



2023 Milford Town Voters' Guide



Hand painted picture by Liz Abaid

I am a local artist in Milford specializing in painting the beauty of New Hampshire life around me.

If you would like to view more of my work, you can find it online at:
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Watch for my new fine art gallery opening up this summer on Cottage Street in downtown Milford.

Milford Town Vote

Tuesday, March 14, 2023

Polls Open 6:00 am to 8:00 pm

Milford High School – 100 West Street

Town of Milford Warrant Officials 2022 – 2023

Board of Selectmen

Paul Dargie, Chairman
Tim Finan, Vice Chairman
Gary Daniels
Laura Dudziak
Dave Freel

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

2023 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 Budget & Bond Hearing Meeting of the Town of Milford will be held, in accordance with "Senate Bill 2" (RSA 40:13), in said Milford, on Monday, the ninth (9th) day of January 2023, at six-thirty o'clock (6:30 p.m.) in the evening to discuss bond and budget hearing articles to be presented at the Deliberative Session.

ARTICLE 2 – BALLOT VOTE – ZONING CHANGES

There were no suggested Zoning Changes for 2023

WARRANT ARTICLE 3 - WASTEWATER TREATMENT FACILITY (WWTF) UPGRADE PROJECT – \$23,953,000 BOND (Loan Forgiveness \$3,592,950) (Wilton NH Portion \$3,031,611.45) Remaining amount \$17,328,438.55.

Shall the Town vote to raise and appropriate the sum of \$23,953,000 for the purposes of constructing a new advanced treatment process to comply with the Town's recently activated EPA National Pollutant Discharge

Elimination System (NPDES) Permit and to complete other age-related improvements throughout the WWTF, in accordance with the Municipal Finance Act (RSA 33) and to authorize the Selectmen, as applicable, to issue and negotiate such bonds or notes and determine the rate of interest and other conditions in their judgement; and further, to authorize the Board of Selectmen, as applicable, to apply for, obtain and accept federal, state or other aid, grants or other funds, which may be available for such project that may reduce the amount to be financed with bonds or notes; to participate in the State Revolving Fund (SRF) per RSA 486:14, established for this purpose; and, to allow the Board of Selectmen, as applicable, to expend such monies that become available; and, to take such other action or to pass any other votes relative thereto? The WWTF improvements will meet new, more stringent permit limits and upgrade aging equipment to improve operator safety, energy efficiency and operational efficiency to provide uninterrupted essential operations at the WWTF. This is a Special Warrant Article in accordance with RSA 32 with the total repayment paid for by the sewer users and the taxpayers. Note: as this is for the issuance of long-term debt, this vote under state law requires a 3/5 Ballot Vote requirement for passage. The Board of Commissioners recommends this Article (3-0). The Board of Selectmen recommends this article (5-0). The Budget Advisory Committee recommends this Article (9-0). (NOTE: Beginning in 2026, this article has an estimated tax impact of \$25.10 based on (55% rate payers/45% taxpayers), on an assessed valuation of \$100,000.

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

EPA issued a new permit in November of 2020 to the Town of Milford, and with that permit came more stringent requirements for what the Town of Milford Wastewater Treatment plant can discharge into the Souhegan River. The EPA issued a timeline of when the Town of Milford Wastewater Plant had to become compliant with the new limits that were established in the permit, as of January 2023 the town of Milford is meeting the schedule that was established by the EPA. The facility has been in continuous operation, 24/7, 365 days a year since 1982 with no substantial upgrades since coming online. It is of utmost importance that the town of Milford replaces the aging infrastructure before permit violations start occurring.

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

Milford's Wastewater Treatment Facility has been in operation since 1982, operating non-stop, 24 hours/day, 365 days a year. Critical infrastructure upgrades are now needed, not only to maintain current operations but to meet new, more stringent, requirements for wastewater discharge into the Souhegan River, as required by a new permit issued by the EPA in November of 2020. The project cost of \$23,953,000 will be offset by loan

forgiveness and contributions by the Town of Wilton bringing the cost to taxpayers and users to \$17,328,438.55, with the hope of additional grants offsetting the cost further. This cost will be shared between general taxation and wastewater ratepayers with the ratepayers paying 55% and the taxpayers paying 45%.

This facility, while not directly used by all residents, is a necessary component of the Town's infrastructure which allows us to support and attract the critical industrial base that is necessary to lessen the town's reliance on residential taxes, thereby keeping our taxes as low as possible.

The Board of Selectmen feels that this is a necessary project and unanimously supports it.

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

This project is partially mandated by the Environmental Protection Agency and required by the 40 years of continuous operation of our wastewater treatment facility.

Shall the Town vote to raise and appropriate the sum of \$23,953,000 for the purposes of constructing a new advanced treatment process to comply with the Town's recently activated EPA National Pollutant Discharge Elimination System (NPDES) Permit and to complete other age-related improvements throughout the WWTF. This project, while expensive, is designed for economic operation (saving money later) and is scalable to allow both a greater surge flow, when required, and to accommodate reasonable growth without additional costly enhancements.

All costs are being shared between the ratepayers (direct users) at 55% and taxpayers (indirect users who own wells & septic systems) at 45%. Milford discharges our purified effluent into the Souhegan River, which flows into the Merrimack River. That is where the Pennichuck Waterworks sources our primary supply of drinking water for municipal buildings, schools, businesses, restaurants, and many dwellings.

TOPICAL DESCRIPTION - The Town of Milford owns and operates a municipal wastewater treatment facility (WWTF) that discharges to the Souhegan River, which flows into the Merrimack River and ultimately, the Atlantic Ocean. Many downstream communities use the Merrimack River for their drinking water (including Milford) requiring all communities discharging treated wastewater to the Merrimack River watershed to increase their level of treatment. In November 2020, the Town received a new NPDES Discharge Permit from the US EPA that included new effluent limits for phosphorous and metals. The existing WWTF is not capable of meeting these new limits without a major upgrade.

The Milford Water & Sewer Commissioners hired an engineering firm to study advanced treatment processes (ATP) capable of meeting the new permit limits and identify other age-related needs at the WWTF. The studies and preliminary design of the ATP were paid for using ARPA grant funds. The proposed warrant article is to fund the final design of the ATP and age-related improvements, bidding, and construction. The Town of Milford is mandated by the US EPA, to meet its new, stringent NPDES Permit, which requires the advanced treatment process to be operational by May 1, 2025.

The estimated project cost is \$23.9 million, with an interest rate of 2.536%. The Town of Milford has been guaranteed 15% loan forgiveness which equates to \$3.6 Million, and another 14.89% being contributed by the Town of Wilton. The Town of Milford will apply for a State Aid Grant in June 2023, which could pay another 20% of the principal and interest. This project will meet the mandate issued by the EPA and include many age-related upgrades that are needed within the plant. If the Town doesn't meet its new stringent permit by May 1, 2025, the Town of Milford as a whole could face fines from the US EPA. These Fines would be assessed daily and likely would be in the thousands of dollars a day.

WARRANT ARTICLE 4 - TOWN OPERATING BUDGET - \$17,291,068

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 **\$17,291,068**? Should this Article be defeated, the default budget shall be **\$17,041,768** 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 \$11.99 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 2023 operating budget of \$17,291,068 is \$918,708 or 5.6% more than the 2022 operating budget of \$16,372,360.

The 2023 default budget of \$17,041,768 is \$669,408 or 4.1% more than the 2022 operating budget of \$16,372,360.

The proposed 2023 operating budget is \$249,300 more than the 2023 default budget which equals an estimated tax impact of \$11.99 on an assessed valuation of \$100,000.

While an increase of 5.6% is higher than anyone wants, it is in line with the 6.1% Northeast Consumer Price Index increase for 2022.

The town has had difficulties relating to our non-competitive salary levels in recent years with the problems coming to a head this past year due to increased wage inflation rates. We have experienced a lot of turnover in positions, and we have had difficulties with hiring people for open positions. We did a comprehensive compensation review during the past year and identified a series of actions that were needed to correct the imbalances. The proposed budget implements the needed changes. Several areas such as the Department of Public Works and the Ambulance Department were provided with larger increases due to particularly large wage gaps, while most employees in town received a salary increase of at least 7%. These salary increases were a large component of the 5.6% overall increase.

The majority of 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 town administration and reflects the current costs of operations for the town. The driving forces behind the increase from 2022 include future wage increases for town employees, increases in benefit costs, rising utility costs, and supply costs. The default budget is **\$17,041,768** or **\$249,300** below the proposed budget amount. The BAC does **not** support the default budget.

TOPICAL DESCRIPTION - 2023 proposed operating budget is \$17,291,068. This is a \$918,708 or 5.6% increase from the 2022 operating budget. While inflation is a factor, the primary driver of this increase is wages and related benefits to meet the service needs of the Town.

Milford, like many municipalities and businesses, has experienced difficulty retaining and recruiting employees. During the past three years, our annual employee turnover has averaged 21% and the rate is even higher (29%) for hourly employees. The Board of Selectmen addressed this issue in 2022. After reviewing an extensive wage survey, the selectmen unanimously approved wage adjustments for public works, ambulance, fire, clerical, and a few salaried employees. We have seen improvement in employment, as a result, allowing us to continue providing critical services to our residents.

The wage and benefits increase to address our issues accounts for 71% of the total increase to the budget. Additionally, the debt service increase for the voter-

approved fire truck and snow plow added 14%. Inflationary pressure in everything from utilities to winter salt contributes to the year-over-year increase.

Staff worked hard to prepare a responsible budget to meet the needs of our Town. We deferred hiring when appropriate so that budgeted wages would match projected start dates and expenses. We recognize that these are difficult times and are committed to meeting the needs and expectations of our community.

