

Milford Town Vote

Tuesday, March 12, 2024

Polls Open 6:00 am to 8:00 pm

Milford High School – 100 West Street

Town of Milford Warrant Officials 2023 – 2024

Board of Selectmen

Gary Daniels, Chairman
Chris Labonte, Vice Chairman
Paul Dargie
Dave Freel
Tim Finan

Board of Water and Sewer Commissioners

Dale White, Chairman
Robert Courage
Hunter Philbrick

Budget Advisory Committee

Chris Pank, Chairman
Karen Mitchell
Paul Bartolomucci
Wade Scott Campbell
Claudia Lemaire
Peggy Seward
Vanessa Sheehan
Kevin Hunter
Mike Thornton

2024 TOWN MEETING WARRANT & FINANCIALS

To the inhabitants of the Town of Milford in the County of Hillsborough, in the State of New Hampshire, qualified to vote in Town affairs:

You are hereby notified that the Annual Meeting of the Town of Milford will be held, in accordance with RSA 40:13, in said Milford, with the first session (also known as "Deliberative Session") at the Town Hall Auditorium on Saturday, February 3, 2024, at 9:00 am, to transact all business other than voting, and on Tuesday, March 12, 2024, at the Milford High School Gymnasium, for the second session (also known as "Town Vote") for voting by official ballot at the polls on all matters in the warrant as well as officers and other matters to be voted on. The polls will be open on March 12, 2024, at 6:00 a.m. and will not close earlier than 8:00 p.m.

In accordance with the Americans with Disabilities Act, the services of an interpreter will be provided as requested. Such requests must be received in the Milford Board of Selectmen's Office, Town Hall, One Union Square, Milford, NH 03055-4240, at least two (2) calendar weeks before the event. The Town will attempt to honor any requests received after this time.

ARTICLE 2 – BALLOT VOTE – ZONING CHANGES

There were no suggested Zoning Changes for 2024

WARRANT ARTICLE 3 - PENNICHUCK BOOSTER PUMP STATION - \$2,427,500 BOND (Final project cost to the water users offset by \$1,000,000 in American Rescue Plan Act (ARPA) funds).

Shall the Town vote to raise and appropriate the sum of **\$2,427,500** for the purpose of constructing the Nashua Street Water Booster Pump Station. Such sum to be raised by the issuance of serial bonds and notes not to exceed \$2,427,500 under and in compliance with the provisions of the Municipal Finance Act (NH RSA 33:1 et. seq., as amended) and to authorize the Town to issue and negotiate such bonds or notes and to determine the rate of interest thereon. Further, to take such actions as may be necessary to affect the issuance, negotiation, sale, and delivery of such bonds or notes as shall be in the best interest of the Town. Additionally, to authorize the Town to apply for, receive, and expend grants or other funds that may reduce the amount to be repaid, and pass any vote relating thereto. Note: As this is for the issuance of long-term debt, this vote requires, under State law, 3/5 ballot vote. This is a Special Warrant Article in accordance with RSA 32. This warrant article is paid for by the water user fees. **The Board of Commissioners supports this Article (3-0). The Budget Advisory Committee supports this Article (9-0).**

The Board of Commissioners RECOMMENDS this warrant article (3-0)

This is to replace an existing asset that was built in 1987, the current booster pump station has reached the end of its useful life and is a critical asset to the Town of Milford as a backup water supply. In the new contract with Pennichuck, the town chose to build the new booster pump station because the town would be eligible for grants and other funding sources that Pennichuck is not eligible for. It will also give the town greater control over what water quality is coming into the town's distribution system.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

This appropriation would fund the replacement of the current booster pump station built in 1987, which has reached the end of its useful life. The new pump station would be built inside the Milford Town line. The booster pump station is a critical asset to the Town of Milford as a backup water supply. Milford is beginning to rely on the Pennichuck Water System to supply a growing percentage of our water and the new pump station would be expandable for growth. Water Utilities has decided to advocate this route because the Town of Milford qualified for grants not available to our Pennichuck supplier. This

would save Milford's water users money by reducing total costs. This action by the Water Utilities Director and Water Commissioners gives the Town greater control over water quality (optimally) and possibly a little better leverage in future negotiations since Milford will own the asset.

WARRANT ARTICLE 4 - TOWN OPERATING BUDGET - \$18,261,680

Shall the Town vote to raise and appropriate an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts outlined in the budget for the purposes set forth herein, totaling **\$18,261,680**. Should this Article be defeated, the default budget shall be **\$18,002,107**, which is the same as last year with certain adjustments required by previous actions of the Town, or by law; or the governing body may hold one special meeting in accordance with RSA 40:13 X and XVI, to take up the issue of a revised operating budget only. **The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). Voting YES on this article has an estimated tax impact of \$12.50 on an assessed valuation of \$100,000 when compared to voting NO on this article.**

The Board of Selectmen RECOMMENDS this warrant article (5-0)

The proposed 2024 operating budget of \$18,261,680 is \$795,214 or 4.6% higher than the 2023 operating budget (with contractual commitments), which totaled \$17,466,466.

The 2024 default budget of \$18,002,107 is \$535,641 or 3.1% higher than the 2023 operating budget (with contractual commitments), which totaled \$17,466,466.

The proposed 2024 operating budget of \$18,261,680 is \$259,573 higher than the 2024 default budget of \$18,002,107.

The Board of Selectmen prioritized personnel resources this year, for without those resources, the town services expected by citizens could not be met. Similar to last year, hiring and retention was a challenge not only for Milford but for a great number of towns and private businesses alike. The prioritization of personnel resources is reflected in the overall increase in the 2024 budget versus the 2023 budget.

Driving the vast majority of the budget increase are the following items:

- In ensuring that our community remains safe, increased funding would be available for five full-time personnel in the Milford Police Department, which has been understaffed - \$248,100.

- There was an increase in employee benefits costs, such as healthcare and the New Hampshire Retirement System - \$160,665.
- A 4% Cost of Living Allowance (COLA) would be given to Town employees effective 4/1/2024 - \$155,357.
- At a time when our roads seem to deteriorate faster than we can maintain them, the Board is proposing an increase in the Public Works budget for road maintenance, supplies, and materials - \$78,000.
- The town is subject to an increase in hydrant rental costs - \$57,798.
- The Wadleigh Memorial Library is projecting an increase in operating costs - \$34,000.
- Our contract with MACC Base (Milford Area Communications Center), which handles our emergency communications, has contractually increased - \$28,609.
- The cost of voter registrations and elections always increases in a Presidential election year. Such is the case in 2024, where additional elections will need to be held - \$24,510.

The Board also used \$331,515 of the 2023 budget surplus (mostly from unfilled positions) to pay for some one-time 2024 expenses, and to pre-buy gasoline and diesel, all to keep the 2024 budget as lean as possible.

The Board is very mindful of the cost impacts to taxpayers and thanks the Town Administrator and Department Heads for their diligent work in making the necessary adjustments to present to the Board a budget that addresses the needs of the town in this challenging time. As such, the Board of Selectmen feels that this is a responsible budget that will provide the needed services at a reasonable cost in these challenging times.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

The municipal portion of the budget has been carefully planned by Administration and reflects the current costs of operations for the town. The driving force behind the increase from 2023 was an increase in wages for town employees. These wage increases were imperative to retaining experienced staff and keeping current with industry standards for various positions. The default budget is \$18,002,107 or \$259,573 below the proposed budget amount. The BAC does not support the default budget.

WARRANT ARTICLE 5 - WASTEWATER DEPARTMENT OPERATING BUDGET - \$2,711,808

Shall the Town vote to raise and appropriate the sum of **\$2,711,808** to operate and maintain the Wastewater Treatment Facility and the Sanitary Sewer Collection System, said appropriation to be offset by income received from wastewater user charges, or take any other action relative thereto? Should this Article be defeated,

the default budget shall be **\$2,680,050** which is the same as last year, with certain adjustments required by previous actions of the Town, or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13 X and XVI, to take up the issue of a revised operating budget only. This warrant article is paid for by the wastewater user fees. **The Board of Commissioners recommends this Article (3-0). The Budget Advisory Committee recommends this Article (9-0).**

The Board of Commissioners RECOMMENDS this warrant article (3-0)

The proposed Sewer Department Operating Budget reflects an increase of 3.11% to the 2023 Operating Budget. The Sewer Department has over 3,000 customers, maintains approximately 40 miles of sewer main, and 1,200 manholes, and oversees 5.5 miles of sewer interceptor between the Wilton town line and the wastewater treatment facility in east Milford.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

The proposed Wastewater Department Operating Budget reflects an increase of 3.11% over the 2023 Operating Budget. The Wastewater Department has over 3,000 customers, maintains about 40 miles of sewer main, with 1,200 manholes, and oversees 5.5 miles of larger sewer interceptor lines between the Wilton Town line and the wastewater treatment facility in east Milford.

