: Long-Term Bonds & Notes	\$446,681
4. Capital outlays funded from Long-Term Bonds & Notes	\$0
5. Mandatory Assessments	\$0
6. Total Exclusions (Sum of Lines 2 through 5 above)	\$2,294,284
7. Amount Recommended, Less Exclusions (Line 1 less Line 6)	\$105,477,290
8. 10% of Amount Recommended, Less Exclusions (Line 7 x 10%)	\$10,547,729
Collective Bargaining Cost Items:	
9. Recommended Cost Items (Prior to Meeting)	\$438,890
10. Voted Cost Items (Voted at Meeting)	\$0
11. Amount voted over recommended amount (Difference of Lines 9 and 10)	\$0
12. Bond Override (RSA 32:18-a), Amount Voted	\$0
Maximum Allowable Appropriations Voted at Meeting:	
(Line 1 + Line 8 + Line 11 + Line 12)	
	\$118,319,303



New Hampshire
Department of
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MS-DTB

Default Budget of the Municipality

Salem

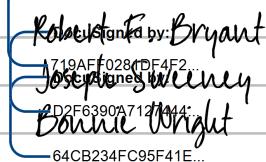
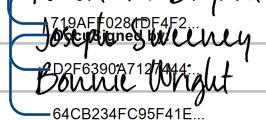
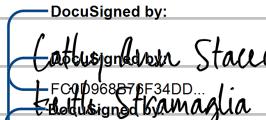
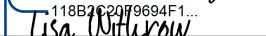
For the period beginning January 1, 2024 and ending December 31, 2024

RSA 40:13, IX (b) "Default budget" as used in this subdivision means the amount of the same appropriations as contained in the operating budget authorized for the previous year, reduced and increased, as the case may be, by debt service, contracts, and other obligations previously incurred or mandated by law, and reduced by one-time expenditures contained in the operating budget. For the purposes of this paragraph, one-time expenditures shall be appropriations not likely to recur in the succeeding budget, as determined by the governing body, unless the provisions of RSA 40:14-b are adopted, of the local political subdivision.

This form was posted with the warrant on: January 29, 2024

GOVERNING BODY OR BUDGET COMMITTEE CERTIFICATION

Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

Name	Position	Signature
Robert F. Bryant	Town Council - Char	DocuSigned by:  1719AFF028CDF4F2... D2F6390A712714... 64CB234FC95F41E...
Joseph F. Sweeney	Town Council - Vice-Chair	DocuSigned by:  1719AFF028CDF4F2... D2F6390A712714... 64CB234FC95F41E...
Bonnie Wright	Town Council - Secretary	DocuSigned by:  1719AFF028CDF4F2... D2F6390A712714... 64CB234FC95F41E...
James S. Keller	Town Councilor	DocuSigned by:  1719AFF028CDF4F2... D2F6390A712714... 64CB234FC95F41E...
Paul Pelletier	Town Councilor	DocuSigned by:  1719AFF028CDF4F2... D2F6390A712714... 64CB234FC95F41E...
Cathy Ann Stacey	Town Councilor	DocuSigned by:  1719AFF028CDF4F2... D2F6390A712714... 64CB234FC95F41E...
Keith Stramaglia	Town Councilor	DocuSigned by:  1719AFF028CDF4F2... D2F6390A712714... 64CB234FC95F41E...
Lisa Withrow	Town Councilor	DocuSigned by:  1719AFF028CDF4F2... D2F6390A712714... 64CB234FC95F41E...
DJ Bettencourt	Town Councilor	DocuSigned by: 1719AFF028CDF4F2... D2F6390A712714... 64CB234FC95F41E...

This form must be signed, scanned, and uploaded to the Municipal Tax Rate Setting Portal:

<https://www.proptax.org/>

For assistance please contact:
NH DRA Municipal and Property Division
(603) 230-5090
<http://www.revenue.nh.gov/mun-prop/>



