

A G E N D A
TOWN COUNCIL MEETING

May 18, 2026

Salem High School
44 Geremonty Drive, Salem, NH

7:00 p.m. CALL TO ORDER

1. Pledge of Allegiance
2. Meeting Minutes
3. Chairman Comments
4. Approve Consent Agenda
5. Additions and/or Requests by Public or Council by Vote
6. Employee of the Month Recognition
7. Interview Session – Finance Committee
8. New Business
 - a. Report on Ethics Committee Findings
 - b. Municipal Services Department – Discussion and Vote on Funding for the Cost Relating to the Route 111/Ermer Road Intersection Project - \$4,023,214.96
 1. Public Hearing - Accept \$3,620,893.46 Grant from the NH Department of Transportation, Highway Safety Improvement Program, for the Route 111/Ermer Road Intersection Improvement Project
 2. Authorize Use of Up to \$402,321.50 for the Town's Portion of the Route 111/Ermer Road Intersection Improvement Project with \$71,923.60 to come from Roadway Improvements Capital Reserve Fund and \$48,762.90 to come from Zone 3 Traffic Impact Fees
 - c. Community Development Department – Discussion on Open Space Master Plan
 - d. Community Development Department - CIP Bylaws Update
 - e. Town Manager's Report/Questions from the Council

9. Old Business/Tabled and Pending

10. Upcoming Meetings

- June 1, 2026
- June 15, 2026
- July 6, 2026
- August 3, 2026

Adjourn

**MINUTES OF THE
Town Council**

**Regular Meeting of
May 4, 2026**

The Town Council held a meeting on Monday, May 4, 2026, at the Media Center at Salem High School Salem, NH.

PRESENT: Chairman Robert Bryant, Councilor Joe Sweeney, Councilor Cathy Stacey, Councilor Paul Pelletier, Councilor Jeffrey Hatch, Councilor Bonnie Wright, Councilor Keith Stramaglia, and Joe Devine (Town Manager).

ABSENT: Councilor Lisa Withrow, Councilor D.J. Bettencourt,

CALL TO ORDER:

Chairman Bryant began by calling the meeting to order at 7:00 p.m.

1. Pledge of Allegiance

Chairman Bryant led the Town Council in the Pledge of Allegiance.

2. Meeting Minutes

MOTION: by Councilor Stacey

Move to approve the Town Council Public Session Meeting Minutes from January 31, 2026.

SECOND: by Councilor Sweeney

VOTE: 7-0-0

The motion passed unanimously.

MOTION: by Councilor Stacey

Move to approve the Town Council Public Session Meeting Minutes from April 20, 2026.

SECOND: by Councilor Hatch

VOTE: 7-0-0

The motion passed unanimously.

3. Chairman Comments:

Councilor Pelletier stated that there was a memorial rock at the Millville Beach area which he showed on the screen. It was for Jimmy Rae and his family who died in a fire in the 1960's. It was done because he had done a lot for the residents along the lake and the other names on the plaque were his friends. It was placed in a pine grove that was well-maintained at the time. It was maintained by the Town until 2002 when the Millville Lake Protection Association took over. It fell into disrepair over the years. They were looking to restore the beach area. The rock was going to be moved from the woods to a new spot which Councilor Pelletier showed. People would see it when going to the beach. The Recreation Department and other community members determined the location after visiting. The work would be done by donated labor from Merrill Excavation. The moving date would be televised. It was the start of revamping the beach. This beach would be the next project once the Hedgehog Park improvements were completed.

1 **MOTION:** by Councilor Pelletier

2 *Move to approve Merrill Excavation moving the monument rock to the new location.*

3 **SECOND:** by Councilor Sweeney

4 **VOTE:** 7-0-0

5 **The motion passed unanimously.**

6
7 **4. Approve Consent Agenda**

8 **MOTION:** by Councilor Sweeney

9 *Move to approve the May 4, 2026, Consent Agenda.*

10 **SECOND:** by Councilor Hatch

11 **VOTE:** 7-0-0

12 **The motion passed unanimously.**

13
14 **5. Additions and/or Requests by Public or Council by Vote**

15 None.

16
17 **6. New Business**

18 **a. Assessing - Discussion on Adjustment to Exemption Limits**

19 Manager Devine stated this was a discussion on changing the exemption thresholds.

20
21 Jon Duhamel, Assessor, stated that they were looking at a 30% in valuations. He was proposing
22 to increase the limits by 30%. Residents who had received the exemptions were falling off
23 because their incomes were too high now. The median income in Salem had increased by 8%
24 since the limits were last updated. Mr. Duhamel was proposing to increase the income limits by
25 16% so that those people were not falling off of the exemptions in five years. The RSA allowed
26 the Town Council to update the exemption amounts and the income thresholds.

27
28 Councilor Hatch asked if it was to prevent residents from falling off the income limits.

29
30 Mr. Duhamel answered yes and prevent huge tax bill increases when the revaluation was done
31 because they no longer had the exemption.

32
33 Councilor Hatch stated that he thought these limits were low. They should look at the exemption
34 limits again after the revaluation. They should have more than 200 seniors receiving the elderly
35 exemption.

36
37 Councilor Wright stated that the values would increase by 30% but that did not mean that the
38 taxes would increase by 30%.

39
40 Manager Devine stated that this was just a stopgap. The rates had not changed in five years.
41 They had a lot of residents just missing the exemption thresholds. It was \$4,500 for single
42 income and \$3,700 for couples. This change was to get them back within the limits. A lot of
43 councils did this review annually. His recommendation was to do that going forward.

44
45 **MOTION:** by Councilor Sweeney

46 *Move that the Town Council approves the following increase in income and asset limits for*
47 *elderly, blind, and disabled exemptions:*

- 1 • *Increase the Single income limit from \$41,000 to \$47,560*
- 2 • *Increase the Married income limit from \$55,000 to \$63,800*
- 3 • *Increase the Asset limit from \$140,000 to \$162,400*
- 4 • *Increase the Elderly exemption amounts as follows:*
 - 5 ○ *65-74 years old from \$120,000 to \$156,000*
 - 6 ○ *75-79 years old from \$180,000 to 234,000*
 - 7 ○ *80+ years old from \$245,000 to \$318,500*
- 8 • *Increase the Blind exemption from \$130,000 to \$169,000*
- 9 • *Increase the Disabled exemption from \$120,000 to \$156,000.*

10 **SECOND:** by Councilor Stacey

11 **VOTE:** 7-0-0

12 **The motion passed unanimously.**

13
14 **b. Consider Addendum to Field of Dreams Management Agreement**

15 Manager Devine stated that this was to consider an addendum to the Field of Dreams
16 Management Agreement.

17
18 Colleen Mailloux, Assistant Town Manager, stated that the Town had a management agreement
19 with Field of Dreams. The contract did not allow for third-party leases; however, the practice had
20 been happening. This addendum was to put guidelines in the current agreement for the remainder
21 of the term which expired in February. It would provide requirements for insurance and
22 indemnification of the Town. It also required written approval from the Town. An example of a
23 third-party group was Salem Family Resources which did a 5K run/walk event. They were
24 community organizations but not allowed under the terms of the agreement. They could look at
25 further changes for the future.

26
27 Councilor Stacey asked if they were talking about birthday parties and concerts. She asked if this
28 allowed them to use the liquor license.

29
30 Ms. Mailloux stated that they would have different types of events. One for anything under 200
31 people and then events of more than 200 people which would be limited to six per year. None of
32 them allowed the liquor license to be transferred. Food trucks would be allowed subject to
33 inspections but no winter storage.

34
35 Councilor Stacey asked about requiring insurance coverage for a small birthday party.

36
37 Ms. Mailloux stated that they were adding indemnity language per Primex for small birthday
38 parties rather than requiring insurance.

39
40 Councilor Stacey stated that they wanted to avoid subletting and having things like bouncy
41 houses on the property.

42
43 Ms. Mailloux stated that the Town would still need to approve the event. It would give them time
44 to test it before the new agreement.
45

1 Councilor Stacey asked about the management agreement and if it was open to any group to bid
2 on it.

3
4 Manager Devine stated that they could put it out to bid. If they did that with the Field of Dreams,
5 then they should look at doing it with the other fields as well.

6
7 Councilor Stacey stated that it was fair question because it had come up because they had Town
8 Meeting giving money to an organization that said it was never going to take Town money.

9
10 Councilor Hatch asked if the Field of Dreams could open up the liquor stand if there was an
11 event for over 200 people.

12
13 Ms. Mailloux answered yes.

14
15 Manager Devine answered it would still need Town approval in order to do that.

16
17 Councilor Hatch asked about food trucks coming in addition to the one that was there all season.

18
19 Ms. Mailloux stated that they would address it on a case-by-case basis.

20
21 Manager Devine stated that it would require a special event permit,

22
23 Councilor Hatch stated that he wanted to ensure that it could not be just one food truck that was
24 there. If other food trucks could be allowed, then he was good with that.

25
26 Chairman Bryant stated that they were discussing the amendment. He allowed the public to
27 comment on it.

28
29 Pat Hargreaves, Field of Dreams, spoke about the food truck situation and said that there was no
30 issue if another food truck were to come in for an event. He stated that if they were requested to
31 open the liquor facility by a large event then they would have to go through the process to get
32 approval. They would require some levels of insurance in order to proceed. They did not want to
33 have problems. The money went into the Field of Dreams.

34
35 Councilor Stacey asked about the revenue Field of Dreams received from charitable gaming.

36
37 Mr. Hargreaves stated that they got about \$50,000 to 57,000 a year. If the Town wanted to take it
38 over then he would be happy to let them because he had been doing this for twenty-five years.

39 Mr. Hargreaves stated that they could give back the money if it was too much of an issue.

40
41 Norene Ciulla, 103A Lawrence Road, asked about the leasing to groups. She asked what
42 happened to the public's ability to use the park when those events happened.

43
44 Ms. Mailloux stated Field of Dreams still allowed access to the public even when an event was
45 going on.

1 Ms. Ciulla stated that they were eliminating the ability for the public to use the lot because the
2 parking lot would be full if there were two hundred people there.

3
4 Mr. Hargreaves stated that they left some spaces open for the public when events were
5 happening. There was always enough parking because there were other lots nearby for people to
6 use for events.

7
8 David Lacroix, 442 North Main Street, stated that this was a final vote.

9
10 Chairman Bryant stated that it was.

11
12 Mr. Lacroix asked when it was placed on the Agenda.

13
14 Mr. Hargreaves stated that he did not know.

15
16 Mr. Lacroix stated that he was told that this was brought up by the Town. It was because there
17 was a violation of the agreement. Rather than enforce the contract, this was to make the contract
18 match the behavior. He did not think it was right and asked if they agreed or disagreed with that.

19
20 Chairman Bryant stated that he did not think anyone on the Council felt the same way as Mr.
21 Lacroix.

22
23 Councilor Hatch stated that he felt that they had a problem. This fulfilled what the Town needed,
24 and the Field of Dreams needed. It would be reviewed after this summer.

25
26 Mr. Lacroix asked if he had no problem with the fact that they violated the management
27 agreement in the past.

28
29 Councilor Hatch answered no. It would be revisited for next year and might be completely
30 different then.

31
32 Mr. Lacroix asked about the other parks and leasing out like this.

33
34 Chairman Bryant stated that they were discussing this agreement.

35
36 Mr. Lacroix stated that for the others, they had to go through the directly Town to get permission
37 for a third-party event. It did not require going through the agreement. In all of the others the
38 revenue went to the Town.

39
40 Chairman Bryant stated that the Field of Dreams maintained the Field of Dreams.

41
42 Mr. Lacroix stated that the other organizations maintained the fields that they used.

43
44 Councilor Stacey stated that the baseball organization had made a lot of improvements to the
45 fields they used which saved the taxpayers money.

1 Mr. Lacroix asked how many of those organizations got money from the Town.

2
3 Councilor Sweeney stated that all of the groups could have put a Warrant Article out. They did
4 not.

5
6 Mr. Lacroix stated that there were some organizations that were mindful of the taxpayers. All of
7 the other organizations had restrictions on subletting. He did not see any reason to rush on this
8 item. They had eight months to formulate a contract that did not have to be looked at over and
9 over again.

10
11 Councilor Sweeney stated that there were eight months before then that needed to be addressed
12 because the Field would be used. It was better to try it out now to see if it worked or if it needed
13 further tinkering. That was why they had addendums. They had a big discussion with the
14 baseball organization about the concessions last year. Councilor Sweeney felt it was healthy.
15 They would try to improve the contracts to allow the use of the fields by the community.

16
17 Mr. Lacroix stated that he was not in favor of the disbursement. They were told one thing and
18 then a different thing happened. Then they had subleasing going on when it was against the
19 contract. He felt that they should not be so forgiving. If they did not enforce this contract, then
20 what good was the next one? They should thoughtfully go through the process rather than shoot
21 first and aim later.

22
23 Councilor Wright stated that it may have been that they did not realize they were violating it.

24
25 Mr. Lacroix stated that would be an issue of competence then.

26
27 Chairman Bryant stated that this was about the addendum. It was here for specific reasons to
28 address the coming season. They were mad about the contract violation, but they had to fix it for
29 this summer.

30
31 Mr. Lacroix asked about the decision.

32
33 Chairman Bryant stated that they still had to vote.

34
35 Mr. Lacroix hoped that they voted no because there was no urgency to do this.

36
37 **MOTION:** by Councilor Sweeney

38 *Move that the Town Council approves the addendum to the Field of Dreams Management*
39 *Agreement as presented and further authorizes the Town Manager to sign the addendum on*
40 *behalf of the Town of Salem.*

41 **SECOND:** by Councilor Stramaglia

42 **VOTE:** 7-0-0

43 **The motion passed unanimously.**
44
45
46

c. Municipal Services Department – Consider Voluntary Water Restrictions

Manager Devine stated that this was to discuss voluntary water restrictions.

Wayne Amaral, Municipal Services Director, stated that they were requesting to have voluntary restrictions put in place for irrigation with watering of lawns allowed every other day. He explained how they came to that request. The town was in a drought. They were six inches above the voluntary restriction level in the lake but that would not hold up without rain. They did not see any rain coming so they were here to request the restrictions to be proactive.

Councilor Sweeney asked what steps would be taken to inform people.

Mr. Amaral stated that they would use social media to get the word out. If it was a mandatory restriction, then they would do letters to the water users.

Councilor Hatch stated that it seemed like a feel-good effort to do a voluntary restriction. He felt that they should do a mandatory restriction now so it would be more effective.

Councilor Stacey stated that her concern was with the industrial properties that watered their lawns all the time. Social media was fine, but it would need a formal notice to reach everyone. Arlington Pond was also low.

Fred Wallace, Utilities Director, stated that they had to maintain a certain level in Arlington Pond as part of the contract with the Arlington Pond Protective Association. They would be in good spot if they used the regional line. He would recommend a mandatory restriction because the recovery would be better at the lake. They had meters to track usage so they could see who was violating the restrictions.

Councilor Pelletier stated that he agreed. The estimate would show a drastic change in the water level.

Mr. Wallace stated that the model showed they were in the 25th percentile of rainfall. It was showing that the lake should be at 216.4 feet if they followed their plan for restrictions. Without doing anything it would be 214 feet instead.

Councilor Stramaglia stated that they should do mandatory restrictions because it would be enforceable.

Chairman Bryant asked about the cost of purchasing more from the regional line.

Manager Devine stated that they balanced the water usage out because they purchased less water from the regional line in the winter. It costs money to use the water from the regional line. The usage impacted the water fees.

Mr. Wallace stated that they did not take a lot of water in the winter, but they used water in the summer. It balanced out over the course of the year.

1 Manager Devine stated that they got the information that Salem went into drought conditions on
2 the State report that was received today. Mr. Amaral had recommended mandatory restrictions
3 based on that report when talking with him about it. They went forward with voluntary
4 restrictions because that was what had been noticed for the meeting Agenda.

5
6 Councilor Sweeney asked if they ever explored source water from Methuen.

7
8 Mr. Wallace stated that they had a couple of issues with using water from Methuen, including
9 differences in how the water was treated, but it was an option for an emergency water supply.

10
11 Councilor Wright asked about washing cars and if they would be restricted under this.

12
13 Mr. Amaral stated that this restriction was for irrigation systems. The next step would affect
14 other things. He suggested that they could set a future date to put mandatory restrictions in so
15 that they could get that word out.

16
17 Tanya Donnelly, 40 West Duston Road, President of the Canobie Lake Protective Association
18 stated that she had heard from a lot of people in her Association about this matter. She supported
19 the mandatory restrictions and using more water from the regional water line.

20
21 Councilor Stacey asked if everyone in the Association was on Town water.

22
23 Ms. Donnelly answered that not everyone was on Town water.

24
25 Councilor Stacey stated that it was easy to support more usage of the regional water line when
26 they were not paying for it. Her concern was the people who would be looking at substantial
27 increases in their water bills if that happened.

28
29 Ms. Donnelly stated that it was a fair point. The lake levels took longer to regenerate the more it
30 was drawn down. The water line was built to get this water and the town supported this.

31
32 Councilor Stacey spoke about the line being a pass-through because there were communities
33 beyond Salem that needed the water as well. They supported it. There were also concerns about
34 PFAS restrictions coming in the future too.

35
36 Ms. Donnelly stated that the regional water line was here to help when there was not enough rain
37 such as now.

38
39 Chairman Bryant asked how much water they were taking in from the regional water line.

40
41 Mr. Wallace answered that it was 600,000 or 700,000 gallons. It was built to carry 3.5 million
42 gallons. The 1.5 million gallon was capacity not what Salem necessarily took.

43
44 **MOTION:** by Councilor Hatch

45 ***Move that the Town Council hereby adopts Mandatory Lawn Irrigation Water Restrictions to***
46 ***take effect May 22nd. Such restrictions are for outside watering of lawns by manual or***

1 *automatic sprinklers, which will be permitted between the hours of 12:00 a.m. (Midnight) to*
2 *10:00 a.m. on ODD numbered days only. These restrictions will remain in place until such*
3 *time that the Abnormally Dry Conditions improve or water levels increase to the satisfaction of*
4 *the Town Council.*

5 **SECOND:** by Councilor Stramaglia

6
7 Councilor Wright asked about putting in the voluntary restrictions in place until the mandatory
8 restrictions took place.

9
10 Councilor Hatch stated no. He did not want to confuse people by doing both.

11
12 Chairman Bryant asked about getting notices out in time.

13
14 Manager Devine answered that they could get them out by then.

15
16 Chairman Bryant stated that they should send it out to all households.

17
18 Mr. Amaral stated that they just sent notices to all water users so it should not be a problem to do
19 it.

20
21 Ms. Donnelly asked why the 22nd. It was three weeks to use a ton of water.

22
23 Councilor Hatch stated that he chose a date that they could meet.

24
25 Manager Devine stated that they could have them sent out by next week.

26
27 Councilor Hatch stated that he would amend his motion.

28
29 **MOTION:** by Councilor Hatch

30 *Move that the Town Council hereby adopts Mandatory Lawn Irrigation Water Restrictions to*
31 *take effect May 15th. Such restrictions are for outside watering of lawns by manual or*
32 *automatic sprinklers, which will be permitted between the hours of 12:00 a.m. (Midnight) to*
33 *10:00 a.m. on ODD numbered days only. These restrictions will remain in place until such*
34 *time that the Abnormally Dry Conditions improve or water levels increase to the satisfaction of*
35 *the Town Council.*

36 **SECOND:** by Councilor Stramaglia

37
38 **VOTE:** 7-0-0

39 **The motion passed unanimously.**

40
41 **d. Municipal Services Department – Authorize Disbursement of \$3,000,000.00 from**
42 **Roadway Improvements Capital Reserve Fund for 2026 Road Program**

43 Manager Devine stated that this was for the 2026 Road Program.

44
45 Mr. Amaral stated that he was asking for the funding approved at Town Meeting and they were
46 doing all of the roads presented in the plan.

Chairman Bryant stated that he was looking for an update about the rubber chip roads later this year.

Mr. Amaral stated that he would have a report on that later this year.

MOTION: by Councilor Sweeney

Move that the Town Council, as agents to expend the Salem Roadway Improvements Capital Reserve Fund, hereby authorizes \$3,000,000.00 as approved via Article 9 of the 2026 Town Meeting Warrant to be disbursed for the 2026 Road Construction and Engineering Program, as submitted by the Roadway Stabilization Committee and as presented tonight.

SECOND: by Councilor Wright

VOTE: 7-0-0

The motion passed unanimously.

e. Municipal Services Department – End of Winter Operations Update

Manager Devine stated that this was an informational item on the winter operations from this past winter.

Geoff Benson, Deputy Director Public Works, stated that they dealt with 83 inches of fluffy snow and 39 primary events over this past winter. The numbers were up compared to the prior year. He spoke about the operations. They had one vacancy this year. There were five ice events and several long-duration snowstorms. There was a blizzard in February that produced 24 inches of snow.

Mr. Amaral stated that due to the budget cuts they were in the red where they would have been within budget based on the original proposal. Salt was up and overtime was over budget currently. Storms seemed to be lasting longer than they did fifteen years ago. They still had November and December to deal with as well.

Councilor Stacey stated that she thought they were doing a great job in winter operations.

Chairman Bryant and Councilor Stramaglia echoed those sentiments.

f. Municipal Services Department - Litter Cleanup Update

Manager Devine stated that this was an update on the litter cleanup.

Mr. Benson spoke about the cleanup. They removed 3.65 tons of litter this year. They took care of the main roads. He listed the volunteers who assisted with the work and thanked them for their help.

Chairman Bryant spoke about the traffic situation by Barnes and Noble and the U-turns that people were taking. It was causing back-to-back traffic behind the gas station. He felt that the improvements made safety worse because the traffic island was built too far back. They needed to take a look at it.

1 **g. Town Manager Update/Questions from the Council**

2 Manager Devine stated that Deliberative Session for 2027 had two options. The recommendation
3 was the earlier date of January 30th.

4
5 Chairman Bryant stated that they chose the earlier date.

6
7 Manager Devine stated that they were moving forward with the RFP for the financial software. It
8 would be a three-year buildout because they did one piece at a time. The audit was ongoing.

9 There was a seminar on accessory dwelling units coming up on May 27th from 5:30 to 7 at the
10 Town Hall. The revaluation was on schedule, and the Town was hoping to have notices out to
11 residents in July. Memorial Day event was at Pine Grove on Memorial Day. May recognition
12 weeks were listed including National Police Week and International Firefighters Day.

13
14 Councilor Stacey asked about the Bridge Street Bridge.

15
16 Manager Devine stated that the reconstruction was on schedule.

17
18 Councilor Stacey asked about the sweepstakes idea.

19
20 Manager Devine stated that they would work on it.

21
22 Councilor Pelletier stated that the front sign at Palmer was swinging by one bolt and needed to
23 be addressed.

24
25 **7. Old Business/Tabled and Pending**

26
27 **8. Upcoming Meetings**

- 28 • May 18, 2026
29 • June 1, 2026
30 • June 15, 2026

31
32 **ADJOURNMENT AT 8:32 P.M.**

33 **MOTION:** by Councilor Sweeney

34 ***Move to adjourn at 8:32 PM.***

35 **SECOND:** by Councilor Stacey

36 **VOTE:** 7-0-0

37 **The motion passed unanimously.**

38
39 Notes/minutes taken by: Jeremiah Lamson

40
41 Approved: Town Council

42
43 Date Approved: _____

**CONSENT AGENDA ITEMS - TOWN COUNCIL
MEETING OF MAY 18, 2026**

	<u>TYPE OF ITEM SIGNED</u>	<u>DATE SIGNED</u>	<u>SIGNATURE or VOTE</u>
1	Assessing - Release of Lien - Budron Avenue	05/18/26	In Person
2	Cemetery Deed	05/18/26	In Person
3	Tax Collector - Authorization to Mail and Send Tax Bills Electronically	05/15/26	DocuSign
4	Donations-RSA 31:95(b), Community Services	05/18/26	Vote
	\$20.00 from Frances Hastings for Tax Preparation		
	\$25 from Mary Liernan for Tax Preparation		
	\$200 - Anonymous		
	\$50 from Donald Chamberlain in memory of his mother, Georgette Cutress		



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079

(603) 890-2120 · FAX: (603) 890-2220

Item #: 07(a)

Department: Town Manager's Office

Prepared by: Joseph Devine

Town Council Meeting Date: May 18, 2026

STAFF REPORT

PURPOSE:

☐ Information Only ☐ Discussion ☒ Action Requested ☐ Public Hearing

BRIEF SUMMARY:

The Town Council will conduct interview sessions with candidates interested in serving on the newly established Finance Committee and make appointments to the committee.

BACKGROUND:

As the Council is aware, a call for candidates was issued to fill three positions on the newly established Finance Committee. The Town received five resumes from interested residents. Copies of the cover letters and resumes are included in the Council packet for review.

The initial appointments to the Finance Committee will consist of staggered one-year, two-year, and three-year terms ending in June 2027, June 2028, and June 2029. It is recommended that the terms commence on June 1, 2026, following the Memorial Day holiday.

The candidates to be interviewed are:

- Camelia Bouzerdan
- Timothy Norton
- Clayton Theberge
- Kevin Wallace
- Alexei Popov

All candidates have been informed of the interview session and plan to attend.

BUDGET IMPACT:

☒ No budget impact ☐ Within approved budget ☐ New expenditure ☐ Grant-funded

ESTIMATED COST: None

FUNDING SOURCE: N/A

RECOMMENDATION / ACTION REQUESTED:

It is recommended that the Town Council interview the candidates and make appointments to the Finance Committee.

Proposed Motions:

Move to appoint _____ to a one-year term on the Finance Committee ending June 2027.

Move to appoint _____ to a two-year term on the Finance Committee ending June 2028.

Move to appoint _____ to a three-year term on the Finance Committee ending June 2029.

ATTACHMENTS:

- | | | | |
|-------------------------------------|--|--|--------------------------------|
| ☐ Photos | ☐ Contracts / Agreements | ☐ Charts/Graphs | ☐ Map |
| ☐ Resolution | ☒ Supplemental Reports | ☐ Presentation | ☐ Other |



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079
(603) 890-2120 · FAX: (603) 890-2220

Item #: 08(b1)

Department: Municipal Services Department

Prepared by: Wayne S. Amaral, Municipal Services Director

Town Council Meeting Date: May 18, 2026

STAFF REPORT

PURPOSE:

☐ Information Only ☐ Discussion ☒ Action Requested ☒ Public Hearing

BRIEF SUMMARY:

Request Town Council acceptance the NH 111 and Ermer Road Highway Safety Improvement Program Grant.

BACKGROUND:

As you are aware there are significant concerns for public safety at the intersection of NH Route 111 and Ermer Road and these have only increased with the passing decades. The straight alignment, wide shoulders and good sight distance encourage high speeds along this segment of NH Route 111 creating a large speed differential between through-traffic on NH Route 111 and vehicles entering the intersection from Ermer Road. Over the last 20 years, the Town has received numerous concerns and complaints about the safety of the intersection. All of which are validated by a history of crash data, including multiple fatal crashes.

BUDGET IMPACT:

☐ No budget impact ☒ Within approved budget ☐ New expenditure ☒ Grant-funded

ESTIMATED COST: See memo 1 of 2 in conjunction with this request.

FUNDING SOURCE: NHDOT Grant Acceptance

RECOMMENDATION / ACTION REQUESTED:

Move in accordance with RSA 31:95-b that the Town Council hereby accepts with gratitude a grant in the amount of \$3,620,893.46 from the NH Department of Transportation, Highway Safety Improvement Program, for construction of a new NH Route 111 / Ermer Road Intersection Improvement Project; with such sum representing a 90% reimbursement of the total project cost of \$4,023,214.96; and further authorizes the Town Manager to sign all contracts and agreements, which will be managed as a Local Public Agency (LPA) Project in partnership with the New Hampshire Department of Transportation.

ATTACHMENTS:

☐ Photos ☐ Contracts / Agreements ☐ Charts/Graphs ☐ Map
☐ Resolution ☐ Supplemental Reports ☐ Presentation ☒ Other (Memo)

SALEM MUNICIPAL SERVICES

Wayne Amaral - *Director*

ENGINEERING ♦ PUBLIC WORKS ♦ UTILITIES



21 Cross Street
Salem, NH 03079
TEL: 603-890-2150

Memorandum

Date: May 14, 2026
To: Town Council
Through: Joseph Devine, Town Manager
From: Wayne S. Amaral, Municipal Services Director
cc: John Klipfel, Engineering Director
Todd Welch, Project Engineer
Nicole McGee, Finance Director
RE: NH Route 111 / Ermer Road Intersection Improvement Project – LPA Agreement / NHDOT Grant Acceptance (Project Funding Request 1 of 2)

Recommended Motion:

Move in accordance with RSA 31:95-b that the Town Council hereby accepts with gratitude a grant in the amount of \$3,620,893.46 from the NH Department of Transportation, Highway Safety Improvement Program, for construction of a new NH Route 111 / Ermer Road Intersection Improvement Project; with such sum representing a 90% reimbursement of the total project cost of \$4,023,214.96; and further authorizes the Town Manager to sign all contracts and agreements, which will be managed as a Local Public Agency (LPA) Project in partnership with the New Hampshire Department of Transportation.

Background:

As you are aware there are significant concerns for public safety at the intersection of NH Route 111 and Ermer Road and these have only increased with the passing decades. The straight alignment, wide shoulders and good sight distance encourage high speeds along this segment of NH Route 111 creating a large speed differential between through-traffic on NH Route 111 and vehicles entering the intersection from Ermer Road. Over the last 20 years, the Town has received numerous concerns and complaints about the safety of the intersection. All of which are validated by a history of crash data, including multiple fatal crashes.

After Town Council approval, a roundabout was selected as the improvement type of choice at the intersection of Ermer Road and State Rte. 111. The work includes roadway reconstruction, closed drainage, curbing, utility coordination, electrical conduit and lighting foundations, minor landscaping, traffic signage and pavement markings, temporary traffic control, and other associated work to facilitate construction.

The design and permitting work have been fast tracked and was completed this past winter. Contract documents were posted for public bid, and bids were opened on April 21, 2026. The Town received two bidders, and the lowest bidder was Busby Construction Co. of Atkinson NH.



Breakdown of construction costs:

VHB - Engineer of Record Services	\$27,825.35
TEC - Construction Engineering Services	\$309,734.35
<u>Busby Construction Co. – Contractor</u>	<u>\$3,685,655.26</u>
Total Construction Phase Cost	\$4,023,214.96

The total NHDOT approved project cost is \$4,023,214.96. 90% or \$3,620,893.46 will be reimbursed by NHDOT – HSIP and 10% or \$402,321.50 will be paid from Zone 3 Traffic Impact Fees, the Roadway Improvements Capital Reserve Fund, and taxation (included in the 2026 operation budget). Town expenditure portion of this project is in a separate memorandum and will be presented in conjunction with this request.



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079

(603) 890-2120 · FAX: (603) 890-2220

Item #: 08(b2)

Department: Municipal Services Department

Prepared by: Wayne S. Amaral, Municipal Services Director

Town Council Meeting Date: May 18, 2026

STAFF REPORT

PURPOSE:

☐ Information Only ☐ Discussion ☒ Action Requested ☐ Public Hearing

BRIEF SUMMARY:

Request Town Council approve the expenditure of up to \$402,321.50 (10% Towns portion) for the NH 111 and Ermer Road Highway Safety Improvement Program Grant.

BACKGROUND:

As you are aware there are significant concerns for public safety at the intersection of NH Route 111 and Ermer Road and these have only increased with the passing decades. The straight alignment, wide shoulders and good sight distance encourage high speeds along this segment of NH Route 111 creating a large speed differential between through-traffic on NH Route 111 and vehicles entering the intersection from Ermer Road. Over the last 20 years, the Town has received numerous concerns and complaints about the safety of the intersection. All of which are validated by a history of crash data, including multiple fatal crashes.

