

2019-
2020

ANNUAL REPORT OF THE TOWN
OF SALEM, CONNECTICUT



In Dedication to

Carole Eckart



1947 – 2021

Carole Eckart, and her husband Carl Nawrocki moved to Salem in 1976. They have one daughter, Anne Nawrocki Coss. Despite her demanding career, Carole always gave freely of her many talents to Salem. When her daughter was growing up, Carol's volunteer efforts ranged from girl scout leader to a variety of school committees.

Carole was passionate about the Salem Free Public Library and gave countless hours in her effort to support the library as well as serving on the Library Board. She and Carl spearheaded a ten-year successful campaign for a new library. Carole was most proud of her 30 years of service on the Friends of the Library, contributing to the success of the library. She worked tirelessly on the yearly book sale, raising thousands of dollars to supplement the library and make it the community center it is today.

She was the facilitator for the Town Vision Committee which contributed to the 2012 Plan of Conservation and Development. As a member of the Board of Finance from 2007-2015, she was the calm voice of reason with the intellect to back it up.

For Carol's many volunteer efforts over the years, she was honored as a Salem Unsung Hero in 2011 and went on to serve on the Unsung Hero Committee.

Carole was supremely giving and cared for all of those around her. Carole was always the first to volunteer, when a group needed something extra done. She was a woman of few words but when she spoke it was consequential and of value. Her gentle approach encouraged others and gave them a voice for new ideas.

Salem is honored to dedicate the 2020 Annual Report to Carole Eckart.

In Dedication to
Anne Duncan



1952 – 2020

Anne Duncan had a lifelong connection with Salem. As a young girl she delivered milk with her grandfather, Edward Mitchell, from his Salem farm. She moved full-time to town in 1994, with her husband Joe and their three children, Ben, Elizabeth and Sarah. She and Joe began converting the farm to what is now the Herb Farm.

She never sought the limelight, led by example and was always the first to volunteer. Anne taught many classes on growing, trimming and arranging plants. Her outgoing personality made the Herb Farm a Salem and regional gathering point for many. Never one to sit idly by, she donated, and nearly year-round, maintained the planters on the Town Green which honor Salem's veterans of foreign wars. Often, she would be seen quietly maintaining plants and flowers at the Cemetery. Anne also volunteered countless hours for the Apple Festival and at the Salem School, and served on the Library board.

With her generosity, humility, laughter and inspirational spirit, Anne Duncan made Salem a more beautiful place.

Salem is honored to dedicate the 2020 Annual Report to Anne Duncan.

ANNUAL REPORT

OF THE OFFICERS OF THE

TOWN OF SALEM



AND

**Audit of Town Records
From July 1, 2019
to June 30, 2020**

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TOWN GOVERNMENT

The Salem Town Office Building is located at 270 Hartford Road. The office hours are:

Monday-Wednesday	8:00 AM to 5:00 PM
Thursday	8:00 AM to 6:00 PM
Friday-Sunday	Closed

The First Selectman, Town Clerk, and Finance Office are available during regular hours.

The Tax Collector's Department, located within the Town Office Building, is available during the following office hours:

Monday-Wednesday	8:00 AM to 5:00 PM
Thursday	8:00 AM – 6:00 PM
Friday-Sunday	Closed

The Assessor's Department, located within the Town Office Building is available during the following office hours.

Monday-Wednesday	8:00 AM to 5:00 PM
Thursday	8:00 AM – 6:00 PM
Friday-Sunday	Closed

The Building Department, located within the Town Office Building, maintains the following office hours.

Monday-Administrative Assistant	3:00 PM – 7:00 PM
Monday- Building Officials	5:00 PM - 7:00 PM
Thursday-Administrative Assistant	3:00 PM – 7:00 PM
Thursday-Building Officials	5:00 PM- 7:00 PM
Friday-Sunday	Closed

The Building Official, Public Works Director and Zoning and Wetlands Enforcement Officer are available during the Monday and Thursday evening hours. Please call the Town Office Building at 860-859-3873 or go to www.salemct.gov for the hours of additional departments.

The Salem Free Public Library is located at 264 Hartford Road, just south of the Town Office Building. It is open as follows:

Monday	10:00 AM to 6:00 PM
Tuesday-Wednesday	12:00 PM to 8:00 PM
Thursday	10:00 AM to 6:00 PM
Friday	10:00 AM to 4:00 PM
Saturday	10:00 AM to 2:00 PM

Salem operates under a chartered Selectman-Town Meeting form of government, which permits maximum participation of the registered voters and property owners. Most significant to this form of government is the adoption of the annual budget by referendum and approval by the Town Meeting of ordinances under which Salem is governed. This is your town, the Town Meeting is the governing body, and your participation in the governing process is encouraged.

ELECTED TOWN OFFICIALS

This Town Report covers Fiscal year 2019/2020. However, the following list of officials has been updated to reflect any significant changes that may have occurred prior to printing. Expiration dates of elective terms are noted in parenthesis. Reports of Boards and Commissions were in most cases authored by the incumbent chair for FY 2018/2019.

Board Of Selectmen

Kevin Lyden, *First Selectman* (2021) – 2 yr. term
Ron LaBonte (2023) – 4 yr. term
Terri Salas (2023) – 4 yr. term
Ed Chmielewski (2021) – 4 yr. term
Hugh McKenney (2021) – 4 yr. term

Town Clerk

Linda Flugrad (2022)

Treasurer

Pamela Henry (2021)

Tax Collector

Joshua Rehrig (2021)

Board of Finance

William “Skip” Dickson, *Chairman* (2025)

Hernan Salas (2025)
Marshall Collins (2023)
Corinne (Cory) Bourgeois (2021)
Deborah Cadwell (2021)
Janet S. Griggs (2021)
Mary Ann Casciano, Alt. (2025)
John Bernier, Alt. (2021)
Dean Wojcik, Alt. (2021)

Board of Education

Sean Reith, *Chairman* (2023)
Samuel Rindell, *Vice Chairman* (2025)
Ryan Little, *Treasurer* (2023)
Jennifer Rucci, *Secretary* (2025)

LaVan Norwood (2025)	Sue Spang (2023)
Jennifer D’Aiuto (2021)	Tiffany B. Cunningham (2021)
Tamara Morocco (2021)	

Planning and Zoning Commission

Vernon Smith, *Chairman* (2025)

Thomas Reith (2025)	Walter Volberg (2021)
Margaret Caron (2023)	John Gadbois (2021)
Ruth Savalle (2021)	Carl Fontneau (2021)
Jon Walsh, Alt. (2025)	Diba Khan-Bureau, Alt. (2023)
Susan Sullivan, Alt. (2021)	

Zoning Board of Appeals

Charlie Dutch, *Chairman* (2021)

Denise Orsini, *Vice-Chairman* (2023)

Ken Bondi (2025)	Emil Casciano (2025)
Michael Flugrad (2023)	Becky Nortz Alt. (2025)
Larry Benedict, Alt. (2023)	Pamela Munro, Alt. (2021)

Library Board of Trustees

Susan Butler, *Chairman* (2021)

Mary Cikatz (2025)	Diane Robillard (2025)
Maura Rehrig (2023)	Alan Benkert (2023)
Robin Jensen (2021)	

Board of Assessment Appeals

Robert M. Green, *Chairman* (2021)

Dianne Woronik (2023) Debra Gernhardt (2021)

Registrar Of Voters

Betsy Butts (D - 2023)	Barbara Jewett, Deputy
Georgia Pech (R – 2023)	Doris Burr, Deputy

APPOINTED TOWN OFFICIALS

Inland Wetlands and Conservation Commission

Ed Natoli, Jr. (2024), *Chairman*

Roger Phillips (2023)	Diba A. Khan-Bureau (2023)
Jim Mulholland (2023)	Kimberly Bradley (2022)
Gale J. Balavender (2020)	Linda Wildrick (2020)
Lou Allen, Alt. (2024)	Larry Moore, Alt. (2025)
Hank Horn, Alt. (2026)	Matt Allen, WEO

Civil Preparedness

Donald W. Bourdeau, Jr. *Director*

Charlie Dutch	Chip Weston
John Cunningham	James Miller
Christina Martin	Rick Martin

Recreation Commission

Alan Maziarz, *Chairman* (2022)

Teri Natoli (2021)	Art Bergman (2022)
Crispin Fresco-Hawes (2020)	Mary Durkee (202)
Jessica Villar-Fletcher (2023)	Mary Jean Blezard (2024)
Vacancy	Vacancy

Economic Development

Ed Chmielewski, *Vice-Chairman* (2023)

Paul Robillard (2020)	Terri Salas (2024)
Carl Fontneau (2025)	Steven Shelley (2025)
Vacancy, Alt.	Vacancy, Alt.

Salem Volunteer Fire Police

John Atkinson, *Captain*

Warren Wright
Mitch Williams

Jen Oloski
Kevin Walton

Gardner Lake Volunteer Fire Police

Joseph Ploszaj, *Captain*

Katrina Zickwolf
Alex Wood

Mike Healy

Southeastern Connecticut Council of Governments

Kevin Lyden

Salem Green Cemetery

Catherine Teel, *President*

Monica McIntyre, *Treasurer*

Kathleen Lyden, *Secretary*

Cathy Benedict, *Sexton*

Michael Teel, *Asst. Sexton*
Nancy Dytko
Betsy Butts

Evelyn Cunningham
Helen Woronik

Gardner Lake Authority

Robert J. Neddo
Tony Lasaracina

Christino Rios

Southeastern Connecticut Water Advisory Board

James Fogarty

George Jackson

PUBLIC OFFICIALS

Administrative Asst. First Selectman	Meredith Eisenberg
Agent for the Elderly	Pamela Henry
Animal Control Officer	Christian Swanson, Montville ACO
Assessor	Michael Kapinos
Assistant Assessor	Meliza Jimenez
Assistant Tax Collector	Cindy Noe
Assistant Town Clerk	Holly Alligood
Building Department/Sanitarian Admin. Asst	Agnes Miyuki
Building Inspector	Vernon D. Vesey II
Democratic Town Committee Chair	T.J. Butcher, Chairman
Deputy Fire Marshal	John Cunningham, Michael Bednarz
Fire Inspector	Jeffrey W. Standish
Fire Marshal & Director of Civil Preparedness	Donald Bourdeau, Jr.
Health Director	Uncas Health District
Human Resources/Finance Administrator	Lisa Jablonski
Municipal Historian	Dave Wordell
Purchasing Agent	Kevin Lyden
Recreation Program Director	Agnes Miyuki
Republican Town Committee Chair	Vernon Smith
Resident State Troopers	TPR Christopher Pariseau TPR Ben Duffy
Sanitarian	Uncas Health District
Superintendent of Schools	Joseph Onofrio II
Town Planner	Justin LaFountain, (SECCOG)
Tree Warden	Donald Bourdeau Jr.
Zoning and Wetlands Enforcement Officer	Matt Allen

TOWN REPORTS

FIRST SELECTMAN'S REPORT

The Fiscal Year ending June 30, 2019, has provided our Town with many opportunities for positive change. The Town of Salem continues to be in strong financial health. This has been recognized by Moody's Investment Service as they upgraded our Bond Rating from A1 to an Aa3 rating last year.

The combined net position of our Municipal Government increased by \$938,359.

Due to strong Fiscal controls and a concerted effort of Fiscal responsibility by all departments, expenditures ended the year at \$121,745 less than was budgeted.

Current and other assets increased by \$856,705 as a result of an increase in cash and investments.

With the help of many volunteers, Salem continues to shine with community spirit. Our active community donates countless hours to our Boards and Commissions, Emergency Services, Sports Programs, Library and many other areas to make Salem a very special place to live.

Respectfully,

Kevin Lyden
First Selectman
Salem, Connecticut



Town Clerk's Report

The Salem Town Clerk is elected for a two-year term and serves as both Town Clerk and Registrar of Vital Statistics. Office hours for the Town Clerk's office are Monday through Wednesday, 8:00 a.m. - 5:00 p.m. and Thursday, 8:00 a.m. - 6:00 p.m. except legal holidays.

The Town Clerk is the custodian of Town records and the Town seal. Connecticut General Statutes and the Town Charter charge the staff with many functions including, but not limited to, recording and maintaining land records, permanent record books, trade name certificates, liquor permits and Veteran's Discharge documentation, processing notary appointments and Justices of the Peace certifications and appointments for Town residents, maintaining and posting Boards' and Commissions' agendas and minutes, registering dogs, and a myriad of other duties.

We provide information on all property transfers and sales to the Assessor and Building departments.

The Clerk's office is by Statute heavily involved with all elections with responsibilities including preparing the list of offices and list of candidates to forward to the Secretary of the State, preparing and issuing absentee ballots, informing the Secretary of the State of vacancies and appointments in any elective office, retaining campaign finance materials, giving the oath of office to newly elected and appointed officials, and additional duties.

Elections held during fiscal year 2019-2020 were the Municipal Election held November 5, 2019. 1,209 names, approximately 44% of registered voters, were checked as having voted. We did not hold our budget referendum due the COVID-19 pandemic; therefore, the Board of Finance pursuant to Executive Order 7I was tasked to "adopt a budget for the July 1, 2020-June 30, 2021 fiscal year and set a mil rate for the July 1, 2020-June 30, 2021 fiscal year."

We processed 763 documents on the land records, 11 notary public certificates, 3 liquor permits, 13 business trade name certificates, 15 Veterans' Discharge documents, and 6 mylar maps were recorded. \$48,114.21 was collected for town conveyance taxes.

June is the month to renew dog licenses. All puppies must be registered by 6 months of age. Older dogs must be licensed within 30 days of obtaining them. Rabies and spay/neuter certificates are required to register your dogs. We issued 330 dog licenses during the fiscal year and 8 dog kennel licenses.

During fiscal year 2019/2020 there were 41 births, 26 marriages, and 30 deaths registered in the Vital Records of the Town of Salem. 16 marriage licenses were issued.

We received from the State of Connecticut Historic Document Preservation Program for the fiscal year 2019-2020 \$4,500 in grant funds which we utilized to begin the process of codifying our Town ordinances and purchase archival supplies.

I would like to extend a huge thanks to Holly Alligood, our Assistant Town Clerk and Assistant Registrar of Vital Statistics, for all that she has done to serve the Town of Salem in the Town Clerk's office this year.

Linda Flugrad, CCTC, Town Clerk

***Due to the Global COVID-19 Pandemic, the following Board of Finance Meeting was held in accordance with Governor Lamont’s Executive Order**

**BOARD OF FINANCE
SPECIAL MEETING MINUTES
THURSDAY, MAY 28, 2020 – 7:00 P.M.
SALEM TOWN OFFICE BUILDING, VIRTUAL MEETING VIA ZOOM**

Please click the link below to join the webinar:

<https://zoom.us/j/99177424192?pwd=a1Btd3dDSdg1WkNKWWJSa3paZDlnQT09>

Password: 675351

Or Via Telephone:

(312) 626 6799, (646) 558 8656, (346) 248 7799, (669) 900 9128, (253) 215 8782, or (301) 715 8592

Webinar ID: 991 7742 4192 | **Password:** 675351

PRESENT

William “Skip” Dickson, Chairman
Marshall Collins, Clerk
Corinne (Cory) Bourgeois
Janet Griggs
Hernan Salas
John Bernier, Alternate
Maryann Casciano, Alternate (*seated*)

ABSENT

Deborah Cadwell
Dean Wojcik, Alternate

ALSO PRESENT

First Selectman Kevin Lyden

CALL TO ORDER:

Chairman Dickson called the meeting to order at 7:08 p.m.

SEAT ALTERNATE IF NEEDED:

M/S/C: Collins/Griggs to seat Alternate Board Member Casciano for Full Board Member Cadwell. Discussion: None. Voice vote, 5-0, all in favor.

COMMUNICATIONS:

- a. A copy of an e-mail from Former First Selectman Peter Sielman seeking assurance from the Board that the top priority behind the renaming and renumbering of the Fire Companies budget line items will be to achieve financial savings and that the Board will be monitoring their budgets.
- b. A copy of Clerk Collins’ response to Sue Spang’s comments, in which he offered to meet with her to discuss her concerns.

AGENDA:

1. APPROVAL OF MINUTES: MAY 21, 2020 SPECIAL MEETING

M/S/C: Collins/Griggs, to approve the Board of Finance May 21, 2020 Special Meeting Minutes. Discussion: None. Voice vote, 6-0, all in favor.

2. PUBLIC COMMENTS (attached)

E-mail Public Comments to financepubliccomment@saalemct.gov or place in drop box located by the entrance to Town Hall prior to 7:10 p.m.

The following public comments were received and summarized:

Kathleen Lyden, 50 Forest Drive, expressing her appreciation to the Board for their dedication, hard work, and sincere concern for the town's residents.

Elby Burr, 44 Emerald Glen Lane, commending the Board on a good job drafting, what he feels is, a very fair budget for fiscal year 2020/21, and ensuring that the town maintains its financial health.

Ann and Joe Duncan, 320 Hartford Road, expressing their wish that the "local taxes stay in check".

Larry & Cathy Benedict, 310 Round Hill Road, stating their hope that the taxes will not be raised this year.

Sue Spang, 129 Hartford Road, wrote regarding the BOE budget and comments that were primarily directed to one of the Board Members. Chairman Dickson stated that her comments have been responded to and will be dealt with accordingly. She also submitted questions regarding the Gardner Lake Volunteer Fire Company's lawsuit against the Town of Salem, which, Chairman Dickson felt, might be better directed to the Board of Selectmen.

Joseph Onofrio II, Superintendent of Schools, submitted two comments stating that the amount needed to support the Teachers Retirement Incentive is \$75,000.00 and the need to fulfill the requirement to fund the entire cost of the oil tank replacement and school roof project and ensuring the receipt of the State reimbursement. In response, Chairman Dickson stated that the Board has discussed the issue and plans to discuss and determine the mechanics of its funding in the near future. Clerk Collins suggested the possibility of requesting the status and clarification of the School Construction State Reimbursement formula from their State Senator and Representative. Board Member Griggs agreed, on the condition that a response is provided prior to the deadline date. Clerk Collins agreed, adding that the request should include the need for a response to be received before their next regular meeting so that they could begin discussing and planning the project's funding. The item will be added to their agenda.

Dave Kennedy, 330 Round Hill Road, wrote in opposition to a tax increase at this time, given the negative financial effects many of the townspeople are currently experiencing as the result of the pandemic.

3. UPDATE BUDGET TO INCLUDE ADDITIONAL \$20,000.00 FOR TOWN COUNSEL, TOWN ISSUES, LINE ITEM 5-126-208

Chairman Dickson stated that the additional appropriation was discussed and approved by the Board during last week's meeting, but was not included in their budget calculations.

4. FINAL BUDGET ADJUSTMENTS

The Board discussed the possibility of reducing Line Item 14, BOE Teacher Retirement Incentive, in the Capital Plan as only three (3) teachers have accepted the Incentive before the deadline. It was felt that maintaining the additional funds would ensure that funding is available should the BOE offer the Incentive during the next school year. First Selectman Lyden stated that, in accordance with the Town Charter, a Town Meeting would be required should the requested amount for the additional appropriation meet or exceed \$32,000.00.

Clerk Collins suggested decreasing the line item by \$25,000.00 and increasing Line Item 5-126-208, Town Counsel, Town Issues by \$25,000.00, rather than by \$20,000.00, thereby balancing the budget evenly. In support of the increase, he added that the members of the Board of Selectmen originally proposed a request of \$50,000.00 and that the legal fees could easily exceed the currently budgeted amount. Discussion ensued regarding whether they could allocate more than the requested funds.

Board Member Casciano expressed her concern, feeling that maintaining the additional funds in the Teacher Retirement Incentive Line could set a precedent of permanently offering the Incentive. In response, Chairman Dickson stated that neither the Line Item nor the offer is permanent and that the Board may discuss the issue in the future, should they wish to offer the same or similar incentive in the following year(s).

M/S/C: Salas/Bourgeois, to increase the funding amount for Line Item 5-126-208, Town Counsel, Town Issues, by \$5,000.00 for a total of \$49,600.00. Discussion: None. Roll Call vote, 5-1. Voting in Favor: Board Members Bourgeois, Collins, Griggs, Salas, and Dickson. Voting in Opposition: Board Member Casciano.

M/S/C: Collins/Salas, to reduce Line Item 14, BOE Teacher Retirement Incentive, in the Town of Salem Capital Plan from \$150,000.00 to \$125,000.00. Discussion: None. Roll Call vote, 6-0, all in favor. Voting in Favor: Board Members Bourgeois, Casciano, Collins, Griggs, Salas, and Dickson. Voting in Opposition: None.

5. ADOPT TOWN OF SALEM JULY 1, 2020 – JUNE 30, 2021 BUDGET

M/S/C: Collins/Bourgeois to approve and adopt the Fiscal Year 2020/21 Budget as follows:

General Government	\$ 4,032,859.00
Board of Education	\$ 10,975,886.00
Capital Improvement	<u>\$ 1,111,143.00</u>
	\$ 16,119,888.00

Discussion: None. Roll Call vote, 6-0, all in favor. Voting in Favor: Board Members Bourgeois, Casciano, Collins, Griggs, Salas, and Dickson. Voting in Opposition: None.

6. SET MIL RATE

M/S/C: Collins/Casciano, to maintain the mil rate of 32.2 for Fiscal Year 2020/21.

Discussion: None. Roll Call vote, 6-0, all in favor. Voting in Favor: Board Members Bourgeois, Casciano, Collins, Griggs, Salas, and Dickson. Voting in Opposition: None.

First Selectman Lyden commended and expressed his appreciation to the Board Members for their hard work and diligence. Chairman Dickson thanked all of the members on the Board for all of their hard work in crafting a budget that, he felt, is fair to all of the residents of the town.

ADJOURNMENT

M/S/C: Casciano/Bourgeois, to adjourn the meeting at 8:48 p.m. Discussion: None. Voice vote, 6-0, all in favor. Meeting adjourned.