WARRANT ARTICLE 6 - WATER DEPARTMENT OPERATING BUDGET - \$2,204,593

Shall the Town vote to raise and appropriate the sum of **\$2,204,593** to operate and maintain the Water Department, said appropriation to be offset by income received from the water user charges, or take any other action relative thereto? Should this article be defeated, the default budget shall be **\$2,107,269**, which is the same as last year, with certain adjustments required by previous actions of the Town, or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13 X and XVI, to take up the issue of a revised operating budget only. This warrant article is paid for by the water user fees. **The Board of Commissioners recommends this Article (3-0). The Budget Advisory Committee recommends this Article (9-0).**

The Board of Commissioners RECOMMENDS this warrant article (3-0)

The Proposed Water Department Operating Budget reflects an increase of 5.3% to the 2023 Operating Budget. The Water Department oversees the town wells, 64 miles of water pipe, over 3,400 customers, and 514 hydrants.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

The proposed Water Department Operating Budget reflects an increase of 5.3% over the 2023 Operating Budget. The Water Department oversees the town wells, 64 miles of water pipe, over 3,400 customers, and 514 hydrants.

WARRANT ARTICLE 7 - RECONSTRUCTION OF TOWN ROADS - \$ 300,000

Shall the Town vote to raise and appropriate the sum of **\$300,000** to reconstruct or repair Town roads? This will be a non-lapsing appropriation per RSA 32:7, VI. **The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). This Article has an estimated tax impact of \$14.50 on an assessed valuation of \$100,000.**

The Board of Selectmen RECOMMENDS this warrant article (5-0)

Over the past year, the Board of Selectman has had many conversations with our Town Administrator, Water and Sewer Commissioners, and the DPW Director regarding the status of our town roads and infrastructure. It is apparent, that in the past, not enough has been done every year to keep up with the deteriorating road conditions throughout the town. We have decided to make Maintenance of the roadways a priority moving forward. Unfortunately, this cannot be accomplished overnight. The current plan is to keep increasing the DPW budget line items that deal with our road surfaces and infrastructures so that in a few years an additional warrant article, such as this one, is not needed.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

Road and sidewalk upkeep and repair are crucial to the safety of all of us. The water/sewer department and DPW have formulated a plan for underground pipework and then road repair, paving, and resurfacing. 2023 was a slow year due to work needed on washed-out areas. The 2024 plan includes Mill St., Knight St., Edgewood St., Verona St., Lewis St., Walker St., Cherry St., and Ash St. There will also be work on a part of South St., and Amherst St. There is approximately \$112,000 left in this non-lapsing account, but work planned will cost as much as \$650,000+. The DPW budget will also support some of the expenses.

WARRANT ARTICLE 8 - SOCIAL SERVICES - \$40,000

Shall the Town vote to raise and appropriate the sum of **\$40,000**, for the purpose of providing funding to Social Service agencies for Milford residents as proposed by the Social Services Committee and submitted to the Board of Selectmen? This is a Special Warrant Article in accordance with RSA 32. **The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). This**

Article has an estimated tax impact of \$1.93 on an assessed valuation of \$100,000.

The Board of Selectmen RECOMMENDS this warrant article (5-0)

Presently these six (6) agencies assist Milford residents. The services offered by these organizations provide an invaluable benefit to Milford residents in need. Not only do these funds go to provide critical assistance to our neighbors in need, but by helping these organizations, we reduce the amount the Town of Milford spends on welfare to qualifying residents.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

In these economic times, our citizens continue to need assistance. The funds this year are allocated to several different agencies focused on mental health, the elderly population, abuse disorders, housing services, and at-risk youth. Without these resources, the overall burden would likely increase more than the amount requested.

WARRANT ARTICLE 9 - NON-EMERGENCY COMMUNITY TRANSPORTATION BUS SERVICES – \$32,000

Shall the Town vote to raise and appropriate the sum of **\$32,000** for the purpose of providing the Town's share of funding to the Souhegan Valley Transportation Collaborative (SVTC) to continue operating a regional, non-emergency, wheelchair-accessible transportation service providing rides within the designated service area to seniors, people with disabilities, and the general public? **The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). This Article has an estimated tax impact of \$1.55 on an assessed valuation of \$100,000.**

The Board of Selectmen RECOMMENDS this warrant article (5-0)

The Board unanimously supports this article. The Souhegan Valley Transportation Collaborative continues to provide affordable, wheelchair-accessible transportation for non-emergency healthcare appointments and other activities such as shopping. Since its founding in 2008, they have provided more than 45,000 rides of which 62% have been for Milford residents. This "Blue-Bus" service for the Town of Milford and surrounding communities mainly benefits the elderly and disabled population helping them be independent.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

This appropriation has been approved yearly as Milford's share of the cost for citizens needing rides to medical appointments, pharmacies, groceries, and some department stores in the area. This service is

especially important for seniors, the disabled (the bus is wheelchair accessible), and citizens without vehicles. A small fee is also paid by the rider if able.

WARRANT ARTICLE 10 - INFORMATION TECHNOLOGY INFRASTRUCTURE CAPITAL RESERVE - \$ 20,000

Shall the Town vote to raise and appropriate the sum of **\$20,000** to be placed in the Information Technology Infrastructure Capital Reserve Fund? The Board of Selectmen has the authority to expend from this fund. The \$20,000 adds to the Information Technology Infrastructure Capital Reserve Fund approved by voters in 2021. The current available balance in this capital reserve account as of August 31, 2023, is approximately \$41,186.59. **The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). This Article has an estimated tax impact of \$0.97 on an assessed valuation of \$100,000.**

The Board of Selectmen RECOMMENDS this warrant article (5-0)

This Capital Reserve Fund is to be utilized for high-cost, one-time, or occasional infrastructure items needed for the Town's software, network, and data needs. This fund intends to smooth out the IT budget line from extreme ups and downs by keeping these high-cost, one-time, or occasional infrastructure items out of the budget and using the capital reserve instead. The current balance in this fund is approx. \$41,000

Possible upcoming projects that could take advantage of this fund include Installing fiber from Town Hall to the DPW building on South St, making the portable generator at Town Hall a permanent fixture, and IT infrastructure improvements at the Police Station.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

IT Infrastructure is a critical part of how the town operates on a day-to-day basis, both internally for the employees and externally for the residents. This capital reserve fund would be used to upgrade or replace existing hardware such as Servers, SAN Data Storage Devices, Network Switches, Fiber between buildings, and Phone system equipment, as well as major Software upgrades such as Server Operating Systems, Microsoft Office, and, Exchange E-Mail.

The committee feels that this fund is a worthwhile means to help prepare for future expenses much as we already do with other town departments (which rely heavily on the town IT infrastructure to function). The current balance of the fund is \$41,000.

WARRANT ARTICLE 11 - MEMORIAL, VETERANS & LABOR DAY PARADES AND RECOGNITION SUPPORT - \$11,000

Shall the Town vote to raise and appropriate the sum of **\$11,000** for the purpose of town support relative to the observance of Memorial, Veterans, and Labor Day Parades? These funds shall be used to cover parade costs incurred by Public Works, Police Departments, and other Town departments, and to purchase flags to be placed on the graves of veterans 30 days before Memorial Day and removed 30 days after Veterans Day. Departmental support costs and materials associated with the provision of these services will be charged against this appropriation. This is a Special Warrant Article in accordance with RSA 32. *This is a non-lapsing article until 12/31/25.* **The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). This Article has an estimated tax impact of \$0.53 on an assessed valuation of \$100,000.**

The Board of Selectmen RECOMMENDS this warrant article (5-0)

These funds cover the cost of town department expenses needed to properly support the Memorial Day, Labor Day, and Veterans Day parades that are held each year. These funds also cover the cost of flags for veterans in our cemeteries on Memorial Day. The three parades allow us to honor those who have served and/or made sacrifices to make our country better. They promote community involvement and allow our current groups and organizations to be recognized.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

These parades are well-attended and popular with the community. This warrant includes costs for safety coverage and cleaning up by Police, DPW, and other Town Departments as well as the purchase of flags placed on Veteran's graves for Memorial Day.

