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SALEM ON THE MOVE



1989 ANNUAL REPORT SALEM, NEW HAMPSHIRE

DEDICATION




1933

John P. Ganley

1989

Mr. Ganley served as Interim Town Manager during most of 1988 and was appointed by the Board of Selectmen as permanent Town Manager in September, 1988, a position he held until his untimely death. Mr. Ganley also served the Town with dedication and distinction as Police Chief from 1972 through 1988, a position he achieved after rising through the ranks from his beginning in the Salem Police Department as a police officer in 1961. As a tribute to Chief Ganley's many years of service to our community, the Board of Selectmen has dedicated this Annual Report to his memory.



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TOWN OFFICERS

1989

ADMINISTRATION TERM EXPIRES

Selectmen—Three Year Terms

Howard C. Glynn, <i>Chairman</i>	1991
David B. Tilton, Sr.	1991
Douglas Micklon	1990
Joseph W. Gagnon	1990
Richard R. Gregory	1992

Town Manager

Barry M. Brenner

District Court

Justice Robert D. Marshall
Special Justice Urville Beaumont
Clerk of Court David Wajda
Chief Probation Officer Brad Mulhearn

Moderator—Two Year Term

Donald Roulston	1990
-----------------	------

Town Clerk—Three Year Term

Barbara Lessard	1990
-----------------	------

Tax Collector—Three Year Term

Jackie Gucciardi	1990
------------------	------

Treasurer

Cheryl Bolouk (completion of G. Kurisko term)	1990
--	------

Finance Director

Frances Bernard

Budget Committee—Three Year Term

Walter Drake, <i>Chairman</i>	1990
Richard Cooney	1991
Fred Kruse	1992
John LeViness	1991
Paul R. Pigone	1992
Earl Mellow	1990
Sandra Roulston, <i>School Board Rep.</i>	
David Tilton, Sr., <i>Selectman Rep.</i>	

Chief Assessor

Normand Pelletier

Personnel Department

Anne K. Priestley, *Personnel Asst.*

Chief of Police

James Ross

ADMINISTRATION

TERM EXPIRES

Chief of Fire Department

Donald P. Bliss

Engineering Director

Edward J. Blaine, Jr.

Planning Director

Ross A. Moldoff
 Charnan Bray, *Asst. Planner*

Legal Department

Deborah Walsh, *Asst. Attorney*

Building and Inspection Department

Samuel Zannini, *Chief Inspector*
 Stillman Kealey, Jr., *Building Official*
 Ken Diodati, *Building Official*

Human Services

Robert Loranger, *Welfare Administrator*

Recreation Department

Julie Kamal, *Program Coordinator*

Senior Center

Sally Sweet, *Senior Coordinator*

Civil Defense

Donald P. Bliss, *Emergency Coordinator*
 Anthony Coco, *Director*
 William Loeffler, *Deputy Director*
 Donald Roulston, *Deputy Director*

Library

Edward Reed, *Director*
 Eleanor Strang, *Assistant Director*

Library Trustees—Three Year Term

James Carpenito, <i>Chairman</i>	1991
Richard O'Shaughnessy	1992
Bertice Woodbury	1990

BOARDS AND COMMISSIONS

Board of Adjustments—Three Year Term

Francis Champoux, <i>Chairman</i>	1991
Margaret Harrison	1992
Edith Desrosiers	1992
George Selfridge	1990
William Pry	1991

ADMINISTRATION**TERM EXPIRES****Board of Adjustments (cont.)****Alternates—One Year Term**

Keith DeSantis	1991
Gerald Forcier	1991
William Loosigian	1991
George Hobbs	1991
Rita Wefers	1991

Planning Board—Three Year Term

Clifford Sullivan, <i>Chairman</i>	1992
Emil Corrente	1991
Thomas Pappalardo	1992
Bernard Campbell	1991
Robert Campbell	1990
Gary Gidley	1990
Joseph Gagnon, <i>Selectman Rep.</i>	

Recreation Advisory Board, Staggered Term

Donald Heavey, <i>Vice Chairman</i>	1991
James Holland	1991
William Lambert	1991
Debra Swift	1990
Joseph Dubois	1990
Douglas H. Micklon, <i>Selectman Rep.</i>	
Stephen Bucu, <i>School Board Rep.</i>	

Supervisor of the Check List—Six Year Term

Sheila Murray	1992
Joan Sabatini	1994
Janice Habib	1990

Trustees of Trust Funds—Three Year Term

Hobart Spring	1990
John Troy	1991
Harley Featherston	1992

Museum Committee

Louise Ackerman, <i>Chairperson</i>	
Edith Desrosiers	
Ernest Mack	
Dorothy Burnt	
David B. Tilton, Sr.	

ADMINISTRATION**TERM EXPIRES****Conservation Commission—Three Year Term**

George Jones, III, <i>Chairman</i>	1991
William Schultz	1992
Earl K. Merrow	1990
Frank Hekimian	1992
David Beshara	1993
Nancy Thibodeau	1991
Richard R. Gregory, <i>Selectman Rep.</i>	
Charnan Bray, <i>Planning Department</i>	

Council on Aging—Three Year Term

Kathy DeGregorio, <i>Chairperson</i>	1990
Ellen Greer	1991
Margaret Gurney	1991
Roy Hodson	1991
Doris Flaherty	1990
Marion Robinson	1990
Pat Keegan	1990
Sandra Merrill	1990
Ruby Nazarian	1990
Stephen Monteiro	1991
Stephanie Micklon	1992
David Tilton, Sr., <i>Selectman Rep.</i>	

Historic District Commission—Three Year Term

Edith Desrosiers, <i>Chairperson</i>	1991
Louise Ackerman	1991
Bertice Woodbury	1992
Carol McShane	1991
Beverly Glynn	1990
David Tilton, Sr., <i>Selectman Rep.</i>	

Housing Authority

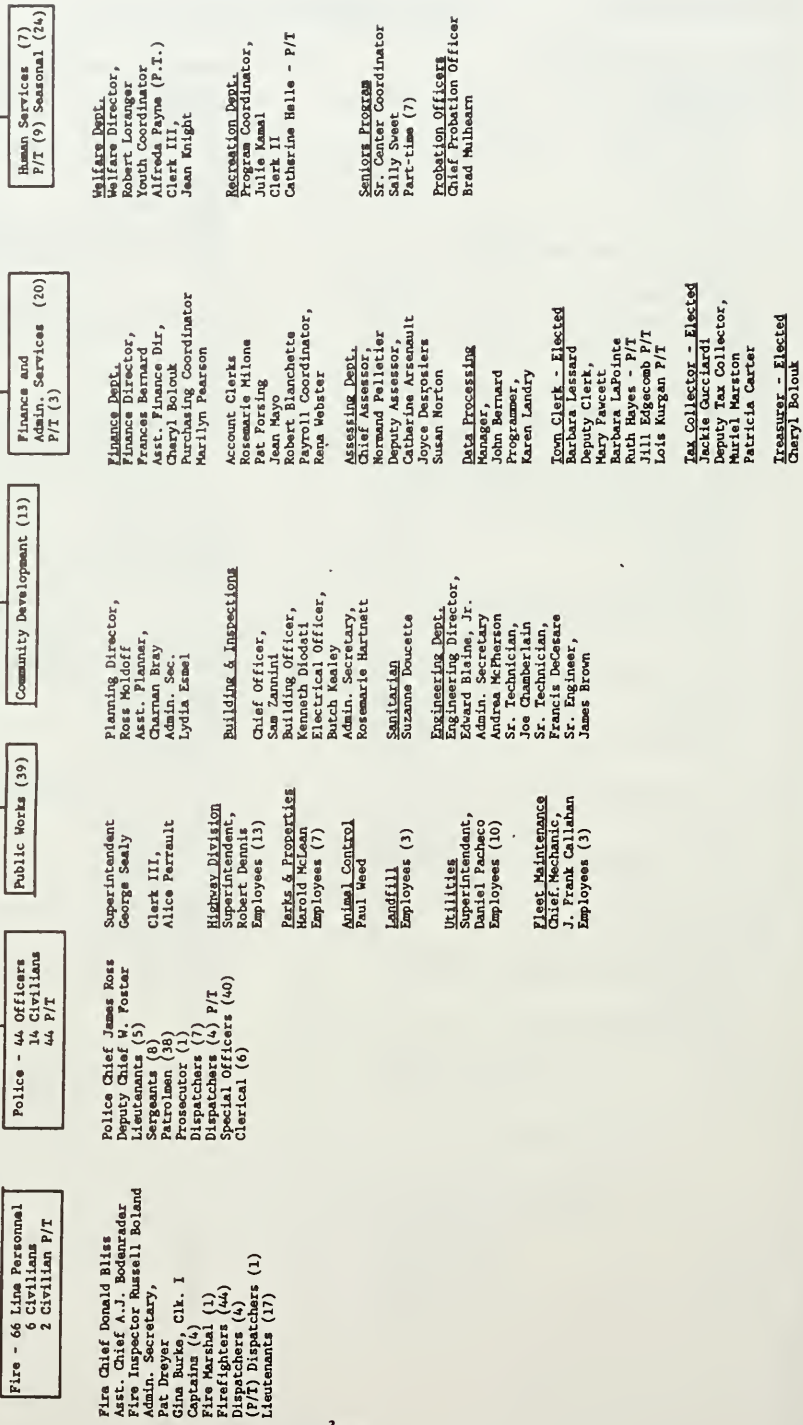
Delbert Downing	1990
Doris Beshara	1991
Frederick S. Bean	1994
Michael Carney	1992
Bertrand Duvernay	1993
Joseph Rivet, <i>Exec. Director</i>	

Chairman, Howard C. Glynn
 Vice Chair, David B. Tilton
 Richard Gregory
 Douglas Micklon
 Secretary, Joseph W. Gagnon

Legal

Board of Selectmen
 Term - Three (3) years
 Elected - five members

Admin. Sec. Lorraine Thompson -----
 Town Manager Harry Brenner
 Personnel Assistant, Anna Priestley
 P/T Clerk I, Jonelle Derby
 Switch. Op./Clerk Glinn Johnson





Selectmen Left to Right: Richard Gregory, Douglas Micklon, Joseph Gagnon, Chr. Howard Glynn, David Tilton, Sr.

REPORT OF THE BOARD OF SELECTMEN

With the election in March 1989, we welcomed a new member, Richard R. Gregory to the Board to fill the position vacated by Charles Coll, who did not chose to seek re-election.

The Town experienced great loss with the death of Town Manager, John P. Ganley in March. We were fortunate in being able to have Donald P. Bliss, Chief of the Fire Department accept the position as Interim Town Manager. With Don's helpfulness and willingness, we were able to address the daily issues facing the Town, as well as the ongoing controversial issues. Don, again in 1989, took the initiative and assisted in the critical budgetting process.

The end of 1989 saw the appointment of Town Manager, Barry M. Brenner, former Assistant City Manager from Concord, New Hampshire and the return of Donald P. Bliss to the Fire Department.

The Town saw the departure of the Director of Personnel, Town Counsel, and Asst. Town Counsel, the appointments of James Ross as Chief of Police and George Sealy as Public Works Director.

With the continuance of tight controls on the Town budget, the municipal tax rate for 1989 was reduced by 6.6%.

During the year, the Board was involved in several meetings with New England Development, as well as other Town Departments, in ongoing discussions related to the proposed mall. The development of this mall will result in Salem being the recipient of many necessary off-site improvements in the roadway system and other troubled intersections throughout the Town.

We look forward to a productive 1990 and anticipate completing the necessary staffing to allow the Town to continue on its many inroads.



Barry M. Brenner, Town Manager

REPORT OF THE TOWN MANAGER

With the unfortunate passing of John P. Ganley in March, 1989, the Town Manager's office experienced a year of transition. During most of 1989, Fire Chief, Donald P. Bliss, ably served as Interim Town Manager during Chief Ganley's medical leave of absence, as well as during the Board of Selectmen's recruitment for a new Town Manager. Chief Bliss' leadership and efforts require special recognition during this past year of transition, as do the perseverance and dedication demonstrated by the Town Department Heads and staff, as well as the extra burdens placed upon the Board of Selectmen during this time of transition.

In terms of my own report to our community, my report is an introduction. I started as Town Manager on December 18, 1989, after eight and one-half years as Assistant City Manager in the City of Concord, New Hampshire. Prior to Concord, I worked for the Town of Windsor, Connecticut as Assistant to the Town Manager for seven years. That experience was prefaced by an internship at the Massachusetts Municipal Association while I was completing my graduate degree.

I have relocated and I am now residing in Salem. During the initial phase of my service as Town Manager, I will be in the process of meeting with the members of the Board of Selectman, the Town Department Heads and their staffs, and Town Boards, Commissions and Committees in order to ascertain their priorities and concerns for our Town. I will also be meeting with the Salem School Administration, the Chamber of Commerce, Civic groups, the media that cover our community, as well as other groups and individuals to become familiar with their priorities and concerns for our Town. Once this orientation process is completed, I will be working with the Town staff and the Board of Selectmen on plans to address the priorities and concerns that are important to maintaining Salem's quality of life, while moving us forward to the last decade before the 21st century.

I deeply appreciate the warm welcome I have received and I look forward to the challenges we will face in the future.

Respectfully submitted,
Barry M. Brenner



Left to Right: Cheryl Bolouk, Jean Mayo, Rosemarie Burton, Robert Blanchette, Frances Bernard, Finance Director, Marilyn Pearson, Rena Webster, Patricia Forsing

ANNUAL REPORT FINANCE DEPARTMENT

1989 saw the Finance Department continuing in its efforts to reconcile the financial ledgers with the subsidiary functions within the Town. Great accomplishments have been made with the cooperation of various departments and this has resulted in a decrease in the length of the annual audit from three weeks in 1987 to one and one-half weeks in 1989.

A program of documenting procedure manuals for the various positions within the Finance Department was initiated in 1989. Two manuals have been completed and work has begun on a third. It is anticipated that the project will be completed in 1990. In this same vein, Assistant Finance Director, Cheryl Bolouk, was selected to work on a committee formed by the New Hampshire Government Finance Officers Association (NHGFOA) to write and publish a Financial Policies and Procedures Manual for all New Hampshire communities. This manual, in addition to the one written for internal procedures, will provide comprehensive documentation for our entire financial operation.

Frances A. Bernard
Finance Director



Anne Priestly, Personnel Assistant

PERSONNEL DEPARTMENT

1989 ANNUAL REPORT

1989 saw the continuation of efforts to function as the central clearinghouse for personnel issues within the organization, with focus on providing support to employees and employer alike.

During 1989 the Town received resignations from the Town Attorney, Assistant Attorney and the Personnel Director. We also felt the loss of our Town Manager John Ganley.

Three major recruitments have culminated with the hiring of a Town Manager, Police Chief and Assistant Attorney. Other positions recruited were Patrol Officer, Fire Fighters, clerical and highway personnel.

It has been a good year for the department and personnel looks forward to assisting employees as well as the public in 1990.

My thanks to Part Time Clerk Jonelle Derby for her efforts in making 1989 a successful year.

Anne K. Priestley
Personnel Assistant

SALEM DISTRICT COURT

ANNUAL REPORT

The Salem District Court caseload reached a new high in 1989 processing 15,548 cases. They consisted of 1324 civil, 385 DWI, 244 juvenile, 281 felonies and 13,315 misdemeanor and motor vehicle cases.