WARRANT ARTICLE 5 - WASTEWATER DEPARTMENT OPERATING BUDGET - \$2,677,050

Shall the Town vote to raise and appropriate the sum of **\$2,677,050** 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 **\$2,565,859** 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 5.0% to the 2022 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 increased cost is all to be borne by the ratepayers; therefore, there is no tax impact. Cost increases are due to the increased cost of electrical power (and increased cost to transmit and deliver that power), the increased cost of chemicals and the increased costs of basic operations required to treat Milford's sewage.

WARRANT ARTICLE 6 - WATER DEPARTMENT OPERATING BUDGET - \$2,083,269

Shall the Town vote to raise and appropriate the sum of **\$2,083,269** 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 **\$1,775,670**, 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 22.6% to the 2022 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 cost increases are related to the increased cost of electrical power and the cost to transmit and deliver that power, the increased cost of chemicals, and the basic operations required to treat Milford's drinking water. The increased cost also includes \$200,000 for water main replacement. All costs will be borne only by the ratepayers themselves; therefore, have no tax impact.

WARRANT ARTICLE 7 - FIRE ENGINE REPLACEMENT - 7-YEAR LEASE/PURCHASE - \$755,000 Gross Purchase Price (Annual Lease Payment \$124,665)

Shall the Town vote to authorize the Board of Selectmen to enter into a 7-year lease/purchase agreement in the amount of \$755,000 for the lease-purchasing of a fire engine/pumper with appropriate equipment for Fire Department operation (to replace the current 1993 Pierce Saber Engine/pumper)? Furthermore, to raise and appropriate \$124,665 for the first year's payment for this purpose. This article includes a provision for a Fiscal Funding Clause and under state law requires a simple majority vote to pass. This is a Special Warrant Article in accordance with RSA 32 and is Non-Lapsing until the Fire Engine is purchased before or by 12/31/2028, whichever comes first. The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (9-0). (NOTE: Beginning in 2025 or the year we take delivery this article has an estimated tax impact of \$6.02 on an assessed valuation of \$100,000).

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

Approval of this article would allow for a new primary first-line response vehicle and shift 3 other vehicles in the current fleet. Engine 4 would be retired. Engines 2 and 3 are identical in design and year and are currently first-line engines. One would be retired, and the other moved to reserve status. The replacement for Rescue 1, which is a combination Rescue/Pumper will be placed in service before this change and will allow the

department to maintain 4 pumps in the fleet while addressing the issue of severely aging apparatus.

Currently, 3 of the 4 engines operated by the Milford Fire Department are not aligned with industry standards promulgated by the National Fire Protection Association. The purchase of this vehicle would bring the department closer to meeting best practices by ensuring that all of the first-line units are less than 15 years in service.

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

The 1993 Pierce Saber is currently 30 years old and 15 years past NFPA recommendations for an Engine/pumper. Replacing the truck will allow the town to reduce the fleet by one engine/pumper, thus reducing the maintenance budget and lowering the overall CIP capital outlay. The reduction in the fleet will not affect the ISO rating. We accomplished this by adding a pump to rescue 1. The two trucks purchased in 2006 (Engine 2 and 3) are 17 years old and two years over NFPA recommendations and see the most mileage and wear and tear for our department. The current CIP schedule has them due for replacement in 2025 and 2027. The proposed replacement would eliminate the need for them to be replaced and push the next truck to be replaced in 2028/2029. Keep in mind that the lead time for the apparatus is nearly three years. **NOTE:** Beginning in 2025 or the year we take delivery, this article has an estimated tax impact of \$6.02 on an assessed valuation of \$100,000.

TOPICAL DESCRIPTION - This new Engine will become the primary first-line response vehicle for fire and service calls in the Town of Milford. Deploying a new first-line response engine will support the safe and efficient operations of the department by shifting 3 other vehicles in our current fleet. Engine 4, which is currently a reserve engine, will be retired. Engines 2 and 3, which are identical in design and year, are currently first-line engines. One will be retired, and the other moved to reserve status.

Multiple factors are taken into consideration when planning to replace fire department apparatus. These include industry standards and best practices, vehicle usage, staffing levels and changes, response volume, and specific local needs. We then tie these considerations into the Capital Improvement Plan for the direct purpose of balancing all capital purchases in Town.

This year's plan is slightly different in that the apparatus manufacturers are substantially impacted by supply-chain delays and their order-to-delivery timeframe can exceed 2 years. That is, an apparatus order today will likely see delivery in late 2024 or 2025. With payment and therefore tax impact does not start until delivery.

The National Fire Protection Association (NFPA) publishes a wide range of fire department and emergency services standards and best practices in the United States. NFPA 1911 is the document that fire departments across the country use as a basis for determining when apparatus should be moved from front-line service to reserve status, and eventually retired from emergency service. This standard provides the following timeline for the life of fire apparatus:

- Apparatus should be used as a first-line unit for the first 15 years of its service.
- For the next 5 years, the apparatus should be placed in "reserve" status.
 - o Reserve means that the unit remains equipped and available for service, but is no longer a primary response unit. Instead, it is used when first-line units are out of service for maintenance or additional equipment needs at major fires or incidents.
- An apparatus should be retired from emergency service entirely once it has reached 20 years in service.

Currently, three of the four Engines that Milford Fire Department operates are not aligned with this industry-standard leaving the town at risk of a major mechanical failure; Engine 2, Engine 3, and Engine 4. The purchase of this vehicle will bring the department closer to meeting this best practice by ensuring that all of the first-line units are less than 15 years in service.

It must also be noted that the current first-line Engines lack several important modern safety and environmental protection features for our firefighters. These include traction control, modern personnel and equipment restraint systems, roll-over protection, more fuel-efficient engines, and the latest vehicle emission control systems. Additionally, many aspects of the way the Milford Fire Department and the fire service operate have changed since 2006. Updating the apparatus provides us the opportunity to design a vehicle that will provide enhanced functionality and efficiency as we move into our future.

With this vote, in 2025, your Fire Department will look like this:

- Engine 1 (2013) – water supply pump/tanker
- Ladder 1 (2015)
- Rescue 1 (2024) – front line for motor vehicle collisions & rescue calls
- New Engine (2025) – front line
- Engine 2 or 3 (2006) moved to reserve

The warrant to fund the Rescue/pumper would add \$6.02 per \$100,000 of assessed valuation, or \$12.04 per year, for a property assessed at \$200,000, at the time of delivery.

Any questions may be directed to Chief Ken Flaherty, 603-249-0680.

WARRANT ARTICLE 8 - RECONSTRUCTION OF TOWN ROADS - \$ 400,000

Shall the Town vote to raise and appropriate the sum of **\$400,000** 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 \$19.32 on an assessed valuation of \$100,000.

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

The roads in town continue to be largely in poor condition because we have underfunded their maintenance for many years. The general town budget has about \$320,000 of road repair funding in it, but this is nowhere near what is needed to keep up with the deterioration that occurs each year on our 92 miles of roads. Very roughly, we need to spend about \$1,000,000 per year to properly maintain our roads. The additional funds in this warrant article will add to the base budget funding to get us to a funding level that is closer to what is needed to not fall further behind in average road conditions. Continuing to defer road maintenance makes the total cost higher over time since it is much more expensive to rebuild a road that has failed than it is to do preventative maintenance regularly. While this is a difficult year, a majority of the Board of Selectmen believes that it is important to fund road maintenance at a higher level than is in the base budget. There is a diagram in the town hall entrance near the Town Clerk's office that shows the roads that are planned for maintenance in the coming years.

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

Road/sidewalk upkeep and repair are crucial to our Town's infrastructure and safety. It is an ongoing process yearly to get caught up in paving and then maintaining our roads. As a non-lapsing warrant article, any money not spent will carry over to 2024. The DPW has approximately \$300,000 in its budget for supplies to do the work, but past years have required as much as \$650,000 + to do the year's work.

WARRANT ARTICLE 9 - ONE REPLACEMENT AMBULANCE (5 YEAR LEASE/PURCHASE) (Annual Payment \$60,820/Total Purchase Price \$409,000)

Shall the Town vote to authorize the Board of Selectmen to enter into a 5-year lease/purchase agreement for \$409,000 for the purpose of lease-purchasing one ambulance with the appropriate equipment for Ambulance Department operation to (replace the current 2013-A (3A) Life Line ambulance) and to raise and appropriate \$125,800 from the Ambulance Replacement Capital Reserve Fund as a down payment to reduce the lease/purchase price. Furthermore, to raise and appropriate \$60,820 for the first year's payment for this

purpose. This is a Special Warrant Article in accordance with RSA 32 and is Non-Lapsing until the Ambulance is purchased before or by 12/31/2028, whichever comes first. The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (6-3). (NOTE: Beginning in 2025 or the year we take delivery this article has an estimated tax impact of \$2.94 on an assessed valuation of \$100,000).

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

Approval of this article would allow for the replacement of the 2013-A (3A) ambulance as a front-line ambulance. The 3A ambulance currently has 234,929 miles on the odometer with the rebuilt engine having 73,000 miles.

The 3B ambulance would be moved to a backup role in the event one of the two front-line ambulances is out of service,

The department currently operates a fleet of three ambulances with two of the ambulances in front-line service on 10-year cycles followed by 5 years in a backup role as a 'spare' ambulance. Moving to a 5-year ambulance replacement cycle would eliminate purchasing two ambulances at one time.

