

TABLE OF CONTENTS

Town Directory, Phone, Office Location, Email and Hours.....	3
Mission Statement & Town Management Staff.....	4
Town Elected & Appointed Officials, Boards & Committees.....	5
Town Organizational Chart.....	10
Town Employees & Employee Milestones List.....	11
WARRANT FOR 2025 TOWN MEETING & TOWN MODERATOR’S MESSAGE – (Yellow pages)	18
WARRANT BACKGROUND INFORMATION AND ZONING AMENDMENTS – (Green pages)	29
➤ Appendix A	40
➤ Appendix B	52
<u>BUDGET & FINANCIAL REPORTS</u>	
Report of the Selectboard.....	57
Report of the Town Manager.....	59
Finance Committee Statement on Proposed FY 2026 Budget.....	61
Budget Summary FY2026.....	63
Budget Overview FY 2026.....	65
FY2026 Fund Budget Overview.....	66
Town of Hanover FY2024 Audit Summary.....	71
Independent Auditors Report.....	72
Trust Fund Report for Fiscal Year ending June 30, 2024.....	86
Treasurer Report for Fiscal Year ending June 30, 2024.....	87
Tax Collector’s Report for Fiscal Year ending June 30, 2024.....	88
Town Clerk’s Report for Fiscal Year ending June 30, 2024.....	89
Supervisors of the Checklist.....	91
<u>REPORTS OF DEPARTMENTS</u>	
Assessing Department.....	92
➤ Town Owned Property.....	94
➤ Advisory Board of Assessors.....	96
Information Technology Department.....	97
Etna Library & Etna Town Library Trustees.....	98
Fire Department.....	100
Howe Library.....	104
➤ Howe Library Corporation.....	107
Human Resources Department.....	108
Parks & Recreation Department.....	109

TABLE OF CONTENTS

REPORTS OF DEPARTMENTS – *Continued*

Planning, Zoning and Codes Department.....	113
Police Department	114
➤ Parking Division.....	119
Public Works Department.....	122

REPORTS OF BOARDS & COMMITTEES

Hanover Bike Walk Committee.....	132
Building Codes Advisory Committee.....	133
Capital Program Improvement Committee.....	134
Conservation Commission.....	137
Planning Board.....	140
Master Plan Advisory Committee.....	142
Sustainable Hanover.....	143
Zoning Board of Adjustment.....	145

REPORTS FROM OTHER ORGANIZATIONS

Junction Arts and Media.....	146
Hanover Improvement Society.....	148
Public Health Council of the Upper Valley.....	149
Upper Valley Lake Sunapee Regional Planning Commission.....	150
Town Meeting Minutes for 2024.....	151

TOWN OF HANOVER DIRECTORY

<u>Department</u>	<u>Phone</u>	<u>Address</u>	<u>Email</u>	<u>Hours</u>
Ambulance, Fire, Police..... EMERGENCY	911			24 hours/day --- 7 days/week
Animal Control - Police	643-2222	46 Lyme Rd		24 hours/day --- 7 days/week
Assessing Department (Town Offices)	640-3207	41 South Main St	assessor@hanovernh.org	Monday – Friday 8:30am - 4:30pm
Cemetery Department (lot maintenance and sales)	640-3376	48 Lebanon St	asa.metcalf@hanovernh.org	Monday – Friday 7:00am - 3:30pm
Cemetery Department (deed administration, historic records)	640-3202	41 South Main St	gary.langlois@hanovernh.org	Monday – Friday 8:30am – 4:30pm
Etna Library	643-3116	130 Etna Rd Etna	etna.library@hanovernh.org	Monday 9:00am - 5:00pm; Tuesday 12:00pm - 6:00pm; Wednesday 9:00am - 5:00pm; Thursday 12:00pm – 6:00pm; Friday 9:00am - 5:00pm; Saturday 10:00am - 2:00pm Closed on Sundays
Fire Department (Non-Emergency)	643-3424	48 Lyme Rd	firedept@hanovernh.org	24 hours/day --- 7 days/week
Howe Library	643-4120	13 South St.	circulation@thehowe.org	Monday - Thursday 9:00am - 7:00pm; Friday 12:00pm - 5:00pm; Saturday 10:00am - 5:00pm; Sunday 12:00pm - 5:00pm
Human Resources (Town Offices)	640-3208	41 South Main St	humanresources@hanovernh.org	Monday - Friday 8:30am - 4:30pm
Information Technology (Town Offices)	640-3222	41 South Main St	corey.stevens@hanovernh.org	Monday – Friday 8:30am - 4:30pm
Parking Division (Town Offices)	640-3220	41 South Main St	parking@hanovernh.org	Monday – Friday 8:30am - 4:30pm
Parks & Recreation Department (Richard W. Black Center)	643-5315	48 Lebanon St	recdept@hanovernh.org	Summer Hours Mon-Thurs - 8:00am - 5:30pm Fri – 8:00am – 12:00pm (closed for lunch 12:30-1) Fall-Winter-Spring Hours Mon- Fri 9:00am – 5:30pm (closed for lunch 12:30-1) Open by appointment Saturdays and Sundays
Planning & Zoning (Town Offices)	643-0708	41 South Main St	planning@hanovernh.org	Monday - Friday 8:30am - 4:30pm
Police Department/Dispatch (Non-Emergency)	643-2222	46 Lyme Rd		24 hours/day --- 7 days/week
Public Works/ Highway	643-3327	194 Lebanon St Route 120	dwp@hanovernh.org	Monday – Friday 7:00am - 3:30pm

TOWN OF HANOVER DIRECTORY (CONTINUED)				
Town Clerk & Tax Collector (Town Offices)	640-3201	41 South Main St	townclerk@hanovernh.org	Monday - Friday 8:30am - 4:30pm
Town Manager (Town Offices)	643-0701	41 South Main St	townmgr@hanovernh.org	Monday - Friday 8:30am - 4:30pm
Trees & Public Gardens (Parks and Recreation)	640-3376	48 Lebanon St	asa.metcalf@hanovernh.org	Monday – Friday 7:00am - 3:30pm
Water Treatment Facility	640-3236	41 Grasse Rd	dylan.mcdermott@hanovernh.org	Monday – Friday 7:00am - 3:30pm
Water Reclamation Facility	643-2362	121 South Main St Route 10	kevin.maclean@hanovernh.org	Monday – Friday 7:00am - 3:30pm
Welfare Assistance Coordinator	640-3209	41 South Main St (Town Offices)	jen.gantrish@hanovernh.org	Monday - Friday 8:30am - 4:30pm (by appointment)

MISSION STATEMENT & TOWN MANAGEMENT STAFF

The government of the Town of Hanover exists to provide public services for all the citizens of Hanover. To this end, the mission of the management of the Town of Hanover is to provide guidance and direction to all town employees to:

- Provide responsive, friendly, and courteous service to the public and encourage open communication between all citizens and all public employees and officials.
- Encourage them to regularly improve their professional skills to enable them to provide efficient, high quality, and fiscally responsible service.
- Dedicate themselves to the highest standards of ethical behavior in all dealings with the public and each other.