Once again there has been a reduction in the cases of driving while under the influence of alcohol. In 1986 we had 639 DWI cases, 500 in 1987, 414 in 1988 and 385 in 1989. Clearly, the combination of a visible police presence in the community and quick and sure disposition of DWI cases by the Court has had a positive effect on peoples habits of drinking and driving in this jurisdiction.

Our juvenile caseload has also gone down. We had 244 juvenile cases in 1989 as opposed to 280 in 1988. I believe this progress is attributable to the fine work of the juvenile services officer and the juvenile diversion officer and is proof that our intervention program is working.

The Lawyer in Every Classroom Program we instituted several years ago continues to be our most rewarding program. During Law Week in May, lawyers go into the classrooms of all the schools to spend the day with several classes discussing particular legal issues and their constitutional rights. All the Salem lawyers voluntarily participated in the law-related program. The lawyer's presentations have been extremely well received by both students and teachers. The program is meant to develop a greater appreciation and understanding of the law and its application to the students daily lives. The students participate in the learning experience which helps to reduce delinquent behavior in young people and create better citizens.

Only through education can we hope to teach our young people to be effective, law-abiding and participating citizens.

Robert D. Marshall



Police Chief James Ross

POLICE DEPARTMENT ANNUAL REPORT

I am pleased to report, as the end of my first year as your Chief of Police rapidly approaches, that many goals and accomplishments were achieved in 1989. In order to provide better service to the community we have concentrated our effort in improving efficiency of operations. A giant step in our accomplishments was computerization of the dispatch logging system. In so doing, we have improved the accuracy of our record keeping capabilities and will now be better able to assess future needs and deployment of Department resources. With the increased calls for service we are now experiencing and the increases projected in the next few years, the efficient deployment of Personnel and resources becomes more and more important. In 1989, the Patrol Division through the volume of work generated showed high visibility. Their quick response to reported crimes in progress had significant results with the arrest and incarceration of individuals caught in the act. The Detective Division, to their credit, identified and arrested several major criminals who threatened society with violent acts. One must not forget the Support Services personnel who have done an outstanding job providing the necessary assistance that brought it all together. 1989 was a team effort which is evident by their accomplishments.

PERSONNEL

Our personnel has been strengthened by new appointments, promotions and transfers. Lt. William Foster was appointed to Deputy Chief in November 1989. Other promotions at that time included: Sergeant Alan Gould promoted to the rank of Lieutenant and Officers Robert Tine and Michael Downing promoted to the rank of Sergeant. Our Prosecution Department is pleased that Debra Walsh has joined their staff as Prosecutor and Joyce Crocco has transferred to the Police Department as administrative secretary to the Chief of Police. Officer Joseph Swift retired after 21 years of dedicated police service. We wish him well in his new endeavor.

TRAINING

Rapid changes are occurring in law enforcement. Precedent setting, case law, court decisions and a society that is encouraged to engage in litigation has mandated that police officers stay current with changes in law and policing techniques. In 1989, police department personnel attended more than 2600 hours of training to maintain a high level of proficiency.

COMMENTARY

In March of 1989 on St. Patricks Day, local, State and Federal law enforcement paid their last respects to a close friend and outstanding law officer, Chief John P. Ganley. His leadership and dedication to the community he loved left a legacy that will not be forgotten. Because of his leadership, the Salem Police Department is better prepared to meet the challenges of the future. Those challenges will be many in the 1990's. With the new mall at Rockingham Park, Salem will be providing an atmosphere conducive to growth, attracting new businesses, more roads and residential development. Services provided by the Town will grow commensurately. Our mission will be to continue providing high quality, quick response law enforcement our citizens deserve. The education of our youth to the dangers of substance abuse and emphasis on building their self esteem and pride will be the key to our war on drugs. Our law enforcement efforts will intensify toward the street level dealers and users, and those who commit auto theft and larceny crimes will feel law enforcement pressures.

As in the past, we thank you for your support and continue to pledge to you our dedication to keeping Salem a safe community.

James E. Ross, Police Chief



Donald P. Bliss, Fire Chief

SALEM FIRE DEPARTMENT

ANNUAL REPORT

1989 was another busy and productive year for the Salem Fire Department. Fire Department personnel continued to strive to deliver the highest possible level of fire protection and emergency medical services. Sadly, the Town experienced its first fire death in many years which occurred in a mobile home.

The Department welcomed on board the following new full-time firefighters, who were chosen on the basis of rigorous written, oral, physical agility testing: Paul Parisi, Thomas Tetreault, Jr., Neal Themea, Daniel Donovan, Steve Woitkun, Thomas McShane, and Stephane Cattin.

In addition, the following promotions took effect during the year:

David Smith promoted to Lieutenant
William Warnock promoted to Lieutenant

Norman "Skip" MacAskill was promoted from part-time dispatcher to full-time dispatcher

Regina Burke was promoted from part-time clerk-typist to full-time clerk-typist

Firefighter William Bodwell retired this year after 35 years of service as a call firefighter and as a career firefighter. We are grateful for the many years of dedicated service that Firefighter Bodwell provided to the community, and we wish him the best in his retirement years.

In accordance with the capital improvement plan, the Fire Department overhauled two major pieces of equipment. The 1975 1500 gallon per minute Mack pumper was totally refurbished with a new aluminum body and a 750 gallon polypropylene booster tank. The modular patient compartment of the 1984 ambulance was refurbished and re-installed on a new diesel chassis, at approximately one-half the cost of buying a new ambulance.

The renovations to the Central Fire Station were completed in 1989. The renovations included newly expanded crew quarters, construction of a training room and physical fitness room, office space for administrative staff, and improvements to the electrical, plumbing, and heating/ventilation/air conditioning systems. In order to cut costs to the Town, on-duty Fire Department personnel volunteered to do a portion of the carpentry work and the majority of the finish painting. This updated and enlarged facility should address the needs of the Department well into the new decade.

Many of the administrative and management duties of the Fire Department had to be re-assigned during most of 1989 due to Chief Bliss' appointment as Interim Town Manager. Assistant Chief Bodenrader, along with Captain David Shanteler, Kevin Kimball, Dan Breton, and Arthur Barnes, were instrumental in maintaining the operational effectiveness of the Fire Department during this period. I am grateful to each member of the organization for their patience and perseverance during this difficult period.

As we enter 1990, the men and women of the Salem Fire Department look forward to maintaining our tradition of providing the highest possible level of service to the citizens of Salem.

Respectfully submitted,
Donald P. Bliss
Fire Chief

SALEM FIRE DEPARTMENT BUREAU OF FIRE PREVENTION

The Salem Fire Department Bureau of Fire Prevention had a very active year in 1989. The Bureau, which consists of the Fire Marshall and one Fire Inspector, was able to conduct 1088 fire safety inspections. These inspections revealed 1486 fire and life safety code deficiencies. The Bureau also investigated 26 of the more serious fires, and reviewed 160 various building and fire protection plans. Many fire safety lectures were conducted for several civic groups, businesses, health care facilities, and schools. There was also a total of 384 permits issued by the Fire Prevention Bureau for the year 1989.

We anticipate 1990 to be another very active year. The goals of the Bureau are to continue to reduce the Town's fire losses by educating the public about fire and its causes through fire safety lectures and fire safety inspections. Any civic or business organization wishing to sponsor a fire safety lecture is urged to contact the Bureau of Fire Prevention.

SALEM FIRE DEPARTMENT

EMERGENCY RESPONSE SUMMARY 1989

FIRE

Structure Fires	145
Vehicle Fires	87
Woods/Grass Fires	91
Other Fire Emergencies	133
Service Calls	233
MVA/Extrication/Medical Aid	102
Fire Alarm Activations	269
Malicious False Alarms	23
Mutual Aid	34
Hazardous Materials	98
TOTAL	1315

EMS

Ambulance 1 (Central)	1125
Ambulance 2 (North)	261
Ambulance 3 (South)	413
TOTAL	1799

TRAINING DIVISION ANNUAL REPORT

The Training Division of the Salem Fire Department is pleased to announce the accomplishments achieved by members of the Fire Department during the year 1989 in its continual education program. All Salem Fire Department members have surpassed the standards set forth by the National Fire Protection Association 1001 (N.F.P.A. Standards for Firefighter Professional Qualifications).

The achievements reached by the Department's members in 1989 have kept the Salem Fire Department a front runner in firefighter certification levels per capita in the entire State of New Hampshire for the 3rd year in a row. Listed below are the 1989 Certification Level standings:

Firefighter I Level	4	EMT Level	50
Career Level	13	EMT-I Level	14
Firefighter II Level	14	EMT-Defib. Level	29
Firefighter III Level	32	Paramedic Level	4

As well as all Department members attending in-house certification programs, several members have attended courses provided by the National Fire Academy Out-Reach Program. The subjects covered were as follows:

- | | |
|------------------------------------|---|
| 1. Firefighter Safety & Survival | 5. Driver/Operator Defensive Driving Course |
| 2. OSHA 29 CFR 1910.120 Training* | 6. Fire Service Instructional Methodology |
| 3. Haz-Mat Tactical Considerations | 7. Radiological Monitoring |
| 4. Company Officer Certification | |

* Safety and Emergency Response Training

It is with statistics such as those listed above that the Salem Fire Department is able to offer the citizens of Salem the highest quality of Fire/Rescue and Emergency Medical Service available today.

Respectfully submitted,
Augustine J. Bodenrader
Asst. Chief/Training & Operations

HIGHWAY DIVISION ANNUAL REPORT

Over the past year the Highway Division of the Public Works Department has corrected several drainage problems with cleaning and repairing of catch basins throughout the Town of Salem. This Division also removed forty-five (45) dead trees and cut roadside brush throughout the summer months. Our annual townwide spring cleanup was very successful with almost every household participating. We rolled out four hundred (400) tons of Hot Top for road repairs, and cold patch potholes daily. Several main roads also received a rubberized crack seal for added protection. The Division also maintains twenty-four (24) traffic signals throughout Town. The Highway Division repaired or replaced a large number of Street signs damaged by vandalism and other sources. It also maintains three hundred fifty (350) lane miles of road and twenty-two (22) miles of sidewalks, and is responsible for all line painting and road markings. This is handled through a combination of Public Works employees and private contractors. There are twenty-five (25) plow routes, ten (10) sand routes, and nine (9) salt routes. Last year the Division had two (2) plowing operations and thirty-one (31) Sand and Salt Operations, using approximately 1200 tons of sand/salt mix and approximately 3000 tons of salt.

The Division is on a standby status twenty-four (24) hours a day, seven (7) days a week and has responded to approximately two hundred ninety-six (296) emergency situations during 1989.

This year the Department of Public Works has printed its first snow and ice removal plan, to better inform the Public as to how the Division tackles a snow and ice storm. The Highway Division of the Public Works Department is made up of dedicated individuals who are an asset to the Town of Salem and are to be commended for a job well done.

Robert L. Dennis
Superintendent Streets/Shops

PARKS AND PROPERTIES DIVISION

This Division is responsible for the maintenance of all public buildings, properties, parks, and ballfields. This past year the division accomplished many projects around town with the help and cooperation of the Salem Garden Club and the Salem Contractors Association. Some accomplishments included installation of new wooden flower planters and flower beds at various locations in town, assisted with the installation and maintenance of nearly 370 trees and shrubs on the final stage of the Route 28 Beautification Project.

Open for use this year at Michele Memorial Park was the Womens Softball Field and a Boys Baseball Field. Other improvements to the Park included the addition of two swing sets, two park benches, and the installation of a new driveway gate at the entrance.

The division also constructed and installed a new picket fence at the Parks Building located on Rockingham Road, and constructed a new building for the Transfer Station on Shannon Road.

Plans for 1990 include completion of the Little League Field at Michele Memorial Park, and the installation of bleachers for all three fields at the park.

CEMETERY DIVISION

Due to an increasingly large amount of pre-need lots being purchased, we were forced to suspend sales of said lots indefinitely.

Construction and installation of 700 feet of new picket fencing at Mt. Pleasant Cemetery in North Salem was completed in 1989.

There were 99 burials and 17 cremations in 1989, with \$30,000 raised in revenue and returned to the general fund.

To meet the future needs at the Pine Grove Cemetery, more expansion is planned for the coming year.

Harold McLean
Superintendent Parks/Properties

ANIMAL CONTROL DIVISION

The year 1989 brought about change in the Animal Control Division. In particular was a major restructuring of the Canine Control Laws (RSA 466:31). The receipt of complaints, of various types, has increased by leaps and bounds.

There were approximately 1275 dog licenses issued in 1989. Again this year this office received a marked increase in the number of Animal Bite Reports. The Animal Control Officer responded to over nine hundred (900) calls, picked up over three hundred seventy-five (375) stray animals. In addition to dogs, fifty-three (53) raccoons were picked up, as well as over forty (40) skunks, and an overwhelming amount of other animals. The officer traveled 15,432 miles throughout the year.

The Animal Control Office hours are Monday through Friday 7:00 A.M. to 3:30 P.M., and may be reached by calling 893-2335.

The Kennel is located on the site of the former Wastewater Treatment Plant, off Route 28, and offers facilities for twenty (20) dogs. The present fee for the Kennel is \$5.00 per day, for any part of any day.

This office would like to remind Salem residents that **ALL** dogs over the age of three (3) months are required to be licensed **EVERY YEAR** by May 1.

The license schedule is as follows:

\$6.50 — Unspayed Female

\$6.00 — Unneutered Male

\$3.50 — Altered Male or Female

\$2.00 — If owner is over the age of 65 (proof of age is required).

Paul W. Weed
Animal Control Officer

UTILITIES DIVISION

As in the past years the Utilities Division experienced a very busy year. This Department with its ten employees is responsible for maintaining all the Town's water lines which this year included nine (9) new house connections and twenty-one (21) water main breaks. We also maintain all fire hydrants, water gates, and water meters which include the reading and repair of all commercial and residential meters. Maintenance of all sewer trunk lines, sewer manholes, sewerage lift stations, water booster stations, two 1.5 million gallon water towers and Canobie Pump Station which this year pumped 621 million gallons of treated water into the system. There were also many special projects that were completed by this Division in 1989; 2100 ft. of 12" inch water line on Town Farm Road, and a booster station was connected to Methuen Mass. on RT #97 that along with our connection on Salem St. can supply water to the community during emergency situations.

An interior and exterior video inspection was made of the Lawrence Road Water Tower while the 1.5 million gallons of water contained inside remained in service. The results showed that the tank has been properly maintained.

The Utilities Division has also expanded on its cross-connection program to prevent the possibility of backflow incidents. This Division also reviews plans and inspects all construction projects which involve Town water and sewer to insure that all the Town's construction specifications are met.

The Utilities Division monitors and tests our water daily. We have implemented an emergency action plan based on certain levels of Canobie Lake. This action plan includes voluntary and mandatory restrictions which were initiated in the summer of 1989. Based on the Safe Water Drinking Act Amendment of 1987, the Town has been actively searching for a reliable source of water to meet the future needs of its residents. This Division is on emergency response status and will respond to calls day or night within 30 minutes. The dedication of all the employees continues to be of the highest quality. It is through the efforts of each of these individuals that we are able to maintain the quality of service that our customers have come to expect.