Respectfully Submitted by:

Agnes T. Miyuki, Recording Secretary for the Town of Salem



Norman Rockwell Town Meeting

JUSTICE OF THE PEACE

Contact

<u>NAME</u>	
Alligood, Gary	860-859-1779
Balavender, Gale J.	860-859-2174 or 860-917-9024
Bourdeau, Donald W. Jr.	860-859-3189
Buckley, Karen H.	khopb@aol.com
Burr, Elbert	44 Emerald Glen Ln., 860-887-9510, elbyburr@comcast.net
Butcher, Thomas J.	860-859-1012
Butts, Betsy B.	860-859-0788
Chmielewski, Edward	
Evanson, William	860-859-0792
Griggs, Janet S.	jsgriggs@comcast.net
Houchin, John	johnhousr@me.com
Jackson, George	860-859-0433
Kennedy, David L.	330 Round Hill Rd., Salem, CT 06420
Kollman, Mary L.	860-859-3036 or mcgkol@yahoo.com
Len, Darrell	860-884-2754 or darrell_len@yahoo.com
Maiorano, Eugene R.	860-859-0558
Maiorano, Marcella C.	860-859-0558
McKenney, Hugh	860-303-0042
Munro, Pamela R.	pmunro@sbcglobal.net
Nortz, Michael F.	860-992-7952
Nortz, Rebecca A.	860-992-9545
Pech, Georgia M.	860-859-3112
Petersen, Tamara L.	
Phillips, Linda F.	860-443-4367 or linda@naturesartvillage.com
Robillard, Paul H.	860-892-0018
Ross, Robert T.	270 Hartford Rd.
Rowthorn, Anne	860-961-3949 or annerowthorn@gmail.com
Rucci, Matt	860-501-9191
Sabowski, Maryanne	sunflr345@aol.com
Schroeder, Linda K.	lschroeder@snet.net
Shapere, Alfreda B.	860-859-1760
Sielman, Peter F.	369 West Rd.
Spang, Susan G.	suespang58@gmail.com
Weinschenker, Denise M.	dweinschenker@yahoo.com
Wojcik, Dean	
Ziegra, Roberta M.	860-326-6575

NOTARY PUBLIC

NAME	ADDRESS	TERM
Alfonso, Diane M.	295 Rattlesnake Ledge Rd.	03/01/2015 - 02/28/2020
Armstrong, Colleen M.	684 Old Colchester Rd., #12	06/01/2019 - 05/31/2024
Baranello, Juli	519 Norwich Rd.	12/01/2017 - 11/30/2022
Basley, Deana L.	220 Round Hill Rd.	05/01/2017 - 04/30/2022
Bennett, Suzanne	223 Old New London Rd.	11/01/2017 - 10/31/2022
Bond, Austin	83A Horse Pond Rd.	01/01/2021 - 12/31/2025
Boutin, Elizabeth D.	85F Horse Pond Rd.	09/01/2015 - 08/31/2020
Brick, Marion	745 Hartford Rd.	09/01/2009 - 08/31/2019
Brinkman, Jennifer L.	91 Buckley Rd.	06/01/2018 - 05/31/2023
Butts, Betsy B.	376 Hartford Rd.	12/01/2014 - 11/30/2019
Champion, Barbara	496 Norwich Rd.	10/01/2017 - 09/30/2022
Cooper, Camille R.	107 Buckley Rd.	08/10/2018 - 08/31/2023
Crisanti, Patricia J.	195 Old New London Rd.	04/01/2019 - 03/31/2024
Cuadro, Rosemarie D.	149 Forsyth Rd.	04/01/2018 - 03/31/2023
Dashnaw, Jennifer Lindo	37 Forest Drive	11/01/2015 - 10/31/2020
Dubois, Sandra J.	97 Mill Lane	06/01/2015 - 05/31/2020
Ferris, Heidi C.	332 Rattlesnake Ledge Rd.	02/29/2020 - 02/28/2025
Flugrad, Linda	270 Hartford Rd.	05/01/2020 - 04/30/2025
Fox Chealsea T.	210 West Rd.	12/30/2020 - 12/31/2025
George, Nancy M.	4 Salem Ridge Drive	07/01/2016 - 06/30/2021
Gnade, Meagan Plante	3 Salem Ridge Drive	02/29/2020 - 02/28/2025
Gray, Jackie	235 Buckley Rd.	07/01/2019 - 06/30/2024
Harrington, Lawrence B.	306 Old Colchester Rd.	08/01/2016 - 07/31/2021
Henry, Bruce	306 Old Colchester Rd.	09/08/2016 - 09/30/2021
Huhtala, Janet A.	245 Buckley Rd.	12/01/2014 - 11/30/2019
Hutchings, Gina J.	29 Cedar Hill Lane	09/11/2014 - 09/30/2019
Kennedy, Lillian	330 Round Hill Rd.	10/01/2020 - 09/30/2025
Kodym, Patricia L.	113 Sullivan Rd.	08/01/2016 - 07/31/2021
Larensen, Kim M.	509 Old Colchester Rd.	11/01/2020 - 10/31/2025
Lindo, Jennifer	348 New London Rd., Unit B	11/01/2020 - 10/31/2025
Maiorano, Marcella C.	799 West Rd.	02/01/2017 - 01/31/2022
Moore, Barbara S.	62 Forest Drive	04/01/2016 - 03/31/2021
Mullin, Donald B.	46 Skyline Drive	03/01/2017 - 02/28/2022
Murphy, Carrie	65 Forsyth Rd.	05/01/2017 - 05/31/2022
Neumann, Lori B.	519 Norwich Rd.	01/01/2019 - 12/31/2023
Nortz, Michael F.	66 Skyline Drive	11/01/2017 - 10/31/2022
O'Brien, John J.	77 Skyline Drive	06/01/2017 - 05/31/2022
Pallozzi, Mary	10 LakeView Ave.	06/01/2018 - 05/31/2023
Paradis, Katelyn	170 Rattlesnake Ledge Rd.	08/15/2016 - 08/31/2021
Salas, Theresa K.	99 Sullivan Rd.	09/01/2018 - 08/31/2023
Scott, Rebecca J	680 West Rd.	04/06/2016 - 04/30/2021

Sheehan, Deborah	92 Valley Dr.	06/01/2018 - 05/31/2023
Sistare, Natasha	330 Buckley Rd.	10/09/2018 - 10/31/2023
Stankoski, Tabatha	269 Old Colchester Rd.	03/19/2020 - 03/31/2025
Stevenson, Michelle A.	623 Hartford Rd.	05/01/2020 - 04/30/2025
Surprenant, April A.	43 Buckley Rd.	04/01/2016 - 03/31/2021
Swider, Sandra D.	59 Mill Lane	06/01/2017 - 05/31/2022
Tallman, Timothy L. Jr.	82 Lakeview Avenue	04/01/2018 - 03/31/2023
Turner, Tammie A.	185 Old Colchester Rd.	05/01/2016 - 04/30/2021
Waters, Vivian A.	136 Old Colchester Rd.	10/07/2020 - 10/31/2025
Weston, Diane E.	47 Meadow Lane	03/01/2016 - 02/28/2021
Wittig, Vera Ann C.	200 West Rd.	04/01/2019 - 03/31/2024
		Updated 1/5/2021



Submitted by Lisa Jablonski

TREASURER'S REPORT

The fiscal year ending June 30, 2020 - Total Governmental Funds balance with asset and liability activities each totaling \$11,022,547 respectively. See exhibit C on page 15 of the *Annual Financial Report of the Town of Salem, Connecticut for the Year Ending June 30, 2020* (Independent Auditor's Report).

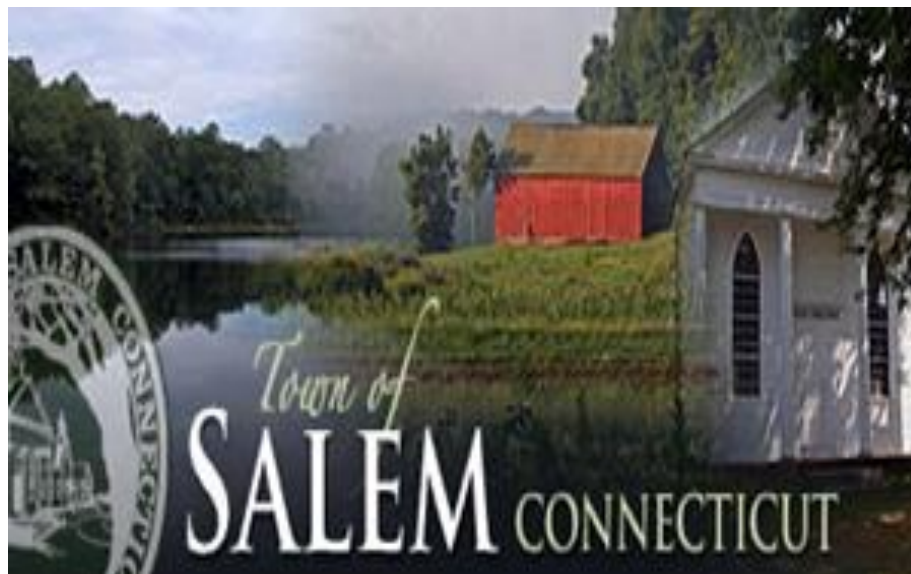
Revenues for the fiscal year Total Governmental Funds total \$17,361,166. This includes property taxes, grants, licenses & permits, charges for services, income from investments and miscellaneous revenues. For more detail of funds and revenues see exhibit D & E beginning on pages 17 & 18 of the *Annual Financial Report of the Town of Salem, Connecticut for the Year Ended June 30, 2020* (Independent Auditor's Report).

Financial Statements and Supplementary Information for Year Ended June 30, 2020 inquiries, please submit request to the Town Clerk's office or view on the Town of Salem website – Town Government section. www.salemct.gov

Thank you for the opportunity to serve our wonderful community as the Treasurer for the Town of Salem.

Respectfully submitted,

Pam Henry
Treasurer



BOARD OF FINANCE REPORT

The 2019-2020 fiscal year began with the adoption, by town referendum, of the Town's budget in the amount of \$15,351,506. The proposed expenditures were as follows:

General Government	\$ 3,916,004
Board of Education	\$10,425,292
Capital Improvements	\$ 1,010,210

The Board of Finance approved a mill rate of 32.2 mills to provide funding for the 2019-2020 budget.

The Unassigned Fund balance as of July 1, 2019, was \$3,344,660.

The 2020-2021 fiscal year budgets in the amount of \$16,119,888 was approved per Executive Orders in place due to the COVID-19 pandemic. The proposed expenditures were as follows:

General Government	\$ 4,007,859
Board of Education	\$10,975,886
Capital Improvements	\$ 1,111,143

The Board of Finance approved a mill rate 32.2 mills to provide funding for the 2020-2021 fiscal year.

The unassigned fund balance as of June 30, 2020, was \$3,108,552.

Respectfully submitted,

Skip Dickson, Chairman



Zemko Pond - Submitted by Lisa Jablonski

TAX COLLECTOR'S REPORT

In July, 7670 bills were sent to taxpayers. This total was comprised of 1935 Real Estate bills, 4899 Motor Vehicle bills and 889 Personal Property tax bills. Additionally, 657 Supplemental Motor Vehicle bills were mailed to taxpayers in January.

The bills for real estate and personal property are split into two installments; the first is due July 1 and the second due January 1 of each year; bills under \$100 are due in one installment on July 1. Tax bills are mailed out once per year in June and have two installment stubs, July and January. We do not re-bill for the January installment.

Motor Vehicle taxes are paid in one installment. Regular motor vehicle bills are mailed in June due July 1. Supplemental motor vehicle bills (for vehicles registered from Oct 2 to July 31) are mailed in December and due January 1.

From July 1, 2019 to June 30, 2020, this office collected and turned over to the town treasurer \$12,172,649.34. A breakdown of this figure includes \$12,077,746.82 in taxes and \$56585.80 in interest and lien fees.

In June, 27 new Real Estate Tax liens were placed on properties in the Town of Salem. Liens are required, by Connecticut General Statutes, to be placed on Real Estate accounts that have not been paid by June 30th. These liens are placed to secure the interest of the Town in case the property is sold. There are 17 current liens.

Joshua Rehrig, MBA, PMP
Tax Collector

Cindy Noe C.C.M.C.
Assistant Tax Collector



Horse Pond

REGISTRARS OF VOTER REPORT

July 1, 2019 – June 30, 2020

Active List	<u>Party</u>	<u>Number of Voters</u>
	Democratic	825
	Republican	684
	Unaffiliated	1203
	Other	41
	Total on Active List	2753

Inactive List	<u>Party</u>	<u>Number of Voters</u>
	Democratic	51
	Republican	63
	Unaffiliated	110
	Other	6
	Total on Active List	230

If you have changed your address, or if you are moving out of town, and you have not notified us, we need to know as soon as possible. Please complete a new registration form and either deliver it to Town Hall or mail it to the Registrar's office. Forms are available at the Registrar's office, the Town Clerk's office, and online at the CT Secretary of the State's website, www.ct/gov/sots, under "Elections & Voting." We must receive a signed statement from a voter in order to remove such person from the active registry list.

The Registrars of Voters are always looking for people willing to work at the polls during elections. Training is provided for all positions, as well as a stipend for the time worked. We also need people who are willing to become certified moderators. If you are interested in assisting us, please contact us at the Town Hall at 860-859-3873, ext. 230. The office is open weekly on Monday mornings from 8:30 to 10:30 and Thursday afternoons from 2:00 to 4:00.

Betsy B. Butts

Georgia M. Pech

PLANNING AND ZONING COMMISSION REPORT

The Salem Planning and Zoning Commission held 8 public meetings during the 2019-2020 fiscal year. The Commission approved various regulation amendments to make the Zoning Regulations more understandable and easier to navigate, while also completing items noted within the 2012 Plan of Conservation and Development. The Commission also had one guest speaker, Andrew Nyman, to present data regarding the existing tree conditions in Salem.

The Commission, along with many other Commissions, lost time during the early part of 2020 due to the COVID-19 pandemic. However, commencing in June of 2020, the Commission once again began actively meeting through Zoom web-conferencing software. In spite of lost time, the Commission continued to review the Riparian Corridor Overlay Zone regulations to determine the effectiveness of the section and to discuss ways to improve the clarity of the regulation. The Commission also reviewed a number of other sections, regarding topics such as non-conforming uses and site plan requirements, to bring the Regulations into conformance with the Plan of Conservation and Development and State Statutes. A public hearing for these amendments was held in September of 2019 and the amendments were adopted. In addition, the Commission began to consider amendments to other sections of the Regulations, specifically relating to the Special Agriculture Overlay Zone, which were adopted in the following fiscal year. The Commission also began to consider options and ideas for the upcoming 2022 Plan of Conservation and Development during this time. Additionally, the Commission approved of a letter supporting an application from the Salem Land Trust to acquire a 55-acre property on Darling Road.

Renewal permits for five quarry operations with excavation totals of less than 5,000 cubic yards per year were granted by the Commission. Additionally, and in coordination with the Uncas Health District, certifications for four campgrounds operating in Salem were also approved.

The Planning and Zoning Commission fiscal year budget for 2019-2020 was \$14,500. The approved budgeted versus actual expenses for the year were as follows: Legal Services \$10,000/\$11,780; ZEO Mileage \$1,000/\$52; Other Expenses (Seminars, Training, Membership Dues, etc.) \$1,500/\$1,204; and Engineering \$2,000/\$0. The Commission came in under budget for the fiscal year by \$1,464. Income for the year consisted of \$1,450 in compliance fees and \$1,840.79 in Commission application fees.

The following individuals were members of the Commission during 2019-2020: Ruth Savalle, Chair (through January 2020; Vernon Smith, Chair (commencing January 2020) John Gadbois, Vice-Chair; Margaret Caron, Secretary; David Miller through his unfortunate passing in December 2019, Thomas Reith following his election in November of 2019, Terri Salas through her election to the Board of Selectmen in November of 2019, Walter Volberg following his appoint in January of 2020, and Eric Wenzel. Alternate members were: Ray Gionet through November of 2019, Diba Khan-Bureau, LaVan Norwood through November of 2019, and Carl Fontneau and Jon Walsh following their election in November of 2019. The Board of Selectmen Liaison was David Kennedy through November of 2019, and Terri Salas from thence forward. Commission staff members were Justin LaFountain, Town Planner; Matt Allen, Zoning Enforcement Officers; and Agnes Miyuki, Recording Secretary.

Respectfully submitted,

Vernon Smith, Chair

SALEM RECREATION COMMISSION REPORT

The Salem Recreation Commission is dedicated to providing and enhancing the recreational opportunities and facilities of our town. Salem's parks, recreational fields, and trails are some of the most beautiful and professionally maintained recreation sites in South Eastern Connecticut. During an unprecedented 2020, the Commission, like many others in Town, adapted to new guidelines and procedures and worked through our new normal to enhance and expand recreational offerings to the town.

This past year we accepted the resignation of our long-standing Commissioner, Bob Appleby. Bob has been an integral part of the Commission. His valuable experience, service and countless hours spent enhancing and supporting Salem Recreation is cherished and we will continue that spirit going forward. Best of luck in your future endeavors, Bob. Thank you!

Many folks around Town took advantage of socially distant activities as we saw increased people traffic on the hiking trails and common roads, and our Tennis liaison informed us of increased court use now that the final repairs were completed in early spring. This also included some upgraded Tennis hardware and new Basketball rims on the outdoor hoops. We continued our partnership with the Red House Cultural Arts Center in creating "Find Your Footprint" and safely distributed 30 medallions throughout 6 of Salem's hiking trails, which are still being registered on our [Find Your Footprint](#) page. This event has been a huge success in Town and we are so proud to be promoting health and wellness opportunities.

Our 2020 Holiday activities were modified to virtual events as we all adapted to the pandemic. With the cancellation of the Memorial Day Parade we thought it be a great idea to have a Home Decorating Contest which drew several entries highlighting their creativity and Patriotism. We continued this trend to replace our end of the year events as the Trunk or Treat and Holiday plans were deemed unsafe under State & Local guidelines for indoor/outdoor gatherings. We offered a Halloween/Pumpkin Decorating Contest and a Holiday House Decorating Contest with winners receiving cash prizes. It was a great way for our community members to get in the spirit of the seasons.

Our community Recreation Sports Youth Fee Based Programs were put on pause during the pandemic. As always, we continue to be thankful to those who volunteer their time coaching, supporting, and enhancing recreation in Salem. All sports activities enjoyed by our children could not exist without the dedication and hard work of our volunteers. And while this year was different, you maintained meetings and communicated as information became available. Thank you to all who help Salem recreation programs grow and thrive!

We secured the capital funds requested to build the Salem Disc Golf Course 2020 and we broke ground on the project this fall. The course layout exists at the Route 82 Pavilion and will showcase an 18-hole layout over some of Salem's most scenic landscape. We hope to have 9-holes completed by the summer of 2021. The Forsyth Volunteer Park project has been reoptimized to address current and future field use and it is our goal to have the plans approved in 2021.

The commission is forever grateful to Don Bourdeau and the Public Works Team for all of the hard work and many hours they put forth in mowing, maintaining and preparing our fields and courts for all to enjoy. Even though our fields were gently used this year, they were professionally maintained and looked after so when ready, we can hit the ground running.

A special thank you to Burnett's Country Garden's for donating corn stalks, hay, mums, and pumpkins for our Halloween display outside the Center School as well as supporting discounted wreaths that were displayed throughout Town.

The commission sends our deepest gratitude to Agnes Myuki for her dedication, attention to detail, and support of our mission. We thank her for her continued energy and support.

Recreation Commission Members: Art Bergman, Mary Jean Blezard, Mary Durkee, Jessica Fletcher, Crispin Fresco-Hawes, & Teri Natoli

Respectfully submitted,

Alan Maziarz, Chair

INLAND WETLANDS AND CONSERVATION COMMISSION REPORT

During this fiscal year we had 12 regular meetings. January through March meetings were in person at town hall afterwards the pandemic forced us to have our meetings via Zoom. This was problematic in many ways some of our Council members had difficulty connecting in the beginning and we did have consistent problems with citizens wishing to participate in the meetings. But when it was all said and done, we were able to conduct the meetings.

This fiscal year, we have concluded the restoration action on Witter Road and have just gotten our first report from the soil scientist showing a very good first year of growth.

We have had two additional violations one on Witch Meadow Road and the other on Shingle Mill Road both are still being reviewed. We have also begun discussions in increasing the upland review area from 75 feet to 100 feet to better adhere with the state recommendations.

Frank Abetti has resigned from the commission and I would like to thank him for all of his time and effort during his tenure on the IWCC.

Ed Natoli Jr. (Chairman)
Diba Khan-Bureau (Vice Chairman)
Roger Phillips (Secretary)
Gale Balavender
Linda Wildrick
Kimberly Bradley
Jim Mulholland
Hank Horn (Alternate)
Lou Allen Jr. (Alternate)
Larry Moore (Alternate)

Respectively submitted,

Ed Natoli Chairman



Horse Pond -Submitted by Lisa Jablonski

ECONOMIC DEVELOPMENT COMMISSION REPORT

During the Fiscal Year 2019/2020, members of the Salem Economic Development Commission (EDC) worked diligently to assist and support existing Salem businesses while recruiting, encouraging and welcoming new prospective businesses partners to “Our Town Salem”. Facing unprecedented challenges and under COVID restrictions, Salem First Selectman Kevin Lyden provided leadership to our town hall staff, elected officials, business leaders and service providers to overcome insurmountable COVID related roadblocks, obstacles and heartbreaks. By thinking outside the box and using good old fashioned common sense, services to our community were maintained and more often than not, enhanced. Thank you to these **“Salem Unsung Heroes”**.

EDC Commissioners are appointed by the Board of Selectman. We volunteer our time and expertise to serve as Salem business goodwill ambassadors and advocates. Special thanks go to Agnes Miyuki, our cheerful recording secretary and the Salem Town Hall “Jack of all trades and master of all”.

During this period, EDC Commissioners and First Selectman Lyden collaborated with community stakeholders to sustain a ripe environment for business growth and opportunity. EDC championed Salem appropriate Senior Citizen friendly, age restricted housing proposals to help our beloved seniors remain in Salem during their golden years. We also worked towards developing carefully thought-out comments, input and strategies for the Salem Plan of Conservation and Development.

Town wide hospitality and a public sense of safety and security are key ingredients of good economic development and growth. Salem residents are friendly, welcoming and hospitable. We look out for each other; we support our local businesses and we partner with our town hall staff, our Police and our Emergency Services / Fire Fighters for the common good. Our elected officials are happy to collaborate and serve the public. Salem Town Hall Staff are dedicated, cheerful, welcoming and customer service oriented.

EDC Commissioners worked with First Selectman Lyden, with State Senator Paul Formica and with Representative Holly Cheeseman to advocate for statewide business-friendly relief and legislation, recognizing that small to medium sized businesses in towns like Salem are the backbone of Connecticut’s economy.

Commissioners collaborated and partnered with members of the Board of Selectmen, Board of Finance, Planning and Zoning, and town hall staff. Town Clerk Linda Flugrad made herself available for new Business inquiries. Assessor Michael Kapinos Jr., reported continued, positive personal property grand list growth by using various methods of discovery and business owner correspondence. Building official Vernon Vesey reported that his department assisted homeowners and new businesses by issuing building permits, while reviewing and inspecting for code compliance and safety. Zoning Enforcement Officer Matt Allen and Town Planner Justin LaFountain made their expertise available to the public and to town boards and commissions.

Finance Specialist Lisa Jablonski, Town Treasurer Pam Henry, Tax Collector Joshua Rehrig, Assistant Tax Collector Cindy Noe, maintained fiscally sound business practices that are welcoming and appealing to new business owners. Administrative Assistant Meredith-Rae Eisenberg and all town hall staff played an important roll in welcoming and assisting the public with inquiries regarding potential business opportunities, sustainability and public assistance during these challenging times.

Your EDC continued to update and improve upon the two publications produced last year, with goal of publishing updated versions in FY 2021/2022. The **“Salem Connecticut 2020-2021 Business and Services Directory”** is anticipated to be re-distributed to all Salem residents and will list the more than 100 Salem businesses and services! Many business owners have reported that the directory has helped promote their business by bringing in new customers. The second publication is the **“Surprising Salem Connecticut”** tourism pamphlet that was requested by the Connecticut office of Tourism. This publication highlights our tourist attractions and can be found at Connecticut rest areas and at many of our local shops and businesses.

Salem is a fun place to live, a great place to work and a peaceful place to retire.

The best is yet to come!

Respectfully submitted on behalf of my fellow Commissioners,

Ed Chmielewski

Chairman, Salem Economic Development Commission

**Salem Economic Development
Commission**

Selectman Ed Chmielewski – Chairman

Selectwoman Terri Salas

Commissioner Paul Robillard

Commissioner Carl S. Fontneau

Commissioner Steven Shelley

Recording Secretary Agnes Miyuki

ASSESSOR REPORT

Real Estate	Personal Property	Motor Vehicle	Total Net 2019 GL
\$326,749,740	\$17,283,798	\$37,074,789	\$381,108,327

In addition to compiling a Grand List each year the following programs are administered by the Assessor's office:

- Totally Disabled / Elderly Homeowner's Program (means tested) applications biennially. Filing Period - February 1st to May 15th
- Local Option Homeowners applications (means tested) applications annually Filing Period - February 1st to May 15th
- Additional Veterans Exemption (means tested) – Filing Period - February 1st to October

1st The following exemptions are administered by the Assessor's office:

- Blind Persons- Certificate of Blindness from the State of Connecticut plus a completed application filed with the Assessor's office by October 1st.
- Totally Disabled Exemptions (not means tested) completed application with proof of eligibility. Application due October 1st.
- Veterans must file his/her honorable discharge (DD214) with the Town Clerk by September 30th.
- Veterans with service related disabilities – File a copy of award letter from the Veteran's Administration with the Assessor's office. Form must be filed only once unless rating changes.
- Federal Soldier's and Sailor's Civil Relief Act – Active Duty Non-Resident Serviceman stationed in Connecticut. Form filed with the Assessor's office. No Statute of Limitations as to when filed.
- Active Duty CT Resident Serviceman – One CT registered motor vehicle – property tax exemption. Application to be filed with Assessor's office not later than the thirty-first day of December next following the date the property tax is due.
- Solar Energy Systems Applications due by November 1st.
- Tax exemption on Motor Vehicle for Handicapped due by November 1st.
- Farm and Forest Land (PA490) completed applications – Filing Period – September 1st to October 31st Contact the Assessor's office for more information.

All persons conducting business or having taxable personal property as defined by CT State Statutes in the Town of Salem must file with the Assessor's Office a complete and accurate declaration of all tangible personal property as of October 1st. Personal Property Declarations due November 1st to avoid a 25% penalty for "failure to file".

Respectfully Submitted,

Michael Kapinos Jr.

CCMA II Town Assessor

BUILDING DEPARTMENT REPORT

Residential:	2018-2019		2019-2020	
	Value	Units	Value	Units
Foundation	\$0.00	0	\$16,500.00	1
New Homes	\$2,130,709.00	7	\$3,216,921.00	10
Additions	\$357,957.00	9	\$18,905.00	2
Alterations	\$567,957.00	69	\$638,642.00	70
Trades	\$908,026.78	181	\$1,806,539.44	221
Garages	\$159,705.01	5	\$233,141.00	6
Pools	\$40,989.00	3	\$236,082.00	16
Sheds/Barns	\$98,849.00	10	\$22,810.00	3
Decks/Porches	\$86,816.00	7	\$69,212.00	7

Commercial:

Foundation	\$25,500.00	1	0	0
New Commercial Building	\$614,000.00	2	0	0
Additions	\$4,300.00	2	\$38,000.00	1
Alterations	\$162,200.00	2	\$109,800.00	10
Trades	\$209,054.00	15	\$273,090.00	16

Demolitions	\$125,700.00	1	\$225,300.00	3
Tents	\$15,595.00	3	\$7,393.00	2

Total Permits Issued:	317	368
Total Construction Value:	\$5,507,357.79	\$6,912,335.44
Total Permit Fees Collected:	\$69,665.27	\$86,093.01

Vernon C. Vesey II, *Building Official*

Agnes T. Miyuki, *Administrative Assistant*

SALEM FREE PUBLIC LIBRARY ANNUAL REPORT

Mission Statement:

“The Salem Free Public Library improves the quality of life for the public by providing resources that build a sense of community and contribute to individual knowledge, enlightenment, and enjoyment.”

The fiscal year began at the Salem Free Public Library with the Summer Reading theme: “A Universe of Stories”. It was a huge hit with 135 children registered and 1,458 books read! We held eight spaced-themed programs sponsored by the Friends of the Salem Free Public Library (FOSL), with a total attendance of 110 children and 74 adults. Programs included: a visit from Ms. Frizzle from the Magic School Bus, a magic show, a big-screen viewing of story time from space with real astronauts, alien cartooning fun, and much more!

The Town of Salem also celebrated its Bicentennial in 2019. The library showcased the talents of the current Salem community with a “Salem’s Got Talent” show with local performers. Acts ranged from singers and musicians to off-the-cuff card tricks with community karaoke in-between scheduled performances. In addition, the library collaborated with the Salem Historical Society in displaying large panels depicting Salem’s local history in the main library reading room.