Administrative Services - Finance Director

Ellen Bullion

ellen.bullion@hanovernh.org

Assessing Director

Norm Bernaiche

norm.bernaiche@hanovernh.org

Fire Chief

Michael Gilbert

michael.gilbert@hanovernh.org

Deputy Fire Chief

Josh Merriam

josh.merriam@hanovernh.org

Health Officer

Ryan Borkowski

ryan.borkowski@hanovernh.org

Human Resources Director

Katie Williams

katie.williams@hanovernh.org

Information Technology

Corey Stevens

corey.stevens@hanovernh.org

Librarian – Etna Library

Jeffrey Metzler

jeff.metzler@hanovernh.org

Library Director – Howe

Rubi Simon

rubi.simon@thehowe.org

Parks & Recreation Director

John Sherman

john.sherman@hanovernh.org

Planning & Zoning Director

Jennifer Murray

jennifer.murray@hanovernh.org

Police Chief

James Martin

james.martin@hanovernh.org

Public Works Director

Peter Kulbacki

peter.kulbacki@hanovernh.org

Town Manager

Robert Houseman

townmgr@hanovernh.org

**Town Officials
Boards and Committees**

Elected Officials (by Ballot vote)

Etna Library Board of Trustees

3 year term - Ballot Vote

Kathleen Chaimberg	5/2025
John P. Collier	5/2027
Elizabeth Storrs	5/2026

Moderator

2 year term - Ballot Vote

Jeremy Eggleton	5/2026
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Selectboard

3 year term - Ballot Vote

	Athos J. Rassias	5/2025
Chair	Carey Callaghan	5/2026
Vice Chair	Joanna Whitcomb	5/2027
Secretary	Jarett Berke	5/2027
	Jennie Chamberlain	5/2026

Supervisors of the Checklist

6 year term - Ballot Vote

Alison Gorman	5/2026
Sarah Schweitzer	pro-tem
Patricia Dewhirst	5/2030

Town Clerk

3 year term - Ballot Vote

Roberta Hitchcock	5/2025
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Trustees of Trust Funds

3 year term - Ballot Vote

Sally J. Boyle	5/2025
Kari Asmus	5/2026
John Stebbins	5/2027
Joanna Whitcomb - Selectboard Rep	

Trustees of the Cemetery

3 year term - Ballot Vote

Harold Jefferson Frost	5/2027
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2 year term - Ballot Vote

Petra Sergent	5/2026
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1 year term - Ballot Vote

Kevin Knuuti	5/2025
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Town Officials Boards and Committees

Elected Officials (nominated at Town Meeting)

Advisory Board of Assessors

3 year term - Nominated at Town Mtg by Majority Vote

Joe Roberto	5/2026
H. McIntyre Gardner	5/2025
John Brighton	5/2027
Joanna Whitcomb - Selectboard Rep	
Carey Callaghan - Selectboard Rep - ALT	

Fence Viewers

1 year term - Nominated at Town Mtg by Majority Vote

Robert Grabill	5/2025
Matt Marshall	5/2025
Sarah Packman	5/2025

Pine Park Commissioner

3 year term - Nominated at Town Mtg by Majority Vote

Robert Houseman	5/2025
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Surveyors of Wood and Timber

1 year term - Nominated at Town Mtg by Majority Vote

James Kennedy	5/2025
Timothy Bent	5/2025

Appointed Officials (by the Selectboard)

Advanced Transit Board

Appointed by the Selectboard

Mark Beliveau	*6/2025
Robert Houseman	*6/2026

*to align with fiscal year of the Advance Transit Board

Hanover Bike Walk Committee

Appointed by the Selectboard

	Lara Acker	6/2025
	David Anderson	
Chair	Jennie Chamberlain, Selectboard Rep	6/2025
	Lydia Cramer - alternate	6/2025
	Scot Drysdale	6/2026
Vice Chair	Evan Gerson	6/2027
	Kate Hawkins - alternate	6/2025
	Robert Houseman, Town Manager	6/2024
Secretary	Matthew Kim	6/2025
	Nicolás Macri	
	Aaron Mckenna - alternate	6/2025
	Hugh Mellert	12/2026
	Bill Young	6/2027
	Rai-Ching Yu - alternate	6/2025

Representatives & Others

Athos Rassias & Joanna Whitcomb - Selectboard Alt
Carolyn Radisch - Consultant
James Martin, Police Chief

Town Officials Boards and Committees

Capital Improvement Program Committee

Appointed by Selectboard

	Robert Houseman, Town Manager	
	Ellen Bullion, Finance/Admin Serv Director	8/2024
	Peter Kulbacki, Public Works Director	8/2024
	Carey Callaghan, Selectboard	8/2027
Vice Chair	Jennie Chamberlain, Selectboard	8/2027
Chair	John V. Dolan, Hanover Finance Committee	8/2026
	Kim Hartman, Hanover School District	8/2026
	Brian Edwards, Hanover Planning Board	8/2026
	Evan Gerson	10/2025
	Kari Asmus	10/2025
	Lawrence Walters, Alternate	10/2025

Conservation Commission

3 year term - Appointed by the Selectboard

		<u>Full Members</u>	
Chair	Whit Spaulding		9/2027
Vice Chair	Hugh Mellert		9/2026
	Lucretia Witte		3/2026
	John Donovan		10/2024
	Matthew Cunningham		6/2026
		<u>Alternate Members</u>	
Alt.	John M. Trummel		11/2025
Alt.	Vacancy		
Alt.	Vacancy		
	Jennie Chamberlain & Athos Rassias - Selectboard Rep		

Hanover Finance Committee

*3 year term - Appointed by Town Moderator (Jeremy Eggleton) &
Hanover School District Moderator (Tom Csatari)*

Chair	Greg Snyder	6/2025
	Herschel S. Nachlis	7/2024
	John V. Dolan	6/2026
Vice Chair/Secy	Richard W. Greger, Jr.	6/2025
	Toni Barry - Hanover School Board Rep	
	Carey Callaghan - Selectboard Rep	
	Athos Rassias - Selectboard Rep – ALT	

Hanover Improvement Society

Jarett Berke - Selectboard Rep

Building Code Advisory Board

	John Wilson	9/2026
	Randy Mudge	9/2026
	H. Sloane Mayor	9/2026

Town Officials Boards and Committees

Planning Board

3 year term - Appointed by the Selectboard

	<u>Full Members</u>	
	Iain Sim	10/2025
Chair	Brian Edwards	10/2025
Clerk	Paul Simon	8/2027
	Kristine McDevitt	3/2026
Vice Chair	Elizabeth Esinhart	6/2027
	Matt Stover	6/2027
	Catherine Rieke	12/2027
	Nancy Carter	6/2027
	<u>Alternate Members</u>	
	Michael Cox	7/2025
	<u>Representatives</u>	
	Jarett Berke - Selectboard Rep Alt	
	Jennie Chamberlain - Selectboard Rep	

Sustainable Hanover Committee

3 year term - Appointed by the Selectboard

	Chris Kennedy	4/2026
	Susan Edwards	9/2025
	Dennis Robison	1/2027
Co-Chair	Yolanda Baumgartner	10/2027
	Barbara Calloway	10/2027
Co-Chair	Judith Colla	3/2025
	Nancy Serrell	9/2024
	Catherine Rieke	1/2026
	Gail Gentes	2/2028
	Lynn Sheldon	6/2026
	Ben Steele	6/2027
	Marcus Welker, Dartmouth College Rep	
	Rosalie Kerr, Dartmouth College Sustainability Director	
	Peter Kulbacki, Director of Public Works	
	Rob Houseman, Director of Planning, Zoning & Codes	
	Jennie Chamberlain, Selectboard Rep	
	Joanna Whitcomb, Selectboard Rep	

Trescott Company Board

Secretary	Carey Callaghan - Selectboard
Vice Chair	Jessica Nylund - Dartmouth College
Treasurer	Josh Keniston - Dartmouth College
	Rob Houseman - Town Manager
	Emma Wolfe - Dartmouth College
Chair	Athos Rassias – Selectboard