Dan Pacheco
Superintendent Utilities

LANDFILL AND TRANSFER STATION

1989 saw many changes in at the transfer station and landfill on Shannon Road. In 1989 the Town of Salem joined the New Hampshire Resource Recovery Association, which is a cooperative marketing program. With this membership came a major change in the disposal of metal, which is now crushed and shipped to market for sale in the recycling industry.

Additional voluntary recycling areas were also made available for paper, aluminum cans, and glass.

Close to 12,000 tons of trash was hauled to the Ogden-Martin incinerator from our transfer station. This is almost 1000 tons less than in 1988, which is partly due to our recycling efforts. 1990 will see further expansion of our recycling projects.

State permits were granted to excavate top soils which must be used to cover the wood and brush pit daily. This has resulted in a cost savings in the town's sand and gravel budget.

The Solid Waste Division of the Public Works is comprised of 3 town employees and personnel from Beard Trucking (loading & hauling contractor) who are responsible on a daily basis for both local and state compliance to rules & regulations for solid waste disposal. They do an excellent job and are to be commended.

With long term trash disposal contracts in place, and landfilling only wood and demolition materials, the facility on Shannon Road should continue to serve the citizens of Salem for many years to come.

Walter Cibulski
Scale Attendant

ADMINISTRATION, PUBLIC WORKS

The year 1989 was an extremely busy one at the Public Works Department. All the various divisions have exceeded the production levels of 1988. The men and women of this Department are some of the most dedicated in the public work field. With proper training and equipment the Public Works Department will continue to provide the highest level of community services to the citizens of Salem into the next decade.

George W. Sealy
Director of Public Works



Left to Right: Ray Sarcione, George W. Sealy Jr., William Wells, Peter Floriddia, Daniel Pacheco, Gary Goodwin, William Cavanaugh, Kenneth Tozier, and Daniel Caffrey.

RECYCLING COMMITTEE

Suzanne Doucette - Health Officer - Chairperson
George Sealy - Director of Public Works
Ross Moldoff - Planning Director
David Tilton - Selectman
Douglas Tilton - Citizen
James Holland - Citizen

*Kathryn Welch - Assistant Town Planner
*John Ratigan - Town Prosecutor
*Robert Ciandella - Town Attorney
(*No longer in Salem)

In response to a national solid waste crisis and its environmental implications, the Salem Board of Selectmen appointed the Salem Recycling Committee in January 1989.

Although an organizational year, much was accomplished. In March, Salem residents overwhelmingly endorsed a voluntary recycling program. Salem joined the New Hampshire Resource Recovery Association for their guidance and access to various recycling markets.

Metal disposal guidelines and markets for iron and white goods changed weekly with escalating costs and problems. Through the NHRRA, Salem developed its own successful metal sorting program. Twice a year, a baler is brought on site, metal is crushed, baled and delivered to appropriate markets.

Committee members visited several NH Recycling Centers, attended many seminars and workshops and conferred with many authorities in recycling. All the information was compiled and evaluated to meet our needs. A Slogan and Logo Contest was organized and coordinated by Dr. Jean Richards, Assistant Superintendent of Schools. Miss Kerri Murphy at the Fisk School was the winning entry with her slogan of "Salem Recycles - A Solution to Pollution".

On October 2, 1989, the Salem Recycling Center officially opened at the Salem Transfer Station site on Shannon Road. A brochure directs residents to a paper trailer, an aluminum can container, and glass receptacles for clear, brown, and green glass.

Plans are underway to expand the facility in 1990 and to apply for a Recycling Grant made available to communities from the State of New Hampshire.

The community response to the center has been very positive. Residents are taking the time to sort their recyclables and bringing them to the center. The Salem Recycling Committee encourages all residents to do their part to conserve valuable natural resources, landfill space, and increasing disposal costs. The problems of Solid Waste disposal will be with us into the next century and although recycling is only one facet of sound waste management; it is one "Solution to Pollution".



Left to Right: Charman Bray, Ross Moldoff, Planning Director, Lydia Esmel

PLANNING DEPARTMENT

The Planning Department consists of Planning Director Ross A. Moldoff, Assistant Planner Charman Bray, and Administrative Secretary Lydia E. Esmel. Our major responsibilities are day-to-day administration of the Town's planning regulations and long-range planning for the community.

In 1989, Salem experienced modest growth compared to previous years. Total construction value was close to \$27 million, compared to \$34 million in 1988. Major projects approved by the Planning Board (see list) included three shopping centers on South Broadway, four buildings in the Pelham Road industrial park, several new restaurants, and residential subdivisions on Bluff Street, Pond Street, Lady Lane, and Cortland Drive. Although construction was down from past years, Planning Board agendas remained full until September.

As in past years, this growth again dictated the Planning Department's workload. Most of our time was spent on administration - reviewing plans, arranging Planning Board meetings, inspecting sites, and responding to complaints and questions from the public. We also provided staff support to the Conservation Commission and Affordable Housing Task Force, served on the Recycling Committee and the School Department's Housing Needs Task Force, and provided clerical services for the Health Officer.

Our long-range planning efforts made progress in 1989. We continued to implement a system of "impact fees" from private developers to help pay for recommended road improvements. We revised the Capital Improvements Program, produced several new zoning amendments to strengthen our land use controls, and compiled an inventory of Town-owned land.

Our special thanks go to Kate Welch, who left in May for a new position in Rhode Island. Her efforts as Assistant Planner over the past three years helped make this a better community.

In 1990, we hope to complete the Master Plan Update, continue dealing with traffic problems and road improvement needs, improve our enforcement efforts, and further educate the public about planning issues.

MAJOR PROJECTS APPROVED BY PLANNING BOARD

APPLICANT	PROJECT	ADDRESS	MAP/LOT
Northland Prop.	16,800 s.f. retail building	South Broadway	118-720
Brooks Prop.	120,000 s.f indus. bldgs. (2)	Northwestern Dr.	86-10576
Hutter	71,000 s.f. office/ware bldg.	Industrial Way	96-7492
Gorgol	4000 s.f. office bldg.	Main Street	90-1444
Corrente	7 lot subdivision	Cortland Drive	141-9401
Colonial	16 lot subdivision	Pond Street	145-9482
Trapper Brown	32,000 s.f. office bldg.	Raymond Avenue	97-7866
Voter	80 seat restaurant	Pelham Road	96-7784
Higgins	6 lot subdivision	Liberty Street	60-7177
Porter	5,700 s.f. retail addition	North Broadway	81-3115
Heritage	18,000 s.f. indus. bldg.	Commercial Drive	96-10331
Bedrosian	3,600 s.f. warehouse	Salem Street	134-9396
Canobie Market	3,155 s.f. retail addition	Range Road/Route 111	54-3524
Rubino	40,000 s.f. retail bldg.	South Broadway	108-841
Garabedian/Crivello	54,000 s.f. retail bldg.	South Broadway	128-707
Spicket Valley C.U.	3,200 s.f. bank addition	North Broadway	81-3128
Two Brothers	8,600 retail project	Lowell Road	115-10945
MacLean	24 seat restaurant	Main Street	90-1069
Data Electronics	20,000 s.f. indus bldg.	Northwestern Drive	95-10581
Canobie Lake Park	relocation of roller coaster	North Policy St.	70-3605
Ermer	6 lot subdivision	Lady Lane	4-5923
Martin	15 lot subdivision	Bluff Street	57-6899
Kentucky Fried Chicken	2,800 s.f. restaurant	South Broadway	151-127
Milco	12,000 s.f. off/bank	North Broadway	89-1157
Hannon & Quirinale	road extension	Keewaydin Drive	106-7848
Higgins	5 lot subdivision	North Main St.	35-5494
Beaver Village	5 lot subdivision	Route 111	9-6072
New England Develop.	1.1 mil s.f. Mall	Rockingham Blvd.	116-7884

PLANNING BOARD



*Left to Right: Joseph Gagnon, Emil Corrente, Chairman Clifford Sullivan, Bernard Campbell, Glenn Gidley
Missing: Robert Campbell*



Left to Right: Kenneth Diodati, S.E. (Butch) Kealey, Sam Zannini, C.B.O., Rosemarie Hartnett

BUILDING DEPARTMENT

In January of 1989, the Building Department began issuing computerized building permits. We were able to produce weather-proof building permits and eliminated need for separate computer entry for compilation of permit data for monthly and annual reports.

During 1989, we issued 2,150 permits which brought in approximately \$152,560 in fees. A new category in building permits which was added after March 1989 Town Meeting was Accessory Apartments. March Town Meeting approved accessory apartments as permitted uses with specific conditions in single family dwellings in residential and rural districts. During the months of April through December, 21 permits were issued for accessory apartments in existing single family dwellings. Several were for conversions of in-law apartments into accessory apartments.

Chief Building Official Samuel Zannini stated while there was a marked decrease in the number of single family permits issued in 1989 when compared with 1988 figures: several major commercial projects were started. These included office buildings at 1 Stiles Road and 5 Industrial Way; a doctor's office building at 198 Main Street; a retail mall at 123 South Broadway; restaurants at 481 South Broadway and 43 Pelham Road; a proposed Salem Country Store with gas station at 52 Lowell Road; and apartments at 19 Play Camp Road. Site permits were issued to New England Development for preliminary site preparation for the proposed megamall at Rockingham Boulevard.

One of the major functions of the Building Department is enforcement of the Town of Salem Zoning Ordinance and Town codes. Department personnel worked diligently to provide Salem property owners and businessmen with assistance so they can accomplish their construction plans in compliance with the Town codes and through the inspection process. Chief Building Official Samuel Zannini is Department Head in the Building Department and plumbing inspector; Building Official Kenneth Diodati serves as building inspector and Building Official S. E. "Butch" Kealey is electrical inspector. Rosemarie Hartnett is the department's office manager and works closely with zoning related issues.

Many individuals seek relief from codes and regulations by applying to the Board of Adjustment for special exceptions or variances.

Rosemarie Hartnett, Agent to the Board of Adjustment, informs us that 158 petitions were filed to go before the Board of Adjustment in 1989. While many were simply requests from setback requirements, the Board of Adjustment's agenda included requests that required lengthy testimony and deliberation. In February, the board granted request for special exception by Granite State Natural Products to operate a wood burning electrical co-generation facility with associated stack having maximum height of 100'. In April, the board granted petitions which would allow a hospital on Veterans Memorial Parkway site. CeeBee Development received approval from the Board of Adjustment which will permit a miniature golf course on North Broadway.

It is the main goal of the Building Department to serve the needs of the public and to respond to concerns of the community. We are optimistic that our continued service will benefit the people who live and work in Salem.

Chief Building Official Samuel Zannini
Office Manager Rosemarie Hartnett
Building Official Kenneth Diodati
Building Official S. E. "Butch" Kealey

BOARD OF ADJUSTMENT



*Left to Right: Carl Montequin, Margaret Harrison, George Selfridge, Edith DesRosiers, William Pry
Missing: Chairman Francis Champoux*



Suzanne B. Doucette

HEALTH DEPARTMENT

The duties and responsibilities of the Health Officer are addressed in NH RSA 147; that is to enforce all the public health laws and make such sanitary investigations as to protect the public health.

On January 23, 1989, an amended Sanitary Food Code, Chapter 196, was adopted. All Salem food service establishments are licensed annually and inspected bi-annually or per need. In 1989, the food licenses generated \$15,197 income from approximately 130 food service establishments.

In May 1989, in conjunction with the Engineering Department, Chapter 253 - Individual Sewage Disposal Systems and Private Wells was updated and adopted to better reflect changes in NH WSPCC rules and new technologies. Approximately 25 failed septic systems were violated in 1989 and necessary corrective actions were taken to prevent further environmental contamination.

Over 100 code enforcement violations ranging from failed health inspections, litter violations, and unregistered and uninspected motor vehicles were issued from this department in 1989. All violations were brought into compliance.

Public awareness regarding infectious diseases such as AIDS and hepatitis continues to be a real concern to everyone. Since the State of New Hampshire currently has no regulations regarding tattoo parlors, Chapter 284 - Tattoo Parlors, was developed and adopted effective October 14, 1989. Under the new regulations, all tattoo parlors are required to pay a \$150/yr. fee for a license that is contingent on bi-annual health inspections and compliance of Chapter 284.

Under the provisions of NH RSA 170, all day care facilities, adoption, and foster homes are inspected by both the Health Officer and Fire Inspector prior to the granting of a NH License. There are currently over 50 licensed day care facilities in Salem.

Between Memorial Day and Labor Day, eight to ten beach sites are tested every two weeks for fecal coliform in conformance with NHWSPCC guidelines for Grade B (Swimming) Waters.

Issues that are pertinent to safeguarding the public health will continue to be a priority in 1990; public input and comments are welcomed.

Suzanne B. Doucette
Health Officer



Left to Right: Joseph Chamberlain, James Brown, Edward Blaine, Director, Frank DeCesare, Andrea McPherson

DEPARTMENT OF ENGINEERING

The Department of Engineering has responsibility for contract administration, planning, inspection and design of public works projects including sanitary and storm sewer systems; water distribution systems; streets and walkways; survey and mapping; reviewing and recommendations concerning private site development.

Projects involving the Department in 1989 included, but were not limited to the following:

- Completion of the Town Farm Road Water Improvement Contract
- Issuance of permits for septic systems and private wells.
- Development of a 'Construction Standards Manual' for use by private contractors and town forces. This document addresses design criteria, plans and specifications as well as construction methods. The manual is currently undergoing review.
- Preparation of a new "Administrative Manual On Sewer Service Charges".
- Considerable attention has been given to the future of Canobie Lake as Salem's water supply. The time frame for either treating the lake waters or having provided for another source has been extended by eighteen months to June of 1993.
- Over the past two years we have acquired computer models of our sewer, water and drainage systems. These models, as we gain expertise in using them, have become increasingly valuable as a tool to measure development impact on our municipal infrastructure.
- This year saw the development of the "Roadway Capital Improvement Program", a long range plan for restoring all Town owned paved roads to a safe serviceable condition and maintaining them through scheduled maintenance.

Respectfully submitted,
Edward J. Blaine, Jr., P.E.
Director of Engineering



Julie Kamal

SALEM RECREATION DEPARTMENT

The Salem Recreation Departments 1989 Seasons year was bustling with activities for everyone. The Recreation Department was able to provide a various array of programs ranging from sporting activities & cultural programs to instructional programs such as Karate and CPR. We have seen a tremendous growth in our Summer Playground Program and we hope to add an additional playground in this years budgetary process to meet this demand. We also experienced constant demand for participation in our Tiny Tots and Preschool Play Programs located at the Palmer School.

The Hedgehog Park facility saw heavy usage this summer, which was evident by the large crowds and number of beach passes sold. Hedgehog Park has become a valuable and active park for residents of Salem.

With the newly and operational Michele Memorial Park completed, various organizations, businesses, families, and individuals have had the pleasure of using the complex. Whether it be the tennis courts, soccer field, baseball or softball fields, the entire facility is in continuous use.

Once again Salem was the site of the Special Olympics Basketball Tournament for the State of New Hampshire. Along with the Tournament, we are able to provide our citizens with Special Needs the opportunity to participate in other activities year round.

In summation, I would like to thank all of the Recreation Department employees: Palmer School Staff, Lifeguards, Playground Staff, Special Needs coaches, and the many other instructors of our individual programs for making 1989 a successful year for the department. Special thanks to Cathy Helle our Recreation Secretary, Harold McLean and the employees of Parks & Properties Department; plus, the many businesses, civic organizations, volunteers, service clubs, Salem School District and the Recreation Committee members who have assisted and supported us in 1989.