Appropriations

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
General Government					
4130	Executive	\$613,769	\$0	\$0	\$613,769
4140	Election, Registration, and Vital Statistics	\$273,320	\$102,015	(\$1,950)	\$373,385
4150	Financial Administration	\$2,880,530	\$18,851	(\$11,739)	\$2,887,642
4152	Property Assessment	\$0	\$0	\$0	\$0
4153	Legal Expense	\$158,700	\$0	\$0	\$158,700
4155	Personnel Administration	\$1,931,720	(\$165,765)	\$0	\$1,765,955
4191	Planning and Zoning	\$716,810	(\$25,762)	(\$150,000)	\$541,048
4194	General Government Buildings	\$205,525	\$0	(\$8,000)	\$197,525
4195	Cemeteries	\$671,321	\$33,432	\$0	\$704,753
4196	Insurance Not Otherwise Allocated	\$482,927	\$25,269	\$0	\$508,196
4197	Advertising and Regional Associations	\$0	\$0	\$0	\$0
4198	Contingency	\$0	\$0	\$0	\$0
4199	Other General Government	\$902,100	\$57,742	\$0	\$959,842
General Government Subtotal		\$8,836,722	\$45,782	(\$171,689)	\$8,710,815
Public Safety					
4210	Police	\$13,857,182	\$160,038	\$0	\$14,017,220
4215	Ambulances	\$0	\$0	\$0	\$0
4220	Fire	\$14,697,472	(\$17,736)	(\$3,265)	\$14,676,471
4240	Building Inspection	\$909,180	\$35,484	\$0	\$944,664
4290	Emergency Management	\$0	\$0	\$0	\$0
4299	Other Public Safety	\$0	\$0	\$0	\$0
Public Safety Subtotal		\$29,463,834	\$177,786	(\$3,265)	\$29,638,355
Airport/Aviation Center					
4301	Airport Administration	\$0	\$0	\$0	\$0
4302	Airport Operations	\$0	\$0	\$0	\$0
4309	Other Airport	\$0	\$0	\$0	\$0
Airport/Aviation Center Subtotal		\$0	\$0	\$0	\$0
Highways and Streets					
4311	Highway Administration	\$289,168	\$314,596	(\$18,000)	\$585,764
4312	Highways and Streets	\$3,387,168	\$90,030	(\$20,199)	\$3,456,999
4313	Bridges	\$0	\$0	\$0	\$0
4316	Street Lighting	\$668,797	\$0	(\$50,000)	\$618,797
4319	Other Highway, Streets, and Bridges	\$0	\$0	\$0	\$0
Highways and Streets Subtotal		\$4,345,133	\$404,626	(\$88,199)	\$4,661,560



Appropriations

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
Sanitation					
4321	Sanitation Administration	\$0	\$0	\$0	\$0
4323	Solid Waste Collection	\$0	\$0	\$0	\$0
4324	Solid Waste Disposal	\$1,589,038	\$5,140	\$0	\$1,594,178
4325	Solid Waste Facilities Clean-Up	\$0	\$0	\$0	\$0
4326	Sewage Collection and Disposal	\$0	\$0	\$0	\$0
4329	Other Sanitation	\$0	\$0	\$0	\$0
Sanitation Subtotal		\$1,589,038	\$5,140	\$0	\$1,594,178
Water Distribution and Treatment					
4331	Water Administration	\$0	\$0	\$0	\$0
4332	Water Services	\$0	\$0	\$0	\$0
4335	Water Treatment	\$0	\$0	\$0	\$0
4338	Water Conservation	\$0	\$0	\$0	\$0
4339	Other Water	\$0	\$0	\$0	\$0
Water Distribution and Treatment Subtotal		\$0	\$0	\$0	\$0
Electric					
4351	Electric Administration	\$0	\$0	\$0	\$0
4352	Generation	\$0	\$0	\$0	\$0
4353	Purchase Costs	\$0	\$0	\$0	\$0
4354	Electric Equipment Maintenance	\$0	\$0	\$0	\$0
4359	Other Electric Costs	\$0	\$0	\$0	\$0
Electric Subtotal		\$0	\$0	\$0	\$0
Health					
4411	Health Administration	\$0	\$0	\$0	\$0
4414	Pest Control	\$10,752	\$0	\$0	\$10,752
4415	Health Agencies and Hospitals	\$0	\$0	\$0	\$0
4419	Other Health	\$0	\$0	\$0	\$0
Health Subtotal		\$10,752	\$0	\$0	\$10,752
Welfare					
4441	Welfare Administration	\$171,582	\$1,692	\$0	\$173,274
4442	Direct Assistance	\$0	\$0	\$0	\$0
4444	Intergovernmental Welfare Payments	\$0	\$0	\$0	\$0
4445	Vendor Payments	\$0	\$0	\$0	\$0
4449	Other Welfare	\$105,500	\$0	\$0	\$105,500
Welfare Subtotal		\$277,082	\$1,692	\$0	\$278,774