WARRANT ARTICLE 12 - SUMMER BAND CONCERTS SUPPORT - \$9,000

Shall the Town vote to raise and appropriate the sum of **\$9,000** for the purpose of holding the annual summer evening Band Concerts (bands, sound system, crossing detail)? This is a Special Warrant Article in accordance with RSA 32. This is a non-lapsing article until 12/31/25. **The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). This Article has an estimated tax impact of \$0.43 on an assessed valuation of \$100,000.**

The Board of Selectmen RECOMMENDS this warrant article (5-0)

Milford's summer band concerts are an example of why Milford is such a great place to live. The concerts are held at Emerson Park next to the post office, The Stage at Keyes Memorial Park, or Town Hall when there is bad weather. Listening to the various types of music on the banks of the Souhegan River is a wonderful experience that is suitable for people of all ages, including the many seniors who live nearby.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

The summer band concerts have been funded at this dollar amount for at least the past 20 years. The Recreation Department has been able to continue to provide 10 concerts a year during the summer months. The department selects a variety of genres which results in entertainment for 100's of residents. As an example, it was estimated that a crowd of over 300 residents enjoyed the final concert of the season at the Stage at Keyes Park. The summer concerts provide an opportunity for the very young as well as more senior residents to enjoy a night of music in chairs or on blankets on the grass. The concerts will take place at either Emerson Park or the new Stage at Keyes Park depending on the size of the band and/or the weather.

WARRANT ARTICLE 13 - ANNUAL LABOR DAY PARADE - \$6,000

Shall the Town vote to raise and appropriate the sum of **\$6,000** for the purpose of funding bands, musicians, and other allied expenses directly attributed to the annual Labor Day Parade? This is a Special Warrant Article in accordance with RSA 32. **The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). This Article has an estimated tax impact of \$0.29 on an assessed valuation of \$100,000.**

The Board of Selectmen RECOMMENDS this warrant article (5-0)

Milford's annual Labor Day Parade is one of the largest and most well-known in the state. It allows Milford to show off its community pride, honor its working-class roots, and maybe even meet the occasional politician or two. This warrant article will pay for marching bands, musicians, and other expenses directly tied to the parade. The current Labor Day Parade account contains \$9,550.

The Budget Advisory Committee RECOMMENDS this warrant article (9-0)

This appropriation is used to fund the bands, musicians, and other allied expenses directly attributed to the annual Labor Day Parade. This annual event is popular with the citizens of Milford. Streets are closed and hundreds of people line the parade route and enjoy the bands, floats, and various local groups marching in the parade.

**WARRANT ARTICLE 14 - DISCONTINUE
OSGOOD POND CAPITAL RESERVE TRUST
FUND - \$0**

Shall the Town vote to discontinue the Osgood Pond Capital Reserve Trust Fund created in 1997 and has a current balance of \$0.88, per RSA 35:16-a. Said funds, with accumulated interest to date of withdrawal, are to be transferred to the municipality's general fund. This is a housekeeping Warrant Article. This fund is no longer utilized and has not been for some time. **The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). This article has no tax impact.**

**The Board of Selectmen RECOMMENDS this
warrant article (5-0)**

The purpose of this trust fund was for the dredging of Osgood Pond. All work has been completed and the fund is no longer needed. This is a housekeeping exercise.

**The Budget Advisory Committee RECOMMENDS this
warrant article (9-0)**

This warrant article removes the unneeded Capital Reserve Fund as work has been completed on Osgood Pond. The remaining money would be deposited in the general fund that is used for unanticipated needs during the year.

**WARRANT ARTICLE 15 - CONSERVATION
LAND FUND - \$30,000 By Petition**

Shall the Town vote to raise and appropriate the sum of **\$30,000** for the purpose of adding it to the Conservation Fund created in accordance with RSA 36-A, said fund being allowed to accumulate from year to year and to be available for the acquisition of property, conservation easements and other RSA 36-A allowable purposes, or take any other action relative thereto? Contributions further the protection of the town's natural resources. This is a Special Warrant Article in accordance with RSA 32. **The Board of Selectmen do not recommend this Article (2-3). The Budget Advisory Committee recommends this Article (8-0). This Article has an estimated tax impact of \$1.45 on an assessed valuation of \$100,000.**

**The Board of Selectmen DO NOT RECOMMEND this
warrant article (2-3)**

Majority report:

A majority of the Board does not recommend this warrant article because of this year's total budget increase. We realize that it is good to keep funds available to purchase parcels of land that the town and its committees are interested in keeping undeveloped. However, the Conservation Land Fund already has a small surplus of funds available. Because of that and an increased operating budget for 2024, we do not support adding to the fund this year.

Minority report:

This article will increase the funds in the Conservation Land Fund. These funds enable the Conservation Commission to be able to react quickly to opportunistic situations such as desirable land purchases or easement funding that become available but can't wait to be approved at the annual March vote. By voting to support this article, you are helping to protect the town's natural resources. The Conservation Land Fund currently contains \$83,026, however, \$15,000 of that total has already been earmarked for current and future projects.

**The Budget Advisory Committee RECOMMENDS this
warrant article (9-0)**

There has been no allocation to this fund in three years. Presently the fund has approximately \$83,026 with \$15,000 of it already earmarked for an ecological study of BROX property. The BAC recommends at least \$118,000 be funded as used for land survey, title search, land donation legal fees, easements, as well as land purchase. Presently approximately 1,119 acres of Milford's 16,000 acres is protected conservation land which preserves and protects our water supply, air quality, recreation, wildlife, and natural beauty. The fund along with fundraising and grant applications will allow for quick action during the year if suitable land becomes available. Through public hearings and BOS approval, opportunities will not be lost.

Topical Description:

An additional \$30,000 continues to build a base of funds: 1) to work with landowners needing assistance in placing an easement on a property, 2) to work with other organizations if prime properties become available, or 3) to enable a quick responsive action by the Conservation Commission. The Conservation Fund has a balance of \$82,688.52. The American Farmland Trust found that the cost of services for open spaces and working farms and forests is about half the cost of services for residential properties. This Conservation Fund request has been repeatedly supported by the town residents.

**WARRANT ARTICLE 16 – WALKABLE MILFORD
- \$0 By Petition**

Shall the Town of Milford vote to prioritize transforming our town into a walkable community by setting this as a high-priority goal on the Town's Master Plan? Currently, the condition of our sidewalks and crosswalks, particularly in the Oval and Nashua Street areas, is dangerous and in need of repair. On Nashua Street, there are sections where the sidewalks themselves are so narrow that navigating them becomes impossible, especially for wheelchair users, due to insufficient space. The Town of Milford must prioritize the repair and improvement of our sidewalks and crosswalks to ensure they are accessible and safe for all community members.

The Board of Selectmen did not take a position on this Article. The Budget Advisory Committee

recommends this Article (7-1-1). This article has no tax impact.

The Board of Selectmen takes no position on this warrant article

After much discussion, the Board of Selectmen chose to not take a position on this warrant article. While the board generally supports the spirit of the article, we felt that the way it is written implies that the town does not prioritize such things, and the wording also ignores the many existing efforts to improve the infrastructure of our community. The improvement of town infrastructure, which includes roads, sidewalks, drainage, etc. has been a high priority of the board and will continue to be so.

The board recently allocated \$100,000 of the Town's America Rescue Plan funds to update the town's Master Plan, of which a significant portion is dedicated to roads, pedestrian access, trails, walkability, etc. A steering committee has already been formed to drive this effort and significant community outreach has begun (and will continue). The goal of the Master Plan is to set the very priorities that this warrant article discusses, and the board believes that we should respect not only the process but also this dedicated group of residents as they move forward.

We are also nearing the final design phase of a nearly \$2.5 million project (the Town's financial match was previously approved) to improve roadways, sidewalks, parking, and general safety in the Oval area. These efforts all reinforce the board's commitment to infrastructure improvements.

This warrant article contains no specific call to action and may subtly imply that such priorities do not already exist. We respect the dedicated citizens working on our Master Plan and do not want to disrepute their work by endorsing a seemingly parallel message implied by this warrant article.