If you have suggestions, comments or program ideas that you would like to share with us please contact our office at 893-5731 Monday thru Friday.

Once again, thanks for a successful 1989 and we look forward to offering you many new and old programs in the upcoming year.

Submitted by:
Julie Kamal
Program Coordinator

SALEM SENIOR CENTER

The Salem Senior Center has been a very busy and active place this past year, along with the usual activities, which include cards, (45's and bid whist), dancing (both line and square dancing), beano and ceramics, new programs are scrabble, cribbage and a diet workshop. Information on Medicare and Blue Cross/Blue Shield is always available as well as help with medical papers to be filled out and payments that might have to be made. These forms are extremely complicated and most Seniors avail themselves of this service. There are arranged special evening dinners and dances. Organizations in Salem provide special entertainment for the Seniors on certain holidays.

The daily congregate meals program serves the Seniors a healthy and nutritional lunch. There are many delivered daily to homebound elderly and those recuperating at home after a hospital stay. There are special menus prepared for most holidays and once a month a birthday cake for Seniors celebrating their birthdays. There is socializing before and after the congregate meals.

The frequent and diverse trips are planned to accommodate all Seniors. There are always day trips posted. Two-and three-day trips are well received; there are also a couple of exotic cruises.

The Annual Health and Information Fair, held the last Saturday in September, was a success, as usual. The Seniors appreciated receiving the free flu shots, tests and many information sources. The cholesterol technicians were kept very busy. Blood pressure clinic takes place on the third Wednesday of the month at the center by the Visiting Nurses of Salem.

The Senior choral group is always on the go. They are excellent singers and are in great demand to perform at nursing homes, churches, senior centers and social affairs. They are very generous donating their time for needy causes. A scholarship fund has been established for the graduating class at Salem High School each year.

Other programs designed to help Seniors are: the weekly Senior news column published in both Salem newspapers and the Lawrence paper; the Town Crier, a Senior newsletter distributed to over 2100 seniors. The Good Morning Program is one in which seniors living alone call the center between 9 and 10 a.m. to let us know that they are all right. If we do not hear from them by 10 a.m., we try to find out why. I.D. photos can be obtained at the Center. Salem residents over 60 are invited to take advantage of any of the programs. A vial of life program is one in which a person is given two vials with pertinent information enclosed. One to put in the refrigerator and the other in the glove compartment of their car. In case of accident the medics know where to look for the vial.

The Salem Inn has purchased a 15 passenger van and twice a month they take the seniors to and from the Manchester Mall and the Methuen Mall.

TOWN WELFARE DEPARTMENT

Salem's Town Welfare Department provides temporary assistance in the form of vouchers for food, assistance for heat, utilities, shelter and other necessities to residents who have no other resources to get them through difficult times or crises. 1989 was a very troublesome time for New Hampshire and Salem residents who were affected by a down turn in the economy, many in the construction and computer industries, or companies in related fields. More households were in need than other previous years. In 1989 the total households assisted was 180; the previous year, 1988, 124 households were assisted. The total cost for General Assistance for 1989 was \$98,000. Over \$58,000 of these costs were for housing assistance. The housing expenses are closely related to lack of affordable and low income housing in Salem and in southern New Hampshire. The Town is legally responsible for providing shelter to the homeless, and when it is appropriate, preventing families from being evicted. Twenty-five households were in need of emergency housing in 1989. Welfare costs were also up for medical assistance, food, and for heating costs. The Town Welfare Office collected \$7,383 in 1989 for welfare reimbursements.

In the preventive area the Town Welfare Office worked with the community to solve local problems. It continued to support the low income single parent group; continued its Big Brothers/Big Sisters Satellite Office; supported an Outward Bound program for teenagers; worked with other agencies to assist families in getting off welfare and into the job market; and supported a prevention program, that works closely with troubled families, in the area of child abuse and neglect.

We want to give a special thanks to all the community spirited groups who provided Thanksgiving and Christmas baskets, turkeys, and Christmas presents for children of needy families. These groups included the Salem Community Alliance, the Pleasant Street United Methodist Church, the Salem Kiwanis Club, Daddy's Junky Music Store, and Town Municipal employees.

Bob Loranger, Welfare Administrator
Jean Knight, Senior Clerical
Alfreda Payne, Youth Worker

TOWN FUNDED HUMAN SERVICES

The Salem District Nursing Association (SDNA) - This non-profit home health agency provides Salem residents with home-based health services. The mission of the agency is to promote health for the individual, the family and the community. The scope of services has grown through the years as determined by the needs of the community.

The health care delivery team consists of full and part-time Registered Nurses, a Physical Therapist, Certified Home Health Aides and administrative support staff. All are dedicated to providing care in the home. They are also involved in making community programs available to support preventative health measures by offering flu and blood pressure clinics.

In 1989, the Salem District Nurses made 2,478 skilled nursing visits, 471 physical therapy visits, 1,095 home health aide visits and served over 650 individuals in health clinics and office visits. The SDNA has been delivering personalized home health services to people of Salem for 25 years. It is certified by Medicare, Medicaid, Blue Cross and other third party payors. Through continued support of the Town of Salem, no person is ever refused due to lack of insurance or inability to pay for services.

The agency acts as a liaison between patients and physicians and coordinates a spectrum of services. These services include Hospice, Care Givers, Speech Therapy, Occupational Therapy, Homemakers, Meal on Wheels, Adult and Social Services, as well as, SDNA Skilled Nursing, Physical Therapy, and Home Health Aides. The SDNA monitors the town contract with the Derry Visiting Nurses Association for homemaker services. Approximately 2,595 hours were spent on homemaker services to 39 Salem residents in 1989.

Free blood pressure checks are available at the Agency office by appointment. Mantoux TB tests are given to any Salem resident free of charge. The agency office is located on the lower level of the Court House. For information please call 898-4737.

The Derry Visiting Nursing Association - Homemaker Services - Contracts with the Salem District Nursing Association to provide homemaker services to meet needs related to problems of chronic or temporary illness, problems of aging, handicapping conditions, or family stress. These services are carefully tailored to the individual clients to assure the most needed task for his/her household are accomplished. Approximately 2,595 homemaker visits were made to thirty-nine Salem

residents in 1989. The Derry VNA has also provided acute care nursing services and special elderly health services such as the Healthy Older People Initiative Program to Salem residents.

The Rockingham Hospice - A family centered system of care devised to provide supportive services and practical assistance for those living with terminal illness. Care begins with a family visit by the Hospice coordinator to determine patient and family care needs. Since every family member is affected in some way by the terminal illness, attention is directed at the needs of the family as well as those of the patient. The majority of services are provided by Hospice volunteers, men and women extensively trained in the care and support of the terminally ill. Over thirty Salem families were assisted by the Hospice Program in 1989.

The Center for Life Management - Continues its efforts to help individuals better manage their lives and the concerns they face. Their professional team of psychiatrists, psychologists and other specialists work with adults, youth, couples, families and elderly offering confidential counseling, skill building and education. The Center expanded its chemical dependency services last year; has a 24-hour emergency service; provides support and counseling for clients with long term emotional difficulties; and has an eight bed residence for adolescent girls separated from their families because of personal or family problems. The Center has a community education program and works closely with schools, courts, police and other health and human service providers. The Center provided approximately 30,000 hours of service to Salem clients in 1989, over 600 of these hours were for low-income residents who paid sliding fee scales.

Rockingham County Community Action Program (RCCAP) - Is a private, non-profit corporation, officially designed as the anti-poverty agency to serve low income population in Salem. Its mission is to serve the needs of the areas of low income residents by assisting them in coping with the hardships of poverty, providing them with the tools to lift themselves out of poverty, and seeking to eradicate the root causes of poverty. RCCAP has an outreach office in Salem and has provided over \$151,000 worth of fuel assistance to 296 Salem residents in 1989. It has also provided Salem residents with weatherization services, family day care services, WIC program services, food and clothing, crisis assistance and life-line services to the isolated elderly and handicapped. The total value of services to Salem residents is over \$295,605 in 1989. Unfortunately the agency's federal funds have decreased while need for services have increased.

The Retired Senior Volunteer Program (RSVP) - Seeks to provide a recognized role in the community and a meaningful life in retirement for older Americans 60 years and over. The RSVP program is people helping people, volunteers sharing their skills of a lifetime to support their communities. In 1989 Salem's RSVP volunteers contributed over 24,000 hours to over 15 non-profit agencies in Salem such as the Salem Boys and Girls Club, Salemhaven Nursing Home, Millville Arms Association, Salem Association for Retarded Citizens, Salem Meals on Wheels, etc.

A Safe Place/Women's Resource Center - Has provided direct services to battered women and their children, including emergency shelter from abuse, a 24-hour crisis intervention hotline, court advocacy in obtaining protective restraining orders, support groups, peer counseling, in-shelter children's program, emergency transportation, and referrals to community agencies and resources. These services are crucial if women and children are to be able to make transition out of abusive living situations, and lives free from violence. Over forty (40) Salem residents received these services in 1989.

The Upper Room - which is a non-profit educational agency and provides a support group and educational work session for single parent mothers who are low income. They also provide an Independent Living Skills program to teenagers by providing these youths to function independently in society. The Upper Room provides a host of other programs including: Systematic Training for Effective Parenting (STEP), Systematic Training for Effective Parenting of Teens, the Next Step, Beyond Step, Training for Marriage Enrichment, Strengthening Funded Families and Families Together and issues. This last year the Upper Room initiated a program to assist single parent mothers in acquiring self confidence, problem solving skills, job seeking skills and training that is intended to lead to jobs and economic independence.

NURSES



Patricia Pearse

Dorothy Halligan

KELLEY LIBRARY

DIRECTOR'S REPORT

1989 has been another year of ever-increasing library use and circulation - breaking our previous years' records. Video cassettes and CD's, although a tiny part of our overall collection, continue to create a demand that far outstrips our ability to supply. However, this is only one part of the story. Books and other print materials, both adult and children's, are also being checked out in record-breaking numbers, and this is obviously a cause for rejoicing, in a nation plagued by illiteracy. Reference and Children services have never been more heavily used. All this points to 1989 as the most active year we have ever experienced.

As we step into the 90's, let us pause a moment to consider our progress during the last decade. The 80's saw our first, library-wide Inventories, our first microcomputers, (which seem so old-fashioned now!) and the installation of a book theft detection system. We made improvements to the building and grounds: a new roof, underground oil tank, reconstructed sidewalks and parking lot. Many new and exciting things happened during the 80's: new collections of CD's and video cassettes, new computerized information sources like Dialog and Infotrac - the entire decade could be characterized as one of rapid growth and expansion, in services, activities and collections.

The next decade should continue this pattern of constant growth in new and exciting ways. Major changes will occur in the way the library delivers many services and activities particularly in reference and information. New online and CD-based interactive retrieval systems will bring the sights and sounds of the whole world to your fingertips - you will have vastly increased access to the entire range of human knowledge in ways you may never have imagined.

However, let us hasten to add, you will still be able to borrow books, paperbacks and magazines for many decades to come - the printed page will be with us far into the future. You will continue to have the best of both worlds - instant, comprehensive information delivered electronically, or curling up with a "good read" when time is not a major factor. The library is progressing from being a storehouse of books to becoming a supermarket of information in many new and inter-related formats. You can enjoy Agatha Christie in book, paperback, audio cassette and video cassette! In addition to reading a biography of Mozart, listening to his music on LP or CD, you can watch *Amadeus*!

Looking ahead, we hope you share our enthusiasm in regarding the decade of the 90's as possibly the most challenging, exciting, and promising of all!

Edward V. Reed
Director
Eleanor Strang
Assistant Director

BOARD OF TRUSTEES REPORT

The Board of Trustees of the Kelley Library would again like to thank the citizens of Salem for their continued support and heavy use of their public library.

As we enter a new decade, we would also like to thank the administration and staff of the library for their continued service and dedication to the library and to the community of Salem.

Finally, we would like to pledge that the Kelley Library will continue to serve as a dynamic informational, educational, cultural and recreational resource, striving to meet the needs of all Salem citizens, both young and old, and to be an institution in which the community can continue to take pride.

James Carpenito (Chairperson)
Bertice Woodbury
Richard J. O'Shaughnessy

**YOUR LIBRARY CARD GIVES YOU INSTANT ACCESS TO:
THE BEST COLLECTION OF NEW AND POPULAR BOOKS
OF ANY LIBRARY IN ROCKINGHAM COUNTY!**

The very latest best-sellers, current books on every subject, magazines, paperbacks, audio cassettes, compact discs, video cassettes, and art prints, etc. As of December 31st, 1989, the library had:

69,530 Books
 20,877 Paperbacks
 617 Current Periodical Subscriptions
 2,725 Records, Audio Cassettes, and Compact Discs
 428 Art Prints
 1,766 Video Cassettes
 17,657 Registered Active Borrowers

“LANDMARK LIBRARY SERVICE”

- Up-to-date information you need - career, small business, personal finance, health, house and home, etc.
- Access to powerful databases like DIALOG and INFOTRAC.
- Current collections of print and non-print materials, including video cassettes and CD's.
- Programs, activities and services for everyone.
- A staff of fourteen trained and knowledgeable librarians dedicated to serving you.
- A comfortable, modern building in which to read, browse or study.

MANY PEOPLE SAY, “IT’S THE BEST LIBRARY I HAVE EVER USED”

KELLEY LIBRARY STATISTICS 1989

“Dedicated to Serving You”

ADULT SERVICES:

<i>Circulation:</i>	Books, Magazines and Paperbacks	131,315
	Phonograph Records, Audio Cassettes, & Compact Discs	10,412
	Video Cassettes	22,809
	Other (Museum Pass, A.V. Equipment)	148
	Adult Total	164,684
<i>Activities:</i>	161 Book Requests Processed	
	2,663 Reserve Notices Processed	
	7,127 Overdue Notices Processed	
	10,304 Overdue Materials Processed	
	2,916 New Borrowers Registered	

CHILDREN’S SERVICES:

<i>Circulation:</i>	Books, Magazines and Paperbacks	84,453
	Phonograph Records and Audio Cassettes	593
	Video Cassettes	20,001
	Other (Art prints, Games & Toys)	198
	Children’s Total	105,245
<i>Activities:</i>	3,670 Overdue Notices Processed	
	6,033 Overdue Materials Processed	
	545 New Borrowers Registered	
	2,465 Story Hour Attendance	
	1,889 Other Programs Attendance	

TOTAL 1989 LIBRARY CIRCULATION 269,929

INFORMATION AND REFERENCE SERVICES:

10,760 Reference and Research Questions Answered
 851 Inter-Library Loan Requests Processed
 184 Online Database Searches Conducted
 21 Instructional & other programs conducted

TECHNICAL PROCESSING AND CATALOGING SERVICES:

Books Cataloged and Processed 4,287
 Paperbacks Processed 2,837
 CD's, Video cassettes & other media cataloged and processed 682

KELLEY LIBRARY TREASURER'S REPORT

Balance of Cash on Hand January 1, 1989: 13,057.79

Income 1989:

Town of Salem	704,345.61
Fees & Charges	16,000.00
Materials of Trade	18,333.54
Grants	21.42
Trust Funds	1,462.00
Gifts	2,920.00
Interest	789.06
Total Income:	743,871.63

Total Available Funds 1989: 756,929.42

Expenses 1989:

Personal Services	514,201.42
Fees & Charges	16,374.19
Materials of Trade	115,786.04
Supplies	12,770.48
Services & Charges	78,359.95
Equipment	3,462.51
Miscellaneous	20.00
Total Expenses:	740,974.59

Balance of cash on Hand December 31, 1989: 15,954.83

Cash Balances, December 31, 1989:

Checking Account	15,872.41
Petty Cash (2 accounts)	82.42
	15,954.83

LIBRARY TRUSTEES



Left to Right: Richard O'Shaughnessey, Bertice Woodbury, James Carpenito



*Housing Authority: Doris Beshara, Bert Duvernay, Frederick Bean
Sitting: Vice Chairman Michael Carney, Delbert Downing, Chairman*

REPORT OF THE HOUSING AUTHORITY

The Salem Housing Authority continues assistance to 150 eligible tenant households through the Public Housing Program, housing elderly, handicapped, and disabled persons. The Section 8 Housing Assistance Payments Program has been expanded to assist 57 eligible households, subsidizing rents with private landlords in existing housing stock.