BUDGET IMPACT:

☐ No budget impact ☒ Within approved budget ☒ New expenditure ☐ Grant-funded

ESTIMATED COST: See memo 2 of 2 in conjunction with this request.

FUNDING SOURCE:

RECOMMENDATION / ACTION REQUESTED:

Move that the Town Council hereby authorizes the expenditure of up to \$402,321.50 (10% of the Town's portion of the project) to be paid using \$71,923.60 from the Roadway Improvements Capital Reserve Fund, \$48,762.90 in Zone 3 Traffic Impact Fees, and \$281,635.00 via taxation as authorized in the 2026 approved operating budget, for the construction of the NH Route 111/Ermer Road Intersection Improvement Project, which will be managed as a Local Public Agency (LPA) Project in partnership with the New Hampshire Department of Transportation.

ATTACHMENTS:

☐ Photos ☐ Contracts / Agreements ☐ Charts/Graphs ☐ Map
☐ Resolution ☐ Supplemental Reports ☐ Presentation ☒ Other (Memo)

SALEM MUNICIPAL SERVICES

Wayne Amaral - Director

ENGINEERING ♦ PUBLIC WORKS ♦ UTILITIES



21 Cross Street
Salem, NH 03079
TEL: 603-890-2150

Memorandum

Date: May 14, 2026
To: Town Council
Through: Joseph Devine, Town Manager
From: Wayne S. Amaral, Municipal Services Director
cc: John Klipfel, Engineering Director
Todd Welch, Project Engineer
Nicole McGee, Finance Director
RE: NH Route 111 / Ermer Road Intersection Improvement Project – Funding Request.
(Project Funding Request 2 of 2)

Recommended Motion:

Move that the Town Council hereby authorizes the expenditure of up to \$402,321.50 (10% of the Towns portion of the project) to be paid using \$71,923.60 from the Roadway Improvements Capital Reserve Fund, \$48,762.980 in Zone 3 Traffic Impact Fees, and \$281,638 via taxation in the 2026 approved operating budget, for the construction of the NH Route 111/Ermer Road Intersection Improvement Project, which will be managed as a Local Public Agency (LPA) Project in partnership with the New Hampshire Department of Transportation.

Background:

As you are aware there are significant concerns for public safety at the intersection of NH Route 111 and Ermer Road and these have only increased with the passing decades. The straight alignment, wide shoulders and good sight distance encourage high speeds along this segment of NH Route 111 creating a large speed differential between through-traffic on NH Route 111 and vehicles entering the intersection from Ermer Road. Over the last 20 years, the Town has received numerous concerns and complaints about the safety of the intersection. All of which are validated by a history of crash data, including multiple fatal crashes.

After Town Council approval, a roundabout was selected as the improvement type of choice at the intersection of Ermer Road and State Rte. 111. The work includes roadway reconstruction, closed drainage, curbing, utility coordination, electrical conduit and lighting foundations, minor landscaping, traffic signage and pavement markings, temporary traffic control, and other associated work to facilitate construction.

The design and permitting work have been fast tracked and was completed this past winter. Contract documents were posted for public bid, and bids were opened on April 21, 2026. The Town received two bidders, and the lowest bidder was Busby Construction Co. of Atkinson NH.



Funding Summary:

The total project construction budget is \$4,023,214.96. 90% or \$3,620,893.46 will be reimbursed by NHDOT – HSIP and 10% or **\$402,321.50** will be paid from the Roadway Improvements Capital Reserve Fund, taxation (included in the 2026 operation budget) and Traffic Impact Fees (Zone 3).

Breakdown of Town's Obligation - Funding Sources:

Roadway Improvement Capital Reserve Fund	\$ 71,923.60
Taxation	\$281,635.00
<u>Traffic Impact Fees (Zone 3)</u>	<u>\$ 48,762.90</u>
Total Construction Phase Cost	\$402,321.50

Town Council LPA Agreement / NHDOT Grant Acceptance approval request of this project is in separate memorandum and will be presented in conjunction with this request.



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079

(603) 890-2120 · FAX: (603) 890-2220

Item #: 08(c1)

Department: Community Development

Prepared by: Crayton Brubaker

Town Council Meeting Date: 5/18/2026

STAFF REPORT

PURPOSE:

☒ Information Only ☐ Discussion ☐ Action Requested ☐ Public Hearing

BRIEF SUMMARY:

The Conservation Commission adopted the 2026 Open Space Master Plan on May 6, 2026 and is being presented to the Town Council for informational purposes. The presentation of this Plan is also to ensure coordination among the Conservation Commission, Planning Board, and Town Council in relation to conservation and open space planning efforts.

BACKGROUND:

In October 2024, the Conservation Commission created an ad-hoc Open Space Task Force for the purpose of working with the Rockingham Planning Commission (RPC) to update Salem's [2010 Open Space Report](#). The Task Force met throughout 2025 to provide input to Town staff and the RPC in the development of this Open Space Master Plan.

This Open Space Master Plan accomplishes several goals, including:

- Updating maps and data reports for Salem to serve as a Natural Resources Inventory (NRI) that indexes natural resources in Salem, a key task assigned to Conservation Commissions under state law
- Providing maps that identify open space priorities for Salem based on natural resources data, planning priorities identified in the 2025 Town-wide Master Plan and recreational planning efforts, and practical considerations for items such as cost and landowner interest
- Identifying ways to plan and implement open space protections, including tools such as easements and land acquisition, as well as a number of recommendations for various Town boards and committees to consider in relation to open space

Included in your packet is a copy of the Open Space Master Plan and a two-page informational fact sheet. High-definition versions of each map are included on the website page for the Open Space Master Plan at the following link: <https://salemnh.gov/1140/2026-Open-Space-Master-Plan>

BUDGET IMPACT:

☒ No budget impact ☐ Within approved budget ☐ New expenditure ☐ Grant-funded

ESTIMATED COST: N/A

FUNDING SOURCE: N/A

RECOMMENDATION / ACTION REQUESTED: N/A



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079
(603) 890-2120 · FAX: (603) 890-2220

ATTACHMENTS:

- | | | | |
|-------------------------------------|--|--|--------------------------------|
| ☐ Photos | ☐ Contracts / Agreements | ☐ Charts/Graphs | ☐ Map |
| ☐ Resolution | ☒ Supplemental Reports | ☒ Presentation | ☐ Other |

w/ Attached:

- 2026 Salem Open Space Master Plan
- Salem Open Space Informational Fact Sheet
- High Definition Maps included on website page: <https://salemnh.gov/1140/2026-Open-Space-Master-Plan>

Town of Salem, NH
Conservation Commission

Open Space Master Plan



Developed by the Salem Conservation Commission with assistance from the Open Space Task Force.
Technical assistance provided by Rockingham Planning Commission.

2026

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Conservation Commission Open Space Master Plan – May 2026

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Section 1 - Overview

Why Plan for Open Space?

Open space plays an important role in the community by enhancing quality of life for residents, protecting the community's natural resources, and preserving desirable characteristics that can shape a community. Open space can be undeveloped or lightly developed land and recreation areas owned publicly or privately. Areas of open space can provide multiple benefits such as protecting water resources, providing recreational opportunities, and providing sustainable development patterns.

Southern New Hampshire is a desirable place to live due to its natural environment and key location to employment centers and services. Demographic trends indicate that the Salem region has some of the highest population growth rates in New Hampshire. As a result, development pressures are amplifying to accommodate this population. Due to this, Salem recognizes the necessity to develop a strategy to balance increase its economic development opportunities in an environmentally sound manner.

The decisions made today will affect Salem's residents for generations to come. Given this, it is vital that Salem take proactive steps in determining areas of town that will best provide a network of distinct and multifunctional open spaces are secured and properly maintained to enhance the character and well-being of the community.

Open space preservation serves multiple goals within a community and provides the following benefits:

- Attracts investment by residents and businesses seeking high quality of life
- Revitalizes town and village centers
- Supports resource based tourism economy
- Helps prevent flooding and flood related damage
- Protects farms and agricultural lands
- Promotes sustainable development patterns
- Protects environmental resources (water, aquifers, air, forests)
- Provides recreational and educational opportunities
- Serves as a connection between different areas that provide the services above

Background

In October 2024, the Conservation Commission created an ad-hoc Open Space Task Force (OSTF) for the purpose of working with the Rockingham Planning Commission (RPC) to update Salem's [2010 Open Space Report](#). The Task Force met throughout 2025 to complete the update to the new 'Conservation Commission Open Space Master Plan Update'. This document will serve to prioritize natural resources and identify and prioritize land for potential conservation protection.

The open spaces - from forested, natural areas to recreation trails and parks - have an important role in keeping Salem a vibrant place to live, work, and play. Having a plan to best protect and enhance those open spaces is essential to expanding and protecting them.

To that end, the Open Space Master Plan:

- Incorporates updated maps and data reports to accurately identify the location, detail, and proximity of key natural resources and environmental hotspots within Salem. This section also serves as a Natural Resources Inventory that indexes the natural resources found in Salem, a key task assigned to the Conservation Commission under state law.
- Uses prioritized criteria to evaluate the benefits of protecting areas of open space that are not currently protected. This criteria includes priorities based on natural resources data, planning priorities identified in the Salem Master Plan and recreational planning efforts, and practical considerations for items such as cost and landowner interest. A prioritized list of parcels for potential open space protection has also been developed.
- Includes an informational toolkit to assist the Conservation Commission and other Town committees to take action on protecting open spaces developed through the Open Space Master Plan update.

The mapping and data contained within this report, identified planning priorities in Salem, and input from key stakeholders has resulted in open space prioritization map found on the following page. This map is intended to serve as guidance as Salem makes decisions impacting open spaces and the role they plan in the community.

Conservation Commission Open Space Master Plan – May 2026



Section 2 -Natural Resource Inventory Information

What is in a Natural Resources Inventory?

According to the University of New Hampshire Cooperative Extension, a Natural Resources Inventory (NRI) compiles information on important, naturally occurring resources within municipality, such as forests, farmlands, streams, lakes, wetlands, and rocky ridges.

NRI's are comprised of maps, data, and a report that describes the resources, project goals and recommendations for next steps. As well as being a stand-alone product, the NRI can also be integrated into a master plan, conservation plan or watershed plan.

The purpose of this Natural Resources Inventory (NRI) is to:

- Map and describe significant natural resources and environmental services found in Salem.
- Identify areas of high ecological value at the local, regional, and state level.
- Serve as the basis for natural resources criteria used to prioritize parcels for potential open space preservation.

The following maps, along with relevant narrative and data tables, are provided within this section.

- | | |
|---|---|
| • Map 1 - Salem Base Map | • Map 9 – FEMA Floodplains (Adopted and Preliminary) |
| • Map 2 – Salem Land Use | • Map 9a – Adopted FEMA Floodplains |
| • Map 3 – Salem Aerial Photo 2021/2022 | • Map 9b – Preliminary FEMA Floodplains |
| • Map 4 – Topography | • Map 10 – Wildlife Action Plan |
| • Map 5 – General Soils | • Map 11 – Unfragmented Land |
| • Map 6 – Agricultural Soils | • Map 12 – Protected Land |
| • Map 7 – Surface Water and Wetlands | • Map 13 – Watersheds |
| • Map 8 – Groundwater Resources and Aquifers | • Map 14- Impervious Surfaces |

Table 1 contains a summary of the published studies on the effect of the VFA on the methane production rate. The first 10 studies were published in the last 10 years, and the remaining 10 studies were published in the last 20 years. The studies were selected based on the following criteria: (1) the study was published in a peer-reviewed journal; (2) the study was published in English; (3) the study was published in the last 10 years; (4) the study was published in the last 20 years; (5) the study was published in the last 10 years; (6) the study was published in the last 20 years; (7) the study was published in the last 10 years; (8) the study was published in the last 20 years; (9) the study was published in the last 10 years; (10) the study was published in the last 20 years.



Map 2 – Salem Land Use

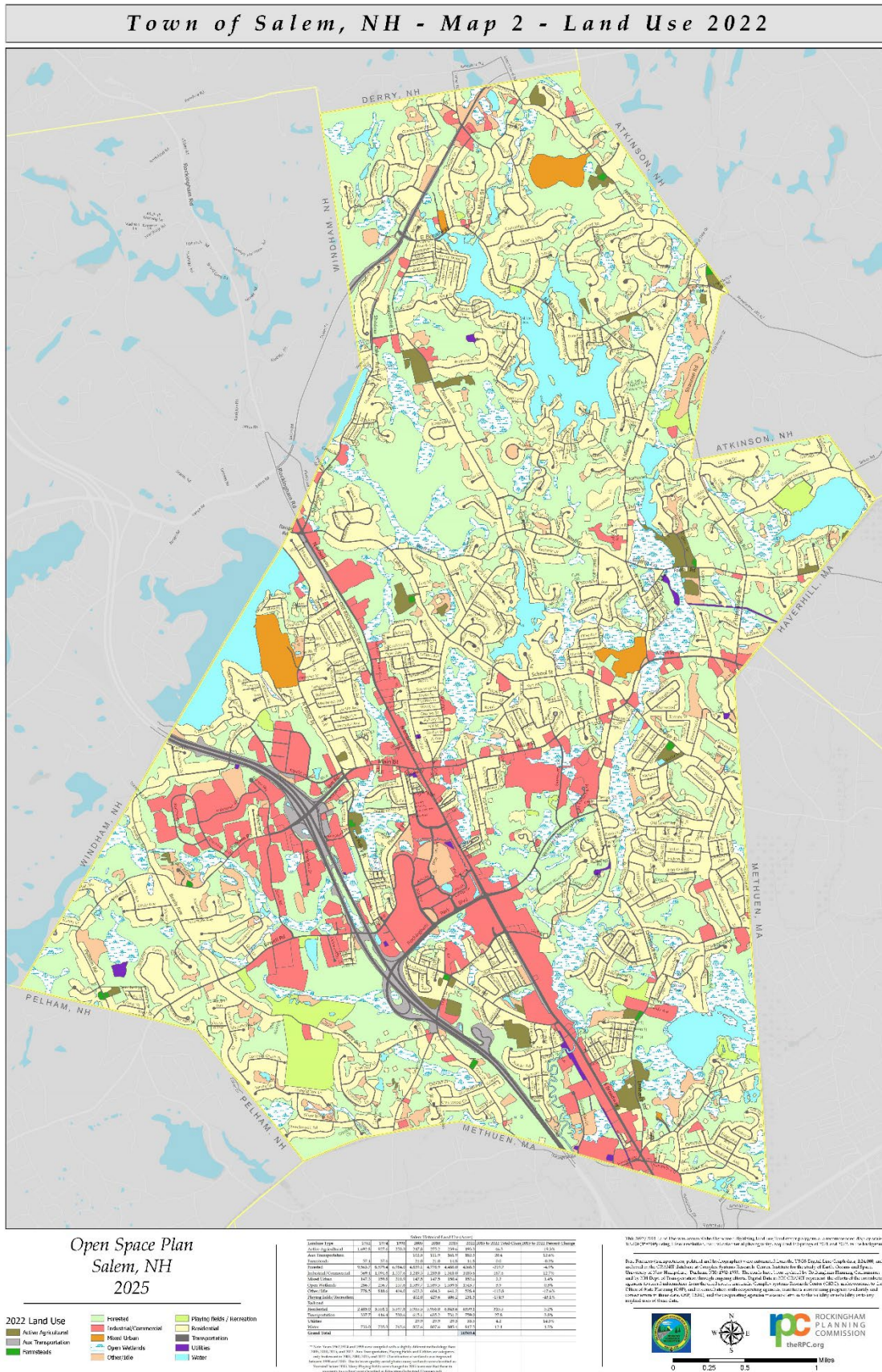
The predominant land use in Salem is forested, with 2,808.5 acres or 38.6%, of the town's 7,258.1 acres. Residential land is the second largest land use, with 2,760.4 acres, or 38.0% of town. Land used by utilities increased the greatest between 2015 and 2022, by 7.3%, followed by industrial/commercial at 5.0% and residential at 4.8%.

Table 1 – Historical Land Use

Land Use Category	1962 Acres	1974 Acres	1998 Acres	2005 Acres	2010 Acres	2015 Acres	2022 Acres	2015-2022 Total Change	2015-2022 Percent Change
Active Agriculture	740.4	397.2	207.6	246.1	268.3	265.8	257.3	-8.5	-3.2%
Auxiliary Transportation				12.3	13.6	14.3	14.7	0.4	2.6%
Farmsteads	23.4	22.1	12.8	36.6	33.0	33.0	31.1	-1.9	-5.7%
Forested	5445.1	5098.0	3996.6	3068.9	3031.3	2936.2	2808.5	-127.7	-4.3%
Industrial/Commercial	6.3	31.9	124.1	116.0	119.7	124.0	130.2	6.2	5.0%
Mixed Urban		2.0	95.6	9.4	9.4	9.4	9.4	0.0	-0.4%
Open Wetlands	120.0	126.2	48.6	381.0	381.0	380.9	378.2	-2.7	-0.7%
Other/Idle	147.4	307.9	227.7	233.8	205.1	240.0	236.4	-3.6	-1.5%
Playing Fields/Recreation*				188.5	202.3	220.9	221.4	0.5	0.2%
Railroad				1.5	1.5	1.5	1.5	0.0	0.0%
Residential	574.0	1062.8	2228.1	2580.3	2604.6	2632.8	2760.4	127.6	4.8%
Transportation	75.9	99.5	159.6	189.4	190.2	199.5	207.7	8.2	4.1%
Utilities				14.8	14.8	14.7	15.8	1.1	7.3%
Water	125.9	110.8	157.8	179.9	183.8	185.6	185.9	0.3	0.2%
TOTAL							7258.1		

*Note – Years 1962, 1974, and 1998 were compiled with slightly different methodology than 2005, 2010, 2015, and 2022. Auxiliary Transportation, Playing Fields, and Utilities are categories only broken out in 2005, 2010, 2015, and 2022. The classification of wetlands was improved between 1998 and 2005. Due to lesser quality aerial photos, many wetlands were classified as Forested before 2005. Many Playing Fields were changed in 2015 to ensure that those in proximity to a school were classified as Education (Industrial/Commercial).

Salem, New Hampshire
Conservation Commission Open Space Master Plan – May 2026



Town of Salem, NH - Map 3 - Aerial Photo



Open Space Plan
Salem, NH
2025

The polynomial $f(x) = 5x^2 + 12x + 6$ has a discriminant

[illegible]

Map 4 – Topography

The highest point in Salem is the summit of Gordon's Hill at 380 feet above sea level, along the town's western border. The average elevation in town is 197 feet. Despite the low elevations, Salem was home to the former Spicket Hill Ski area located on Bridge Street, which had a vertical drop of 160 feet and just over 1,000 feet of run.

Conservation Commission Open Space Master Plan – May 2026



Map 5 – General Soils

Understanding the properties of soils is critical to managing and conserving our natural resources. The USDA Natural Resources Conservation Service (NRCS) studies and inventories soil resources across the country. Soil scientists determine what soils are present, where they are located and how they can be used. Soil surveys contain information in the form of detailed soils maps, data tables and text narratives that can be used to determine appropriate uses for the land. Soil surveys also contain predictions of soil behavior for selected land uses and highlight limitations and hazards inherent in the soil and the impact of selected land uses on the environment.

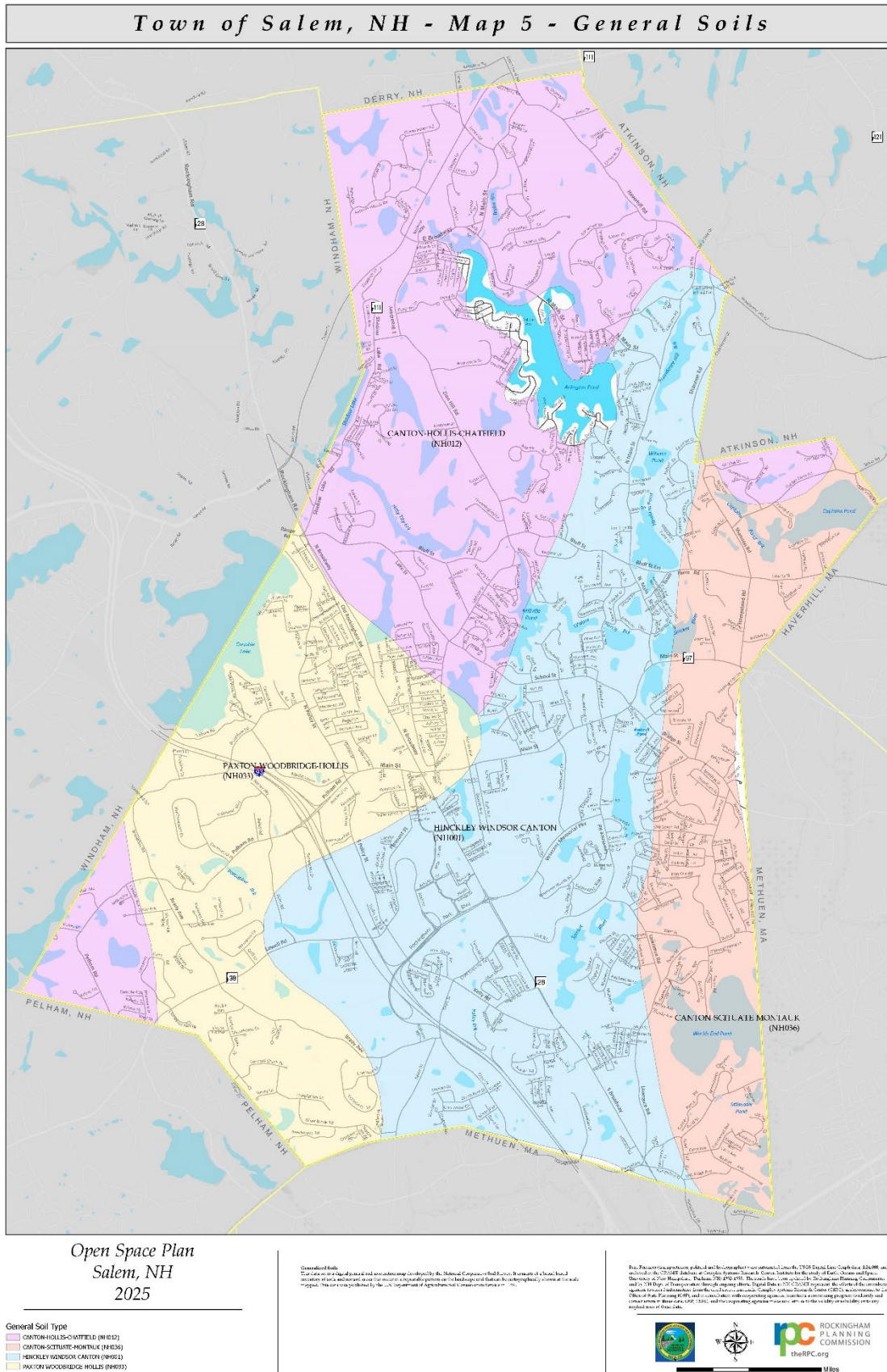
It is important to note that these soil survey maps are designed for general planning purposes and are not at a scale appropriate for site specific use. A site-specific soils map should be done by a licensed professional soil scientist wherever there are concerns about the capability of the land for development.

The most recently published edition of the Rockingham County Soil Survey was issued in 1994. Map 5 displays soil types in Salem.

Table 2 – Soil Types

Soil Type	Acres
Hinckley-Windsor-Canton	5563.0
Canton-Hollis-Chatfield	4943.2
Paxton-Woodbridge-Hollis	3287.7
Canton-Scituate-Montauk	2371.1

- Hinckley-Windsor-Canton soil - Very deep, excessively drained soils formed in glaciofluvial materials and sand outwash. This soil type occurs through the center of town from north to south.
- Canton-Hollis-Chatfield soil - Very deep, well drained soils formed in loamy mantle underlain by sandy till. This soil type occurs primarily in the northwest corner of town around the Arlington Mill reservoir and in a small section of the southwest corner of town near Pelham Road.
- Paxton-Woodbridge-Hollis soil - Well drained loamy soils formed in lodgment till. This soil type occurs in the western side of town on either side of I-93.
- Canton-Scituate-Montauk soil – Well and moderately drained soils formed in a thin mantle of till. This soil type occurs along the eastern edge of town.



Map 6 – Agricultural Soils

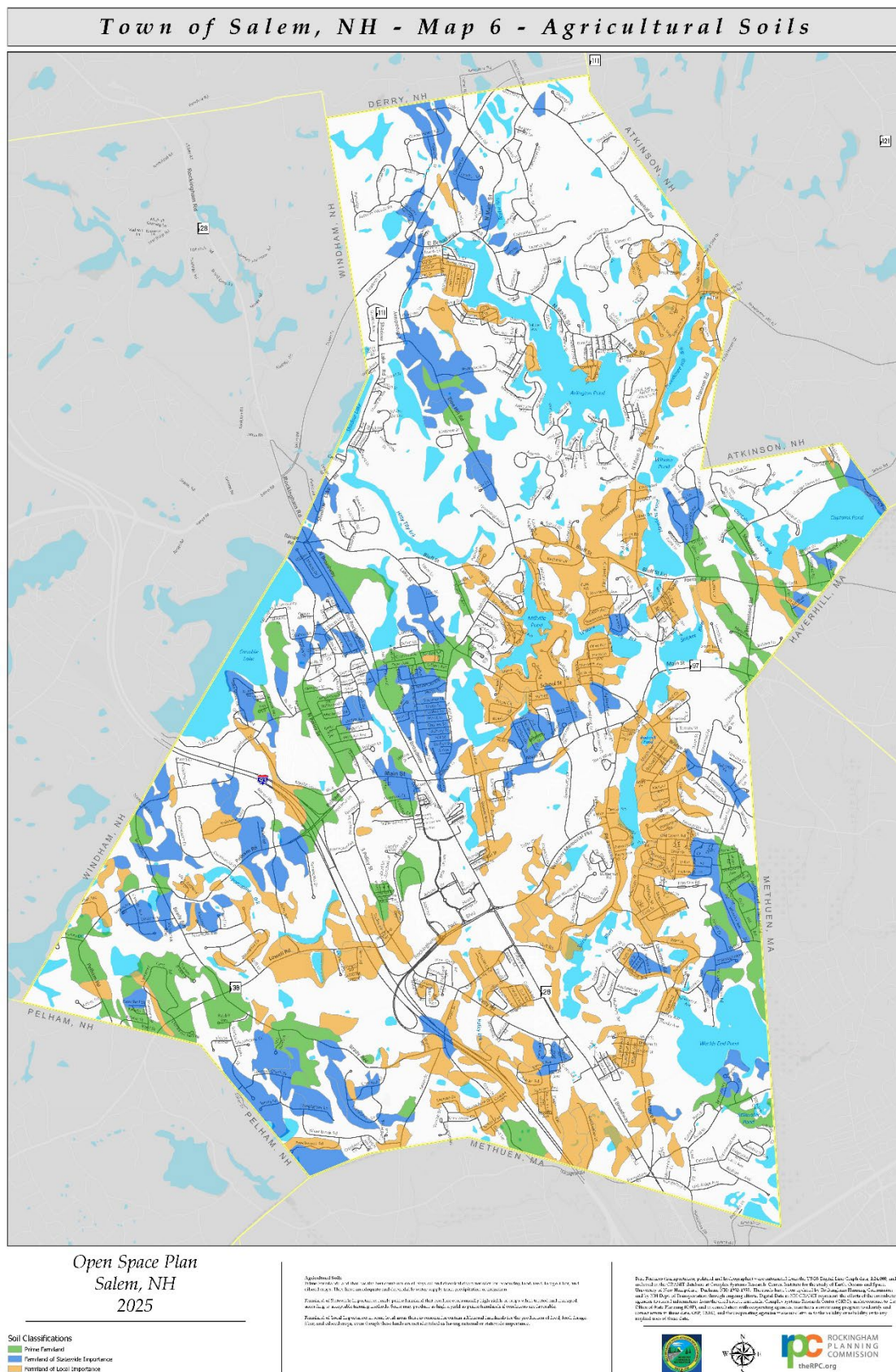
New Hampshire has experienced significant changes in land use patterns over the past few decades, particularly in the agricultural sector. Since 1980, there has been a notable reduction in active farmland, driven by factors such as urban development, economic challenges, and shifts in agricultural practices. Soil properties conducive to agricultural production, level, deep, and well drained, are also conducive to development. Between 2015 and 2022, the amount of active agricultural land in Salem decreased by 3.2%. Map 6 displays agricultural soils in Salem.

Table 3 – Agricultural Soils

Soil Type	Acres	% of Town
Prime Farmland	1111.1	6.7
Farmland of Statewide Importance	1610.4	9.7
Farmland of Local Importance	2519.1	15.2
Total	5240.6	31.6

- Prime Farmland – Land defined by the US Department of Agriculture to have the best combination of physical and chemical characteristics for producing food, feed, forage, fiber, and oilseed crops and is available for these uses. It can be cultivated land, pastureland, forestland, or other land that is not urban or built-up land or water areas. Salem has 1111.1 acres of prime farmland scattered throughout town.
- Farmland of Statewide Importance – Land, in addition to prime farmland, that is of statewide importance to produce food, feed, fiber, forage, and oilseed crops. Criteria for defining and delineating this land are determined by the NH Department of Agriculture. Generally, these soils are nearly Prime Farmland that can economically produce high yields of crops when treated and managed according to acceptable farming methods. There are 1610.4 acres of farmland of statewide importance in Salem scattered throughout town. Farmland of statewide importance does not include prime farmland or farmland of local importance.
- Farmland of Local Importance – This is land that is local important for food, feed, fiber, and forage production but is not categorized as prime farmland or farmland of statewide importance. Identification of these farmlands is determined by the Rockingham County Conservation District. Salem has 2519.1 acres of farmland of local importance scattered throughout town. Farmland of local importance does not include prime farmland or farmland of statewide importance.

Conservation Commission Open Space Master Plan – May 2026



Map 7 – Surface Water and Wetlands

Wetlands, as defined by the Environmental Protection Agency, the NH Department of Environmental Services and the Salem Zoning Ordinance are those areas that are inundated or saturated by surface or groundwaters at a frequency and duration sufficient to support and that under normal circumstances do support a prevalence of vegetation adapted for life in saturated soil conditions. A wetland is defined by the three “H’s”: hydrophytes or wetland vegetation, hydrology and hydric soils. Map 5 displays surface water and wetlands in Salem.

Wetlands are an integral part of Salem’s natural resources. They are important for removing excess nutrients and sediment from the water, slowing and storing floodwaters, promoting groundwater infiltration, and providing habitat for a variety of vegetation and animal life. In addition, wetlands provide recreational, educational and research opportunities. Wetlands are most often found along streams and adjacent to ponds and lakes. They can be found in clustered complexes that are of great value. Vernal pools are a special type of wetland that dry out completely in the summer and have no fish population.

There is a diversity of wetland types in Salem, including areas of open water with emergent vegetation such as cattails, forested wetlands, and scrub-shrub wetlands. The principal types of wetlands with standing water in the spring have been mapped from aerial photos by the National Wetlands Inventory (NWI) of the U.S. Fish and Wildlife Service. The NWI wetlands do not include all wetlands, particularly those that do not typically have standing water in the spring.

The types and acres of each wetland type in Salem are displayed on Map 7. The total area for NWI wetlands Salem is 2720.6 acres or 16.4% of the town’s land and water area.

Table 4 – Wetland Soils

Wetland Soil Types	Acres	% of Town
Freshwater Forested/Shrub Wetland	1432.4	8.6
Lake	657.4	3.9
Freshwater Emergent Wetland	250.0	1.5
Riverine	198.8	1.1
Freshwater Pond	181.3	1.0
Other	0.8	0.004
TOTAL	2720.6	16.4

The Town of Salem has identified and mapped prime wetlands in town, per NH RSA 482-A:15. A wetland receives this designation because of its large size, unspoiled character, and ability to sustain populations of rare or threatened species plant and animal species. There are 38 prime wetland complexes located across town, encompassing 1,337 acres. There are an additional 310 acres of wetland that are not designated as prime.