Through generous funding from FOSL, the library hosted many other community events throughout the fall and winter for all ages, for a total attendance of 285 participants. Programs included: story time, author visits, drop-in crafts, flower arranging, a couples’ paint party, movie showings, and participation in the CT Author Trail, featuring Ehris & Velya Urban, authors of *The Brazilian Betrayal: A Mother Daughter Memoir*. The library also hosted two musical concerts featuring folk music by Hungrytown and a hand bell demonstration by The Shoreline Ringers. In addition, the library also promoted a Winter Reading initiative for teens and adults and a book talk with Jason Lefebvre, author of the children’s book *Too Much Glue*, for “Take Your Child to the Library Day”.

In December, the library celebrated 15 years in its current building and location with an anniversary party for all! Mrs. Claus came to visit for story time, children crafted gingerbread houses, and everyone enjoyed refreshments while listening to bluegrass music by The Eight Mile River Band.

The library is generously supported year-round by The Friends of the Salem Free Public Library. Volunteers spend countless hours sorting materials and staffing book sales, as well as providing very generous monetary donations which totaled over \$15,600 for use by the library this past year. The money raised by FOSL is used to support the library’s collections, programming, story hour, museum passes, and Summer & Winter Reading initiatives. Many thanks are also due to the following donors:

Salem Library Knitters
Clamshell Quilters
Propbusters
Sharon Sanders

Donations in Memory of Shirley & Sigmund Diamond
Donations in Memory of Lauren M. Smolenski
Donations in Memory of Judy Rabe
Donations from members of the community

In an on-going effort to promote literacy among our youngest patrons, the library teamed with Scholastic Literacy Partnerships to purchase new books to distribute for free in our “Ready to Read” bags to families with children ages 5 and under. This initiative was made possible by funding from the Friends of Salem Library.

Although the fiscal year began and progressed with wonderful celebratory events, on March 13, 2020, the library building closed due to the global COVID-19 pandemic. Staff quickly began updating their computer skills and the library subscribed to new subscription online services to better serve our patrons during the shutdown, including the JobNow database and Hoopla. Through our participation in the Bibliomation consortium, the library began issuing temporary library card numbers for Salem and Bozrah residents who did not previously possess a library card, as well as extending library card expiration dates for current cardholders for access to our extended online services. The library also updated the website with reliable information regarding local, state, and federal public health information,

as well as increasing our social media presence. Prior to staff returning to the building, extensive research was done in the safe handling of library materials which included staff use of personal protective equipment (PPE), as well as a one-week quarantine of all returned materials via the book drop. In mid-May staff began providing curbside service of physical materials once again. In addition, the library also provided printing services and crafts for all ages via curbside pickup.

Our 3D printer, purchased in 2016 with funding provided by FOSL, was also put to use during the first several months of the library's shutdown. PPE was in short supply for healthcare workers across the country, so the Salem Library loaned our 3D printer and supplies to Dr. Christopher Wiles and his volunteer team to aid in their effort to make mask frames and face shields for distribution to Connecticut healthcare workers on the frontlines of the pandemic. It is estimated that our 3D printer manufactured 300-500 mask frames during the several months it was on loan.

It was a year of many changes, and I commend my colleagues on the library staff for continuing to fulfill the library's mission by providing services that continue to keep the community informed, safe and well. The library works collaboratively with other town departments, the Library Board of Trustees, FOSL, as well as other town organizations and residents, and I wish to extend my gratitude to everyone involved in keeping the library a vital resource in the community during these unprecedented times.

Respectfully submitted,

Vicky M. Coffin, Library Director

Salem Free Public Library Board of Trustees

Susan Butler, Chairperson
Robin Jensen, Secretary
Diane Robillard, Treasurer
Alan Benkert
Mary Cikatz
Maura Rehrig

Friends of Salem Free Public Library Executive Board

Carl Nawrocki, President
Heidi Preston, Vice President
Martha Giegel, Secretary
Bartolo Drennen, Treasurer



Submitted by Vicky Coffin

SALEM SENIOR CITIZENS REPORT

During the Fiscal Year 2019/2020 – (pre-COVID), members of the Salem Seniors Group held well-attended meetings on the second Tuesday of the month at 10:30am at the Salem Volunteer Fire Department. Seniors meet one time per year at the Salem School, and at the Witch Meadow Camp Ground. Unfortunately, we were unable to meet during the COVID crisis. Post-Covid, we will resume in-person gatherings, activities and programs.

Pre COVID, meetings included town wide updates from First Selectman Kevin Lyden, Senior specific updates from our Municipal Agent for the Aging Pamela Henry, police safety updates from our Salem resident troopers, fire and home safety updates from Salem volunteer fire department. Other guest speakers presented valuable and timely information. At most meetings, a nurse from the VNA took blood pressure readings and staff from Salem Health Mart offered seasonal flu shots. Meetings end with a delicious lunch from Two Brothers Pizza. The Salem Recreation Department offered recreational activities, safety programs and events requested by our members.

Seniors met at the Salem Library on Tuesdays from 12:00 to 4:00 pm. and gathered for an informal social lunch at Two Brothers Pizza at 11:00 am. on the first and third Tuesday of the month. Additionally, we usually hold a grand Holiday / Christmas party. When in-person dining was not allowed, Two Brothers Pizza remained open for take-out! They provided our Salem Senior members with a lunch special “Take Out” option on the first and third Tuesdays. We will resume previously scheduled activities post-COVID.

During this difficult time, the Salem community came together in typical fashion to support our seniors and residents. Two Brothers Pizza, Salem Health Mart, Salem Prime Cuts, Dollar General, Subway Grinder Shop, Plum Tomato and other businesses remained open under modified COVID rules. Door to door food delivery by the box was provided to more than 51 families in need, by more than 25 Salem volunteers and town employees. Our public works crew, town hall staff, state troopers our brave fire fighters and dedicated emergency services members worked tirelessly to keep us safe. Under adverse conditions, Salem residents were provided with food, necessities and needed services. Please join me in thanking these “Salem Unsung Heroes”.

Special thanks go out to our First Selectman Kevin Lyden for keeping us safe during the COVID crisis and for his unwavering support for our Salem senior citizens. He ensured our departments and town hall remained operational. During this period, Kevin worked hard with our Board of Selectman and Board of Finance to maintain or enhance services while ensuring that taxes remained flat. Salem has had no town tax increases in the last four years! Still, many of our senior citizens are on a fixed income and have voiced hardships in maintaining their homes. Some Salem seniors have been forced to move out of town and many have stated “what was once manageable while raising a family is now a hardship” and “maintaining my property and paying its taxes are difficult”. Many of our seniors have expressed the desire to sell their homes if they could move into a beautiful, one floor, one-bedroom, maintenance free, senior friendly Salem rental unit. As a result, our First Selectman, our Board of Selectman, our Economic Development and Planning and Zoning Commissioners and the Town Hall advocated for Salem appropriate, senior citizen friendly housing. This voiced need is becoming a reality on Route 82.

Thank you, Salem School for welcoming seniors for indoor walking every Monday, Wednesday and Friday from 7:00 am to 8:00 am. and Saturday from 8 am. to 10am. (when school is in session, except on holiday weekends) pre-COVID. An ID card and office sign-in / sign-out is required.

Together, our members, our community and our officers have created organization that is strong, successful and vibrant. Thank you all for your friendship, your volunteer work and for your community service focused leadership! Please consider joining the Salem Seniors Group. We enjoy good friendship, good support, good fun, good food and thanks to the “joke of the day” by Vice President Jean Ann Scaduto, good laughs!

Salem Seniors in need of assistance should feel free to contact Salem Agent for the Aging Pam Henry at the Salem Town Hall, by phone at (860) 859-3873 (extension 125)

Respectfully submitted on behalf of the Salem Seniors,

Ed Chmielewski

President, Salem Senior Citizens Group

Salem Seniors Officers

Ed Chmielewski - President

Jean Ann Scaduto - Vice President

Michelle Horan - Treasurer

Jeanette Girard - Secretary

Nancy Dytco - Past President

Gary Soler - Past Treasurer

Irene Jarvis - Past Secretary

SALEM VOLUNTEER FIRE COMPANY REPORT

The Salem Volunteer Fire Company, Inc currently operates five pieces of firefighting equipment and three pieces of medical, rescue equipment. A 1985 Chevy 4-wheel drive brush truck, 2012 Ford F-350 4-wheel drive service truck, 2008 Ferrara 77' heavy duty aerial, 2019 Pierce attach pumper, 1999 Freightliner Tanker, 2001 Ford F350 4-wheel drive (Medical Truck), 2019 Ford F350 4-wheel drive personnel transport and traffic control vehicle for fire police. We also have a 2010 6x6 Polaris Ranger for off road emergencies, which was purchased through fund raising and donations.

The fire company continues to support local organizations such as the Salem Youth Baseball League, Salem soccer Leagues, Lions Club, Salem Re, Salem PTO and the Senior Citizens. We also have supported the Connecticut Burn Care Foundations over the years.

Volunteers, in a town the size of Salem, help to offset the town budget by not having to have a full complement of paid firefighters on duty 24 hours, 7 days a week. Saying this we are in need of members for all aspects of the fire and medical services, such as firefighters, emergency medical technicians and fire police who are willing to take the training and then keep up-to-date with training requirements. Senior members need to be at least 18 years old and we also have a junior membership starting at age 13.

We have company meetings on the first Thursday of each month with trainings and other functions being held the following Thursdays of each month. Anyone interested in joining or for more information, please stop into the station or call the station at 860-859-0942.

In August the Fire Company holds its annual Chicken and Rib Barbeque starting at 5 PM. We missed out last year due to the pandemic, but are optimistic that we will hold one this year. The barbeque has brought the towns people together and seems to be one of the "Town Social Events" of the year. Please be on the look out for our advertisements and we get closer to the date and the status of the pandemic.

Officers

Chief	Chip Weston *
Deputy Chief	Ron Przech Jr
Assistant Chief	James Rybak
Fire Captain	Rob Oloski
Rescue Captain	Deb Cadwell *
Fire Police Captain	
Secretary	Ryan Teixeira
Treasurer	Marcella C. Maiorano *
Appropriated Treasurer	Eugene Maiorano *
Chief Engineer	Alex Blais
Engineers	Chris Cinea, Tyler Martin, Jenn Oloski,

* Life Members (20 years or more of active service)

Respectively Submitted:

Chip Weston, Chief

Salem Volunteer Fire Co., Inc

GARDNER LAKE VOLUNTEER FIRE COMPANY REPORT

The Gardner Lake Volunteer Fire Company, Inc has been serving the Town of Salem residents and visitors since 1956. With 64 years of service to the Town of Salem, we rely heavily on our Volunteers. Volunteering in a Town as small as Salem helps reduce the financial burden to the Town, as paid staff are limited to workday hours. We are extremely grateful to the Volunteers who are the heart and soul of our Company. We are always in need of members, anyone willing to offer their time and effort, from support members, to Firefighters, Emergency Medical Technicians and Fire Police. If you have any time to offer, there is a role for you.

The year 2020 has seen many challenges and changes to our roles in the community. We have continued to operate through all of them. We have responded to 569 dispatched calls that took our crews out the doors. We Congratulated our longtime Chief James Savalle on his retirement after many years as chief, and 46 years as a member (Life Member). We have proudly welcomed our new Chief, Pete Silva, who brings a fresh young mindset to the membership with a continued focus on the training, safety and well being of all members.

Our most important purchase this year was the Victory Professional Cordless Electrostatic Handheld Sprayer, that allows members to sanitize the vehicles and equipment. This little machine provides the peace of mind necessary to allow us to respond to emergency calls and protect our members and patients from communicable diseases, in addition to proper PPE protocols.

Our Members and Officers proudly protect the taxpayers of the Town of Salem, and thank you for this opportunity.

*Chief Pete Silva *FF/EMT*

*President Cheryl Philopena*EMT*

*Deputy Chief Joseph Danao *FF/EMT*

*Treasurer Christine Lindo*Past EMT*

*Assistant Chief Kevin Roe*FF/EMT*

*Secretary Jennifer Lindo*Support*

*Fire Captain Steve Philopena*FF*

*Board Member Herb Zickwolf*FF*

*EMS Captain Stephanie Philopena*EMT-P-RT*

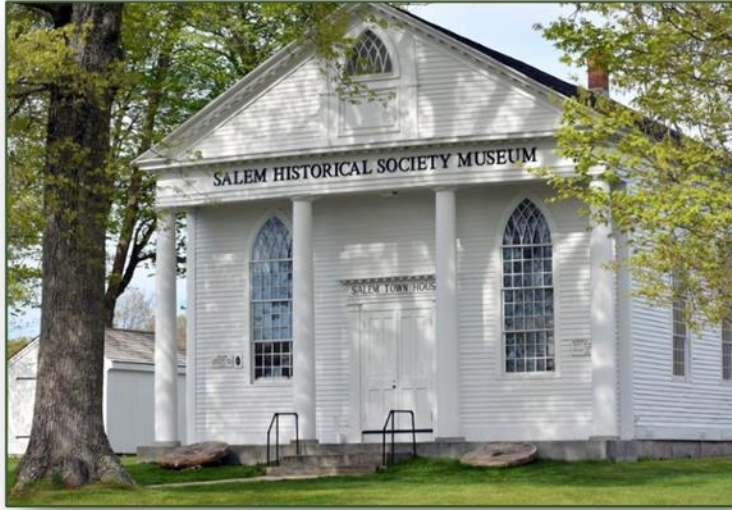
*Board Member Stephanie Philopena*EMT-P-RT*

*Lieutenant Jeffrey Savalle*FF/EMR*

*Board Member Steve Philopena*FF*

*Safety Officer John Cunningham *FF/EMT*

SALEM HISTORICAL SOCIETY



Annual Report for Fiscal 2019-2020

Society Officers

President, Elbert Burr	Museum Director, William Schultz
Vice President, Ed Chmielewski	Museum Curator, Elaine Sloan
Treasurer, Michelle Horan	Building & Grounds, Bob Needo
Secretary, Pamela Munro	

2019, the bicentennial year of our town, was an all-out effort for the Society and a big success all around. Our prior year's second half report detailed the Society's participation in the bicentennial programs up through June 30th. One of the Museum's main projects was the development and implementation of a bicentennial coin. The coin was designed locally, manufactured in China, gold gilded, colored, numbered and packaged in a clear plastic envelope. The coin idea was created first and foremost as a bicentennial commemorative keepsake and second as a raffle idea. The raffle idea was a bit of work involving purchasing gifts in advance, state and local raffle permits and promotions. The raffle was scheduled to be held at the fall Apple festival in late October. Using our bouncing ball number selecting machine, seven beautiful gifts were won, the winners of which were published in our Spring 2020 newsletter. One of the main closing events of the celebration was the burying of the town's time capsule which included our number 3 bicentennial coin. The capsule opening is scheduled for 2069. Over 600 coins were sold. Christmas came and again, from an idea a Salem resident came up with, a neat plastic rim was designed and made to hold the coin as an ornament on the Christmas tree.

As is necessary on all old structures, such as our Museum, repairs and upgrades never end. We have been working on these in various areas for the past four years, hopefully helping to make our presentations and visits by town folk and neighboring towns a more pleasant and inspiring day trip. Progress is also being made to move some of our presentations forward during this Covid-19 period through the use of Zoom, bringing speakers and the audiences together at their homes.

Part of the Museum's focus is on collecting items of historical value from the past in the form of books, maps, letters, pictures, clothing and selective farming and household items. Much of the Museum collection traces Salem's history back before the town was christened as a town in 1819. Many stories abound of the land baron, Samuel Brown, the Mohegan Indians, the farmers, and the many small businesses that covered Salem's 30 square

miles. Come read about the Bingham family, their Mumford homestead and some of the family members like Hiram Bingham III, a US senator and explorer of Machu Picchu. See pictures of the first music school established in the United States by Oramel Whittlesey right here in Salem, Music Vale Seminary. Find out about a really interesting family, the Rawolles, who lit up Salem and the area with electricity from their home site on Horse Pond Road. Stories abound. Was Salem really involved in the hunt for witches and did we sink a whole house in Gardener Lake one cold winter day? This and much more awaits your visit. In the January/February issue of Smithsonian magazine, secretary Lonnie G. Bunch stated "Museums have ranked among the nation's most trusted institutions and the public counts on us to safeguard the culture, heritage and knowledge."

We thank all our members and visitors who have been graciously paying their dues and giving donations. We remain open to receiving artifacts and gifts and you can make arrangements for their pickup by calling 860-887-9510.

www.SalemHistoricalSocietyCT.org (being worked on currently)

Facebook: Salem Historical Society (Click on listings marked **post**)



2020 Gardner Lake Authority Annual Report

Mission Statement: The Gardner Lake Authority (GLA) is established with the Towns of Bozrah, Montville and Salem to govern the body of water known as Gardner Lake. The Authority shall act as agent for the Towns, cooperating with the State Boating Commission, in the enforcement of boating laws on Gardner Lake. The Authority shall also control and abate algae and aquatic weeds through the CT Department of Environmental Protection's (DEEP) managed drawdowns, and study and make recommendations concerning water management.

Due to Covid-19 restrictions, the April and May GLA meetings were cancelled.
To meet social distancing requirements, two meetings were re-located.

Ecosystem Consulting Service, Inc. (ECS) was contracted to conduct water quality sampling, diagnostic review of ECS and GLA collected data, aquatic plant life assessment and preparation & presentation of this year's Qualitative Macrophyte Review. 2020 was a mild winter with three ice-overs and an early ice-out.

In the spring, naturally occurring filamentous green algae was present within the water column, and rose to the surface in June, then dissipated by summer. Pine pollen could also be seen in various locations around the lake. Invasive fanwort was less present this year, did not interfere with recreation and continues to be well managed by the annual drawdown, along with invasive milfoil. Phragmites have been noted in several locations in very small colonies, and do not pose concerns at this time.

Phosphorus levels were good this year, and dissolved oxygen levels remained consistent with recent years. Nitrate levels were slightly higher in the deep hole on the northwestern side of the island, allowing for oscillatoria, a form of cyanobacteria, to grow, but the density was low. Clarity was higher this year, reaching to a depth of four meters. Dr. Kortmann reported that water quality levels set approximately fifteen years ago have been met this year, despite the unusual characteristics that were present.

GLA conducts its own Volunteer Cooperative Client Monitoring Program, collecting water samples which are sent to UConn's Center for Environmental Sciences & Engineering (CESE) for lab analysis. CESE forwards the data to ECS to be incorporated into the study and assessment that they perform.

Dr. Kortmann confirmed that the fish kill which took place in late May to early June was a result of a naturally occurring event known as post reproductive die-off. When fish, generally of a single species, are spawning, they are expending significant energy resources which can result in a die-off when water temperatures reach around 46° to 50° Fahrenheit.

CT DEEP was hired to provide the water patrol. They reported patrol presence on the lake ten days between May 31 and August 9. The number of 2020 patrols was lower than anticipated.

In years past, GLA has worked in partnership with the Gardner Lake Volunteer Fire Company to provide an annual state-sponsored Boater Safety Course to CT residents. This year no local course was offered. GLA was informed that the course is now offered online.

GLA would like to thank our local legislators for their interest and support of Gardner Lake, and for their active role in working together with GLA on the stewardship of our beloved lake.

In 2020 the *Friends of Gardner Lake*, a locally led group of citizens concerned about the well-being of Gardner Lake, established a Facebook page for people interested in following Gardner Lake.

The Gardner Lake Authority meets the second Thursday of the month from March through November (no meetings are scheduled for December, January and February). The location is on a rotating basis beginning at the Bozrah Senior Center/Maples Farm in March, Montville Public Safety Building in April, Salem Town Hall in May, then the cycle rotates twice more.

The public is invited to attend the 7:00 p.m. meetings.

Respectfully submitted,

The Gardner Lake Authority

Bozrah: Henry Granger, Chair; Scott Soderberg, Treasurer
Montville: Bill Wrobel, Kate Johnson, Secretary; Mike Magliano
Salem: Bob Neddo, Chris Rios, Vice Chair; Tony Lasaracina

SALEM GREEN CEMETERY ASSOCIATION REPORT

The Salem Green Cemetery Association (SGCA) is responsible for managing this 5.2 acre parcel owned by the Town of Salem. The SGCA coordinates all activities related to cemetery plot sales, issuance of deeds, opening/closing of graves, placement of grave markers, and funding major capital projects relating to improvement of the cemetery grounds. Mowing, trimming and plowing of the active portions of the cemetery are under the supervision of the Town of Salem. Our goal is to provide a uniform and neatly ordered area which dignifies this as a resting place for Salem residents and others with close family ties to Salem residents.

A task was accomplished by the town workers in that the fence consisting of granite posts and chains has been installed to delineate the Cemetery from the Church property in 2019. There is a plan to finish off the posts and chains on the rest of the cemetery property that is behind the center school and the historical society, I note that at this time the granite posts have been delivered to the property. This gives a definitive boundary for the properties and is a nice addition to the grounds. The “memory” garden and main sign planter bed continue to be beautifully maintained by Linda Turner.

Description:	Section I	Section IV	Total
Total Full-sized 4' x 10' plots in section	329	286	615
Full-sized plots deeded (to be deeded) during reporting period	0	5	5
Full-sized plots available for purchase as of 6/30/2020	1	155	156
Full-sized plots on reserve* as of 6/30/2020	5	NA	5
Total Cremains 3' x 3' plots in section	27	NA	27
Cremains plots deeded during reporting period	1	NA	1
Cremains plots available for purchase as of 6/30/2020	22	NA	22
Total Infant 2' x 5' plots in section	12	NA	12
Infant plots deeded during reporting period	0	NA	0
Infant plots available	11	NA	11
Burials (Interments, Inurnments)	2	3	5

*Reserve plots (for the poor and destitute of Salem)

Account summary for period beginning July 1, 2019 and ending June 30, 2020

Account Description	July 1, 2019 balance	June 30, 2020 balance	Net gain
Regular Savings	25862.14	26052.66	190.52
Perpetual Care Savings	8713.15	9988.04	1274.89
Regular Checking	973.24	478.24	(495.00)
Perpetual Care Checking	764.59	764.59	0.00
Total – All Accounts	\$36,313.12	\$37,283.53	\$970.41

Breakdown of Revenues/Expenses:

Beginning Balance:	\$36,316.12	*Expense Details:	
Revenue from Plot Sales:	\$ 6,150.00	Getty Granite	\$4,650.00
Interest earned:	\$ 15.42	Plantasia (Gardens):	\$ 195.00
Less Expenses*:	<u>\$-5,195.00</u>	V.J. Gilman (Plot return)	<u>\$ 350.00</u>
Ending Balance:	\$27,146.16	Total Expenses:	\$5,195.00

Long Term CD's:

In addition to the active checking/savings accounts, the Salem Green Cemetery Association maintains three (3) Long Term CD's at the Liberty Bank, each valued at 5,313.56 (as of Dec. 30, 2020).

Financials reported by Monica M. Lord McIntyre, Treasurer

Balance of report Respectfully submitted by Cathy Benedict,

APPENDIX 1

REPORT OF THE BOARD OF EDUCATION AND SUPERINTENDENT OF SCHOOLS

**SALEM SCHOOL DISTRICT
SALEM, CONNECTICUT**



**REPORT OF THE SUPERINTENDENT OF SCHOOLS
and Board of Education**

2019 – 2020



“Salem inspires learning, creativity, critical thinking, personal integrity, and citizenship.”

**SALEM SCHOOL DISTRICT
SALEM CONNECTICUT**

REPORT OF THE SUPERINTENDENT OF SCHOOLS FOR 2019-2020

AND

The Board of Education: Sean Reith, Chairperson; Sam Rindell, Vice-Chairperson; Jen Rucci, Secretary; Ryan Little, Treasurer; LaVan Norwood; Jennifer D'Aiuto; Tiffany Cunningham; Tamara Morocco; Sue Spang

The Statutes of the State of Connecticut, particularly Section 10-157 and Section 10-224 of the laws relating to education, prescribe that the Superintendent of Schools shall report annually on the condition of the District's schools to both the local and state Boards of Education. The following data and comments are considered pertinent to the annual report as required.