The Budget Advisory Committee RECOMMENDS this warrant article (6-3)

Majority

This article would allow for the withdrawal and use of \$125,800 from the previously established Ambulance Capital Reserve Fund towards an ambulance vehicle replacement. This new ambulance would replace the current 2013 Braun ambulance. It would not necessarily fund the entire apparatus so much as allow for a lesser amount of bond at the time of purchase. If the warrant to purchase a new ambulance passes, this balance will be used towards the purchase of the ambulance. This article has an estimated tax impact of \$2.55 per \$100,000 home value. NOTE: Beginning in 2025 or the year we take delivery, this article has an estimated tax impact of \$2.94 on an assessed valuation of \$100,000.

Minority

The proposed ambulance (to trade in) received a new transmission recently and could be kept as the "ready spare" which is rarely used except if one of the other two vehicles is out of service for maintenance. Would recommend waiting one more year to get staffing stable and secure, and once again cover two vehicles 24 hours/7 days per week. Also, equipment should be paid out of the budget as the Capital Reserve Fund was for vehicles, not to replace the stretcher, etc.

TOPICAL DESCRIPTION - The ambulance department is requesting to replace the 2013-A (3A) ambulance as a front-line ambulance in 2023 with a new ambulance. The \$409,000 cost is a not to exceed price and will be offset by \$125,800 in capital reserve funding resulting in a

need to appropriate \$283,200 and be paid through a five-year lease to purchase at an annual cost of \$60,820. The first year of the lease payment will occur in the last year the current lease payment for the 2020 ambulance. Additionally, the lease payment will not begin until after receipt of the ambulance which is currently scheduled for late 2024 or early 2025.

The department currently operates a fleet of three ambulances with two of the ambulances in front-line service on 10-year cycles followed by 5 years in a backup role as a 'spare' ambulance. A 5-year ambulance replacement cycle eliminates purchasing two ambulances at one time.

In 2022 the department responded to 2,020 calls for service resulting in 1,481 patients being transported to various hospitals in Nashua, Manchester, and Peterborough.

The 3A ambulance currently has 234,929 miles indicated on the odometer with the engine having traveled 73,000 miles after a rebuilt replacement was installed in September 2019.

The 2013-B (3B) ambulance currently has 146,445 miles indicated on the odometer and would be kept in service in a backup role as a 'ready spare' ambulance in the event one of the two front-line ambulances is out of service for a prolonged time due to maintenance or accident.

The 3A and 2020 (20A) ambulances operate in a rotation pattern designed to spread mileage between the two ambulances on a 2:1 basis to keep both ambulances in front-line service for ten years. It is envisioned this rotation pattern will prolong the life of one ambulance – 20A, such that it would remain as the second-due ambulance for five years then move to a first-due ambulance after the arrival of the 2023 ambulance then move to second-due. The 3B ambulance would remain in a backup role. This rotation would be continued going forward such that a five-year replacement cycle would be maintained.

Replacing the 3A ambulance in 2023 after 10 years of front-line service will support a 5-year replacement cycle and avoid replacing two ambulances at one time in the future.

WARRANT ARTICLE 10 - AFSCME/POLICE CONTRACT - \$175,398

Shall the Town vote to approve the cost items included in the Police Officers' Collective Bargaining Agreement (CBA) reached between the Board of Selectmen and Local 3657 of the American Federation of State, County and Municipal Employees (AFSCME) for contract years 2023, 2024, 2025, 2026 (1 April – 31 March) which calls for the following increases in salaries and benefits, and

to further raise and appropriate the sum of \$175,398 for fiscal year 2023? Said sum represents the additional costs over those of the current appropriation at current staffing levels paid in the expiring Agreement. Upon approval of this Article, said cost allocation is to be transferred to the General Operating Budget. 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 \$8.47 on an assessed valuation of \$100,000.

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

The Board of Selectmen is unanimously in support of the work achieved by our negotiating team to develop and negotiate a contract that is fair and agreed to by all parties. This is a three-year agreement covering the years 2023, 2024, 2025, and 2026, from April 1 in the first year to March 31 in the last year. The increase in salaries and benefits are:

- 2023 \$175,398 (8% wage increase on April 1, 2023)
- 2024 \$122,354 (4% wage increase on April 1, 2024)
- 2025 \$104,155 (3% wage increase on April 1, 2025)
- 2026 \$33,539 (this only covers the first three months of 2026)

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

The Board of Selectmen and AFSCME (American Federation of State, County, and Municipal Employees) have successfully negotiated a contract for salaries and benefits for the years 2023 through 2026. The yearly increase in raises will follow the schedule of 8%, 4%, and 3% beginning on April 1, 2023. The cost increase for 2023 is estimated to be \$175,398 and if approved will be part of the 2023 Operating Budget.

WARRANT ARTICLE 11 - BANDSTAND RENOVATION - \$90,000

Shall the Town vote to raise and appropriate the sum of **\$90,000** for the purpose of renovating the Pillsbury Bandstand on the Milford Oval. \$42,000 has been raised in private donations to offset this expenditure. The Board of Selectmen are hereby authorized to apply for, obtain and accept federal, state or other aid, if any, which may be available for said project and to comply with all laws applicable to said project, to take any and all action necessary to carry out any vote hereunder or take any other action relative thereto? This is a Special Warrant Article in accordance with RSA 32. The Board of Selectmen recommends this Article (4-1). The Budget Advisory Committee recommends this Article (7-2). This Article has an estimated tax impact of \$2.31 on an assessed valuation of \$100,000.

The Board of Selectmen RECOMMENDS this warrant article (4-1)

Majority - Selectmen Dargie, Finan, Dudziak, and Freel RECOMMEND this warrant article.

The iconic Pillsbury Bandstand located on the town's common "The Oval" was built in 1896 and has had occasional maintenance since then. It has been a long while since it was last renovated, and it has fallen into disrepair. In 2021, the New Hampshire Preservation Alliance included it in their annual list of "Seven to Save," which identifies properties of historical significance that need and deserve a proper renovation. A detailed review of the work that is needed to renovate the structure using historically appropriate methods was conducted last summer, and it was estimated that it would cost roughly \$90,000 to do a proper job. A fund-raising effort led by the Heritage Commission was done to partially offset the cost of the renovations. There has been over \$42,000 raised to date which is reflected in the tax impact calculation. A majority of the Board of Selectmen supports this project.

Minority – Selectman Daniels DOES NOT RECOMMEND this warrant article.

The 62-page report by Ironwood Restoration, LLC, released on August 20, 2022, noted several deficiencies in the Pillsbury Bandstand. The minority supports the restoration of the bandstand but does not recommend appropriating the \$90,000 estimated cost in one lump sum, supporting instead an alternate proposal that would continue fundraising until the funds are needed for the restoration project. Restoration discussions have revealed that \$42,000 has already been raised through fundraising, but because of the specialized skills needed, restoration was unlikely to be done in 2023. Therefore, the minority supports continued fundraising until the funds are raised. If the projected \$90,000 has not been raised and the shortage of funds is needed, the minority recommends taking the remainder of the needed funds from the Town Facilities Renovation and Major Repair Replacement Capital Reserve, which currently has a balance of over \$100,000. In this way, we can accomplish our goal of restoring the bandstand, while avoiding further impact on tax payers (taxing them again instead of using the capital reserve funds which have already been appropriated through taxation).

The Budget Advisory Committee RECOMMENDS this warrant article (7-2)

Majority

The Historic Milford Bandstand, originally a gift from the Honorable A.E. Pillsbury was constructed in 1896 by local carpenter Bill Woods and town residents. Over many years this iconic historic structure has been used for various special events; including but not limited to concerts and a variety of important public gatherings. The Heritage Commission and the Milford Historical Society are leading the effort to repair this iconic landmark. The bandstand is a symbol of Milford and pictures of the bandstand can be found on town web pages and various signs and insignia in town. An assessment of the project and an estimate of the scope of work necessary for its completion have been finished. Funding in the form of grants, donations, and

contributions for the restoration of this historic landmark is in the process of being secured. Support of this warrant article will go a long way toward the restoration and the effort to keep this iconic bandstand around for the next 100 years.

Minority

The Minority believes that this isn't the right time to fund this renovation with taxpayer dollars. There are higher-priority warrant articles that should take precedence. The Milford Heritage Commission has raised over a third of the \$90,000 needed and will continue its fundraising efforts

FYI: The Heritage Commission engaged a company named Ironwood out of Marlow NH to propose a renovation. Below is a page out of the 62 pages they put together detailing the cost estimates.

<http://www.ironwd.com/>

Estimated Project Costs, Labor & Materials

The following estimates represent a general overview of the costs that could be incurred for the work outlined in this report. All costs are estimates; some costs could be higher, some lower.

1. Structural repairs, restoration or replacement of wooden elements	\$58,000.00-70,000.00
2. Repair of historic terne roofing	\$2,400.00-- 3,200.00
3. Sanding bandstand floor and coating	\$1,900.00--2,800.00
4. Preparation and painting bandstand and roof	\$17,700.00-23,800.00

Total Estimated Project Cost **\$80,000.00-\$99,800.00**

TOPICAL DESCRIPTION – The town has to raise the entire appropriation of \$90,000 on this warrant article. The Heritage Commission has been working diligently with fundraising to help offset the cost. At this time, the Heritage Commission has raised approximately \$42,000 towards the \$90,000 needed. At this time, this article has an estimated tax impact of \$2.31 on an assessed valuation of \$100,000. Once the final fundraising numbers are in, the tax rate will be lowered.

WARRANT ARTICLE 12 - 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 nine (9) agencies assist Milford residents. The services offered by these organizations provide an invaluable benefit to Milford residents in need, thus

reducing 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 9 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 the excess of the amount requested.