Map 7 also displays surface waters in Salem and Table 5 lists these surface waters and their size.

Table 5 – Surface Waterbodies

Surface Waterbody	Acres/Miles
Arlington Mill Reservoir	279.4 acres
Canobie Lake	150.6 acres
World End Pond	97.4 acres
Captain Pond	86.6 acres
Millville Lake	50.2 acres
Shadow Lake	14.6 acres
Taylors Reservoir	8.1 acres
Hedgehog Park Pond	7.6 acres
Spicket River	10.9 miles
Policy Brook	5.1 miles
Porcupine Brook	4.6 miles
Hitty Titty Brook	2.2 miles
Providence Hill Brook	1.8 miles
Widow Harris Brook	1.7 miles
World End Brook	1.1 miles

Salem uses Canobie Lake and Arlington Pond as its primary surface water sources for drinking water, with Canobie Lake being the primary source from May through October and Arlington Pond during the colder winter months.

Conservation Commission Open Space Master Plan – May 2026

-  Prime Wetland
- Wetland 100ft buffer
-  Surface Waterbodies
-  NW2Plus
-  Dams
- Bridges

National Wetlands Inventory
The data we report represent the results of systematic fieldwork and map work both on the ground and from the air. Wetlands are defined as the areas, more or less continually or seasonally flooded or saturated, that support a preponderance of wetland plants and animals. The National Wetlands Inventory is the result of a 10-year effort to map the wetlands of the United States and its territories. The fieldwork for this inventory was conducted by specially trained staff of the U.S. Fish and Wildlife Service, and by other federal, state, and local agencies. The quality of the inventory data is high, and the data are available to the public. The National Wetlands Inventory is the result of a 10-year effort to map the wetlands of the United States and its territories. The fieldwork for this inventory was conducted by specially trained staff of the U.S. Fish and Wildlife Service, and by other federal, state, and local agencies. The quality of the inventory data is high, and the data are available to the public.

Data. The main data are open access, published and in the *Geoparc* data base constructed recently, 1995-2002. Data on Geoparks: 226,000, and included in the CD-ROM *Geoparks in Complex Systems* (Zacharia, 2004). Institute for the study of Earth, Cosmos and Space. University of *Free-Bulgaria*, Plovdiv, 2002. 470-475. The source data is available in the *20-anniversary Planning, Communications and in CD-ROM Data of Transportation through emerging clusters*. Digital Data: 1995-2002, 2003, included the efforts of the membership agency for Local Information Systems and the *Geoparc* system. Complex systems for the study of Earth, Cosmos and Space, 2003, and CD-ROM of Data: *Planning, Communications and in CD-ROM Data of Transportation through emerging clusters*, includes a monitoring program (regularly and a review series in these data, 1995-2002), and the reporting agency (regularly and in the study of the complexity of the system) applied into the data base.



Map 8 – Groundwater Resources and Aquifers

Aquifers are concentrations of groundwater and those having medium to high potential to yield groundwater occur in southern New Hampshire as areas of alluvial deposits of sand and gravel or in bedrock fractures. The sand and gravel deposits are called “stratified drift aquifers” and typically yield more groundwater than bedrock fractures. The major source of recharge to these aquifers is through precipitation filtering directly down into the aquifer. A 1992 study by the U.S. Geological Survey identified stratified drift aquifers within Salem. Map 8 displays groundwater resources, including aquifers, public wells, and wellhead protection areas.

Aquifers are defined by their transmissivity, which is a measurement of the rate at which groundwater flows horizontally through an aquifer. The higher the transmissivity, the higher the capacity for water flow. Aquifers with a transmissivity range of 0 – 2000 encompass 5,148.1 acres in Salem and underlie the center of town from north to south. There is one small aquifer, 8.1 acres, with a higher transmissivity range of 2000 – 4000 located north of Brady Avenue.

Table 6 describes the 20 active public drinking water supply wells in town. Eighteen of these wells rely on groundwater and two wells rely on surface water.

Table 6 – Active Public Drinking Water Supply Wells
Source: NHDES OneStop

Name	Address	System Type*	Well Type	Water Source
Scottish Highland Golf Course	79 Brady Ave	N	Bedrock	Groundwater
Millville Circle/South	100 Millville Cir	C	Bedrock	Groundwater
Ackerman Retirement Park	80 ½ Caddy Dr	C	Bedrock	Groundwater
Derry Salem Elks Lodge	39 Shadow Lake Rd	N	Bedrock	Groundwater
Lancaster Farms	Stanley Brook Dr	C	Bedrock	Groundwater
Camp Otter	66 Hooker Farm Rd	N	Bedrock	Groundwater
Klein Marine Systems	11 Klein Dr	P	Gravel	Groundwater
Ackerman Retirement Park	80 ½ Caddy Dr	C	Bedrock	Groundwater
Salem Water Dept	161 N Policy St	C	Surface Intake	Surface water
Merrimack Valley Montessori School	111 Lowell Rd	P	Bedrock	Groundwater

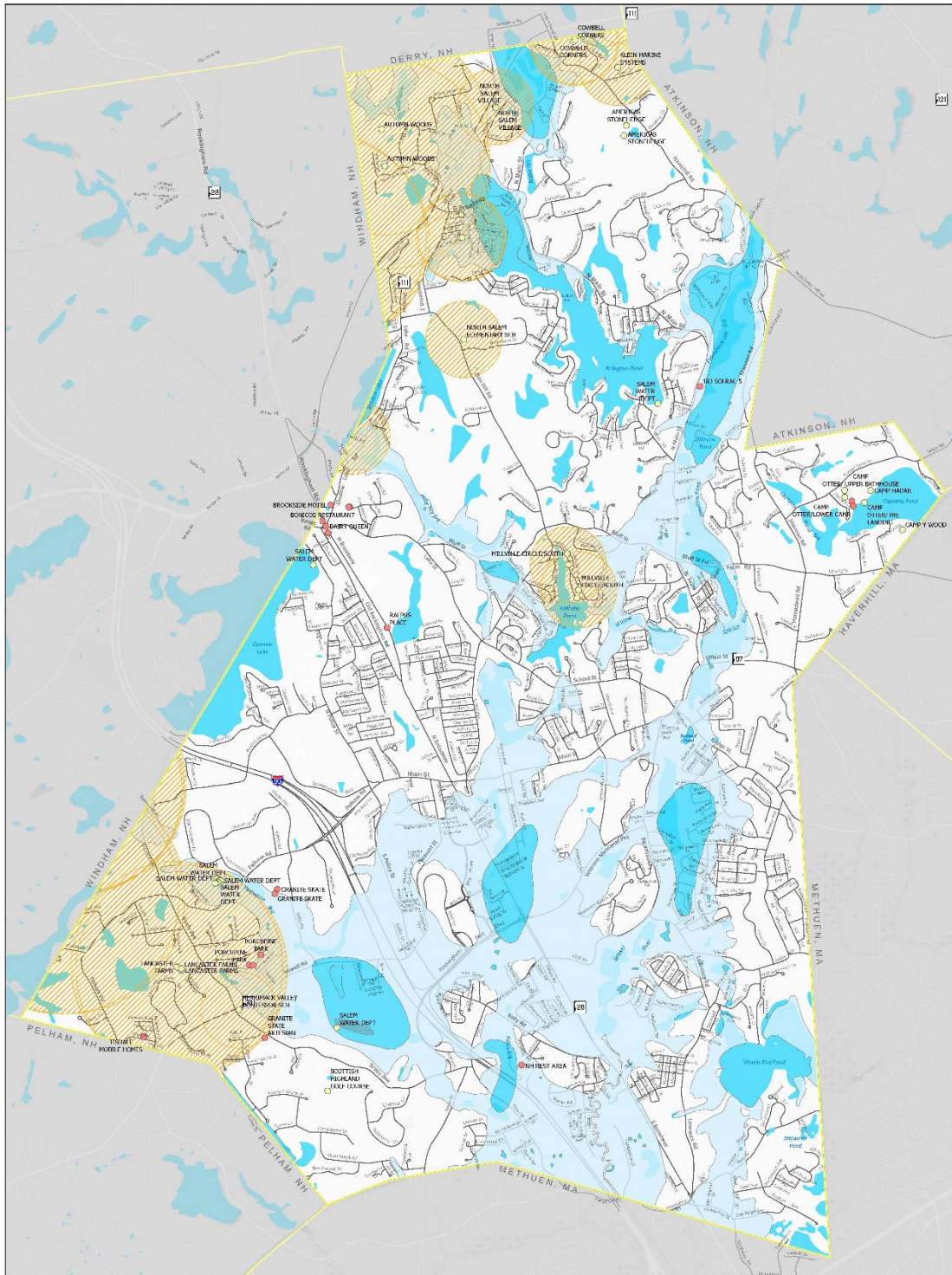
Conservation Commission Open Space Master Plan – May 2026

North Salem Village	15 Ermer Rd	P	Bedrock	Groundwater
Cowbell Corners	418 Island Pond Rd	P	Bedrock	Groundwater
Autumn Woods	Autumn Woods Rd	C	Bedrock	Groundwater
Camp Hadar	92 Hooker Farm Rd	N	Bedrock	Groundwater
North Salem Elementary School	140 Zion Hill Rd	P	Bedrock	Groundwater
Campy Wood	59 Liberty Rd	N	Bedrock	Groundwater
Mill Pond at Wheeler Dam	82 East Broadway	N	Bedrock	Groundwater

*Well Types: C = Community; P = non-transient, non-community (schools, hospitals, businesses, etc.); N = transient, non-community (restaurants, hotels, campgrounds, etc.)

Salem, New Hampshire
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Town of Salem, NH - Map 8 - Groundwater and Aquifers



Open Space Plan
Salem, NH
2025

Well Status
 (Green circle) Active
 (Red circle) Inactive
 (Yellow hatched) Wetland Protection Area

Transmissivity
 (Light blue) Less than 1000
 (Medium blue) 1000 - 2000
 (Dark blue) 2000 - 4000

Public Water Supply Wells:
 The town has 11 public water supply wells. The wells are located in the following areas: North Salem, Middle Village, and Salem Water Dept. The wells are used to provide water to the town's residents and businesses.

Wetland Protection Areas:
 The town has several wetland protection areas. These areas are located in the following areas: North Salem, Middle Village, and Salem Water Dept. The wetland protection areas are used to protect the town's water resources and provide habitat for wildlife.

Other Data:
 The map also shows other data, including roads, railroads, and other features. The map is a general representation of the town's groundwater and aquifers and should not be used for legal purposes.

Map Data:
 The map data was collected from various sources, including the town's water department, the New Hampshire Department of Environmental Services, and the U.S. Geological Survey. The map data is current as of the date of the map's publication.



Map 9 – FEMA Floodplains (Adopted and Preliminary)

Floodplains are areas of land adjacent to lakes, rivers, and streams that are prone to flooding. Map 9 displays the 100-year and 500-year floodplains in Salem. These terms refer to the probability of flooding occurring in these areas within a given year. The 100-year floodplain is an area that has a 1% chance of experiencing a flood in any given year. The 500-year floodplain is an area with a 0.2% chance of flooding in any given year. While less frequent than the 100-year floodplain events, floods in these areas can be more severe due to the higher volume of water.

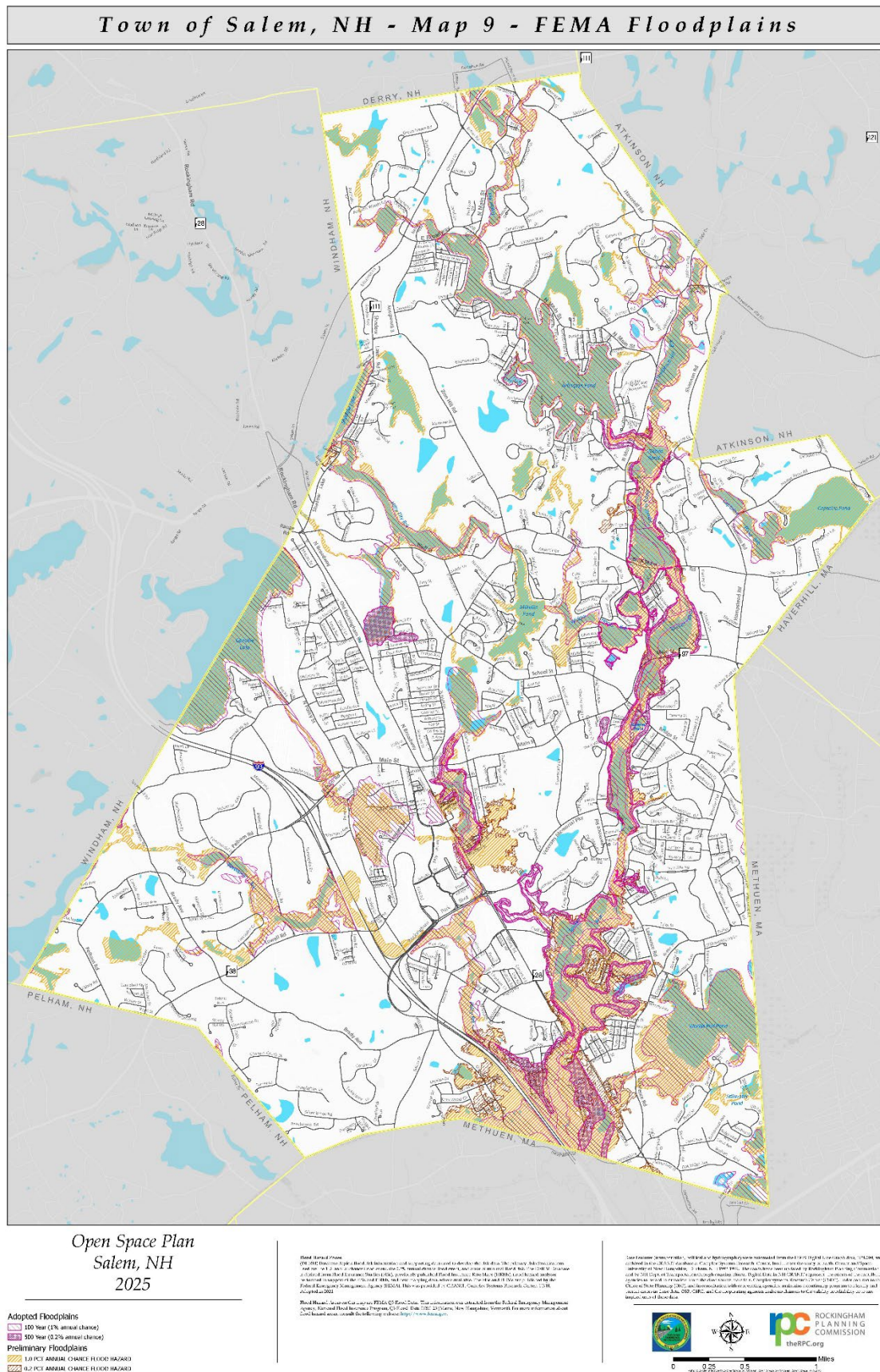
Flood zones are geographical areas that FEMA has defined according to varying levels of flood risk. These zones are depicted on Salem's Flood Insurance Rate Map (FIRM). Flood Zone A are areas that are subject to inundation by a 100-year flood. Salem has 908.6 acres in Zone A. FEMA Flood Zone AE includes areas where analyses have been conducted to determine base flood elevations. Salem has 1512.5 acres in Zone AE. FEMA Flood Zone X500 is also known as the 500-year floodplain. Salem has 283.5 acres in Zone X500.

Table 7 – FEMA Flood Zones

FEMA Flood Zones	Acres
Zone A	908.6
Zone AE	1512.5
Zone X500	283.5
Total	2704.6

Maps of both the adopted FEMA floodplain maps and the preliminary floodplain maps are provided with this plan to provide context for areas susceptible to flooding. The preliminary maps contain updated information and are expected to be adopted in the coming years by FEMA, however, the adopted FEMA maps are the final, legally binding versions used for flood insurance requirements, building regulations, and official floodplain management.

Conservation Commission Open Space Master Plan – May 2026



Map 9a – Preliminary FEMA Floodplains

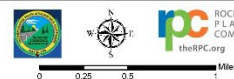
Flood Hazard Areas on this map were received from GRANIT, Complex Systems Research Center, UNH in February 2004. This data is a pre-release of data that will be published by the Federal Emergency Management Agency (FEMA) National Flood Insurance Program, Flood Hazard Maps. This is preliminary data subject to revision. For more information about flood hazard areas, consult the following website: <http://www.fema.gov>.

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Preliminary Floodplains
 1.0 PCT ANNUAL CHANCE FLOOD HAZARD
 0.2 PCT ANNUAL CHANCE FLOOD HAZARD

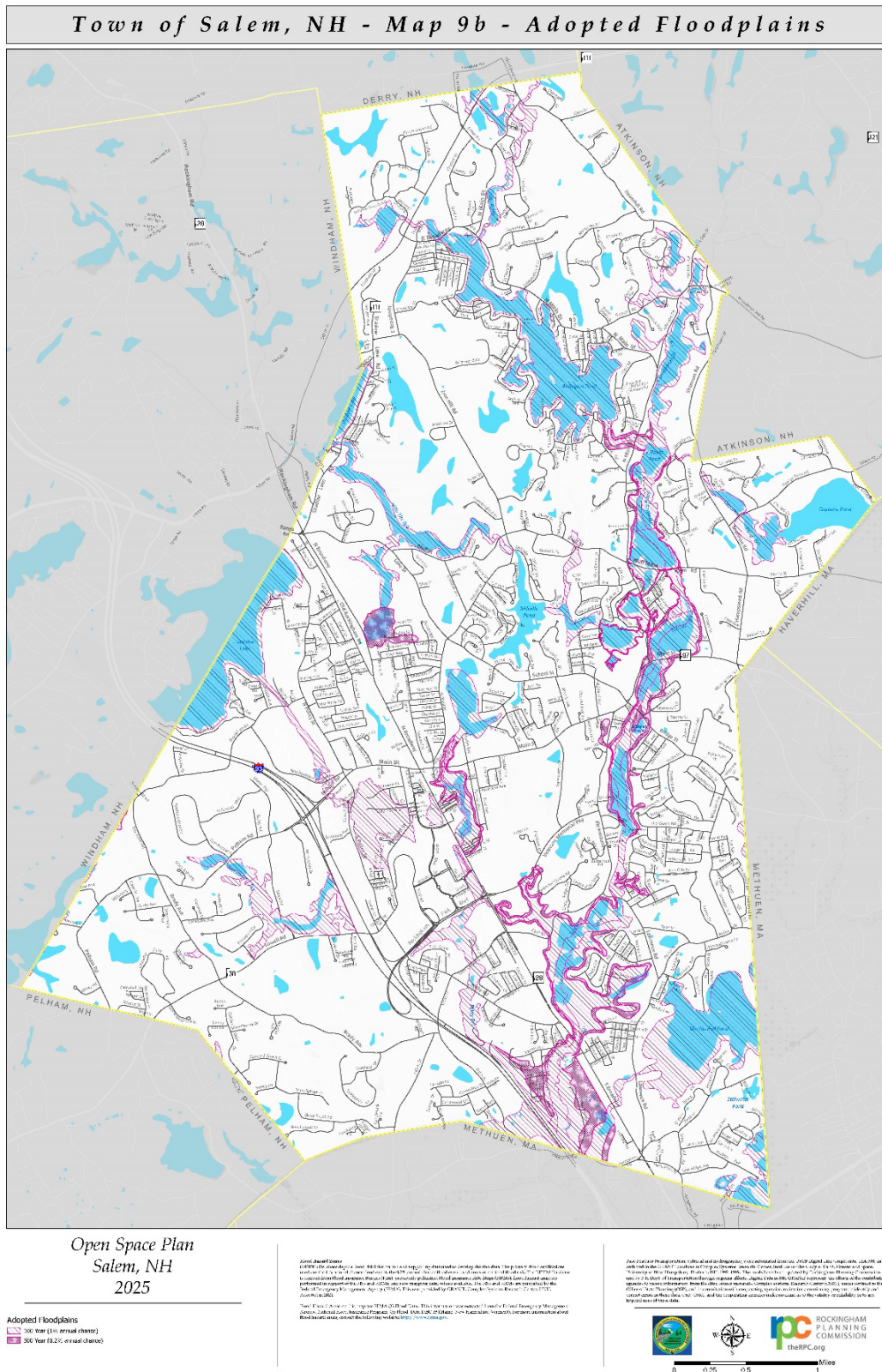
Food Hazard Data
(1) **FFH:** Database depicting risk assessments and supporting data used to develop risk data. The primary risk assessments used in this study were from the 2015 annual surveillance cycle and were accessed through the FFH Database developed from Food Inspection Service (FIS) previously published Food Inspection Risk Assessment Data (FFHAR) that had been analyzed and put into a web-based FIS and FFHAR web application data store available to the public and FISAR is included in the National Inspection Management System (FFHAR). This was provided by CDART, Computer Systems Research, Center, USDA, Arlington, MD.

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Map 9b –Adopted FEMA Floodplains

Flood Hazard Zones are from the Digital Flood Insurance Rate Map (DFIRM) Database. The Digital Flood Insurance Rate Map (DFIRM) Database depicts flood risk information and supporting data used to develop the risk data. The primary risk classifications used are the 1-percent-annual-chance flood event, the 0.2-percent-annual-chance flood event, and areas of minimal flood risk. The DFIRM Database is derived from Flood Insurance Studies (FISs), previously published Flood Insurance Rate Maps (FIRMs), flood hazard analyses performed in support of the FISs and FIRMs, and new mapping data, where available. The FISs and FIRMs are published by the Federal Emergency Management Agency (FEMA). This was provided by GRANIT, Complex Systems Research Center, UNH in May 2005.



Map 10 –Wildlife Action Plan

The 2015 NH Fish and Game Wildlife Action Plan (WAP) identifies Species of Greatest Conservation Need (SGCN) and their habitats in New Hampshire. Each SGCN and habitat has a profile that includes information about the population, threats, and actions needed to conserve these features in New Hampshire. All wildlife species native to New Hampshire were eligible for identification as SGCN including game species, nongame species, fish and marine animals. A total of 169 species are identified in the Plan as SGCN, of which 27 species are listed as state endangered and 14 listed as state threatened. The plan identifies 27 distinct habitats that support common species and SGCN.

The WAP ranks habitats in three tiers:

- Highest Ranked in the State – includes the top 15% by area of each habitat.
- Highest Ranked in the Biological Region – compared the habitats within regions of that that have similar climate, geology, and other factors that influence biology. This tier includes the top 30% of each habitat, except the areas already within the Highest Ranked in the State.
- Supporting Landscapes- includes the top 50% of each habitat.

Map 10 displays the habitat tiers in Salem.

Table 7 – Wildlife Action Plan Habitat Tiers

Wildlife Action Plan Habitat Tiers	Acres
Tier 1 – Highest Ranked in State	77.4
Tier 2 – Highest Ranked in Biological Region	694.8
Tier 3 – Supporting Landscapes	1024.4
TOTAL	1796.6

Salem has 77.4 acres of Tier 1 habitat, the highest ranked habitat in the state. This land is in the southwest corner of town south of Brookdale Road and in three small patches south of Arlington Mill Reservoir. The town has 694.8 acres of Tier 2 habitat, the highest ranked in the biological region, in several locations. The largest areas are narrow swaths of land east of Lawrence Road. There are 1024.4 acres of Tier 3 habitat, supporting landscapes. This habitat is found in several locations, including World End Pond and Providence Hill Brook.

The Salem Conservation Commission has mapped wildlife corridors in town and created visual imagery using a ARCGIS StoryMap to engage residents in the preservation of wildlife habitat and encourage voluntary land management that supports wildlife. The map depicts habitat blocks totaling approximately 2,938 acres, which are primarily undeveloped and forested land free from the influence of roads, structures, or other paved and occupied surfaces. The largest habitat corridor blocks, 500 acres and greater, include the Salem Town

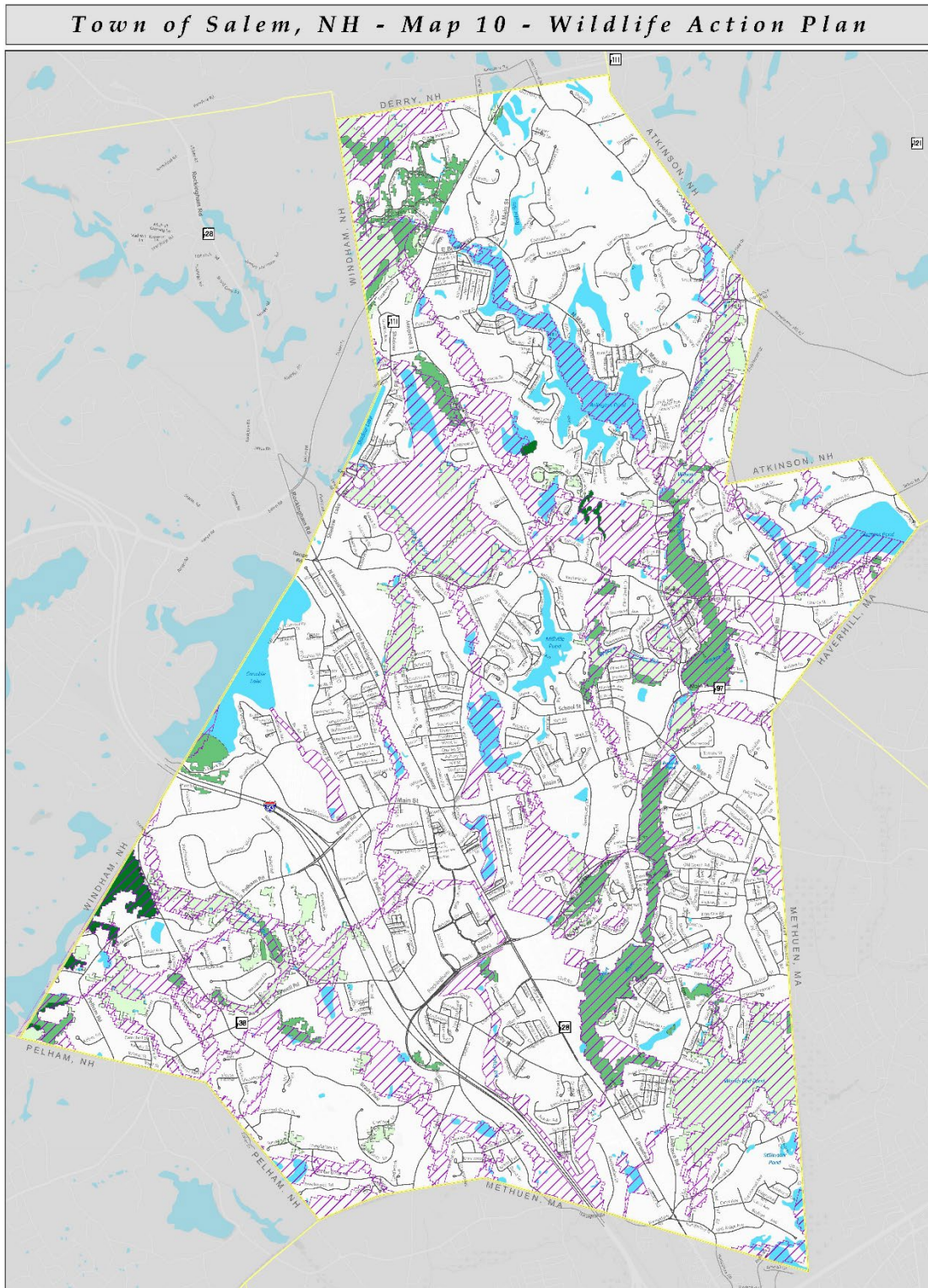
Conservation Commission Open Space Master Plan – May 2026

Forest, undeveloped land in the northwest corner of town that abuts the Windham Town Forest, and areas round Captain Pond and World End Pond.

The Conservation Commission has also mapped wildlife corridors. Wildlife corridors are natural or artificially created strips of habitat that connect blocks of wildlife habitat. These corridors allow wildlife to travel safely, which is essential for food, shelter, and reproduction. The map highlights the critical role riparian corridors, primarily the Spicket River and Policy Brook, play in enabling wildlife to move in Salem. The Conservation Commission has set a goal of maintaining these spaces in their natural state to preserve habitat and safe passage.

Salem’s 2023 wildlife corridor planning efforts and story map are available at:

<https://www.salemnh.gov/888/Wildlife-Corridor-ArcGIS-Storymap>

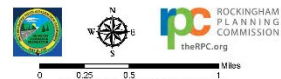


Open Space Plan
Salem, NH
2025

Wildlife Action Plan Tiers 2020
 Tier 1 - Highest Ranked Habitat in NH
 Tier 2 - Highest Ranked Habitat in ecological region
 Tier 3 - Supporting landscapes
 Salem Wildlife Corridors

Wildlife Action Plan 2020
 The map is a derivative of the 2010 Wildlife Action Plan (WAP) for New Hampshire, which was created by the New Hampshire Department of Fish and Game. The map is a derivative of the 2010 WAP, which was created by the New Hampshire Department of Fish and Game. The map is a derivative of the 2010 WAP, which was created by the New Hampshire Department of Fish and Game.

This map was prepared by the Rockingham Planning Commission for the Town of Salem, NH. The map is a derivative of the 2010 Wildlife Action Plan (WAP) for New Hampshire, which was created by the New Hampshire Department of Fish and Game. The map is a derivative of the 2010 WAP, which was created by the New Hampshire Department of Fish and Game.



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Below is a listing (2025) of species of greatest conservation need in Salem from the New Hampshire Natural Heritage Bureau. The key for ranking system is found at the end of this listing.

Note that there are no federally listed endangered species found in Salem.

Species Type	Common Name	NH Listing		Last Observation Date
Bird	Common Loon	T	G5	2024
Reptile	Spotted Turtle	T	G5	2004-07-02
Bird	Sora	SC	G5	2023
Reptile	Blanding's Turtle	E	G4	2012-06-08
Bird	Common Loon	T	G5	2021
Bird	Least Bittern	SC	G4	2024-07-14
Bird	Sora	SC	G5	2024
Bird	Marsh Wren	--	G5	2020-08-23
Plant	ivy-leaved duckweed	E	G5	2015-07-06
Plant	ivy-leaved duckweed	E	G5	2015-07-06
Natural Community - Wetland		--	GNR	1992
Fish	American Eel	SC	G4	2003
Plant	river birch	T	G5	2022-01-16
Reptile	Blanding's Turtle	E	G4	2019-06-07
Reptile	Blanding's Turtle	E	G4	2012-07-18
Reptile	Blanding's Turtle	E	G4	2004-04-29
Plant	Vasey's pondweed	E	G5	2022-06-13
Fish	Swamp Darter	SC	G5	1993-08-05
Bird	Common Loon	T	G5	2024
Fish	Banded Sunfish	SC	G5	2005-08-26
Bird	Bald Eagle	SC	G5	2021
Reptile	Spotted Turtle	T	G5	2016-06-04
Fish	Redfin Pickerel	SC	T5	2005-10-13
Natural Community - Wetland		--	GNR	1992
Plant	wild lupine	T	T4	2012-06
Reptile	Spotted Turtle	T	G5	2004-07-02

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Bird	Sora	SC	G5	2023
Natural Community - Wetland		--	GNR	1992
Bird	Least Bittern	SC	G4	2024-07-14
Bird	Sora	SC	G5	2024
Natural Community - Wetland		--	GNR	1992
Reptile	Spotted Turtle	T	G5	2004-07-02
Bird	Marsh Wren	--	G5	2020-08-23
Plant	ivy-leaved duckweed	E	G5	2015-07-06
Amphibian	Jefferson/Blue-spotted Salamander Complex	--	GU	2021-09-03
Natural Community - Wetland		--	GNR	1992
Fish	American Eel	SC	G4	2002
Natural Community - Terrestrial		--	GNR	1986-05-09
Plant	palmate violet	E	T5	2012-05-21
Natural Community - Terrestrial		--	GNR	1986-09-15
Plant	downy arrowwood	E	T4	2018-08-09
Fish	Swamp Darter	SC	G5	1993-08-05
Fish	Banded Sunfish	SC	G5	2005-08-26
Plant	downy arrowwood	E	T4	2018-08-09
Fish	American Eel	SC	G4	2002
Reptile	Blanding's Turtle	E	G4	2012-07-11

Rankings use a combination of prefixes (G for Global, S for State) and suffixes (a number from 1 to 5) to indicate the level of imperilment.