I. Salem School Staff

1. Administrative Personnel

<u>Title</u>	<u>Staff</u>
Superintendent (0.45 FTE)	Joseph Onofrio II
Director of Student Services (0.45 FTE)	Donna Gittleman
School Principal	Joan Phillips
Assistant Principal	Kim Fentress (11/1/19)
	Daniel Driscoll

2. Related Arts/Special Education Personnel

<u>Class</u>	<u>Teacher</u>
Art	Susan Miller
IT Specialist (0.60 FTE)	Sharon Osga-Dugger
Technology Literacy	Sue Bennett
Guidance Counselor	Marissa Kach
Health/PE	Barbara Bashelor
Library/Media Specialist (0.60 FTE)	Sarah Kateley
Music	Christopher Hebert
Music/Band	James Gerrard
Physical Education	Christopher Pugliese
Math Interventionist	Gretchen Leming
ELA Interventionist	Michelle Seward
School Psychologist	Sun Meunier
Special Education	Jennifer Werb
Special Education	Cheryl Carroll
Special Education	Sarah Alessio
Special Education	Melissa Quinn
Special Education	Scott Gordon
Special Education	Dan Wilson
Speech and Language Pathologist	Catherine Conover
World Language – French (0.45 FTE)	Barbara Senges
World Language – Spanish	Lisbeth Gonzalez

3. Teachers - Certified

<u>Class</u>	<u>Teacher</u>
Pre-School	Mary Roth
Kindergarten	Carla Oscarson
Kindergarten	Christina Holth
Grade One	Dale Mainville
Grade One	Sara St. Pierre
Grade One	E. Richmond
Grade Two	Judy Butterworth
Grade Two	Maria Tomon
Grade Three	Nicole Hecklinger
Grade Three	Barbara Leyden
Grade Four	Heather Meisenzahl
Grade Four	Jill MacLachlan
Grade Five	Daniel Pegnataro
Grade Five	Michael Kane
Grade Six	Mary Barone
Grade Six	Robert Swan
Grade Seven/Eight - Math	Kim Carlone
Grade Seven/Eight - Science	Laura Runkle
Grade Seven/Eight - Social Studies	Brian Fleming
Grade Seven/Eight - Language Arts	Ryan Gray

4. Office and School Health Personnel

<u>Position</u>	<u>Staff</u>
Business Manager	Kim Gadaree
Executive Assistant to the Superintendent	Jennifer Kayser
School Secretary	Laurie Barberi
10-mo School Secretary	Melissa Paquet
Administrative Assistant to the Dir. Of Student Services	Patricia Wenrich
Library/Media Aide	Sue Wyand
School Nurse	Maggie Clouet
Network/IT Technician	Contracted Services
10-month School Greeter / Receptionist	Lee Wood

5. Non-Certified Support Personnel

<u>Position</u>	<u>Staff</u>
Tutor	Kelly Douglass
Tutor (PT)	Tara Ward
Tutor	Mary Sturgeon
Tutor	Ellen Javor
Tutor	Tracey Bruni
Tutor	Cathy Freiart
Tutor	Colleen Meese
Instructional Aide	Marissa Browning
Instructional Aide	Genevieve Little
Instructional Aide	Sally Buller
Instructional Aide	Katelyn Bojarski
Instructional Aide	Stacia Wright
Instructional Aide	Kim Bosse
Instructional Aide	Cinnamon Gorman
Instructional Aide (PT)	Kathy Noel
Instructional Aide	Micheline Gugliotti

Instructional Aide	Tanya Kapilotis
Instructional Aide	Ruth Savalle
Instructional Aide	Margie Farrell
Instructional Aide	Sharmane Kenneth

6. Lunch Aides and Food Service Staff

<u>Position</u>	<u>Staff</u>
Lunch Aide	Lisa Przybyl
Lunch Aide	Linda Rogers
Lunch Aide	Alyssa Howard
Lead Kitchen	Natalie Mather
Kitchen Assistant	Collette Varjenski

7. Custodial Staff

<u>Position</u>	<u>Staff</u>
Head Custodian	Van Miller
Custodian	Gregg Shailor
Custodian	Howard Houser
Custodian	Ken Bragdon (2/12/20)
Custodian	Brian Higgins (1/21/20)
Custodian	Sebastian Tuccitto
Director of Facilities (0.40 FTE)	Donald Bourdeau

GRADUATES - JUNE 2020

1. Salem School: - Grade 8:

Hannah Armstead	Eren Aydin	Skylar Bell
Nathan Bergman	Ethan Cummings	Jenalisie Diaz
Lillian Douglass	Morgan Dube	Emmett Dunne
Giovani Facchini	Neva Flickinger	Amelie Folberth
Grace Fox	Ava Frausini	David Frazer
Kayla Greene	Maddox Grillo-Smith	Seth Howe
John Ilvento Jr.	Elise Kelley	Dominic Kelly
Ava Kelly	Julianna Kenyon	Aiden Lamp
Ayden Lawrence	Jadence Ledoux-Clark	William Leyko
Matilda MacGregor	Zofia Maziarz	Justin McNamee
Kaleb Mlynarski	Natalie Muscarelli	Isabella Paggioli
Lauren Perry	Etnie Presser	Brandon Randeau
Emily Reith	Andrew Renzi	Nikolas Renzi
Avery Rindell	Dylan Rodgers	Kandace Royce
Karly Sorrentino	Ariana Spera	Jacob Syman
Nicole Tsai	Maxwell VanDusen	John Whittaker
Mia Williamson	Sierra Young	

East Lyme High School:

Emma Belleville	Sam Bennett	Tristan Berry Jones
Trina Brownstein	Daniel Choquette	Riley Clark
Mae Czuba	Sierra Dean	Mason Dupuis
Corey Filewich	Ashton Fontaine	Joshua Fresco-Hawes
Nicholas Goodwin	Matthew Gorman	Michael Haburay
Eric Heaton	Joshua Henry	Faith Jantori
Nesanya Johnson-Claudio	John Lombardo	Zoe Luich
Trent Lundgren	Aiden Maiolo	Branden Matias
Cameron McGurer	Ryan McShane	Riley Morrow
Allen Murallo	Nicholas Oloski	Avery Owen
Rebecca Paggioli	Emma Robson	Matthew Salvatore
Attitan Smith	Evan Tower	Dylan Vane
Michael Wong		

II. FISCAL DATA

II. FISCAL DATA

A. Budget Management

1. The Business Manager in collaboration with the Superintendent and the Board of Education developed and monitored the 2019-20 Operating Budget. The budget expenditures and receipts are recorded in a modified accrual system of accounting licensed by Tyler Technologies. Cost analysis and sound fiscal practices have been consistently applied and participation in cooperative purchasing programs with other towns and agencies remain in place in order to contain costs.
2. The Executive Assistant to the Superintendent managed the Student Activity Account and prepared a year-end report for the Board of Education. She also applied for the school hot lunch program funds and maintained the accounts.
3. The Board of Education continued to review and revise its 10-year Capital Improvement Plan with all efforts to reduce the effects of over burdening the town's debt service.

B. Current Receipts

Support for education received into the town's general fund for the fiscal year 2019-2020 included the following state and federal funding:

<u>Funding</u>	<u>Amount</u>
Educational Equalization	\$2,621,550
Transportation	0
Public School Building Grant	0
Adult Education	\$4,160
School-wide Entitlement (ESEA/REAP)	\$117,523
Services for the blind	0
Excess Cost (Special Education)	\$241,227
Special Education Grants (IDEA, etc.)	\$100,768
Tuition from another district	\$72,967
ARRA Stabilization	0
High Quality Schools and Common Core	0
Frontier PEG Grant	0
Total Education Receipts	\$3,158,195

B. Current Expenditures

Board of Education expenditures for 2019-2020, as reported on the State Department of Education EFS, were \$10,369,084 and distributed as follows:

<u>Expenditures</u>	<u>Amount</u>
Debt Service East Lyme	0
Salaries	\$4,439,202
Benefits	\$780,183
Purchased Services	\$1,735,025
Tuition	\$3,203,523
Supplies/Property	\$201,654
Adult Education	\$9,497
Total Expenditures	\$10,369,084

Broken down in another manner, expenditures, less non-reimbursed costs, were made as follows:

	<u>Amount</u>
Elementary School	\$6,510,535
High School	\$2,098,940
Special Education	\$1,759,609
Total	\$10,369,084

	<u>Amount</u>
Central Administration	\$793,343
East Lyme H.S. (9-12)	\$2,793,106
Out Placements (PK-12)	\$919,772
Salem School (PK-8)	\$5,862,863
Total	\$10,369,084

SHARED SERVICES WITH THE TOWN OF SALEM

Over the last year there has been a lot of discussion about shared services in Salem. The goal of shared services is to save taxpayer funds by working more efficiently. Below is a listing of shared service opportunities that the District has participated in recent years.

Liability, Property & Workers' Compensation Insurance

The Board and Town of Salem have shared policies for liability, property and workers' compensation. This has been in effect for over ten years. The policies are with CIRMA. Allocation of expenses is determined by the Town. Each entity receives a separate bill for its portion.

Auditing Services

The Board and Town share a contract for auditing services. Our current auditor is O'Connor Davies. The bidding and award of the contract is done by the Town. Expenses are allocated between the district and town based on time spent. Each entity receives a separate bill for its portion.

Building Maintenance

In addition to taking care of the District's buildings, the Board's custodians are also responsible for cleaning the town offices and library. The Board also supplies the cleaning supplies needed to clean Town Hall and the Library. The Board does not allocate any charges to the Town for this service.

Grounds Maintenance

Maintenance of school property is shared between the Board and Town. The Town is responsible for plowing the school parking lots and sanding them when necessary. Board employees are responsible for clearing the school sidewalks. Board employees also clear snow from the sidewalks in front of the school. There is no allocation of charges from the town to the Board's budget. However, these charges are reported as in-kind services on the District's ED001.

The District uses the old "dirt lot" for staff parking. The parking lot is Town property. Even though it is Town property, the District pays the electric bill for the lights from the Board budget. Eversource bills these charges separately and they are paid for by the Board.

Weekend Maintainers

Salem School is used for many public activities. These include sports activities provided by the Parks & Recreation Commission during the winter months. The District requires that there be staff on site during these functions to open and close the building and attend to any issues that may occur while the building is in use. The Board hires employees to be here on both Saturday and Sunday from November through mid-April for this purpose. These expenses are charged to the Board's budget. There is no allocation of expenses made to the Parks & Recreation Commission or Town budgets.

Medical Insurance

In 2014-15 the Board voted to allow the Town employees to become part of our insurance group under Anthem BCBS. This allowed the Town to reduce their medical insurance premiums.

Co-Operative Purchasing, Consortiums & RESCs

The District purchases heating oil and diesel fuel through a consortium of school districts throughout Connecticut. The consortium allows small districts to purchase fuel at a savings, because of the combined purchasing power of all members. We can choose to purchase fuel as needed or we can lock into a specific price and purchase a set number of gallons. The Town also participates in this consortium. However, the decision is an individual one. The school communicates to the Town when we lock in a purchase, but that does not obligate the Town to do the same.

The District purchases copier paper through another consortium run by CREC (a RESC). The vendors used by the consortium members are picked via bid requests received from CREC annually. We purchase directly from the vendors, but pricing is based on the expected volumes from the consortium bid awards. The Town may also purchase through this consortium.

There is also a consortium of school districts that purchase electricity. Salem school is part of the consortium. Again, this allows us to lock into an electric rate for a set period of time. Since the pricing is based on a number of districts

within the state purchasing as a unit, we are able to get more favorable pricing than would be possible if we were on our own.

All Districts are required to offer adult education opportunities. Salem partners with Norwich Adult Education Co-operative to offer these services. This is more economical than if we were to offer the service on our own in Salem.

The District also purchases supplies from vendors under state contracts or from vendors offering educational pricing.

Finance Services

The District's finances are the responsibility of the Business Manager. The one exception is banking. Banking/cash flow is the responsibility of the Town Treasurer. The Business Manager works with the Treasurer to make sure that there are sufficient funds to cover payroll and payables. The bank reconciliation for the account is also completed by the Treasurer. In addition to satisfying the separation of duties requirement, it is also a cost savings. If this function were done by the District, another employee would be needed which would be an additional expense in the Board's budget. The Town does not allocate charges to the District for this function. However, these charges are reported as in-kind services on the District's ED001.

PROGRAMS AND SUPPORT ACTIVITIES

The Board of Education approved the following Goals for the 2019-20 school year.

- 1.) To increase understanding of ways Salem School accomplishes our Mission Statement.
- 2.) To collaborate with stakeholders to develop a strategic plan for Salem School District (PreK-21).

The District and School established initiatives, related to these goals. The progress made toward attaining these initiatives was monitored and reviewed throughout the year.

Board of Education Standing Subcommittees

Policy: This subcommittee meets to develop policy in accordance with the law, to review existing policy and to eliminate, revise and/or develop new policies, as necessary. The subcommittee also, for adopted policies, invites the Superintendent to apprise the subcommittee of the procedures developed by the Superintendent and the administrative team to implement the Board's policy.

Long-Range Educational Planning: This subcommittee meets to develop and monitor the implementation of effective long-range planning for the school district's instructional programs, facilities, technology services, and educational support functions. It shall be an advocate for and play a leadership role in long-range planning initiatives and shall promote a long-term commitment to keeping all school district stakeholders involved and informed about the Board's vision for the Salem School District. The subcommittee worked on the capital and technology plan, administrative structure, strategic planning, and shared services.

Personnel/Contract Negotiations: This subcommittee meets to study recommended compensation issues for administrators, professional staff and non-certified personnel. The subcommittee usually meets once a month or on an "as needed" basis during labor and/or personnel contract negotiations. The subcommittee conducts or assists with administrative position searches. The subcommittee also reviews proposed/revised job descriptions, Superintendent evaluation/sets timeline, employee grievances, and other human resources topics/issues and related legal issues as required.

Budget/Finance: This subcommittee meets to assist in the development of the annual budget, including the BOF budget presentations and budget presentations for the Public Hearing/Town Meeting. This subcommittee meets during budget development.

APPENDIX II

ANNUAL FINANCIAL REPORT OF THE TOWN OF SALEM

Annual Financial Report
of the
Town of Salem, Connecticut
For the Year Ended June 30, 2020

Town of Salem, Connecticut
Annual Financial Report
For the Year Ended June 30, 2020

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Town of Salem, Connecticut
Annual Financial Report
For the Year Ended June 30, 2020

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Financial Section

Independent Auditors' Report

**Board of Finance
Town of Salem, CT**

Report on the Financial Statements

We have audited the accompanying financial statements of the governmental activities, each major fund and the aggregate remaining fund information of the Town of Salem, Connecticut ("Town"), as of and for the year ended June 30, 2020, and the related notes to the financial statements, which collectively comprise the Town's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinions

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund and the aggregate remaining fund information of the Town of Salem, Connecticut as of June 30, 2020, and the respective changes in financial position, for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, the budgetary comparison information, and the pension and other post-employment benefit schedules, as listed in the table of contents, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary and Other Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Town's basic financial statements. The supplemental schedules and trend information section are presented for purposes of additional analysis and are not a required part of the basic financial statements.

The supplemental schedules are the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplemental schedules are fairly stated in all material respects in relation to the basic financial statements as a whole.

The trend information section has not been subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we do not express an opinion or provide any assurance on them.

**Board of Finance
Town of Salem, CT**

Page 3

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated December 4, 2020, on our consideration of the Town's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Town's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Town's internal control over financial reporting and compliance.

PKF O'Connor Davies, LLP

Wethersfield, Connecticut
December 4, 2020



Town of Salem

Town Hall 270 Hartford Road Salem, CT 06420-3809

Tel. (860) 859-3873 Fax (860) 859-1184 www.salemct.gov

Management's Discussion and Analysis For the Year Ended June 30, 2020

As management of the Town of Salem, Connecticut ("Town"), we offer readers of the Town's financial statements this narrative overview and analysis of the financial activities of the Town for the fiscal year ended June 30, 2020.

Financial highlights

Government-wide financial statements

- The Town's total net position totals \$25,265,233. Of this amount, \$6,723,434 is available (unrestricted) to finance ongoing programs.

The Town's total net position increased by \$569,671. The increase is due to the following:

➤ positive operations of the General Fund of	\$ 377,193
➤ positive operations of the Capital Non-Recurring Fund	56,849

Conversion to accrual basis on Exhibit E:

➤ capital outlay net of depreciation expense of	(190,891)
➤ net principal debt activity of	457,013
➤ change in special termination benefits of	(75,000)
➤ change in OPEB liability of	(94,246)

Fund financial statements

- The unassigned fund balance in the General Fund was \$3,108,552 or 20.6% of total General Fund budgetary expenditures and transfers out.

Overview of the basic financial statements

This discussion and analysis is intended to serve as an introduction to the Town's basic financial statements. The Town's basic financial statements comprise three components: 1) government-wide financial statements, 2) fund financial statements and 3) notes to financial statements. This report also contains other supplementary information as well as the basic financial statements.

Government-wide financial statements

The government-wide financial statements are designed to provide readers with a broad overview of the Town's finances, in a manner similar to a private-sector business.

The statement of net position presents information on all of the Town's assets, deferred outflows of resources, liabilities and deferred inflows of resources with the difference between these accounts reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the Town is improving or deteriorating.

The statement of activities presents information showing how the Town's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses reported in this statement are for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes and earned but unused vacation leave).

The government-wide financial statements present the functions of the Town that are principally supported by taxes and intergovernmental revenues (governmental activities). The governmental activities of the Town include general government, public safety, public works, sanitation, and education.

The government-wide financial statements can be found on Exhibits A and B of this report.

Fund financial statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The Town uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. All of the funds of the Town can be divided into two categories: governmental funds and fiduciary funds.

Governmental funds - Governmental funds are used to account for essentially the same functions reported as governmental activities in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on near-term inflows and outflows of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year. Such information may be useful in evaluating the Town's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the Town's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures and changes in fund balances provide a reconciliation to facilitate this comparison between governmental funds and governmental activities.

For governmental funds, the Town presents separately in the governmental fund balance sheet and in the governmental fund statement of revenues, expenditures and changes in fund balances for the General Fund, Education Grants Fund and Capital Nonrecurring Fund, which are considered to be major funds. The basic governmental fund financial statements can be found on Exhibits C, D and E.

Fiduciary funds - Fiduciary funds are used to account for resources held for the benefit of parties outside the Town. Fiduciary funds are not reflected in the government-wide financial statements because the resources of those funds are not available to support the Town's own programs. The Town's fiduciary funds include custodial funds.

The basic fiduciary fund financial statements can be found on Exhibits F and G.

Notes to financial statements

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements. The notes to financial statements can be found on Exhibit H of this report.

Required supplementary information

In addition to the basic financial statements and accompanying notes, this report also presents certain required supplementary information as follows:

- A budgetary comparison schedule for the General Fund to demonstrate compliance with this budget.
- Schedules to demonstrate the Town's progress in funding its obligation to provide pension benefits.
- Schedules to demonstrate the Town's progress in funding its obligation to provide other post-employment benefits.

Other information

The combining statements referred to earlier in connection with non-major governmental funds are presented immediately following the required supplementary information.

Government-wide financial analysis

As noted earlier, net position may serve over time as a useful indicator of a government's financial position. In the case of the Town, assets exceeded liabilities by \$25,265,233 at the close of the most recent fiscal year.

Summary Statement of Net Position June 30

	<u>2020</u>	<u>2019</u>
Current and other assets	\$ 8,862,481	\$ 8,245,463
Capital assets (net)	<u>21,833,059</u>	<u>22,023,950</u>
Total assets	<u>30,695,540</u>	<u>30,269,413</u>
Other liabilities outstanding	1,507,892	1,350,515
Long-term liabilities outstanding	<u>3,922,415</u>	<u>4,223,336</u>
Total liabilities	<u>5,430,307</u>	<u>5,573,851</u>
Net position:		
Net investment in capital assets	18,111,985	17,785,863
Restricted	429,814	431,318
Unrestricted	<u>6,723,434</u>	<u>6,478,381</u>
Total net position	<u>\$ 25,265,233</u>	<u>\$ 24,695,562</u>

By far the largest portion of the Town's net position (71.7%) reflects its investment in capital assets (e.g., land, construction in progress, buildings and improvements, machinery and equipment and infrastructure), less any related debt used to acquire those assets that is still outstanding. The Town uses these capital assets to provide services to citizens; consequently, these assets are not available for future spending. Although the Town's investment in its capital assets is reported net of related debt, it should be noted that the resources needed to repay this debt must be provided from other sources, since the capital assets themselves cannot be used to liquidate these liabilities.

An additional portion of the Town's net position which totaled \$429,814 represents resources that are subject to external restrictions on how they may be used.

The unrestricted net position increased by \$245,053 to a total of \$6,723,434. This portion of the net position is what may be used to meet the Town's ongoing obligations to citizens and creditors without constraints established by debt covenants, enabling legislation, or other legal requirements.

**Statement of Changes in Net Position
For the Years Ended June 30**

	<u>2020</u>	<u>2019</u>
Revenues:		
Program revenues:		
Charges for services	\$ 411,489	\$ 399,897
Operating grants and contributions	4,384,411	4,309,362
Capital grants and contributions	329,356	213,210
General revenues:		
Property taxes	12,151,372	12,043,437
Grants and contributions not restricted to specific programs	45,857	47,993
Income from investments	<u>83,538</u>	<u>94,573</u>
Total revenues	<u>17,406,023</u>	<u>17,108,472</u>
Expenses:		
General government	1,699,930	1,688,500
Public safety	1,013,625	982,760
Public works	936,227	951,310
Sanitation	181,091	166,434
Education	12,792,405	12,179,068
Interest	<u>213,074</u>	<u>202,041</u>
Total expenses	<u>16,836,352</u>	<u>16,170,113</u>
Change in net position	569,671	938,359
Net position - July 1	<u>24,695,562</u>	<u>23,757,203</u>
Net position - June 30	<u><u>\$ 25,265,233</u></u>	<u><u>\$ 24,695,562</u></u>

Significant changes are as follows:

- Education expenses increased \$613,337 primarily due to a \$273,861 increase in tuition for students attending East Lyme High School. In addition, there was a \$24,698 increase in OPEB and a \$75,000 increase in special termination benefits.
- Property taxes revenues increased by \$107,935 due to increase in grand list and therefore the levy.
- Capital grants revenues increased by \$116,146 due to the LOCIP grant of \$136,085 which was received and spent in the current year.

Financial Analysis of the Town's funds

As noted earlier, the Town uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

Governmental funds

The focus of the Town's governmental funds is to provide information on near-term inflows, outflows and balances of expendable resources. Such information is useful in assessing the Town's financing requirements. In particular, unassigned fund balance may serve as a useful measure of the Town's net resources available for spending at the end of the fiscal year.

As of the end of the current fiscal year, the Town's governmental funds reported combined ending fund balances of \$7,757,371 an increase of \$428,029 in comparison with the prior year. \$3,108,552 of this total amount constitutes unassigned fund balance.

The remainder of fund balance is nonspendable, restricted, committed or assigned to indicate that it is not available for new spending due to the following:

Nonspendable for endowments/perpetual care, prepaids and gift cards	\$ 544,297
Restricted due to grant restrictions or legal requirements	426,467
Committed for capital projects and other specific purposes	1,301,335
Assigned for specific purposes	2,376,720

General Fund. The General Fund is the operating fund of the Town. At the end of the current fiscal year, unassigned fund balance of the general fund was \$3,108,552 while total fund balance was \$5,470,649. As a measure of the General Fund's liquidity, it may be useful to compare both unassigned fund balance and total fund balance to total fund expenditures. Unassigned fund balance represents 20.6% of total General Fund budgetary expenditures and transfers out, while total fund balance represents 36.3% of that same amount.

During the current fiscal year, the fund balance of the Town's General Fund increased by \$377,193. The increase was substantially attributable to revenues coming in higher than budgeted expectations by \$315,839 and expenditures coming in lower than budgeted expectations by \$294,587. These variances are discussed further in the next section.

Education Grants Fund. This fund accounts for financial resources to be used for educational purposes. The primary source of revenues is federal and state grants as well as preschool tuition revenues. At the end of the current fiscal year the fund reported ending fund balance of \$807, an increase of \$1,293 from the prior year.

Capital Projects Fund. This fund accounts for financial resources to be used for various capital projects. The primary source of funding is an annual appropriation from the general fund and issuance of debt. The capital project fund's revenues and other financing sources exceeded its expenditures by \$56,849 as a result of the timing of funding and capital purchases.

General Fund budgetary highlights

Significant budget transfers and additional appropriations were as follows:

- Increase of \$40,000 to salaries was primarily due to salary increases transferred from employee benefits.
- Increase of \$36,000 to town counsel to cover the costs of ongoing labor relations. This includes an additional appropriation from fund balance of \$30,000.
- Decrease of \$64,660 to employee benefits was transferred primarily to various salary line items.

Significant budget variances were as follows:

- Intergovernmental revenues were \$203,292 higher than budget, primarily due to higher than expected amounts of the education equalization grant and local capital improvement grant of \$94,293 and \$102,465, respectively.
- Transfers in were \$116,568 higher than budgeted due to transfers from the Capital Nonrecurring Fund for closed projects.
- The \$75,940 budgeted appropriation of fund balance was not used.
- General government - salaries expenditures are \$28,757 under budget due to COVID-19 closings.
- General government - benefits expenditures are \$21,226 under budget due to lower than anticipated medical insurance costs.
- General government - recreation commission expenditures are \$24,499 under budget due to COVID-19 closings.
- Public works - salaries expenditures are \$40,240 under budget due to lower salaries due to limited overtime due to COVID-19 and fewer snow storms during the winter.
- Education expenditures are \$55,417 under budget due to a decrease in employees on school health insurance and cancelled special education therapy due to COVID-19.

Capital assets and debt administration

Capital assets

The Town's investment in capital assets amounts to \$21,833,059 (net of accumulated depreciation). This investment in capital assets is as follows:

Capital Assets, Net June 30		
	<u>2020</u>	<u>2019</u>
Land	\$ 1,840,216	\$ 1,840,216
Construction in progress	113,103	56,964
Land improvements	1,297,446	1,381,952
Buildings and systems	12,928,043	13,234,522
Machinery and equipment	1,012,000	1,060,709
Infrastructure	2,706,709	2,425,194
Vehicles	1,935,542	2,024,393
Total	<u>\$ 21,833,059</u>	<u>\$ 22,023,950</u>

The capital assets (net of depreciation) decreased in the current year by \$190,891. The decrease is due to depreciation expense exceeding capital outlay. In the current year, the Town had capital asset additions totaling \$647,909. Major capital asset additions consisted of infrastructure and road rehabilitation.

Additional information on the Town's capital assets can be found in Note III.D.