**Town Officials
Boards and Committees**

Upper Valley Lake Sunapee Council

Representatives

Christopher Kennedy	1/2027
Jennie Chamberlain	2/2027
David Anderson	6/2026

Zoning Board of Adjustment

3 year term - Appointed by the Selectboard

5 members (per RSA 673:3) up to 5 alt members

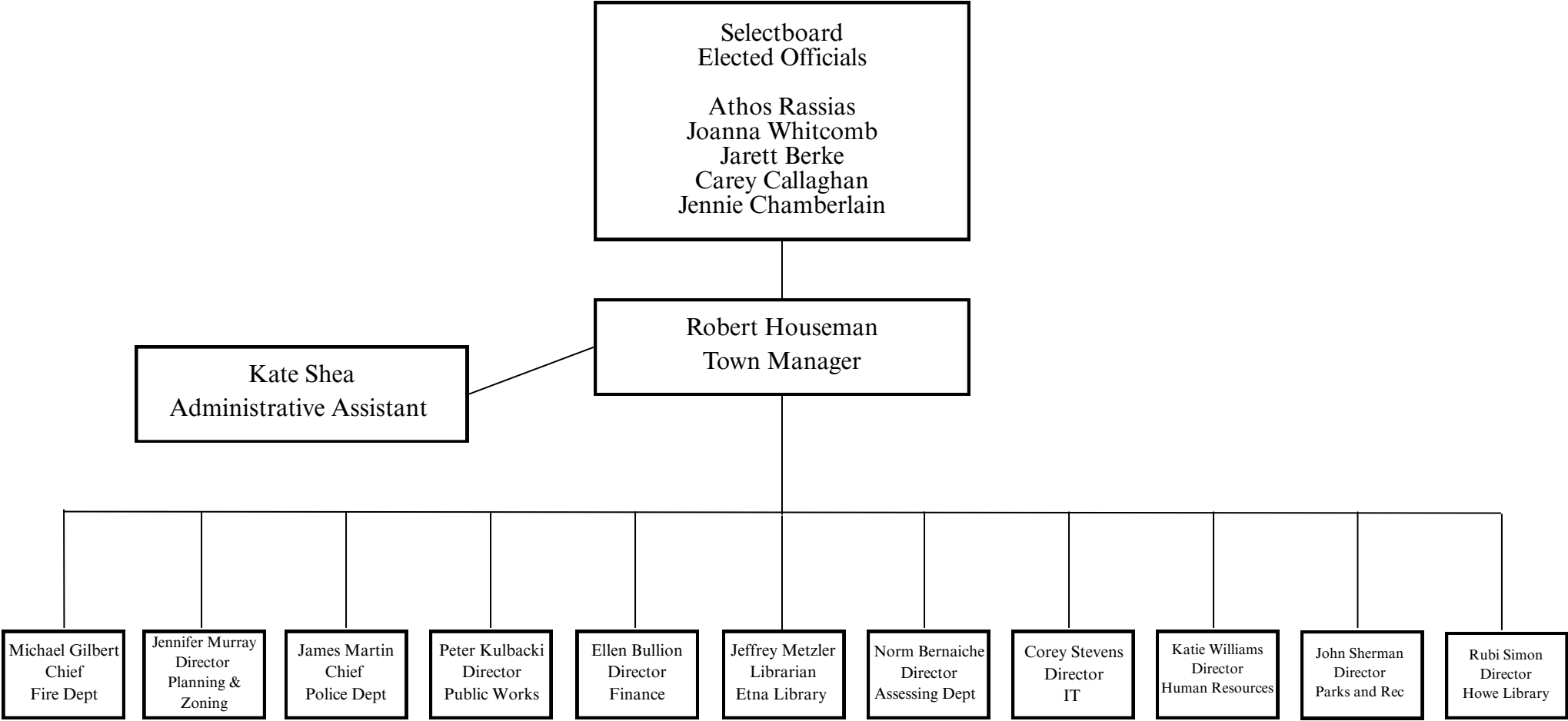
Full Members

Clerk	Richard Green	1/2026
Chair	H. Bernard Waugh	9/2025
Vice Chair	William Fischel	7/2025
	Jeremy Eggleton	9/2025
	Elizabeth Esinhart, Planning Board Rep	6/2027

Alternate Members

Alternate	Karen Safro	8/2027
Alternate	Janet Milley	8/2027
Alternate	Wendy Epps	12/2027

Town of Hanover



Town of Hanover Employees

<u>DEPARTMENT / EMPLOYEE</u>	<u>POSITION TITLE</u>	<u>HIRE DATE</u>
TOWN MANAGER		
Alex Torpey *	Town Manager	6/27/2022
Robert Houseman	Town Manager	9/8/2016
Kathleen Shea	Administrative Assistant to the Town Manager	12/9/2024
ADMINISTRATIVE SERVICES		
Ellen Bullion	Finance Director	1/23/2023
Tamara Chapin	Finance & Accounting Manager	8/10/2022
Karen McCusker	Accounting Assistant	6/13/2005
Donna Stender *	Deputy Tax Collector/Assistant Town Clerk	5/21/2007
Tracy Walsh	Senior Clerk/Deputy Director of Admin Services	10/10/2023
Victoria Gohl *	Tax Collector and Associate Town Clerk	3/18/2024
Thomas Grantham	Accounting and HR Analyst	7/15/2024
Gary Langlois	Deputy Tax Collector/Assistant Town Clerk	9/30/2024
Emmy Swan	Tax Collector and Associate Town Clerk	12/9/2024
ASSESSING		
Normand Bernaiche	Assessing Director	3/2/2020
Sue Girouard	Financial & Information Analyst	5/23/1994
Jerry Roberts	Field Appraiser II	10/18/2022
FIRE		
Martin McMillan *	Fire Chief	5/5/2014
Michael Gilbert	Fire Chief	9/10/1998
Joshua Merriam	Deputy Fire Chief	10/3/2008
Brandon Adams	Firefighter - EMS Provider - AEMT	10/10/2022
Sheri Clifford *	Administrative Assistant - FD	5/31/2018
Robert Diehm	Fire Lieutenant	9/27/2007
John Emerson	Fire Captain	2/7/2007
Helder Ferreira	Firefighter - EMS Provider - AEMT	10/10/2022
Shawn Harlow	Firefighter - EMS Provider - AEMT	2/28/2022
Dana Hartley	Firefighter - EMS Provider - EMT	8/7/2023
Richard Kahan	Firefighter - EMS Provider - AEMT	7/18/2022
Leif Jopek	Firefighter - EMS Provider - MEDIC	8/2/2016
Jeremy Labombard	Fire Captain	2/14/2012
Kevin LaHaye	Firefighter - EMS Provider - AEMT	6/21/2021
Scott Letson	Fire Captain	9/7/2008
Jeremiah Linehan	Fire Lieutenant	1/2/2005
Joshuah Lounsbury	Fire Captain	6/29/2009
Christopher Mielewski	Firefighter - EMS Provider - MEDIC	7/18/2022
Robert Mousley	Fire Lieutenant	2/24/2003
Kerry Osgood	Administrative Assistant	8/27/2018
Cameron Summerton	Firefighter - EMS Provider - AEMT	11/11/2024
Christopher Sweitzer	Firefighter - EMS Provider - AEMT	9/19/2013
Blair Weathers	Fire Lieutenant	11/16/2012
Ebben Whitehair	Firefighter - EMS Provider - MEDIC	3/12/2018
Jon Wilkinson	Firefighter - EMS Provider - AEMT	9/23/2013
ETNA LIBRARY		
Jeffrey Metzler	Etna Library Director	9/27/2021
Sarah Johnson Molesworth	Etna Librarian Assistant	7/1/2014
Mary Ellen Rigby	Substitute/Circulation Assistant - Part-Time	2/4/2017
Stephanie Snelling	Substitute/Circulation Assistant - Part-Time	11/3/2008