Rank Prefixes and Suffixes

- **G (Global Rank):** Assesses the risk to a species or natural community across its entire range.
- **S (State Rank):** Assesses the risk of a species or community being lost within New Hampshire specifically.
- **T (Taxon Rank):** Used for a subspecies or variety.
- **Suffixes 1-5:** Indicate the degree of imperilment, from most (1) to least (5) at risk.

Specific Rank Definitions

The numerical suffixes denote the following levels of risk:

- **1 (Critically Imperiled):** At very high risk of extirpation in the state (or elimination globally) due to extreme rarity, very steep population decline, or other factors.
- **2 (Imperiled):** At high risk of extirpation in the state (or elimination globally) due to rarity, significant decline, or other factors.
- **3 (Vulnerable):** At moderate risk of extirpation in the state (or elimination globally) due to restricted range, relatively few populations, recent and widespread decline, or other factors.
- **4 (Apparently Secure):** Uncommon but not rare; some cause for long-term concern due to declines or other factors.
- **5 (Secure):** Common, widespread, and abundant.

Other Codes

Additional codes are used to provide more context:

- **H (Historical):** The species or community has not been observed for a long period and may no longer be present, but is not considered extirpated.
- **X (Extirpated/Eliminated):** No longer exists in the state or globally.
- **U (Unrankable):** Current data is insufficient to assign a rank.
- **NR (Not Ranked):** Status has not yet been assessed.

Map 11 – Unfragmented Land

Map 11 displays the locations of unfragmented lands in Salem. These blocks of undeveloped forestland, wetland, and fields total 7,675.9 acres and are unfragmented by development or public roads. Unfragmented land is valuable for many reasons, including:

- Provides essential forest interior habitat for species such as some songbirds that need to be distanced from human activity, pets, and the forest edge in order to survive.
- Provides habitat for mammals that have large home ranges and prefer to avoid human contact, such as bobcat, otter, and moose.
- Enables owners of large parcels of forestland to conduct timber harvests that are economically viable.
- Minimizes conflicts that can arise when managed forests and farms are surrounded and interspersed with development.
- Offers opportunities for remote recreation, including hunting, hiking and snowmobiling, where landowners allow.

Table 8 highlights the size range of unfragmented blocks in Salem.

Table 8 – Unfragmented Blocks of Land

Unfragmented Blocks	Acres
0 – 10-acre block	514.6
11 – 25-acre block	351.7
26 – 50-acre block	772.3
51 – 100-acre block	753.9
101 – 500-acre block	3510.2
500 acres and greater block	1773.1
TOTAL	7675.9

Conserving these unfragmented blocks and connections between other significant habitat areas is important if residents want to retain the species that need larger and diverse home ranges and territories. Note that some of these unfragmented lands extend into adjacent towns.

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Map 12 – Protected Land

Open space is defined as land that is in a natural, undeveloped condition that contributes to scenic, recreational, and ecological value. The definition of open space can be expanded to include working lands such as forestland and farmland, and managed green space such as parks, recreation areas, and golf courses.

Open space land in Salem plays an important role in enhancing the quality of life for residents, protecting the community’s natural assets, and increasing the town’s resilience to climate change and natural hazards. Preserving open space serves multiple goals and provides many benefits, including:

- Providing opportunities for recreation, play, and education
- Protecting environmental resources such as water, aquifers, air, and forests
- Mitigating flooding and flood related damage
- Creating places for residents to gather and connect
- Providing wildlife habitat and wildlife corridors
- Mitigating the urban heat island effect
- Increasing nearby property values
- Improving attractiveness, livability, and walkability

Salem’s existing open spaces are diverse in their form and composition. They include conserved land, parks, recreational fields, unprotected forests and wetlands, waterbodies and shorelines, and trails. The recommendations in this Open Space Master Plan will enable the town to protect and improve the open space network. Table 9 lists the types of open spaces in Salem.

Table 9 – Types of Open Space

Types of Open Space	Acres
Salem Easement	998.5
Salem Conservation Land	599.1
Salem Set Aside	201.3
Deed Restriction	103.7
State of NH	455.7
No-Cut Zone	9.8
No-Cut Zone	0.7
Total	1958.8

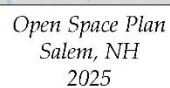
Salem has 1,536.3 acres enrolled in the State’s Current Use program. Current Use is tax assessment law that taxes land at its “productive capacity”. This means the land is taxed at its income-producing capability as forest, farmland, or undeveloped land, rather than at its

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real estate value as a building site. Current Use lowers property taxes for landowners and provides open space for hunting, fishing, and wildlife conservation. To qualify for Current Use, land must be 10 or more acres, and must be forest, farm, or unproductive land.

The Town's June 2023 Open Space Areas map depicts town-owned conservation land, conservation easements held by the town, land that has been set aside or deed restricted, current use parcels, town and school properties, and land owned by the State of New Hampshire.

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Conservation and Public Lands
The conservation lands are those wetland parcels of land of two or more acres that are mostly undisturbed and are protected from future development. Large or adjoining wetland areas, as well as isolated or edge-covered ponds, may also be included.

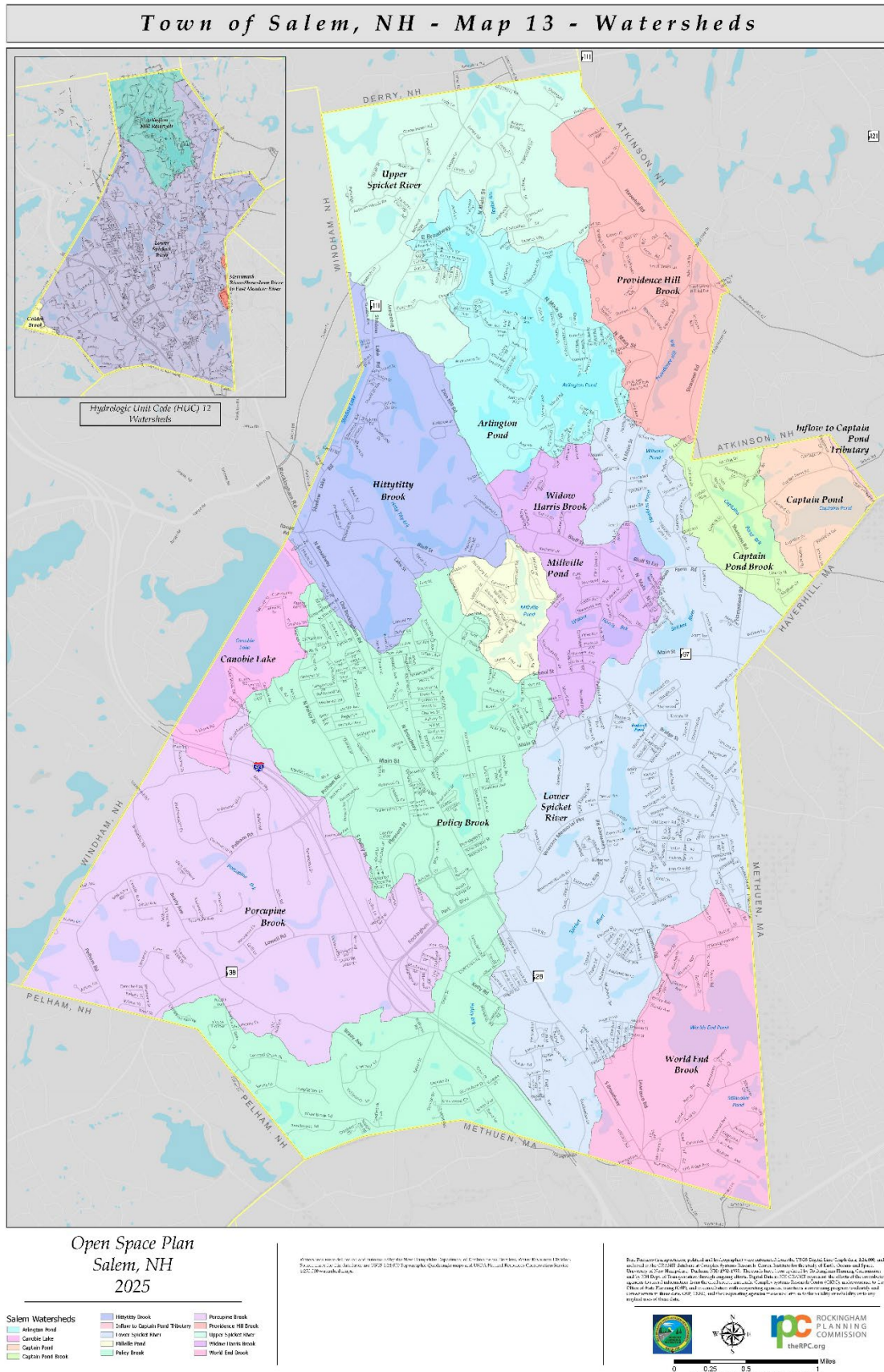
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Map 13 – Watersheds

Map 13 display watersheds in Salem and Table 10 lists each watershed and the acres associated with each watershed. The Lower Spicket River watershed in the southeast part of town is the largest at 3144.2 acres.

Table 10 – Watersheds

Watersheds	Acres
Lower Spicket River	3,144.2
Policy Brook	3,065.7
Porcupine Brook	2,498.7
Upper Spicket River	1,348.5
Hittytitty Brook	1,258.1
World End Brook	1,144.7
Arlington Pond	1,095.3
Widow Harris Brook	742.6
Canobie Lake	381.4
Captain Pond Brook	367.5
Captain Pond	332.7
Millville Pond	272.3
Inflow to Captain Pond Tributary	10.7
TOTAL	16,568.4

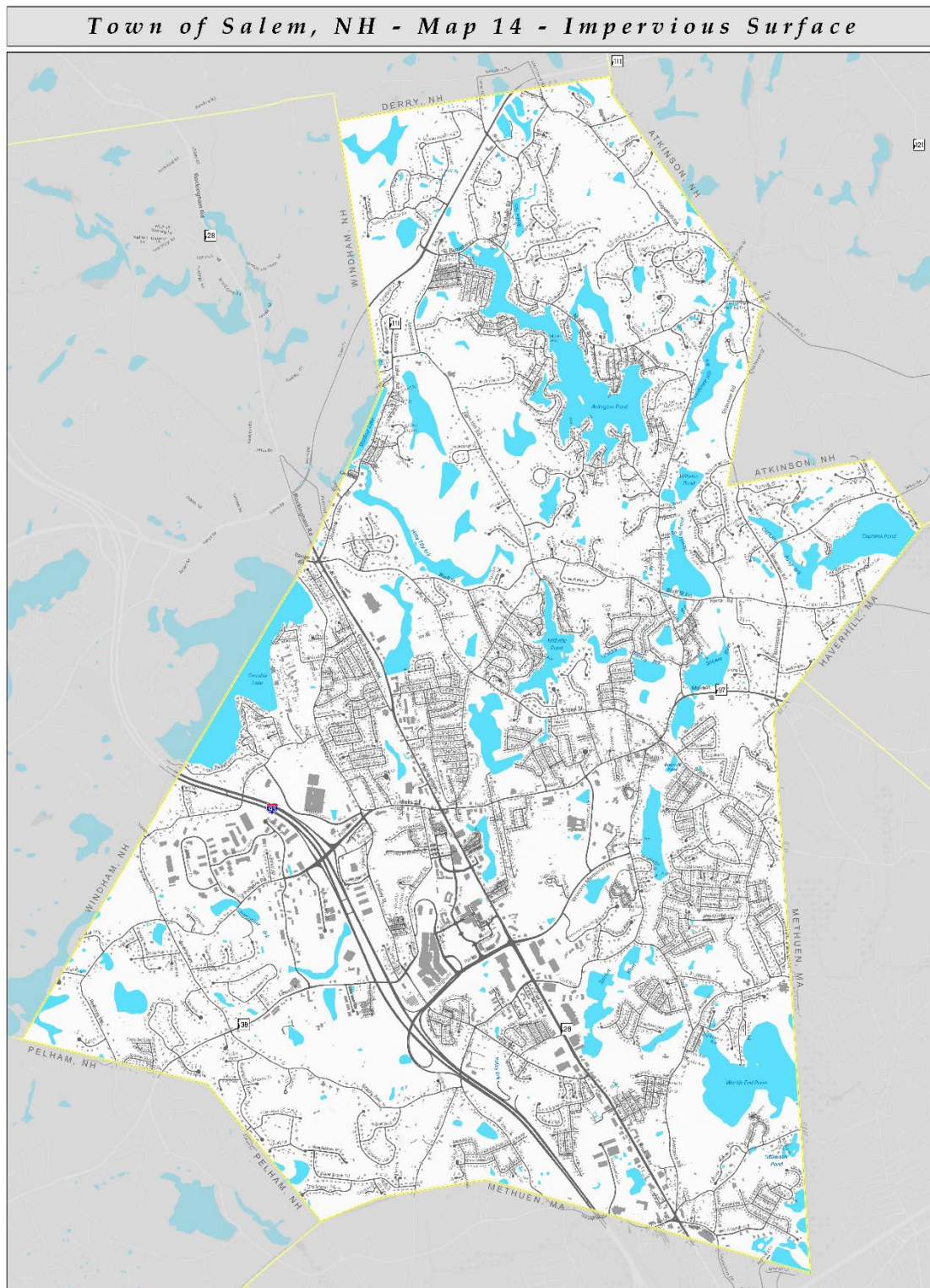


Map 14- Impervious Surfaces

When a watershed is increasingly covered with pavement, buildings, and other compacted surfaces that are impervious to water, significant changes in water quality and quantity result. When rain falls on impervious surfaces, it runs off faster into surface waters, carrying with it sediment and pollutants from road surfaces, lawns, construction sites, and parking lots. Flooding, warming water temperatures, and channelization of streams are the result. Infiltration of rainfall into the ground to replenish groundwater is reduced, reducing the quantity of groundwater available for withdrawals for drinking water.

This type of run-off, called “non-point source pollution”, is now the most serious threat to water quality for New Hampshire and for Salem. Low impact construction and site designs that promote retention and infiltration of rainwater and runoff, narrower streets and driveways when possible, shrub and tree buffers to waterways, and more compact development patterns can protect water quality and quantity

Studies conducted in the northeast have documented that by converting as little as 10% of a watershed to impervious surfaces, stream water quality and organisms begin to deteriorate. Above 25% impervious surface, water quality is seriously degraded. Over 90% of the surface water pollution in New Hampshire is attributable to stormwater runoff (NH Department of Environmental Services. 2024). Of Salem’s total land area, 10.3% is impervious, with 5.1% being pavement and 5.2% being buildings. (Town of Salem GIS Data.)



This document is a preliminary draft and is not intended for use in any legal proceeding. It is for informational purposes only. The data was collected from various sources, including aerial photography, and is not guaranteed to be 100% accurate. The data was collected in 2025 and is subject to change. The data was collected by the Rockingham Planning Commission and is not intended for use in any legal proceeding. It is for informational purposes only. The data was collected from various sources, including aerial photography, and is not guaranteed to be 100% accurate. The data was collected in 2025 and is subject to change. The data was collected by the Rockingham Planning Commission and is not intended for use in any legal proceeding. It is for informational purposes only.



Section 3 -Identifying Open Space Priorities for Salem

Planning for Open Space in Salem

As outlined at the beginning of this report, open space provides numerous benefits to a community. It enhances quality of life, preserves the functions and benefits of natural resources, and helps maintain a balance between environmental protection and meeting development demands.

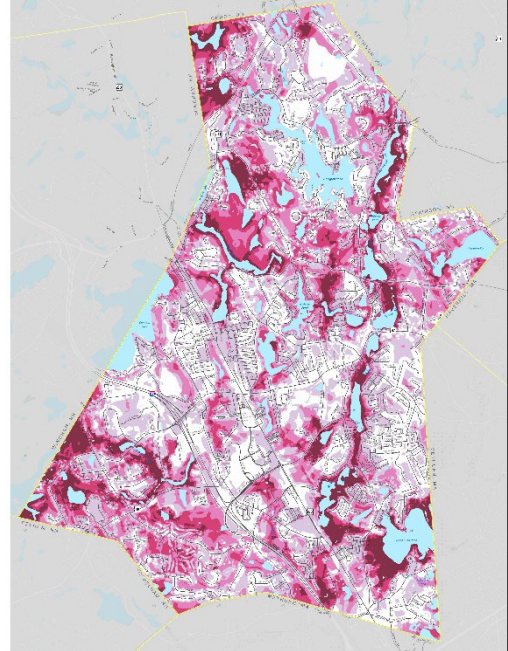
Salem continues to address its evolving land use needs through the recent update to the [Master Plan](#) (2025), which includes open space planning as a key community goal. Over the years, a variety of open space protection efforts have taken place on both public and private lands. The Town's first Open Space Plan, completed in 2010, helped establish a cohesive strategy to guide Salem's open space protection efforts over the following 15 years.

A major advantage of having an updated Open Space Master Plan is that any municipal acquisition of land or conservation easements occurs within a clear set of priorities. The plan can also encourage private landowners to donate land or establish conservation easements when they see how their contributions support a coordinated, multi-purpose community system rather than functioning as isolated efforts.

Specific areas within Salem have been prioritized for open space protection using information noted as part of this report. The Conservation Commission intends for any acquisition or protection of land associated with this plan to occur only in cooperation with willing landowners. The plan is ambitious in its potential impact on the landscape, and its full implementation will take many years. It promotes the use of a wide range of land protection techniques—not only the expenditure of public funds, but also private conservation easements and other methods—to build a system of lands that permanently safeguard natural resources, wildlife habitat, recreational opportunities, traditional landscapes, and scenic areas of Salem.

The development of this plan relied heavily on evaluating natural resources, community planning priorities, and the practical considerations involved in open space protection. This work helped Salem identify parcels best suited for preservation based on their ability to meet multiple community goals. The prioritization process is intended to help the Town direct its efforts and resources toward working with interested landowners who may wish to conserve part or all of their property.

To support this work, natural resource data from the Natural Resource Inventory section of this report was analyzed with planning priorities identified in Salem’s existing planning documents (Appendix A). Additionally, the Open Space Task Force identified key stakeholders to help evaluate practical considerations and potential locations for future open space protection opportunities. All of these inputs were then scored and incorporated into a single map shown on the right (with a larger image shown on Map 15 – Open Space Priorities Co-occurrence Map located further in this section.)



Areas that rank as the highest priority for open space protection are depicted in red; the darker the red indicates a higher priority. The full details of this prioritization and scoring method are available on the following pages.

In addition to the mapping effort, a list of parcels that had the highest priority ranking was also developed. The resulting list of parcels for potential acquisition or protection—based on their resource value, community benefits, or other significant attributes—is included in this section.

What are the Benefits of Open Space in Salem?

Protecting open space provides a wide range of benefits to a community. It supports the long-term health of natural resources and ensures they continue delivering essential services such as drinking water protection, flood prevention and storage, and wildlife habitat. Open space also contributes to public health, enhances recreational opportunities, preserves community character, promotes sustainable land use, and can provide positive fiscal benefits.

As noted in Salem’s 2010 Open Space Plan, numerous studies across the country and within New Hampshire have shown that preserved open space often generates more revenue for a community than it requires in expenditures, resulting in a net fiscal benefit. In many cases, the costs associated with supporting residential and commercial development exceed those associated with maintaining open space. These tax advantages are further maximized when conservation easements are placed on land already enrolled in current use programs.

A recently released report, [*The Benefits of New Hampshire's Open Space*](#) (January 2026), published by the NH Forest Society, quantified the significant economic and environmental value of conserved land across the state. The report found:

- Over \$40 million in avoided drinking water treatment costs from land conservation in a single watershed.
- \$2.5 billion in annual output from the forest products industry.
- \$513.8 million in economic impact from agriculture.
- 32,000 jobs supported by outdoor recreation.
- \$5.2 billion spent annually on wildlife-related recreation.

Many of these benefits are also evident in Salem, even as development pressure and changing land use patterns have transitioned the town from a rural community to a more urban one. This Open Space Master Plan is designed to help identify and prioritize the remaining open space protection opportunities in Salem—maximizing both the quantifiable benefits and the equally important but harder-to-measure values that open space contributes to the community.

Salem's Support for Open Space

The citizens of Salem have continuously voiced a strong vision to maintain Salem's character, maintain the open space and forested areas for public enjoyment, protect historic resources, and preserve natural resources. This is most concisely echoed in the 2025 Salem Master Plan public engagement section:

"There was a broad interest in:

- *A linked network of quality parks, open spaces, and waterways specifically through bike trails.*
- *Recreation-based spaces as a way to address the need for gathering spaces for residents to meet.*
- *Beautification and access to natural resource such as public waterbodies."*

(Additional analysis of Salem's support for open space are available in Appendix A.)

Salem currently enjoys a total of 1,960 acres of protected open space (See Map 12 - Protected Lands), which represents about 27% of Salem's land area. This open space has been protected by a variety of means including conservation easements, deed restrictions, use restrictions around key waterbodies, and land being owned by Salem or the State of New Hampshire.

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The Conservation Fund (used to purchase open space land and secure easements on private property) was originally financed at Town Meeting from the General Fund, and some early land purchases (mostly for the Town Forest) used a combination of sources. Several of the town's recent land protection activities have been completely financed at Town Meeting from town warrants and the General Fund plus some other sources such as timber harvests and income interest.

Since 1992, the Conservation Commission has been authorized on behalf of the Town to use a portion of funds collected from the Land Use Change Tax (LUCT) toward land acquisition and conservation for the protection of open space. Since 2004, one hundred percent (100%) of the LUCT has been authorized for this purpose.

Land Use Change Tax (LUCT) and Conservation Fund

Prior to 2004, Salem designated 50 percent (up to \$100,000 annually) of its Land Use Change Tax collected each year toward land conservation. After 2004, the town approved contribution of 100 percent of the LUCT with no cap to the Conservation Fund. The LUCT has been a consistently significant funding source for land conservation efforts in the town. Annual LUCT collections are summarized in the table below.

The following table is a summary of funds deposited in the Conservation Fund from the Land Use Change Tax.

Year	LUCT Collected	Conservation Fund Balance	Notes
1992	\$3,100.00	\$207,767.00	LUCT at 50% with \$50,000 cap
1993	\$50,000.00	\$263,926.00	
1994	\$50,000.00	\$321,104.00	
1995	\$50,000.00	\$296,223.00	
1996	\$20,875.00	\$144,649.00	LUCT at 50% with \$100,000 cap
1997	\$5,000.00	\$97,519.00	
1998	\$52,750.00	\$58,146.00	
1999	\$13,750.00	\$67,470.00	
2000	\$172,445.00	\$222,611.00	

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Year	LUCT Collected	Conservation Fund Balance	Notes
2001	\$49,505.00	\$279,850.00	
2002	\$94,275.00	\$378,754.00	
2003	\$30,600.00	\$403,862.00	
2004	\$53,000.00	\$455,004.00	LUCT at 100% with no cap
2005	\$142,800.00	\$602,875.00	
2006	\$267,500.00	\$895,785.00	
2007	\$88,500.00	\$1,020,873.00	
2008	\$42,850.00	\$174,482.00	
2009	\$102,500.00	\$262,380.00	
2010	\$29,750	\$93,866.84	
2011	\$61,500	\$149,385.92	
2012	\$28,750	\$283,617.42	
2013	\$74,000	\$339,772.09	
2014	\$290,000	\$317,755.78	
2015	\$243,840.00	\$558,068.93	
2016	\$124,490.00	\$111,314.44	
2017	\$438,900.00	\$420,724.28	
2018	\$269,375.00	\$766,140.00	
2019	\$140,000.00	\$1,010,479.00	
2020	\$0.00	\$1,010,366.20	
2021	\$0.00	\$817,456.77	
2022	\$431,000.00	\$1,254,003.87	
2023	\$463,676.00	\$1,747,740.34	
2024	\$24,000.00	\$1,841,380.68	
2025	\$110,000.00	\$1,972,047.12	

Tools for Future Open Space Protection

Acquisition of Fee Simple

One of the simplest and most secure methods of open space protection is for the Town or a conservation organization to acquire ownership of the property. Ownership ensures full control over how the land is used, whether held by Salem, a conservation group, or a private landowner.

Acquisition can be costly if the land must be purchased, particularly when it is threatened and the owner is unwilling or unable to donate it. Donations, however, may be inexpensive for the receiving entity and can provide the landowner with income tax benefits, as the value of donated real estate to a governmental or nonprofit conservation organization is treated as a charitable contribution under federal tax law.

Conservation Easements

Conservation easements allow landowners to protect their property while retaining ownership. By specifying which rights are limited or removed in an easement deed and transferring that deed to the Town or a conservation organization, landowners can permanently conserve their land—a widely used approach in New Hampshire.

Easements typically restrict subdivision, residential or commercial development, and major ground disturbance. Some allow certain retained rights, such as constructing agricultural buildings or expanding existing homes. Easements may also apply to only part of a property, leaving the remainder available for permitted development.

Conservation easements generally cost less to obtain than full land acquisition. However, long-term municipal responsibilities may include monitoring the property and enforcing easement terms. Other considerations include reduced tax revenue compared to development and the stewardship costs required to uphold the easement.

Option & Right of First Refusal

In cases when there is a parcel of land that should be added to the open space system, but immediate purchase is not possible, an option or a right of first refusal are interim measures that could be arranged with the owner. They guarantee that there will be an opportunity to respond to the owner when the property is available for sale.

Regulations

The application of regulations to maintain open space must be reasonably related to public health, safety and welfare. There are a number of ways that land use regulations can successfully contribute to an open space system.

Land use regulations, particularly zoning, can be designed to keep open space free from development. Salem in particular has utilized regulations to protect open spaces around waterbodies and has the option of the Open Space Preservation Ordinance encouraged protection in the rural areas of town. The purpose of the Open Space Preservation Ordinance is to: “*[p]reserve large, contiguous parcels of open space throughout the Town as described in the Salem Master Plan and Open Space Report. Preserve this undeveloped land in its existing natural state in order to protect valuable land and water resources for conservation, forestry, agriculture, aquifer recharge, watershed protection, wildlife habitat, outdoor recreation, and scenic and historic values beyond the extent provided by existing regulations.*”

Current Use Assessment

Current use assessment is designed to tax land at its "current use" value rather than at its "highest and best use" value. With reduced property tax under current use assessment, landowners may be better able to continue to own their land. As specified in RSA 79-A, current use assessment provides for reduced property assessments on parcels of field, farm, forest and wetland parcels which are at least ten acres in size, nature preserves, farmland generating annual revenues of at least a specific amount, and recreation land of any size. Once in the program, the land cannot be developed without the owner being assessed a penalty equivalent to 10% of the fair market value of the land taken out of current use.

Open Space Prioritization Process and Maps

To help prioritize which areas and parcels within Salem may be best suited to be protected as open space, the Open Space Task Force worked with Rockingham Planning Commission to analyze 1) the natural resources data found in Section 2 – Natural Resource Inventory of this report, 2) the planning priorities set forth in Salem planning documents regarding open space found in Appendix A, and 3) the input of key stakeholders knowledgeable about land acquisition, including cost and landowner interest in Salem.

This prioritization process included ranking of parcels via a scoring system and mapping effort, including the following:

Map 15a – Natural Resources Co-occurrence Map: Natural resources identified in the Natural Resources Inventory (Section 2) were weighted in accordance with their presence at a location or proximity to a specific feature based on the Prioritization Scoring outlined on Page 53. Map 15a depicts the higher priority ranking in dark green with lesser priority ranking shown in lighter green.

A listing of parcels with the highest priority ranking for natural resources is available in Appendix B.

Map 15b - Salem Community Planning Priorities Co-occurrence Map: Map 15b shows mapping for areas that may help meet Salem’s planning priorities. This map shows higher priority areas depicted in dark blue with areas of lesser priority shown in light blue.

A listing of parcels with the highest planning priority ranking is available in Appendix B.

Map 15 – Open Space Priorities Co-occurrence Map: Map 15 depicts the areas of Salem that rank the highest as offering multiple benefits as open space based on natural resources data, planning priorities and stakeholder input. Map 15 shows this ranking in red, with the darker red color indicated a higher protection priority.

A listing of parcels with the highest priority ranking is available on Page 54.

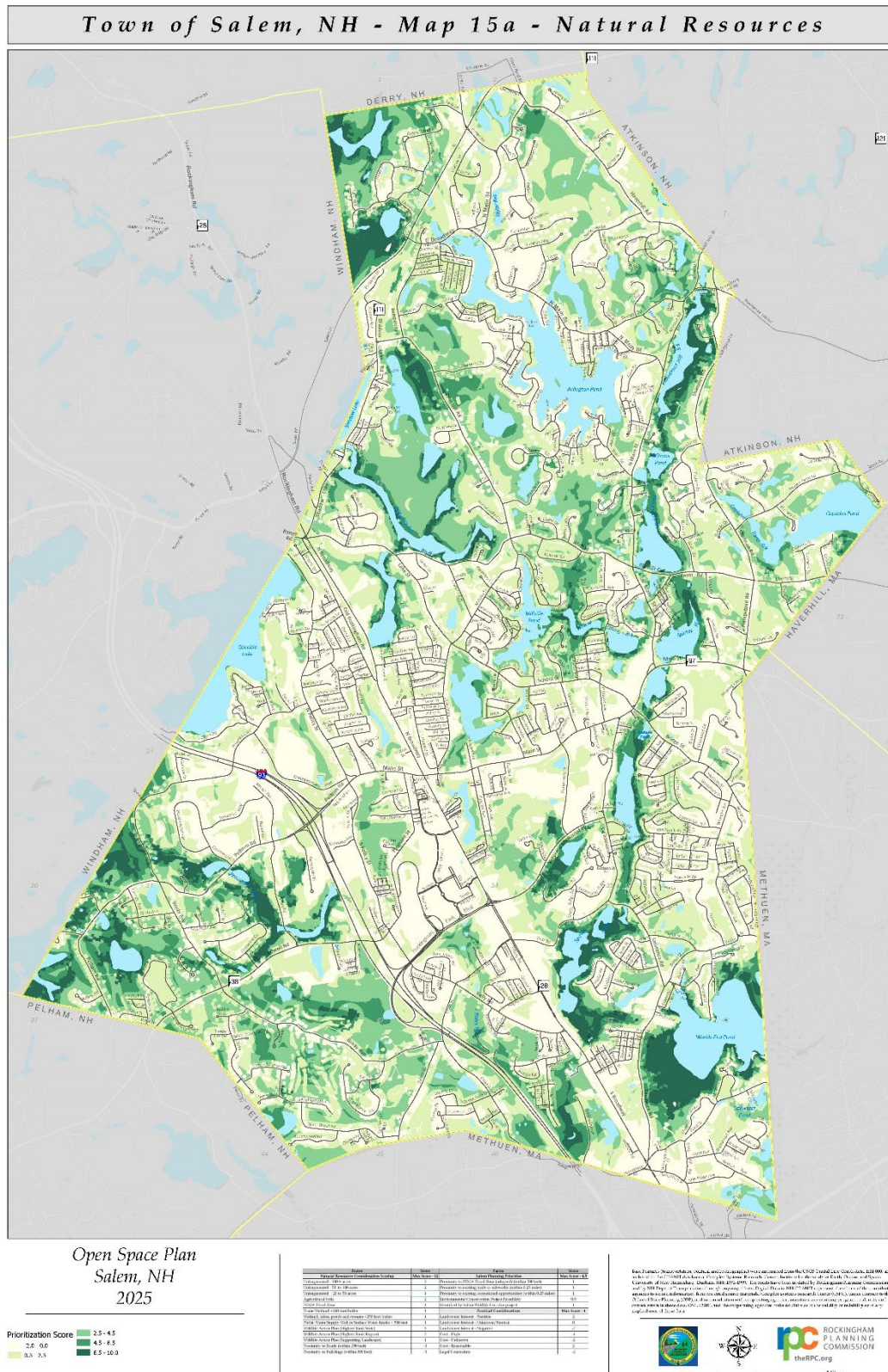
Prioritization Scoring

Each category is broken down into several factors that could be analyzed geospatially and assigned a number of points based on that factor. These factors and points are broken down in the table on the following page. The maximum number of points a parcel could receive was 20.5 points.