Long-term debt

All debt is backed by the full faith and credit of the Town. During the year, the Town's long-term debt decreased by \$457,013. The decrease is the net result of principal payments of \$457,013. At the end of the fiscal year, the Town had total long-term debt outstanding as follows:

Long-Term Debt June 30		
	<u>2020</u>	<u>2019</u>
General obligation bonds	\$ 3,250,000	\$ 3,575,000
Notes and loans	<u>471,074</u>	<u>603,088</u>
Total	<u>\$ 3,721,074</u>	<u>\$ 4,178,088</u>

The Town maintains an "Aa3" credit rating from Moody's for general obligation debt.

State Statutes limit the amount of general obligation debt a governmental entity may issue to 7 times the prior year total tax collections including interest and lien fees and the tax relief for elderly freeze grant. The current debt limitation for the Town is \$85,167,166 which is significantly in excess of the Town's outstanding general obligation debt.

Additional information on the Town's long-term debt can be found in Note III.F.

Economic factors and next year's budgets and rates

- As of June 2020, the unemployment rate for the Town was at 10.3%, which is higher than the State's average unemployment rate of 10.1% and lower than, the national average of 11.1%. The increase in the unemployment rates are due to the COVID-19 pandemic.
- Inflationary trends in the region compare favorably to national indices.
- The potential impact of the pandemic on the local economy, businesses and Town revenues is being closely monitored. The July 2020 collections were in line with the prior year. Any impact on the property tax revenues is expected to occur with the January 2021 semi-annual payment, if at all. The State of Connecticut through the Governor's executive order, required local governments to offer taxpayers/rate payers one or both of the following programs: interest rate reduction program and/or the payment deferral program through October 1, 2020. The Town implemented the payment deferral program. For the collection period ended July 31, 2020, collections were in line with the prior year.

All of these factors were considered in preparing the Town's budget for the 2021 fiscal year.

Requests for information

This financial report is designed to provide our citizens, taxpayers, customers, and investors and creditors with a general overview of the Town's finances and to show the Town's accountability for the money it receives. If you have questions about this report or need additional financial information, contact the Board of Finance or First Selectman at Town of Salem, 270 Hartford Road, Salem CT 06420.

Basic Financial Statements

Town of Salem, Connecticut

Statement of Net Position
Governmental Activities
June 30, 2020

Assets

Current assets:	
Cash	\$ 1,931,511
Investments	5,898,038
Receivables:	
Property taxes	100,314
Accounts	14,390
Intergovernmental	51,043
Loans	271,548
Prepaid and other	542,300
Total current assets	8,809,144
Noncurrent assets:	
Restricted assets:	
Temporarily restricted:	
Cash	15,613
Investments	5,689
Permanently restricted:	
Investments	1,997
Total restricted assets	23,299
Receivables (net):	
Property taxes	30,038
Capital assets (net of accumulated depreciation):	
Land	1,840,216
Construction in progress	113,103
Land improvements	1,297,446
Buildings and systems	12,928,043
Machinery and equipment	1,012,000
Infrastructure	2,706,709
Vehicles	1,935,542
Total capital assets (net of accumulated depreciation)	21,833,059
Total noncurrent assets	21,886,396
Total assets	30,695,540

(Continued)

The notes to financial statements are an integral part of this statement.

Town of Salem, Connecticut

Statement of Net Position
Governmental Activities
June 30, 2020

Liabilities

Liabilities:

Current liabilities:

Accounts payable	\$ 855,762
Accrued payroll	78,594
Unearned revenues	12,429
Other liabilities	13,020
Accrued interest payable	53,735
Bonds and notes payable	412,577
Compensated absences	4,275
Special termination benefits	75,000
Post closure landfill costs	2,500
	<hr/>
Total current liabilities	1,507,892

Noncurrent liabilities:

Performance bonds	14,953
Bonds and notes payable	3,308,497
Compensated absences	38,471
Post closure landfill costs	10,000
OPEB liability	550,494
	<hr/>
Total noncurrent liabilities	3,922,415
	<hr/>
Total liabilities	5,430,307

Net Position

Net investment in capital assets	18,111,985
Restricted for:	
Endowment/Perpetual care:	
Nonexpendable	3,347
Expendable	6,349
General government	45,873
Residential rehabilitation program	307,648
Town clerk documents	45,634
Education	20,963
Unrestricted	6,723,434
	<hr/>
Total net position	\$ 25,265,233

(Concluded)

The notes to financial statements are an integral part of this statement.

Town of Salem, Connecticut

Statement of Activities
Governmental Activities
For the Year Ended June 30, 2020

		Program Revenues			Net Expenses and Changes in Net Position
Functions/Programs	Expenses	Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	
General government	\$ 1,699,930	\$ 217,445	\$ 167,016	\$ -	\$ (1,315,469)
Public safety	1,013,625	2,270	-	-	(1,011,355)
Public works	936,227	2,826	-	329,356	(604,045)
Sanitation	181,091	49,365	-	-	(131,726)
Education	12,792,405	139,583	4,217,395	-	(8,435,427)
Interest	213,074	-	-	-	(213,074)
14 Total	<u>\$ 16,836,352</u>	<u>\$ 411,489</u>	<u>\$ 4,384,411</u>	<u>\$ 329,356</u>	<u>(11,711,096)</u>
General revenues:					
Property taxes					12,151,372
Grants and contributions not restricted to specific programs					45,857
Income from investments					<u>83,538</u>
Total general revenues					<u>12,280,767</u>
Change in net position					569,671
Net position - July 1, 2019					<u>24,695,562</u>
Net position - June 30, 2020					<u>\$ 25,265,233</u>

The notes to financial statements are an integral part of this statement.

Town of Salem, Connecticut

Balance Sheet
Governmental Funds
June 30, 2020

	General Fund	Education Grants Fund	Capital Non- Recurring Fund	Other Governmental Funds	Total Governmental Funds
<u>Assets</u>					
Cash	\$ 1,109,403	\$ 439,780	\$ -	\$ 382,988	\$ 1,932,171
Restricted cash	14,953	-	-	-	14,953
Investments	5,861,644	-	2,346	41,734	5,905,724
Receivables (net)					
Property taxes	130,352	-	-	-	130,352
Accounts	14,316	-	-	74	14,390
Intergovernmental	2,078	11,927	-	37,038	51,043
Loans	-	-	-	271,548	271,548
Due from other funds	438,907	1,322	1,460,069	259,768	2,160,066
Prepays	540,950	-	-	-	540,950
Other	-	-	-	1,350	1,350
Total assets	<u>\$ 8,112,603</u>	<u>\$ 453,029</u>	<u>\$ 1,462,415</u>	<u>\$ 994,500</u>	<u>\$ 11,022,547</u>
<u>Liabilities</u>					
Accounts payable	\$ 835,631	\$ 7,230	\$ -	\$ 12,901	\$ 855,762
Accrued payroll	78,594	-	-	-	78,594
Due to other funds	1,569,394	438,907	117,454	34,311	2,160,066
Unearned revenue	10	6,085	-	6,334	12,429
Performance bonds	14,953	-	-	-	14,953
Other liabilities	13,020	-	-	-	13,020
Total liabilities	<u>2,511,602</u>	<u>452,222</u>	<u>117,454</u>	<u>53,546</u>	<u>3,134,824</u>
<u>Deferred Inflows of Resources</u>					
Unavailable revenue - property taxes	<u>130,352</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>130,352</u>
<u>Fund Balances</u>					
Nonspendable	540,950	-	-	3,347	544,297
Restricted	45,634	807	-	380,026	426,467
Committed	-	-	818,598	482,737	1,301,335
Assigned	1,775,513	-	526,363	74,844	2,376,720
Unassigned	3,108,552	-	-	-	3,108,552
Total fund balances	<u>5,470,649</u>	<u>807</u>	<u>1,344,961</u>	<u>940,954</u>	<u>7,757,371</u>
Total liabilities, deferred inflows of resources and fund balances	<u>\$ 8,112,603</u>	<u>\$ 453,029</u>	<u>\$ 1,462,415</u>	<u>\$ 994,500</u>	<u>\$ 11,022,547</u>

(Continued)

The notes to financial statements are an integral part of this statement.

Town of Salem, Connecticut

**Reconciliation of Fund Balance
to Net Position of Governmental Activities
June 30, 2020**

Amounts reported in the statement of net position (Exhibit A) are different from the governmental fund balance sheet due to:

Total fund balance (Exhibit C, Page 1)	\$ 7,757,371
--	--------------

Capital assets used in governmental activities are not financial resources and, therefore, are not reported in the funds:

Beginning capital assets	22,023,950
Current year additions (net of construction in progress)	640,508
Depreciation expense	(831,399)

Other long-term assets are not available to pay for current period expenditures and, therefore, are unavailable in the funds:

Property tax receivable - accrual basis change	130,352
--	---------

Some liabilities and deferred inflows of resources, including bonds payable, are not due and payable in the current period and, therefore, are not reported in the funds:

Bonds and notes payable	(3,721,074)
Compensated absences	(42,746)
Special termination benefits	(75,000)
Post closure landfill costs	(12,500)
OPEB liability	(550,494)
Accrued interest payable	(53,735)

Net position (Exhibit A)	<u><u>\$ 25,265,233</u></u>
--------------------------	-----------------------------

(Concluded)

The notes to financial statements are an integral part of this statement.

Town of Salem, Connecticut

Statement of Revenues, Expenditures and Changes in Fund Balances
Governmental Funds
For the Year Ended June 30, 2020

	General Fund	Education Grants Fund	Capital Non- Recurring Fund	Other Governmental Funds	Total Governmental Funds
Revenues:					
Property taxes	\$ 12,106,515	\$ -	\$ -	\$ -	\$ 12,106,515
Intergovernmental	4,165,974	469,931	-	117,969	4,753,874
Charges for services	214,892	94,257	-	47,594	356,743
Contributions	-	-	-	5,750	5,750
Income from investments	83,176	-	32	330	83,538
Other	54,746	-	-	-	54,746
Total revenues	16,625,303	564,188	32	171,643	17,361,166
Expenditures:					
Current:					
General government	1,556,227	-	-	9,413	1,565,640
Public safety	843,644	-	-	3,820	847,464
Public works	628,348	-	-	-	628,348
Sanitation	163,847	-	-	-	163,847
Education	11,656,634	562,895	-	165,716	12,385,245
Debt service	519,768	-	155,736	-	675,504
Capital outlay	-	-	667,089	-	667,089
Total expenditures	15,368,468	562,895	822,825	178,949	16,933,137
Excess (deficiency) of revenues over expenditures	1,256,835	1,293	(822,793)	(7,306)	428,029
Other financing sources (uses):					
Transfers in	130,568	-	1,010,210	-	1,140,778
Transfers out	(1,010,210)	-	(130,568)	-	(1,140,778)
Net other financing sources (uses)	(879,642)	-	879,642	-	-
Net change in fund balances	377,193	1,293	56,849	(7,306)	428,029
Fund balances - July 1, 2019	5,093,456	(486)	1,288,112	948,260	7,329,342
Fund balances - June 30, 2020	\$ 5,470,649	\$ 807	\$ 1,344,961	\$ 940,954	\$ 7,757,371

The notes to financial statements are an integral part of this statement.

Town of Salem, Connecticut

**Reconciliation of the Statement of Revenues, Expenditures and Changes
in Fund Balances of Governmental Funds to Statement of Activities
For the Year Ended June 30, 2020**

Amounts reported in the statement of activities (Exhibit B) are different due to:

Net change in fund balances - total governmental funds (Exhibit D)	\$428,029
--	-----------

Governmental funds report capital outlays as expenditures. However, in the statement of activities the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense.

Capital outlay	640,508
Depreciation expense	(831,399)
Total	(190,891)

Revenues in the statement of activities that do not provide current financial resources are not reported as revenues in the funds:

Change in property tax - accrual basis change	44,857
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The issuance of long-term debt (e.g., bonds, notes, leases) provides current financial resources to governmental funds, while the repayment of the principal of long-term debt consumes the current financial resources of governmental funds. Neither transaction, however, has any effect on net position. Also, governmental funds report the effect of premiums, discounts, and similar items when debt is first issued, whereas these amounts are deferred and amortized in the statement of activities. The details of these differences in the treatment of long-term debt and related items are as follows:

Principal repayments:	
General obligation bonds and notes	457,013

Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds:

Change in:	
Post closure landfill costs	2,500
Compensated absences	(5,508)
Special termination benefits	(75,000)
OPEB liability	(94,246)
Accrued interest payable	2,917
Total	(169,337)

Change in net position (Exhibit B)	\$569,671
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The notes to financial statements are an integral part of this statement.

Town of Salem, Connecticut

Statement of Fiduciary Net Position
Fiduciary Funds
June 30, 2020

	<u>Assets</u>	Custodial Funds
		<u>Student Activity</u>
Cash		<u>\$ 15,904</u>
	<u>Net Position</u>	
Restricted for individuals and organizations		<u>\$ 15,904</u>

The notes to financial statements are an integral part of this statement.

Town of Salem, Connecticut
Statement of Changes in Fiduciary Net Position
Fiduciary Funds
For the Year Ended June 30, 2020

	<u>Custodial Funds</u> <u>Student Activity</u>
Additions:	
Activity fees	\$ 20,030
Deductions:	
Activities	<u>24,518</u>
Change in net position	(4,488)
Net position - July 1, 2019	<u>20,392</u>
Net position - June 30, 2020	<u><u>\$ 15,904</u></u>

The notes to financial statements are an integral part of this statement.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020**History and organization**

The Town of Salem, CT ("Town") is a municipal corporation governed by a town charter. The charter establishes the Town Meeting as the legislative body. A Town Meeting is required to make appropriations, levy taxes and borrow money. The executive branch is led by an elected five-member board of selectmen. The selectmen oversee most of the activities not assigned specifically to another body. An elected board of education manages the public school system. The elected board of finance is the budget making authority and supervises the Town financial matters.

Accounting principles generally accepted in the United States of America require that the reporting entity include (1) the primary government; (2) organizations for which the primary government is financially accountable; and (3) other organizations for which the nature and significance of their relationship with the primary government are such that exclusion would cause the reporting entity's financial statements to be misleading or incomplete. The Town does not report any component units.

I. Summary of significant accounting policies**A. Government-wide and fund financial statements**

The government-wide financial statements (i.e., the statement of net position and the statement of activities) report information on all of the nonfiduciary activities of the Town. *Governmental activities* are normally supported by taxes and intergovernmental revenues.

The statement of activities demonstrates the degree to which the direct expenses of a given function or segment is offset by program revenues. *Direct expenses* are those that are clearly identifiable with a specific function or segment. *Program revenues* include 1) charges to customers or applicants who purchase, use or directly benefit from goods, services or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Taxes and other items not properly included among program revenues are reported instead as *general revenues*.

Separate financial statements are provided for governmental funds and fiduciary funds, even though the latter are excluded from the government-wide financial statements. Major individual governmental funds are reported as separate columns in the fund financial statements.

B. Measurement focus, basis of accounting and financial statement presentation

The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*, as are the fiduciary fund financial statements. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Property taxes are recognized as revenues in the year for which they are levied. Grants and similar items are recognized as revenues as soon as all eligibility requirements imposed by the provider have been met.

Town of Salem, Connecticut

**Notes to Financial Statements
As of and for the Year Ended June 30, 2020**

B. Measurement focus, basis of accounting and financial statement presentation (continued)

Governmental fund financial statements are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be *available* when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. In addition, the Town considers reimbursement grants to be available if they are collected within one year of the end of the current fiscal period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures, as well as expenditures related to compensated absences, claims and judgments, and certain other long-term liabilities are recorded only when payment is due. General capital asset acquisitions are reported as expenditures in the governmental funds.

Expenditure reimbursement type grants, certain intergovernmental revenues, charges, transfers and interest associated with the current fiscal period are all considered to be susceptible to accrual and so have been recognized as revenues of the current fiscal period. All other revenue items are considered to be measurable and available only when cash is received by the Town.

The Town reports the following major governmental funds:

The *General Fund* is the Town's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund.

The *Education Grants Fund* accounts for and reports financial resources for educational purposes funded by various federal and state grants as well as preschool revenues and expenditures. These funds are required by State Statute to be accounted for separately from the General Fund.

The *Capital Nonrecurring Fund* is used to account for and report financial resources that are restricted, committed or assigned to expenditures for capital outlays, including the acquisition or construction of major capital facilities and other capital assets.

Additionally, the Town reports the following fund types:

Special Revenue Funds are used to account for and report the proceeds of specific revenue resources that are restricted, committed or assigned to expenditures for specified purposes other than debt.

Capital Project Funds are used to account for and report resources and expenditures that are restricted, committed or assigned for the acquisition and construction of capital facilities.

Permanent Funds are used to report resources that are legally restricted to the extent that only earnings, not principal, may be used for purposes that support the Town's programs.

Custodial Funds account for monies held on behalf of student groups.

As a general rule, the effect of interfund activity has been eliminated from the government-wide financial statements. Exceptions are charges between certain Town functions because elimination of these charges would distort the direct costs and program revenues reported for the various functions concerned.

Town of Salem, Connecticut

**Notes to Financial Statements
As of and for the Year Ended June 30, 2020**

B. Measurement focus, basis of accounting and financial statement presentation (continued)

Amounts reported as *program revenues* include 1) charges to customers or applicants for goods, services or privileges provided, 2) operating grants and contributions and 3) capital grants and contributions. Internally dedicated resources are reported as *general revenues* rather than as program revenues. Likewise, general revenues include all taxes.

For purposes of measuring the net pension and OPEB liability, deferred outflows of resources and deferred inflows of resources related to pensions and OPEB, and pension and OPEB expense, information about the fiduciary net position and additions to/deductions from fiduciary net position of the Town OPEB, the Connecticut State Teachers' Retirement System ("TRS"), and the Connecticut State Retiree Health Insurance Plan ("RHIP") have been determined on the same basis as they are reported by the Town's OPEB plan, TRS, and RHIP. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with benefit terms.

C. Assets, liabilities, deferred outflows/inflows of resources and equity**1. Cash and investments****a. Cash**

The Town considers cash as cash on hand and demand deposits.

b. Investments

In general, State of Connecticut Statutes allow the Town to invest in obligations of the United States of America or United States government sponsored corporations, in shares or other interests in any custodial arrangement, pool or no-load, open-end management type investment company or investment trust (as defined), in obligations of any State or political subdivision rated within the top two rating categories of any nationally recognized rating service, or in obligations of the State of Connecticut or political subdivision rated within the top three rating categories of any nationally recognized rating service. For the capital nonrecurring fund, not more than 31% can be invested in equity securities. Income from investment is recorded in the fund in which it was earned.

State Treasurers Investment Fund is an investment pool managed by the State of Connecticut Office of the State Treasurer. Investments must be made in instruments authorized by Connecticut General Statutes 3-27c - 3-27e. Investment guidelines are adopted by the State Treasurer. The fair value of the position in the pool is the same as the value of the pool shares.

c. Method used to value investments

Investments for the Town are reported at fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates.

Town of Salem, Connecticut

**Notes to Financial Statements
As of and for the Year Ended June 30, 2020**

C. Assets, liabilities, deferred outflows/inflows of resources and equity (continued)**Fair value of investments**

The Town measures and records its investments using fair value measurement guidelines established by accounting principles generally accepted in the United States of America (GAAP). These guidelines recognize a three-tiered fair value hierarchy, as follows:

- Level 1:* Quoted prices for identical investments in active markets;
- Level 2:* Quoted prices for identical investments in markets that are not active; and
- Level 3:* Unobservable inputs.

d. Risk policies

Interest rate risk – Interest rate risk is the risk that the government will incur losses in fair value caused by changing interest rates. The Town does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates.

Credit risk – Credit risk is the risk that an issuer or other counterparty will not fulfill its specific obligation even without the entity's complete failure. The Town has no investment policy that would limit its investment choices due to credit risk other than State Statutes governing investments in obligations of any State or political subdivision or in obligations of the State of Connecticut or political subdivision.

Concentration of credit risk – Concentration of credit risk is the risk attributed to the magnitude of an entity's investments in a single issuer. The Town follows the limitations specified in the Connecticut General Statutes. Generally, the Town's deposits cannot be 75% or more of the total capital in any one depository.

Custodial credit risk – Custodial credit risk is the risk that, in the event of the failure of the counterparty, the Town will not be able to recover the value of its investment or collateral securities that are in the possession of an outside party. The Town does not have a formal policy with respect to custodial credit risk.

2. Receivables and payables**a. Interfunds**

Activity between funds that are representative of lending/borrowing arrangements outstanding at the end of the fiscal year are referred to as either "due to/from other funds" (i.e., the current portion of interfund loans) or "advances to/from other funds" (i.e., the non-current portion of interfund loans).

b. Property taxes and other receivables

In the fund financial and government-wide financial statements, all trade and property tax receivables are shown net of an allowance for uncollectibles. Allowance percentages range from 23% to 29% of outstanding receivable balances and are calculated based upon prior collections.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

C. Assets, liabilities, deferred outflows/inflows of resources and equity (continued)

In the fund financial statements, property taxes receivable which have not been collected as of June 30, have been recorded as deferred inflows of resources, since they are not considered to be available to finance expenditures of the current year.

Property taxes are assessed on property as of October 1. Taxes are billed in the following July and are due in two installments, July 1 and January 1. Personal property and motor vehicle taxes are billed in July and are due in one installment, on July 1, and supplemental motor vehicle taxes are due in full January 1. Liens are effective on the assessment date and are continued by filing before the end of the year following the due date.

Loan receivables consist of Community Development Block Grant loans. The Town provides the low interest loans for residential rehabilitation as well as loans to local businesses for facility improvements.

3. Prepaid items

Certain payments to vendors reflect costs applicable to future accounting periods and are recorded as prepaid items in both the government-wide and fund financial statements. The cost of prepaid items is recorded as expenditures/expenses when consumed rather than when purchased.

4. Restricted assets

The restricted assets for the Town are restricted for performance bonds and endowments. Performance bonds are restricted until the monies are returned to the vendor after satisfactory completion of the contract or the Town calls the bond for nonperformance. The trust agreement restricts the expenditure of the investment income only for the designated purpose.

5. Capital assets

Capital assets, which include property, plant, equipment, and infrastructure assets are reported in the government-wide financial statements. Capital assets are defined by the Town as assets with an initial, individual cost of more than the capitalization threshold for that asset type and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at acquisition value at the date of donation.

The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend the asset lives are not capitalized. Major outlays for capital assets and improvements are capitalized as projects are constructed. Property, plant and equipment of the Town are depreciated using the straight-line method over the following estimated useful lives:

Assets	Years	Capitalization Threshold
Land	N/A	\$ All
Land improvements	10 - 40	20,000
Buildings and systems	15 - 100	20,000
Machinery and equipment	10 - 50	5,000
Infrastructure	20 - 50	100,000
Vehicles	10 - 25	5,000

Town of Salem, Connecticut

**Notes to Financial Statements
As of and for the Year Ended June 30, 2020****C. Assets, liabilities, deferred outflows/inflows of resources and equity (continued)****6. Deferred outflows/inflows of resources**

In addition to assets, the statement of net position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net position that applies to a future period(s) and so will not be recognized as an outflow of resources (expense/expenditure) until then.

In addition to liabilities, the statement of net position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net position that applies to a future period(s) and so will not be recognized as an inflow of resources (revenue) until that time.

For governmental funds, the Town reports unavailable revenue, which arises only under the modified accrual basis of accounting. Accordingly, unavailable revenue is reported only in the governmental funds' balance sheet. The governmental funds report unavailable revenues from property taxes. These amounts are recognized as an inflow of resources in the period that the amounts become available.

7. Compensated absences

Town employees accumulate vacation and sick leave hours for subsequent use or for payment upon termination or retirement. Sick leave and vacation leave expenditures are recognized in the governmental funds in the current year to the extent they are paid during the year or the vested amount is expected to be paid with available resources. A liability for these amounts has been recorded in the government-wide financial statements.

8. Long-term obligations

In the government-wide financial statements, long-term debt and other long-term obligations are reported as liabilities in the governmental activities' statement of net position. Bond premiums and discounts are deferred and amortized over the life of the bonds using the effective interest method. Bonds payable are reported net of the applicable bond premium or discount. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as debt service expenses.

In the fund financial statements, governmental fund types recognize bond premiums and discounts, as well as bond issuance costs, during the current period. The face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts on debt issuances are reported as other financing uses. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as debt service expenditures.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020**C. Assets, liabilities, deferred outflows/inflows of resources and equity (continued)****9. Net position and fund balances**

In the government-wide financial statements, net position is classified into the following categories:

Net Investment in Capital Assets

This category presents the net position that reflects capital assets net of only the debt applicable to the acquisition or construction of these assets. Debt issued for non-capital purposes, and unspent bond proceeds, are excluded.

Restricted Net Position

This category presents the net position restricted by external parties (creditors, grantors, contributors or laws and regulations).

Unrestricted Net Position

This category presents the net position of the Town which is not restricted.

Sometimes the Town will fund outlays for a particular purpose from both restricted (e.g. restricted bond or grant proceeds) and unrestricted resources. In order to calculate the amounts to report as restricted net position and unrestricted net position in the government-wide financial statements, a flow assumption must be made about the order in which the resources are considered to be applied. It is the Town's policy to consider restricted net position to have been depleted before unrestricted net position is applied.

In the fund financial statements, fund balances are classified into the following categories:

Nonspendable

This category presents amounts that cannot be spent either because they are in nonspendable form or because they are legally or contractually required to be maintained intact.

Restricted

This category presents amounts that can be spent only for specific purposes because of enabling legislation or because of constraints that are externally imposed by creditors, grantors, contributors or the laws or regulations of other governments.