As we submit our 1989 Annual Report, the Authority's waiting lists continue to grow for both the Public Housing and Section 8 Programs. The Public Housing waiting list consists of 165 elderly individuals and families; The Section 8 waiting list consists of 77 individuals and families. Many households are eligible for assistance, but due to the lack of federal funding for expansion, applicants must wait a substantial period of time before assistance is made available. Federal Funding for construction of new units is virtually nonexistent, as well as funds for other types of assisted housing. The Federal Government is now involved in a housing assistance program called the Voucher Program, wherein an eligible household is issued a Voucher with a certain dollar value to assist with housing costs. The delivery of housing assistance offered by the Authority remains the same as it has in the past with tenants paying 30% of adjusted income toward rent and utilities. The Authority is currently analyzing the Voucher Program in order to make a determination as to whether this program is feasible for operation within our own community.

In 1989 the Town of Salem passed The Affordable Housing Ordinance making it possible for moderate income families to enter the housing market. The Authority is currently working with four proposals that help approximately 90 families. The Salem Housing Authority has made payments totalling \$206,845 in direct subsidy to private sector landlords over the past twelve months, eliminating the rent burden for many families, who would have required assistance through other social

service agencies. Although the amount is substantial, it still does not cover assistance to all those in need.

Statistical reports follow this narrative, evidencing the total contribution of the Housing Authority of the Town of Salem both in the forms of direct rental subsidy payments as well as PILOT payments (Payment in Lieu of Taxes). The Authority shall continue in the future to support the efforts of the Town of Salem in providing affordable housing, while being a responsible landlord and making timely payments as required under the Cooperation Agreement.

During 1989 the Salem Housing Authority has maintained its certification as a Recognized Performer. This recognition was issued as a result of the Authority meeting a set of performance standards which cover objective measures for all key aspects of the Authority's operation. The goals and objectives as set forth in the standards serve as an indicator of overall good management performance.

The Salem Housing Authority will continue to strive to provide quality programs in the delivery of assisted housing and will work with the Town of Salem to meet its goals to provide affordable housing within the community. We would like to take this opportunity to thank the Town of Salem for always extending its support and cooperation to our agency. Our objective is to be of service to the community and continue to work closely with the Town of Salem to provide affordable housing for residents of our community.

Respectfully submitted,
Joseph R. Rivet Jr.
Executive Director

BOARD OF COMMISSIONERS
Delbert F. Downing, Chairman
Michael J. Carney, Vice-Chairman
Doris Beshara, Commissioner
Frederick Bean, Commissioner
Bertrand H. Duvernay, Commissioner

SUMMARY OF HAP PAYMENTS 1989

JANUARY HAP PAYMENTS	\$15,323.00
FEBRUARY HAP PAYMENTS	\$14,864.00
MARCH HAP PAYMENTS	\$15,772.00
APRIL HAP PAYMENTS	\$16,450.00
MAY HAP PAYMENTS	\$16,710.00
JUNE HAP PAYMENTS	\$16,465.00
JULY HAP PAYMENTS	\$17,093.00
AUGUST HAP PAYMENTS	\$18,907.00
SEPTEMBER HAP PAYMENTS	\$18,742.00
OCTOBER HAP PAYMENTS	\$18,640.00
NOVEMBER HAP PAYMENTS	\$18,772.00
DECEMBER HAP PAYMENTS	\$19,107.00
GRAND TOTAL FOR 1989	<u>\$206,845.00</u>

SUMMARY OF TOTAL PILOT and WATER and SEWER PAYMENTS

PROJECT NO. NH 17-1:

Total PILOT Payments 1977 - 1988	\$63,940.74
Plus 1989 Payment	<u>10,203.08</u>
TOTAL TO DATE 11/8/89	<u>\$ 74,143.82</u>

Total Water & Sewer Payments 1977 - 1988	\$82,298.68
Plus 1989 Payments	<u>12,526.91</u>
TOTAL TO DATE 11/8/89	<u>\$ 94,825.59</u>

PROJECT NO. NH 17-2:

Total PILOT Payments 1983 - 1988	\$61,102.29
Plus 1989 Payment	<u>12,290.49</u>
TOTAL TO DATE 11/8/89	<u>\$ 73,392.78</u>

Total Water & Sewer Payments 1983 - 1988	\$46,431.50
Plus 1989 Payments	<u>10,710.72</u>
TOTAL TO DATE 11/8/89	<u>\$ 57,142.22</u>

GRAND TOTAL PILOT PAYMENTS FOR NH 17-1 and NH 17-2 to November 8, 1989	\$147,536.60
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GRAND TOTAL WATER and SEWER PAYMENTS FOR NH 17-1 and NH 17-2 to November 8, 1989	\$151,967.81
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Left to Right: Beverly Glynn, Louise Ackerman, Carol McShane

REPORT OF THE HISTORIC DISTRICT COMMISSION

The Salem Museum is in the town's first meeting house which stands on Main Street in Old Salem Center. The frame of the building was raised November 15, 1738, and during the following years Salem residents completed the building which served first as house of worship and then as town hall when Salem was incorporated on May 11, 1750.

The oldest town hall still in use in New Hampshire, the building has undergone many changes over the years' not the least of which was its removal in 1838 to its present location. In addition to its being used for worship and town meeting, the school district and the library utilized space, and many social events and entertainments were held here. It also served as a meeting place for groups such as the Y.W.C.A., Camp Fire Girls, Boy Scouts, veterans' and senior citizens.

In 1990 the original Salem Town Hall houses the Salem Museum which contains two floors of articles donated and loaned by local families. The clothing, furniture, tools and other items give visitors an idea of daily life in old Salem. Photographs and Paintings keep alive memories of earlier residents. The collection continues to grow, due to the generosity of local people.

The public is invited to visit the Salem Museum. Beginning in April 1990 regular visiting hours will be Monday 2:00-5:00 p.m. Local organizations may arrange to use the building for an occasional meeting by speaking with the museum curator.

SALEM CABLE COMMITTEE

In 1989, a Cable Advisory Committee, formed to explore the feasibility of increased usage of the Town's Public Access Channel, reported their findings to the Board of Selectmen. The findings concluded that increased use and greater participation by the local community of the Public Access Channel is both warranted and desirable. The Committee also drew up a set of by-laws for the governance of a permanent committee, as well as a policy and procedures manual for the administration and control of the Town's Public Access Channel equipment and facilities.

A permanent Cable Committee was formed by the Board of Selectmen in October. The new committee adopted the proposed by-laws, as well as an amended policy and procedures manual. The committee is now busy developing an administrative system to further enhance the use of the Public Access Channel by the community. The Public Access Channel (Channel 38-cable) is provided by Continental Cablevision for cable TV subscribers.

Submitted by:
Richard Egan - Chairman



*Left to Right Standing: Douglas Micklon, Richard Egan, Marie Crompton
Left to Right Sitting: Arthur Cowdery, James Dunaway
Missing: David Benson, Laurel Kellelt*

BUDGET COMMITTEE



Left to Right: Fred Kruse, John LeViness, Earl Merrow, David Tilton Sr., Chairman Walter Drake, Sandra Roulston, Paul Pignone, Richard Cooney

CONSERVATION COMMISSION



Left to Right: Earl Merrow, Wally Schaltz, Chairman George Jones, Richard Gregory, Frank Hekimian

SUPERVISORS OF CHECKLIST



Left to Right: Sheila Murray, Chairman Janice Habib, Joan Sabatini

RECREATION COMMISSION



*Left to Right: Debra Swift, James Holland, Donald Heavey, Douglas Micklon, Joseph Dubios
Missing: Donald Waldron*

INDEPENDENT AUDITOR'S REPORT

To the Members of
the Board of Selectmen
Town of Salem
Salem, New Hampshire

We have audited the accompanying general purpose financial statements of the Town of Salem and the combining and individual fund financial statements of the Town of Salem as of and for the year ended December 31, 1988, as listed in the table of contents. These financial statements are the responsibility of the Town of Salem's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 1C, the general purpose financial statements referred to above do not include the General Fixed Asset Group of Accounts, which should be included to conform with generally accepted accounting principles. The amount that should be recorded in the General Fixed Asset Account Group is not known.

In our opinion, except that omission of the General Fixed Asset Group of Accounts results in an incomplete presentation, as explained in the above paragraph, the general purpose financial statements referred to above present fairly, in all material respects, the financial position of the Town of Salem at December 31, 1988, and the results of its operations and the changes in financial position of its nonexpendable trust funds for the year then ended, in conformity with generally accepted accounting principles. Also, in our opinion, the combining and individual fund financial statements referred to above present fairly, in all material respects, the financial position of each of the individual funds of the Town of Salem at December 31, 1988, and the results of operations of such funds for the year then ended, in conformity with generally accepted accounting principles.

Paul J. Murrin, CPA

CARRI PLODZIK SANDERSON
Professional Association

April 6, 1989

ASSESSING DEPARTMENT

SUMMARY INVENTORY

	1988	1989
LAND	211,015,150	213,311,550
BUILDINGS	441,275,850	463,349,400
UTILITIES	7,447,200	7,447,200
TOTAL GROSS VALUATION	659,738,200	684,108,150
ELDERLY EXEMPTIONS	3,770,900	3,946,900
BLIND EXEMPTIONS	105,000	105,000
TOTAL NET VALUATION	655,862,300	680,056,250
TAXES BEFORE VETERANS EXEMPTION	26,549,305	27,345,062
MINUS VETERANS EXEMPTION	103,250	100,100
NET PROPERTY COMMITMENT	26,446,055	27,244,962
TAX RATE	40.48	40.21
TOTAL CURRENT USE ACREAGE	2,501.39	2,508.88
TOTAL FULL VALUE	5,972,160	6,112,710
ASSESSMENT UNDER CURRENT USE	213,590	214,640
ASSESSMENT REDUCTION DUE TO CURRENT USE	5,758,570	5,898,070

Normand Pelletier CNHA
Chief Assessor

FROM THE TOWN CLERK'S OFFICE

The Salem Town Clerk's office continued to be a busy office in 1989. Along with other duties, we processed almost 30,000 vehicle registrations.

For the most part, long lines seem to be a thing of the past, due in part to our very efficient computer system and personnel.

The personnel in the Town Clerk's office consists of the Town Clerk, Barbara Lessard, Deputy Town Clerk, Mary Fawcett and Assistant Clerk, Barbara LaPointe. We also have a part time Bookkeeper, Ruth Hayes and a part time Assistant Clerk, Jill Edgecomb. Lois Kurgan was a welcome addition this year as a part time floater clerk between the Tax Collector's office, Assessor's office and the Town Clerk's office when and where she is needed.

It was, as usual, an enjoyable year working with and for the residents of Salem.

Barbara M. Lessard
Town Clerk, Salem, NH

RECEIPTS 1989

Automobile Tax Permits	\$2,261,511.00
1989 (29,545)	
Dog Licenses	
1988 (22)	126.00
1989 (1,230)	5,174.00
Title Fees	9,880.00
Certified Copies	2,617.00
Uniform Commercial Code Filings	10,381.20
Collection Fees	370.00
Filing Fees	5.00
Recording Fees	8.00
Legal Fees---Dogs	55.00
Dredge & Fill Permits	50.00
Pole Permits	35.00
Hospital Liens Recorded	225.00
Dog License Lists	75.00
Miscellaneous Copies	66.50
Marriage License Fees	9,372.00
Miscellaneous Receipts	23.60
	\$2,299,974.30
Less Remittance to State of New Hampshire for Marriage License Fees	-9,372.00
	\$2,290,602.30

VITAL STATISTICS

Recorded in Town Clerk's Office:	
Marriages	465
Births (Born in Salem, NH)	0
Deaths	
Salem Residents--Died in Salem	48
Salem Residents--Died in Other Towns (Informational Copy Received)	77
Non-Residents--Died in Salem	35
Non-Residents--Buried in Salem	24

TAX COLLECTOR'S REPORT

SUMMARY OF TAX ACCOUNTS

FISCAL YEAR ENDED DECEMBER 31, 1989 — (JUNE 30, 1990)

DR.

		Levies of		
	1989	1988	1988	Prior
Uncollected Taxes - Beginning of Fiscal Year: (1)				
Property Taxes	\$	1,879,896.92	\$	8,383.38
Resident Taxes		107,770.00		81,250.00
Land Use Change Tax		1,358.00		
Yield Taxes		2,456.00		2,205.15
Sewer Rents		-460,730.00		
Sewer Betterments		9,721.00		
Water Sales		300,645.00		
Taxes Committed to Collector:				
Property Taxes	\$	27,245,761.00		
Resident Taxes		246,170.00		
National Bank Stock				
Land Use Change Tax		116,940.00		
Yield Taxes				
Sewer Rents		1,863,873.00		
Other Utilities:				
Sewer Betterments		268,449.00		
Water Sales		1,073,708.00		
Added Taxes:				
Property Taxes				
Resident Taxes		20,070.00	1,830.00	
Overpayments: (2)				
a/c Property Taxes		26,262.77	9,750.67	
a/c Resident Taxes		380.00	170.00	
Interest Collected on Delinquent Taxes		27,744.16	103,275.30	
Penalties Collected on Resident Taxes		493.00	1,643.00	1.00
Total Debits	\$	30,889,850.93	\$	91,839.53

**SUMMARY OF TAX SALE/TAX LIEN ACCOUNTS
FISCAL YEAR ENDED DECEMBER 31, 1989 (JUNE 30, 1990)**

DR.

	Tax Sale/Lien on Account of Levies of...		
	1988	1987	Prior
Balance of Unredeemed Taxes Beginning of Fiscal Year:	\$	154,650.77	\$ 1,920.27
Taxes Sold/Executed to Town During Fiscal Year:	\$ 1,085,666.58		
Current Use Tax Sold To Town	1,536.88		
Interest Collected After Sale/Lien Execution:	24,977.98	11,885.67	543.73
Over-payments	147.20	.86	
Total Debits	\$ 1,112,328.64	\$ 166,537.30	\$ 2,464.00

CR.