Appropriations

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
Culture and Recreation					
4520	Parks and Recreation	\$653,864	(\$31,528)	(\$3,000)	\$619,336
4550	Library	\$1,637,589	\$26,216	\$0	\$1,663,805
4583	Patriotic Purposes	\$12,600	\$0	\$0	\$12,600
4589	Other Culture and Recreation	\$0	\$0	\$0	\$0
Culture and Recreation Subtotal		\$2,304,053	(\$5,312)	(\$3,000)	\$2,295,741
Conservation and Development					
4611	Conservation Administation	\$0	\$0	\$0	\$0
4612	Purchase of Natural Resources	\$0	\$0	\$0	\$0
4619	Other Conservation	\$0	\$0	\$0	\$0
4631	Redevelopment and Housing Administration	\$0	\$0	\$0	\$0
4632	Other Redevelopment and Housing	\$0	\$0	\$0	\$0
4651	Economic Development Administration	\$0	\$0	\$0	\$0
4652	Economic Development	\$0	\$0	\$0	\$0
4659	Other Economic Development	\$0	\$0	\$0	\$0
Conservation and Development Subtotal		\$0	\$0	\$0	\$0
Debt Service					
4711	Principal - Long Term Bonds, Notes, and Other Debt	\$2,100,793	(\$1,412,191)	\$0	\$688,602
4721	Interest - Long Term Bonds, Notes, and Other Debt	\$46,886	(\$25,100)	\$0	\$21,786
4723	Interest on Tax and Revenue Anticipation Notes	\$0	\$0	\$0	\$0
4790	Other Debt Service Charges	\$0	\$0	\$0	\$0
Debt Service Subtotal		\$2,147,679	(\$1,437,291)	\$0	\$710,388
Capital Outlay					
4901	Land	\$0	\$0	\$0	\$0
4902	Machinery, Vehicles, and Equipment	\$1,287,299	(\$479,178)	(\$25,000)	\$783,121
4903	Buildings	\$0	\$0	\$0	\$0
4909	Improvements Other than Buildings	\$0	\$0	\$0	\$0
Capital Outlay Subtotal		\$1,287,299	(\$479,178)	(\$25,000)	\$783,121



Appropriations

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
Operating Transfers Out					
4911	To Revolving Funds	\$0	\$0	\$0	\$0
4912	To Special Revenue Funds	\$0	\$0	\$0	\$0
4913	To Capital Projects Funds	\$0	\$0	\$0	\$0
4914A	To Airport Proprietary Fund	\$0	\$0	\$0	\$0
4914E	To Electric Proprietary Fund	\$0	\$0	\$0	\$0
4914O	To Other Proprietary Fund	\$0	\$0	\$0	\$0
4914S	To Sewer Proprietary Fund	\$9,168,358	(\$5,323,998)	(\$266,558)	\$3,577,802
4914W	To Water Proprietary Fund	\$6,161,078	(\$36,513)	(\$537,145)	\$5,587,420
4915	To Capital Reserve Funds	\$0	\$0	\$0	\$0
4916	To Expendable Trusts	\$0	\$0	\$0	\$0
4917	To Health Maintenance Trust Funds	\$0	\$0	\$0	\$0
4918	To Non-Expendable Trust Funds	\$0	\$0	\$0	\$0
4919	To Fiduciary Funds	\$0	\$0	\$0	\$0
Operating Transfers Out Subtotal		\$15,329,436	(\$5,360,511)	(\$803,703)	\$9,165,222
Total Operating Budget Appropriations		\$65,591,028	(\$6,647,266)	(\$1,094,856)	\$57,848,906



Reasons for Reductions/Increases & One-Time Appropriations

Account	Explanation
4240	Salary and Benefits
4195	Salary and Benefits
4140	Salary and Benefits and more elections and Credit Card Processing Device
4150	Salary and Benefits and MDT's for police
4220	Salary and benefits and Service ramps and Flagpole Replacement
4194	Front concrete pad replacement
4311	Salary and benefits and Millville Dam Engineering
4312	Salary and Benefits and Mower
4196	Premium Increase
4721	Debt Service
4550	Salary and Benefits
4902	Town Wide Flyover
4199	Premium Increase/Salary and Benefits
4520	Salary and Benefits and Replace locks/handles in building
4155	Benefits
4191	Salary and benefits and Master Plan
4210	Salary and Benefits
4711	Debt Service
4324	Salary and Benefits
4316	Streetlight changeovers
4914S	PCB/PFOS open channel investigation and removal and town wide flyover
4914W	Water Pump replacement, Arlington Pond Station PLC, vehicle, North Main water improvements
4441	Salary and Benefits

2024

TOWN MEETING

VOTERS GUIDE