Committed

This category presents amounts that can be used only for specific purposes determined by a formal action at the highest level of decision-making authority for the Town. Commitments may be established, modified or rescinded only through resolutions approved by the Board of Finance.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020**C. Assets, liabilities, deferred outflows/inflows of resources and equity (continued)**Assigned

This category presents amounts that do not meet the criteria to be classified as restricted or committed but that are intended to be used for specific purposes. Intent is expressed by the approval of a resolution by the Board of Finance or by a properly approved purchase order (encumbrance).

Unassigned

This category presents amounts that do not meet the criteria above and are available for any purpose. This category is only reported in the general fund for positive amounts and in any other fund that has a fund balance deficit.

When an expenditure is incurred for purposes for which both restricted and unrestricted fund balance is available, the Town considers restricted funds to have been spent first. When an expenditure is incurred for which committed, assigned or unassigned fund balances are available, the Town considers amounts to have been spent first out of committed funds, then assigned funds and finally unassigned funds, as needed, unless the Board of Finance has provided otherwise in its commitment or assignment actions.

10. Use of estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities including disclosures of contingent assets and liabilities and reported revenues, expenses and expenditures during the fiscal year. Actual results could differ from those estimates, particularly given the significant social and economic disruptions and uncertainties associated with the ongoing COVID-19 pandemic and the mitigation responses. Any such differences are not expected to be material for the year ended June 30, 2020.

11. Reclassifications

Certain amounts presented in the prior year data have been reclassified in order to be consistent with the current year's presentation.

II. Stewardship, compliance and accountability**A. Basis of budgeting**

Only the General Fund has a legally adopted annual budget.

The Town uses the budgetary basis of accounting under which purchase orders for contracts or other commitments are recorded in order to reserve that portion of the applicable appropriation. Encumbrances are recognized as a valid and proper charge against a budget appropriation in the year in which the purchase order, contract or other commitment is issued and, accordingly, encumbrances outstanding at year end are reported in the budgetary statements included as required supplementary information.

Generally, all unencumbered appropriations lapse at year end, except those for capital project funds and those specifically reappropriated by the Board of Finance.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

B. Donor-restricted endowments

The Town has received certain endowments for scholarships and maintenance of the cemetery. The amounts are reflected in net position as restricted for endowments. Investment income is approved for disbursement by the Board of Education or the applicable Trustee and is included in restricted fund balance.

The Town allocates investment income of donor-restricted endowments in accordance with donor restrictions and Connecticut law, which has adopted the provisions of the Uniform Prudent Management of Institutional Funds Act ("UPMIFA"). Under UPMIFA, investment income earned on donor-restricted endowment funds is considered to be unrestricted in the absence of explicit donor restrictions. Further, in the absence of explicit donor restrictions regarding investment appreciation, such appreciation is treated the same as the related investment income. Investment losses that reduce the value of endowment investments below the original principal amount serve to reduce restricted net position or unrestricted net position, depending upon the applicable donor's stipulations regarding the treatment of investment income and appreciation.

C. Capital projects authorizations

The following is a summary of certain capital projects:

<u>Project</u>	<u>Project Authorization</u>	<u>Cumulative Expenditures</u>	<u>Balance</u>
School roof replacement 2019	\$ 304,000	\$ 22,430	\$ 281,570
Engine tanker	120,000	104,790	15,210
Roadway rehabilitation 2020	380,536	29,851	350,685
Totals	<u>\$ 804,536</u>	<u>\$ 157,071</u>	<u>\$ 647,465</u>

III. Detailed notes**A. Cash and investments****1. Deposits – custodial credit risk**

At year end, the Town's bank balance was \$2,465,956 and was exposed to custodial credit risk as follows:

Uninsured and uncollateralized	\$ 1,349,467
Uninsured and collateral held by the pledging bank's trust department, not in the Town's name	<u>616,489</u>
Total amount subject to custodial credit risk	<u>\$ 1,965,956</u>

Financial instruments that potentially subject the Town to significant concentrations of credit risk consist primarily of cash. From time to time, the Town's cash account balances exceeded the Federal Deposit Insurance Corporation limit. The Town reduces its credit risk by maintaining its cash deposits with major financial institutions and monitoring their credit ratings.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

A. Cash and investments (continued)**2. Investments**

- a. The Town's investments consisted of the following types and maturities. Specific identification was used to determine maturities:

Type of Investment	Fair Value	Investment Maturities (in Years)
		Less Than 1
Certificates of deposit	\$ 49,793	\$ 49,793
Pooled fixed income	5,855,931	5,855,931
Total	<u>\$ 5,905,724</u>	<u>\$ 5,905,724</u>

- b. The Town does not have any investments that require fair value measurement.
- c. The Town's investments subject to credit risk had average ratings by Standard & Poor's as follows:

Type of Investment	Ratings
	AAA
Pooled fixed income	<u>\$ 5,855,931</u>

B. Receivables

Receivable balances have been disaggregated by type and presented separately in the financial statements. Only receivables with allowances for uncollectible accounts, including the applicable allowances for uncollectible accounts, are presented below.

	Property Taxes		
	Taxes	Interest and lien fees	Total
Current portion	<u>\$ 89,127</u>	<u>\$ 11,188</u>	<u>\$ 100,314</u>
Long-term portion	\$ 65,019	\$ 10,725	\$ 75,745
Less allowance for uncollectibles	<u>(39,254)</u>	<u>(6,453)</u>	<u>(45,707)</u>
Net long-term portion	<u>\$ 25,765</u>	<u>\$ 4,272</u>	<u>\$ 30,038</u>

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

C. Interfund accounts**1. Interfund payables and receivables**

A summary of interfund balances is as follows:

<u>Major Funds</u>	<u>Corresponding Fund</u>	<u>Due From</u>	<u>Due To</u>
General Fund			
Capital Nonrecurring Fund	N/A	\$ -	\$ 1,427,080
Education Grants Fund	N/A	438,907	-
Town Grants Fund	N/A	-	44,333
School Cafeteria Fund	N/A	-	752
Community Foundation Grant Fund	N/A	-	3,658
School Construction Fund	N/A	-	93,571
Total General Fund		<u>438,907</u>	<u>1,569,394</u>
Capital Nonrecurring Fund			
School Construction Fund	N/A	-	117,454
General Fund	N/A	1,427,080	-
Town Grants Fund	N/A	32,989	-
Total Capital Nonrecurring Fund		<u>1,460,069</u>	<u>117,454</u>
Education Grants Fund			
General Fund	N/A	-	438,907
Town Grants Fund	N/A	1,322	-
Total Education Grants Fund		<u>1,322</u>	<u>438,907</u>
Other Governmental Funds			
Town Grants Fund	General Fund	44,333	-
School Cafeteria Fund	General Fund	752	-
Community Foundation Grant Fund	General Fund	3,658	-
Town Grants Fund	Capital Nonrecurring Fund	-	32,989
Town Grants Fund	Education Grants Fund	-	1,322
School Construction Fund	Capital Nonrecurring Fund	117,454	-
School Construction Fund	General Fund	93,571	-
Total Other Governmental Funds		<u>259,768</u>	<u>34,311</u>
Grand Total		<u>\$2,160,066</u>	<u>\$2,160,066</u>

All interfund balances resulted from the time lag between the dates payments occurred between funds for interfund goods, payroll and services provided or in instances where certain funds do not have a cash account.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

C. Interfund accounts (continued)**2. Interfund transfers**

A summary of interfund transfers for the fiscal year is as follows:

	Corresponding Fund	Transfers In	Transfers Out
General Fund	Capital Nonrecurring Fund	\$ 130,568	\$ 1,010,210
Capital Nonrecurring Fund	General Fund	1,010,210	130,568
Total		<u>\$ 1,140,778</u>	<u>\$ 1,140,778</u>

Transfers are used to move budgeted appropriations from the general fund for funding of the capital nonrecurring fund and various programs and activities in other funds.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

D. Capital assets

Capital asset activity for the fiscal year was as follows:

	Balance July 1, 2019	Increases	Decreases	Balance June 30, 2020
Capital Assets, Not Being Depreciated				
Land	\$ 1,840,216	\$ -	\$ -	\$ 1,840,216
Construction in progress	56,964	63,540	7,401	113,103
Total Capital Assets, Not Being Depreciated	1,897,180	63,540	7,401	1,953,319
Capital Assets, Being Depreciated				
Land improvements	2,000,005	-	-	2,000,005
Buildings and systems	16,654,475	-	-	16,654,475
Machinery and equipment	2,258,759	55,125	-	2,313,884
Infrastructure	3,369,292	467,011	-	3,836,303
Vehicles	3,811,264	62,233	-	3,873,497
Total Capital Assets, Being Depreciated	28,093,795	584,369	-	28,678,164
Total Capital Assets	29,990,975	647,909	7,401	30,631,483
Less Accumulated Depreciation For				
Land improvements	618,053	84,506	-	702,559
Building and systems	3,419,953	306,479	-	3,726,432
Machinery and equipment	1,198,050	103,834	-	1,301,884
Infrastructure	944,098	185,496	-	1,129,594
Vehicles	1,786,871	151,084	-	1,937,955
Total Accumulated Depreciation	7,967,025	831,399	-	8,798,424
Total Capital Assets, Being Depreciated, Net	20,126,770	(247,030)	-	19,879,740
Capital Assets, Net	<u>\$ 22,023,950</u>	<u>\$ (183,490)</u>	<u>\$ 7,401</u>	<u>\$ 21,833,059</u>

Depreciation expense was charged to functions/programs of the Town as follows:

General government	\$ 131,360
Public safety	169,058
Public works	275,788
Sanitation	17,244
Education	237,949
Total depreciation expense	<u>\$ 831,399</u>

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

E. Short-term obligations

The Town uses short-term notes during the construction period of various public projects prior to the issuance of the bonds at the completion of the project.

Short-term obligation activity for the fiscal year was as follows:

Type of Obligation	Balance July 1, 2019	Additions	Reductions	Balance June 30, 2020
Note payable	\$ 60,000	\$ -	\$ 60,000	\$ -

F. Changes in long-term obligations**1. Summary of changes**

Description	Original Amount	Date of Issue	Date of Maturity	Interest Rate	Balance July 1, 2019	Additions	Deductions	Balance June 30, 2020	Current Portion	Long-Term Portion
<u>Bonds:</u>										
Schools:										
General obligation	\$4,500,000	07/02/14	07/01/29	2.25-4.00%	\$3,575,000	\$ -	\$ 325,000	\$ 3,250,000	\$325,000	\$2,925,000
<u>Notes payable:</u>										
Fire department tools	182,000	07/16/15	07/06/19	2.99%	47,524	-	47,524	-	-	-
Fire truck	555,563	07/01/18	07/01/24	3.65%	555,563	-	84,489	471,074	87,577	383,497
Total notes payable	737,563				603,087	-	132,013	471,074	87,577	383,497
Total bonds and notes payable					4,178,087	-	457,013	3,721,074	412,577	3,308,497
Compensated absences					37,238	8,405	2,897	42,746	4,275	38,471
Special termination benefits					-	75,000	-	75,000	75,000	-
Post closure landfill costs					15,000	-	2,500	12,500	2,500	10,000
OPEB liability					456,248	115,942	21,696	550,494	-	550,494
Total long-term obligations					\$4,686,573	\$ 199,347	\$ 484,106	\$ 4,401,814	\$494,352	\$3,907,462

All long-term liabilities are generally liquidated by the general fund.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

F. Changes in long-term obligations (continued)

The following is a summary of principal and interest amounts of bond and note maturities:

Year Ended June 30	Bond Principal	Note Principal	Total Interest
2021	\$ 325,000	\$ 87,577	\$ 112,276
2022	325,000	90,777	96,076
2023	325,000	94,094	82,602
2024	325,000	97,532	71,446
2025	325,000	101,094	58,944
2026	325,000	-	45,500
2027	325,000	-	35,750
2028	325,000	-	26,000
2029	325,000	-	15,844
2030	325,000	-	5,281
Total	<u>\$3,250,000</u>	<u>\$ 471,074</u>	<u>\$ 549,719</u>

2. Statutory debt limitations

The Town's indebtedness does not exceed the legal debt limitations as required by Connecticut General Statutes as reflected in the following schedule:

Category	Debit Limit	Net Indebtedness	Balance
General purpose	\$ 27,375,161	\$ -	\$ 27,375,161
Schools	54,750,321	3,250,000	51,500,321
Sewers	45,625,268	-	45,625,268
Urban renewal	39,541,899	-	39,541,899
Pension deficit	36,500,214	-	36,500,214

The total overall statutory debt limit for the Town is equal to seven times prior year annual receipts from taxation, \$85,167,166.

The indebtedness reflected above includes bonds outstanding in addition to the amount of bonds authorized and unissued against which bond anticipation notes are issued and outstanding.

3. Landfill closure and post-closure care costs

State and Federal laws and regulations require that the Town perform certain maintenance and monitoring functions at the landfill site for 30 years. Estimated total current costs of landfill post-closure care is \$12,500, which is based on the amount estimated to be paid for all equipment, facilities and services required to monitor and maintain the landfill. However, the actual cost of monitoring and other post-closure care may be higher due to inflation, changes in technology or changes in landfill laws and regulations.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

G. Fund balances and restricted net position

Fund balances are composed of the following:

Fund Balance Component	General Fund	Education Grants Fund	Capital Nonrecurring Fund	Other Governmental Funds	Total Governmental Funds
Nonspendable:					
Cemetery maintenance	\$ -	\$ -	\$ -	\$ 1,997	\$ 1,997
Prepays	540,950	-	-	-	540,950
Gift cards	-	-	-	1,350	1,350
Total nonspendable	<u>540,950</u>	<u>-</u>	<u>-</u>	<u>3,347</u>	<u>544,297</u>
Restricted:					
General government	-	-	-	45,432	45,432
Cemetery maintenance	-	-	-	6,349	6,349
Residential rehabilitation	-	-	-	307,648	307,648
Town clerk documents	45,634	-	-	-	45,634
Library operations	-	-	-	441	441
Education	-	807	-	20,156	20,963
Total restricted	<u>45,634</u>	<u>807</u>	<u>-</u>	<u>380,026</u>	<u>426,467</u>
Committed:					
Capital projects	-	-	818,598	482,737	1,301,335
Assigned:					
General government	-	-	-	74,688	74,688
Public safety	-	-	-	156	156
Subsequent year's budget	781,705	-	-	-	781,705
Capital projects	993,808	-	526,363	-	1,520,171
Total assigned	<u>1,775,513</u>	<u>-</u>	<u>526,363</u>	<u>74,844</u>	<u>2,376,720</u>
Unassigned	<u>3,108,552</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>3,108,552</u>
Total	<u>\$ 5,470,649</u>	<u>\$ 807</u>	<u>\$ 1,344,961</u>	<u>\$ 940,954</u>	<u>\$ 7,757,371</u>

The amount of restricted net position, which was restricted by enabling legislation totaled \$20,156.

IV. Other information**A. Risk management**

The Town is exposed to various risks of loss including torts, theft of, damage to and destruction of assets; errors or omissions; injuries to employees and natural disasters. The Town obtains commercial insurance for these risks. Settled claims have not exceeded commercial coverage in any of the past three years, and there has not been any significant reductions in insurance coverage from amounts held in prior years.

Town of Salem, Connecticut**Notes to Financial Statements
As of and for the Year Ended June 30, 2020****A. Risk management (continued)**

The Town is a member in Connecticut Interlocal Risk Management Association ("CIRMA"). CIRMA is a public entity risk pool established under the provisions of the Connecticut General Statutes Section 7-479a et. seq. The Town is liable only for contributions to the pool. Members do not retain the risk of loss, as they have transferred the risk by purchasing pool coverage with no deductible retention. A separate agreement limits the member's obligation to pay indemnification obligations and expenses should CIRMA be unable to do so.

The Town is a member of CIRMA's Liability-Automobile-Property Pool a risk sharing pool. The Town paid CIRMA for provisions of general liability, automobile liability, employee benefit liability, law enforcement liability, public officials and property coverage. The premium is subject to these coverages and claims and expense payments falling within the deductible amounts are the responsibility of the Town. CIRMA's Liability-Automobile-Property Pool retains \$1,000,000 per occurrence for each line of liability coverage.

The Town is also a member of CIRMA's Workers' Compensation Pool, a risk sharing pool. The Workers' Compensation Pool provides statutory benefits pursuant to the provisions of the Connecticut Workers' Compensation Act. The coverage is subject to an insured loss retrospective rating plan and losses incurred in the coverage period will be evaluated at 18, 30 and 42 months after the effective date of coverage. The premium is subject to a payroll audit at the close of the coverage period. CIRMA's Workers' Compensation Pool retains \$1,000,000 per occurrence and purchases reinsurance above that amount to the limit of liability of \$10,000,000 per occurrence.

B. Commitments and litigation

Amounts received or receivable from Federal and State grantor agencies are subject to audit and adjustment by grantor agencies. Any disallowed claims, including amounts already collected, may constitute a liability of the applicable funds. The amount, if any, of expenditures which may be disallowed by the grantor cannot be determined at this time, although the Town expects such amounts, if any, to be immaterial.

The Town is a defendant in various lawsuits and the outcome of these lawsuits is not presently determinable. In the opinion of the Town attorney, the resolution of these matters will not have a material adverse effect on the financial condition of the Town.

C. Regionalization

In 1997, the Towns of Salem and East Lyme entered into a cooperative agreement to build and maintain an expansion of the East Lyme High School for the mutual benefit of both towns. This agreement has the following financial provisions:

- Tuition will be charged at a base rate per Salem's regular education students attending East Lyme High School and a premium rate, equal to 1.85 times the base rate, for special educational students. Regardless of the number of students attending East Lyme High School, Salem is required to pay the base rate for a minimum enrollment equal to 80% of the total Salem high school students enrolled in grades nine through twelve at any high school. During the year the Town paid \$1,908,480 in regular education tuition and \$702,144 in special education tuition to the Town of East Lyme, Connecticut.

Town of Salem, Connecticut

**Notes to Financial Statements
As of and for the Year Ended June 30, 2020****C. Regionalization (continued)**

- To compensate for services, such as police, fire safety, water and sewer, paid by the Town of East Lyme on behalf of the school, the Town of Salem will reimburse the Town of East Lyme, Connecticut a per student fee.
- The Town will pay the Town of East Lyme, Connecticut a flat facilities expansion and improvement charge for 20 years. This charge is equal to 20% of the non-reimbursed construction related costs. It is payable in two equal semi-annual installments.

The tuition and other fees paid during the year are based on an estimated amount. The final costs are calculated after the end of the year and are billed, or refunded, in the second subsequent year based on the final audited amounts.

D. Contingencies*Coronavirus*

In March 2020, the United States declared the outbreak of Coronavirus a national emergency. Similarly, the Governor of the State of Connecticut declared a state of emergency and has since issued over 70 executive orders regarding the pandemic. One of the most significant executive orders required local governments to offer taxpayers/rate payers one or both of the following programs: interest rate reduction program and payment deferral program. The interest rate reduction program reduced the interest rate charged on delinquent taxes/user fees from 18% to 3% for the period April 1, 2020 through October 1, 2020. The payment deferral program also was effective April 1, 2020 for local governments with quarterly payments and July 1, 2020 for those with semi-annual payments. This program allowed taxpayers/rate payers to defer payment of amounts due without incurring any penalty interest until October 1, 2020. The Town implemented the payment deferral program. The impact of this program on property tax and user fee revenues and delinquent interest collections was not significant during this period.

The state of emergency has had a negative impact on the Town's economically sensitive revenues such as park and recreation program fees, interest earnings and certain other charges for services for the last quarter of the fiscal year and the impact continues into the 2021 fiscal year. On the expenditure side, expenditures for health and safety measures, including additional personnel costs, technology and supplies are expected to increase and may exceed adopted budgets. There continues to be uncertainty related to the duration, possible reemergence and future severity of the pandemic, as well as to what actions may be taken by the Federal government, the State of Connecticut and health care authorities to contain or mitigate its effects. This includes the nature and extent of any financial support.

The Town is continuously monitoring its financial condition and will take proactive measures as necessary to maintain operations and meet its obligations. Given this level of uncertainty, management cannot reasonably estimate the complete impact on the Town's future financial position at this time.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

V. Pensions and other post-employment benefit plans**A. Connecticut state teachers' retirement system****1. Plan description**

Teachers, principals, superintendents or supervisors engaged in service of public schools are provided with pensions through the Connecticut State Teachers' Retirement System ("TRS"), a cost sharing multiple-employer defined benefit pension plan administered by the Teachers' Retirement Board ("TRB"). Chapter 167a of the State Statutes grants authority to establish and amend the benefit terms to the TRB. TRS issues a publicly available financial report that can be obtained at www.ct.gov/trb.

2. Benefit provisions

Normal retirement	Age 60 with 20 years of credited service in Connecticut, or 35 years of credited service including at least 25 years of service in Connecticut
Benefit calculation	2.00% of the average annual salary times the years of credited service (maximum benefit is 75% of average annual salary during the 3 years of highest salary)
Early retirement	25 years of credited service including 20 years of Connecticut service, or age 55 with 20 years of credited service including 15 years of Connecticut service
Early retirement amount	Benefit amounts are reduced by 6.00% per year for the first 5 years preceding normal retirement age and 4.00% per year for the next 5 years preceding the normal retirement age. Effective July 1, 1999, the reduction for individuals with 30 or more years of service is 3.00% per year by which retirement precedes normal retirement date
Service connected disability amount	2.00% of average annual salary times credited service to date of disability, but not less than 15% of average annual salary, nor more than 50% of average annual salary. In addition, disability benefits under this plan (without regard to cost-of-living adjustments) plus any initial award of social security benefits and workers' compensation cannot exceed 75% of annual average salary
Non-service connected disability service requirement	Five years of credited service
Vesting - Service	10 years of service
Vesting - Amount	100%
Pre-retirement death benefit amount	Lump-sum return of contributions with interest or surviving spouse benefit depending on length of service

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

A. Connecticut state teachers' retirement system (continued)**3. Contributions****State of Connecticut**

Per Connecticut General Statutes Section 10-183z (which reflects Public Act 79-436 as amended), contribution requirements of active employees and the State of Connecticut are amended and certified by the State Teachers' Retirement Board and appropriated by the General Assembly. The contributions are actuarially determined as an amount that, when combined with employee contributions and investment earnings, is expected to finance the costs of the benefits earned by employees during the year, with any additional amount to finance any unfunded accrued liability.

Employer (school districts)

School district employers are not required to make contributions to the plan.

Employees

Effective January 1, 2018, each teacher is required to contribute 7% of their salary for the pension benefit.

4. Pension liabilities, pension expense, and deferred outflows of resources and deferred inflows of resources related to pensions

The Town reports no amounts for its proportionate share of the net pension liability, and related deferred outflows and inflows due to the statutory requirement that the State pay 100% of the required contribution. The amounts recognized by the Town as its proportionate share of the net pension liability, the related state support, and the total portion of the net pension liability that was associated with the Town were as follows:

Town's proportionate share of the net pension liability	\$ -
State's proportionate share of the net pension liability associated with the Town	<u>13,025,364</u>
Total	<u><u>\$ 13,025,364</u></u>

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

A. Connecticut state teachers' retirement system (continued)

The net pension liability was measured as of June 30, 2019, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of June 30, 2018. The Town has no proportionate share of the net pension liability.

During the year the Town recognized pension expense and revenue of \$985,951 for on-behalf amounts for contributions to the plan by the State.

5. Actuarial assumptions

The total pension liability was determined by an actuarial valuation as of June 30, 2018, using the following actuarial assumptions, applied to all periods included in the measurement:

Investment rate of return	6.90%
Inflation	2.50%
Salary increases	3.25-6.50%, including inflation
Mortality rates	Mortality rates were based on the RP-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80, projected to the year 2020 using the BB improvement scale

Future cost-of-living increases - For teachers who retired prior to September 1, 1992, pension benefit adjustments are made in accordance with increases in the Consumer Price Index, with a minimum of 3% and a maximum of 5.00% per annum. For teachers who were members of the Teachers' Retirement System before July 1, 2007, and retire on or after September 1, 1992, pension benefit adjustments are made that are consistent with those provided for social security benefits on January 1 of the year granted, with a maximum of 6.00% per annum. If the return on assets in the previous year was less than 8.50%, the maximum increase is 1.50%. For teachers who were members of the Teachers' Retirement System after July 1, 2007, pension benefit adjustments are made that are consistent with those provided for social security benefits on January 1 of the year granted, with a maximum of 5.00% per annum. If the return on assets in the previous year was less than 11.50%, the maximum increase is 3.00%, and if the return on the assets in the previous year was less than 8.50%, the maximum increase is 1.00%.

Changes in assumptions and inputs

- The inflation assumption was decreased from 2.75% to 2.50%.
- The investment rate of return was decreased from 8.00% to 6.90%.

Long-term expected rate of return

The long-term expected rate of return on pension plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

A. Connecticut state teachers' retirement system (continued)

The target asset allocation and best estimates of geometric rates of return for each major class are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Public equity - US equity	20.00%	8.10%
Public equity - international developed equity	11.00%	8.50%
Public equity - emerging markets equity	9.00%	10.40%
Fixed income - core fixed income	16.00%	4.60%
Fixed income - inflation linked bonds	5.00%	3.60%
Fixed income - high yield	6.00%	6.50%
Fixed income - emerging market debt	5.00%	5.20%
Private equity	10.00%	9.80%
Real estate	10.00%	7.00%
Alternative investments - real assets	4.00%	8.20%
Alternative investments - hedge funds	3.00%	5.40%
Liquidity fund	1.00%	2.90%
Total	<u>100.00%</u>	

6. Discount rate

The discount rate used to measure the total pension liability was 6.90%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that State contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

7. Sensitivity of the net pension liability to changes in the discount rate

The Town's proportionate share of the net pension liability is \$0 and, therefore, the change in the discount rate would only impact the amount recorded by the State of Connecticut.