Remittance to Treasurer During Fiscal Year:			
Redemptions	\$ 386,104.82	\$ 57,619.18	\$ 1,580.00
Interest & Cost After Sale	24,977.98	11,885.67	543.73
Abatements During Year	458.14	135.72	48.33
Deeded to Town During Year			
Unredeemed Taxes End of Year	699,250.82	96,896.73	291.94
Unredeemed Current Use Lien	1,536.88		
Unremitted Cash			
Total Credits	\$ 1,112,328.64	\$ 166,537.30	\$ 2,464.00

TAX COLLECTOR'S REPORT

SUMMARY OF TAX ACCOUNTS

FISCAL YEAR ENDED DECEMBER 31, 1989 — (JUNE 30, 1990)

CR.

	1989	Levies of	1988	Prior
Remitted to Treasurer During Fiscal Year:				
Property Taxes	\$ 24,863,628.20	\$	1,880,127.32	\$
Resident Taxes	159,660.00		16,510.00	10.00
National Bank Stock				
Land Use Change Tax	116,940.00		1,358.00	
Yield Taxes			1,806.00	1,561.00
Sewer Rents	1,430,442.00		460,730.00	
Other Utilities:				
Sewer Betterments	230,579.00		9,721.00	
Water Sales	837,123.00		300,645.00	
Interest on Taxes	27,744.16		103,275.30	
Penalties on Resident Tax	493.00		1,643.00	1.00
Discounts Allowed:				
Abatements Allowed:				
Property Taxes	837.00		9,520.27	
Resident Taxes	23,070.00		14,690.00	81,240.00
Yield Taxes				
Sewer Rents	56,730.00			
Sewer Betterments	16,374.00			
Water Sales	26,862.00			
Uncollected Taxes End of Fiscal Year:				
Property Taxes	2,407,558.57		0.00	8,383.38
Resident Taxes	83,890.00		78,570.00	00.00
National Bank Stock				
Land Use Change Tax	0.00		0.00	
Yield Taxes			650.00	644.15
Sewer Rents	376,701.00			
Other Utilities:				
Sewer Betterments	21,496.00			
Water Sales	209,723.00			
Total Credits	\$ 30,889,850.93	\$	2,879,245.89	\$ 91,839.53

- (1) These uncollected balances should be the same as last year's ending balances.
- (2) Overpayments should be included as part of regular remittance items.

REPORT OF TRUSTEES OF TRUST FUNDS FOR THE TOWN OF SALEM

The following report shows the activities and investments of the Trustees of the Trust Funds for the calendar year 1989. The enclosed information includes beginning balances for each fund, the growth of each fund during the year, the amounts paid out of income, including expenses, and the total for each fund at the end of the year. In addition, this report shows the various funds which have been established over the years by citizens and organizations of the Town of Salem, and for the purposes for which the funds were established.

In 1989 the direct care and maintenance of the Town Trust's funds was entrusted to the Charter Trust Company of Concord, New Hampshire. Charter Trust has managed the funds under the direction of the Trustees of the Trust Funds, by investing the monies, collecting income, preparing quarterly and annual reports on the funds, and in issuing checks as requested by the Trustees.

This report is intended to be an understandable and comprehensive report on the Town's Trust Funds and if you should have suggestions or questions, please feel free to contact the Trustees at the Town Hall.

Hobart W. Spring, Trustee
Harley Featherston, Trustee
John F. Troy, Trustee



Left to Right: Hobart Spring, Harley Featherston, John Troy

FUND TITLE/SOURCE	DATE ESTABLISHED	PURPOSE
John McVoy Fund	1932	Care of Needy
John Dix Fund	1930	Public Improvement
Simpson-Maxwell Nurse Fund by Will	1965	Support District Nurse
Simpson-Maxwell Needy Fund by Will Article 29 of Agatha A. Maxwell & Article 25 of Mary F. Simpson	1964	For Assisiance of needy Children of Salem to be expended by Town Nurse
Lancaster Spelling Bee Fund by Will Article 13	1956	For prizes for participants in a spelling contest
Ordway Fund	1916	Support School System
Enoch Taylor Fund	1921	Support of High School
William D. Ackerman Memorial Fund	1973	Awarded to deserving graduate of Salem High School to be administered by School Board
School Prize	1944	Purchase 3 medals to graduating class members with highest last 2 year average ranking
Bicentennial Scholarship	1977	Support Dollars for Scholars
Salem Historic Commission	1978	Historical Improvements
John A. Bailey	1928	Library Books
Council on Fine Arts	1973	Library Books
William E. Lancaster	1956	Selectmens Discretion
Frankie Linehan	1984	Tech. School Scholarship
Bucheri	1974	Memorial Care
McLaughlin	1975	Cemetery Lot Care
Lancaster Cemetery	1962	Cemetery Lot Care
Cemetery: Perpetual Care	Various	Maintenance of Cemetery Lots
Special Funds, Cemetery	Various	TBD
Flower Funds, Cemetery	Various	To provide flowers for gravesites
General Funds, Cemetery	1985	
Albert E. Kelly III	1988	Scholarship
Madeline A. Little by Will, para H.	1988	No. Salem Library Books
McClary-Telfer Fund	1988	Salem Center Cemetery upkeep
Blodgett-Clark Fund will of Lee P. Hart	1989	Maintain Blodgett-Clark Cemetery Lot

REPORT OF THE TRUSTEES OF TRUST FUNDS OF THE TOWN OF SALEM FOR 1989

***** PRINCIPAL ***** INCOME *****

DATE	TRUST NAME	PURPOSE	BEGINNING BALANCE	NEW FUNDS	GAIN/(LOSS)	ENDING BALANCE	BEGINNING BALANCE	INCOME	PAID OUT	EXPENSE	ENDING BALANCE	TOTAL
1988	ALBERT KELLY III	ANNUAL SCHOLARSHIP	3,570.81	241.33	(8.70)	3,803.44	0.00	260.78	(241.33)	(19.45)	1,772.26	3,803.44
1984	FRANKIE LINSEAN	ANNUAL SCHOLARSHIP	12,017.45	346.01	(30.49)	12,332.97	500.00	914.18	(1,346.01)	(68.17)	0.00	12,332.97
1964	SIMPSON-MAXWELL	ASSIST NEEDY CHILDRE	5,058.30	0.00	(12.93)	5,045.37	249.56	387.65	(249.56)	(28.91)	358.74	5,404.11
1928	BAILEY, JOHN	BOOKS FOR LIBRARY	2,128.17	0.00	(5.44)	2,122.73	105.00	161.69	(105.00)	(12.16)	150.93	2,273.66
1973	COUNCIL OF FINE ARTS	BOOKS FOR LIBRARY	434.13	0.00	(1.11)	433.02	21.42	31.27	(21.42)	(2.48)	5,008.48	463.81
1932	JOHN MCVOY	CARE OF NEEDY	69,516.21	0.00	(180.50)	69,335.71	4,588.54	5,412.04	(4,588.54)	(403.56)	0.00	74,344.19
1988	BLOOMERY - CLARK	CEMETARY LOT MAINT	2,000.00	0.00	(4.87)	1,995.13	0.00	146.06	0.00	(10.89)	135.17	2,130.30
****	CEMETARY FUND	GENERAL MAINTENANCE	165,989.58	6,975.00	(440.88)	172,523.70	13,412.95	13,156.99	(13,412.95)	(996.75)	12,360.24	184,883.94
1965	SIMPSON-MAXWELL	DISTRICT NURSES	23,820.81	0.00	(62.23)	23,758.59	1,722.90	1,865.52	(1,722.90)	(139.11)	1,726.41	25,485.00
1921	ENOCH TAYLOR	HIGH SCHOOL SUPPORT	43,463.87	0.00	(113.11)	43,350.76	2,973.30	3,391.41	(2,973.30)	(232.88)	3,138.52	46,489.28
1989	SALEM HIST COMM	HISTORICAL IMP	0.00	1,000.00	0.00	1,000.00	0.00	31.49	0.00	(2.52)	28.97	1,028.97
1970	SALEM HISTORICAL COMM	HISTORICAL IMP	26,222.04	0.00	(63.87)	26,158.17	0.00	1,915.06	0.00	(142.80)	1,772.26	27,930.43
1975	CHARLES MCLAUGHLIN	LOT CARE	1,000.00	0.00	(2.59)	997.41	63.15	771.64	(8.00)	(4.79)	137.00	1,124.41
1962	LANCASTER	LOT CARE	2,500.00	0.00	(7.27)	2,492.73	486.15	218.09	(229.00)	(15.26)	458.98	2,951.71
****	CEMETARY	PERPETUAL CARE	40,637.50	0.00	(107.32)	40,530.18	3,423.60	3,217.84	(3,423.60)	(239.93)	2,977.89	43,508.07
1974	MARIO BUCCHERI	MEM SITS CARE	250.00	0.00	(0.65)	249.35	15.79	19.41	(15.79)	(1.93)	17.48	267.31
1930	JOHN DIX	PUBLIC IMPROVEMENTS	19,208.66	0.00	(49.21)	19,159.45	1,822.28	1,456.50	(1,822.28)	(114.59)	1,388.91	20,543.66
1988	MADELINE A LITTLE	SALM ELEM SCH BOOKS	3,000.00	0.00	(7.90)	2,992.10	78.98	734.84	(78.98)	(18.77)	208.07	3,200.87
1973	ACKESMAN MEN SCHOOL	SCHOLARSHIP	3,482.52	0.00	(8.90)	3,473.62	172.90	266.83	(172.90)	(19.90)	247.03	3,720.55
1977	BICEFENNIAL SCHOLARSHIP	SCHOLARSHIP	8,692.32	0.00	(22.71)	8,669.65	631.21	660.92	(631.21)	(30.77)	1,261.36	9,931.01
1989	LANCASTER - BALL	SCHOLARSHIP - PAID	0.00	1,000.00	0.00	1,000.00	0.00	41.85	(38.50)	(3.35)	0.00	1,000.00
1944	SCHOOL PRIZE	SCHOLARSHIP - PAID	0.00	(1,000.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1916	OSKAY	SCHOOL SUPPORT	555.69	0.00	(1.69)	554.00	137.42	50.62	0.00	(3.77)	184.27	738.27
1956	LANGASTER FUND	SELECTION'S DISC	746.71	0.00	(1.91)	744.80	36.86	371.24	(36.86)	(4.29)	52.35	797.75
1958	LANCASTER	SELECTION'S DISC	110,009.48	473.65	(267.95)	110,215.18	0.00	8,034.25	(7,435.15)	(599.10)	0.00	110,215.18
1956	LANCASTER	SELECTION'S DISC	2,023.34	0.00	(5.31)	2,018.03	237.49	185.11	0.00	(12.31)	390.29	2,408.12
1988	MCCLARY TRIFARI FUND	UPPE OF SALEM CTR CE	5,592.46	0.00	(14.31)	5,578.15	282.72	429.09	(282.72)	(32.00)	397.08	5,975.23
****	CEMETARY	VARIOUS	1,700.00	0.00	(4.49)	1,695.51	143.19	134.61	(143.19)	(10.04)	124.57	1,820.08
1976	A & O BALL	FLOWERS	300.00	0.00	(0.89)	299.12	61.67	26.41	(33.00)	(1.97)	53.11	352.23
1963	ALICE R DUSTIN	FLOWERS	150.00	0.00	(0.83)	149.17	26.50	12.69	(8.00)	(0.86)	30.43	180.00
1987	ANNA W TAYLOR	FLOWERS	300.00	0.00	(0.81)	299.19	31.38	24.20	(8.00)	(1.80)	45.78	344.97
1946	B HOWARD & B SMITH	FLOWERS	50.00	0.00	(0.13)	49.87	4.21	3.96	(4.21)	(0.30)	3.66	53.53
1967	C CROSS & W PRIEST	FLOWERS	150.00	0.00	(0.43)	149.57	26.50	12.89	(8.00)	(0.62)	30.43	180.00
1945	CLARENCE J SYLVIAN	FLOWERS	100.00	0.00	(0.31)	99.69	13.35	8.28	(8.00)	(0.62)	13.01	112.73
1970	CLARENCE CAMERON	FLOWERS	600.00	0.00	(1.71)	598.29	100.57	51.16	(48.00)	(3.81)	99.92	698.21
1956	CLAYTON I SILVER	FLOWERS	100.00	0.00	(0.38)	99.62	8.28	8.28	(8.00)	(0.62)	13.01	112.73
1970	CLAYE R COOLIDGE	FLOWERS	200.00	0.00	(0.59)	199.42	39.67	17.50	(23.00)	(3.30)	32.87	232.29
1924	EDMUND H PETFINGILL	FLOWERS	200.00	0.00	(0.58)	199.42	39.67	17.50	(23.00)	(3.30)	32.87	232.29
1987	G BURGHART	FLOWERS	300.00	0.00	(0.80)	299.20	28.89	24.02	(23.00)	(1.79)	28.12	327.32
1966	G P HENDERSON	FLOWERS	300.00	0.00	(0.86)	299.14	51.17	25.65	(33.00)	(1.91)	51.91	351.05
1971	GERTRUDE SILVER	FLOWERS	200.00	0.00	(0.58)	199.42	39.67	17.50	(23.00)	(3.30)	32.87	232.29
1967	EMANUEL J KOLFE	FLOWERS	300.00	0.00	(0.79)	299.21	30.22	24.12	(25.00)	(1.60)	27.54	326.74
1968	EMANUEL J KOLFE	FLOWERS	300.00	0.00	(0.79)	299.21	25.27	23.76	(25.00)	(1.77)	22.26	321.47
1981	J & T CONSOGLI	FLOWERS	300.00	0.00	(0.89)	299.11	66.01	33.00	(33.00)	(1.99)	57.75	356.86
1945	AURA TAYLOR	FLOWERS	200.00	0.00	(0.58)	199.42	39.67	17.50	(23.00)	(3.30)	32.87	232.29
1985	M JANTON	FLOWERS	300.00	0.00	(0.89)	299.11	66.01	33.00	(33.00)	(1.99)	57.75	356.86
1975	MARGARET GURNEY	FLOWERS	300.00	0.00	(0.89)	299.11	66.01	26.73	(25.00)	(1.99)	65.75	364.86

REPORT OF THE TRUSTEES OF TRUST FUNDS OF THE TOWN OF SALEM FOR 1989

DATE	TRUST NAME	PURPOSE	PRINCIPAL										TOTAL
			BEGINNING BALANCE	NEW FUNDS	GAIN/(LOSS)	ENDING BALANCE	REMAINING BALANCE	INCOME	PAID OUT	EXPENSES	ENDING BALANCE	TOTAL	
1986	R BOYES	FLOWERS	300.00	0.00	(0.85)	299.15	90.57	25.60	(23.00)	(1.91)	51.26	350.41	
1937	S & T ROCKERS	FLOWERS	200.00	0.00	(0.58)	199.42	39.67	17.50	(23.00)	(1.30)	32.87	232.29	
1975	BURDEN HALL	FLOWERS	300.00	0.00	(0.88)	299.12	61.67	26.41	(33.00)	(1.97)	53.11	352.23	
1982	W WESTERDALE	FLOWERS	300.00	0.00	(0.89)	299.11	66.01	26.73	(25.00)	(1.99)	65.75	364.86	
1969	WALTER E KIDBALL	FLOWERS	100.00	0.00	(0.28)	99.72	13.35	8.28	(8.00)	(0.62)	13.01	112.73	
1951	AMIE M STEVENS	FLOWERS FOR LOT	100.00	0.00	(0.28)	99.72	13.35	8.28	(8.00)	(0.62)	13.01	112.73	
1940	CHARLES A QUIGLEY	FLOWERS FOR LOT	100.00	0.00	(0.28)	99.72	13.35	8.28	(8.00)	(0.62)	13.01	112.73	
1938	S L ROCKERS	FLOWERS FOR LOT	50.00	0.00	(0.13)	49.87	4.21	3.96	(4.00)	(0.30)	3.87	53.74	
1937	S L ROCKERS	FLOWERS FOR LOT	50.00	0.00	(0.13)	49.87	4.21	3.96	(4.00)	(0.30)	3.87	53.74	
	TOTALS		559,769.59	9,035.99	(1,444.32)	567,361.26	31,600.65	43,617.28	(36,347.25)	(3,246.14)	33,524.54	600,885.80	