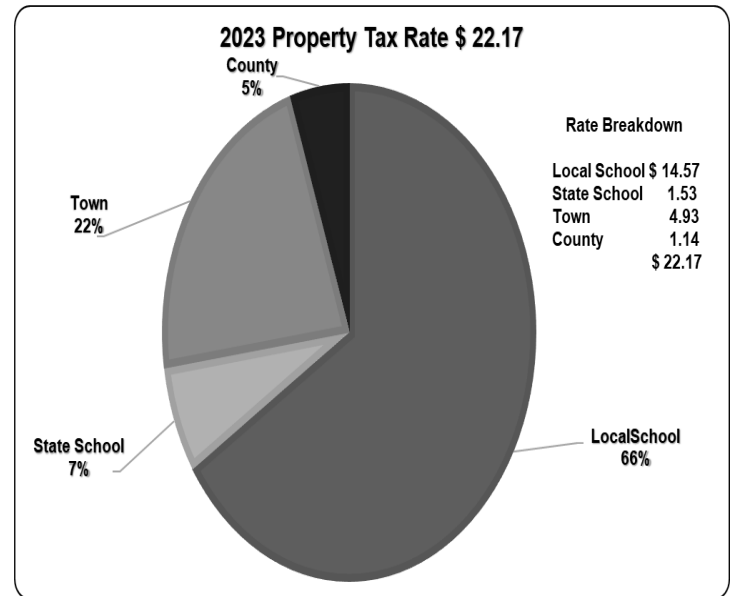
The Budget Advisory Committee RECOMMENDS this warrant article (7-1-1)

Majority: - The Town of Milford has formed a planning committee to develop a multiyear master plan. A company has been awarded a contract to assist the town in the development of this long-range plan. Although there will be ample opportunity for community members to provide input, this article is an early opportunity for residents to voice their desire for Milford to improve as a walkable community. During the Nashua Regional Planning Commission meetings on two consecutive Saturdays here in Milford, this past year residents rated walkable sidewalks a high priority.

Minority: - Like sidewalks, there are many infrastructure needs in town. The best way to discuss and address such needs is via our recently launched master plan committee. The town has funded a third party to facilitate

the creation of a master plan. This committee with input from residents will establish what the priorities are.

Abstention: - The minority abstained from voting for this petition warrant article as it would be more appropriately presented to the individuals working on the Milford Master Plan. There is no specific call to action for the voters or Board of Selectmen to take and is something that would be best presented for support with Community Development. This article is advisory only.



2024 Town Officer Candidate Profiles

All candidates were presented with the opportunity to submit profiles including a two-hundred and fifty (250) word statement on any topic they choose.

Picture and bios are optional.

SELECTMEN – 3-Year Term (vote for TWO)



PAUL DARGIE

OFFICE SOUGHT: Board of Selectmen
ADDRESS: 136 Prospect Street, Milford, NH 03055
CONTACT INFO: pauldargie@gmail.com
RESIDENCY: 33 years
FAMILY: Married to Joan, 3 Adult Children
OCCUPATION: Retired /Self-Employed
EDUCATION: UMass Amherst, MS Manufacturing Engineering '80, UMass Lowell, BS Industrial Technology '78

AFFILIATIONS:
Milford Lions Club
Boy Scout Troop 407

POLITICAL EXPERIENCE:
Board of Selectmen, 2018 – 2024 (2 Terms)
State Representative, 2018 – 2020 (1 Term)
Milford School Board, 2002 – 2017 (5 Terms)

I have been heavily involved in a wide variety of Milford civic activities for more than 25 years including being on boards and serving on numerous subcommittees for them. I enjoy being a contributing member of the community, and I'd like to continue that service with a third term on the Board of Selectmen.

As a board member, I try to focus on making the best decisions for the town while considering the needs of all community members. It is a constant struggle to try to keep the property tax rate as low as possible while still providing a quality experience for town residents. I usually take the long-term view on issues to try to obtain the lowest cost of ownership over an extended period instead of just choosing the cheapest short-term option such as deferring maintenance. I have long supported increasing our infrastructure spending for areas such as

roads, to get our roads in good condition and do proper preventative maintenance to keep them that way. This is a much less expensive approach in the long run since total road reconstruction that results from poor maintenance is very costly.



SCOTT KIMBALL

OFFICE SOUGHT: Board of Selectman
ADDRESS: 207 Whitten Road
CONTACT: Bmwmcaw@gmail.com
RESIDENCY: 55 years
OCCUPATION: Retired

Husband, father, and 4th generation Milford resident. Educated in Milford school's class of 1980. Left Milford at 17 years old to join the Army, graduating high school at Eagle High Hopkinsville KY. Served as a Combat Engineer with the 101st Airborne. Medaled and honorably discharged after serving a complete enlistment. Served with Milford's National Guard unit, 197th Field Artillery as a Fire Direct Specialist. My daughter attended Milford schools K-12 and graduated in 2013 and received a B.S. degree in Biological Sciences at Keene State College.

I attended the Rhode Island Institute of Electronics, majoring in Electronic Diagnosis and Repair, and Southern New Hampshire University, majoring in Business Management. Retired nationally recognized award-winning 32-year UPS Driver serving Milford and surrounding towns. An avid reader and a lifelong student of a liberal education found in the study guides and 60-volume set of Britannia Great Books of the Western World. An Amateur videographer, and creator of video storytelling, documentaries, and human-interest profiles.

Active in town government, attending and participating in numerous Board of Selectman, Planning Board, Zoning Board, Conservation Commission, Budget, and Ethics committee meetings.



TINA M. PHILBRICK

OFFICE SOUGHT: Board of Selectman
ADDRESS: 111 Cortland Road
RESIDENCY: 27 years
FAMILY: Married with 3 children
OCCUPATION: Recently retired
EDUCATION: Graduate of Hesser College, Business

PAST AFFILIATIONS: Marine Forces Reserve Key Volunteer Coordinator (6 years), Paraprofessional II Certification, Administrative Professionals Certification, Milford Social Services Committee (6 years), and Sergeant-at-Arms for American Legion Auxiliary Post 23 (5 years).

CURRENT AFFILIATIONS: Milford Trustee of Trust Funds and Board of Directors, Lions Club International

I've been a resident of Milford for 27 years and I've had the pleasure of raising my family here. I feel my financial background, work ethic, and communication skills, will help make our community the best it can be. I look forward to working closely with my fellow Board members to do what's best for the residents while staying fiscally responsible. While I feel that Milford is well run, there are opportunities for improvement that I would work on should I gain your support. I've worked for the Town of Milford for over 10 years and I believe that I have a clear understanding of the issues that are important to our citizens. I would be honored to serve this wonderful community for the next three years.



GARY DANIELS

OFFICE SOUGHT: Board of Selectmen

ADDRESS: 127 Whitten Road, Milford, NH 03055-3228
CONTACT INFO: gldaniels127@gmail.com
RESIDENCY: 50+ years
FAMILY: Married to Loreen (Saucier) Daniels, 6 children
OCCUPATION: Independent Insurance Agent Certified Long-Term Care Specialist (CLTC), Social Security Certification (SSC)
EDUCATION: Milford Area High School Graduate
HIGHER EDUCATION: New Hampshire Technical Institute New Hampshire College

AFFILIATIONS: Military Service: U.S. Army (active), NH Army National Guard, U.S. Army Reserve, Little Arrows Childcare Services Board of Directors Granite State Taxpayers Board of Directors

POLITICAL EXPERIENCE:
Milford Board of Selectmen - 21 years
State Senator (District 11) - 6 years
• Senate Committees - Finance (chair), Capital Budget, and Ways & Means Committees
State Representative (Milford) - 18 years
• House Committee – Labor Committee
Hillsborough County Legislative Delegation - 18 years
Milford School Board - 6 years
Milford School District Moderator - 6 years

QUALIFICATIONS:
Systems Analysis
Military Specialist – Ensured equipment operated correctly, analyzed problems and fixed them.
Software Developer – Responsible for finding ways to make systems and processes work correctly and efficiently, with the desired outcome.
Software Quality Assurance – Analyzed systems and processes, identified flaws and made suggestions on how to correct those flaws while maintaining system integrity.

Culture
Military Officer – Responsibilities included organizing diversified individuals into a cohesive team and creating a culture where we worked together to accomplish a specific mission.

Insurance Agent – The job entails building respectful and caring relationships with clients to ensure their retirement needs are met.

Legislative
The various legislative positions to which I have been elected have given me a good knowledge of state statutes and how to run a compliant meeting, ensuring transparency in the legislative process, and governmental budgeting.

I thank you for your past support and respectfully ask for your vote for re-election on March 12th so that I might continue serving as one of your Selectmen.

CEMETERY TRUSTEE – 3-Year Term (vote for ONE)



GRETCHEN HEALD-BROOKS

OFFICE SOUGHT: Cemetery Trustee
ADDRESS: 40 Marshall Street
CONTACT INFO: ghealdbrooks@aol.com
RESIDENCY: Life-long Milford Resident
OCCUPATION: Co-owner Smith & Heald Funeral Home, 63 Elm Street Milford, NH

I am a longtime resident of Milford and graduated from Milford Area Senior High School in 1985. I went on to attend the New England Institute of Applied Arts & Sciences, in Boston, MA.

My family has been involved civically with Milford town affairs since the 1850s. In 1995 I became co-owner of Smith & Heald Funeral Home alongside my sister, Deborah Quinlan. My career has been dedicated to providing dignity and respect to the families we have served since our inception in 1909.