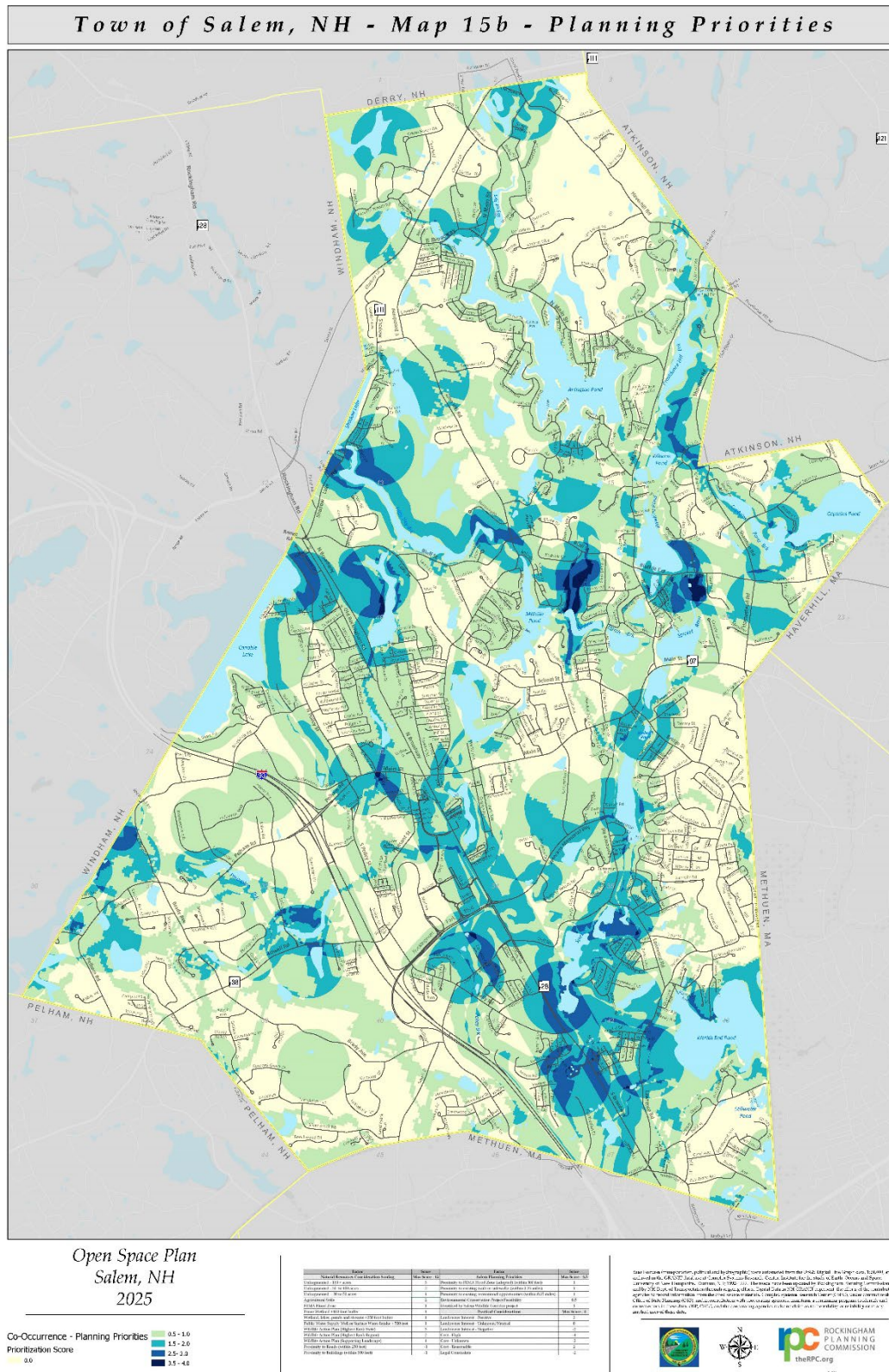
Natural Resources Inventory Scoring

	Points	
Block Size		
Unfragmented - 100 + acres	3	
Unfragmented - 50 to 100 acres	2	
Unfragmented - 20 to 50 acres	1	
Soils		
Agricultural Soils	2	
Water Resources		
FEMA Flood Zone	1	
Prime Wetland +100 foot buffer	1	
Wetland, lakes, ponds and streams +250 foot buffer	1	
Public Water Supply Well or Surface Water Intake + 500 feet	1	
Habitats		
Wildlife Action Plan (Highest Rank State)	3	
Wildlife Action Plan (Highest Rank Region)	2	
Wildlife Action Plan (Supporting Landscape)	1	
Built Landscape		
Proximity to Roads (within 250 feet)	-1	
Proximity to Buildings (within 500 feet)	-1	
		Max Points: 12
Salem Planning Priorities		
Proximity to FEMA Flood Zone(adopted) (within 500 feet)	1	
Proximity to existing trails or sidewalks (within 0.25 miles)	1	
Proximity to existing recreational opportunities - parks, boat launches, beaches(within 0.25 miles)	1	
Environmental Conservation Project Feasibility	0.5	
Identified by Salem Wildlife Corridor project	1	
		Max Points: 4.5
Practical Considerations		
Landowner Interest - Positive	2	
Landowner Interest - Unknown/Neutral	0	
Landowner Interest - Negative	-2	
Cost - High	-4	
Cost - Unknown	-2	
Cost - Reasonable	2	
Legal Constraints	-2	
		Max Points: 4.0
MAXIMUM TOTAL POINTS: 20.5		

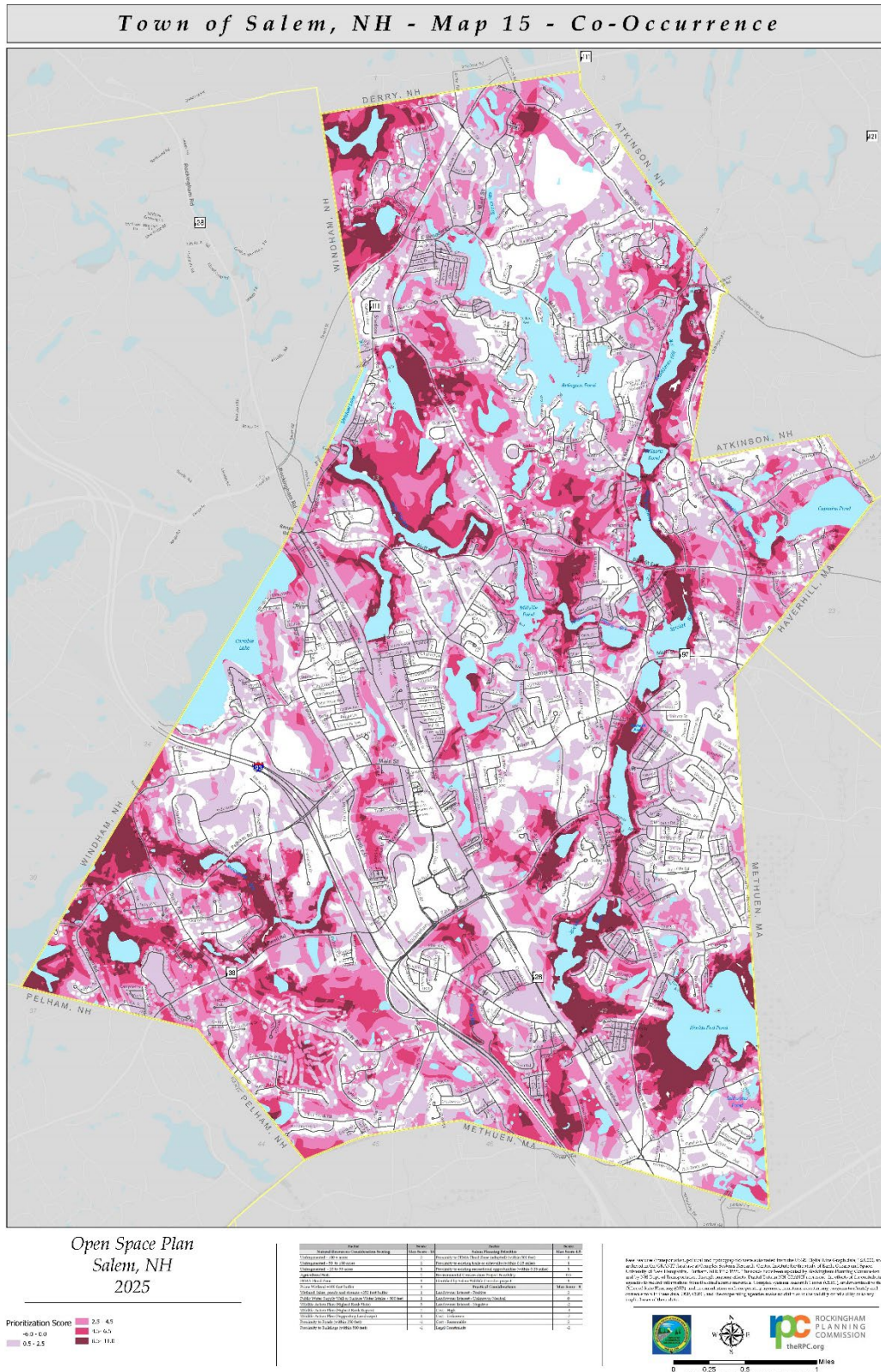
Map 15a – Natural Resources Co-occurrence Map



Map 15b – Salem Community Planning Priorities Co-occurrence Map



Map 15 – Open Space Priorities Co-occurrence Map



Conservation Commission Open Space Master Plan – May 2026**Overall Open Space Prioritized Parcel List**

This listing is the top 100 parcels that had the highest score for meeting open space priorities in Salem. The basic information of the parcel, including map and lot number, location, and size is provided within this report.

Parcels highlighted in purple are currently owned by the Town of Salem.

Map	Lot	Parcel Acreage	Location	Total Score Rank
95	7411	3.15	128 BROOKDALE RD	100
23	6328	18.00	35 ATKINSON RD	99
75	1651	3.62	42 SHERWOOD CIR	98
30	13009	0.88	3 LORRAINE AVE	97
118	9246	20.00	CYPRESS ST	96
114	8742	0.64	94-96 LOWELL RD	95
58	7026	6.00	15 TOWN FARM RD	94
41	6631	3.20	4 CAMELOT CT	93
109	7951	5.41	3 CLUFF RD	92
23	6443	1.60	36-38 ATKINSON RD	91
46	6494	200.90	48 SHADOW LAKE RD	90
66	7242	1.85	37 WOODMEADOW DR	89
150	10058	5.00	5 GARABEDIAN DR	88
118	9156	5.33	ELEANOR ST	87
129	403	6.00	4 NANCY AVE	86
57	6855	16.00	MILLVILLE CIR	85
112	12555	18.44	141 A PELHAM RD	84
75	1650	0.92	44 SHERWOOD CIR	83
101	11554	2.74	50 OLD COACH RD	82
92	7586	32.91	ELMWOOD AVE	81
114	10017	1.89	12 QUILL LN	80
95	10731	2.00	147 BROOKDALE RD	79
105	7773	19.20	63 PELHAM RD	78
104	11636	1.35	151 BROOKDALE RD	77
67	1961	14.60	29 N MAIN ST	76
100	7526	19.55	61 VETERAN MEMORIAL PKY	75
144	9479	55.23	277 LAWRENCE RD	74
113	8512	24.00	PELHAM RD	73
105	7776	4.50	55 PELHAM RD	72
67	7334	9.00	N MAIN ST	71
84	9907	1.77	14 KEEFE AVE	70
110	8003	4.00	9 ACKERMAN ST	69
9	5899	54.30	34 AUTUMN WOODS RD	68
114	10116	1.27	92 LOWELL RD	67
112	11920	2.61	8 HARLEY LN	66
41	6601	29.00	146 N MAIN ST	65

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Map	Lot	Parcel Acreage	Location	Total Score Rank
115	7768	47.15	28 KEEWAYDIN DR	64
114	10034	0.88	19 PORCUPINE CIR	63
114	8760	3.11	90 LOWELL RD	62
143	9469	5.70	9 GARABEDIAN DR	61
136	236	4.14	7 BALDWIN ST	60
118	9247	9.34	ELEANOR ST	59
123	8518	21.95	165A PELHAM RD	58
84	1637	5.10	50 SHERWOOD CIR	57
92	1568	0.00		56
115	10945	2.07	52 LOWELL RD	55
54	6754	66.52	326 N BROADWAY	54
3	5901	13.00	LADY LN	53
106	7875	7.70	KEEWAYDIN DR	52
123	8595	2.00	88 LANCASTER FARM RD	51
130	9266	45.70	BUTLER ST	50
125	12558	26.40	87A LOWELL RD	49
120	9268	26.00	70 BUTLER ST	48
14	11664	1.20	3 ZACHARYS CROSSING RD	47
115	7767	3.46	42 LOWELL RD	46
112	11919	1.85	6 HARLEY LN	45
118	7958	10.17	35 CLUFF RD	44
57	6993	15.49	22 GLEN DENIN DR	43
128	9178	0.53	42 CYPRESS ST	42
119	7944	7.00	LAWRENCE RD	41
58	7028	49.90	31 TOWN FARM RD	40
118	7957	19.00	29 CLUFF RD	39
57	12058	10.55	7 KASHMIR DR	38
66	12229	2.78	4 MILLVILLE LAKE DR	37
137	12638	5.00	233 LAWRENCE RD	36
20	6062	9.60	289 ROUTE 111	35
109	12256	6.30	2 BRAEMOOR WOODS RD	34
95	7410	6.46	138 BROOKDALE RD	33
26	6383	49.00	157 ZION HILL RD	32
120	464	23.31	BUTLER ST	31
150	10057	5.00	7 GARABEDIAN DR	30
55	6748	29.90	55 LAKE ST	29
112	8505	4.71	124 PELHAM RD	28
105	7798	18.73	60 LOWELL RD	27
105	10094	4.07	PELHAM RD	26
95	12219	3.35	147A BROOKDALE RD	25
24	13002	31.66	163 SHANNON RD	24
68	6916	5.98	10 GANLEY DR	23
105	10330	8.00	7 COMMERCIAL DR	22
103	7710	5.00	PELHAM RD	21

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Map	Lot	Parcel Acreage	Location	Total Score Rank
74	7278	17.00	27 BANNISTER RD	20
35	6625	79.00	101 SHANNON RD	19
14	6068	68.00	ROUTE 111	18
14	11663	1.48	1 ZACHARYS CROSSING RD	17
58	6918	4.00	30 TOWN FARM RD	16
109	7900	31.93	1 BRAEMOOR WOODS RD	15
4	5903	54.00	OFF GREEN HAVEN RD	14
128	9248	22.00	ANN AVE	13
104	10729	27.46	70 PELHAM RD	12
122	8501	43.54	PELHAM RD	11
67	9809	17.60	20 TOWN FARM RD	10
84	7587	10.00	20 BRIDGE ST	9
104	10730	1.77	149 BROOKDALE RD	8
128	9249	17.20	ANSEL ST	7
145	9482	32.00	26 COPPER BEECH RD	6
95	12560	6.16	136 BROOKDALE RD	5
59	12433	15.00	40 TOWN FARM RD	4
105	12144	20.08	PELHAM RD	3
66	6846	10.75	MILLVILLE CIR	2
104	7711	56.00	92 PELHAM RD	1

Plan Recommendation

The following recommendations are intended to assist the Salem Conservation Commission - along with the Town Council, Planning Board, Recreation Committee, Salem municipal staff, and residents - in implementing long term open space preservation in Salem:

1. The parcels selected for priority protection as identified in this report may be for open space preservation to guide growth and development and inform future land use planning and zoning changes.
2. The parcels identified in this report may be pursued for priority protection.
3. The Conservation Commission may work expeditiously and cooperatively with owners of developed parcels and those parcels proposed for development to ensure that open space is preserved or managed to the extent possible.
4. The Conservation Commission should review the recommendations of this report annually.
5. The Conservation Commission may make recommendations for land acquisition as part of the Capital Improvement Plan and municipal budget process.
6. The Conservation Commission may identify alternative funding sources for open space and land acquisition opportunities that allow for flexibility as opportunities arise. Such funding sources may be donations, grants, Capital Improvement Plan allocations, bonds for a warrant article, or other mechanisms.
7. The Conservation Commission may consider working with a land acquisition specialist to help implement protection of the parcels identified for priority protection in this report.
8. The Conservation Commission and Planning Board should continue to implement Salem's *Open Space Preservation Zoning Ordinance* (§ 490-704) to preserve land and could consider mandatory implementation of this ordinance for open space preservation.

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If you are interested in dedicating, donating, or selling your land for conservation or have questions about conservation, please reach out to the Conservation Commission.

Contacting the Conservation Commission: The Conservation Commission can be reached through the Salem Community Development Program Manager via phone at 603-890-2086 or by emailing conservation@salemnh.gov. All Conservation Commission agendas, minutes, notices and documents can be found on the Town website at: <https://www.salemnh.gov/542/Conservation-Commission>

The public is encouraged to attend the Commission's monthly meetings held on the first Wednesday of each month at 5PM at the Salem Town Hall. Please check the Town website for the most up to date calendar and meeting information, as meetings may be moved or cancelled from time to time.

Appendix A – Salem Open Space Protection Priorities

This document is the summary of goals and priorities identified by RPC from existing Salem documents with goals and priorities related to open space protection. The specific goals and priorities from those source documents are identified, along with associated links. At the April 3, 2025 Open Space Task Force meeting, the Task Force evaluated these statements as they reflect the open space planning priorities for Salem and then prioritized them in the context of the data and practical aspects of identifying open space protection actions.

RPC Identified Salem Open Space Planning Priorities

- Purchase easements for flood mitigation, landslides, subsidence (2018 Hazard Mitigation Plan)
- Connect Town Center with open space and neighborhoods (2024 Master Plan)
- Invest in gathering places that connect residents with nature through recreation and entertainment (2024 Master Plan)
- Connect parks, open spaces, waterways through recreational access (2024 Master Plan)
- Promote and implement environmental conservation projects to enhance the natural resources and beauty of the town (2024 Town Wide Goals)
- Identifies and maps habitat blocks and wildlife corridors, especially the Spicket River corridor (2023 Saving a Place for Wildlife)

Reviewed Supporting Documents:

Town of Salem Open Space Report 2010

The existing Open Space Plan does not provide strong justification or prioritization based on supporting documentation

Town of Salem Hazard Mitigation Plan Update 2018

p. 82 - Hazard Mitigation Actions include purchase of easements for mitigating flooding, landslides, subsidence

Town of Salem Master Plan 2025 – Adoption April 2025

p. 8 – Vision Statement – “Central to this vision is a vibrant Town Center that connects Salem’s beautiful natural spaces and residential neighborhoods.”

p. 25 – Connectivity & Recreation Enhancements – Depot Village Advisory Committee will create a vision and master plan for the Town and State-owned parcels in Depot Village to “guide future recreational and community open space development on publicly owned parcels.”

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p. 40 – Guiding Principles – “Invest in public infrastructure and gathering places that connect residents with nature and each other through recreation and entertainment.”

p. 80 – Gathering Spaces – “Focusing on reinforcing Salem’s gathering spaces also provides a spatial framework for protecting the Town’s natural areas.”

p. 89 – Gathering Spaces – Enhance and Expand Parks and Open Spaces – “Continue to invest in recreational access to the Town’s rich natural resources, especially those mentioned in the Master Plan engagement (see Recreation wishlist for details.)”

“There was a broad interest in:

- A linked network of quality parks, open spaces, and waterways specifically through bike trails.
- Recreation-based spaces as a way to address the need for gathering spaces for residents to meet.
- Beautification and access to natural resource such as public waterbodies.”

p. 89 - “Recreation Wishlist:

- Completion of the Rail Trail with dedicated parking
- Water access and enhancement at Millville Lake, Arlington Pond, Spicket River, and Bodwell Pond
- More playgrounds, fields, courts (pickleball)
- Dog park
- Skate park
- Splash pad and/or swimming pool
- Hedgehog Park air quality, lighting, and amenities like benches and trash receptacles
- Creative reuse of former Wastewater Treatment Plan
- Parks geared toward passive recreation
- Town Forest trail network
- Educational signage on local wildlife
- Public toilets
- Enhanced lighting

Town of Salem Zoning Ordinance - [Article VII Open Space Preservation](#)

- Purpose to support preservation of undeveloped land per Master Plan & Open Space Plan.

Conservation Commission Open Space Master Plan – May 2026

- Compact development to preservation, infrastructure efficiency, recreation and natural resource protection.

2024 Conservation Commission Goals:

Conservation Commission Goals

- Continue conservation easement monitoring and identify conservation easement problem areas
- Create pollinator gardens and develop preservation and O & M plans on Conservation and/or Town owned property
- Explore options at Meadow Glen
- Complete Bill Valentine Park improvements per existing plans

Town Forest Goals

- Schedule Town Forest Maintenance/Clean Up day annually
- Discuss and implement solutions to trails needing attention, review and update trail markings as needed
- Create RFP/Q for design-build, including permitting, to construct a handicapped accessible bridge over wetland and other trail work on Trail F
- Work with Code Enforcement Officer regarding encroachments identified by SELT
- Explore measure to maintain the condition of the bridge leading from parking lot to Town Forest
- Explore measures to address changing water levels effect on the trail system

2024 Town Wide Goals (Departments and Committees)

Environmental Sustainability and Conservation objectives:

- Promote and implement environmental conservation projects to enhance the natural resources and beauty of the town (e.g., Bill Valentine park improvements, Town Forest pollinators plantings).
- Update and enforce regulations to protect the town's wetlands and other natural habitats (e.g., updating the Wetland Ordinance).
- Support sustainable infrastructure development and the use of green technologies in town projects (e.g. sustainable planning for the Bike Ped Corridor, asset management programs in Municipal Services).

Saving a Place for Wildlife, 2023 StoryMap

[Salem, New Hampshire](#)

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- Identifies and maps habitat blocks and wildlife corridors
- Highlights the Spicket River corridor
- Recommends actions for property management to foster wildlife habitat and native species

[Forest Management Plan for the Salem Town Forest 2018](#)

General Recommendations include timber harvesting for habitat improvement and protection, water quality protection, yearly trail maintenance, and using educational signage and brochures.

Salem Capital Improvement Plan

There is no mention of open space or conservation planning in the [CIP](#).

Appendix B – Salem Open Space Parcel List for Natural Resources and Planning Priorities.

Natural Resource Priority Parcels List

This listing is the top 100 parcels that had the highest score for natural resources priorities in Salem. The basic information of the parcel, including map and lot number, location, and size is provided within this report.

Parcels highlighted in purple are currently owned by the Town of Salem.

Map	Lot	Parcel Acreage	Location	Natural Resources Score Rank
14	11671	1.23	13 ZACHARYS CROSSING RD	100
101	11554	2.74	50 OLD COACH RD	99
57	12058	10.55	7 KASHMIR DR	98
103	11534	3.19	3 HALL AVE	97
118	9156	5.33	ELEANOR ST	96
14	11665	2.21	7 ZACHARYS CROSSING RD	95
60	7178	12.50	59 LIBERTY ST	94
112	12555	18.44	141 A PELHAM RD	93
138	9493	30.00	POND ST	92
113	8579	6.62	STANLEY BROOK DR	91
14	11756	7.03	15 AUTUMN WOODS RD	90
92	7586	32.91	ELMWOOD AVE	89
35	6455	0.80	202 N MAIN ST	88
105	7773	19.20	63 PELHAM RD	87
49	1915	0.24	N MAIN ST	86
136	236	4.14	7 BALDWIN ST	85
143	9449	7.06	53 HAIGH AVE	84
103	11642	2.28	9 HALL AVE	83
122	8498	4.60	PELHAM RD	82
114	10017	1.89	12 QUILL LN	81
66	7242	1.85	37 WOODMEADOW DR	80
125	8848	75.00	72 BRADY AVE	79
84	1637	5.10	50 SHERWOOD CIR	78
86	7419	7.46	100 BROOKDALE RD	77
95	7410	6.46	138 BROOKDALE RD	76
105	10093	1.00	PELHAM RD	75
92	1568	0.00		74
137	12638	5.00	233 LAWRENCE RD	73
118	9247	9.34	ELEANOR ST	72
30	13009	0.88	3 LORRAINE AVE	71
75	1651	3.62	42 SHERWOOD CIR	70

Conservation Commission Open Space Master Plan – May 2026

Map	Lot	Parcel Acreage	Location	Natural Resources Score Rank
112	11919	1.85	6 HARLEY LN	69
41	6601	29.00	146 N MAIN ST	68
95	10731	2.00	147 BROOKDALE RD	67
118	7957	19.00	29 CLUFF RD	66
119	7944	7.00	LAWRENCE RD	65
113	8512	24.00	PELHAM RD	64
112	11920	2.61	8 HARLEY LN	63
19	6054	5.29	ELIZABETH LN	62
129	403	6.00	4 NANCY AVE	61
114	10116	1.27	92 LOWELL RD	60
114	8760	3.11	90 LOWELL RD	59
55	6748	29.90	55 LAKE ST	58
114	8742	0.64	94-96 LOWELL RD	57
150	10058	5.00	5 GARABEDIAN DR	56
23	6443	1.60	36-38 ATKINSON RD	55
9	5899	54.30	34 AUTUMN WOODS RD	54
67	1961	14.60	29 N MAIN ST	53
120	9268	26.00	70 BUTLER ST	52
130	9266	45.70	BUTLER ST	51
118	7958	10.17	35 CLUFF RD	50
143	9469	5.70	9 GARABEDIAN DR	49
58	7028	49.90	31 TOWN FARM RD	48
59	12433	15.00	40 TOWN FARM RD	47
125	12558	26.40	87A LOWELL RD	46
67	7334	9.00	N MAIN ST	45
26	6383	49.00	157 ZION HILL RD	44
75	1650	0.92	44 SHERWOOD CIR	43
115	7768	47.15	28 KEEWAYDIN DR	42
58	6918	4.00	30 TOWN FARM RD	41
68	6916	5.98	10 GANLEY DR	40
106	7875	7.70	KEEWAYDIN DR	39
120	464	23.31	BUTLER ST	38
105	7776	4.50	55 PELHAM RD	37
114	10034	0.88	19 PORCUPINE CIR	36
109	12256	6.30	2 BRAEMOOR WOODS RD	35
14	11664	1.20	3 ZACHARYS CROSSING RD	34
103	7710	5.00	PELHAM RD	33
105	7798	18.73	60 LOWELL RD	32
35	6625	79.00	101 SHANNON RD	31
123	8518	21.95	165A PELHAM RD	30
95	12219	3.35	147A BROOKDALE RD	29
112	8505	4.71	124 PELHAM RD	28
74	7278	17.00	27 BANNISTER RD	27

Conservation Commission Open Space Master Plan – May 2026

Map	Lot	Parcel Acreage	Location	Natural Resources Score Rank
66	12229	2.78	4 MILLVILLE LAKE DR	26
115	7767	3.46	42 LOWELL RD	25
67	9809	17.60	20 TOWN FARM RD	24
66	6846	10.75	MILLVILLE CIR	23
128	9248	22.00	ANN AVE	22
150	10057	5.00	7 GARABEDIAN DR	21
105	10330	8.00	7 COMMERCIAL DR	20
84	7587	10.00	20 BRIDGE ST	19
95	12560	6.16	136 BROOKDALE RD	18
105	10094	4.07	PELHAM RD	17
4	5903	54.00	OFF GREEN HAVEN RD	16
24	13002	31.66	163 SHANNON RD	15
123	8595	2.00	88 LANCASTER FARM RD	14
109	7900	31.93	1 BRAEMOOR WOODS RD	13
128	9249	17.20	ANSEL ST	12
20	6062	9.60	289 ROUTE 111	11
104	10729	27.46	70 PELHAM RD	10
14	11663	1.48	1 ZACHARYS CROSSING RD	9
104	10730	1.77	149 BROOKDALE RD	8
122	8501	43.54	PELHAM RD	7
3	5901	13.00	LADY LN	6
104	7711	56.00	92 PELHAM RD	5
145	9482	32.00	26 COPPER BEECH RD	4
105	12144	20.08	PELHAM RD	3
144	9479	55.23	277 LAWRENCE RD	2
14	6068	68.00	ROUTE 111	1

Salem Community Planning Priorities Parcels List

This listing is the top 100 parcels that had the highest score for community planning priorities in Salem. The basic information of the parcel, including map and lot number, location, and size is provided within this report.

Parcels highlighted in purple are currently owned by the Town of Salem.