COMMON FUND OF THE TOWN OF SALEM FOR 1989

Shares/ Par Value	Description	Rate	Maturity	Balance 01/01/89	Added	Sold	Gain or (Loss)	Balance 12/31/89	Income for Year
74,740	GNMA POOL #7083	8.000%	09/15/2005		68,390.37	(1,799.91)	152.92	66,743.38	4,729.64
77,969	GNMA POOL #34642	9.000%	05/15/2009		77,775.77		0.00	77,775.77	(311.88)
60,000	INDIAN HEAD BANK	9.600%	10/01/89	60,000.00		(60,000.00)	0.00	0.00	5,414.67
75,000	FED HOME LOAN BKS	9.600%	02/26/90		75,000.00		0.00	75,000.00	3,580.00
75,000	FED HOME LOAN BKS	9.600%	01/25/91		75,000.00		0.00	75,000.00	2,960.00
75,000	FED HOME LOAN BKS	11.700%	04/27/92		79,968.75	(365.41)	0.00	79,603.34	6,142.72
75,000	FED HOME LOAN BKS	11.700%	07/26/93		80,648.44	(81,451.50)	803.06	0.00	2,029.57
125	ABBOTT LABORATORIES				7,215.63	(8,377.85)	1,162.22	(0.00)	87.50
480	BANK EAST			6,900.00			0.00	6,900.00	115.20
150	BRISTOL MYERS			7,233.75		(7,241.01)	7.26	(0.00)	75.00
151	BRISTOL-MYERS SQUIBB			8,089.20		(1,084.00)	0.57	7,005.77	0.00
500	MCDONALD'S CORP			14,675.00			0.00	14,675.00	77.50
350	SNAP-ON TOOLS			14,035.00		(10,464.65)	(3,570.35)	0.00	189.00
63	SOUTHERN CORP			7,015.05		(7,015.05)	0.00	0.00	31.50
10,532	BANK EAST CD	7.900%	12/31/88	10,531.58		(10,531.58)	0.00	0.00	0.00
25,493	BANK EAST CD	7.900%	12/31/88	25,592.59		(25,592.59)	0.00	0.00	0.00
26,110	BANK EAST CD	7.900%	12/31/88	26,109.72		(26,109.72)	0.00	0.00	0.07
15,000	INDIAN HEAD CD	8.000%	12/31/88	15,000.00		(15,000.00)	0.00	0.00	0.00
15,442	MERRIMACK CITY SB	7.500%	12/31/88	15,441.81		(15,441.81)	0.00	0.00	0.00
34,509	MERRIMACK CITY SB CD	7.500%	12/31/88	34,509.27		(34,509.27)	0.00	0.00	0.00
30,000	NUMERICA SB	8.650%	12/31/88	30,000.00		(30,000.00)	0.00	0.00	0.00
50,000	PELHAM BK & TR CD	8.250%	12/31/88	50,000.00		(50,000.00)	0.00	0.00	0.00
20,000	ROCKINGHAM CITY SB	8.300%	12/31/88	20,000.00		(20,000.00)	0.00	0.00	0.00
15,000	SALEM CO-OP	8.250%	12/31/88	15,000.00		(15,000.00)	0.00	0.00	0.00
5,800	SALEM CO-OP	8.250%	12/31/88	5,800.00		(5,800.00)	0.00	0.00	0.00
15,728	SALEM CO-OP	8.250%	12/31/88	15,727.50		(15,727.50)	0.00	0.00	0.00
24,819	CITY BK & TR	7.850%	01/03/89	24,819.25		(24,819.25)	0.00	0.00	0.00
41,561	CITY BK & TR	7.950%	03/10/89	41,561.35		(41,561.35)	0.00	0.00	0.00
1,834	SALEM CO-OP	8.000%	03/10/89	1,834.26		(1,834.26)	0.00	0.00	103.17
75,000	LYNDONVILLE SB	10.000%	05/24/93		75,000.00		0.00	75,000.00	2,719.73
	DREYFUS CASH MGT PLUS				115,515.42		0.00	115,515.42	6,153.77
	DREYFUS TN CASH MGT PLUS			65,944.69		(65,944.69)	0.00	0.00	758.74
	DREYFUS IRENAS CASH MGT			126,968.00		(126,968.00)	0.00	0.00	6,202.21
	FEDERAL SB			100,000.00		(100,000.00)	0.00	0.00	1,456.91
	LAKE SUNAPEE SB MMA			100,000.00		(100,000.00)	0.00	0.00	723.88
	MEREDITH VILLAGE SB			15,000.00		(15,000.00)	0.00	0.00	67.45
	ACCRUED INC RECEIVABLE			21,053.22		(21,053.22)	0.00	0.00	0.00
	CASH			5,545.00		(5,545.00)	0.00	0.00	0.00
	DUE FROM CHARTER TR CO			103.00			0.00	103.00	0.00
	NEW FUNDS IN SVGS ACCTS			5,679.12			0.00	5,679.12	210.93
	Receivable from town			1,885.00			0.00	1,885.00	0.00
	TOTALS			591,370.24	955,197.50	(944,237.62)	(1,444.32)	600,885.80	43,517.28

CAPITAL PROJECTS FUND

PURPOSE	APPROP. 1989	PRIOR YEARS CARRY-OVER	EXPENDED	ENCUMBERED	BALANCE + (-)
Sewer-Force Main		66,906	7,554		59,352
Sewer-Green Acre Dr.	5,088		5,088		0
Fire Station Renovation		116,577	116,577		0
Fire Pumper		1,937	1,937		0
Sewer Construction		7,159			7,159
Road Improvements		733	733		0
Dam Repairs		636	636		0
TOTAL	5,088	193,948	132,525	0	66,511

CAPITAL PROJECTS FUND 1989

Cash on hand 1/1/89	416,560
Receipts: Interest	12,770
Payments	(346,330)
Cash on hand 12/31/89	83,000

CONSERVATION COMMISSION 1989

Cash on hand 1/1/89	175,786
Receipts: Interest	14,926
Payments	(1,200)
Cash on hand 12/31/89	189,512

<u>SEWER FUND</u>	APPROP. 1989	PRIOR YEARS CARRY-OVER	EXPENDED	ENCUMBERED	BALANCE +(-)
PURPOSE					
Personnel Services	126,416		121,667		4,749
Supplies	6,550		6,001		549
Services & Other Charges	2,678,420		2,410,359		268,061
Total	2,811,386	0	2,538,027	0	273,359
	APPROP. 1989	RECEIVED			BALANCE
Revenue	2,811,386	2,593,489			(217,897)

<u>WATER FUND</u>	APPROP. 1989	PRIOR YEARS CARRY-OVER	EXPENDED	ENCUMBERED	BALANCE +(-)
PURPOSE					
Personnel Services	269,391		259,763		9,628
Supplies	14,150		14,001		149
Services & Other Charges	1,187,325	3,758	786,910	10,473	393,700
Capital	14,000	91,426	488,787		(383,361)
TOTAL	1,484,866	95,184	1,549,461	10,473	20,116
	APPROP. 1989	RECEIVED			BALANCE
Revenue	1,484,866	1,140,399			(344,467)

STATEMENT OF APPROPRIATION

1989

PURPOSES OF APPROPRIATIONS

GENERAL GOVERNMENT:

Town Officers' Salaries	43,982
Town Officers' Expenses	1,163,670
Election and Registration	15,991
Cemeteries	323,707
General Government Bldgs.	168,698
Planning and Zoning	125,496
Legal Expenses	128,670
Engineering	251,538

MISCELLANEOUS:

Insurance	218,371
District Court	49,340
Miscellaneous Benefits	99,545

TOTAL APPROPRIATIONS

19,922,152

PUBLIC SAFETY:

Police Department	3,504,981
Fire Department	3,680,313
Civil Defense	1
Building Inspection	239,202
Outside Detail	295,448

HIGHWAYS, STREETS, BRIDGES:

General Highway	1,299,350
Street Lighting	226,296

SANITATION:

Solid Waste Disposal	873,469
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HEALTH:

Animal Control	48,278
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WELFARE:

General Assistance	217,944
Outside Human Services	99,938

CULTURE AND RECREATION:

Library	728,839
Parks and Recreation	192,888
Patriotic Purposes	15,300
Elderly	92,059

DEBT SERVICE:

Principal of Long-Term Bonds	363,350
Interest of Long-Term Bonds	169,753
Interest-Tax Anticipation	187,500

CAPITAL OUTLAY:

Capital Improvements	510,322
Fire Station Addition	100,000
Lease/Purchase Fire Truck	76,451
Pave Salem Street	127,628

MISCELLANEOUS:

Municipal Water Department	1,476,683
Municipal Sewer Department	2,807,151

SOURCES OF REVENUE

TAXES:

Resident Taxes	260,000
National Bank Stock Taxes	25
Yield Taxes	2,400
Interest & Penalties on Taxes	111,700
Land Use Change Tax	10,000
Boat Tax	20,000

INTERGOVERNMENTAL REVENUES-STATE:

Shared Revenue-Block Grant	334,105
Highway Block Grant	304,224
Railroad Tax	7

LICENSES AND PERMITS:

Motor Vehicle Permits	2,400,000
Dog Licenses	5,500
Business Licenses, Permits, Fees	141,000

CHARGES FOR SERVICES:

Income from Departments	750,350
Rent of Town Property	23,000
Court House Lease	175,000
Outside Police Detail	314,000
Cable Franchise Fee	34,000

MISCELLANEOUS REVENUES:

Interest on Deposits	300,000
Sale of Town Property	97,500
Interest-Capital Projects	77,256
Income-Trust Funds	25,000
Return on Comp. Programs	118,000
Miscellaneous	1,000

OTHER FINANCING SOURCES:

Income from Water & Sewer Depts	4,283,834
Payment in Lieu of Taxes	22,000
Fund Balance	925,000

TOTAL REVENUES AND CREDITS

10,834,901

TAXES ASSESSED

1989

TAX RATE COMPUTATION

Total Town Appropriations	19,922,152
Total Revenues and Credits	(10,834,901)
Net Town Appropriations	9,087,251
Net School Tax Assessment	17,114,112
County Tax Assessment	1,471,821
Total Town, School and County	27,673,184
Business Profits Tax Reimb.	(628,080)
War Service Credits	100,100
Overlay	199,858
Property Taxes to be Raised	27,345,062

VALUATION	TAX RATE	TAXES TO BE RAISED
\$680,056,250	\$40.21	\$27,345,062

GENERAL FUND
STATEMENT OF EXPENDITURES
1989

Selectmen	37,019
District Court	53,386
Town Manager	43,526
Legal	178,414
Personnel	131,188
Employee Benefits	84,449
Boards and Committees	28,619
Municipal Buildings	173,356
Finance	277,616
Data Processing	177,679
Assessing	159,911
Town Clerk	140,568
Elections	13,126
Tax Collector	110,964
Debt Services	710,451
Insurance	191,323
Engineering	242,760
Planning	115,622
Inspections	232,868
Police Department	3,410,850
Fire Department	3,890,982
Civil Defense	0
Animal Control	52,838
Public Works	2,336,662
Lighting	217,051
Welfare	249,378
Outside Human Services	92,058
Recreation	178,284
Elderly	89,924
Library	720,346
Community Contributions	15,244
Capital Improvements	387,378
Fire Station Addition	100,000
Lease/Purchase - Fire Truck	76,451
Outside Detail	341,562
Overlay	127,654
Miscellaneous	1,917
School District	16,584,226
County Tax	1,471,821
Temporary Loans	4,500,000
TOTAL	37,947,471

GENERAL FUND

STATEMENT OF RECEIPTS

1989

Property Tax-Current Year	24,863,628	Tattoo Parlor Licenses	300
Property Tax-Prior Year	1,880,127	Police Alarm Permits	1,905
Resident Tax-Current Year	159,660	Police Reports	8,463
Resident Tax-Prior Year	16,520	Outside Detail	348,546
National Bank Stock Tax		Police Alarms	10,975
Boat Tax	27,561	Parking Fines	6,985
Land Use Change Tax	118,298	Other Police Income	3,605
Yield Tax	3,367	Ambulance Fees	134,028
Interest on Taxes	131,019	Other Fire Income	2,554
Resident Tax Penalties	2,137	Cemetery Lots	6,735
NH Shared Revenue	962,185	Cemetery Openings	18,078
Railroad Tax		Maps-Engineering	5,517
Highway Block Grant	307,011	Recycling	459
Civil Defense	900	Landfill Permits	49,990
Trotting and Racing Fees	131,150	Animal Control Fees	1,774
Sunday Sales	14,202	Landfill Tonnage Charges	85,300
Cable Franchise Fee	76,405	Landfill Interest	454
Other Business Licenses	1,936	Welfare Charges	957
Elections and Registration	446	Welfare Liens	3,502
Public Hearings	1,727	Recreation Charges	56,147
Maps, Copies, Etc.	2,007	Library Fees	15,464
Land Use Ordinance	4,727	Sewer Administration Charges	36,000
Community Profile	40	Water Administration Charges	84,000
Development Handbook	30	Interest Earnings	427,437
Master Plan	100	Trust Fund Income	23,287
Planning Board	17,650	Rent of Town Property	18,478
Auto Permits	2,260,547	Court House Lease	210,073
Title Fees	9,871	Court Fines	2,749
Marriage Licenses	9,373	Return-Comp. Programs	118,270
Dog Licenses	5,300	Payment in Lieu of Taxes	22,494
Miscellaneous Clerk Fees	13,911	Sale of Town Property	101,596
Building Permits	117,650	Sale of Town Histories	295
Electrical Permits	16,351	Other Financing Sources	13,906
Plumbing Permits	8,589	Miscellaneous Revenues	635
Other Inspection Permits	350	Use of Fund Balance	925,000
WSPCC Permits	3,060	Temporary Loans	4,500,000
Food Service Licenses	11,840		
			38,425,672