I feel my longtime experience as a co-owner of the Smith & Heald Funeral Home brings a unique understanding of the role of a cemetery trustee. I am familiar with how the cemetery operates, cultivated positive relationships with cemetery staff, and developed a deep appreciation for preserving the history and honoring the sacred spaces within our cemeteries.

I possess over 37 years of experience working in funeral service and have developed a deep-rooted passion for preserving our local cemeteries to honor our loved ones.

Thank you for taking the time to learn a bit about me. I hope you will consider voting for me as our newest cemetery trustee.



JAY W. DUFFY

OFFICE SOUGHT: Cemetery Trustee
ADDRESS:
CONTACT INFO: duffyjay39@gmsil.com
RESIDENCY: Life-long Milford Resident
OCCUPATION: St. Patrick Church Cemetery Sexton/Caretaker Diocese of Manchester

EDUCATION: Bachelor of Science, Criminal Justice 1999.

I have served the Great Town of Milford as a Cemetery Trustee over the past 3 years. I am Extremely Proud to have corrected some longtime challenges that have faced our Cemeteries.

The Water System at Riverside Cemetery was broken and unusable since 2011. I worked diligently to have the Water System fixed. I was able to locate a forgotten Cemetery Trust Fund. This Trust was able to pay the entire cost of \$65,000.00 without using any tax dollars. Our brand-new Water System is up and running and will be available for full use in the Spring.

I was able to help salvage and reinstate the Milford Flower Trust Fund which places flowers at our Milford Ancestors Graves for perpetuity. The Flower Fund is now working smoothly with the help of the Milford Garden Club.

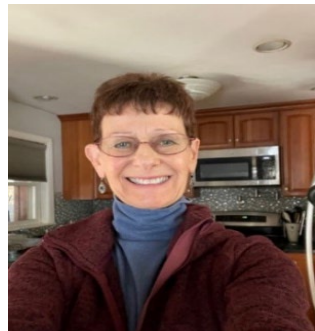
As a grassroots effort 4 years ago, I reinstated the placing of the American Flag at Every Milford Veteran's final resting place at our 5 Cemeteries. I am proud to say that this effort has grown steadily every year with approximately 250 Volunteers participating this past Memorial Day.

I have accomplished my duties with respect and honor. I am proud to be a Milford Cemetery Trustee.

CHECKLIST SUPERVISOR – 6-Year Term (vote for ONE)

DARLENE BOUFFARD – NO BIO PROVIDED

LIBRARY TRUSTEE – 3-Year Term (vote for THREE)



JANET HROMJAK

OFFICE SOUGHT: Library Trustee
ADDRESS: 29 Beech Street
CONTACT INFO: jhromjak@wadleighlibrary.org

RESIDENCY: 30 years
OCCUPATION: Happily, retired since 2022

EDUCATION: Bachelor's Degree in Management from Franklin Pierce. Master's Degree in Human Resources Management from Rivier College. Certified Compensation Professional from World at Work.

AFFILIATIONS: Social Services Committee 2 Years and Community Advisory Board Member for NHPR

I am seeking your vote to remain as a Library Trustee for my third term where I am serving as the Board Secretary. As an avid reader, I love our Library and how it contributes to the Milford community in so many ways. From book clubs to children's programs to passport services - It is a vital and integral part of our community and I look forward to continuing our work enhancing the programs and services we provide to the Town as we work to grow our Library in the future.

(NO PICTURE PROVIDED)

JENNIFER O'BRIEN-TRAFICANTE

OFFICE SOUGHT: Library Trustee
ADDRESS: 7 Boynton Hill Road Milford, NH 03055

CONTACT INFO: 603-661-3340
RESIDENCY: 24 years
FAMILY: 2 children ages 18 and 8, Adoptive family to a Haitian young man

OCCUPATION: Psychotherapist, licensed with NH Board of Mental Health, Employed with Lamora Psychological Associates, PA

EDUCATION: BA in Psychology, Minor in Gerontology, Specialty in Children's Studies, MA in Clinical Mental Health Counseling

AFFILIATIONS: NH Board of Mental Health, Tree of Hope Haiti, Good News Bible Church, Boy Scouts of America, Wadleigh Memorial Library,

I have served on the Wadleigh Memorial Library Board of Trustees for the last 7 years, first as an alternate and later as a full trustee. I have truly enjoyed my work as a library trustee and have felt very passionate about the library, the employees and volunteers who work there, and how to best serve the town of Milford with my role at the Wadleigh Library. I have seen first-hand the value in all the services provided by the library and the connection that the staff has with the community. The library was awarded "Library of the Year" for the state of NH for 2020. This was an incredible recognition for a wonderful institution in our town. I was honored to be part of that recognition with all of the people who have worked so hard to make our town library such a wonderful place to come to in Milford. I have worked to always look at the needs of the library and the residents of Milford in my role and have been active wherever I can to connect to our community. This includes being a part of committees that are managed by residents and library employees to assess the physical needs of the building and listen to the community's wishes regarding this valuable institution. I truly enjoy and value my role with the library and hope to continue being involved there to represent the residents of Milford. Thank you for taking the time to consider me for this opportunity!



KATHRYN PARENTI

OFFICE SOUGHT: Library Trustee
ADDRESS: 27 Orchard Street
CONTACT INFO: kparenti@wadleighlibrary.org

OCCUPATION: Retired
EDUCATION: SUNY Oswego; University of Central Florida – BA

PAST AFFILIATIONS: Formerly employed by the town of Milford in the Office of Community Development. Also worked as a sub for Tax Collection, Water Utilities Billing Clerk, Welfare Department, BOS minute taker, Zoning Board secretary, and Amherst Planning Board secretary – but not all at the same time.

I've been a resident of Milford for 31 years, married to Mark for 30 years, and am the proud stepparent of 3

young men and Kappy to 7 grandkids. Since retirement, I've served on the Capital Improvements Committee and the Master Plan Steering Committee. I volunteer on election days at the polls and, most importantly, I've served for two terms as a library trustee for the Wadleigh Memorial Library. In addition, I have been on the Executive Board of the New Hampshire State Library Trustee Association as Secretary for the past year. My goal is to make a difference at the Wadleigh Memorial Library and I feel I have done so over my past two terms. I have been Chair of the Trustees for 4 ½ years and during that time I've seen the library receive the distinct honor of being the 2020 NH State Library of the Year and I received the Trustee of the Year award in 2022. In 2022, the Library Director, Betsy Solon, and I submitted an (ARPA) grant application which was approved, to replace the library's aging and inefficient HVAC system. With an additional ARPA grant through the town, we were able to complete that project. Working with the town's Public Works Department and the Town Administrator, we also replaced the library's failing roof. With increased pressure on libraries nationwide, it is important to have strong advocates for the library on the board and I hope to be able to continue my advocacy for another term as library trustee.

TOWN MODERATOR – 2 Year Term (vote for one)

PETER BASILIERE – NO BIO PROVIDED

TRUSTEE OF TRUST FUNDS – 3-Year Term (vote for one)



RICHARD MOSSEY

OFFICE SOUGHT: Trustee of the Trusts Funds
ADDRESS: 749 North River Road
CONTACT: richard.mossey@gmail.com
RESIDENCY: 50+ years,
FAMILY: Married with 2 children
OCCUPATION: Orchardist at McLeod Orchards since 1997
 Aerospace Engineering Consultant since 2020
 Aerospace Engineer (1985 - 2020)

EDUCATION: MBA Southern New Hampshire University, BSME Fairfield University, CT, FAA Certified

Airframe & Powerplant Mechanic, East Coast Aero Tech, MASH Graduate 1979

AFFILIATIONS:

Milford First Congregational Church Trustee Chair- Since 1985
 Milford Lions Club Member - Since 2020
 Milford Vietnam Veterans Committee Member - Since 2020
 Milford Parks & Recreation Committee 2003 - 2016
 Milford Community Athletic Association 1995 - 2005

This would be my second term as the Trustee of the Trusts Funds Committee. As a lifelong resident of Milford, I have enjoyed many advantages left by generous philanthropists and I would be proud to assist the town for another three years.

WATER-WASTEWATER COMMISSIONER – 3-Year Term (vote for one)



HUNTER J. PHILBRICK

OFFICE SOUGHT: Water Commissioner
ADDRESS: 111 Cortland Road
CONTACT: philbrickhunter@gmail.com
RESIDENCY: 27 years
FAMILY: Married with 3 children
OCCUPATION: Owner, New England Property Maintenance
EDUCATION: Associate in Business, Hesser College

I've lived in Milford for over 27 years. I retired from the Milford Police Department after serving 20 years in Law Enforcement, 12 years with Mont Vernon, and 8 years with Milford. I retired from the Military after serving 22 years. I currently serve as Adjutant for the American Legion Post 23. I also currently serve the Town of Milford as a Water Commissioner and I would like to continue to do so as I have so much more to learn. I believe the skills and abilities I possess are beneficial to the Board of Commissioners.