8. Plan fiduciary net position

Detailed information about the Connecticut State Teachers' Retirement Plan fiduciary net position is available in the separately issued State of Connecticut Comprehensive Annual Financial Report as of and for the year ended June 30, 2019.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

B. Other post-employment benefit ("OPEB") plan**1. Plan description****a. Plan administration**

The Town administers a single-employer, post-retirement healthcare plan for retired certified teachers and their spouses in accordance with the Connecticut General Statutes and various collective bargaining agreements. The plan is considered to be part of the Town's financial reporting entity. The plan does not have assets accumulated in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75. The plan does not issue stand-alone financial reports.

b. Plan membership

As of June 30, 2020, the plans' membership consisted of:

Retirees and beneficiaries receiving benefits	2
Active members	<u>43</u>
Total	<u><u>45</u></u>

2. Benefit provisions

The Town provides certain health care benefits for retired certified teachers and their spouses through a single - employer defined benefit plan administered by the Town in accordance with the Connecticut General Statutes and various collective bargaining agreements.

Eligibility - Age 60 with 20 years of service or 35 years of service at any age (Normal Retirement); or age 55 with 20 years of service or 25 years of service at any age (Early Retirement). Upon reaching age 65 retired teachers and certified administrators who elect to participate in Medicare are removed from coverage.

3. Contributions

Teachers who no longer work for the Board of Education are allowed by State Statute to participate in the Town's group medical insurance plan until they formally begin receiving benefits from the State Teachers' Retirement Plan. These retirees are required to contribute the cost of the insurance to the Town.

4. OPEB liability

The Board of Education's OPEB liability of \$550,494, was measured as of June 30, 2020 and was determined by an actuarial valuation as of that date.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

B. Other post-employment benefit ("OPEB") plan (continued)**5. Actuarial methods and significant assumptions:**

The Town has elected to use the alternative approach to calculate OPEB related benefits. This allows financial statement preparers to use certain simplified assumptions to project benefits without the use of an actuary. The significant assumptions used to apply this method were developed by the Board of Education with the use of an outside vendor.

Other actuarial methods and significant assumptions are summarized as follows:

Valuation date	June 30, 2020
Actuarial cost method	Entry age normal
Amortization method	Level percentage
Amortization period	20 years
Discount rate	2.66%
Healthcare cost trend rate	Ranges from 4.6% - 4.7%
Salary increases	3.00%
Mortality rates	RP2000 Mortality Table for Males and Females Projected 18 years; this assumption does not include a margin for future improvements in longevity

The discount rate for the plan was based on the Standard and Poor's municipal bond 20-year high grade index as of the measurement date.

6. Changes from prior year**a. Changes in assumptions**

The discount rate decreased from 3.62% to 2.66%.

b. Changes in benefit terms

There were no changes in benefit terms.

7. Changes in the OPEB liability

Balance at July 1, 2019	<u>\$ 456,248</u>
Service cost	16,015
Interest	17,096
Differences between expected and actual experience	(21,696)
Changes in assumptions	<u>82,831</u>
Net change	<u>94,246</u>
Balance at June 30, 2020	<u><u>\$ 550,494</u></u>

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

B. Other post-employment benefit ("OPEB") plan (continued)**8. Sensitivity of the OPEB liability to changes in the discount rate**

The following presents the OPEB liability, as well as what the OPEB liability would be if it were calculated using a discount rate that is 1-percent lower or 1-percent higher than the current discount rate:

	1% Decrease 1.66%	Current Discount Rate 2.66%	1% Increase 3.66%
OPEB Liability	<u>\$ 658,478</u>	<u>\$ 550,494</u>	<u>\$ 464,579</u>

9. Sensitivity of the OPEB liability to changes in the healthcare cost trend rate

The following presents the OPEB liability, as well as what the OPEB liability would be if it were calculated using trend rates that are 1-percent lower or 1-percent higher than the current trend rates:

	1% Decrease	Current Health Care Trend Rates	1% Increase
OPEB Liability	<u>\$ 441,597</u>	<u>\$ 550,494</u>	<u>\$ 692,324</u>

10. OPEB expense and deferred outflows of resources related to OPEB

For the fiscal year, the Town recognized OPEB expense of \$94,246.

C. Connecticut state teachers' retirement board retiree health insurance plan**1. Plan description**

Teachers, principals, superintendents or supervisors engaged in service of public schools that are currently receiving a retirement or disability benefit through the Connecticut Teachers' Retirement System are eligible to participate in the Connecticut State Teachers' Retirement System Retiree Health Insurance Plan ("TRS-RHIP") - a cost sharing multiple-employer defined benefit other post-employment benefit plan administered by the Teachers' Retirement Board ("TRB"). Chapter 167a Section 10-183t of the State Statutes grants authority to establish and amend the benefit terms to the TRB. TRS-RHIP issues a publicly available financial report that can be obtained at www.ct.gov/trb.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

C. Connecticut state teachers' retirement board retiree health insurance plan (continued)**2. Benefit provisions**

The Plan provides for retiree health insurance benefits. Eligibility is as follows:

Normal retirement	Age 60 with 20 years of credited service in Connecticut, or 35 years of credited service including at least 25 years of service in Connecticut
Early retirement	25 years of credited service including 20 years of Connecticut service, or age 55 with 20 years of credited service including 15 years of Connecticut service
Service connected disability service requirement	No service requirement
Non-service connected disability service requirement	Five years of credited service
Vesting - Service	10 years of service

Retiree health care coverage

Any member that is currently receiving a retirement or disability benefit is eligible to participate in the Plan. There are two types of the health care benefits offered through the system. Subsidized Local School District Coverage provides a subsidy paid to members still receiving coverage through their former employer and the CTRB Sponsored Medicare Supplemental Plans provide coverage for those participating in Medicare, but not receiving Subsidized Local School District Coverage.

Any member that is not currently participating in Medicare Parts A & B is eligible to continue health care coverage with their former employer. A subsidy of up to \$110 per month for a retired member plus an additional \$110 per month for a spouse enrolled in a local school district plan is provided to the school district to first offset the retiree's share of the cost of coverage, any remaining portion is used to offset the district's cost. The subsidy amount is set by statute, and has not increased since July of 1996. A subsidy amount of \$220 per month may be paid for a retired member, spouse or the surviving spouse of a member who has attained the normal retirement age to participate in Medicare, is not eligible for Part A of Medicare without cost, and contributes at least \$220 per month towards coverage under a local school district plan.

Any member that is currently participating in Medicare Parts A & B is eligible to either continue health care coverage with their former employer, if offered, or enroll in the plan sponsored by the System. If they elect to remain in the plan with their former employer, the same subsidies as above will be paid to offset the cost of coverage.

If a member participating in Medicare Parts A & B so elects, they may enroll in one of the CTRB Sponsored Medicare Supplemental Plans. Active members, retirees, and the State pay equally toward the cost of the basic coverage (medical and prescription drug benefits).

Those participants electing vision, hearing, and/or dental are required by the System's funding policy to pay the full cost of coverage for these benefits, and no liability is assumed by the Plan for these benefits.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

C. Connecticut state teachers' retirement board retiree health insurance plan (continued)**Survivor health care coverage**

Survivors of former employees or retirees remain eligible to participate in the Plan and continue to be eligible to receive either the \$110 monthly subsidy or participate in the TRB-Sponsored Medicare Supplemental Plans, as long as they do not remarry.

3. Contributions**State of Connecticut**

Per Connecticut General Statutes Section 10-183z, contribution requirements of active employees and the State of Connecticut are amended and certified by the State Teachers' Retirement Board and appropriated by the General Assembly. The State contributions are not currently actuarially funded. The State appropriates from the General Fund one third of the annual costs of the Plan. Administrative costs of the Plan are financed by the State. Based upon Chapter 167a, Subsection D of Section 10-183t of the Connecticut statutes, it is assumed the State will pay for any long-term shortfall arising from insufficient active member contributions.

Employer (School Districts)

School district employers are not required to make contributions to the plan.

Employees

Each member is required to contribute 1.25% of their annual salary.

4. OPEB liabilities, OPEB expense, deferred outflows of resources and deferred inflows of resources related to OPEB

The Town reports no amounts for its proportionate share of the net OPEB liability, and related deferred outflows and inflows due to the statutory requirement that the State pay 100% of the required contribution. The amounts recognized by the Town as its proportionate share of the net OPEB liability, the related state support, and the total portion of the net OPEB liability that was associated with the Town were as follows:

Town's proportionate share of the net OPEB liability	\$ -
State's proportionate share of the net OPEB liability associated with the Town	<u>2,031,378</u>
Total	<u>\$ 2,031,378</u>

The net OPEB liability was measured as of June 30, 2019, and the total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of June 30, 2018. The Town has no proportionate share of the net OPEB liability.

The Town recognized OPEB expense and revenue of \$26,947 for on-behalf amounts for contributions to the plan by the State.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020

C. Connecticut state teachers' retirement board retiree health insurance plan (continued)**5. Actuarial assumptions**

The total OPEB liability was determined by an actuarial valuation as of June 30, 2018, using the following actuarial assumptions, applied to all periods included in the measurement:

Investment rate of return	3.00%
Inflation	2.50%
Health care cost trend rate	
Pre-Medicare	5.95% decreasing to 4.75% by 2025
Medicare	5.00% decreasing to 4.75% by 2028
Salary increases	3.25-6.50%, including inflation
Mortality rates	Mortality rates were based on the RP-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80, projected to the year 2020 using the BB improvement scale
Year fund net position will be depleted	2020

The actuarial assumptions used in the June 30, 2018 valuation were based on the results of an actuarial experience study for the period July 1, 2010 - June 30, 2015.

Changes in assumptions and inputs

- The discount rate was decreased from 3.87% to 3.50% to reflect the change in the Municipal Bond Index rate.

Additionally, expected annual per capita claims costs were updated to better reflect anticipated medical and prescription drug claim experience both before and after the plan change that became effective on January 1, 2019. Further, the expected rate of inflation was decreased and the Real Wage Growth assumption was increased.

Long-term expected rate of return

The long-term expected rate of return on OPEB plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of OPEB plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

All the plan assets are assumed to be invested in cash equivalents due to the need for liquidity. The expected rate of return is 3.00%.

Town of Salem, Connecticut

Notes to Financial Statements
As of and for the Year Ended June 30, 2020**C. Connecticut state teachers' retirement board retiree health insurance plan (continued)****Affordable Care Act ("ACA")**

The impact of the Affordable Care Act ("ACA") was addressed in this valuation. Review of the information currently available did not identify any specific provisions of the ACA that are anticipated to significantly impact results. While the impact of certain provisions such as the excise tax on high-value health insurance plans beginning in 2020 (if applicable), mandated benefits and participation changes due to the individual mandate should be recognized in the determination of liabilities, overall future plan costs and the resulting liabilities are driven by amounts employers and retirees can afford (i.e., trend). The trend assumption forecasts the anticipated increase to initial per capita costs, taking into account health care cost inflation, increases in benefit utilization, plan changes, government-mandated benefits, and technological advances.

Given the uncertainty regarding the ACA's implementation (e.g., the impact of excise tax on high-value health insurance plans, changes in participation resulting from the implementation of state-based health insurance exchanges), continued monitoring of the ACA's impact on the Plan's liability will be required.

6. Discount rate

The discount rate used to measure the total OPEB liability was 3.50%. The Municipal Bond Index Rate was used in the determination in the discount rate. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that no future employer contributions were assumed to be made.

7. Sensitivity of the OPEB liability to changes in the discount rate and the health care cost trend rate

The Town's proportionate share of the net OPEB liability is \$0 and, therefore, the change in the discount rate would only impact the amount recorded by the State of Connecticut.

8. Plan fiduciary net position

Detailed information about the Connecticut State Teachers' OPEB Plan fiduciary net position is available in the separately issued State of Connecticut Comprehensive Annual Financial Report as of and for the year ended June 30, 2019.

Required Supplementary Information

Type	Description
Budgetary	Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - General Fund
	Notes to Required Supplementary Information - Budgets and Budgetary Accounting
<u>Pension Plans</u>	
State Teachers' Retirement System	Schedule of Proportionate Share of the Net Pension Liability
	Schedule of Contributions
	Notes to Required Supplementary Information
<u>Other Post-Employment Benefits Plans</u>	
Education State Teachers' Retirement Board Retiree Health Insurance Plan	Schedule of Changes in OPEB Liability
	Schedule of Proportionate Share of the Net OPEB Liability
	Schedule of Contributions
	Notes to Required Supplementary Information

Town of Salem, Connecticut

Required Supplementary Information

Schedule of Revenues, Expenditures and Changes in Fund Balance
Budget and Actual (Budgetary Basis)
General Fund
For the Year Ended June 30, 2020

	Original Budget	Additional Appropriations and Transfers	Final Budget	Actual	Variance with Final Budget
Revenues					
Property tax revenues					
Property taxes	\$ 11,747,532	\$ -	\$ 11,747,532	\$ 11,850,074	\$ 102,542
Prior year tax collections	140,000	-	140,000	52,869	(87,131)
Supplemental motor vehicle tax collections	100,000	-	100,000	152,872	52,872
Interest on property taxes	60,000	-	60,000	47,278	(12,722)
Interest on supplemental motor vehicles	2,600	-	2,600	2,180	(420)
Liens on property taxes	1,000	-	1,000	1,242	242
Total property tax revenues	12,051,132	-	12,051,132	12,106,515	55,383
Intergovernmental					
State/federal grants for education					
Education equalization	2,527,257	-	2,527,257	2,621,550	94,293
Adult education	4,066	-	4,066	4,160	94
Total state/federal grants for education	2,531,323	-	2,531,323	2,625,710	94,387
Other state/federal grants					
Town Aid Road (TAR)	193,591	-	193,591	193,271	(320)
State property in lieu of taxes	33,620	-	33,620	35,653	2,033
Local capital improvement	33,620	-	33,620	136,085	102,465
Mashantucket Pequot grant	7,370	-	7,370	7,370	-
Library building grant	2,200	-	2,200	-	(2,200)
Tax relief for the elderly	300	-	300	-	(300)
Veterans' tax relief	4,000	-	4,000	2,834	(1,166)
Tax relief for the disabled	-	-	-	343	343
Telephone access line	7,000	-	7,000	7,619	619
Office of policy and management grant	4,066	-	4,066	4,699	633
Miscellaneous	-	-	-	6,798	6,798
Municipal Stabilization Grant	132,694	-	132,694	132,694	-
Total other state/federal grants	418,461	-	418,461	527,366	108,905
Total intergovernmental	2,949,784	-	2,949,784	3,153,076	203,292
Charges for services					
Licenses and permits					
Garbage bag revenue	36,000	-	36,000	37,459	1,459
Conveyance tax	50,000	-	50,000	47,083	(2,917)
Building permits	40,000	-	40,000	53,693	13,693
Tipping and hauling fees	4,000	-	4,000	4,085	85
Landfill fees - bulky waste	7,000	-	7,000	7,821	821
Heating	6,000	-	6,000	9,677	3,677
Electrical	7,000	-	7,000	11,128	4,128
Plumbing	2,500	-	2,500	2,826	326
Zoning compliance	1,400	-	1,400	1,450	50
Miscellaneous permits and fees	1,000	-	1,000	3,606	2,606
Pistol permits/sport licenses	2,000	-	2,000	2,940	940
Total licenses and permits	156,900	-	156,900	181,768	24,868

Town of Salem, Connecticut

Required Supplementary Information

Schedule of Revenues, Expenditures and Changes in Fund Balance
Budget and Actual (Budgetary Basis)
General Fund
For the Year Ended June 30, 2020

	Original Budget	Additional Appropriations and Transfers	Final Budget	Actual	Variance with Final Budget
Charges for current services					
Recording fees	\$ 15,000	\$ -	\$ 15,000	\$ 19,419	\$ 4,419
Sale of copies	4,000	-	4,000	3,842	(158)
Planning and zoning commission fees	400	-	400	1,841	1,441
CFC evacuation fees	750	-	750	2,115	1,365
Sale of maps	400	-	400	260	(140)
Inland/wetland commission fees	300	-	300	450	150
Zoning board of appeals fees	200	-	200	2	(198)
Sale of zoning regulations	150	-	150	-	(150)
Electronic registration fees	3,200	-	3,200	5,195	1,995
Total charges for current services	24,400	-	24,400	33,124	8,724
Total charges for services	181,300	-	181,300	214,892	33,592
Income from investments					
General fund	65,000	-	65,000	83,176	18,176
Other					
Recreation fee based activity	17,000	-	17,000	7,914	(9,086)
Library fees/fines	14,200	-	14,200	11,552	(2,648)
Miscellaneous	5,000	-	5,000	25,744	20,744
Insurance claims and refunds	6,000	-	6,000	9,656	3,656
Use of recreation fields	4,000	-	4,000	-	(4,000)
Pavilion rental	3,150	-	3,150	(120)	(3,270)
Total other	49,350	-	49,350	54,746	5,396
Total revenues	15,296,566	-	15,296,566	15,612,405	315,839
Other financing sources					
Appropriation of fund balance	40,940	35,000	75,940	-	(75,940)
Transfers in	14,000	-	14,000	130,568	116,568
Total other financing sources	54,940	35,000	89,940	130,568	40,628
Total revenues and other financing sources	15,351,506	35,000	15,386,506	15,742,973	356,467
Expenditures					
General government					
Selectman's department	7,480	-	7,480	6,917	563
Salaries	587,979	40,000	627,979	599,222	28,757
Building official, sanitarian	3,003	-	3,003	2,520	483
Town clerk	15,645	200	15,845	15,618	227
Treasurer, auditor, board of finance	37,507	-	37,507	37,507	-
Assessor	31,100	-	31,100	29,994	1,106

(Continued)

Town of Salem, Connecticut

Required Supplementary Information

Schedule of Revenues, Expenditures and Changes in Fund Balance
Budget and Actual (Budgetary Basis)
General Fund
For the Year Ended June 30, 2020

	Original Budget	Additional Appropriations and Transfers	Final Budget	Actual	Variance with Final Budget
General government (continued)					
Tax collector	\$ 13,655	\$ -	\$ 13,655	\$ 13,650	\$ 5
Registrar	14,035	-	14,035	7,363	6,672
Town counsel	20,100	36,000	56,100	54,100	2,000
Town office operations	97,660	-	97,660	87,439	10,221
Municipal building maintenance	48,830	14,700	63,530	61,736	1,794
Employee benefits	366,013	(64,660)	301,353	280,127	21,226
Utilities	59,276	-	59,276	51,791	7,485
Town services	101,766	-	101,766	95,675	6,091
Regional services	10,203	760	10,963	10,532	431
Economic development	1,700	-	1,700	564	1,136
Inland wetlands, conservation commission	3,200	-	3,200	1,108	2,092
Planning and zoning commission	14,500	-	14,500	13,036	1,464
Zoning board of appeals	800	-	800	110	690
Recreation commission	47,100	5,000	52,100	27,601	24,499
Municipal insurance	124,426	-	124,426	121,967	2,459
Unanticipated expenses	1,000	-	1,000	1,000	-
Library	36,650	-	36,650	36,650	-
Total general government	1,643,628	32,000	1,675,628	1,556,227	119,401
Public safety					
Salaries	242,900	-	242,900	225,429	17,471
Security	336,898	-	336,898	308,607	28,291
Utilities	45,976	-	45,976	41,789	4,187
Gardner lake fire department	79,442	-	79,442	66,984	12,458
Salem fire department	94,225	-	94,225	94,139	86
Ambulance	46,512	-	46,512	45,018	1,494
Public safety	64,200	-	64,200	61,678	2,522
Total public safety	910,153	-	910,153	843,644	66,509
Public works					
Salaries	382,759	-	382,759	342,519	40,240
Utilities	42,392	-	42,392	40,492	1,900
Public works	256,200	-	256,200	245,337	10,863
Total public works	681,351	-	681,351	628,348	53,003
Sanitation					
Transfer station	161,101	3,000	164,101	163,847	254

(Continued)

Town of Salem, Connecticut

Required Supplementary Information

**Schedule of Revenues, Expenditures and Changes in Fund Balance
Budget and Actual (Budgetary Basis)
General Fund
For the Year Ended June 30, 2020**

	Original Budget	Additional Appropriations and Transfers	Original Budget	Actual	Variance with Final Budget
Debt service					
Interest payments	\$ 108,063	\$ -	\$ 108,063	\$ 108,063	\$ -
Principal payable	411,706	-	411,706	411,705	1
Total debt service	519,769	-	519,769	519,768	1
Capital outlay					
Capital reserve account	1	-	1	-	1
Open space land acquisition	1	-	1	-	1
Total capital outlay	2	-	2	-	2
Education	10,425,292	-	10,425,292	10,369,875	55,417
Total expenditures	14,341,296	35,000	14,376,296	14,081,709	294,587
Other financing uses					
Transfers out	1,010,210	-	1,010,210	1,010,210	-
Total expenditures and other financing uses	15,351,506	35,000	15,386,506	15,091,919	294,587
Excess (deficiency) of revenues and other financing sources over expenditures and other financing uses	\$ -	\$ -	\$ -	\$ 651,054	\$ 651,054

Reconciliation to Exhibit D

	Revenues	Expenditures
Budgetary basis - RSI-1	\$ 15,612,405	\$ 14,081,709
State Teachers' pension on behalf amount	985,951	985,951
State Teachers' OPEB on behalf amount	26,947	26,947
Tuition true up	-	273,861
GAAP Basis - Exhibit D	\$ 16,625,303	\$ 15,368,468

(Concluded)

Town of Salem, Connecticut
Notes to Required Supplementary Information
Budgets and Budgetary Accounting
For the Year Ended June 30, 2020

The Town adheres to the following procedures in establishing the budgetary data included in the general fund financial statements. The general fund is the only fund for which a legal budget is adopted.

This budget is adopted on a basis consistent with Generally Accepted Accounting Principles (modified accrual basis) with the following exceptions:

1. The Town does not budget for as revenue or expenditures payments made for the State Teachers' pension and OPEB by the State of Connecticut on the Town's behalf.
2. Encumbrances are reported as expenditures for the budgetary basis of accounting.
3. The Town pays and budgets for tuition to East Lyme High School based on estimated costs per student. The actual cost for each year is not determined until an audit is completed. Once the audit has been completed the cost per student is recalculated and the billing is adjusted. The adjusted costs are paid in the subsequent year for budget purposes.

The Boards of Selectmen and Education submit requests for appropriation(s) to the Board of Finance. The budget is prepared by fund, function and activity, and includes information on the past year, current year estimates and requested appropriations of the next fiscal year.

The Board of Finance holds a public hearing, at which itemized estimates of the expenditures of the Town for the next fiscal year are presented. At this time, individuals are able to recommend any appropriations, which they desire the Board of Finance to consider. The Board of Finance then considers the estimates and any other matters brought to their attention at a public meeting held subsequent to the public hearing and prior to the annual meeting. The Board of Finance prepares the proposed budget.

The Board of Finance's estimated and recommended budget reports are submitted at the Annual Town Meeting. The Annual Town Meeting takes action on this budget. After the Annual Town Meeting the Board of Finance meets to levy a tax on the grand list which will be sufficient to cover, together with other income or revenue surplus which is appropriated, the amounts appropriated and any revenue deficit of the Town.

The legal level of budgetary control (i.e., the level at which expenditures may not legally exceed appropriations) is the department level except expenditures for education, which are, by State Statutes, appropriated as one department.

The Board of Education is authorized under state law to make any transfers required within their budget at their discretion. Additionally, as required by the Charter, these transfers must be reported to the Board of Selectmen. Any additional appropriations must have Board of Education and Board of Selectmen approval and, if over one-half of one percent of the annual budget, Town Meeting approval.

The Board of Finance, in accordance with the provisions set forth by the Town Charter, is authorized to transfer unexpended balances from one appropriation to another. The Board of Finance is subject to the following limitations when making supplemental appropriations to the budget:

All additional appropriations less than 0.2% of the annual budget require Board of Finance approval.

All additional appropriations in excess of 0.2% of the annual budget shall be submitted to a Town Meeting, which must be held no later than thirty days following the endorsement by the Board of Finance.

All additional appropriations which exceed 1% of the annual budget shall be submitted to referendum at a time set by the Board of Selectmen.

There were additional appropriations made during the year totalling \$35,000.

Town of Salem, Connecticut

Required Supplementary Information

Connecticut State Teachers' Retirement System
Last Six Years (3)

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
<u>Schedule of Proportionate Share of the Net Pension Liability</u>						

Town's proportion of the net pension liability	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>
Town's proportionate share of the collective net pension liability	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State of Connecticut's proportionate share of the net pension liability associated with the Town	<u>13,025,364</u>	<u>10,043,313</u>	<u>9,960,033</u>	<u>10,507,911</u>	<u>8,877,646</u>	<u>8,205,604</u>
Total	<u>\$ 13,025,364</u>	<u>\$ 10,043,313</u>	<u>\$ 9,960,033</u>	<u>\$ 10,507,911</u>	<u>\$ 8,877,646</u>	<u>\$ 8,205,604</u>
Town's covered payroll	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>
Town's proportionate share of the net pension liability as a percentage of its covered payroll	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>
5 Plan fiduciary net position as a percentage of the total pension liability	<u>52.00%</u>	<u>57.69%</u>	<u>55.93%</u>	<u>52.26%</u>	<u>59.50%</u>	<u>61.51%</u>

Schedule of Contributions

Contractually required contribution (1)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Contributions in relation to the contractually required contribution	-	-	-	-	-	-
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Town's covered payroll	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>
Contributions as a percentage of covered payroll	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>

(1) Local employers are not required to contribute to the plan.