Town of Hanover Employees

<u>DEPARTMENT / EMPLOYEE</u>	<u>POSITION TITLE</u>	<u>HIRE DATE</u>
HOWE LIBRARY		
Rubi Simon	Howe Library Director	9/19/2016
Peter Appleton	Public Services Librarian	10/20/2014
Gary Barton *	Youth Services Assistant - Part Time	7/5/2005
Charlotte Bernini	Circulation Assistant - Part Time	1/1/1984
Brittany Blomquist	Youth Services Assistant - Part Time	11/12/2024
Avery Brooks	Library Page - Part Time	10/5/2023
Lisa Burtan	Circulation Assistant - Part Time	12/4/2023
Amy Cockerill	Head of Youth Services	1/17/2023
Megan Coleman	Public Relations/Outreach Librarian	9/7/2012
Gail (Pat) Cook	Circulation Assistant - Part Time	7/30/2015
Kristen Giebutowski	Circulation Assistant - Part Time	11/4/2019
Mary Gould *	Reference Assistant - Part Time	1/5/2009
Samuel Glueck	Library Page - Part Time	8/25/2013
Janice Grady	Office and Facility Manager	6/27/1988
Jared Jenisch	Public Services Librarian	6/1/2015
Tessa Johnson	Adult Services Librarian	8/28/2023
Lauren Miller	Circulation Assistant - Part Time	9/7/2022
Samantha Milnes	Reference Assistant - Part Time	8/1/2022
Michael Morris	Public Services Librarian	2/22/2011
Mehriban Ramanova	Circulation Assistant - Part Time	4/6/2022
Kate Bass	Youth Services Assistant - Part Time	12/2/2011
Jordan Russell	Reference Assistant - Part Time	7/25/2022
Kelly Sennott	Circulation Assistant - Part Time	6/18/2019
Pamela Smith	Head of Technical Services/Systems Manager	1/10/1994
Amelia Talbert	Technical Services Library Assistant	10/17/1994
Cynthia Taylor	Youth Services Assistant - Part Time	6/30/2003
Eric Ticehurst	Library Page - Part Time	4/1/2000
Sondra VanderPloeg	Head of Circulation	11/26/2018
Nitzah Winter	Youth Services Assistant - Part Time	11/18/2024
HUMAN RESOURCES		
Katie Williams	Human Resources Director	2/13/2023
Avery Crotty *	Talent Acquisition Specialist	2/7/2024
Mary Merrihew	Employee Engagement and Wellness Coordinator	6/17/2024
INFORMATION TECHNOLOGY		
Corey Stevens	Information Technology Director	8/16/1999
Michael Hartell	Information Technology Technician	5/30/2017
PLANNING & ZONING		
Ryan Borkowski	Building Inspector	7/3/1998
Shayne Pratte	Assistant Building Inspector	1/4/2022
Beth Rivard	Administrative Assistant	4/8/1999
Bruce Simpson	Planner	9/6/2022
Victoria Smith	Senior Planner - Per Diem	4/5/1999
Alexander Taft	Senior Planner - Full Time	3/28/2022

Town of Hanover Employees

<u>DEPARTMENT / EMPLOYEE</u>	<u>POSITION TITLE</u>	<u>HIRE DATE</u>
PARKS & RECREATION		
John Sherman	Parks and Recreation Director	9/14/2015
Elizabeth Burdette	Parks and Recreation Assistant Director	3/21/2008
Tamera Coutermarsh	Out of School Time Program Specialist	6/17/2024
Elizabeth Craig *	Out of School Time Program Specialist	8/25/2023
Chance Crowe	Grounds Landscape Manager	8/1/2024
Natalie Cutting *	Out of School Time Program Specialist	6/19/2023
Hannah Falcone	Events & Media Manager	3/4/2024
Jen Gantrish	Welfare Coordinator / Elder Advocate	8/14/2012
Tyler Howard	Grounds Crew Worker	1/27/2020
Cassie Hutchinson *	Out of School Time Assistant Director	8/15/2016
Christopher Koloski	Grounds Crew Leader	8/15/2016
Nicole Leonard	Out of School Time Program Director	8/18/2008
Nina Lloyd	Community Nurse	6/3/2024
Asa Metcalf	Arborist	11/12/2013
Justin Pero	Athletics Program Manager	5/23/2022
Hariala Sethi	Out of School Time Program Specialist	12/15/2024
Summer Whitcomb	Out of School Time Program Coordinator	4/7/2022
Doris Yates	Community Nurse	1/2/2018
Steven Zelows	Community Center Program Manager	9/1/2022
POLICE		
Charles Dennis *	Police Chief	6/9/2014
Michael Alterisio	Corporal	10/27/2014
Austin Aziz	Police Officer	8/1/2022
Kayla Boisvert *	Police Officer	2/5/2022
Anthony Casale	Sergeant	7/29/2024
Christopher Fazio	Police Officer	7/17/2024
Daniel Fowler	Sergeant	5/31/2016
Aaron Frank	Police Officer	12/22/2021
Ryan Kennett	Corporal	6/1/2008
Joseph Landry	Corporal	4/11/2016
Ethan Martin	Sergeant	4/16/2018
James Martin	Police Captain	2/8/2021
Nicholas McNutt *	Sergeant	12/12/2022
Timothy Meenagh	Corporal	11/27/2017
Elizabeth Rathburn	Administrative Assistant	9/4/2002
Michael Schibuola	Lieutenant	4/5/2021
Christopher Swain	Sergeant	5/14/2012
Sheryl Tallman	Records & Evidence Coordinator	4/28/1997
Lincoln Tracey	Police Officer	2/7/2022
Matthew Ufford	Lieutenant	3/13/2006
Jephunneh Underwood	Police Officer	6/12/2023
Audra Weber	Police Officer	4/1/2020
James Zeblisky *	Police Officer	8/16/2021

Town of Hanover Employees

<u>DEPARTMENT / EMPLOYEE</u>	<u>POSITION TITLE</u>	<u>HIRE DATE</u>
POLICE - COMMUNICATIONS		
E. Douglas Hackett	Director of Communications	7/26/1999
Caitlyn Atkinson	Communications Officer	7/21/2020
Lisa Camarra *	Communications Officer - Part Time	12/18/1991
Brooke Camp	Communications Officer	2/13/2023
Timothy Goodwin	Communications Supervisor	2/17/2000
Jordan Graham *	Communications Officer	6/10/2024
Diana Marx	Communications Officer	2/27/2017
Brian Paine	Communications Officer	7/15/2013
David Saturley	Communications Officer	2/15/1998
Michael Trottier	Communications Officer	11/9/2020
Duane Egner	Communications Officer - Part Time	8/6/2013
Gail Egner	Communications Officer - Part Time	7/27/2006
POLICE - PARKING		
Christopher McEwen	Parking Facility Operations Supervisor	12/8/1992
Rosemary Connelly	Parking Facility Cashier	10/21/2024
Sean Grady	Parking Control Officer	2/24/2020
Tara Gray	Parking Facility Cashier	6/17/2024
Mark Greenan *	Parking Cashier - Part Time	11/5/2008
Meghan Hicks	Parking Control Officer - Part Time	2/17/2024
Eric Hudson	Parking Administrative Clerk	8/8/2022
Douglas Lantz	Parking Control Officer	11/28/2016
Anthony Scelza	Parking Facility Cashier - Part Time	5/23/2023
Richard Sorochoak *	Parking Facility Cashier - Part Time	4/30/2018
PUBLIC WORKS – ADMINISTRATION		
Peter Kulbacki	Public Works Director	12/22/1997
Adriane Coutermarsh	Administrative Coordinator	9/10/2007
Christina Hall	Deputy Director of Public Works	1/27/2022
Leah Lucas	Administrative Assistant	8/1/2024
Gary Searles *	Administrative Coordinator - Part Time	6/21/2010
PUBLIC WORKS - BUILDING MAINTENANCE		
Ross Farnsworth *	Facilities Maintenance Superintendent	7/12/2010
Mark Curulla	Building Crew Worker	9/10/2007
Christopher Jordan	Building Crew Worker	6/30/2022
Earl Miller	Building Crew Leader	12/18/2023
Nelson, Tyler *	Building Maintenance Technician	1/8/2024
Wayne Piekarski*	Building Crew Leader	1/20/2006
Edward Woodbury *	Building Maintenance Technician	5/24/2012
PUBLIC WORKS - FLEET MAINTENANCE		
Donald Foster *	Fleet Maintenance Superintendent	5/11/1998
David Brown	Senior Mechanic	6/7/2021
Riley Davis	Mechanic	4/8/2024
Larry Holmes	Mechanic - Part Time	3/31/2012
Wesley Ulman	Fleet Maintenance Superintendent	11/18/2024