I applaud the efforts of the people who have maintained this town and I hope to continue adding my unique approach to things and help to make Milford a great place to live and raise families.

MILFORD SCHOOL DISTRICT

SCHOOL OFFICIALS 2023 – 2024

Dear Milford Voters:

This Voter Guide contains important information about items appearing on the Ballot for Tuesday, March 12, 2024. Voting will take place at the Milford High School, 100 West Street. The polls will open at 6:00 AM and close no earlier than 8:00 PM. Wheelchairs are available for people with disabilities. You can register to vote at the school that day. Please bring a photo ID, or you will need to sign an affidavit that you are eligible to vote and have your picture taken.

Information in this Voter Guide includes a summary of the items appearing on the ballot, followed by more detailed descriptions of some of the more notable items. At the end of the Voter Guide, you will find sample voting sheets, which you can fill out and take to the polls with you to speed up the voting process.

One copy of this Voter Guide will be sent to each household address that contains at least one registered voter. Additional copies are available at the Town Hall, and the Superintendent of Schools' office, located in the SAU office at the northeastern corner of the high school.

Please exercise your right to vote!

Judith Zaino, Chairman
Milford School Board



Judith Zaino (Chairman) - School Board Term Expires 2026

Jason St. Jean (Vice Chair) - School Board Term Expires 2025

Noah Boudreault (Secretary) - School Board Term Expires 2025

Nathaniel Wheeler (Member) - School Board Term Expires 2024

Amy Clark (Member) - School Board Term Expires 2026

Peter Basiliere - School District Moderator Term Expires 2024

Rosemarie Evans – School District Treasurer Term Expires 2024

John Yule – School District Clerk Term Expires 2024

Officer Rich Addonizio – School Resource Officer

Vachon and Clukay – School District Auditor

- | | |
|--------------------|--------------------------------------|
| Christi Machaud | Superintendent of Schools |
| Christopher Motika | Assistant Superintendent |
| Jenny Graves | Business Administrator |
| Janette Radowicz | Principal, High School |
| Jerry Gregoire | Principal, Middle School |
| Siza Mtimbiri | Principal, Heron Pond School |
| Timothy O'Connell | Principal, Jacques Memorial School |
| Santina Thibedeau | Executive Director, Student Services |
| William Cooper | Director of Buildings and Grounds |
| Raymond Morrison | Director of Computer Technology |

Budget Committee Members for the 2023 – 2024 School Year

- | | |
|-------------------------|---------------|
| Carrie Marsh (Chairman) | Shad Hansen |
| Lynn Coakley | Mike Thornton |
| Joan Dargie | John Wynne |
| Mike Facques | John Yule |
| Rob Halstead | |

School Board Vision Statement

The Milford School District will be an inspiring community where deep learning and strong relationships empower **ALL** students to become designers of their own story.

2024 School Officer Candidate Profiles

All candidates were presented with the opportunity to submit profiles. Picture and bios are optional.

SCHOOL BOARD - 3-Year Term (vote for ONE)



GARY DANIELS

OFFICE SOUGHT: School Board
ADDRESS: 127 Whitten Road, Milford, NH 03055-3228
CONTACT INFO: gldaniels127@gmail.com
RESIDENCY: 50+ years
FAMILY: Married to Loreen (Saucier) Daniels, 6 children
OCCUPATION: Independent Insurance Agent
Certified Long-Term Care Specialist (CLTC), Social Security Certification (SSC)
EDUCATION: Milford Area High School Graduate
HIGHER EDUCATION: New Hampshire Technical Institute New Hampshire College

AFFILIATIONS: Military Service: U.S. Army (active), NH Army National Guard, U.S. Army Reserve, Little Arrows Childcare Services Board of Directors Granite State Taxpayers Board of Directors

POLITICAL EXPERIENCE:

Milford School Board – 6 years
Milford Board of Selectmen - 21 years
State Senator (District 11) - 6 years

- Senate Committees - Finance (chair), Capital Budget, and Ways & Means Committees

State Representative (Milford) - 18 years

- House Committee – Labor Committee

Hillsborough County Legislative Delegation - 18 years
Milford School Board - 6 years
Milford School District Moderator - 6 years

QUALIFICATIONS:

Systems Analysis

Military Specialist – Ensured equipment operated correctly, analyzed problems and fixed them.

Software Developer – Responsible for finding ways to make systems and processes work correctly and efficiently, with the desired outcome.

Software Quality Assurance – Analyzed systems and processes, identified flaws and made suggestions on how to correct those flaws while maintaining system integrity.

Culture

Military Officer – Responsibilities included organizing diversified individuals into a cohesive team and creating a culture where we worked together to accomplish a specific mission.

Insurance Agent – The job entails building respectful and caring relationships with clients to ensure their retirement needs are met.

Legislative

The various legislative positions to which I have been elected have given me a good knowledge of state statutes and how to run a compliant meeting, ensuring transparency in the legislative process, and governmental budgeting.

I thank you for your past support and respectfully ask for your vote on March 12th so that I might seek creative, responsible, and common-sense solutions that produce compliant systems and processes with transparency, parental involvement, and a quality education at an affordable cost that prepares our students educationally for the next step in their lives.



KARIN CEVASCO

OFFICE SOUGHT: School Board

I am a mom to two awesome kids who attend the Milford Schools and I'm running for School Board because our family has had great experiences here. I care about our Milford Schools and want to help create opportunities for our students and ensure success in the future.

Our family has lived in Milford for nearly eight years, and in New Hampshire for twenty years. I have attended school board meetings since moving to Milford and served on the School Budget Advisory Committee in 2019-20. I have served as President of the MMSPTO, served twice on the middle school principal search

committee, and currently serve on the CTE steering committee.

I have a degree in elementary and early childhood education and worked as an early childhood teacher for a decade. I was later involved as one of ten parents who successfully developed and opened one of New Hampshire's public charter schools focusing on arts integration. I served as the Chair of the Board for that school and was later hired as the Executive Director.

I currently work in retail merchandising. I also volunteer in the community. I am an enthusiastic supporter of public education. I hope to earn your vote on March 12, 2024.

SCHOOL DISTRICT CLERK – 2-Year Term (vote for ONE)



JOHN YULE

OFFICE SOUGHT: School District Clerk
OCCUPATION: Licensed Land surveyor
EDUCATION: Forestry and surveying degree, Paul Smiths College, NY
RESIDENCY: Resident since 2005

AFFILIATIONS:
Milford Conservation Commission – Chair,
Milford School Budget Advisory Committee
Milford School Special Facilities Advisory Committee
Milford School District Clerk
Wadleigh Memorial Library Trustee

I am seeking this position so I can assist in the conduct of school business and be part of the team that continues the tradition of excellence in the Milford school system.

I bring a broad depth of knowledge from running a business and as a project manager that I feel will be a valuable asset to the school system. As the school clerk for the last 2 years, I have enjoyed working with the staff towards the successful completion of the warrant and election process.

SCHOOL DISTRICT MODERATOR – 2-Year Term (vote for ONE)

PETER BASILIERE – NO BIO PROVIDED

SCHOOL DISTRICT TREASURER – 2-Year Term (vote for ONE)

ROSE MARIE EVANS – NO BIO SUBMITTED



**SCHOOL WARRANT
The State of New Hampshire**

To the Inhabitants of the School District in the Town of Milford, County of Hillsborough, in the State of New Hampshire, qualified to vote in District affairs:

You are hereby notified that the Annual Meeting of the School District of Milford will be held, in accordance with RSA 40:13, at the Milford High School Cafeteria in said Milford, with the first (deliberative) session on the eighth day of February 2024, at seven o'clock in the evening, to transact all business other than voting, and on the twelfth day of March 2024, in the Milford High School Gymnasium, for the second session for voting by official ballot at the polls on all matters in the warrant as well as officers and other matters to be voted on. The polls will be open on the Twelfth of March 2024 from 6:00 AM and will not close earlier than 8:00 PM.