WARRANT ARTICLE 13 - TRANSFER STATION RECYCLING CENTER / REVOLVING FUND - \$40,000

Shall the Town vote to establish a Transfer Station/Recycling Center /Revolving Fund, and dedicate all income from the sale of recyclables for the purpose of repairs, supplies, building needs, and equipment that is used for the purpose of storage, processing, and redistribution of recyclable materials for the Transfer Station/Recycling Center, as allowed pursuant to RSA 31:95-h (II)? The money in the fund shall be allowed to accumulate from year to year, and shall not be considered part of the town's general fund balance. The Town Treasurer shall have custody of all moneys in the fund, and shall pay out the same only upon order of the Board of Selectmen and no further approval is required by the legislative body to expend. Such funds may be expended only for the purpose for which the fund was created. This authorization will stay in effect until rescinded. The Board of Selectmen recommends this Article (4-1). The Budget Advisory Committee does not recommend this Article (0-9). 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 (4-1)

Majority - Selectmen Finan, Daniels, Dudziak, and Freel RECOMMEND this warrant article.

The Transfer Station is a critical facility in our community, and yet historically, has not been treated as such. Currently, funds generated from recycling are put into the general fund and used for other projects, rather than being used for the upkeep of the Transfer Station. We can continue solid waste and recycling operations at its current North River Road location because the operation is well run, and we have adhered to the strict requirements imposed by the state. If, however, we are not prepared for emergencies (critical equipment breaking, etc.), we do not have the resources to address emergencies that potentially could result in the state requiring that the Transfer Station be closed and moved to a different location. The Revolving Fund being proposed is meant to be proactive in the case of emergencies and other repairs that are time-sensitive to ensure that the Transfer Station can continue to successfully operate while addressing any emergency.

The Revolving Fund would be funded through income generated from recycling (approximately \$40,000 in 2022). While some may lament that recycling income would not go to the general fund, the majority views this action as appropriate and imperative to the health and well-being of the facility and further anticipates that some maintenance covered by the Revolving Fund may offset expenses that enable the Operating Budget to be reduced.

Minority – Selectman Dargie DOES NOT RECOMMEND this warrant article.

The minority of the Board of Selectmen does not object to setting aside money for funding capital expenses at the transfer station, but they do object to the method for accomplishing this that was chosen by proponents of this warrant article. The proposal is to set up a revolving fund that is funded by the revenue from the sale of recycled materials as a funding source. This is not a good idea since it ties the hands of future boards concerning setting priorities. The money will go into the fund each year and can only be used for specified purposes. There is no mechanism to stop funding the fund even if it has a large balance – it will continue to grow unless there is a future warrant article to modify it in some way. A revolving fund is appropriate and best used for situations such as the Recreation revolving fund where the recreation committee can add and delete programs at will during the year as long as they are self-funding. It gives them a lot of flexibility to manage their offerings. There is no need for this type of capability with transfer station capital expenditures.

A better method for funding capital expenditures at the transfer station would be to set up a capital reserve fund that is funded by a warrant article each year, as we do for several other areas such as bridges and buildings. The amount to go into the fund would be decided each year considering the amount currently in the fund along with other considerations. This has a lot of flexibility and does not tie the hands of the Selectmen when making priority decisions.

The Budget Advisory Committee DOES NOT RECOMMEND this warrant article (0-9)

Majority

Currently, the Transfer Station utilizes the town's general fund for the support of operations. Creating a revolving fund would separate the income from the sale of recyclables from the town's general fund into a revolving fund. Under RSA 31:95-h, expenditure of the revolving fund would require approval from the Board of Selectman or another board or body designated by the local legislative body at the time the fund is created. The Budget Advisory Committee feels the Transfer Station Recycling Center has historically utilized the general fund successfully with a "bottom line" budget and any repairs or upgrades have been managed with the current system. Additional approval from the Board of Selectman may also be limiting in terms of expediency of

funds. The Board feels that more information is needed as to the benefits of creating a revolving fund for the Transfer Station recyclables.

WARRANT ARTICLE 14 - 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) in order 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)

Souhegan Valley Transportation Collaborative continues to provide affordable, wheelchair-accessible transportation for non-emergency healthcare appointments and other essential activities. This is an invaluable service to the Town of Milford as well as surrounding communities which greatly benefits the town's elderly and disabled population giving them a sense of independence.

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

This appropriation would be used to provide the Town's share of funding for the Souhegan Valley Transportation Collaborative (SVTC) to continue operating a regional, non-emergency, wheelchair-accessible transportation services providing rides within the designated service area to seniors, people with disabilities, and the general public. This article has an estimated tax impact of \$1.55 per \$100,000 home value.

WARRANT ARTICLE 15 - MODIFICATION OF EXISTING ELDERLY EXEMPTION CRITERIA - \$30,000

Shall the Town, pursuant to RSA 72:27-a, vote to modify the elderly exemption from property tax based on assessed value for qualified taxpayers to be as follows: for persons 65 years of age up to 75 years \$83,000; for a person 75 years of age up to 80 years \$124,000; for persons over 80 years of age \$200,500; and to modify the maximum asset limit for both individual and married persons to \$125,000 (excluding the value of the person(s) residence)? To qualify, the person must satisfy all of the conditions of RSA 72:39-a&b that pertain to eligibility for this exemption as well as those contained in any other applicable statute including without limitation, that they demonstrate that they have been a New

Hampshire resident for at least 3 consecutive years, that they own the real estate individually or jointly, or if the real estate is owned by such person spouse, that they must have been married to each other for at least 5 years, and that they reside at the property as their primary residence. In addition, the taxpayer must have a net income in each applicable age group of not more than \$40,500, or if married a combined net income of not more than \$46,000. 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 \$1.45 on an assessed valuation of \$100,000.

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

These exemptions provide relief to our elderly population who meet certain criteria, by providing specific exemptions from their property taxes. This article seeks to increase the exemption for those over 80 years old from the current exemption of \$165,000 to \$200,500, to increase the single income limit from 38,600 to \$40,500, and to also increase the maximum asset limit for all age groups from \$100,000 to \$125,000 (excluding their primary residence)

The existing exemptions for other age groups remain unchanged and are as follows: age 65-74, \$83,000, and age 75-79, \$124,000. The income limit for dual-income households also remains unchanged at \$46,000.

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

The majority feels that the adjustment recommended by the assessor of tax exemption for the elderly should be adopted. Age 65-75 (\$83,000), 75-80 (\$124,000), and over 80 (\$200,500). Also, the maximum assets excluding house value would be \$125,000 for both individual and married persons. In 2022, 88 elderly citizens benefited from this exemption; often on a fixed income; they could remain in their houses longer.

WARRANT ARTICLE 16 - WADLEIGH LIBRARY MAINTENANCE AND UPKEEP CAPITAL RESERVE - \$25,000.

Shall the Town vote to raise and appropriate the sum of **\$25,000** to be placed in the Library Maintenance and Upkeep Capital Reserve Fund under the provisions of RSA 35:1 for the purpose of future library building repairs and improvements of the existing facility for the benefit of the Town approved by voters in 2022? The Library Trustees have been appointed as agents to expend from this fund. The \$25,000 builds upon the Wadleigh Library Maintenance and Upkeep Capital Reserve approved by voters in 2022. The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee recommends this Article (7-2). This Article has an estimated tax impact of \$1.21 on an assessed valuation of \$100,000.

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

The Wadleigh Library is an aging facility with many ongoing maintenance issues and improvements that are needed to keep the Library a safe and reliable structure for its Contents, workers, and town residents. Earlier in the year The Board decided to apply ARPA funds of over \$280,000 to help with its planned HVAC and Electrical upgrades, only to hear shortly after about leaks in its roofing system. We believe the Capital reserve should be funded this year to begin saving for obvious repairs that will be needed.

The Budget Advisory Committee RECOMMENDS this warrant article (7-2)

Majority

The Milford residents voted in 2022 to establish a capital reserve account for the Wadleigh Memorial Library. Capital reserve accounts build funds for future costly expenses. The Wadleigh Memorial Library is a historic town facility and will continue to require repairs and maintenance to the existing structure. By continuing to fund this capital reserve account we can avert large warrant articles for repairs and maintenance and ultimately save taxpayer money on loan interest by funding repairs outright.

Minority

The Minority believes that no funding was requested for other Capital Reserve Accounts this year due to the imperative need for the citizens to approve the EPA-mandated upgrade of the Wastewater Treatment Plant (Warrant Article #3). The library received grant money to upgrade HVAC heating and cooling this year. Therefore, this Capital Reserve W/A can wait.

WARRANT ARTICLE 17 - INDEPENDENCE DAY CELEBRATION FIREWORKS - \$0

Shall the Town vote to raise and appropriate the sum of \$0 for the purpose of providing the Independence Day celebration fireworks display at a time and location to be determined by 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 no tax impact.

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

This has been a difficult year with large increases in spending in various areas. Due to this, the voters at the Deliberative Session felt that fireworks were a lower priority than other spending needs and they changed the funding for this article from the \$14,000 that is needed for a decent fireworks display to \$0. This means that the fireworks will need to be privately funded in some way if they are going to occur at all this year. Please vote yes on this article since if this article fails, no fireworks can be paid for by the town even if they are privately funded.

Voting yes has no tax impact so there is no downside to a yes vote.

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

Being the fireworks are a lower priority on the ballot, the BAC feels money would be better spent elsewhere.

WARRANT ARTICLE 18 - 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 12/31/24. The Board of Selectmen recommends this Article (3-2). 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 (3-2)

Majority - Selectmen Dargie, Finan, and Dudziak RECOMMEND this warrant article.

Milford's summer band concerts are an example of what makes Milford a great community. The concerts are held in Emerson Park next to the post office 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 that live nearby.

Minority – Selectman Daniels and Freel DO NOT RECOMMEND this warrant article.