Town of Hanover Employees

<u>DEPARTMENT / EMPLOYEE</u>	<u>POSITION TITLE</u>	<u>HIRE DATE</u>
PUBLIC WORKS - HIGHWAY		
Randall MacDonald *	Highway Operations Supervisor	3/3/1997
Christopher Berry	Highway Operations Supervisor	3/17/2003
William Chapman	Light Equipment Operator/Hwy Maintenance	8/21/2023
James Cray	Highway and Utilities Superintendent	12/12/2011
David Field	Heavy Equipment Operator/Hwy Maintenance	4/21/2008
Christopher Doerhoff	Light Equipment Operator/Hwy Maintenance	12/30/2024
Trevor Field	Heavy Equipment Operator/Hwy Maintenance	5/30/2023
Robert Henry, Jr. *	Heavy Equipment Operator/Hwy Maintenance	1/26/2004
Ryan Holman	Heavy Equipment Operator/Hwy Maintenance	12/23/2024
Ronald Holmes	Heavy Equipment Operator/Hwy Maintenance	2/26/2024
Timothy Keener	Heavy Equipment Operator/Hwy Maintenance	12/2/2024
Logan Maas *	Light Equipment Operator/Hwy Maintenance	8/28/2023
James Messier *		8/14/2003
Daniel Morancy	Sr. Heavy Equipment Operator/Hwy Maintenance	5/1/2023
Steve Perry *	Sr. Heavy Equipment Operator/Hwy Maintenance	5/29/2002
Bruce Sanborn *	Heavy Equipment Operator/Hwy Maintenance	4/18/2008
Hunter Stebbins	Light Equipment Operator/Hwy Maintenance	7/1/2019
PUBLIC WORKS - UTILITIES		
Maura Anderson	Utilities Maintenance Supervisor	10/21/2024
Mark Bean	Utilities Technician	2/13/2006
Todd Bragg *	Sewer Maintenance & Construction Worker	7/1/1988
Dylan McDermott	Water Treatment Supervisor	7/1/2015
James Messier	Water Distribution Technician	8/14/2003
Benjamin Rogers *	Utilities Maintenance Supervisor	9/16/2024
Michael Timlake	Utilities Technician	8/19/2024
Wyatt Ulman	Water Treatment Technician	9/5/2017
PUBLIC WORKS - WATER RECLAMATION		
Kevin MacLean	Wastewater Treatment Superintendent	8/18/2003
Jason Goodrich	Wastewater Treatment Technician	3/2/2015
Richard Scheuer	Laboratory Technician	6/18/2007
Riley Saladino	Wastewater Treatment Technician	8/7/2023
Dennis Smith	Wastewater Maintenance Technician	5/9/2000

** Indicates employee termed (resigned/retired) during 2024*

TOWN OF HANOVER
2024 MILESTONES LIST (as of December 31, 2024)
20+ YEARS OF TOWN SERVICE

# of years	Employee Name	Department	Hire Date
41	Charlotte Bernini	Howe Library	5/23/1983
36	Janice Grady	Howe Library	6/27/1988
36	Todd Bragg *	Public Works	7/1/1988
33	Lisa Camarra *	Police - Communications	12/18/1991
32	Christopher McEwen	Police - Parking	12/8/1992
30	Pamela Soren Smith	Howe Library	1/10/1994
30	Sue Bragg Girouard	Assessing	5/23/1994
30	Amelia Jane Talbert	Howe Library	10/17/1994
27	Randall MacDonald *	Public Works	3/3/1997
27	Sheryl Tallman	Police	4/28/1997
26	Peter Kulbacki	Public Works	12/22/1997
26	David Saturley	Police	2/15/1998
26	Donald Foster *	Public Works	5/11/1998
25	Ryan Borkowski	Planning & Zoning	7/3/1998
26	Michael Gilbert	Fire	9/10/1998
25	Victoria Smith	Planning & Zoning	4/5/1999
25	Beth Rivard	Planning & Zoning	4/8/1999
25	E. Douglas Hackett	Police – Communications	7/26/1999
25	Corey Stevens	Information Technology	8/16/1999
24	Timothy Goodwin	Police	2/17/2000
24	Eric Ticehurst	Howe Library	4/1/2000
24	Dennis Smith	Public Works	5/9/2000
22	Elizabeth Santaw-Rathburn	Police - Admin	9/4/2002
22	Steven Perry *	Public Works	5/29/2002
21	Robert Mousley	Fire	2/24/2003
21	Christopher Berry	Public Works	3/17/2003
21	Cynthia Taylor	Howe Library	7/7/2003
21	James Messier *	Public Works	8/14/2003
21	Kevin Maclean	Public Works	8/18/2003

By Department:

Assessing	1	Planning & Zoning	2
Fire	2	Police	8
Howe Library	6	Public Works	9
IT	1		

* Retired during 2024

TOWN OF HANOVER

TOWN MODERATOR'S
MESSAGE

&

2025
TOWN MEETING
WARRANT

TOWN MODERATOR'S MESSAGE

Town Meeting is an expression of pure democracy in which the voters directly act as the legislative body which approves the Town's budget and determines its other major policies. Registered voters meeting as a body have the power to pass, amend, or defeat any of the warrant articles which have been put forward by the Select Board or by voter petition. Polling on ballot questions will be conducted at Hanover High School Gym from 7:00 AM to 7:00 PM on Town Meeting Day. The business meeting portion follows in the Gym starting at 7:00 PM.

Election parking will be in the back of the Hanover High School Gymnasium (41 Lebanon St.). Enter from Lebanon Street (to the left of the High School). Please proceed around the school to the upper parking level behind the gym. After voting, exit the parking lot onto Hovey Lane. Voters will enter the gym to vote from the back side of the building facing the track.

As always, the Moderator's Rules for Town Meeting:

- Voters wishing to speak should approach the microphone to do so. Please wait for the microphone and state your name and address clearly before making your statement.
- Non-voters may not participate, except as recognized by the Moderator to offer information or answer a question.
- All substantive motions and amendments must be presented in writing for the consideration of the body. In all motions or proposed amendments, try to avoid phrasing where a negative vote is needed to express a positive intent.
- Only one amendment at a time may be considered and it must be voted upon before another is proposed.
- Votes may be manifest by voice vote, show of hands (holding colored cards for visibility) or by secret (yes/no) paper ballot, of a specified color, or marked with a specified letter, for voter clarity.
- A request for secret ballot may be made in writing by at least five present registered voters delivered to the Moderator before the voice vote is called for. The Moderator may call for a secret paper ballot at any time.
- Any ruling by the Moderator may be challenged by any registered voter. The Moderator will then poll the house, with a simple majority controlling the outcome.
- Voters will have the opportunity to speak once on a particular article, beginning with the presenter of the motion. Voters should make their remarks as brief and non-repetitive as possible and keep them germane to the article under consideration, so as to allow time for a full discussion of the article. The Moderator may give a voter a second chance to speak, but only after all others wishing to speak for the first time have spoken. The format is not a debate, and there is no right of "rebuttal."
- The Moderator reserves the right to establish a time limitation for individual comments and to rule non-germane or excessively repetitive comments as out of order. A 2/3 vote is necessary to call the question, and a call itself is not debatable. The Moderator may himself call the question when, in his opinion, debate on an article has been reasonable and sufficient for the body to make a deliberate and intelligent decision on the article. The body has the right to move to extend debate, subject to approval by a two-thirds majority.
- All speakers must address their comments to the Moderator, not to the Meeting. If administrative questions are raised by the Meeting, the Moderator shall call on the appropriate person to respond.
- Each article remains open for further action until the Moderator moves to the next warrant article. After that, the Meeting must vote to reconsider a previous article.
- No substantive actions or decisions having costs not already budgeted may be taken under the final "any other business" article. This final warrant is the place for votes of appreciation or recognition.