**2024 SCHOOL DISTRICT
BALLOT SUMMARY**

QUESTION 1. CTE/HS RENOVATION PROJECT - \$58,800,000 GROSS BUDGET (\$28,300,000 STATE OF NH RENOVATION AND EXPANSION GRANT) (\$30,500,000 BOND):

Shall the Milford School District raise and appropriate the sum of **\$58,800,000** (gross budget) for the design, construction, and equipping of additions and renovations to the Milford High School Applied Technology Center ("the Project"); to authorize the Milford School Board to apply for, accept, and expend a grant or grants of up to **\$28,300,000** from the State of New Hampshire to reduce the amount that must be bonded or to pay debt service on such bonds or notes for said Project; to authorize the issuance of not more than **\$30,500,000** of bonds or notes for the balance of the Project costs in accordance with the Municipal Finance Act, (RSA 33) and to authorize the Milford School Board to issue, negotiate, sell and deliver such bonds and notes and to determine the date, maturities, interest rate, and other details of such bonds or notes; to authorize the Milford School Board to apply for, accept and expend any federal, state, or private funds that may become available in respect of the Project to reduce the amount that must be bonded or to pay debt service on such bonds or notes; and further to raise and appropriate an additional sum of **\$762,500** for the first year's interest payment of the bond? **School Board: recommends this article (vote 4-1); Budget Advisory Committee: recommends this article (vote 6-0). (3/5 ballot vote required or 60% affirmative vote to pass)** This article has an estimated tax impact of **\$37.00** on an assessed valuation of **\$100,000** in the first year. The estimated tax impact in the second year is **\$135.00** on an assessed valuation of **\$100,000**.

**SCHOOL BOARD: We SUPPORT (School Board 4-1)
The School Board supports this bond for the following reasons:**

Majority

- State funding opportunity of \$28 million to update and upgrade facilities, reducing long-term operational costs
- Future skilled contributors to the community driving economic growth and innovation in Milford
- Ensure inclusive education for students with diverse abilities and learning styles
- Supported by local business leaders to prepare students for success in the ever-evolving job market

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote (6-0)

The SBAC is in support of the bond for the following reasons:

- Creating a better learning environment for students
- Creating more CTE Course offerings will translate to more revenue in tuition
- Limited time opportunity to receive funds from the state to offset project costs
- If both Article 1 and Article 2 pass, there is an opportunity for buying power creating possible cost savings for both projects

QUESTION 2. RENOVATION OF THE BALES BUILDING - \$3,800,000 BOND

Shall the Milford School District vote to raise and appropriate the sum of **\$3,800,000** (gross budget) for the purpose of design, construction, renovation and equipping of the Bales building ("the Project"), and to authorize the issuance of not more than \$3,800,000 of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33); to authorize the Milford School Board to issue and negotiate such bonds or notes and to determine the date, maturities, interest rate, and other details of such bonds or notes; to authorize the Milford School Board to apply for, accept and expend any federal, state, or private funds that may become available in respect of the Project to reduce the amount that must be bonded or to pay debt service on such bonds or notes; and further to raise and appropriate an additional sum of **100,000** for the first year's interest payment of the bond? **school Board: Recommends this article (vote 5-0); Budget Advisory Committee: recommends this article (vote 6-0). (3/5 ballot vote required or 60% affirmative vote to pass)** This article has an estimated tax impact of **\$5.00** on an assessed valuation of **\$100,000** in the first year. The estimated tax impact in the second year is **\$26.00** on an assessed valuation of **\$100,000**.

SCHOOL BOARD: We SUPPORT (School Board 5-0)
The School Board supports this bond for the following reasons:

- It provides a solution to space problems at Jacques Memorial School, Heron Pond, Project Drive at Bales, and moving the SAU out of Milford High School
- It takes advantage of property already owned by the town
- The renovation would take advantage of asbestos abatement through economy of scale (one large job versus several small ones)
- Keeping an iconic and historic building in our downtown.

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote (6-0)

The SBAC is in support of this bond for the following reasons:

- Moving Pre-K back to Jacques to be with more appropriately aged peers
- Moving project DRIVE to reintegrate students back into the MS/HS school-based setting
- Eliminate transportation costs
- Creating Long-Term savings by investing in district-owned facilities vs. leasing costly commercial space to house school district offices that will no longer be available in the high school
- Community use of another gym/facility space
- Asbestos abatement of the full building leaving only construction needs for future projects on the upper floors
- Avoidance of additional inflation of project costs year over year by deferring the project as we saw from last year to this year

The majority of the committee would rather see the effort made to restore the Bales facility, rather than continued deferred maintenance which would likely eventually lead to building closure. There is no minority input for this article.

QUESTION 3. SCHOOL DISTRICT OPERATING BUDGET - \$46,853,353

Shall the Milford School District vote to raise and appropriate as an **Operating Budget** for the fiscal year 2024-2025, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant, or as amended by vote of the first session, for the purposes set forth therein, totaling **\$46,853,353?** **The proposed operating budget has an estimated tax impact of \$101.00 on an assessed valuation of \$100,000, over the FY 2024 Budget.**

Should this article be defeated, the **Default Budget** shall be **\$46,128,419**, which is the same as last year, with certain adjustments required by previous action of the Milford School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. **The calculated default budget has an estimated tax impact of \$66.00 on an assessed valuation of \$100,000, over the FY 2024 Budget. School Board: Recommends this article (vote 3-2); Budget Advisory Committee: recommends/Does not recommend this article (vote 4-2). (Majority vote required)**

SCHOOL BOARD: We SUPPORT (School Board 3-2)

School Board Explanation:

Majority:

- It is the majority opinion of the School Board that this budget reflects the ongoing mission of providing an excellent education to our students.
- In an environment where expenses have escalated in transportation and energy costs, we have attempted to limit the increase to the budget to 1.55%

Minority:

By policy, the school board has 7 core responsibilities. One of these core responsibilities is understanding and approving the annual budget of the district. For years now we've seen a steady decline in both student enrollment and student readiness but counter to that we've seen a steady increase in the district's bottom-line budget. From the minority's perspective, we oppose the proposed budget for many reasons but wish to focus on 4 key reasons; (1) Historic Unspent Fund Balance Trends (upwards), (2) Inefficient Spending (3) Overall Financial Burden for proposed articles being voted on and (4) Lack of a long-term plan or plan to decrease unused lines.

1. Historic Surplus\Unspent Funds – At least for the last 5 years we've had a surplus that has either barely missed or well exceeded 1 million dollars (nearing 2 million last year). The district should look at the already built budget and see where increases will be seen and where urgent needs are present and look to allocate already approved funds in those areas until a more acceptable surplus is reached. A tighter handle on the budget will also help quell the debates that ensue once the unspent fund balance is identified.

2. Inefficient spending – During COVID ESSER funds made available from the state/federal government were spent on revolving expenditures with the promise that these expenditures would “not be permanent” or “would be reviewed to determine if the need was still present” and now for the second and not the last year we see these revolving expenditures rolled into the operating budget and impacting the district by funding programs that have seemed only to exacerbate behavior problems.

We should have taken advantage while the funding was available and then looked at reducing historically unfilled positions if the need to retain these revolving positions continued to be needed.

3. Overall Financial Burden – On a year where the board has more financially impacting warrant articles than seen in the past 5 years we should be making as many reductions as we can to ensure that articles like our support staff contracts and teacher contracts have the best chance for passing as possible.

4. Lack of Long-Term Plan to Decrease Spending – Though steps are being made in the right direction the proposed budget appears to lack a clear long-term vision for the improvement of our district. It is essential to invest in initiatives that have a lasting impact on student outcomes and teacher effectiveness. We recommend a more strategic approach that considers the long-term goals of the school district and how budgetary decisions contribute to achieving those goals.

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 4-2)

Budget Committee Explanation:

Majority:

The majority of SBAC believes that this is a well-developed operating budget with a focus on programming for students, but also making fiscally responsible decisions to create a bottom-line budget. The District worked hard to come in with an operating budget increase of only 1.55% and an overall budget increase of 5.19% if all of the other warrant articles pass.

Minority:

Those in opposition feel a need to get the overall budget down. While they strongly support the teachers and the tools and materials needed for them to do the important task of educating our children, they feel in a time of a 40-year inflation high, there must be ways to make cuts that will not impact student learning, especially in a time when students at the High School level are seeking alternative, less traditional course or learning options. Looking at the full warrant, the overall increases are significant, so if cuts can be made, they should be.