Map	Lot	Parcel Acreage	Location	Planning Priority Rank
89	3929	0.63	23 MAIN ST	100
84	1643	3.50	304 MAIN ST	99
114	10021	2.07	95 PORCUPINE CIR	98
144	188	0.57	438 S BROADWAY	97
72	3226	0.60	12 OLD ROCKINGHAM RD	96

Conservation Commission Open Space Master Plan – May 2026

Map	Lot	Parcel Acreage	Location	Planning Priority Rank
136	236	4.14	7 BALDWIN ST	95
108	7960	15.50	9 VETERAN MEMORIAL PKY	94
117	8940	2.68	103 CLUFF CROSSING RD	93
151	120	3.04	470 S BROADWAY	92
66	12231	2.85	6 MILLVILLE LAKE DR	91
63	12417	1.64	312 N BROADWAY	90
110	8003	4.00	9 ACKERMAN ST	89
47	12526	32.38	11 ZION HILL RD	88
115	10011	2.00	93-95 STILES RD	87
59	11446	1.18	75 TOWN FARM RD	86
56	6892	1.98	94 BLUFF ST	85
115	10865	3.73	STILES RD	84
58	7026	6.00	15 TOWN FARM RD	83
112	11918	1.52	4 HARLEY LN	82
136	237	0.62	ANN AVE	81
119	10054	0.51	17-19 DURHAM ST	80
100	7515	8.75	70 VETERAN MEMORIAL PKY	79
56	2559	3.55	87 BLUFF ST	78
130	435	1.38	18 EVELYN RD	77
108	12657	21.93	20-24 VIA TOSCANA	76
37	4612	2.05	65 SHADOW LAKE RD	75
37	6493	12.50	54 SHADOW LAKE RD	74
68	10127	11.14	30 HAMPSTEAD RD	73
112	11919	1.85	6 HARLEY LN	72
15	6265	5.26	382 N MAIN ST	71
128	711	5.10	291 S BROADWAY	70
137	12628	8.00	205 LAWRENCE RD	69
115	7771	4.15	58 LOWELL RD	68
54	3505	0.99	180 N POLICY ST	67
117	7885	13.90	38 ROCKINGHAM PARK BLVD	66
119	7944	7.00	LAWRENCE RD	65
129	9252	49.90	190 LAWRENCE RD	64
127	8892	0.46	1 SILLEN DR	63
143	9474	5.00	13 GARABEDIAN DR	62
128	709	2.50	289 S BROADWAY	61
143	9478	9.50	S BROADWAY	60
128	9177	0.49	40 CYPRESS ST	59
63	3585	1.17	4 QUEEN ANNE LN	58
59	12454	2.08	1 LIBERTY ST	57
74	7278	17.00	27 BANNISTER RD	56
144	206	0.63	254 LAWRENCE RD	55
84	1533	0.08	BROWN ST	54
100	7526	19.55	61 VETERAN MEMORIAL PKY	53

Conservation Commission Open Space Master Plan – May 2026

Map	Lot	Parcel Acreage	Location	Planning Priority Rank
136	213	2.61	356 S BROADWAY	52
110	11026	1.63	110 LAWRENCE RD	51
143	9473	5.00	14 GARABEDIAN DR	50
118	7957	19.00	29 CLUFF RD	49
63	6757	5.85	288 N BROADWAY	48
69	7125	9.48	66 HAMPSTEAD RD	47
89	3931	2.10	29 MAIN ST	46
103	7710	5.00	PELHAM RD	45
127	8877	14.93	128 CLUFF CROSSING RD	44
68	6916	5.98	10 GANLEY DR	43
4	5903	54.00	OFF GREEN HAVEN RD	42
137	12638	5.00	233 LAWRENCE RD	41
115	10945	2.07	52 LOWELL RD	40
109	7951	5.41	3 CLUFF RD	39
35	6625	79.00	101 SHANNON RD	38
144	203	16.90	423 S BROADWAY	37
144	9479	55.23	277 LAWRENCE RD	36
89	3939	0.17	24 MAIN ST	35
128	9249	17.20	ANSEL ST	34
84	9907	1.77	14 KEEFE AVE	33
59	12080	5.75	HAWKINS GLEN DR	32
117	8880	1.30	104 CLUFF CROSSING RD	31
128	724	24.10	265 S BROADWAY	30
55	6748	29.90	55 LAKE ST	29
66	12232	1.54	8 MILLVILLE LAKE DR	28
116	4188	4.10	19 PLAY CAMP RD	27
104	7711	56.00	92 PELHAM RD	26
63	3583	7.78	161 N POLICY ST	25
41	6631	3.20	4 CAMELOT CT	24
89	3936	1.37	28 MAIN ST	23
95	7410	6.46	138 BROOKDALE RD	22
115	10631	0.95	103-103 STILES RD	21
84	7587	10.00	20 BRIDGE ST	20
128	9248	22.00	ANN AVE	19
57	6855	16.00	MILLVILLE CIR	18
115	7768	47.15	28 KEEWAYDIN DR	17
54	6754	66.52	326 N BROADWAY	16
56	6888	4.77	1 ZION HILL RD	15
89	3940	0.60	22 MAIN ST	14
128	714	4.00	315 S BROADWAY	13
57	12058	10.55	7 KASHMIR DR	12
58	6918	4.00	30 TOWN FARM RD	11
115	8832	28.61	53 LOWELL RD	10
67	9809	17.60	20 TOWN FARM RD	9

Conservation Commission Open Space Master Plan – May 2026

Map	Lot	Parcel Acreage	Location	Planning Priority Rank
144	207	18.00	242 LAWRENCE RD	8
95	12560	6.16	136 BROOKDALE RD	7
128	9178	0.53	42 CYPRESS ST	6
57	6993	15.49	22 GLEN DENIN DR	5
143	9475	32.00	S BROADWAY	4
66	6846	10.75	MILLVILLE CIR	3
37	4586	5.00	43 SHADOW LAKE RD	2
59	12433	15.00	40 TOWN FARM RD	1

Why Salem's Open Space Matters & How You Can Help

Our open spaces - from forested, natural areas to recreation trails and parks - have an important role in keeping Salem a vibrant place to live, work, and play. Open space plays an important role in the community by enhancing the quality of life for residents, protecting the community's natural resources, and preserving desirable characteristics that shape a community. Areas of open space can provide multiple benefits such as protecting water resources, providing recreational opportunities, and providing sustainable development patterns. Having a plan to best protect and enhance those open spaces is essential to expanding and protecting them.

Open space preservation serves multiple goals within a community and provides the following benefits:

- Attracts investment by residents and businesses seeking high quality of life.
- Revitalizes town and village centers
- Supports resource based tourism economy
- Helps prevent flooding and flood related damage
- Protects farms and agricultural lands
- Promotes sustainable development patterns
- Protects environmental resources (water, groundwater, air, forests)
- Provides recreational and educational opportunities
- Serves as a connection between different areas that provide the services above.

Salem's Conservation Commission, along with members of the Planning Board, Recreation Committee, Town Council and town staff, recently completed updates to Salem's Open Space Master Plan. The Open Space Master Plan uses data about Salem's natural resources, along with identified community goals, to identify areas of Salem that should be prioritized for protection by Salem and the larger community. These locations are identified in red on the map on the back of this page, with darker shades of red indicating a higher priority for protection. The full Open Space Plan is available at:

<https://salemnh.gov/1140/2026-Open-Space-Master-Plan>

The decisions made today will affect Salem's residents for generations to come. Given this, Salem must take proactive steps in determining areas of town that will best provide a network of distinct and multifunctional open spaces that are secured and properly maintained to enhance the character and well-being of the community.

Salem's Ongoing Support for Open Space

Residents have continuously voiced a strong vision to maintain Salem's character, maintain the open space and forested areas for public enjoyment, protect historic resources, and preserve natural resources. This is demonstrated by the ongoing support to put funding towards the Conservation Fund since 1992, which is used to purchase open space land and secure easements on private property. The majority of this funding has come from the Land Use Change Tax that is collected by the Town. This has resulted in millions of dollars that has helped secure over 1,800 acres in permanently protected open space for Salem.

How Can Landowners Protect Open Spaces?

Landowners play a key part in further protecting open spaces in Salem, with a variety of methods that can be used to ensure the protection of open space. These methods include

- **Donating portions of land for open space.** Donations to the Town of Salem or a nonprofit conservation organization for open space can be provide landowners with income tax benefits.
- **Placing a conservation easement on a property.** Conservation easements allow landowners to protect their property while retaining ownership. By specifying which rights are limited or removed in an easement deed and transferring that deed to the Town or a conservation organization, landowners can permanently conserve their land—a widely used approach in New Hampshire.
- **Allowing for a future option of property purchase:** In cases when there is a parcel of land that should be added to the open space system, but immediate purchase is not possible, an option or a right of first refusal are interim measures that could be arranged with the owner.
- **Placing land or keeping land in “Current Use”:** Current use assessment is designed to tax land at its "current use" value rather than at its "highest and best use" value. With reduced property tax under current use assessment, landowners may be better able to continue to own their land. As specified in RSA 79-A, current use assessment provides for reduced property assessments on parcels of field, farm, forest and wetland parcels which are at least ten acres in size, nature preserves, farmland generating annual revenues of at least a specific amount, and recreation land of any size. Once in the program, the land cannot be developed without the owner being assessed a penalty equivalent to 10% of the fair market value of the land taken out of current use. This 10% tax penalty is used in Salem to help finance the Conservation Fund noted above.

Further Information

For further information, please visit the Salem Conservation Commission website at: www.salemnh.gov/542/Conservation-Commission You may also contact the Conservation Commission by reaching out via phone at 603-890-2086 or by emailing conservation@salemnh.gov.

The public is encouraged to attend the Commission’s monthly meetings held on the first Wednesday of each month at 5PM at the Salem Town Hall.



SALEM OPEN SPACE MASTER PLAN –

ADOPTED MAY 6, 2026

SALEM TOWN COUNCIL MEETING PRESENTATION
MAY 18, 2026

Town of Salem, NH
Conservation Commission

Open Space Master Plan



Developed by the Salem Conservation Commission with assistance from the Open Space Task Force.
Technical assistance provided by Rockingham Planning Commission.

2026

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The public is encouraged to attend the Commission's monthly meetings held on the first Wednesday of each month at 5PM at the Salem Town Hall.



WHY PLAN FOR OPEN SPACE?

- ✓ Open space enhances quality of life for residents & businesses in a community.
- ✓ Supports revitalization efforts of town centers
- ✓ Protects environmental resources like water, forested areas, & air quality.
- ✓ Provide recreational & educational opportunities
- ✓ Can serve as a way to connect different areas of a community.

BACKGROUND

- First Salem Open Space Plan adopted in 2010.
- Conservation Commission contracted with Rockingham Planning Commission to update natural resources documentation and assist with prioritization of land for protection while working with the Open Space Task Force.
- Updated plan includes:
 - Natural resources data & maps (Natural Resources Inventory)
 - Evaluation of community priorities
 - Prioritized parcels for potential protection efforts.

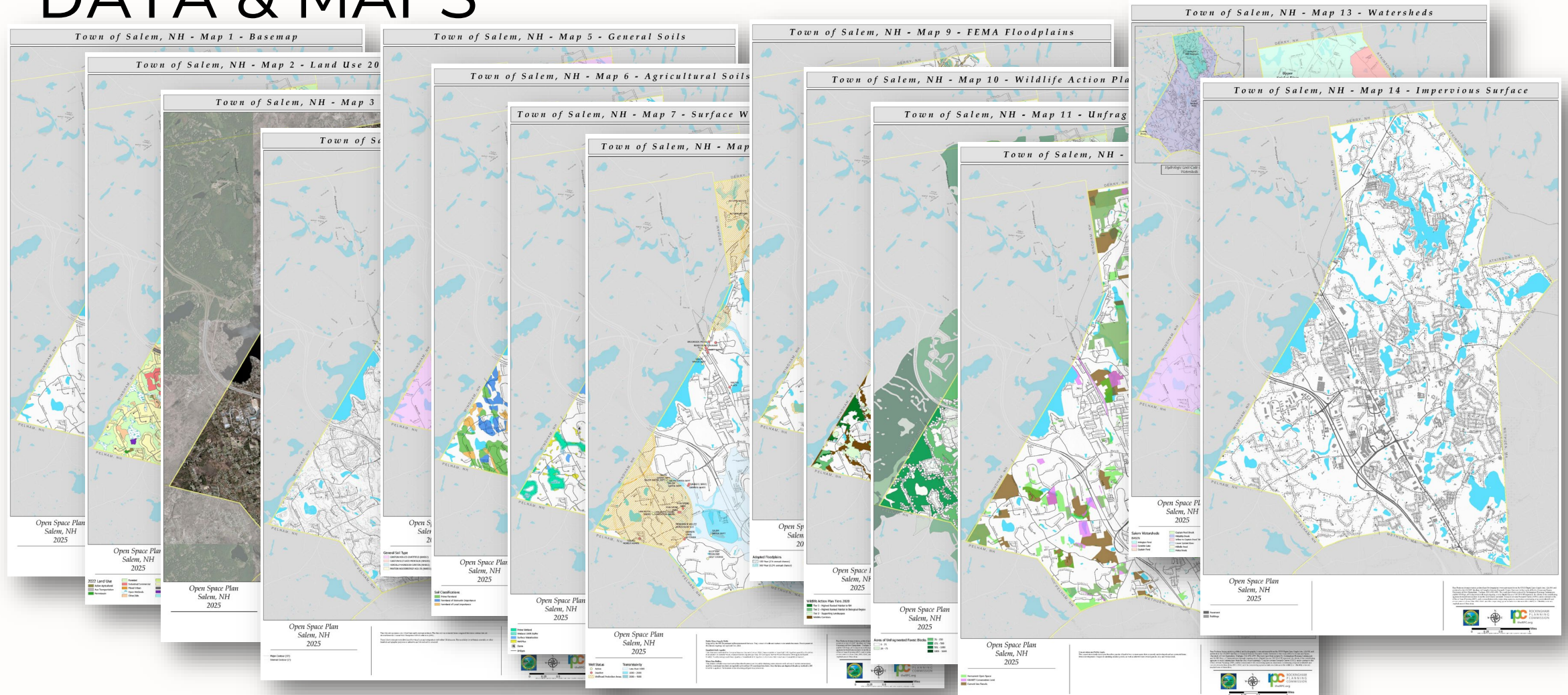
NATURAL RESOURCES INVENTORY: DATA & MAPS

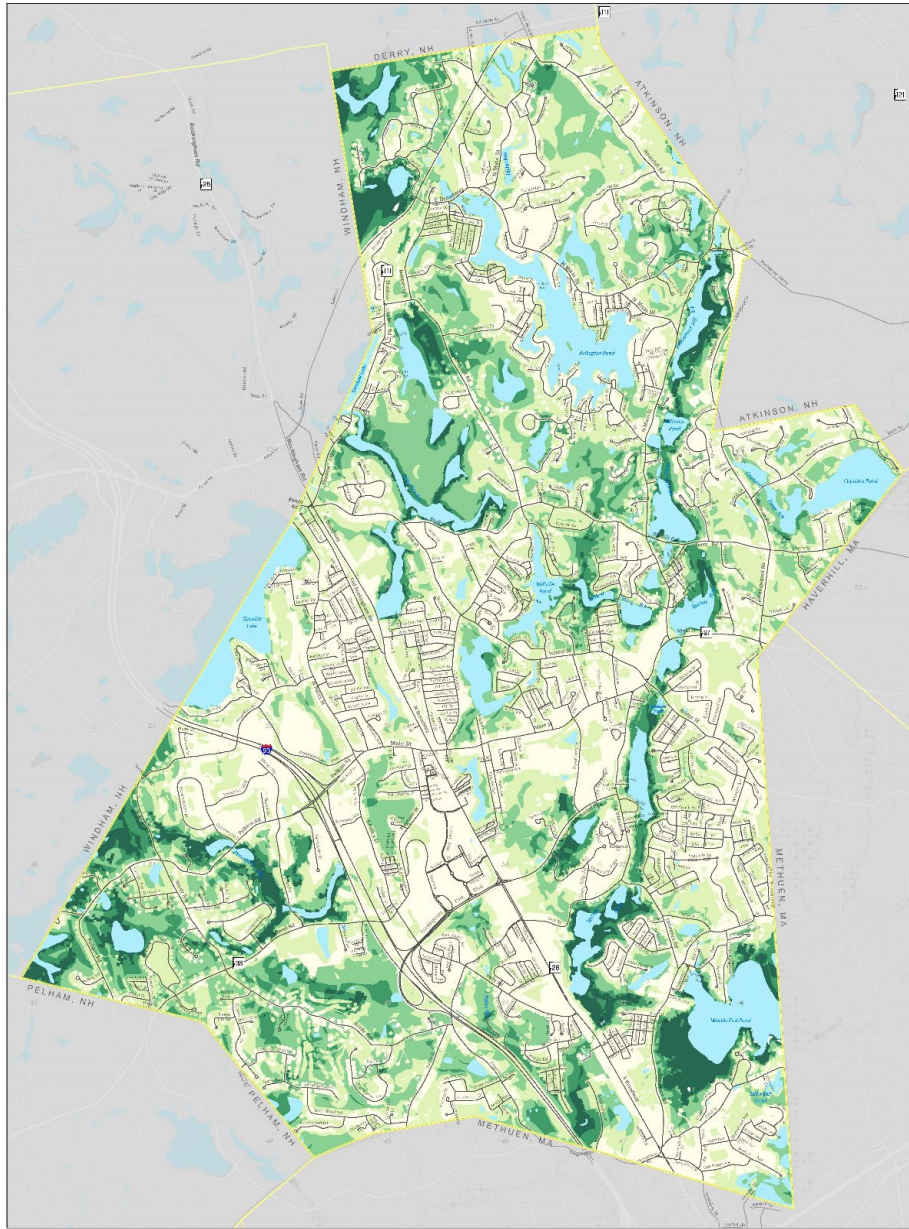
- ✓ Description of significant natural resources & services
- ✓ Identify areas of high ecological value
- ✓ Serves as basis for natural resource criteria for potential open space prioritization.

Maps included:

- Map 1 - Salem Base Map
- Map 2 - Salem Land Use
- Map 3 - Salem Aerial Photo 2021/2022
- Map 4 - Topography
- Map 5 - General Soils
- Map 6 - Agricultural Soils
- Map 7 - Surface Water and Wetlands
- Map 8 - Groundwater Resources and Aquifers
- Map 9 - FEMA Floodplains (Adopted and Preliminary)
- Map 9a - Adopted FEMA Floodplains
- Map 9b - Preliminary FEMA Floodplains
- Map 10 - Wildlife Action Plan
- Map 11 - Unfragmented Land
- Map 12 - Protected Land
- Map 13 - Watersheds
- Map 14- Impervious Surfaces

NATURAL RESOURCES INVENTORY: DATA & MAPS





Open Space Plan
Salem, NH
2025

Prioritization Score
2.5 - 4.5
4.5 - 6.5
6.5 - 10.0

Resource Name	Score	Priority	Notes
Amherst Pond	4.5	High	Amherst Pond is a 10-acre pond located in the northern part of the town. It is surrounded by forest and is a popular spot for fishing and hiking.
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Map 15a - Natural Resources. This map shows the results of the prioritization process for the Town of Salem, NH. The map is based on the data provided in the table above. The map shows the location of each resource and its prioritization score. The map is color-coded to show the prioritization score. The map is a useful tool for planning and managing the town's natural resources.



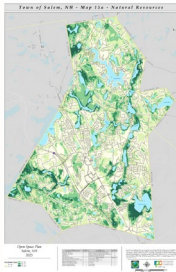
NATURAL RESOURCES CO-OCCURRENCE

- ✓ **Evaluated existing planning documents** (Master Plan, 2010 Open Space Plan, 2024 Town Wide Goals, 2024 Conservation Commission Goals, 2024, Hazard Mitigation Plan, Capital Improvement Plan, etc.)
- ✓ **Major themes:** Mitigating flood impacts, protecting connections via trails and sidewalks, recreational opportunities, and maintaining wildlife corridors.

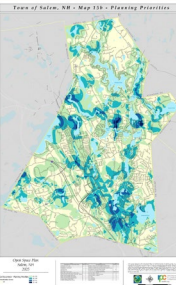


SALEM OPEN SPACE PRIORITIZATION

✓ Natural Resources

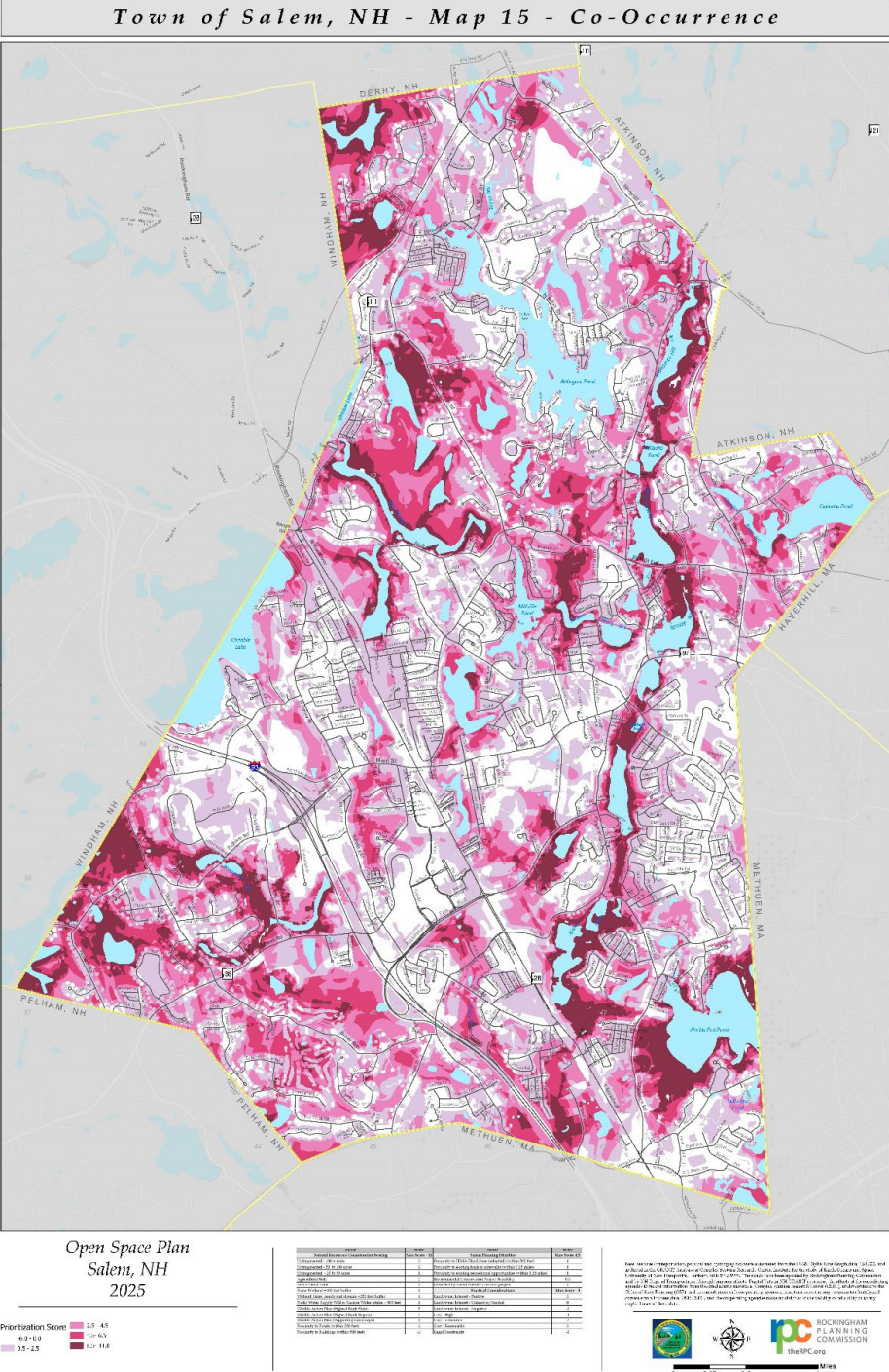


✓ Community Priorities



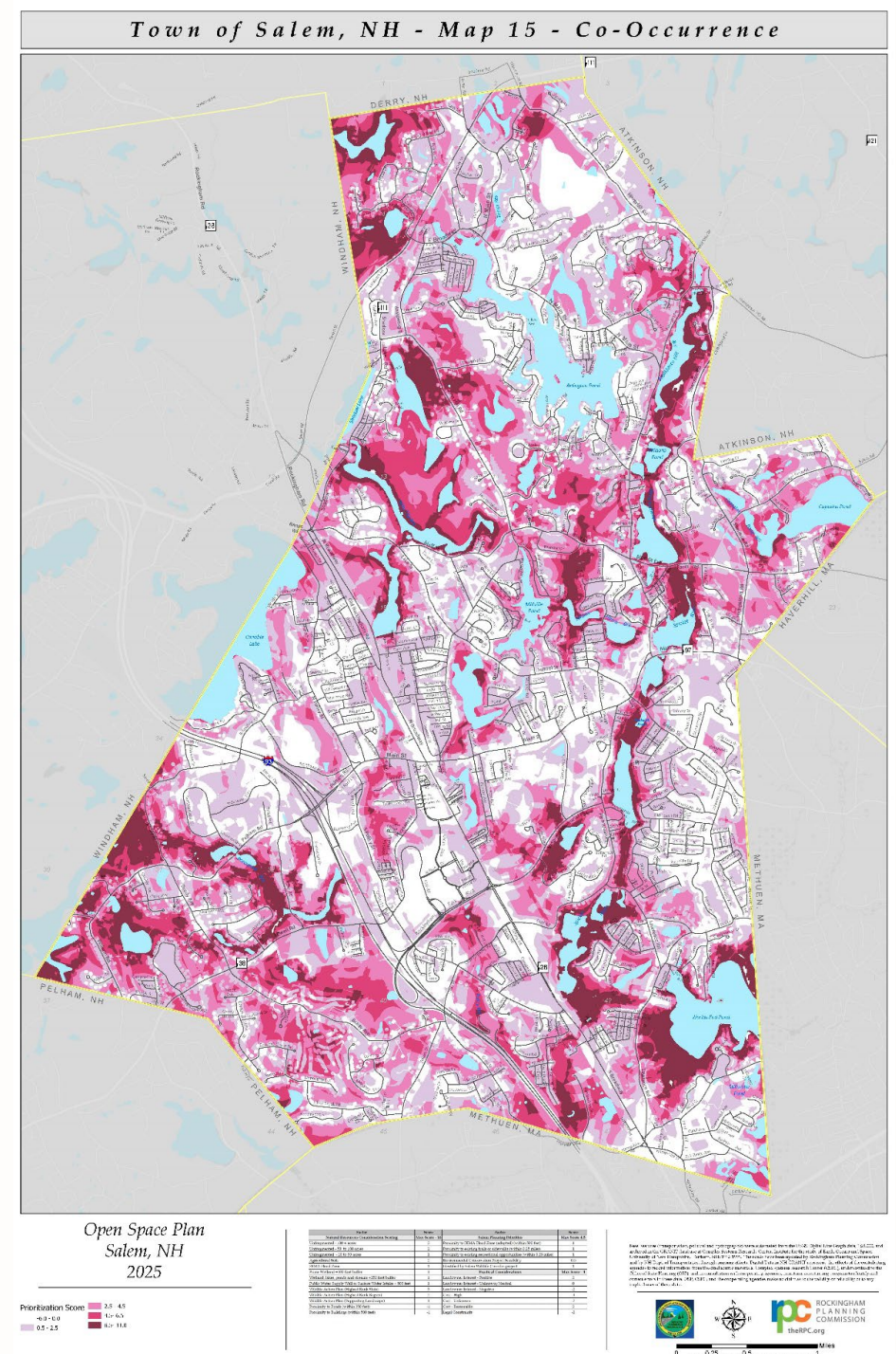
✓ Practical Considerations

(landowner interest, cost, etc.)



SALEM OPEN SPACE PRIORITIZATION TOP 100 RANKED PARCELS

Map	Lot	Parcel Acreage	Location	Total Score Rank
95	7411	3.15	128 BROOKDALE RD	100
23	6328	18.00	35 ATKINSON RD	99
75	1651	3.62	42 SHERWOOD CIR	98
30	13009	0.88	3 LORRAINE AVE	97
118	9246	20.00	CYPRESS ST	96
114	8742	0.64	94-96 LOWELL RD	95
58	7026	6.00	15 TOWN FARM RD	94
41	6631	3.20	4 CAMELOT CT	93
109	7951	5.41	3 CLUFF RD	92
23	6443	1.60	36-38 ATKINSON RD	91
46	6494	200.90	48 SHADOW LAKE RD	90
66	7242	1.85	37 WOODMEADOW DR	89
150	10058	5.00	5 GARABEDIAN DR	88
118	9156	5.33	ELEANOR ST	87
129	403	6.00	4 NANCY AVE	86
57	6855	16.00	MILLVILLE CIR	85
112	12555	18.44	141 A PELHAM RD	84
75	1650	0.92	44 SHERWOOD CIR	83
101	11554	2.74	50 OLD COACH RD	82
92	7586	32.91	ELMWOOD AVE	81
114	10017	1.89	12 QUILL LN	80
95	10731	2.00	147 BROOKDALE RD	79
105	7773	19.20	63 PELHAM RD	78
104	11636	1.35	151 BROOKDALE RD	77
67	1961	14.60	29 N MAIN ST	76
100	7526	19.55	61 VETERAN MEMORIAL PKY	75
144	9479	55.23	277 LAWRENCE RD	74
113	8512	24.00	PELHAM RD	73
105	7776	4.50	55 PELHAM RD	72
67	7334	9.00	N MAIN ST	71
84	9907	1.77	14 KEEFE AVE	70
110	8003	4.00	9 ACKERMAN ST	69
9	5899	54.30	34 AUTUMN WOODS RD	68
114	10116	1.27	92 LOWELL RD	67
112	11920	2.61	8 HARLEY LN	66
41	6601	29.00	146 N MAIN ST	65



PROTECTING OPEN SPACE



Salem currently enjoys 1,960 acres of protected open space.



Open space preservation can be accomplished via:

- Regulatory requirements
- Land donation/purchase
- Conservation easement
- Option of right of first refusal
- Placing land in current use



Since 1992, Salem has used part or all funds from the Land Use Change Tax to help pay for land conservation efforts.



The 2025 Conservation Fund Balance was \$1,972,047.

RECOMMENDATIONS FOR THE CONSERVATION COMMISSION

1. Use the report to help guide protection efforts.
2. Use parcel prioritization to help guide efforts.
3. Work with landowners to help preserve open space to the extent possible
4. Review report annually.
5. Make recommendations for land acquisition as part of CIP and budget process.
6. Identify alternative sources for funding for open space preservation.
7. Work with a land acquisition specialist to help with implementation.
8. Use existing *Open Space Preservation Zoning Ordinance* to preserve land.

Town of Salem, NH
Conservation Commission

Open Space Master Plan



Developed by the Salem Conservation Commission with assistance from the Open Space Task Force.
Technical assistance provided by Rockingham Planning Commission.

2026

Jenn Rowden | Assistant Director,
Rockingham Planning Commission



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079

(603) 890-2120 · FAX: (603) 890-2220

Item #: 08(d1)

Department: Community Development

Prepared by: Crayton Brubaker

Town Council Meeting Date: 5/18/26

STAFF REPORT

PURPOSE:

☐ Information Only ☐ Discussion ☒ Action Requested ☐ Public Hearing

BRIEF SUMMARY:

The CIP bylaws are being brought to the Council to resolve some minor changes requested back in September 2025 when the Council last approved the bylaws.

BACKGROUND:

The Town Council reviewed and approved the CIP bylaws in September 2025. At that meeting, the Council requested the CIP Committee come back to them with additional minor changes.

Such minor changes include changes to Section B.2.b in the removal of a reference to undebatable motions and clarifying language of calling the meeting to order. Another change was made to Section D.1 to the definition of quorum to not count vacant positions against the quorum needed.

The CIP Committee unanimously recommended these bylaws changes to the Town Council at their April 21, 2026 meeting.

BUDGET IMPACT:

☒ No budget impact ☐ Within approved budget ☐ New expenditure ☐ Grant-funded

ESTIMATED COST: N/A

FUNDING SOURCE: N/A

RECOMMENDATION / ACTION REQUESTED:

Motion to approve the CIP bylaws as recommended by the CIP Committee at the April 21, 2026 meeting.

ATTACHMENTS:

☐ Photos ☐ Contracts / Agreements ☐ Charts/Graphs ☐ Map
☐ Resolution ☒ Supplemental Reports ☐ Presentation ☐ Other

BY-LAWS
Capital Improvements Program Committee
SALEM, NEW HAMPSHIRE

A. PURPOSE:

The Capital Improvements Program Committee (CIPC) represents a diverse mix of elected officials and volunteers who prepare the Capital Improvements Program, which provides direction towards improving the quality of life in Salem, New Hampshire. The Capital Improvements Program represents the guiding document for the public sector re-investment in the community. The importance of a planned program can be found in a contrary “no action” approach. The lack of action causes escalating costs, missed coordination opportunities, and poor services associated with failing infrastructure. Practice measures are required to ensure the most optimal facilities and infrastructure for the community. Action within the context of a sequenced Capital Program is a cost-effective approach over a reactionary response to deteriorating assets.

Authority: These By-Laws describe the duties and methods of operation for the Salem Capital Improvements Program Committee, hereafter referred to as CIPC. The CIPC is hereby established within the context of *Capital Improvements Program* RSA Section 674:5 as follows:

Authorization. – In a municipality where the planning board has adopted a master plan, the local legislative body may authorize the planning board to prepare and amend a recommended program of municipal capital improvement projects projected over a period of at least 6 years. As an alternative, the legislative body may authorize the governing body of a municipality to appoint a capital improvement program committee, which shall include at least one member of the planning board and may include but not be limited to other members of the planning board, the budget committee, or the town or city governing body, to prepare and amend a recommended program of municipal capital improvement projects projected over a period of at least six years. The capital improvements program may encompass major projects being currently undertaken or future projects to be undertaken with federal, state, county, and other public funds. The sole purpose and effect of the capital improvements program shall be to aid the mayor or selectmen and the budget committee in their consideration of the annual budget. Source. 1983, 447:1, eff. Jan. 1, 1984. 2002, 90:1, eff. July 2, 2002.