The minority believes that these events should be more appropriately funded through the Recreation Revolving Fund, as they are not part of the core function of local government.

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 hundreds of residents. 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 19 - MEMORIAL, VETERANS & LABOR DAY PARADES AND RECOGNITION SUPPORT - \$8,000

Shall the Town vote to raise and appropriate the sum of **\$8,000** 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 12/31/24. 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 \$0.39 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 20 - ANNUAL LABOR DAY PARADE SUPPORT - \$3,000

Shall the Town vote to raise and appropriate the sum of \$3,000 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 \$0.14 on an assessed valuation of \$100,000.

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

Traditionally this article is presented to the Select Board with a request of \$10,000. The cost of the parade roughly runs approximately \$15,000. This year, due to

substantial budget increases, the Board was split on the support of this article at \$10,000. It was noted that a Balance of roughly \$12,000 to \$13,000 is currently in the parade account. After discussion, the Board decided to lower this article to \$3,000 which would be enough to cover the parade costs along with its current account balance.

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 100's of people line the parade route and enjoy the bands, floats, and various local groups marching in the parade.

WARRANT ARTICLE 21 - RE-ADOPT THE OPTIONAL VETERAN'S TAX CREDIT WITH EXPANDED ELIGIBILITY - \$2,000

Shall the Town vote to re-adopt the Optional Veterans' Tax Credit in accordance with RSA 72:28, II, for an annual tax credit on residential property of \$400? Majority vote is required. The Board of Selectmen recommends this Article (4-0-1). The Budget Advisory Committee recommends this Article (7-0-2). This Article has an estimated tax impact of \$0.10 on an assessed valuation of \$100,000.

The Board of Selectmen RECOMMENDS this warrant article (4-0-1) Selectman Daniels abstained from voting.

This warrant article recognizes the commitment and contribution of our Veterans and Service Men and Women who have served our country in armed conflict, by re-adopting the existing \$400 Optional Veteran's Tax Credit that is currently in place. By re-adopting this statute (RSA 72:28 II), Milford will now begin to offer this credit to Service Men and Women who have served for four years or more and who continue to serve in the Armed Forces, in addition to those who have already been discharged.

The Budget Advisory Committee RECOMMENDS this warrant article (7-0-2)

The majority voted to approve to re-adopt the Optional Veterans Tax credit which is expanded to include service members not yet discharged. It would maintain the previously approved \$400 property tax credit.

***This warrant article must pass to continue the \$400 credit. Two members abstained as they would be receiving benefits from this warrant.

TOPICAL DISCUSSION – In 2006 our town voted to give our Veterans a tax credit to honor their service to our country. Due to some minor language change in 2021 pursuant to RSA 72:27-a, all towns are required to re-adopt this previously approved tax credit.

WARRANT ARTICLE 22 - RE-ADOPT ALL VETERAN'S TAX CREDIT WITH EXPANDED ELIGIBILITY - \$2,000

Shall the Town vote to re-adopt the All Veterans' Tax Credit in accordance with RSA 72:28-b, for an annual tax credit on residential property which shall be equal to the same amount as the standard or optional veterans' tax credit voted by the Town under RSA 72:28? Majority vote is required. The Board of Selectmen recommends this Article (4-0-1). The Budget Advisory Committee recommends this Article (7-0-2). This Article has an estimated tax impact of \$0.10 on an assessed valuation of \$100,000.

The Board of Selectmen RECOMMENDS this warrant article (4-0-1) Selectman Daniels abstained from voting.

This warrant article recognizes the commitment and contribution of our Veterans and Service Men and Women by re-adopting the existing \$400 All Veteran's Tax Credit that is currently in place. By re-adopting this statute (RSA 72:28b), Milford will now begin to offer this credit to Service Men and Women who have served for four years or more and who continue to serve in the Armed Forces, in addition to those who have already been discharged.

The Budget Advisory Committee RECOMMENDS this warrant article (7-0-2)

The majority voted to approve the re-adoption of the \$400 Veterans Tax Credit for standard and optional recipients.

***This warrant article must pass to continue the \$400 credit. Two members abstained as they would be receiving benefits from this warrant.

TOPICAL DISCUSSION In 2017 our town voted to adopt the All Veterans tax credit to honor our Veteran's service to our country. Due to some minor language changes in 2021 under RSA 72:27-a, all towns are required to re-adopt this previously approved tax credit.

WARRANT ARTICLE 23 - MILFORD COMMUNITY ELECTRICITY AGGREGATION - \$0

Shall the Town vote to adopt the Milford Standard Community Power Electric Aggregation Plan pursuant to RSA 53-E:7, which authorizes the Board of Selectmen to develop and implement Standard Community Power Electric Aggregation Plan as described therein? Under this Community Power Plan, the Town is authorized to buy electricity in bulk for its residents and businesses. The Plan's goal is to help ratepayers save money on their electric bills, while also getting more energy from renewable sources. The Plan will be self-funding, with no amount to be raised from taxation. The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee does not recommend this Article (3-5-1).

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

New Hampshire recently passed legislation allowing communities to band its residents together in hopes to adopt a plan to help combat ever-increasing costs from local Utility companies. Earlier this year after a lengthy discussion, the Board decided to start this process by forming a Committee with town residents that have a good understanding of the processes needed to move this plan forward. The Committee met with 2 of the top providers in the industry and the end decided to move forward with the current plan from Standard Power. Electricity rates have never been higher. The Board feels this will allow Milford's residents a chance to keep their electrical utilities as low as possible by purchasing electricity as a group with a company that is in business to keep its buys as low as possible for its customers.

The Budget Advisory Committee DOES NOT RECOMMEND this warrant article (3-5-1)

Majority

This true 'zero dollars ever' tax impact initiative is intended to provide lower-cost electrical power to Milford residents and small businesses. By grouping our town's residential and small business users into a buying group (possibly with other local communities) Milford's residents all have an opportunity to get a better electricity rate through competition.

Minority

Certain members of the Budget Advisory Committee feel that this Community Power Plan may save thousands of Milford residents money on their monthly electricity bills. By buying in bulk with authorization from Milford voters, we will have the opportunity to lock in at a competitive rate. The purpose is to pool electricity demand and use the power of the competitive market for cost savings. Many municipalities in NH are already utilizing a Community Power Plan successfully. This plan will only change the supplier of the electricity. Eversource will still be responsible for distribution, maintenance, and billing. This plan will have NO TAX IMPACT and will be self-funding.

WARRANT ARTICLE 24 - HISTORICAL PRESERVATION OF THE TOWN OF MILFORD'S FIRE HORN (by petition)

Shall the voters of the Town of Milford NH direct the Board of Selectmen to appropriately memorialize Milford's historic Fire Horn? To additionally direct the Board of Selectmen, Town Administrator, or any other municipal department, at their discretion, to operate the Fire Horn as they deem appropriate. The Board of Selectmen recommends this Article (5-0). The Budget Advisory Committee TAKES NO POSITION on this warrant article.

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

The Board supports this warrant article 5-0, as it seeks to recognize the historical importance of the Fire Horn in our town's history. This article encourages the Board to consider all reasonable options to properly memorialize the horn while maintaining the proper discretion needed to ensure that our community's many diverse interests continue to be met.

The Budget Advisory Committee IS NOT TAKING A POSITION on This Warrant Article

WARRANT ARTICLE 25 - ELECT MEMBERS OF THE MILFORD PLANNING BOARD - \$0 (by petition)

Are you in favor of electing the Milford planning board consisting of 7 members which includes one ex officio member with two members to be elected for a one year term, two members for a two year term, and two members for a three year term, there after the term of planning board members shall be for three years to be filled at the end of the next regular town election pursuant to the provisions of RSA 673:2, II, (b) (2)? The Board of Selectmen does not recommend this Article (0-5). The Budget Advisory Committee TAKES NO POSITION on this warrant article.

The Board of Selectmen DO NOT RECOMMEND this warrant article (5-0)

The Planning Board is currently, and has always been, appointed by the Board of Selectmen (as is the case with most town boards and committees). Each member serves a three-year term and must be re-appointed by the selectmen at the end of each term. Members are fully vetted by the Selectmen, the Community Development office, and others. They are accountable not only to the Board of Selectmen but also to the residents of Milford.

Being a volunteer/appointed board, it can be difficult to attract qualified people who are willing to serve and put in the time necessary for this very important land use board. We fear that if members were required to campaign and run for office every 3 years, this would make it even more difficult to attract members. An elected Planning Board might also be susceptible to, and attract candidates who may have a specific agenda to push which would be contrary to the entire purpose and function of the board.

Milford's Planning Board has always been a dedicated, competent, and reliable board that has been a reasonable and consistent advocate for good planning and land use in our community. There is no indication that any change is needed, and we see no need to change something that is not broken.

The Budget Advisory Committee IS NOT TAKING A POSITION on This warrant article

2023 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)

No picture provided:

CHRIS BUCHANAN - SELECTMEN

ADDRESS: 93 west street unit 23
CONTACT: buchanan_chris@yahoo.com
RESIDENCY: 7 years in Milford
OCCUPATION: traveling chef for Compass Group
EDUCATION: Newberry College with an applied science degree.

I would like to help Milford move forward to a brighter future. I also want to help out all the residents in this wonderful town that we call home



DAVID FREEL - SELECTMEN

ADDRESS: 130 Stable Road
CONTACT: Dfreel@comcast.net
OCCUPATION: Electrical Contractor
EDUCATION: Milford Area Senior High School, Nashua High School, Electrical Trades Program, NH Electrical Trades Apprenticeship Program NHTC.
PAST AFFILIATIONS: Nashua Home Builders Association, Manchester Power House BNI Group, Milford Girls Varsity Tennis Coach 3 Seasons.