We look forward to seeing you at Town Meeting.

Respectfully submitted, *Jeremy D. Eggleton, Town Moderator*

WARRANT FOR THE ANNUAL TOWN MEETING

GRAFTON, SS'

TOWN OF HANOVER

TO THE INHABITANTS OF THE TOWN OF HANOVER, NEW HAMPSHIRE, who are qualified to vote in Town affairs:

TAKE NOTICE AND BE WARNED, that the Annual Town Meeting of the Town of Hanover, New Hampshire, will be held as follows:

ON **TUESDAY, MAY 13, 2025**, IN THE GYMNASIUM OF HANOVER HIGH SCHOOL, 41 LEBANON STREET, HANOVER, NH, THERE WILL BE VOTING BY OFFICIAL BALLOT FOR THE ELECTION OF TOWN OFFICERS AND ALL OTHER ARTICLES REQUIRING VOTE BY OFFICIAL BALLOT. **THE POLLS WILL OPEN AT 7:00 AM AND CLOSE AT 7:00 PM.**

ARTICLES FIVE THROUGH TWENTY-SIX WILL BE PRESENTED, DISCUSSED, AND ACTED UPON, BEGINNING AT 7:00 PM IN THE GYMNASIUM OF HANOVER HIGH SCHOOL, 41 LEBANON STREET, HANOVER, NH.

OFFICIAL **BALLOT**

All-Day Voting 7:00 a.m. - 7:00 p.m.

Absentee Ballots Available for Qualifying Voters

ARTICLE ONE: To vote (by nonpartisan ballot) for the following Town Officers:

- One Selectboard Member to serve for a term of three (3) years.
- One Etna Library Trustee to serve for a term of three (3) years.
- One Trustee of Trust Funds to serve for a term of three (3) years.
- One Supervisor of the Checklist to serve for a term of three (3) years.
- One Town Clerk to serve for a term of three (3) years.
- One Cemetery Trustee to serve for a term of three (3) years.

ARTICLE TWO: (to vote by ballot): To see if the Town will vote to amend the Hanover Zoning Ordinance as proposed by the Hanover Planning Board in Amendment No. 1:

The following question is on the official ballot:

"Are you in favor of the adoption of Amendment No. 1 as proposed by the Planning Board for the Hanover Zoning Ordinance as follows?"

Amend the Zoning Ordinance to incentivize the creation of new house-scale residential units by easing zoning restrictions on lots in the SR, GR, and RO Districts served by Town water and sewer.

Amendment No. 1 proposes to:

- a. Add a new overlay district to encourage the development of house-scale residential units by reducing lot size, frontage, setback, building footprint and lot coverage requirements for such new units and allowing up to four dwelling units per lot, but to limit tenancy in these new units to a “family” as defined in Section 302.
- b. Add the definitions of “flag lot” and “house-scale residential dwelling” to the Definitions Section 302.
- c. Amend Section 405.4 B., 405.7. B, and 405.8 B to include house-scale residential dwellings as permitted uses, add two-family uses to Single Residence District, and add a footnote to the uses table to connect house-scale residential dwellings with the new overlay district.
- d. Amend Section 405.8.A, Single Residence District Objective, to better align with additional building types.
- e. Amend Section 604 to allow house-scale residential dwellings on a lot.

At a public hearing on **April 1, 2025**, the Hanover Planning Board recommended that the Town Meeting **approve** this zoning amendment.

ARTICLE THREE: (to vote by ballot): To see if the Town will vote to amend the Hanover Zoning Ordinance as proposed by the Hanover Planning Board in Amendment No. 2:

The following question is on the official ballot:

“Are you in favor of the adoption of Amendment No. 2 for the Hanover Zoning Ordinance as proposed by the Hanover Planning Board as follows?”

Amend Sections 1202 and 1204 of Article XII: Affordable Non-Profit Provided Workforce Housing to make it easier to build such housing.

Amendment No. 2 proposes to:

- a. Amend Section 1202 to allow Affordable Non-Profit Provided Workforce housing without requiring a Special Exception.
- b. Amend Section 1204 to apply the more permissive dimensional controls of the House-Scale Residential Overlay district to this type of housing.

At a public hearing on **April 1, 2025**, the Hanover Planning Board recommended that the Town Meeting **approve** this zoning amendment.

ARTICLE FOUR: (to vote by ballot): To see if the Town will vote to amend the Hanover Zoning Ordinance as proposed by the Hanover Planning Board in Amendment No. 3:

The following question is on the official ballot:

“Are you in favor of the adoption of Amendment No. 3 as proposed by the Hanover Planning Board for the Hanover Zoning Ordinance as follows?”

Amend Section 302 and Section 715 to add subsection 715.8 Campus Wayfinding

Signage.

Amendment No. 3 proposes to:

- a. allow a wider range of sign options and a less burdensome sign approval procedure for campus wayfinding signs
- b. Add “Campus Wayfinding Signage” to the definition section.
- c. Add a new section (Section 715.8) to Article VII, Accessory Uses; Section 715, Signs.

At a public hearing on **April 1, 2025**, the Hanover Planning Board voted to recommend that the Town Meeting **approve** this zoning amendment.

BUSINESS MEETING AGENDA

7:00 p.m.

ARTICLE FIVE: To choose the following Town Officers to be elected by a majority vote.

One Advisory Board of Assessors for a term of three (3) years.

Three Fence Viewers, each for a term of one (1) year.

Two Surveyors of Wood and Timber, each for a term of one (1) year.

Such other Officers as the Town may judge necessary for managing its affairs.

Selectboard	For	4	Against	0	Absent	1
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ARTICLE SIX: To see if the Town will vote to raise and appropriate the sum of \$100,000 for the purpose of funding the Hanover Climate Adaptation Planning Project, and to authorize the Selectboard to apply for, accept, and expend funds through the New Hampshire Department of Environmental Services (NHDES) Clean Water State Revolving Fund (CWSRF) Program, including up to \$100,000 in principal loan forgiveness, in accordance with the program requirements. Further, **to** authorize the issuance of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33:1, et seq.) for the full loan amount, with the understanding that up to \$100,000 of the principal will be forgiven upon meeting all program conditions.

This appropriation shall be non-lapsing until June 30, 2030, or until the project is completed, or until all funds have been expended in accordance with NHDES program requirements.

(3/5 ballot vote)

Selectboard	For	4	Against	0	Absent	1
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ARTICLE SEVEN: To see if the Town will vote to raise and appropriate \$19,375 for deposit into the Land and Capital Improvements Fund and to fund this appropriation by authorizing the withdrawal of this amount from the Unassigned Fund Balance. The amount appropriated is the equivalent of 50% of the total collected in Land Use Change Tax in the fiscal year 2024.

Selectboard	For	4	Against	0	Absent	1
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ARTICLE EIGHT: To see if the Town will vote to raise and appropriate \$19,375 for deposit into the Conservation Fund and to fund this appropriation by authorizing the withdrawal of this amount

from the Unassigned Fund Balance. The amount appropriated is 50% of the total collected in Land Use Change Tax in the fiscal year 2024.

Selectboard For 4 Against 0 Absent 1

ARTICLE NINE: To see if the Town will vote to raise and appropriate \$34,505 for deposit into the Municipal Transportation Improvement Fund and to fund this appropriation by authorizing the withdrawal of this amount from the Unassigned Fund Balance. This amount is equivalent to the total Transportation Fee surcharge for each motor vehicle registered in the Town of Hanover (\$5.00 per vehicle) during fiscal year 2024.