In accordance with the above RSA, the March 12, 2005 Town Meeting voted to authorize the governing body to appoint the CIPC (underlined passage). These bylaws do not limit the actions of the Town Council in exercising their authority over the CIPC. However, as guidance for appointment, pursuant to the report titled Capital Improvements Program Evaluation dated May 20, 2004, members of the CIPC shall consist of the following representation and/or credentials.

• One Town Council Member	• Assistant Town Manager (or designee)
• One Planning Board Member	• Town Finance Director
• One Budget Committee Member	• Community Development Program Manager
• One Resident having one of the following expertise: ➤ Project Management ➤ Construction Financing ➤ Engineering - Building or Civil ➤ Process Management ➤ Strategic Planning ➤ Other relevant experience	

Appointments are to be made in April of each year. The Resident member shall be appointed for a three-year term. It is recommended that all appointees serve for at least one year, or for the remainder of their elected term, in order to provide continuity to the Committee.

B. ORGANIZATION:

1. Responsibilities of Members:

All members shall make every effort to attend and make every effort to remain at the meeting for the entirety of each scheduled meeting.

Members of the CIPC have authority only when acting as a CIPC legally in session. The CIPC shall not be bound by any action or statement of any individual CIPC member except when such statement or action is pursuant to instructions from the CIPC.

2. Officers:

- (a) Election - A Chair, Vice-Chair and Secretary shall be elected at the first regularly scheduled meeting of each budget year. Election shall be by a majority vote of those present. Vacancies in membership created during the year shall be appointed by the Town Council if the Town Council or resident membership is vacant. The Planning Board is responsible for appointing the Planning Board member if vacant and the Budget Committee is responsible for appointing the Budget Committee member if vacant pursuant to municipal ordinances and policies. Alternates for the Town Council, Planning Board, Budget Committee, or resident positions may be appointed by the appropriate committee. The Town staff positions shall be appointed by the Town Manager if vacant.

- (b) Duties - The Chair shall preside at all meetings of the CIPC and perform all duties required. In the absence of the Chair, the Vice-Chair shall preside and assume all duties and responsibilities of the Chair. The Secretary shall preside in the absence of the Chair and Vice-Chair.

The Chair's duties are as follows:

- to open the session at the appropriate time ~~at which the CIPC is to meet by calling the members to order and to call the meeting to order;~~
- to announce the business before the CIPC in the order in which it is to be acted upon;
- to recognize members entitled to the floor;
- to state and put to vote all the questions which are regularly called or necessarily arise in the course of the proceedings and to announce the result of the vote(s);
- ~~to assist in expediting all business in every way compatible with the rights of the members, as by allowing brief remarks when undebatable motions are pending or by calling a brief recess to permit restoration of order or clarification of an obscure point if they think it advisable;~~
- to manage the members when engaged in debate within the rules or order;
- to enforce on all occasions the observance of order and decorum among the members, deciding all questions of order (subject to an appeal by any

two (2) members) unless they prefer to submit the question for the decision of the Committee;

- to inform the CIPC on a point of order or practice pertinent to pending business;
- to authenticate by signature, when necessary, all acts, orders and proceedings as directed by vote of the CIPC.
- The Chair shall vote as a member of the CIPC.
- Discussions which are not addressing the business before the CIPC, or which are conducted in a disorderly or disrespectful manner, shall be ruled out of order. The Chair shall take whatever action is necessary to achieve and maintain order, including ordering the removal of any person who continues disorderly conduct.

- (c) **Secretary Duties-** The Secretary shall be the Recording Officer of the CIPC, and an official copy of the records are to be filed in the Town Council's Office and open to inspection by any person at reasonable times. In addition to keeping the minutes of the meetings, it is the duty of the Secretary to keep a roll of members and to call the roll when required. The Secretary shall record, or delegate to staff, the essentials called "the minutes" of the proceedings as follows:

- The kind of meeting - regular, special, work session, or recessed.
- Time of meeting and place of meeting
- The presence/absence of CIPC members
- Whether the minutes of the previous meeting were approved or amended.
- All main motions and points of order and appeals, whether sustained or lost, and all other motions that were not lost or withdrawn.
- The hour of adjournment.

The Secretary shall record, or delegate to staff, the essentials of the proceedings, the name of the member who introduced a main motion or amendment and the name of the second and should enter the number and names of votes on each side. The minutes should show what action was taken by the CIPC in regard to them.

3. Staff Support:

One Town employee will be appointed as the Staff Liaison to assist the CIPC, to coordinate with other town employees, prepare the minutes on behalf of the committee, and perform other duties as necessary. In addition, the Town Finance Director will assist the CIPC with financial data.

C. OPERATION:

The CIP process is intended to be focused and within the constraints of the proposed scheduling and direction for the particular program year. Every effort by the CIPC members and staff shall be made to prepare for meetings to maintain the schedule and program for the production of a high-quality CIP to the benefit of the Town of Salem. Extraneous dialogue, discussions, and reports which raise matters that

are not within a reasonable interpretation of the relevant topics and jurisdiction of the CIP, shall be considered as not meeting the intent of a focused and productive process.

1. Meetings:

- (a) All meetings are subject to the requirements of RSA 91-A.
- (b) Organizational Meetings - An organizational meeting to elect officers shall be held in the spring of each year. The CIPC may adopt the previous policies and procedures, subject to amendment as provided in these by-laws. The CIPC shall establish a schedule for meetings.
- (c) Program Meetings – The CIPC shall develop formalized sequential meeting agendas for the entire CIP period based on the CIP cycle diagram in Appendix A. Business shall generally be conducted in accordance with the order of the approved agendas.
- (d) Workshop Meetings - Less formalized meetings generally conducted for the purpose of providing CIPC members with a more detailed understanding of a limited number of issues or to permit discussion of issues in greater depth. These meetings may be conducted offsite as site visits.
- (e) Special Meetings - May be called by the Chair in accordance with RSA 91-A:2,II; upon demand of three (3) members of the CIPC; or at the request of the Town Manager through the Chair. The Chair shall notify each member in accordance with RSA 91-A:2,II.

2. Meetings Schedule:

The schedule for program meetings shall be published after the first organizational meeting for the budget season. Each meeting shall be posted in accordance with RSA 91-A. The posting of such schedule shall not limit the ability of the CIPC to post and hold additional meetings, amend and post meeting dates, or cancel meetings. The annual CIPC schedule (as described in the CIP cycle diagram in Appendix A) is a general guide created to ensure the orderly annual production of a six-year Capital Improvements Program.

3. Reports of Committees:

Written reports from committees received by the CIPC shall be distributed with the minutes of the CIPC.

4. Review of Reports, Projects, Submittals:

The CIPC shall review reports, projects, submittals, and other relevant materials in the course of developing the Capital Improvements Program for the particular year. Such review shall be in accordance with applicable criteria and policies as contained herein and as may be amended.

D. RULES OF ORDER:

1. **Quorum** - A quorum shall consist of a majority of the filled member positions currently serving on the Committee. If a position is vacant, it shall not count toward defining quorum. ~~four (4) members of the CIPC.~~
2. **Program Agenda** - Shall be established at the first meeting of each budget year. As the CIPC is established to produce a document, the agendas represent a sequential series of meetings toward the completion of the final document. Such agendas may be amended from time to time to address the unique aspects of any given CIP annual production cycle.
 - (a) Persons, including CIPC members, wishing to place an item on the agenda must notify the Town Liaison one week prior to the meeting date. If the person is going to make a presentation, they must provide a copy of all presentation material and documentation to be included in each CIPC "packet" to be delivered prior to the scheduled meeting.
 - (b) Adjournment - A motion for adjournment will usually not be in order until after the completion of the order of business unless a motion has been made at the start of the meeting to adjourn at a specified time.
3. **Conduct of Meetings:**

Meetings shall be conducted in accordance with generally accepted practices of order and decorum. In the event of dispute regarding procedural matters Robert's Rules of Order shall serve as a guideline with a vote of the CIPC being the final deciding authority.
4. **Recording of Votes:**

Votes shall be by a show of hands or by a roll call. The vote of each member present shall be recorded. No action shall be considered at a subsequent meeting in the same budget year except by majority vote of the members present and voting.
5. **Requests for Information:**

Should it become apparent to the Chair or an individual CIPC member, in the interim between meetings, that additional information relative to a specific item may be needed for CIPC use at the next regularly scheduled meeting, a request for this information shall be submitted to the Town Liaison before the agenda is set. Any information provided to any individual CIPC member shall be provided to all other members of the CIPC.

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E. CAPITAL IMPROVEMENTS PROGRAM:

1. **Introduction and RSA Guidance:**

Salem's Capital Improvements Program or CIP is a six-year document detailing projected capital needs as proposed by municipal departments. The original direction for the Planning Board to prepare and amend a CIP for a period of at least six (6) years comes from the legislative body in accordance with RSA 674:5. The 1989 Annual Town Meeting, Article #53, authorized the Planning Board to prepare and adopt a CIP for the Town of Salem. Prior to July 2002 RSA 674:5 directed the Planning Board as the primary authors of the Capital Improvements Program. As indicated herein in section "A.1 Authority" the

Town Council is now the appointing authority pursuant to the Town Meeting 2005 Article #45. In accordance with the authority of the Town Council and CIPC, the following excerpts from the RSAs indicate the general outline of a Capital Improvements program:

674:6 Purpose and Description. – The capital improvements program shall classify projects according to the urgency and need for realization and shall recommend a time sequence for their implementation. The program may also contain the estimated cost of each project and indicate probable operating and maintenance costs and probable revenues, if any, as well as existing sources of funds or the need for additional sources of funds for the implementation and operation of each project. The program shall be based on information submitted by the departments and agencies of the municipality and shall take into account public facility needs indicated by the prospective development shown in the master plan of the municipality or as permitted by other municipal land use controls.

Source. 1983, 447:1, eff. Jan. 1, 1984

674:7 Preparation

- (a) In preparing the capital improvements program, the planning board or the capital improvement program committee shall confer, in a manner deemed appropriate by the board or the committee, with the mayor or the board of selectmen, or the chief fiscal officer, the budget committee, other municipal officials and agencies, the school board or boards, and shall review the recommendations of the master plan in relation to the proposed capital improvements program.
- (b) Whenever the planning board or the capital improvement program committee is authorized and directed to prepare a capital improvements program, every municipal department, authority or agency, and every affected school district board, department, or agency, shall, upon request of the planning board or the capital improvement program committee, transmit to the board or committee a statement of all capital projects it proposes to undertake during the term of the program. The planning board or the capital improvement program committee shall study each proposed capital project, and shall advise and make recommendations to the department, authority, agency, or school district board, department, or agency, concerning the relation of its project to the capital improvements program being prepared. **Source.** 1983, 447:1. 1995, 43:1, eff. July 2, 1995. 2002, 90:2, eff. July 2, 2002

674:8 Consideration by Mayor and Budget Committee. – Whenever the planning board or the capital improvement program committee has prepared a capital improvements program under RSA 674:7, it shall submit its recommendations for the current year to the mayor or selectmen and the budget committee, if one exists, for consideration as part of the annual budget. **Source.** 1983, 447:1, eff. Jan. 1, 1984. 2002, 90:3, eff. July 2, 2002

2. Parameters for a CIP Submittal:

A “capital project” is defined as a tangible project or assets having a cost of at least \$150,000 and a useful life of at least five years. Eligible items include but are not limited to land purchases, new buildings or additions (including related studies, i.e. architectural,

engineering and planning), substantial road improvements, and purchases of major vehicles and equipment. Capital improvement projects should also:

- Significantly improve the efficiency of the existing services,
- Preserve a previous capital investment made by the town,
- Significantly reduce future operating costs or increase future operating revenues, or
- Protect the health and safety of employees and/or the community at large.

A CIP classifies projects according to the urgency and need and recommends a time sequence for their implementation. The Finance Director shall determine applicability of projects to the CIP process as opposed to placing in the operating budget. Like projects shall be grouped to create an aggregate of submittals. A project which requires payments over multiple years are considered “like” and therefore require submittal providing it meets the limits of a CIP project. Projects shall not be split into separate submittals to achieve separate projects that would remain under the CIP project limits. Phasing of one project over multiple years will require the aggregation of the entire project. Placing projects in both the operating budget and CIP will constitute a reason for removal from both by the Town Manager. The failure to submit a proposal within the context of the CIP and project timeframe shall not serve to facilitate an expedited review, an avoidance of the CIP process, or the inclusion of the project within the operating budget where CIP was required.

3. CIP Process:

The Capital Improvements Program Committee (CIPC) process is generally conducted over several meetings. Municipal department heads develop project submittals throughout the year to prepare for the CIP process.

The CIP process refreshes after the Town elections of each year with an organizational meeting. The purpose of this meeting is to review the process and bylaws with new members and to set the meeting schedule. The CIPC generally follows the CIP Process Chart (see Appendix A).

4. Rating the Proposals:

The below criteria are utilized to create a uniform method to equally rate projects. The criteria favors issues such as benefit to the public, readiness to proceed, addressing mandates, funding opportunities and validity of project planning. The below criteria combined with a numeric scoring system allows the CIPC the opportunity to develop a score for the project based on the average of the CIPC members voting. To explain the CIPC reasons for the score, a recommendation is provided for each project. Projects will be rated in the first year but are not rated in subsequent years due to the lack of information for subsequent years. The rating criteria (see [below table](#)) measures whether the project is Significant, and related to an overall plan, and whether it is Ready to proceed, within the context of that plan.

Rating Criteria		
Category	Significance	Readiness
Essential	4: (highest priority): Projects which are required to complete or renovate a major public improvement; will remedy a condition dangerous to the health, safety, and welfare of the public; will provide facilities for a critically needed community program; are in response to a State or Federal mandate; or have available other sources of funding which will not be available at a future date.	4: The project clearly and specifically depicts by virtue of plans, studies, cost estimates and other sufficiently detailed documentation that it is ready to proceed given its scheduled placement in the plan. The project is an integral part of a larger long-range program/plan whereby this project and other related projects are clearly and specifically integrated, coordinated, and prioritized.
Desirable	3: (second priority): Projects which will benefit the community; have established validity of planning and timing; have other available sources of funding; or are in response to a pending State or Federal mandate that is within the six years of the CIP.	3: The project demonstrates a readiness to proceed and is part of a larger long-range program/plan, but is lacking some of the detailed documentation needed to proceed.
Acceptable	2: (third priority): Needed projects which can be postponed if budget reductions are necessary.	2: The project by virtue of plans, studies, cost estimates and other documentation provides a conceptual overview of a readiness to proceed given its scheduled placement in the plan. The project is presented as generally related to a concept of a larger long-range program/plan whereby this project and other related projects are conceptually integrated, coordinated, and prioritized.
Deferrable	1: (fourth priority): Desired projects which have no pending mandate or will not pose a threat to the health and safety of the public if deferred.	1: The project lacks plans, studies, cost estimates and other documentation that provides even a basic overview of a readiness to proceed given its scheduled placement in the plan. The project has little or no relation to a larger long-range program/plan and this project and other possibly related projects are not integrated, coordinated, and prioritized.

5. **Six Year Capital Program Approach:**

The CIPC shall create a summary spreadsheet showing estimated total project costs by year which will facilitate a long-term comprehensive plan that effectively allocates the costs over the six years to minimize fiscal spikes.

The spreadsheet will provide the basis to determine how to allocate projects within the context of a six-year period. The Town will use appropriate technologies to facilitate the effective and efficient processing of the narrative, numerical information, and data. The CIP Report will include profile sheets for each project and spreadsheets to illustrate.

(a) **Minimum Contents of the Capital Improvements Plan**

According to RSA 674:5 and :6, there are required elements and optional elements.

A CIP “shall” do the following:

- Address capital improvement projects over a period of at least six years. It can be a longer period, of course, and 6-10 years is typical in many municipalities.
- Classify projects according to the urgency and need for implementation.
- Include a timetable for implementation of projects.
- Take into account public facility needs that are indicated by the development shown in the master plan or which are permitted under the municipality’s zoning ordinances and regulations.

A CIP “may” include the following:

- The estimated cost of each project.
- The probable operation and maintenance costs.
- The probable revenues (if any) from each project.
- Suggested funding sources.

All of the above items will be addressed in Salem’s Capital Improvements Plan. The operations, maintenance, and revenues will be requested for the current, or first year projects as those numbers change in any given year. Additionally, the plan will include, as an introduction, demographic, development, and impact issues which may affect the Town priorities.

- (b) The final product for the CIP Committee is a report with recommendations of projects which the Town should proceed with for the subsequent six years. The projects should be ranked for the subsequent year only. A report shall be submitted to the Town Council and Budget Committee for their review.

F. AMENDMENT PROCEDURE:

An amendment to these Bylaws may be recommended for adoption at a CIPC meeting and be referred to the Town Council for final review and approval. A copy of any amendment shall then be submitted to the Town Council’s Office for inclusion in the Town Records.

To: Salem Town Council
From: Joseph Devine, Town Manager
Date: May 18, 2026
Re: Town Manager's Report



MEMORANDUM



News and Noteworthy:

Mandatory Water Restrictions – Effective May 15

The Town's mandatory water restrictions will take effect beginning May 15, 2026, as part of Salem's ongoing water conservation efforts and seasonal water management program.

The restrictions are intended to reduce peak water demand during the summer months and help protect the Town's water supply system. Residents and businesses are encouraged to review the updated watering schedules and usage limitations to ensure compliance.

The Department of Public Works will continue to monitor water usage and system conditions throughout the season. Conservation measures remain an important part of maintaining reliable service, protecting infrastructure capacity, and supporting long-term water resource sustainability.

Additional information regarding watering schedules, restrictions, and enforcement is available through the Town website and the Department of Public Works.

Town Master Plan Receives Statewide Planning Award

The Town of Salem's Townwide Master Plan was recently recognized as the "Plan of the Year" by the New Hampshire Planners Association during its Annual Spring Conference in Laconia.

The award, accepted by Town staff and Utile Design on behalf of the community, recognizes planning documents that demonstrate excellence in innovation, public engagement, implementation, and overall planning practice. Salem's Master Plan was specifically acknowledged for its strong implementation framework and its continued influence on major planning initiatives throughout the community.

Since adoption, the Master Plan has helped guide land use decisions and has served as the foundation for several subsequent planning efforts, including the Open Space Plan, Depot Village Plan, Recreation Master Plan, and the Town's upcoming comprehensive zoning update.

This recognition reflects the Town's continued commitment to thoughtful long-term planning, community engagement, and strategic growth management.

New Transit Routes – Early Ridership Success

The new transit routes funded through the MassDOT Connectivity Grant program have experienced strong ridership shortly after launch, particularly the Route 28 service connecting Lawrence and Salem.

Route 28, which began service in early April, recorded more than 3,200 riders during its first month of operation despite operating with limited daily trips and extended headways. The Route 25

Methuen Crosstown service also demonstrated encouraging early use, carrying more than 900 riders during the same period.

Transit officials have indicated that new routes typically require significant time to build consistent ridership, making the early response particularly notable. Feedback from riders has been overwhelmingly positive, with many residents and commuters expressing appreciation for the increased transportation access and regional connectivity.

The primary concern identified to date has been demand for additional service frequency, suggesting strong community interest and continued growth potential for the program.

Memorial Day Ceremony and Parade – Community Event

The Town of Salem will hold its annual Memorial Day Ceremony and Parade on Monday, May 25, 2026, to honor and remember the men and women who made the ultimate sacrifice while serving our country.

The observance will begin with a ceremony at 10:30 AM at Pine Grove Cemetery on Main Street. Participants will then proceed in parade formation to Salem Common, where the ceremony will continue at 11:00 AM.

The event is being coordinated by the Salem Police Department in partnership with the Salem Area Veterans Association. Residents and community members are encouraged to attend and participate in this important tradition of remembrance and reflection.

Salem Police Department – Promotional Ceremony

The Salem Police Department recently held a promotional ceremony recognizing several members of the department for their accomplishments, leadership, and continued service to the community.

The ceremony included promotions across multiple ranks and highlighted the Department's ongoing commitment to professional development, succession planning, and organizational leadership. Family members, colleagues, and community representatives attended in support of the officers being recognized.

The Town congratulates all promoted personnel and thanks them for their continued dedication to public safety and service to the residents of Salem.

National Public Works Week – Recognition

National Public Works Week will be observed May 17–23, 2026, recognizing the essential services provided by public works professionals and their impact on the quality of life within the community.

The Town of Salem extends its appreciation to the employees of the Department of Public Works for their continued dedication and service. Public Works staff play a critical role in maintaining the Town's infrastructure and daily operations, including roads, drainage systems, water distribution, fleet maintenance, solid waste operations, and seasonal services.

This year's recognition highlights the important work performed each day to support public health, safety, environmental stewardship, and the overall functionality of the community. The Town thanks all Public Works employees for their professionalism, commitment, and contributions to keeping Salem operating efficiently year-round.

Salem Remediation Project Receives Engineering Excellence Award

The Town of Salem was recently recognized with an Engineering Excellence Award for its environmental remediation project addressing historic soil and groundwater contamination. The award was submitted jointly with Verdantas and Parsons and highlights the Town's successful efforts to remediate impacted areas using advanced electrical resistance heating (ERH) technology.

The project achieved significant environmental results, including more than a 99.9% reduction in trichloroethylene (TCE) concentrations in soil and groundwater following remediation activities. In addition, approximately 8,300 tons of impacted soil and sludge containing PCBs were removed from the site, meeting stringent cleanup standards established by the New Hampshire Department of Environmental Services and the U.S. Environmental Protection Agency.

This recognition reflects the Town's continued commitment to environmental stewardship, public health, and long-term redevelopment planning for formerly impacted properties.

Senior Services – Upcoming Programs and Events

The Salem Senior Services Department continues to offer a wide range of programs and activities through the Ingram Senior Center focused on wellness, recreation, education, and community engagement for Salem seniors.

Upcoming offerings include health and fitness classes, social gatherings, educational workshops, card groups, craft programs, and organized day trips. The department is also coordinating special seasonal events and informational sessions designed to support active lifestyles and provide opportunities for social connection within the community.

Senior Services staff continue to see strong participation across programs, reflecting the importance of these services in supporting Salem's senior population and promoting overall community wellness. Additional program details and registration information are available through the Ingram Senior Center and the Town website.

Salem Town-Wide Yard Sale – Community Event

The Community Services Department will host the annual Salem Town-Wide Yard Sale on Saturday, June 13, from 8:00 AM to 2:00 PM, rain or shine.

Residents participating in the event will host sales at their individual properties, with the Community Services Department coordinating event promotion and distributing maps and participant listings to shoppers throughout the community. The event is intended to encourage community participation, reuse and recycling of household goods, and neighborhood engagement.

Registration for participants is open through May 28, with maps and sale listings scheduled to be available beginning June 11. Additional information and registration materials are available through the Community Services Department and the Town website.

Items Signed on Behalf of the Town Council Since Last Update:

- Ambulance Write-Off (05-06-26) - \$1,103.51
- Payment Check Register (05-05-26) - \$4,773,567.04
- Payroll Register No. 18 (05-04-26) - \$404,654.06
- Payment Check Register (05-12-26) - \$3,365,247.18
- Payroll Register No. 19 (05-11-26) - \$370,808.56

TOWN OF SALEM

MONTHLY DEPARTMENT UPDATES

Note: The chapter listings below are clickable links to their respective sections.

INSIDE THIS UPDATE

- [Page 2 - Assessing](#)
- [Page 3 - Collections Department](#)
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- [Page 6 - Community Services](#)
- [Page 8 - Engineering Division](#)
- [Page 11 - Finance Department](#)
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- [Page 17 - Human Services](#)
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- [Page 24- Public Works](#)
- [Page 26- SCTV](#)
- [Page 27- Utilities Division](#)



IMPORTANT INFORMATION

- Party affiliation changes are due by Tuesday, June 2. Check your voter registration at app.sos.nh.gov.
- MeVa Route 28 launched on April 6, with more than 3,231 riders in April.
- The existing Bridge Street Bridge was demolished in April.
- The Fire Department completed annual EMT refresher training for members due for recertification.
- Construction of the new Police Department building remains on schedule.
- Highway, Parks, and Properties crews completed spring cleanups at Town facilities.

APRIL 2026 UPDATE

www.salemnh.gov

Monthly Department Highlights – Assessing Department for April 2026

Prepared by: Jon Duhamel

Key Activities

- A Mazerolle processed a multitude of deeds this month, as well as taking in multiple exemption applications, as the deadline is 4/15.
- Jon is working on appeals (finishing 31 Stiles & Rockingham 620) & reviewing multiple pages of “overrides” in the CAMA system, also commercial permits.
- R Marquis has been helping with printing water bills for the Collections Department.
- A Mazerolle has been cleaning up ownership files in the CAMA system by filling in blank ownership lines, along with R Marquis helping too ongoing as we found over 6,000.
- J Witkowski has submitted the equalization data to the DRA
- A Mazerolle has also been working on her Clerk’s Processes Manual-ongoing.
- R Marquis has continued attaching PA-34s to the PRCs to have a fuller picture for sales analysis. As well as helping to clean up our docuware system.
- Checking MLS listings for changes we are not aware of.
- Jillian has been visiting abatements filed by dock owners. We have sent letters to all our CU properties requesting they update their maps; this was requested by DRA as part of the update.
- All: Various misc. items that have arisen
- Abatement filing period has closed for 2025.

TOWN CLERK/COLLECTIONS DEPARTMENT – APRIL 2026

A. Important Dates & Reminders for Residents

- The 2025 dog licenses are now expired. If you have not renewed your dog's license, please do so ASAP.
- The absentee ballot applications are now ready for the State General & Primary elections in September & November. You can print the form off the town's website or come to Town Hall.
- The deadline to change your voter party affiliation is Tuesday June 2nd. You can check your voter registration at app.sos.nh.gov.

B. Key Statistics at a Glance

We processed:

\$743,104 in motor vehicles.

\$10,470 in motor vehicle agent fees.

\$1,434 in title fees.

\$5,670 in dog license fees.

\$150 in civil forfeiture fees.

\$675 in misc fees.

Totaling **\$761,503.00**

We processed 172 certified copies of vital records resulting in \$1,058 in revenue and 27 marriage licenses resulting in \$189 in revenue for a total of \$1,247.

Giving us a GRAND TOTAL of **\$762,750.00** in revenue for April 2026.



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079

Community Development Department

MEMORANDUM

TO: Town Council
Joe Devine, Town Manager

FROM: Colleen Mailloux, Assistant Town Manager
Crayton Brubaker, Community Development Program Manager
John Vogl, GIS Manager

RE: Community Development Department Update – May 2026

DATE: May 12, 2026

1. **CIP Program Work:** Crayton Brubaker has been working with various departments (Police, Fire, Municipal Services, Community Services, and Community Development) to ensure that projects are being updated and refined for the upcoming CIP Committee annual review. Crayton is making sure that the new recommendations adopted by the Council in fall of 2025 are going into effect to make the process more streamlined and effective. The CIP Committee had their 2026 kickoff meeting on April 21 and will meet throughout the summer.
2. **Merrimack Valley Transit (MeVa) Services First Month Recap:** On April 6, 2026, MeVa launched a new bus route (#28) that connects from McGovern Station in Lawrence up to Methuen and to the Aldi and Target plazas in Salem as well as Mass General Brigham and Tuscan Village. Over 3,231 riders rode the new route in April and feedback has been great. This new service is a part of a pilot program launched by MeVa and funded by Mass DOT. The bus service is fare free, so Salem residents can get on a bus at no cost. For more information, please visit: <https://salemnh.gov/meva>
3. **Asset Management:** John Vogl worked with Water Department to review field tools and data collection to boost awareness of available tools on their iPad. The devices now include tools to validate and edit existing mapping. These tools are used to record/complete work orders and other projects including hydrant flushing. Work on the Lead Service Line Inventory reached a new level as we addressed feedback from NH DES that required additional research to improve documentation of material statuses. This work involves combing through the library of as-built plans and may or may not involve additional pot-holing at some point in the future.
4. **Map Production:** Map products this month included extensive work to prepare for this years tax map atlas. This involved validating that all lot line changes and buildings were captured as well as cleaning up displayed annotations for visibility. All updates were posted to MapGeo. Map production included work on the Fire Departments Pre-plan effort, especially documenting conditions at the Epicurian building at Tuscan Village. Further, maps were assembled for Hedgehog Park and the Town Forest. Finally, updates

were assembled to support the Police dispatch modules the Town’s “water model” recording water usage at Tuscan Village.

Notable Statistics:

April 2026	Page Views	Users	Average Engagement Time
Main Website (saalemnh.gov)	58,105	16,531	1m 7s
Town Hall Times (news.salemnh.gov)	7,807	1,969	1m 16s
MapGeo (saalemnh.mapgeo.io)		2,893 (1,507 unique visits)	5m 3s

Salem Community Services

Jillian Smith - Director

Ingram Senior Center ♦ Recreation

<https://salemnh.myrec.com>



www.salemnh.gov

1 Sally Sweets Way
Salem, NH 03079
TEL: 603-890-2190

Memo

To: Colleen Mallioux
From: Jillian Smith – Community Services Director
Date: 5/5/2026
Subject: Salem Community Services – Department April 2026 Update

The Community Services Department continues to provide diverse programming and events that support engagement, wellness, and connection across all age groups in the community.

Senior Programs – April Activities

Throughout April, a variety of enriching programs were offered to our senior community:

- **Meet, Mingle & Munch with Crayton Brubaker** – Seniors enjoyed lunch provided by Meals on Wheels while engaging in conversation and asking questions.
- **Ladies' Tea** – Participants enjoyed an afternoon social featuring tea, finger sandwiches, cheese, crackers, grapes, and dessert, with entertainment provided by Trivia Tunes.
- **Team Talk** – Our first Team Talk session was held, offering seniors the opportunity to enjoy lunch and connect with Trina, our Trip & Party Coordinator.
- **Transportation Discussions** – Two sessions were held to gather input from seniors regarding transportation needs, with participation from the Director and Crayton Brubaker.
- **Bountiful Breakfast** – The quarterly breakfast was hosted by Community Services staff and Wesley from Meals on Wheels.
- **Self-Defense Program** – Over a four-week period, seniors participated in a self-defense program led by the Salem Police Department, gaining practical safety skills.



Senior Events & Travel

- **Virginia Military Tattoo Festival & Williamsburg Trip (April 16–20, 2026)**
In celebration of America's 250th anniversary, four senior participants attended a five-day trip to Williamsburg, Virginia. The experience included the Virginia Military Tattoo Festival, the largest event of its kind in the United States, featuring military music, drill teams, and cultural performances. The trip provided a meaningful blend of education, history, and entertainment.
- **Derby Day at Ingram**
A Derby Day celebration was held with 45 senior participants, three Meals on Wheels staff members, and Officer Spencer from the Salem Police Department. The event featured horse-themed games, a creative hat contest, music by DJ Jimmy K,



and non-alcoholic mint juleps. Attendees also enjoyed a lunch option provided by Meals on Wheels.

Youth & Family Recreation

The annual Fishing Derby was a great success, with strong participation across all age groups. Below are the results:

Smallest Fish Winners:

- Age 4 & Under: Gwen Husni (3.75")
- Ages 5–6: Brielle Barthalemy (4.75")
- Ages 7–8: Adaya Barthalemy (4")
- Ages 9–10: Brynleigh Murray (3.75")
- Ages 11–12: Adam Abbas (4")
- Ages 13–15: Dominic Tutone (4")

Smallest Overall:

- Age 8 & Under: Gwen Husni (3.75")
- Ages 9–15: Brynleigh Murray (3.75")

Largest Fish Winners:

- Age 4 & Under: Kiera White (7")
- Ages 5–6: Milo Bigeau (17")
- Ages 7–8: Colin Constant (9.25")
- Ages 9–10: Emma Felix (6")
- Ages 11–12: Zach Martino (7.5")
- Ages 13–15: Alex Felix (6.25")

Largest Overall:

- Age 8 & Under: Milo Bigeau (17")
- Ages 9–15: Zach Martino (7.5")

Chuck Black Most Spirited Fishing Award (Presented by the Rotary Club):

- Age 8 & Under: Gwen Husni
 - Ages 9–15: Brynleigh Murray
-



Upcoming Events

- **May 16** – Guided Town Forest Hike (9:00 AM departure)
 - **May 30** – Community Town Forest Clean-Up Day
 - **June 20** – Dunks with Dad (sponsored by Salem Youth Basketball)
-

Upcoming Programs

- **Youth Track & Adaptive Track** (in partnership with Dick's House of Sport) – Begins May 7
- **Adult & Youth Summer Tennis Lessons** – Registration opens May 15
- **Summer Camp Programs** – Begin June 22

The full list of Adventure Camp trips has been published. Registration for camp and camp trips opened May 1 and will remain open through May 28 at saalemnh.myrec.com.