(2) Not applicable since 0% proportional share of the net pension liability

(3) These schedules are intended to present information for 10 years. Additional years will be presented as they become available.

Town of Salem, Connecticut

Notes to Required Supplementary Information

Connecticut State Teachers' Retirement System
Schedule of Contributions
Last Six Years (1)

	2020	2019	2018	2017	2016	2015
Changes of Benefit Terms	Beginning January 1, 2018, member contributions increased from 6% to 7% of salary	Beginning January 1, 2018, member contributions increased from 6% to 7% of salary	None	None	None	None
The actuarially determined contribution rates are calculated as of	June 30, 2018	June 30, 2018	June 30, 2016	June 30, 2016	June 30, 2014	June 30, 2014
Actuarial methods and assumptions used to determine contribution rates:						
Actuarial Cost Method	Entry age	Entry age	Entry age	Entry age	Entry age	Entry age
Amortization Method	Level percent of salary, closed	Level percent of salary, closed	Level percent of salary, closed	Level percent of salary, closed	Level percent of salary, closed	Level percent of salary, closed
Remaining Amortization Period	17.6 years	17.6 years	20.4 years	20.4 years	21.4 years	22.4 years
Asset Valuation Method	4 year smoothed market	4 year smoothed market	4 year smoothed market	4 year smoothed market	4 year smoothed market	4 year smoothed market
Inflation	2.50%	2.75%	2.75%	2.75%	3.00%	3.00%
Salary Increases	3.25%-6.50%, average, including inflation	3.25%-6.50%, average, including inflation	3.25%-6.50%, average, including inflation	3.25%-6.50%, average, including inflation	3.75%-7.00%, average, including inflation	3.75%-7.00%, average, including inflation
Investment Rate of Return	6.90%	8.00%	8.00%	8.00%	8.50%	8.50%
Mortality	RP-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80, projected to the year 2020 using the BB improvement scale and further adjusted to grade in increases (5% for females and 8% for males) to rates over age 80. For disabled retirees, the RPH-2014 Disabled Mortality table projected to 2017 using the BB improvement scale	RP-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80, projected to the year 2020 using the BB improvement scale and further adjusted to grade in increases (5% for females and 8% for males) to rates over age 80. For disabled retirees, the RPH-2014 Disabled Mortality table projected to 2017 using the BB improvement scale	RP-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80, projected to the year 2020 using the BB improvement scale and further adjusted to grade in increases (5% for females and 8% for males) to rates over age 80. For disabled retirees, the RPH-2014 Disabled Mortality table projected to 2017 using the BB improvement scale	RP-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80, projected to the year 2020 using the BB improvement scale and further adjusted to grade in increases (5% for females and 8% for males) to rates over age 80. For disabled retirees, the RPH-2014 Disabled Mortality table projected to 2017 using the BB improvement scale	RP-2000 Combined Mortality Table projected 19 years using scale AA, with a two year setback for males and females for the period after service retirement and for dependent beneficiaries.	RP-2000 Combined Mortality Table projected 19 years using scale AA, with a two year setback for males and females for the period after service retirement and for dependent beneficiaries.

(1) This schedule is intended to present information for 10 years. Additional years will be presented as they become available.

Town of Salem, Connecticut

Required Supplementary Information

Other Post-Employment Benefit (OPEB) Plan - Education
Last Three Years (1)

	<u>2020</u>	<u>2019</u>	<u>2018</u>
<u>Schedule of Changes in OPEB Liability</u>			
OPEB liability:			
Service cost	\$ 16,015	\$ 15,788	\$ 13,225
Interest	17,096	20,454	16,550
Difference between expected and actual experience	(21,696)	(76,006)	(16,123)
Changes in assumptions	<u>82,831</u>	<u>69,071</u>	<u>58,731</u>
Net change in OPEB liability	94,246	29,307	72,383
OPEB liability - July 1	<u>456,248</u>	<u>426,941</u>	<u>354,558</u>
OPEB liability - June 30 *	<u>\$550,494</u>	<u>\$456,248</u>	<u>\$ 426,941</u>
Covered payroll	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Total OPEB liability as a percentage of covered payroll	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>

* There are no assets that are being accumulated in a trust that meets the criteria in GASB No. 75 to pay benefits

(1) These schedules are intended to present information for 10 years. Additional years will be presented as the information becomes available.

N/A - Not Available

Town of Salem, Connecticut
Required Supplementary Information
Connecticut State Teachers' Retirement Board Retiree Health Insurance Plan
Last Three Years (3)

	<u>2020</u>	<u>2019</u>	<u>2018</u>
<u>Schedule of Proportionate Share of the Net OPEB Liability</u>			
Town's proportion of the net OPEB liability	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>
Town's proportionate share of the collective net OPEB liability	\$ -	\$ -	\$ -
State of Connecticut's proportionate share of the net OPEB liability associated with the Town	<u>2,031,378</u>	<u>2,007,734</u>	<u>2,563,588</u>
Total	<u>\$2,031,378</u>	<u>\$2,007,734</u>	<u>\$2,563,588</u>
Town's covered payroll	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>
∞ Town's proportionate share of the net OPEB liability as a percentage of its covered payroll	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>
Plan fiduciary net position as a percentage of the total OPEB liability	<u>2.08%</u>	<u>1.49%</u>	<u>1.79%</u>
<u>Schedule of Contributions</u>			
Contractually required contribution (1)	\$ -	\$ -	\$ -
Contributions in relation to the contractually required contribution	<u>-</u>	<u>-</u>	<u>-</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Town's covered payroll	<u>(2)</u>	<u>(2)</u>	<u>(2)</u>
Contributions as a percentage of covered payroll	<u>0.00%</u>	<u>0.00%</u>	<u>0.00%</u>

(1) Local employers are not required to contribute to the plan

(2) Not applicable since 0% proportional share of the net OPEB liability

(3) These schedules are intended to present information for 10 years. Additional years will be presented as they become available.

Town of Salem, Connecticut

Notes to Required Supplementary Information

Connecticut State Teachers' Retirement Board Retiree Health Insurance Plan
Schedule of Contributions
Last Three Years (1)

	2020	2019	2018
Changes of Benefit Terms	None	None	None
The actuarially determined contribution rates are calculated as of	June 30, 2018	June 30, 2018	June 30, 2016
Actuarial methods and assumptions used to determine contribution rates:			
Actuarial Cost Method	Entry age	Entry age	Entry age
Amortization Method	Level percentage, open	Level percentage, open	Level percentage, open
Amortization Period	30 years	30 years	30 years
Asset Valuation Method	Fair Value	Fair Value	Fair Value
Inflation	2.75%	2.75%	2.75%
Healthcare Inflation Rate	Initial 5.95% decreasing to 4.75% (ultimate) by 2025	Initial 5.95% decreasing to 4.75% (ultimate) by 2025	Initial 7.25% decreasing to 5.00% (ultimate) by 2022
Salary Increases	3.25% to 6.50%, including inflation	3.25% to 6.50%, including inflation	3.25% to 6.50%, including inflation
Investment Rate of Return	3.00%	3.00%	4.25%
Mortality Rate	RP-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80, projected to the year 2020 using the BB improvement scale and further adjusted to grade in increases (5% for females and 8% for males) to rates over age 80. For disabled retirees, the RPH-2014 Disabled Mortality table projected to 2017 using the BB improvement scale.	RP-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80, projected to the year 2020 using the BB improvement scale and further adjusted to grade in increases (5% for females and 8% for males) to rates over age 80. For disabled retirees, the RPH-2014 Disabled Mortality table projected to 2017 using the BB improvement scale.	RP-2014 White Collar table with employee and annuitant rates blended from ages 50 to 80, projected to the year 2020 using the BB improvement scale and further adjusted to grade in increases (5% for females and 8% for males) to rates over age 80. For disabled retirees, the RPH-2014 Disabled Mortality table projected to 2017 using the BB improvement scale.

(1) These schedules are intended to present information for 10 years. Additional years will be presented as they become available.

Supplemental Schedules

General Fund

The general fund is the principal fund of the Town and is used to account for all activities of the Town, except those required to be accounted for in another fund. The general fund accounts for the normal recurring activities of the Town (i.e., general government, public safety, public works, sanitation, education, etc.). These activities are funded principally by property taxes, user fees and grants from other governmental units.

Town of Salem, Connecticut
Report of Tax Collector
For the Year Ended June 30, 2020

Grand List Year	Uncollected Taxes July 1, 2019	Current Year Levy	Lawful Corrections		Transfers to Suspense	Adjusted Taxes Collectible	Collections			Uncollected Taxes June 30, 2020
			Additions	Deductions			Net Taxes Collected	Interest Liens and Other Fees	Total	
2006	\$ 282	\$ -	\$ -	\$ -	\$ -	\$ 282	\$ -	\$ -	\$ -	\$ 282
2007	255	-	-	-	-	255	-	-	-	255
2008	21	-	-	-	-	21	-	-	-	21
2009	192	-	-	-	186	6	6	3	9	-
2010	195	-	-	-	69	126	126	7	133	-
2011	82	-	-	-	82	-	-	-	-	-
2012	249	-	-	-	64	185	185	-	185	-
2013	482	-	-	41	282	159	159	136	295	-
2014	2,507	-	-	-	1,728	779	578	53	631	201
2015	6,170	-	-	-	3,046	3,124	286	200	486	2,838
2016	21,948	-	269	148	11,705	10,364	6,976	1,898	8,874	3,388
2017	100,816	-	1,500	2,988	11,349	87,979	74,983	9,554	84,537	12,996
Total Prior Years	133,199	-	1,769	3,177	28,511	103,280	83,299	11,851	95,150	19,981
2018	-	12,170,495	21,900	53,132	21,520	12,117,743	11,983,578	37,964	12,021,542	134,165
Total	<u>\$ 133,199</u>	<u>\$ 12,170,495</u>	<u>\$ 23,669</u>	<u>\$ 56,309</u>	<u>\$ 50,031</u>	<u>\$ 12,221,023</u>	<u>\$ 12,066,877</u>	<u>\$ 49,815</u>	<u>\$ 12,116,692</u>	154,146
Interest receivable										21,913
Allowance for doubtful accounts										(45,707)
Net taxes receivable										<u>\$ 130,352</u>

Other Governmental Funds

Special Revenue Funds

Special revenue funds are used to account for specific revenues that are restricted, committed, or assigned to expenditures for particular purposes.

Fund	Funding Source	Function
Town Grants Fund	Grants	General government programs
Senior Citizens Fund	Income from Investments	Senior citizen activities
Dog Fund	Fees	Animal control licenses
School Cafeteria Fund	Grants/Fees	School food services
Community Foundation Grant Fund	Grants/Contributions	Library programs
Needy Fund	Contributions	Salem needy families assistance
Public Health Nursing Fund	Contributions and Income from Investments	Nursing programs
Small Cities Grant Fund	Grants	Residential rehabilitation loans

Capital Projects Funds

Capital project funds are used to account for acquisition and construction of major capital assets other than those financed by proprietary and trust funds.

Fund	Funding Source	Function
Open Space Land Acquisition Fund	Fees	Purchase of open space
Land Acquisition Fund	Transfers in	Purchase of land
School Construction Fund	Bonds/Grants/Transfers in	School construction

Permanent Funds

Permanent funds are used to report resources that are legally restricted to the extent that only earnings, not principal, may be used for purposes as categorized by the fund title.

Fund	Funding Source	Function
Memorial and Cemetery Fund	Income from Investments	Scholarships and maintenance of cemetery

Town of Salem, Connecticut
Other Governmental Funds
Combining Balance Sheet
June 30, 2020

Special Revenue Funds

	Town Grants Fund	Senior Citizens Fund	Dog Fund	School Cafeteria Fund	Community Foundation Grant Fund	Needy Fund	Public Health Nursing Fund
<u>Assets</u>							
Cash	\$ 63,699	\$ -	\$ 1,757	\$ -	\$ -	\$ 7,652	\$ -
Investments	-	31,712	-	-	-	-	2,336
Receivables							
Accounts	-	-	-	-	-	74	-
Intergovernmental	-	-	-	37,038	-	-	-
Loans	-	-	-	-	-	-	-
Due from other funds	44,333	-	-	752	3,658	-	-
Other	-	-	-	-	-	1,350	-
Total assets	<u>\$108,032</u>	<u>\$ 31,712</u>	<u>\$ 1,757</u>	<u>\$ 37,790</u>	<u>\$ 3,658</u>	<u>\$ 9,076</u>	<u>\$ 2,336</u>
<u>Liabilities</u>							
Accounts payable	\$ -	\$ -	\$ 1,601	\$ 11,300	\$ -	\$ -	\$ -
Due to other funds	34,311	-	-	-	-	-	-
Unearned revenue	-	-	-	6,334	-	-	-
Total liabilities	<u>34,311</u>	<u>-</u>	<u>1,601</u>	<u>17,634</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>Fund Balances</u>							
Nonspendable	-	-	-	-	-	1,350	-
Restricted	441	31,712	-	20,156	3,658	7,726	2,336
Committed	-	-	-	-	-	-	-
Assigned	73,280	-	156	-	-	-	-
Total fund balances	<u>73,721</u>	<u>31,712</u>	<u>156</u>	<u>20,156</u>	<u>3,658</u>	<u>9,076</u>	<u>2,336</u>
Total liabilities and fund balances	<u>\$108,032</u>	<u>\$ 31,712</u>	<u>\$ 1,757</u>	<u>\$ 37,790</u>	<u>\$ 3,658</u>	<u>\$ 9,076</u>	<u>\$ 2,336</u>

(Continued)

Town of Salem, Connecticut

**Other Governmental Funds
Combining Balance Sheet
June 30, 2020**

	<u>Special Revenue Funds</u>		<u>Capital Project Funds</u>				<u>Permanent Fund</u>	<u>Total Other Governmental Funds</u>
	<u>Small Cities Grant Fund</u>	<u>Total Special Revenue Funds</u>	<u>Open Space Land Acquisition Fund</u>	<u>Land Acquisition Fund</u>	<u>School Construction Fund</u>	<u>Total Capital Project Funds</u>	<u>Memorial and Cemetery Fund</u>	
<u>Assets</u>								
Cash	\$ 36,100	\$109,208	\$ 578	\$ 830	\$ 271,712	\$ 273,120	\$ 660	\$ 382,988
Investments	-	34,048	-	-	-	-	7,686	41,734
Receivables								
Accounts	-	74	-	-	-	-	-	74
Intergovernmental	-	37,038	-	-	-	-	-	37,038
Loans	271,548	271,548	-	-	-	-	-	271,548
Due from other funds	-	48,743	-	-	211,025	211,025	-	259,768
Other	-	1,350	-	-	-	-	-	1,350
Total assets	\$ 307,648	\$502,009	\$ 578	\$ 830	\$ 482,737	\$ 484,145	\$ 8,346	\$ 994,500
<u>Liabilities</u>								
Accounts payable	\$ -	\$ 12,901	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,901
Due to other funds	-	34,311	-	-	-	-	-	34,311
Unearned revenue	-	6,334	-	-	-	-	-	6,334
Total liabilities	-	53,546	-	-	-	-	-	53,546
<u>Fund Balances</u>								
Nonspendable	-	1,350	-	-	-	-	1,997	3,347
Restricted	307,648	373,677	-	-	-	-	6,349	380,026
Committed	-	-	-	-	482,737	482,737	-	482,737
Assigned	-	73,436	578	830	-	1,408	-	74,844
Total fund balances	307,648	448,463	578	830	482,737	484,145	8,346	940,954
Total liabilities and fund balances	\$ 307,648	\$502,009	\$ 578	\$ 830	\$ 482,737	\$ 484,145	\$ 8,346	\$ 994,500

(Concluded)

Town of Salem, Connecticut

Other Governmental Funds
Combining Statement of Revenues, Expenditures and Changes in Fund Balances
For the Year Ended June 30, 2020

Special Revenue Funds

	Town Grants Fund	Senior Citizens Fund	Dog Fund	School Cafeteria Fund	Community Foundation Grant Fund	Needy Fund	Public Health Nursing Fund
Revenues:							
Intergovernmental	\$ 8,476	\$ -	\$ -	\$ 108,856	\$ 637	\$ -	\$ -
Charges for services	-	-	2,268	45,326	-	-	-
Contributions	-	-	-	-	-	5,750	-
Income from investments	-	206	-	-	-	-	26
Total revenues	8,476	206	2,268	154,182	637	5,750	26
Expenditures:							
Current:							
General government	8,035	-	-	-	105	1,273	-
Public safety	-	-	3,820	-	-	-	-
Education	-	-	-	165,716	-	-	-
Total expenditures	8,035	-	3,820	165,716	105	1,273	-
Net change in fund balances	441	206	(1,552)	(11,534)	532	4,477	26
Fund balances - July 1, 2019	73,280	31,506	1,708	31,690	3,126	4,599	2,310
Fund balances - June 30, 2020	<u>\$73,721</u>	<u>\$31,712</u>	<u>\$ 156</u>	<u>\$ 20,156</u>	<u>\$ 3,658</u>	<u>\$9,076</u>	<u>\$ 2,336</u>

(Continued)

Town of Salem, Connecticut

Other Governmental Funds
Combining Statement of Revenues, Expenditures and Changes in Fund Balances
For the Year Ended June 30, 2020

	Special Revenue Fund		Capital Project Funds				Permanent Fund	
	Small Cities Grant Fund	Total Special Revenue Funds	Open Space Land Acquisition Fund	Land Acquisition Fund	School Construction Fund	Total Capital Project Funds	Memorial and Cemetery Fund	Total Other Governmental Funds
Revenues:								
Intergovernmental	\$ -	\$ 117,969	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 117,969
Charges for services	-	47,594	-	-	-	-	-	47,594
Contributions	-	5,750	-	-	-	-	-	5,750
Income from investments	-	232	-	-	-	-	98	330
☞ Total revenues	-	171,545	-	-	-	-	98	171,643
Expenditures:								
Current:								
General government	-	9,413	-	-	-	-	-	9,413
Public safety	-	3,820	-	-	-	-	-	3,820
Education	-	165,716	-	-	-	-	-	165,716
Total expenditures	-	178,949	-	-	-	-	-	178,949
Net change in fund balances	-	(7,404)	-	-	-	-	98	(7,306)
Fund balances - July 1, 2019	307,648	455,867	578	830	482,737	484,145	8,248	948,260
Fund balances - June 30, 2020	<u>\$ 307,648</u>	<u>\$ 448,463</u>	<u>\$ 578</u>	<u>\$ 830</u>	<u>\$ 482,737</u>	<u>\$ 484,145</u>	<u>\$ 8,346</u>	<u>\$ 940,954</u>

(Concluded)

Trend Information

This part of the Town's annual financial report presents detailed information as a context for understanding what the information in the financial statements, note disclosures, and required supplementary information says about the Town's overall financial health.

Table	Description
Financial Trends (Tables 1-2)	These schedules contain trend information to help the reader understand how the Town's financial performance and well-being have changed over time.
Debt Capacity (Table 3)	This schedule presents information to help the reader assess the affordability of the Town's current levels of outstanding debt and the Town's ability to issue additional debt in the future.

Sources: Unless otherwise noted, the information in these schedules is derived from the annual financial reports for the fiscal year.

Table 1

Town of Salem, Connecticut

Changes in Fund Balances, General Fund (Budgetary Basis)
Last Ten Years
(Unaudited)

	Fiscal Year Ended June 30									
	2020	2019	2018	2017 (1)	2016	2015	2014	2013	2012	2011
Revenues										
Property taxes	\$ 12,106,515	\$ 12,071,358	\$ 12,007,172	\$ 11,944,985	\$ 11,659,288	\$ 11,340,498	\$ 10,971,381	\$ 10,829,411	\$ 10,573,859	\$ 10,524,871
Intergovernmental	3,153,076	3,146,231	2,915,235	3,658,369	3,565,089	3,507,841	3,742,610	3,418,599	3,293,345	2,955,080
Charges for services	214,892	209,198	310,267	293,425	278,364	259,674	264,906	269,259	267,815	290,093
Income from investments	83,176	94,198	67,390	24,011	11,616	7,239	6,877	6,101	6,966	17,132
Other	54,746	53,959	-	-	-	-	-	-	-	-
Total revenues	15,612,405	15,574,944	15,300,064	15,920,790	15,514,357	15,115,252	14,985,774	14,523,370	14,141,985	13,787,176
Expenditures										
Current										
General government	\$ 1,556,227	\$ 1,555,122	\$ 1,509,063	\$ 3,031,833	\$ 3,005,746	\$ 3,025,509	\$ 2,992,458	\$ 2,890,369	\$ 2,832,937	\$ 2,857,243
Public safety	843,644	839,372	802,481	-	-	-	-	-	-	-
Public works	628,348	650,531	646,737	-	-	-	-	-	-	-
Sanitation	163,847	149,191	156,710	-	-	-	-	-	-	-
Education	10,369,875	10,376,941	10,513,444	10,634,019	10,634,350	10,348,792	10,294,268	10,118,255	9,868,815	9,513,135
Debt service	519,768	532,767	436,664	527,768	363,237	438,937	304,706	417,353	231,750	238,250
Total expenditures	14,081,709	14,103,924	14,065,099	14,193,620	14,003,333	13,813,238	13,591,432	13,425,977	12,933,502	12,608,628
Excess (deficiency) of revenues over expenditures	1,530,696	1,471,020	1,234,965	1,727,170	1,511,024	1,302,014	1,394,342	1,097,393	1,208,483.0	1,178,548
Other financing sources (uses)										
Premium	-	-	-	-	-	166,018	-	-	-	-
Transfers in	130,568	-	-	63,879	8,718	-	142,687	90,312	46,360	7,313
Transfers out	(1,010,210)	(895,974)	(838,232)	(864,890)	(1,333,852)	(802,550)	(933,675)	(1,244,230)	(1,462,058)	(809,026)
Net other financing sources (uses)	(879,642)	(895,974)	(838,232)	(801,011)	(1,325,134)	(636,532)	(790,988)	(1,153,918)	(1,415,698)	(801,713)
Net change in fund balances	\$ 651,054	\$ 575,046	\$ 396,733	\$ 926,159	\$ 185,890	\$ 665,482	\$ 603,354	\$ (56,525)	\$ (207,215)	\$ 376,835
Debt service as a percentage of expenditures	3.69%	3.78%	3.10%	3.72%	2.59%	3.18%	2.24%	3.11%	1.79%	1.89%

(1) Expenditures have not been reclassified prior to 2018

Table 2

**Property Tax Rates, Levies and Collections
Last Ten Years
(Unaudited)**

<u>Year Ended June 30</u>	<u>Grand List of October 1,</u>	<u>(1) Tax Rate in Mills</u>	<u>Total Adjusted Tax Levy</u>	<u>Net Tax Collections</u>	<u>Percent of Levy Collected</u>
2011	2009	24.50	\$ 10,510,031	\$ 10,285,160	97.86%
2012	2010	24.50	10,603,565	10,408,066	98.16%
2013	2011	29.60	10,647,549	10,428,402	97.94%
2014	2012	30.10	10,882,351	10,641,781	97.79%
2015	2013	31.10	11,299,052	11,129,352	98.50%
2016	2014	31.70	11,595,874	11,447,970	98.72%
2017	2015	31.70	11,742,938	11,625,064	99.00%
2018	2016	32.20	11,926,763	11,773,958	98.72%
2019	2017	32.20	11,958,782	11,878,155	99.33%
2020	2018	32.20	12,117,743	11,983,578	98.89%

Source: Tax Collector

(1) Tax levy is per \$1,000 of the assessed value of taxable property.

There is no overlapping tax rate for the Town .

Town of Salem, Connecticut
Schedule of Debt Limitation
Connecticut General Statutes, Section 7-374 (b)
For the Year Ended June 30, 2020
(Unaudited)

Tax Base:

Town tax collections (including interest and lien fees) for prior year \$12,166,738

Debt limitation:	General Purpose	Schools	Sewers	Urban Renewal	Pension Deficit
2 1/4 times base	\$27,375,161	\$ -	\$ -	\$ -	\$ -
4 1/2 times base	-	54,750,321	-	-	-
3 3/4 times base	-	-	45,625,268	-	-
3 1/4 times base	-	-	-	39,541,899	-
3 times base	-	-	-	-	36,500,214
Total debt limitation	<u>27,375,161</u>	<u>54,750,321</u>	<u>45,625,268</u>	<u>39,541,899</u>	<u>36,500,214</u>
Indebtedness:					
Bonds payable	<u>-</u>	<u>3,250,000</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total indebtedness	<u>-</u>	<u>3,250,000</u>	<u>-</u>	<u>-</u>	<u>-</u>
Debt limitation in excess of outstanding debt	<u>\$27,375,161</u>	<u>\$51,500,321</u>	<u>\$45,625,268</u>	<u>\$39,541,899</u>	<u>\$36,500,214</u>
The total net indebtedness above amounts to:					<u>\$ 3,250,000</u>
In no event shall total indebtedness exceed seven times the base for debt limitation computation:					<u>\$85,167,166</u>
There is no overlapping debt for the Town of Salem, Connecticut					