For over 33 years Milford has been my home. I have either worked for or owned and operated Freel & Son Electric, 34 years. I've been Married to Sue Feel for almost 30 years and have 2 beautiful daughters, Kylie & Jacqueline. I am a committed resident of Milford and have been your Selectman for 3 years. In that time I have had a chance to work with your town Administrator and departments heads through many tough issues and hope to continue building on that for the next 3 years. My goals as your elected official will be to communicate with the residents of Milford, strive for fiscal responsibility and work with fellow Board members and department heads to provide a transparent, ethical and common sense approach to all Board related issues.



CHRIS LABONTE - SELECTMEN

ADDRESS: 45 Marcey's Way/PO Box 532
CONTACT: crlground@gmail.com
RESIDENCY: Milford resident, over 40 years
OCCUPATION: Owner C.R. Labonte Ground Maint.
EDUCATION: Milford High School 1995
PAST AFFILIATIONS: 2019-2022 Milford Board of Selectmen.
Sub Committees Served On: Heritage Committee, Granite Town Media, Manifest Sign-off, Joint-loss Committee, December 2021-2022 Milford Water/Waste water Commissioner, 2018 Town Budget Advisory, 2018, 2022 CIP (Capital Improvement Plan) Citizens Advisory Committee and 2017 Milford School Budget Advisory Committee

Milford has always been my home. I graduated from Milford High School, Class of 1995. In 1997 I established C.R. Labonte Ground Maintenance, a full service ground maintenance company which serves commercial and residential customers in the Souhegan Valley.

I had the pleasure of serving the Town of Milford Residents as a Board of Selectman Member from 2019-2022 and I would love the opportunity to serve my town again. I joined the Board of Selectman to be a voice for the taxpayers. I have spent my time working to make a positive change in the town I love. As a Select board Member, it would be my goal to make decisions that are best for the Town and the Taxpayers. Whether on or off the board, I have worked hard to create transparency, so that our Residents can know how their tax dollars are being spent, this is something I will continue to work at. I will continue to ask the hard questions. It's important to create trust and understanding, and I believe this can be done through transparency. Milford is growing, there will be change, and the change that should happen is the change that the taxpayers want to see. I have researched, prepared and done my homework for each and every meeting I have been a part of, and I commit to doing that for the next 3 years.



JAMES POWERS - SELECTMEN

ADDRESS: Melendy Road
CONTACT: powers.jamesr@gmail.com
OCCUPATION: Aviation professional/foreign war veteran/college graduate.
RESIDENCY: 10 years

When working around individuals that spend 10s of millions of dollars on aircraft there is a lot to learn. Depending on the aircraft, a budget can range from 2 million to 20 million per year. This budget is expected to stay the same year after year with exceptions. You have to manage crew, equipment, contract requirements, owner expectations, and individual responsibilities. The field I have been working in and exposed to is no different than our town and its budget. Our taxpayers and I are the owners of Milford, we expect to manage a budget that should stay the same with as few changes as possible. Make policy changes that benefit the individuals who live in town. As a selectman, I will act as a fiduciary to the taxpayer and make choices that protect the interests of you only. Thank you



VANESSA SHEEHAN - SELECTMEN

ADDRESS: 70 Amherst St. Milford, NH 03055
CONTACT: vanessa@vanessa4nh.com
FAMILY: Husband John Sheehan, 1 child
RESIDENCY: Milford Resident over 50 years
OCCUPATION: Realtor
LOCAL GOVERNMENT: Milford Budget Advisory Committee several years, Current NH State Representative, Hillsborough District 23. Vice Chairman of Legislative Administration, Special Committee on Commissions, Childcare Advisory Committee.
EDUCATION: Associate of Business Science Communications Major Hesser College Manchester, NH (1995) Graduate, Milford Area Senior High School (1992)

I am a lifelong Milford resident with deep family roots in town. As I have seen Milford grow and change over the years, what remains the same is Milford's unique charm and strong community.

As your Selectman, I would work to ensure that we do not lose those qualities we value so much. Part of that challenge is ensuring that property taxes are kept reasonable. As a fiscal conservative, I will work to make that a priority and seek efficiencies in town operations to keep our taxes down. Please feel free to contact me with any questions you may have. Respectfully, I would appreciate your vote on March 14th!

CEMETERY TRUSTEE – 3 Year Term (vote for ONE)



DANIEL SADKOWSKI – CEMETERY TRUSTEE

My name is Daniel Sadkowski and I am running for 2 Boards, Trustee of the trust funds and Cemetery Trustee, I have lived in New Hampshire since 2003 and in Milford since 2016, I retired from my full-time job in Massachusetts in 2018 and I am currently an alternate member of the Milford ZBA, I enjoy volunteer work and feel that I can be an Asset to both boards I would be grateful for your vote on Tuesday, March 14th. Thank You

LIBRARY TRUSTEE – 3 Year Term (vote for TWO)



JOHN YULE – LIBRARY TRUSTEE

AFFILIATIONS: Chair, Milford Conservation, Commission, Milford School Budget Advisory Committee, Granite Town Festivities Committee Executive Member, (Pumpkin Festival), and currently a Wadleigh Memorial Library Trustee.

I'm originally from upstate NY. I moved to NH in 1986 and to Milford in 2005. I'm an avid reader and patron of my hometown library and active in their "Friends".

Having been a trustee for several years now I have come to appreciate the hard work required to keep our library up and running and growing. To help contribute to that I bring a broad depth of knowledge from running a business and as a project manager that I feel compliments the rest of the trustees I am privileged to serve with.

I am very proud to be a small part of the effort to keep our library on track and growing to help fulfill the needs of our community. I hope to be elected to this new term and help continue on that path of excellence.



LYNN COAKLEY – LIBRARY TRUSTEE

OFFICE SOUGHT: Library Trustee, 3 year term
ADDRESS: 322 Nashua Street
CONTACT: lynn.r.coakley@gmail.com
RESIDENCY: 10 years in Milford, 30 years in the Milford area
OCCUPATION: Compliance Analyst for Alerus Retirement and Benefits.
EDUCATION: Bachelor’s Degree in Small Business Management from Franklin Pierce University, studied English Literature at American University. Professional certifications in financial services and regular continuing education.

I am a graduate of MASH (class of 1992) and have lived in the greater Milford area since 1988. I have served on the Wadleigh Memorial Library Board of Trustees for six years (two terms). I want to continue to help the library fulfill its mission of providing informational, educational, and recreational resources and services to the Milford Community. I am convinced that the institution of the public library is not just an invaluable link to our past, but is also at the forefront of our move to the future. The programs and services provided by the Wadleigh Memorial Library are part of what makes Milford such a great place to live for people of all ages.

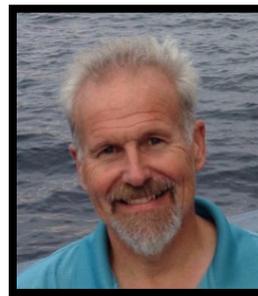
CHECKLIST SUPERVISOR – 5 Year Term (vote for ONE)



DAVID DELAY – CHECKLIST SUPERVISOR

OFFICE SOUGHT: Checklist Supervisor (5 years)
ADDRESS: 17 Vine Street
RESIDENCY: Milford resident for 23 years.
OCCUPATION: Retired Software Engineer
EDUCATION: B.S. Civil Engineering, 1980, Worcester Polytechnic Institute
EXPERIENCE: In March of 2022, I was appointed Checklist Supervisor when one of the three seats became open. By state law, that appointment expires as of the 2023 town election. Now, I am running to complete the term of another vacant seat. I recently retired from a career in Software Engineering, and many of my computer skills apply directly to the job of maintaining the voter registration database. More importantly, I have learned a lot about the Checklist Supervisor job over the past year. I look forward to applying what I have learned for the next 5 years at least.

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



DANIEL SADKOWSKI – TRUSTEE OF TRUST FUND

My name is Daniel Sadkowski and I am running for 2 Boards, Trustee of the trust funds and Cemetery Trustee, I have lived in New Hampshire since 2003 and in Milford since 2016, I retired from my full-time job in Massachusetts in 2018 and I am currently an alternate member of the Milford ZBA, I enjoy volunteer work and feel that I can be an Asset to both boards I would be grateful for your vote on Tuesday, March 14th. Thank You

No pictures or bios were provided for Checklist Supervisor (3 year term) and Water and Wastewater Commissioner (3 year term)

MILFORD TOWN VOTE
Tuesday, March 14, 2023
Polls Open from 6:00 am to 8:00 pm

VOTING SUMMARY SHEET
(Fill out and take with you to the polls)

Article 1. Election of Officers

Board of Selectmen – 3-Year Term (vote for two)

Chris Buchanan _____
David Freel _____
Chris Labonte _____
James Powers _____
Vanessa Sheehan _____

Cemetery Trustee – 3-Year Term (vote for one)

Daniel Sadkowski _____

Checklist Supervisor – 3-Year Term (vote for one)

Robert Costantino _____

Checklist Supervisor – 5-Year Term (vote for one)

David Delay _____

Library Trustee – 3-Year Term (vote for two)

John Yule _____
Lynn Coakley _____

Trustees of Trust Funds – 3-Year Term (vote for one)

Daniel Sadkowski _____

Water-Wastewater Commissioner – 3-Year Term (vote for one)

Robert Courage _____

Article 2. Zoning Questions

There were no additional Zoning suggestions at this time.