Selectboard For 4 Against 0 Absent 1

ARTICLE TEN: To see if the Town will vote to raise and appropriate the sum of \$2,936,412 and authorize payment into existing capital reserve funds in the following amounts for the purposes for which such funds were established:

Ambulance Equipment Capital Reserve Fund <i>with funding to come from the Ambulance Fund</i>	\$163,000
Building Maintenance and Improvement Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$251,000
Dispatch Equipment and Dispatch Center Enhancements Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$ 28,800
Fire Department Vehicle and Equipment Capital Reserve Fund <i>with funding to come from the Fire Fund</i>	\$162,000
Highway Construction and Maintenance Equipment Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$542,375
Parking Operations Vehicles and Parking Facility Improvements Capital Reserve Fund <i>with funding to come from the Parking Fund</i>	\$ 84,000
Police Vehicles and Equipment Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$142,000
Road Construction and Improvements Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$ 75,000
Sewer Equipment and Facilities Improvements Capital Reserve Fund <i>with Funding to come from the Wastewater Treatment Facility Fund</i>	\$978,567
Water Treatment and Distribution Equipment and System Capital Reserve Fund <i>with funding to come from the Water Utility Fund</i>	\$509,670

Selectboard For 4 Against 0 Absent 1

ARTICLE ELEVEN: To see if the Town will vote to raise and appropriate \$1,728,744 for the purposes listed below and to authorize funding these amounts by withdrawal from the listed capital reserve funds in the following amounts:

Building Maintenance and Improvement Capital Reserve Fund: <i>HVAC Controls, Police Department</i>	\$ 30,000
Dispatch Equipment and Dispatch Center Enhancements Capital Reserve Fund: <i>Hayes Hill Radio Building</i>	\$ 70,000
Fire Department Vehicle and Equipment Capital Reserve Fund: <i>Fire Car 1 replacement; Overhead Doors Etna Fire Station</i>	\$101,668
Highway Construction and Maintenance Equipment Capital Reserve	\$523,176

Fund: *Truck 11 replacement (10-wheeler with plow); Backhoe Loader; Truck 1 replacement*

Municipal Transportation Improvement Fund: \$ 44,500

Maple Street Sidewalk Gap

Parking Operations Vehicles and Parking Facility Improvements \$ 77,400

Capital Reserve Fund: *Stairwell maintenance*

Police Vehicles and Equipment Capital Reserve Fund: *Safety Rescue* \$ 67,500

Equipment

Road Construction and Improvements Capital Reserve Fund: \$ 28,000

Lebanon/Summer Street Video Detection System

Sewer Equipment and Facilities Improvements Capital Reserve Fund: \$ 80,000

Backhoe Loader for Line Maintenance (50%)

Water Treatment and Distribution Equipment and System Capital \$706,500

Reserve Fund: *Backhoe Loader for Water Treatment (50%); Balch Hill Water Storage Tank Painting; Greensboro Booster Pumps*

This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until these specified purchases are complete or June 30, 2030, whichever occurs sooner.

Selectboard For 4 Against 0 Absent 1

ARTICLE TWELVE: To see if the Town will vote to discontinue the *Bridge Capital Reserve Fund*, established under RSA 35:1 for the purpose of funding bridge maintenance and improvements, and to transfer all remaining funds to the General Fund undesignated fund balance.

Selectboard For 4 Against 0 Absent 1

ARTICLE THIRTEEN: To see if the Town will vote to change the purpose of the *Road Construction and Improvement Capital Reserve Fund*, established under RSA 35:1, to include both road and bridge maintenance, repair, and reconstruction; to rename it the *Road Right-of-Way and Bridge Construction and Improvement Capital Reserve Fund*. And furthermore, to name the Selectmen as agents to expend from said fund.

(Two-thirds vote required)

Selectboard For 5 Against 0 Absent 0

ARTICLE FOURTEEN: To see if the Town will vote to change the purpose of the existing *Building Maintenance and Improvement Capital Reserve Fund*, established under the provisions of RSA 35:1, to expand its purpose to include the planning, design, construction, repair, improvement, and/or replacement of municipal buildings and facilities, and to rename it the *Capital Facilities Capital Reserve Fund*; and further, to raise and appropriate the sum of One Million Seven Hundred Thirteen Thousand Four Hundred Forty Seven Dollars (\$1,713,447) to be placed in said fund, with said amount to come from the Town's undesignated fund balance.

(Two-thirds vote required)

Selectboard For 5 Against 0 Absent 0

ARTICLE FIFTEEN: To see if the Town will vote to approve the cost items included in the collective bargaining agreement reached between the Selectboard and the International Association of Fire Fighters, Local 3288 on March 10, 2025, which calls for the following increases in salaries and

benefits at the current staffing level:

<u>Year</u>	<u>Estimated Increase</u>
2026	\$125,859 (an increase of \$54,400)
2027	\$138,250

And further to raise and appropriate the sum of \$125,859 for the 2026 fiscal year, such sum representing additional costs attributable to the increase in the salaries and benefits required by the proposed agreement over those that would be paid at current staffing levels in accordance with the most recent collective bargaining agreement, with said funds to come from the Fire Fund.

Selectboard For 4 Against 0 Absent 1

ARTICLE SIXTEEN: If the preceding article is defeated, to see if the Town will authorize the Selectboard to call one special meeting, at its option, to address Article FIFTEEN cost items only.

Selectboard For 4 Against 0 Absent 1

ARTICLE SEVENTEEN: To see if the Town, per RSA 31:98a, will vote to raise and appropriate \$100,000 into the Town's Annual Contingency Fund for fiscal year 2026, this sum to come from the undesignated fund balance.

Selectboard For 4 Against 0 Absent 1

ARTICLE EIGHTEEN: To see if the Town will vote to raise and appropriate \$32,870,441 to pay the operating expenses of the Town for the 2026 fiscal year for the purposes set forth in the Town budget. This sum does not include the funds voted in any of the preceding or succeeding articles.

Selectboard For 5 Against 0 Absent 0

ARTICLE NINETEEN: To see if the Town will modify the elderly property tax exemption under RSA 72:39-a as follows?

To increase the exemption, based on assessed value, for qualified taxpayers to the following amounts:

- \$145,000 for a person 65 years of age up to 74 years,
- \$205,000 for a person 75 years of age up to 79 years, and
- \$285,000 for a person 80 years of age or older.

To qualify, the individual must:

- Be at least 65 years of age,
- Have been a New Hampshire resident for at least three consecutive years,
- Own and occupy the real estate as their principal place of abode, either individually or jointly; or if the property is owned by the person's spouse, they must have been married for at least five consecutive years,
- Have a net income not more than \$46,000 if single, or \$65,000 if married, and
- Own net assets not in excess of \$145,000, excluding the value of the residence.

This article represents a proposed modification of the current exemption amounts of \$96,000 (age 65–75), \$144,000 (age 75–80), and \$198,000 (age 80+), with current income limits of \$36,800

(single) and \$51,700 (married), and asset limits of \$125,000.

If approved, this article shall take effect April 1, 2025, for the 2025 tax year.

Selectboard For 4 Against 0 Absent 1

ARTICLE TWENTY: To see if the Town will modify the optional property tax exemption for the disabled as authorized by RSA 72:37-b?

If adopted, the exemption for qualified disabled taxpayers would increase from \$198,000 to \$285,000 based on the assessed value of the property.

To qualify, the individual must:

- Have been a New Hampshire resident for at least five consecutive years,
- Own and occupy the property as their principal place of abode, either individually or jointly; or if the property is owned by a spouse, they must have been married for at least five consecutive years,
- Have a net income not exceeding \$46,000 if single, or \$65,000 if married, and
- Own net assets not in excess of \$145,000, excluding the value of the residence.

This article represents a proposed modification to the current exemption of \$198,000 in assessed value, with current income limits of \$29,900 (single) and \$40,200 (married), and asset limits of \$125,000.

If approved, this article shall take effect on April 1, 2025, for the 2025 tax year.

Selectboard For 4 Against 0 Absent 1

ARTICLE TWENTY-ONE: To see if the Town will modify the exemption for the blind under the provisions of RSA 72:37?