STATEMENT OF TOWN DEBT

FOR THE YEAR ENDING DECEMBER 31, 1989

ISSUE DATE	AMOUNT ORIGINAL ISSUE	INTEREST RATE	FINAL PAYMENT	1/1/89 OUTSTANDING DEBT	RETIRED DURING YEAR	NEW ISSUES	OUTSTANDING PRINCIPAL 12/31/89	PRINCIPAL DUE 1990	PAYMENTS SUBSEQUENT YEARS
WATER BONDS									
1961	450,000	3.80	7/01/91	60,000	20,000		40,000	20,000	20,000
1965	550,000	3.40	7/15/95	105,000	15,000		90,000	15,000	75,000
1967	200,000	4.40	9/15/97	45,000	5,000		40,000	5,000	35,000
1972	600,000	5.00	1/15/92	120,000	30,000		90,000	30,000	60,000
1978	780,000	6.75	12/1/98	360,000	40,000		320,000	40,000	280,000
1982	250,000	9.009	12/1/97	130,000	18,000		112,000	18,000	94,000
1985	600,000	9.25	3/01/05	507,600	30,882		476,718	30,882	445,836
1986	1,250,000	7.38	7/15/01	1,080,000	85,000		995,000	85,000	910,000
1987	92,782	7.40	1/15/08	92,782	4,800		87,982	4,800	83,182
	<u>4,772,782</u>			<u>2,500,382</u>	<u>248,682</u>		<u>2,251,700</u>	<u>248,682</u>	<u>2,003,018</u>
SEWER BONDS									
*1963	1,620,000	3.00	4/01/93	370,000	70,000		300,000	75,000	225,000
*1967	500,000	4.20	9/15/97	90,000	10,000		80,000	10,000	70,000
1969	185,000	6.50	12/1/89	5,000	5,000		0	0	0
1969	650,000	6.30	12/1/89	30,000	30,000		0	0	0
*1972	655,000	5.00	1/15/92	120,000	30,000		90,000	30,000	60,000
1973	825,000	5.20	10/1/93	200,000	40,000		160,000	40,000	120,000
1974	1,900,000	5.50	6/01/93	500,000	100,000		400,000	100,000	300,000
1978	450,000	6.75	12/1/98	200,000	20,000		180,000	20,000	160,000
*1982	600,000	9.009	12/1/97	309,000	43,650		265,350	43,650	221,700
1985	6,200,000	9.25	3/01/05	5,242,400	319,118		4,923,282	319,118	4,604,164
*1987	2,207,218	7.40	1/15/08	2,207,218	115,200		2,092,018	115,200	1,976,818
	<u>15,792,218</u>			<u>9,366,400</u>	<u>782,968</u>		<u>8,490,650</u>	<u>752,968</u>	<u>7,737,682</u>
MUNICIPAL BONDS									
1982	2,100,000	9.009	12/1/97	1,083,000	152,550		930,450	152,550	777,900
1987	500,000	7.40	1/15/93	500,000	100,000		400,000	100,000	300,000
	<u>2,600,000</u>			<u>1,583,000</u>	<u>252,550</u>		<u>1,330,450</u>	<u>252,550</u>	<u>1,077,900</u>
HIGHWAY BONDS									
1979	1,700,000	5.70	5/01/94	600,000	100,000		500,000	100,000	400,000
1982	150,000	9.009	12/1/97	78,000	10,800		67,200	10,800	56,400
	<u>1,850,000</u>			<u>678,000</u>	<u>110,800</u>		<u>567,200</u>	<u>110,800</u>	<u>456,400</u>
TOTAL	<u>25,015,000</u>			<u>14,035,000</u>	<u>1,395,000</u>		<u>12,640,000</u>	<u>1,365,000</u>	<u>11,275,000</u>

* Partial or full payments of principal and interest guaranteed by State of New Hampshire

GENERAL FUND

COMPARATIVE STATEMENT OF APPROPRIATIONS

1989

	BUDGET	EXPENDED	ENCUMBERED	BALANCE
Selectmen	43,982	37,019	5,011	1,952
District Court	49,340	53,386	550	(4,596)
Town Manager	116,845	43,526	125	73,194
Legal	128,670	178,414		(49,744)
Personnel	116,318	131,188		(14,870)
Employee Benefits	99,545	84,449		15,096
Boards and Committees	39,659	28,619		11,040
Municipal Buildings	169,869	173,356	2,142	(5,629)
Finance	289,984	277,616		12,368
Data processing	180,341	177,679	895	1,767
Assessing	161,270	159,911	93	1,266
Town Clerk	139,330	140,568		(1,238)
Elections	15,991	13,126		2,865
Tax Collector	119,923	110,964	3,000	5,959
Debt Services	720,603	710,451		10,152
Insurance	218,371	191,323	15,991	11,057
Engineering	251,538	242,760	2,181	6,597
Planning	125,496	115,622	1,348	8,526
Inspections	239,202	232,868		6,334
Police Department	3,504,981	3,410,850	4,327	89,804
Fire Department	3,680,313	3,890,982	13,488	(224,157)
Civil Defense	1	0		1
Animal Control	49,964	52,838		(2,874)
Public Works	2,481,251	2,336,662	23,692	120,897
Lighting	226,296	217,051		9,245
Welfare	217,944	249,378		(31,434)
Outside Human Services	99,938	92,058		7,880
Recreation	192,888	178,284	740	13,864
Elderly	92,059	89,924		2,135
Library	728,839	720,346		8,493
Community Contributions	15,300	15,244		56
Capital Improvements	510,322	387,378	99,277	23,667
Special Articles	304,079	176,451	127,628	0
Outside Detail	295,448	341,562		(46,114)
	<u>15,625,900</u>	<u>15,261,853</u>	<u>300,488</u>	<u>63,559</u>
Prior Year Encumbrances	329,662	254,360	60,165	15,137
	<u>15,955,562</u>	<u>15,516,213</u>	<u>360,653</u>	<u>78,696</u>
Overlay	199,858	127,654		72,204
Miscellaneous		1,917		(1,917)
School & County	18,056,047	18,056,047		0
TOTAL	<u>34,211,467</u>	<u>33,701,831</u>	<u>360,653</u>	<u>148,983</u>

GENERAL FUND
COMPARATIVE STATEMENT OF RECEIPTS
1989

	ESTIMATED	ACTUAL	EXCESS (DEFICIT)
Local Taxes			
Property Tax-Current Year	27,244,962	24,863,628	(2,381,334)
Property Tax-Prior Year		1,880,127	1,880,127
Resident Tax-Current Year	260,000	159,660	(100,340)
Resident Tax-Prior Year		16,520	16,520
National Bank Stock Tax	25		(25)
Boat Tax	20,000	27,561	7,561
Land Use Change Tax	110,000	118,298	8,298
Yield Tax	2,400	3,367	967
Interest & Penalties	111,700	133,156	21,456
State Revenues			
Shared Revenue	962,185	962,185	0
Railroad Tax	7		(7)
Highway Block Grant	304,224	307,011	2,787
Water Pollution Projects			
Civil Defense		900	900
Land & Water Conservation			
Other Governmental Revenue			
Local Sources			
Motor Vehicle Permits	2,400,000	2,260,547	(139,453)
Dog Licenses	5,500	5,300	(200)
Business Licenses	175,000	221,757	46,757
Income from Departments	750,350	755,933	5,583
Outside Police Detail	314,000	348,546	34,546
Interest on Deposits	300,000	427,437	127,437
Trust Fund Income	25,000	23,287	(1,713)
Rent of Town Property	23,000	18,473	(4,522)
Court House Lease	175,000	210,073	35,073
Return-Comp. funds	118,000	118,270	270
Payment in Lieu of Taxes	22,000	22,494	494
Other Financing Sources	77,256	13,906	(63,350)
Sale of Town Property	97,500	101,596	4,096
Miscellaneous Revenues	1,000	635	(365)
Use of Fund Balance	925,000	925,000	0
	34,424,109	33,925,672	(498,437)



OFFICIAL BALLOT

TOWN ELECTION AND SCHOOL DISTRICT ELECTION

TOWN OF
SALEM, NEW HAMPSHIRE

March 14, 1989

Michael J. Carney
SCHOOL DISTRICT CLERK

Deborah A. Leane
TOWN CLERK



INSTRUCTIONS TO VOTERS

- To vote, complete the arrow(s) ← pointing to your choices, like this ←
- To write-in a candidate not on the ballot, write the name on the line provided for the office and complete the arrow ← pointing to the write-in line, like this ←

SCHOOL DISTRICT	
For School Board Member THREE YEARS Vote for TWO:	
EDWIN D. DUVALL 2096	←
MARIO J. POLITO 918	←
SANDRA P. ROULSTON 2439	←
WRITE IN	←
WRITE IN	←
For School District Moderator THREE YEARS Vote for ONE:	
LAURENCE N. BELAIR 2668	←
WRITE IN	←
For School District Treasurer THREE YEARS Vote for ONE:	
PATRICIA A. ALDRICH 2655	←
WRITE IN	←
For School District Clerk THREE YEARS Vote for ONE:	
MICHAEL J. CARNEY 2750	←
WRITE IN	←

TOWN OFFICES	
For Selectman THREE YEARS Vote for ONE:	
GERALD C. FORCIER 369	←
RICHARD R. GREGORY 1884	←
DONALD W. HEAVEY 1009	←
WRITE IN	←
For Treasurer ONE YEAR Vote for ONE:	
CHERYL-ANN BOLOUK 1169	←
ROSEMARIE HARTNETT 1783	←
WRITE IN	←
For Budget Committee THREE YEARS Vote for TWO:	
FRED A. KRUSE 2098	←
STEPHANIE MICKLON 1462	←
PAUL R. PIGNONE 1792	←
WRITE IN	←
WRITE IN	←
For Library Trustee THREE YEARS Vote for ONE:	
RICHARD J. O'SHAUGHNESSY 2071	←
MARGARET L. SMITH 1091	←
WRITE IN	←
For Trustee of Trust Funds THREE YEARS Vote for ONE:	
HARLEY G. FEATHERSTON 2537	←
WRITE IN	←

Article 2. Shall the Municipality approve the new charter recommended by the Charter Commission?	YES	1015
	NO	1855
Article 3. Are you in favor of the designation of certain areas in the Town of Salem as prime wetlands as authorized in RSA 483-A:7 and described in documents and maps filed with the Town Clerk?	YES	2403
	NO	612

ZONING ARTICLES		
Article 4. Are you in favor of the adoption of Amendment No. 1 as proposed by the Planning Board to the Town Zoning Ordinance as follows? (This amendment would revise the Wetlands Conservation Ordinance to require identification of wetlands using the High Intensity Soil Mapping system, provide for vegetative mapping of suspected wetlands which have been previously disturbed, limit wetland use in minimum lot sizing, and require a 40 foot setback for all paved surfaces, among others.)	YES	2125
	NO	894
Article 5. Are you in favor of the adoption of Amendment No. 2 as proposed by the Planning Board to the Town Zoning Ordinance as follows? (This amendment would restrict the conditions under which special exceptions may be granted by the Board of Adjustment in the Commercial-Industrial Districts under §309-48A.)	YES	1941
	NO	942
Article 6. Are you in favor of the adoption of Amendment No. 3 as proposed by the Planning Board to the Town Zoning Ordinance and Zoning Map as follows? (This amendment would rezone a portion of land known as 4-68 Brady Avenue from the north edge of the right-of-way, back 250 feet from Commercial-Industrial B to Rural.)	YES	1842
	NO	1022
Article 7. Are you in favor of the adoption of Amendment No. 4 as proposed by the Planning Board to the Town Zoning Ordinance as follows? (This amendment would revise §309-85 of the Sign Ordinance to revise the Commercial Districts sign table and decrease permitted size and use of directional signs.)	YES	1890
	NO	1009

TURN OVER FOR
ARTICLES 8 THROUGH 18

ARTICLES (Continued)

Article 8. Are you in favor of the adoption of Amendment No. 5 as proposed by the Planning Board to the Town Zoning Ordinance as follows? (This amendment would add a new section §309-93.1, Regulations for Floodplain Development, to regulate development and construction in special flood hazard areas as determined by the Federal Emergency Management Agency.)

YES ← 2309
NO ← 602

Article 9. Are you in favor of the adoption of Amendment No. 6 as proposed by the Planning Board to the Town Electrical Standards Code as follows? (This amendment would adopt by reference the 1987 National Electrical Code, except for applicable amendments in Chapter 175 of the Salem Code.)

YES ← 2127
NO ← 630

Article 10. Are you in favor of the adoption of Amendment No. 7 as proposed by the Planning Board to the Town Fire Prevention Code as follows? (This amendment would replace the existing Chapter 187 of the Salem Code with a new Fire Prevention Code which adopts by reference the 1987 Basic/National Fire Prevention Code with specified amendments.)

YES ← 2293
NO ← 550

Article 11. Are you in favor of the adoption of Amendment No. 8 as proposed by the Planning Board to the Life Safety Code as follows? (This amendment would replace the existing Chapter 216 with a new Life Safety Code which adopts by reference the 1988 Life Safety Code, as published by the National Fire Protection Association, with specified amendments.)

YES ← 2296
NO ← 502

Article 12. Are you in favor of the adoption of Amendment No. 9 to the Town Zoning Ordinance as proposed by petition of the voters of this town? (This amendment would permit one accessory apartment within single-family dwellings in the Residential and Rural Districts, with restrictions: dwelling remains owner-occupied, limit of one-bedroom in unit, and exterior appearance consistent with a single-family residence, among others.) The Planning Board *approves* this amendment.

YES ← 2115
NO ← 966

Article 13. Are you in favor of the adoption of Amendment No. 10 to the Town Zoning Ordinance and Zoning Map as proposed by petition of the voters of this town? (This amendment would rezone property located at 8 Dyer Avenue, shown on Salem Tax Map 72, Lot 3276, from Residential District to Commercial-Industrial B District.) The Planning Board *disapproves* this amendment.

YES ← 712
NO ← 2281

Article 14. Are you in favor of the adoption of Amendment No. 11 to the Town Zoning Ordinance and Zoning Map as proposed by petition of the voters of this town? (This amendment would rezone property located at 2 Lantern Lane, shown on Salem Tax Map 72, Lot 3277, from Residential District to Commercial-Industrial B District.) The Planning Board *disapproves* this amendment.

YES ← 597
NO ← 2364

Article 15. Are you in favor of the adoption of Amendment No. 12 to the Town Zoning Ordinance and Zoning Map as proposed by petition of the voters of this town? (This amendment would rezone property located at 242 North Broadway, shown on Salem Tax Map 72, Lot 3281, partly in the Residential District and partly in the Commercial-Industrial B District to all Commercial-Industrial B District.) The Planning Board *approves* this amendment.

YES ← 1842
NO ← 1141

Article 16. Are you in favor of the adoption of Amendment No. 13 to the Town Zoning Ordinance as proposed by petition of the voters of this town? (This amendment would add a new Affordable Housing Article [Article XVI], which allows the use of innovative land use controls and special exceptions to develop moderate and middle-income housing. The ordinance requires affordable developments to be approved by the Planning Board and Salem Housing Authority. The proposal restricts the number of units approved per year and includes standards and restrictions to guide Planning Board decisions.) The Planning Board *approves* this amendment.

YES ← 1847
NO ← 1211

Article 17. Are you in favor of the adoption of Amendment No. 14 to the Town Zoning Ordinance and Zoning Map as proposed by petition of the voters of this town? (This amendment would rezone property located at 5 Kelly Road, shown on Salem Tax Map 136, Lot 701, from Residential District to Highway Commercial District.) The Planning Board *disapproves* this amendment.

YES ← 524
NO ← 2425

Article 18. Are you in favor of the adoption of Amendment No. 15 to the Town Zoning Ordinance as proposed by petition of the voters of this town? (This amendment permits church steeples, flag poles within the Commercial-Industrial Districts, and amusement rides in properly zoned amusement parks, to exceed the existing 35 feet height limit, but not to exceed 80 feet in height.) The Planning Board *approves* this amendment.

YES ← 2041
NO ← 1085