Article 3. WASTEWATER TREATMENT FACILITY (WWTF) UPGRADE PROJECT - \$233,953,000 BOND (Loan Forgiveness \$3,592,950) (Wilton NH Portion \$3,031,611.45) Remaining amount - \$17,328,438.85
Yes _____ No _____

Article 4. TOWN OPERATING BUDGET - \$17,291,068
Yes _____ No _____

Article 5. WASTEWATER DEPARTMENT OPERATING BUDGET - \$2,677,050
Yes _____ No _____

Article 6. WATER DEPARTMENT OPERATING BUDGET - \$2,083,269 **Yes _____ No _____**

Article 7. FIRE ENGINE REPLACEMENT – 7-YEAR LEASE/PURCHASE - \$755,000 Gross Purchase Price (Annual Lease Payment \$124,665)
Yes _____ No _____

Article 8. RECONSTRUCTION OF TOWN ROADS - \$400,000 **Yes _____ No _____**

Article 9. ONE REPLACEMENT AMBULANCE (LEASE/PURCHASE) (Annual Payment \$60,820/Total Purchase Price \$409,000) **Yes _____ No _____**

Article 10. AFSCME/POLICE CONTRACT - \$175,398
Yes _____ No _____

Article 11. BANDSTAND RENOVATION - \$90,000
Yes _____ No _____

Article 12. SOCIAL SERVICES - \$40,000
Yes _____ No _____

Article 13. TRANSFER STATION RECYCLING CENTER/REVOLVING FUND - \$40,000
Yes _____ No _____

Article 14. NON-EMERGENCY COMMUNITY TRANSPORTATION BUS SERVICES - \$32,000
Yes _____ No _____

Article 15. MODIFICATION OF EXISTING ELDERLY EXEMPTION CRITERIA – \$30,000
Yes _____ No _____

Article 16. WADLEIGH LIBRARY MAINTENANCE AND UPKEEP CAPITAL RESERVE - \$25,000
Yes _____ No _____

Article 17. INDEPENDENCE DAY CELEBRATION FIREWORKS – \$0 **Yes _____ No _____**

Article 18. SUMMER BAND CONCERT - \$9,000
Yes _____ No _____

Article 19. MEMORIAL, VETERANS & LABOR DAY PARADES & RECOGNITION SUPPORT - \$8,000
Yes _____ No _____

Article 20. ANNUAL LABOR DAY SUPPORT - \$3,000
Yes _____ No _____

Article 21. RE-ADOPT THE OPTIONAL VETERAN'S TAX CREDIT WITH EXPANDED ELIGIBILITY - \$2,000
Yes _____ No _____

Article 22. RE-ADOPT ALL VETERAN'S TAX CREDIT WITH EXPANDED ELIGIBILITY - \$2,000
Yes _____ No _____

Article 23. MILFORD COMMUNITY ELECTRICITY AGGREGATION - \$0
Yes _____ No _____

Article 24. HISTORICAL PRESERVATION OF THE TOWN OF MILFORD'S FIRE HORN by petition - \$0
Yes _____ No _____

Article 25. ELECT MEMBERS OF THE MILFORD PLANNING BOARD - \$0 by petition
Yes _____ No _____

MILFORD SCHOOL DISTRICT

SCHOOL OFFICIALS 2022 – 2023

Dear Milford Voters:

This Voter Guide contains important information about items appearing on the Ballot for Tuesday, March 14, 2023. 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. You will also find sample voting sheets, which you can fill out and bring 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

<i>School Board Vision Statement</i>
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.



Judith Zaino (Chairman) - School Board
Term Expires 2023

Nathaniel Wheeler (Vice Chair) - School Board
Term Expires 2024

Joseph Vitulli (Secretary) - School Board
Term Expires 2023

Noah Boudreault (Member) - School Board
Term Expires 2025

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

Peter Basiliere - School District Moderator
Term Expires 2024

Karin Cevasco (resigned 10/22) – School District
Treasurer Term Expires 2024

Rosemarie Evans (Interim) – School District Treasurer
Term Expires 2023

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 |
| Jane Fortson, CPA | Business Administrator |
| Janette Radowicz | Principal, High School |
| William Demers | Principal, Middle School |
| Christopher Saunders | Principal, Heron Pond School |
| Timothy O'Connell | Principal, Jacques Memorial School |
| Santina Thibedeau | Executive Director, Student Services |
| William Cooper | Director of Buildings and Grounds |
| Jerry Stajduhar | Director of Computer Technology |

Budget Committee Members for the 2022 – 2023 School Year

Carrie Marsh (Chairman)
Joan Dargie
Rob Halstead
Shad Hansen

Mike Thornton
John Wynne
John Yule

2023 School Officer Candidate Profiles

All candidates were presented the opportunity to submit profiles. Picture and bio's are optional.

SCHOOL BOARD – 3 Year Term (vote for TWO)



JAMES POWERS – SCHOOL BOARD

To the residents of Milford, my name is James Powers. I have decided to put my name in for an opportunity to join the School Board. Like all other parents in our town, my kids are the most important thing in my life. My job as a parent is to make sure my children get the best education possible, and become more successful than myself and my wife. I'm positive you have the same goals. A path of opportunity, exploration and a healthy life begins with school and, in turn, the presiding members of the school board. Selecting a member who puts children and the education of children first is the priority. If our community selects me, my goal is to fight to make sure our school systems move to the top of the list in the state of New Hampshire. If our school system is struggling, then our kids are struggling; that doesn't help their future success. Vote for me so I can fight to turn the 5 schools in Milford to the best in the state.



JUDI ZAINO – SCHOOL BOARD

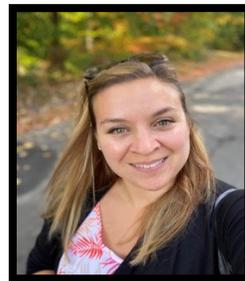
My husband of 44 years, Bart, and I have been residents of Milford for nearly 35 years. Our children, Greg and Emily, were the products of the Milford School District. We have loved being part of the Milford community of family and friends and are committed to the schools and community life for which we care so much. From the parades to the fireworks to the Pumpkin Festival, this is a real community that has offered the warmth of the old-fashioned American Dream and a commitment to what the future holds as well.

As an educator for more than 20 years, I felt three years ago that I had insight and experience to offer; I still believe I do. I would like to continue to bring my commitment to education from the classroom to the Milford community. As a Milford School Board member, I want to give the students of Milford a challenging, rigorous and, appropriate education that will prepare them for the evolving demands of the 21st century. We need to focus on student achievement and data-driven decision making to benefit all of our students so that every student in this district reaches their fullest potential.

When I was elected three years ago, my first meeting as a member was the following Sunday when we planned on how to prepare for shutting down our schools by order of the Governor. It does feel like we have spent the last three years trying to stabilize our schools and guarantee our children the best education we can. Through resignations, and social and school upheavals, our educational community seems to be poised for positive developments. We have excellent teachers and staff, strong leadership, and a student population of great children and young adults.

The Board has tried to foster community engagement and encourage the input of all stakeholders to meet and set goals and priorities while maintaining fiscal responsibility. Allocating resources need to weigh the benefits and costs and recognize competing needs and positions. The students of Milford need a school board that will stand behind them and empowers them to reach their full potential, whatever that may be. I feel that this is a critical time in our town's educational development so that we can continue to address the needs of our students. I am willing to commit three more years to regain the stability of the Milford School Board.

If I am the candidate of your choice, your vote would be appreciated. If not, I urge you to vote, it is the best, most important action of citizens.



AMY CLARK CANTY – SCHOOL BOARD

Occupation: Educator

Education: Certificate of Advanced Graduate Studies - Educational Leadership (Plymouth State University);

Master of Science - English (University of New Hampshire); Bachelor of Arts - English *cum laude* (Boston University)

NH Educator Licenses: English Teacher, General Special Educator, K-12 Reading & Writing Specialist, Curriculum Administrator

MA Educator Licenses: English Teacher, Reading Specialist, Sheltered English Immersion

Milford has always been a part of my life. Though I grew up in Massachusetts, I spent many weekends, holidays, and vacations here in Milford with my great aunt and great uncle in the home that has been in our family for over 100 years. My great-grandfather helped to build the original barn in what is now part of the Mile Away. My great aunt, great uncle, and grandmother all graduated from Bales High School. My grandmother taught business at Milford High School while my grandfather was stationed with the US Army nearby, and my father was part of the first student class to attend Jacques Memorial when it opened. This deep family connection was only a part of why Milford was the town my husband and I decided to raise our family in. We chose Milford as our forever home because we love what Milford is and represents. Milford is a true community that supports and celebrates each other.

As a parent of two children learning in Milford schools and an educator with over 18 years of experience, I want to be able to give back to this amazing town by becoming a member of the Milford School Board. My experiences as a teacher in both public and private schools have given me a unique understanding of school systems and the important connection between schools and their community. I truly believe that it takes a village to raise our children in this world today, so there must be a positive relationship between the school district, its board, and all members of the Milford community. As a school board member, I want to focus on: improving the education of all of our students, creating a cohesive board that our town can trust to effectively govern our district, and making fiscally responsible decisions that keep our students' needs as well as our taxpayer's in mind. Ultimately, I want to give back to Milford by helping guide our district into creating the best possible education for our students. If elected, I will use my respect for others, honest communication, and strong integrity to work collaboratively with all board members to ensure that our students are always put first.