QUESTION 4. COLLECTIVE BARGAINING AGREEMENT: MILFORD TEACHERS' ASSOCIATION (\$3,743,857 GRAND TOTAL OVER FOUR YEARS)

Shall the Milford School District vote to approve the cost items included in the Collective Bargaining Agreement (2024/2025 through 2027/2028) reached between the Milford School Board and the Milford Teachers Association, which calls for the following increase in salaries and benefits at the current staffing levels:

Account	2024-2025	2025-2026	2026-2027	2027-2028	Grand Total
Salaries	\$1,024,641	\$757,553	\$870,782	\$913,367	\$3,566,343
Benefits	\$143,220	\$14,911	\$9,437	\$9,946	\$177,514
Totals	\$1,167,861	\$772,464	\$880,219	\$923,313	\$3,743,857

and further to raise and appropriate **\$1,167,861** for the upcoming fiscal year 2024-2025, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels by the most recent collective bargaining agreement. The costs for the years of the agreement beyond the upcoming 2024-2025 fiscal year will be included in the operating and default budgets for each of those years. **School Board: Recommends (vote 3-2); Budget Advisory Committee: recommends this article (vote 6-0). (Majority vote required). This article has an estimated tax impact of \$56.00 on an assessed valuation of \$100,000 in the first year. The estimated tax impact for the remaining years based on an assessed valuation of \$100,000 is \$37.00 in 2025-2026, \$43.00 in 2026-2027, and \$45.00 in 2027-2028.**

SCHOOL BOARD: We SUPPORT (School Board vote 3-2).

School Board Explanation:

The majority of the school board supports this agreement because:

Majority:

- It is a fair and equitable compromise between the District and the Milford Teacher’s Association
- Decreasing district contribution to health and dental insurance over the term of the agreement
- Returning all members of the MTA to the same pay scale
- Balancing concessions and benefits to standardize all contracts

Minority:

We stand before you today with heavy hearts and a sense of responsibility as we express our concerns and reservations regarding the proposed teacher union contract that is currently under consideration. Let us begin by stating unequivocally that we understand the vital role our teachers play in shaping the minds of our students and fostering an environment conducive to learning.

However, despite our deep respect for our educators, it is our duty to voice reservations about the terms outlined in the current contract proposal. We believe that our focus should be on creating a contract that not only supports our teachers but also ensures the responsible use of our limited resources for the betterment of the entire educational community.

First and foremost, the financial implications of the proposed contract are a source of great concern. While acknowledging the importance of competitive compensation for our teachers, we must also consider the financial well-being of our school district. We must strike a balance between offering fair remuneration and maintaining fiscal responsibility to safeguard the long-term stability of our educational system.

Additionally, certain provisions within the proposed contract seem to prioritize the interests of a specific group over the broader needs of our diverse teaching staff. A fair and equitable contract should address the concerns and aspirations of all educators, fostering a sense of unity and collaboration within our teaching community.

Furthermore, the proposed contract fails to adequately address the evolving landscape of education and the need for flexibility in response to changing circumstances. As we navigate the challenges presented by technology, curriculum updates, and shifting student needs, our contract should provide a framework that allows for adaptability and innovation.

We believe in the collective wisdom of this body to negotiate an agreement that honors our commitment to education, addresses the concerns raised, and positions our district for sustained success in the years to come. Thank you.

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 6-0).

Budget Committee Explanation:

The SBAC believes that the Board and the teachers made some excellent, cost-effective changes - including normalizing district contribution to health and dental insurance over the life of the agreement and reasonable and competitive salary increases. It is the hope of the District, the Board, and the SBAC that this agreement will help with hiring qualified staff and reduce turnover across the District.

QUESTION 5. COLLECTIVE BARGAINING AGREEMENT: MILFORD EDUCATIONAL SUPPORT STAFF ASSOCIATION (MESSA) (\$343,506 GRAND TOTAL OVER THREE YEARS)

Shall the Milford School District vote to approve the cost items included in the Collective Bargaining Agreement (2024/2025 through 2026/2027) reached between the Milford School Board and the Milford Educational Support Staff Association, which calls for the following increase in salaries and benefits at the current staffing levels:

Account	2024-2025	2025-2026	2026-2027	Grand Total
Salaries	\$134,766	\$98,604	\$111,458	\$344,828
Benefits	\$(1,733)	\$(1,732)	\$2,143	\$(1,322)
Totals	\$133,033	\$96,872	\$113,601	\$343,506

and further to raise and appropriate **\$133,033** for the upcoming fiscal year 2024-2025, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels in accordance with the most recent collective bargaining agreement. The costs for the years of the agreement beyond the upcoming 2024-2025 fiscal year will be included in the operating and default budgets for each of those years. **School Board: Recommends this article (vote 4-1); Budget Advisory Committee: recommends this article (vote 6-0). (Majority vote required) This article has an estimated tax impact of \$6.00 on an assessed valuation of \$100,000 in the first year. The estimated tax impact for the remaining years based on an assessed valuation of \$100,000 is \$5.00 in 2025-2026 and \$5.00 in 2026-2027.**

SCHOOL BOARD: We SUPPORT (School Board vote 4-1).

School Board Explanation:

The majority of the school board supports this agreement because:

Majority

- It is a fair and equitable compromise between the District and the Milford Educational Support Staff
- Decreasing district contribution to health and dental insurance over the term of the agreement
- Bringing the District closer to competitive wages for support staff
- Balancing concessions and benefits to standardize all contracts

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 6-0).

Budget Committee Explanation:

Much like the Teacher agreement, the SBAC echoes the same sentiments. The Board and the Union bargained in good faith for a fair contract, and the committee feels we need to pay the people who are doing the work.

QUESTION 6. BUILDING AND GROUNDS CAPITAL RESERVE FUND:

Shall the Milford School District vote per RSA 35:1 to establish a district wide buildings and grounds capital reserve fund, to be known as "Buildings and Grounds Capital Reserve Fund" for the purpose of funding capital

improvement costs related to the maintenance, construction, and renovation of all buildings, grounds, athletic fields, and infrastructure of the Milford School District, and to raise and appropriate the sum of up to \$75,000.00 to be added to the fund and further to name the Milford School Board as agents to expend from the fund. This sum to come from June 30 fund balance available for transfer on July 1. No new amount to be raised from taxation. **School Board: Recommends this article (vote 4-1); Budget Advisory Committee: recommends this article (vote 5-1). (Majority vote required) This article has no tax impact. No new amount to be raised from taxation.**

SCHOOL BOARD: We SUPPORT (School Board vote 4-1).

School Board Explanation:

Majority

- As the Board works to address an escalating budget, the majority of the Board feels that we can control sharp increases by creating a "savings account" to meet improvement expenses that would no longer need to be included in the Operating Budget
- Creating these special accounts will allow the Board to support a Capital Improvement Plan that will address the physical needs of the District in a better-planned and implemented manner
- Please note the SBAC's explanation regarding expenditure from the fund balance

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 5-1)

Budget Committee Explanation:

Majority:

The SBAC supports this article at \$75,000 to be funded using the June 30 fund balance. The SBAC highlights the critical importance of creating a reserve for Capital Improvements. Long-term, it is the goal of the District to have a formal Capital Improvements Plan and to move these items out of the operating budget year after year.

The SBAC recognizes that the request does not have a tax impact in terms of raising and appropriating additional funds, but does mean that there is a potential \$75,000 "loss" of return to the taxpayer from the available fund balance.

Minority:

The minority felt that other items (such as the building projects, the operating budget, and the contracts) should have priority over this article in the current warrant.

QUESTION 7. TECHNOLOGY CAPITAL RESERVE FUND:

Shall the Milford School District vote per RSA 35:1 to establish a district wide technology capital reserve fund, to be known as "Technology Capital Reserve Fund" for the purpose of funding equipment and services for the Milford School District's infrastructure such as but not limited to routers, wiring, switches, access points, wireless network improvements or any other equipment, software or service that is necessary for the maintenance, improvement, performance or management of the district's infrastructure, and to raise and appropriate the sum of up to \$25,000.00 to be added to the fund and further to name the Milford School Board as agents to expend from the fund. This sum to come from June 30 fund balance available for transfer on July 1. No new amount to be raised from taxation. **School Board: Recommends this article (vote 4-1); Budget Advisory Committee: recommends this article (vote 6-0). (Majority vote required) This article has no tax impact. No new amount to be raised from taxation.**

SCHOOL BOARD: We SUPPORT (School Board vote 4-1)

School Board Explanation:

Majority:

- As in Article 6, as the Board works to address an escalating budget, the majority of the Board feels that we can control sharp increases by creating a "saving accounts" to meet increased IT expenses that would no longer need to be included in the Operating budget
- Please note the SBAC's explanation regarding expenditure from the fund balance in Article 6

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 6-0)

Similar to the Building and Grounds article, the SBAC recognizes the importance of creating a capital reserve for major IT expenses, such as critical infrastructure upgrades, to avoid interruption of learning and operations with equipment failure. The majority felt that \$25,000 was a reasonable amount for initial funding of the reserve.