The Community Services Department remains committed to enhancing the quality of life for residents by offering inclusive, engaging, and meaningful programs for all members of the community.



Date: May 1, 2026

To: Town Council

From: John P. Klipfel, PE, Engineering Director

Thru: Wayne Amaral, Director of Municipal Services
Joseph Devine, Town Manager

RE: Month of April 2026- Engineering Department Update

Bridge Street Bridge Reconstruction

The prime contractor E.D. Swett Inc. continues work on the project. Demolition of the existing bridge was completed in April to make room for the new bridge footings. Both Arlington Pond and Millville Lake dams were closed, which substantially lowers the flow of the river in the Bridge Street area. With the low rain fall in April water is still being held back at Arlington Pond. Millville Lake is full and water is flowing over the flash boards. Additional sandbags were installed to hold the water, and the bypass pipe has been placed and adjusted. Sheets could not be installed due to the rocky condition of the soil and presence of ledge. The excavation work for footings has begun and the contractor is trying to get to ledge so it can be profiled and footings can be designed.

More detailed information, including weekly reports, can be found on the Town website:

<https://www.salemnh.gov/1228/Bridge-Street-Bridge-over-the-Spicket-Ri>

Brookdale Rd Sewer Pump Station Project

This project was bid and awarded to Northeast Earth Mechanics of Pittsfield NH. The Town held a preconstruction meeting, and the contractor is expecting to begin construction in May 2026. The Engineering Department is working through the submittal process so all materials can be approved prior to construction. The pumps are special order and require long lead times.

Brady Ave Water Main Replacement Project

The Project involved the replacement of water main from Cortland Ave to the Golf Course. Phase two is the installation of new water main from the Golf Course to Lowell Road. Utility work was completed in September 2025. Punch list items and final paving to be completed in Spring 2026 in conjunction with DOT. Meetings held with DOT to determine the limits of paving activities.

MS4 - Stormwater

Dry weather and wet weather sampling have begun for the season. Engineers are out around town sampling outfalls, catch basins and drain manholes for contaminants. Samples are sent to labs for testing. Illicit discharge detection and outfall sampling are ongoing and must be resolved.

Street sweeping and catch basin cleaning has begun for the season and will be ongoing.

CWSRF Grant, Captains Pond - This project is underway and is the second phase of the Captains Pond Watershed Management Plan. Steering committee has been formed, and the first meeting was held. The second meeting will take place in May 2026. Desktop study of the watershed and contributing properties has begun to determine grades, land use and location. Phase II of the watershed plan includes property in both Atkinson NH & Haverhill MA.



CWSRF Grant, Arlington Pond - Grant paperwork was finalized for the Arlington Pond watershed grant. A kickoff meeting is planned for May 2026 with NHDES.

Road Program

Planning for 2026 is underway with contractor procurement completed on each road construction type. Town vote approved \$3 million for 2026 Road Program. \$2.6 Million will be spent on Mill & Overlay, \$200,000 on Rubber Chip Seal & \$100,000 on Crack Sealing. Contracts are being executed and schedules are forthcoming.

Mill & Overlay

Coordination with contractors is underway. Roads are being pre-marked for construction and roads are being surveyed from top to bottom to understand the drainage and issues that may arise during construction. Resident concerns are addressed as they are relayed. Construction is scheduled to begin next month.

Rubber Chip Seal

Planning work is underway and the Town is working with the contractor to develop a schedule of the work. Work is expected to begin in the next couple of months

Engineering

In addition to construction, drainage design for future roads is under contract with Ranger Engineering survey work to begin in May. Also, a full PCI update will be completed in 2026. Bids are forthcoming for contractor selection on the PCI update.

Ermer Rd Intersection Improvements Project

The recommended solution to the safety concerns is a single lane roundabout. This project was bid on April 21, 2026. The apparent low bidder is Busby Construction of Atkinson NH. Bids are being reviewed by VHB and NHDOT. Once the bids are approved NHDOT will issue a letter to the Town supporting funding of the entire project. This will be a future item for the Town Council in May. Construction is expected to begin as soon as possible once all paperwork is completed.

Mall Road Overpass

This is a NHDOT project that began in April. The Town is working with contractors and DOT to ensure a smooth project.

Main Street & Pleasant Street Intersection

The communication conduits have been installed underground, and contractors began work to remove cables from poles and pull the cables underground. Electric utilities are planned to be underground pending a PUC decision. Once the utilities are underground work on repaving the entire intersection, is planned to commence however the PUC process is expected to take a substantial amount of time for decisions.

Tuscan Related Projects

Tuscan has requested the sign off on all off-site improvements they have made during the course of the project. The Engineering Department is in the process of reviewing as-builts and has set up a meeting with the Tuscan Team, GPI & Town Staff in early May.

Sewer pumpstation analysis has begun on the private station at the mall property to determine appropriate flows can be handled once the planned casino is built. A part of the casino project also included the installation of a sidewalk along Pleasant Street.

Transfer Station

Sampling work began for the NHDES required water quality monitoring at the Transfer Station site. This sampling requires obtaining access to nearby residences and existing monitoring wells on site. Work also includes updating the conceptual site model (CSM).

Rail Trail Phase IV & V

This section of rail trail is along the frontage of Tuscan Village. The engineering study phase is completed and work toward preliminary design is ongoing.

2 South Bradway & 4-6 South Boradway Environmental Monitoring

Now that the Depot Project is complete the Engineering Department is working with DES on providing a site characterization report and further boring tests of the soils for properties along the roadway. There is also ground water monitoring well locations that were determined and to be installed this spring.

Permitting

The engineering department reviews approximately 15 street opening, driveway, sewer & water permits a month. Meeting with property owners and contractors to ensure proper licensing as well as following the respective Town standard regulations. The engineering department also reviews and signs off on approximately 100 building permits per month.

Street Acceptance

The Engineering department is currently reviewing multiple new development streets to become Town owned roads. Currently Beechwood Drive, Timber Woods Drive, Cottonwood Lane & Lorainne Ave are all near completion. Working with developers engineering companies to obtain a full and complete as-built.



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079
(603) 890-2040 · FAX: (603) 890-2091

FINANCE DEPARTMENT

Memo

DATE: May 13, 2026

TO: Joseph Devine
Town Manager

FROM: Nicole McGee, CPA
Finance Director

RE: Finance Department Update

Summary:

FY2025 Financial Statement Audit

The Town's external auditors were on site from May 11-13th to conduct fieldwork for the fiscal year 2025 financial statement audit. Although the original schedule anticipated five days of work, the audit team was able to complete its fieldwork review in three days.

During this period, the Finance Department focused on responding to auditor inquiries and providing all requested supporting documentation to facilitate the audit process.

The anticipated completion date the financial statement audit is September 2026.

Request for Proposals (RFP) – Financial Management Software

On April 6–7, the Town's consulting firm conducted on-site interviews with staff to evaluate current systems, workflows, challenges, and desired improvements. Insights gathered will inform the draft RFP and technical specifications report.

BerryDunn has completed the initial needs assessment, which is currently under review by the Finance Department to ensure accuracy and completeness. A preview meeting with Berry Dunn is scheduled for May 20th. Upon completion of the needs assessment, the next phase of RFP development will begin.

This project is funded through an InvestNH grant awarded by the New Hampshire Business and Economic Affairs, Office of Housing and Infrastructure Development.

Municipal Building Advisory Committee (MBAC) Update

The Town Council recently reviewed the multi-year maintenance and capital improvement plan created by the MBAC Committee. This plan serves as a roadmap for upgrading municipal facilities and is based on findings from the Building Condition Index (BCI) report.



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079
(603) 890-2040 · FAX: (603) 890-2091

FINANCE DEPARTMENT

The projects recommended for FY 2027 include:

- South Fire Station Construction Project
- Phase II of the Municipal Services Building
- Replace of the septic system at the North Fire Department
- Repair of damaged concrete walkways and ramp areas, and installation of bollards at the Senior Center
- HVAC study and design at the Senior Center
- Chimney repairs at the Old Town Hall
- Replacement of garage doors at the Transfer Station
- Various general building maintenance projects, including carpet replacement, exterior painting, lighting upgrades, etc.

Please note that these projects are recommendations made by MBAC and are not guaranteed for implementation. All projects will be submitted and evaluated through the FY 2027 budget development process.

The next MBAC meeting is scheduled for Thursday, July 9 at 3:00 PM.

Utility Billing

Utility Billing staff continue to assist residents with questions regarding bills, payments, fees, and account-related concerns. Staff remain committed to providing courteous, responsive, and professional customer service to all residents.

The Town respectfully asks that all interactions with municipal staff remain respectful and constructive. Town employees are committed to assisting residents and deserve to work in a safe and professional environment. We appreciate the cooperation and understanding of the community.



SALEM FIRE DEPARTMENT

CHIEF OF DEPARTMENT CRAIG J. LEMIRE
152 MAIN STREET, SALEM, NH 03079
PHONE: 603-890-2215 CELL: 603-327-6505
clemire@salemnh.gov

MEMORANDUM

Date: May 12, 2026
To: Joseph R. Devine, Town Manager
From: Craig J. Lemire, Chief of Department
Subject: Monthly Department Update – April 2026

Notable Items Related to Ongoing Operations:

- **Total Runs:** 419
- **Tuscan Village Responses:** 31 total calls (7.3%)
- **West Side Responses:** 55 total calls (13%)
- **South Side Responses:** 118 total calls (28%)
- **Training:** 254 hours completed plus EMS Refresher

Inspectional Services:

Category	Permits	Inspections	Revenue
Fire	51 (133 burn permits)	42	\$17,734
Health	59	99	\$7,900
General Inspectional	313	329	\$289,669

Department Updates:

- Completed annual EMT refresher training for members due for recertification in the upcoming year.
- Responded to a structure fire on Main Street involving a rear deck. The fire was quickly knocked down; extension was found within the exterior wall and roof. Six residents were displaced. The incident resulted in moderate damage to the third-floor exterior wall and roof, with water damage throughout the property. One patient was evaluated on scene and declined transport.
- Responded to a structure fire on Beverly Avenue involving a kitchen fire. Crews achieved a rapid knockdown. No injuries were reported, and all occupants had safely evacuated prior to arrival.
- Conducted in-depth elevator training sessions at Woodbury School during school vacation week.
- Successfully hosted another community blood drive at the Knights of Columbus.
- Conducted interviews for an open firefighter position.
- Continued development of specifications for a new fire engine.



TOWN OF SALEM, NEW HAMPSHIRE
HUMAN RESOURCES DEPARTMENT
33 GEREMONTY DRIVE, SALEM, NH 03079
(603) 890-2070

To: Joseph Devine, Town Manager

From: Rebekah McGuire, HR Specialist

SUBJECT: May 2026 HR Department Report

The Department of Human Resources is happy to highlight the following:

Employee of the Month: Ben Syke, Heavy Equipment Operator was selected as Employee of the Month for May 2026!

This winter has been especially demanding, with frequent storms, long durations, and grueling hours that have tested the endurance and commitment of our entire team. Throughout it all, Ben has been a constant. He has not missed a single storm event and continues to show up for every regularly scheduled shift, demonstrating an exceptional level of reliability and dedication to the Town.

Beyond his remarkable work ethic, Ben is a true leader within the department. He consistently mentors newer employees, guiding them to become skilled and confident operators. His hands-on leadership and commitment to leading by example have had a direct and positive impact on both team performance and morale, particularly during critical operations.

Equally important is the attitude Ben brings to work each day. He maintains a positive, upbeat presence even under the most challenging conditions. His spirit keeps the team motivated, and his thoughtfulness,



along with the baked goods his mom generously provides, boosts morale during long storm operations. Ben exemplifies the qualities we value most: dependability, leadership, teamwork, and positivity. For his outstanding contributions during this demanding winter season and his continued commitment to the department, I strongly and enthusiastically recommend him for Employee of the Month.



TOWN OF SALEM, NEW HAMPSHIRE
HUMAN RESOURCES DEPARTMENT
 33 GEREMONTY DRIVE, SALEM, NH 03079
 (603) 890-2070

Years of Service Overview: Celebrating Work Anniversaries in May 2026

In May, we celebrate the dedication of employees marking work anniversaries with the Town of Salem. Recognizing these milestones strengthens employee engagement and shows our appreciation for their continued contributions. Below is an overview of employees celebrating their anniversaries this month.

Employee Name	Title	Department	Hire Date	Years of Service
Mailloux, Colleen	Assistant Town Manager	Town Manager	5/5/2025	1
Mattucci, Paula	Accounts Payable Clerk	Finance	5/27/2025	1
Marquis, Regina	Assessing Clerk PT	Assessing	5/3/2021	5
Swenson, Melanie	Collections Clerk	Collections	5/16/2023	3
Brubaker, Crayton	Community Dev Program Mgr	Community Development	5/9/2023	3
Smith, Jason	Captain	Police	5/12/2008	18
Bacon III, James	Dispatcher	Police	5/6/2018	8
Dragon, Felicia	Dispatcher	Police	5/5/2025	1
Dugas, Christine	Support Services Supervisor	Police	5/4/1998	28
Demers, Nolan	Patrol Officer	Police	5/22/2023	3
Boucher, Kyle	Patrol Officer	Police	5/20/2024	2
Powden, Nicholas	Patrol Officer	Police	5/10/2021	5
Lawrence, Brian	Community Affairs	Police	5/27/2013	13
Farah, Robert	Detective	Police	5/27/2013	13
Beeley, Peter	Firefighter/Paramedic	Fire	5/4/2015	11
Douglas, Robert	Firefighter/Paramedic	Fire	5/1/2017	9
Fuller, Michael	Firefighter/Paramedic	Fire	5/16/2022	4
Gagnon, Joshua	Firefighter/Paramedic	Fire	5/4/2015	11
Guzman, Alexander	Firefighter/Paramedic	Fire	5/16/2022	4
				24
Lockard, Brian	Health Officer	Fire Inspectional Services	5/28/2002	
		Municipal Services		5
Babaian, Kim	Business Manager	Administration	5/17/2021	
		Municipal Services		4
Syke, Benjamin	Heavy Equipment Operator	Streets/Shops	5/31/2022	
		Municipal Services		2
Kallery, Owen	Heavy Equipment Operator	Streets/Shops	5/1/2024	
		Municipal Services		4
Cloutier, Thomas	Heavy Equipment Operator	Streets/Shops	5/23/2022	
		Municipal Services		21
Rock, Willard	Light Equipment Opertor	Parks/Property	5/27/2005	
Bairamova, Natalia	Head of User Services	Library	5/8/2025	1
McCann, Liwen	Circulation Aide Library Aide II	Library	5/1/2014	12



TOWN OF SALEM, NEW HAMPSHIRE
HUMAN RESOURCES DEPARTMENT
33 GEREMONTY DRIVE, SALEM, NH 03079
(603) 890-2070

Job Openings Overview

Job Title	Department	Affiliation	Status
HR Director	Human Resources	Non-Affiliated	Interviewing Candidates
Network Security Engineer	Information Technology	Non-Affiliated	Accepting Applications
Superintendent of Facilities	Facilities	SPAA	Interviewing Candidates
Firefighter	Fire	Fire Union	Three (3) conditional offers
Civil Engineer	Engineering	SPAA	Accepting Applications

Human Services Monthly Report

Month: April 2026

CALLS

TOTAL	RENT MORT	HOTEL HOUSING	HEAT	ELECTRIC	FOOD	GAS	HOLIDAY	AMBULANCE	CREMATION	OTHER
65	12	11	10	0	10	4	0	0	0	11
	WATER	RESOURCES								
	2	5								

CALLS YTD

TOTAL	RENT	HOTEL HOUSING	HEAT	ELECTRIC	FOOD	GAS	HOLIDAY	AMBULANCE	CREMATION	OTHER
258	46	51	25	19	25	11	5	1	5	43
	WATER	RESOURCES								
	3	24								

WALK INS

TOTAL	RENT	HOTEL HOUSING	HEAT	ELECTRIC	FOOD	GAS	WATER	RESOURCES	OTHER
7	1	1	1	0	3	0	0	1	

WALK INS YTD

TOTAL	RENT	HOTEL HOUSING	HEAT	ELECTRIC	FOOD	GAS	WATER	RESOURCES	OTHER
13	3	2	1	0	5	0	0	1	1

APPOINTMENTS

TOTAL	RENT	HOTEL HOUSING	HEAT	ELECTRIC	FOOD	GAS	WATER	OTHER	BENEFITS	1 ST	F/U	NO SHOW/CAN.
13	8	2	0	0	1	0	0	0	2	7	4	2

APPOINTMENTS YTD

TOTAL	RENT	HOTEL HOUSING	HEAT	ELECTRIC	FOOD	GAS	WATER	OTHER	BENEFITS	1 ST	F/U	NO SHOW/CAN
48	22	8	3	2	2	3	0	2	6	22	18	8

RESOURCES GIVEN – TOTAL #/TOTAL \$

TOTAL #/\$	TOWN #/\$	OUTSIDE #/\$	ELECTRIC#/ #/\$	RENT #/\$	HOTEL #/\$	HEAT #/\$	FOOD #/\$	GAS #/\$	LAUNDRY #/\$
20/\$4227.69	4/\$1530.57	16/\$2647.12	0	1/\$918	1/\$74	0	5/\$450	2/\$50	0
			HOLIIDAY #/\$	WATER #/\$	CREMATION #/\$	OTHER #/\$			
			0	0	0	11/\$2685.69			

RESOURCES GIVEN YTD – TOTAL #/TOTAL \$

TOTAL #/\$	TOWN #/\$	OUTSIDE #/\$	ELECTRIC #/\$	RENT #/\$	HOTEL #/\$	HEAT #/\$	FOOD #/\$	GAS #/\$	LAUNDRY #/\$
38 \$17357.48	10 \$12766	28 \$4591.48	1 \$416.48	8 \$10927	4 \$2664	1 \$1000	15 \$1400	7 \$175	0
			HOLIDAY #/\$	WATER #/\$	CREMATION #/\$	OTHER #/\$			
			0	0	1/\$750	1/\$25			

RESIDENTS CONTRIBUTION TOWARD HOTEL

Reporting Period	YTD
\$0	\$693

REFERRALS/HELP OUTSIDE AGENCIES

DATE	AGENCY	REASON	COST
4/3/26	Isaiah 58	Electric	\$500
4/7/26	Salem Family Resources	Diapers/Wipes	\$75
4/10/26	Center Point Church	Gas, Food	\$100
4/16/26	Isaiah 58	Rent	\$850
4/28/26	Salem Family Resources	Hearing Aids	\$540

MEETINGS/VISITS

Date	Meeting
4/1/26	Welfare Discussion
4/7/26	Salem CARES
4/7/26	Staff Meeting
4/8/26	Emergency Preparedness
4/9/26	Southern NH Human Service Council
4/9/26	Rockingham Co. MDT
4/15/26	WRCoC
4/28/26	ERC

SUMMARY:

April had a slight decrease in all areas including resources spent, we had no one in a hotel, which is great.

I continue to engage in community meetings/activities. Salem CARES continues to be a great resource; I work closely with many members to get resources and offset some of the cost for the town. Greater Salem MDT has been a good resource for seniors.

With Spring coming there will be more community activities and fairs which I will attend.



TOWN OF SALEM, NEW HAMPSHIRE

33 GEREMONTY DRIVE, SALEM, NH 03079

Information Technology Department

MEMORANDUM

TO: Joe Devine, Town Manager
FROM: Tim Moynahan
RE: Information Technology Department Update
DATE: May 11, 2026

Operational Updates summary

- Met with Utilities Division and Overwatch Foundation. Awaiting assessment from Overwatch regarding possible grant funding. Additional grants are being investigated.
- IT meeting held regarding what needs to move from Municipal services to their new location once PD has vacated.
- Continued work with Vendors to schedule and bring required communications services into new PD. Target date for power in IT room 6/1.
- Building and planning for upgrading/implementing current Microsoft software and services. Transition date TBD.
- Creating a plan for BCN/Copper disconnects as we have had lack of response from BCN and will start decommissioning lines in a systemic cadence to minimize/impact risk of unknown services traversing the lines.
- Worked to secure new equipment before inventory lead times change that could impact building out the IT infrastructure at the new PD.
- Setting up a recurring meeting starting 5/18 to ensure all IT vendors are brought together to build out the infrastructure for the new PD.

Operational numbers

Ticket Volumes Last Full Month (March)

181 Created tickets

By day of week

Mon	Tues	Wed	Thu	Fri	Sat	Sun	Total
38	44	29	40	30	0	0	181

182 Closed/Resolved Tickets



Town of Salem, New Hampshire

Community Development Department

Planning Division

33 Geremonty Drive, Salem, New Hampshire 03079

(603) 890-2083 - Fax (603) 898-1223

e-mail: jlafontaine@salemnh.gov

To: Town Council & Joseph Devine, Town Manager

From: Jacob LaFontaine, Planning Director

RE: Planning Division – May 2026 Update

Date: 5/12/2026

Please find recent Planning Division updates listed below:

- **The Planning Board** approved applications for a digital menu board along Dunkin's drive-through lane at 36 Lowell Road, a lot line adjustment at 272 Lawrence Road and 423 and 445 South Broadway and continued an application for a sixth single-family rental unit at 9 Hampshire Street at their April 12th meeting. On April 28th the Board approved a 4,100 sq. ft. dance studio at 50A Northwestern Drive and a conditional use permit request for additional signage at 9 Northeastern Blvd. The Board is scheduled to hear applications for a sixth single-family rental unit at 9 Hampshire Street, a 25,100 sq. ft. pickleball facility with six outdoor courts (subject to variance) at 179 Main Street, a two-lot subdivision at 8 Atkinson Road, additional temporary signage for Whole Foods at 22 and 24R Via Toscana, conversion of office space to four residential apartments at 401 Main Street, a cigar shop and car rental agency with service bays at 282 North Broadway, and 22 townhouses at 177 Main Street on May 12th. *The Board appointed Robert Gibbs as an alternate member at their April 28th meeting and currently has one vacant alternate position.*
- **The Zoning Board of Adjustment** heard two petitions on May 5th, granting a variance to allow a two-family dwelling on an undersized lot with reduced frontage at 93 Brookdale and continuing an application to allow six outdoor pickleball courts at 179 Main Street where a variance for a 26,000 sq. ft. pickleball facility with six indoor courts was previously granted. *The ZBA meets next on June 9th and currently has a full slate of alternate members.*
- **The Townwide Master Plan** was recognized as the Plan of the Year by the New Hampshire Planners Association at their Annual Spring Conference in Laconia. The award was accepted by staff on behalf of the Town and Utile Design. The award recognizes a written plan that represents a significant advancement to the science and art of planning and demonstrates originality, transferability, quality, comprehensiveness, public participation, and implementation. The plan was specifically acknowledged for its strong implementation component, as it has informed land use decisions and subsequent planning efforts, including the Open Space, Depot Village, and Recreation Master Plans, as well as a future comprehensive zoning update.

- **A Comprehensive Zoning Update** request for qualifications (RFQ) is in the process of being posted. The comprehensive update of the zoning ordinance will help ensure congruence between the ordinance and the recently adopted Master Plan.
- **Code Enforcement** has continued at a steady pace. Code Enforcement Officer Bob McDowell has specifically been working to address encroachments on Town land and conservation easements held by the Conservation Commission. He is also working to address instances of site plan noncompliance, non-permitted commercial activity, and the keeping of roosters.
- **Plan Review Meetings** continue to be hosted on a bi-monthly basis. The interdepartmental meetings are held to review upcoming land use applications and to create a more streamlined and predictable process for applicants.
- **Zoning Amendments** are currently being workshopped by the Planning Board. Amendments being considered are relative to the maximum size of accessory dwelling units, revisions to the Permitted Use Table, and to allow multifamily housing on commercially zoned land per House Bill 631 (RSA 674:77-78).
- **The Historic District Commission** met on April 29th where they elected new officers and considered updates to their regulations and potential design criteria. The HDC will meet again on May 13th for a public hearing to formally adopt new regulations. The HDC is also continuing to work on public outreach and engagement.
- **Professional Development** – Planning Director Jacob LaFontaine continues to serve on the New Hampshire Planning Association’s Executive Committee and the State’s Council on Housing Stability Regional Leadership & Coordination (RL&C) Workgroup. In June he will give a presentation on protecting natural resources through open space subdivision at the NH Department of Environmental Services 2026 Drinking Water Source Protection Conference. Planning staff also attended NHPA’s Annual Spring Conference on May 7th where Salem’s Townwide Master Plan was recognized as Plan of the Year.



Town of Salem

New Hampshire

To: Town Council

From: Joel P. Dolan

Date: May 11, 2026

Re: Monthly Department Activities Update

Police Department

Notable items Related to Ongoing Operations

Building construction is on time. As we enter into the summer months at Temp Pd, we will be preparing to move into permanent facility. Most likely mid to late-September.

May is a busy month for us as we have our annual Memorial Ceremony and our Awards Ceremony as we also recognize National Police Week.

Department Goal Updates

PD building project is on time and on budget. We are working closely with IT on some issues which have surfaced. I believe we are ahead of the issues and there should not be delay in the opening. Meetings are occurring weekly and as needed. Looking to move in mid-September.

Recruitment is on-going and staffing is at all time high. We are looking to have all full-time positions filled by the January academy and budget season. Retention remains a priority.

Firearms upgrade has begun with an initial purchase of firearms for instructors and some selected members. We will ramp this up with our move to new facility.

Taser upgrade is complete.

ProSuite go live date pushed back due to software connectivity between Central Square and the State. We are looking at August for a new date.

Training/Personnel Updates

We hired 4 new officers. Two are heading to the May academy, one will attend the September academy and one will be deployed to a leadership school for his Massachusetts National Guard commitment.

One officer will start on May 18, 2026.

One candidate is post-polygraph and we are waiting on the medical examination.

Two candidates are in the background for open dispatch positions.

Deputy Chief Shane Smith retired effective April 30, 2026. This created significant movement and promotions which will take effect May 10, 2026.

Upcoming Items/Key Dates

May 10-16 National Police Week

May 14, 2026 - Annual Memorial Ceremony

May 15, 2026 - Awards Ceremony

Other/In the News

Salem PD once again hosted the Southern NH CISM Wellness Summit at the Artisan Hotel Ballroom. This year we had 180 registered attendees.

Public Works Division/ April 2026

Streets and Shops:

1. The highway department worked along with the parks and properties division to complete the spring clean ups of the town facilities
2. The department has completed most of the work orders for lawn damage from the winter plow season, there are still a couple of work orders remaining.
3. The old bridge from the town hall parking lot to the courthouse had become unsafe. It has been removed and the dead trees were cleaned out of the area.
4. Street sweeping has begun with the sweeping of the subdivisions working from the south to the northern end of town.
5. April brings on a lot of potholes around town which we have been trying to keep up with.

Parks and Properties:

1. The department has been working on the facilities spring clean up
2. The Pine Grove cemetery spring clean up is complete and regular mowing has started.
3. The spring cleanup of Hedgehog Park was completed before the fishing derby.
4. A repair to the transfer station trailer was completed. A new door was installed to seal the trailer up.
5. We have started to meet internally to plan for the move into the new side of the DPW when the PD moves out.

Fleet:

1. Two large repairs are ongoing in the shop on truck 16 and 15 which are both chassis mount salters.
2. The street sweeper had a new radiator installed and water pumps. The machine was also serviced for the season
3. The trackless vehicles are serviced, and the seasonal implements are installed.
4. Another chassis mount salter S24 was in the shop for new body mounts.
5. One of the trackless vehicles is in the shop for a new yoke installation

Upcoming Events:

1. **Memorial Day Prep**
2. **Street sweeping**





TOWN OF SALEM, NEW HAMPSHIRE

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SALEM COMMUNITY TELEVISION

MEMORANDUM

To: Joe Devine, Town Manager
From: Tom Giarrosso, Executive Director, SCTV
Date: May 11, 2026
Re: SCTV April 2026 Department Update

April 2026 Department update notes for SCTV:

Susan McLoughlin covered the Caregivers Gala, the Boys and Girls Club Youth of the Year, 'Week in Review' and Planning Board updates with Jacob LaFontaine.

Mya Girouard worked on several audio podcasts for our historic series 'Who's Talking Salem', coordinated posts for the Town Hall Times, the Leaf and Lantern ribbon cutting and worked with Town Hall staff on social media and internet initiatives.

Brenden Nault worked with the NH Philharmonic on their presentation of the Four Seasons at the Seifert Performing Arts Center. He also helped Community Services with their monthly department update and covered the Armenian Flag Raising Ceremony in front of Town Hall.

New episodes of the 'What's Up Salem' podcast were released including Community Services Director Jillian Smith and Salem Planning Board member Bianca Carlson.

We partnered with the Salem Historical Society to resume the monthly Film Festival at the Museum, with a documentary on the History of Salem Churches and Eleanor Strang's presentation about The Underground Railroad.

Bob Berthel continued creating new episodes of our series 'Salem History on Tape' with a look back at Paul Garabedian and Sons Construction, the Red Tavern Restaurant, and Boys Basketball Salem vs Portsmouth Clippers circa 1976.

Respectfully submitted,

Tom Giarrosso
Executive Director
Salem Community Television



Utilities Division Monthly Report

April 2026

Treatment Lab

1. 20 Bacteria samples from distribution system
2. TOC and UV254 samples from distribution system
3. Nitrate, Nitrite, Chloride, and sulfate samples from the distribution system.
4. Q.C. samples (Chlorine, Temp, pH, Alkaline, color, turbidity, hardness, and iron) taken from distribution system.
5. Water bioburdens and Heterotrophic Plate counts- set up and reading.
6. Daily bench labs for quality control and compliance.
7. Prepare and submit disinfection quarterly report
8. Review Master Schedule for FPAS sampling
9. Prepare quarterly disinfection report

Systems

1. Maintain and inspect 10 sewer pump stations weekly.
2. Run emergency generators at all water and sewer facilities once a week.
3. Inspect sewer trouble spots for blockage.
4. Fill chemical day tanks and log readings at water treatment plant daily. Adjust chemical feed as needed.
5. Fill chemical day tanks at Northland Rd PRV Station and make necessary adjustments to chemical feed system daily.
6. Calibrate pH probe, cL17, and turbidimeters weekly.
7. Work with United Compressor to replace sanitary pump at CLWTP
8. Check Millville and Arlington Dam weekly.
9. Begin transfer of source water from Arlington to Canobie.
10. Assist Distribution with water main repairs
11. Work with DPW for litter pick-up

Meters/Backflow

1. 325 Backflow Assemblies tested.
2. 203 Back flow appointments
3. 35-re-reads
4. 23 Meter service calls



5. 6- new meter installs
6. 22 MIU replacements
7. Water shutoffs for non-payment
8. Assist Distribution with water main repairs
9. Work with DPW for litter pick-up
10. 3 new services.

Distribution

1. 1 Water main repairs
2. 204 Dig safe mark outs
3. Verified 15 locations for Unknown service material to comply with LCRR
4. 8 service inspections
5. Training with new vac. trailer.
6. 4 hydrant repairs
7. Assist Meter section with non-payment shut offs
8. Paved several break holes
9. Pressure test and chlorination at two new developments.
10. Check stock and equipment
12. Work with DPW for litter pick-up.