GARY DANIELS – SCHOOL BOARD

ADDRESS: 127 Whitten Road
CONTACT INFO: gldaniels127@gmail.com
RESIDENCY: 50+ years in Milford
FAMILY: Wife, Loreen Daniels and 6 Children
OCCUPATION: Independent Insurance Agent, Certified Long-Term Care Specialist (CLTC)
EDUCATION: New Hampshire College (1982), New Hampshire Technical Institute (1974), Milford Area High School (1972)
AFFILIATIONS: U.S. Army Reserve (1983-88), NH Army National Guard (1979-83), U.S. Army (1976-79), Little Arrows Childcare Services Board of Directors (1994-present), Granite State Taxpayers Board of Directors (2001-2006)
POLITICAL EXPERIENCE: State Senator: (2014-2018, 2020-2022)
Committees: Senate Finance (chair - 2016-2018, 2020-2022) Capital Budget (chair - 2014-2016) Ways & Means, Judiciary, Transportation State Representative: (1990-2000, 2006-2014) House Labor Committee (chair - 1997-2000, 2011-2012) Hillsborough County Executive Committee (1992-1997) Milford School Board (2001-2007) Milford Board of Selectmen (2003-present) Milford School District Moderator (1994-2000) New Hampshire Workers' Compensation Advisory Council (1997-2000, 2011-2012, 2014-2016) New Hampshire Workforce Opportunity Council (2000) National Tax and Fiscal Policy Task Force member (2018-present) National Commerce and Economic Development Task Force member (1990-present) American City and County Exchange member (2018-present)

No picture or bio was provided for School District Treasurer (1 year term).

2023 SCHOOL DISTRICT BALLOT SUMMARY

QUESTION 1. RENOVATION OF THE BALES BUILDING - \$2,728,500 BOND

Shall the Milford School District vote to raise and appropriate the sum of \$2,728,500 (gross budget) for the purpose of funding the design, permitting, construction, renovation, and equipping of the Bales Building to house Jacques Memorial School library, art, music and physical education, and/or preschool, to relocate the SAU offices, and renovate the vacated space at the Milford High School to house Project Drive, an alternative program for high school students and to authorize the issuance of approximately a five year bond of not more than \$2,728,500 of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33) and to authorize the Milford School Board to issue and negotiate such bonds or notes and to determine the rate of interest thereon. The Milford School Board is hereby also authorized to apply for and accept gifts, grants, or other forms of assistance, if any, in order to offset the raising and appropriating of the funds referenced above and further to raise and appropriate an additional sum of \$68,213 for the first year's interest payment of the bond. School Board: Recommends this article (vote 5-0); Budget Advisory Committee: recommends (vote 7-0). (3/5 ballot vote required or 60% affirmative vote to pass) This article has an estimated tax impact of \$3.00 on an assessed valuation of \$100,000, however, beginning in the 2025 fiscal year this article has an estimated tax impact of \$32.00, \$31.00, \$29.00, \$28.00, and \$27.00 respectively on an assessed valuation of \$100,000 over the next five (5) year period.

EXPLANATION: Please see more detailed information on the following pages.

SCHOOL BOARD: We SUPPORT (School Board vote 5-0).

School Board Explanation: 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 7-0).

Budget Committee Explanation: 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

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. The question of expansion to Jacques was raised but determined to be not feasible due to changes in regulations as it relates to locations of student learning. There is no minority input for this article.

QUESTION 2. SCHOOL DISTRICT OPERATING BUDGET- \$46,136,854

Shall the Milford School District vote to raise and appropriate as an Operating Budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant, or as amended by vote of the first session, for the purposes set forth therein, totaling \$46,136,854? Should this article be defeated, the operating budget shall be \$45,626,326 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. School Board: recommends this article (vote 3-2); Budget Advisory Committee: recommends this article (vote 4-3). (Majority vote required) This article has an estimated tax impact of \$57.00 on an assessed valuation of \$100,000, over the FY 2023 Budget.

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

School Board Explanation: The majority of the School Board supports this budget for the following reasons:

- Staffing in areas of critical need; maintaining desirable class sizes

- Balancing of unavoidable increases (for example, insurance and utilities) with decreases that allow the District to best support students

Of those in opposition, one was initially opposed considered the budget too excessive. The other dissenting vote, while supporting the MMS Art position, disagreed with the increase to the proposed and default budgets and felt the money could have been found within the previously proposed budget.

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 4-3).

Budget Committee Explanation: 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 1.9% and an overall budget increase of 2.39% if all of the other warrant articles pass.

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 do not support what is seen as excesses in the administration costs. In the last few years, they believe Administration costs have risen at a rate far higher than the educational component of this budget and that is not acceptable. They feel harder decisions need to be made in a way that does not cut into the actual education component.

One important thing to note is that the estimated tax impact (as a worst-case scenario) of just over 10% is due to the estimated loss of revenue.

QUESTION 3. Collective Bargaining Agreement - Milford Educational Personnel Association (MEPA) - \$87,170

Shall the District vote to approve the cost items included in the Collective Bargaining Agreement (2023/2024 through 2025/26) reached between the Milford School Board and the Milford Educational Personnel Association), which calls for the following increase in salaries and benefits at the current staffing levels:

Account	2023-2024	2024-2025	2025-2026
Salaries (Years 1-3)	\$ 72,367	\$ 16,828	\$ 17,276
Wage-Driven Benefits on Salaries and Stipend	\$ 12,154	\$ 3,497	\$ 3,603
Snow Day Stipend	\$ 7,200	\$ -	\$ -
Tax Deferred Annuities	\$ 3,850	\$ 1,750	\$ 1,750
Insurance Cost Sharing	\$ (8,401)	\$ (1,998)	\$ (1,998)
Totals	\$ 87,170	\$ 20,077	\$ 20,631

and further, to increase the operating budget adopted in Article 2 for the upcoming fiscal year 2023-24 by \$87,170, 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 2023-2024 fiscal year will be included in the operating budget proposal for each of those years. School Board: recommends this article (vote 5-0); Budget Advisory Committee: recommends this article (vote 7-0). (Majority vote required) This article has an estimated tax impact of \$4.00 on an assessed valuation of \$100,000, over the FY 2023 Budget.

SCHOOL BOARD: We SUPPORT (School Board vote 5-0).

School Board Explanation: The majority of the school board supports this agreement because:

- It is a fair and equitable compromise between the District and the Milford Administrative Group
- Decreasing district contribution to health and dental insurance over the term of the agreement
- Eliminating early retirement benefits
- Balancing concessions and benefits to standardizing all contracts

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 7-0).

Budget Committee Explanation: The SBAC believes that the Board and MEPA (Custodial and Maintenance Group) and 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 in the Department.

QUESTION 4. ADOPTION OF REVISIONS FOR RSA 198:4-b:

Shall the Milford School District vote to accept the revisions to RSA 198:4-b enacted in 2020, regarding fund balance retention? New statutory language requires Board to hold a public hearing with 7 days' notice prior to expending retained funds, among other revisions. All trusts in the budget will continue to be funded prior to calculating the amount eligible for retainment. School Board: recommends this article (vote 4-1); Budget Advisory Committee: recommends this article (vote 7-0). (Majority vote required) This article has no tax impact.

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

School Board Explanation: The Board supports this option. In effect, we are accepting revisions to RSA 198:4-b, which we accepted in 2020.

The dissenting vote was based on the following:

- The wording of the original RSA provided a more “controlled” and well-defined process
- While the current Board attempts to be fiscally responsible, we don’t know what future boards may do.

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 7-0).

Budget Committee Explanation: The SBAC believes adopting this language will give the District flexibility in decision-making for the operational needs of the district. The District is already able to retain up to 5% of the School Net Assessed Value (Proposed Expenditures minus proposed revenue) and this language allows easier accessibility through means of a public hearing, rather than permission of the Department of Education.

QUESTION 5. MAINTENANCE EXPENDABLE TRUST FUND: \$31,000

Shall the Milford School District vote to raise and appropriate the sum of \$31,000 to be added to the Maintenance Expendable Trust previously established and to further raise and appropriate this sum from taxation. School Board: recommends this article (vote 5-0); Budget Advisory Committee: recommends this article (vote 6-1). (Majority vote required) This article has an estimated tax impact of \$1 on an assessed valuation of \$100,000, over the FY 2023 Budget.

SCHOOL BOARD: We SUPPORT (School Board vote 5-0).

School Board Explanation: The Board is in support of this article to refund the Maintenance Trust back to \$400,000.

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 6-1).

Budget Committee Explanation: The SBAC is in support of this article to replenish the Maintenance Trust by adding \$31,000 to return the trust to the desired level of \$400,000. There is no minority input for this article.

QUESTION 6. SPECIAL EDUCATION EXPENDABLE TRUST FUND: \$50,000

Shall the Milford School District vote to raise and appropriate the sum of \$50,000 to be added to the Special Education Expendable Trust Fund previously established. This sum is to come from June 30 fund balance available for transfer on July 1. No new amount is to be raised from taxation. School Board: recommends this article (vote 4-1); Budget Advisory Committee: recommends this article (vote 7-0). (Majority vote required) This article has no tax impact.

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

School Board Explanation: The Board is in support of this article because:

- This addition to the Special Education Expendable Trust limits the impact of unanticipated expenses.
- This addition is an incremental amount moving the Trust toward the long term goal of \$350,000.

The opposition to this article is that, rather than the Board deciding to use \$50,000 of the possible fund balance at the end of the year, that the voters should make that decision more directly on a warrant article.

BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 7-0).

Budget Committee Explanation: The SBAC supports this article at \$50,000 to be funded using June 30 fund balance. The SBAC highlights the critical importance of creating a reserve for large, unexpected Special education expenses, such as a new, high-cost student moving into the District, the need to hire additional special education staff or contract services, or continued unexpected increases in transportation costs. The balance of the trust is currently \$250,000 and this \$50,000 will move it closer to the desired level of \$350,000.

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 \$50,000 “loss” of return to the taxpayer from the available fund balance.



2023 Milford School Voters' Guide