If adopted, every inhabitant who is legally blind, as determined by the State of New Hampshire, shall be exempt each year from the assessed value of their residential real estate, for property tax purposes, in the amount of \$50,000.

This article represents a proposed modification of the current exemption amount of \$35,000.

If approved, this article shall take effect April 1, 2025, for the 2025 tax year.

Selectboard For 4 Against 0 Absent 1

ARTICLE TWENTY-TWO: (by Petition) To see if the Town will vote to: reject any expansion of taxpayer funding for private education until we have full accountability, transparency, and a sustainable funding plan that ensures no further strain on public schools or local property taxpayers:

Whereas, taxpayers have a right to know how their money is spent and deserve clear, verifiable evidence that it is being spent wisely and delivering results; and

Whereas, taxpayer dollars are being diverted from public schools to private and religious education

through Education Freedom Accounts (vouchers), and this shift does NOT reduce public school expenses, leaving local taxpayers to cover the difference through higher property taxes; and

Whereas, unlike public schools, private education funded by taxpayers through vouchers lacks key accountability measures, such as reporting how funds are used, tracking student performance, ensuring service! for students with disabilities, conducting background checks for staff, and adherence to minimum standards.

Therefore, we, the voters of Hanover, New Hampshire, call on our state elected officials to uphold their duty to fiscal responsibility by rejecting any expansion of taxpayer funding for private education until we have full accountability, transparency, and a sustainable funding plan that ensures no further strain on public schools or local property taxpayers. We further direct the Town of Hanover's Selectboard to deliver this warrant article and the results in writing to New Hampshire's Governor and members of the State Legislature within thirty days of this vote. Submitted by petition with signatures of twenty-five (25) or more registered voters in the Town of Hanover. (RSA 675:4).

ARTICLE TWENTY-THREE: (by Petition) To call on the Hanover Town Manager and the Hanover Police Chief NOT to enter into or sign any agreements with Immigration and Customs Enforcement's (ICE) 287(g) program.

- The 287(g) is an expensive program that has been criticized for civil rights abuses since it launched in 2006.
- It has long been criticized for perpetuating and legalizing widespread racial profiling.
- Studies have shown that communities with 287(g) agreements spend more money on less effective policing. 287(g) agreements often target people who pose no risk to public safety and those with no criminal record and this type of enforcement creates distrust-and fear-between police and the communities they serve.
- Additionally, the Department of Homeland Security is now allowed to track, surveil, and target people based on assumptions about their sexual orientation and gender identity. This compounds the risk for some people with informal status, and adds new risks for Queer Transgender folks traveling across borders.

*287(g) should not be used in the place of a federal immigration policy.

*This resolution will act as an amendment to the Hanover Welcoming Ordinance of 2020.

ARTICLE TWENTY-FOUR: (by Petition) To see if the Town will vote to require that all meetings of the Selectboard be available for remote participation, either by video or audio, in real time, through the use of appropriate technology, including but not limited to conference calls, video conferencing, or online meeting platforms. This requirement will apply to all regular and special meetings, and it will ensure that town residents have the ability to participate in Selectboard proceedings remotely.

The Selectboard shall ensure that the necessary technology and support are available for remote participation and that remote participants are provided the opportunity to comment and ask questions during public comment periods and other appropriate segments of the meetings.

ARTICLE TWENTY-FIVE: (by Petition) To see if the Town will vote to adopt a policy requiring the use of gender-neutral language in all official town documents, including but not limited to the Town Charter, ordinances, policies, and the Town website. This shall include replacing gendered terms such as "Selectmen" with "Selectboard" and ensuring all future documents reflect inclusive and gender-neutral terminology.

Further, to authorize the Selectboard to make non-substantive revisions to existing town documents to align with this policy without requiring further town meeting approval.

ARTICLE TWENTY-SIX: To transact any other business that may legally be brought before this Town Meeting.

Given under our hands and seal of the Town of Hanover this 14th day of April 2025.

TOWN OF HANOVER SELECTBOARD

Carey Callaghan, Chair
Joanna Whitcomb, Vice Chair
Jarett Berke, Secretary
Jennie Chamberlain
Athos Rassias

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Part II

Explanatory Information

CHAPTER 1: INFORMATION FOR TOWN MEETING

PART II: EXPLANATORY INFORMATION

What is Town Meeting? All Hanover citizens are encouraged to participate in the yearly Town Meeting, a living example of direct democracy. Town Meeting is a meeting of citizens who form the legislative body of the town. It is held yearly on the second Tuesday in May, to elect town officers, adopt the town budget, and consider other issues that require Town Meeting approval. This year, the Town Meeting will be held on Tuesday, May 13, 2025.

What is the Warrant? The Town Meeting agenda is called "the Warrant"; each agenda item is called an "article." The official Warrant precedes this document in Part I. The Warrant includes two sets of articles:

1. **Ballot voting** (Articles One through Four: Voting on Articles One through Four which includes voting for candidates for office, three amendments to the Hanover Zoning Ordinance proposed by the Hanover Planning Board - is conducted by ballot during the day of Town Meeting (Tuesday, May 13, 2025) from 7:00 am to 7:00 pm, in the Hanover High School gym. The daytime ballot voting is held by secret ballot, referred to as the "Australian Ballot" or the "Official Ballot."
2. **Business meeting** (Articles Five through Twenty-Six): Discussion of and voting on Articles Five through Twenty-Six - including the proposed budget in Article Eighteen- takes place at an open meeting, called the "Business Meeting," which begins at 7:00 p.m. on Tuesday, May 13th, in the Hanover High School gym. At the Business Meeting portion of Town Meeting, citizens sit down together and discuss, modify, and vote.

What if you cannot attend? *If you cannot attend Town Meeting:*

1. **Ballot items:** You may vote by absentee ballot on the items decided by Australian or Official Ballot voting by requesting an absentee ballot from the Town Clerk's office at Town Hall and delivering it in person by 5:00 p.m. the day before Town Meeting or postmarked by mail by 5:00 p.m. on the day of Town Meeting.
2. **Business Meeting items:** You must be present, however, to vote on or contribute to discussion of any Warrant items to be discussed at the Business Meeting. By state law, no absentee balloting is allowed on these items.

How can you register to vote? To become a registered voter, you must be a U.S. citizen, eighteen years or older, and a Hanover resident. Information that must be provided at registration includes name, address (mailing and legal residence), place and date of birth, and proof of citizenship. You may register: (1) in advance at the Town Clerk's Office in Town Hall during regular business hours through Friday, May 2, 2025; or (2) with the Supervisors of the Checklist whose public voter registration sessions are advertised before any election; or (3) at the polls on Town Meeting Day.

What is explained in the rest of this chapter? The rest of this chapter, prepared by the Town staff, explains all articles in the Warrant. The official Warrant precedes this document.

BALLOT VOTING ARTICLES ONE - FOUR

Voting on Articles One through Four will be conducted by official ballot on Tuesday, May 13, 2025, from 7:00 am to 7:00 pm in the Hanover High School gym.

Article One: Election of Town Officers

The **Selectboard**, so named because members are selected on Town Meeting Day, governs the Town and performs most of the Town's legislative functions as prescribed in the Town Charter, outside the legislative role granted voters at Town Meeting by state law. One three-year term, currently held by Athos Rassias is up for election in 2025. Evan Leonard Gerson and incumbent, Athos John Rassias have filed to seek election for this available three-year term.

Both the Howe Library and the Etna Library are Town-supported. Each has a Board of Trustees that governs the respective library in areas of fundraising and some program functions, but they are elected differently based on the type of organization originally established. The **Howe Library Trustees are elected by** members of the Howe Corporation, which is a private, non-profit corporation. The Etna Library, which is the original Town Library, is governed by the **Etna Library Trustees**, elected by Town Meeting for a three-year term. One Etna Library Trustee is up for election; Sharry Baker has filed to seek election for this three-year term.

The **Trustees of Trust Funds** oversee the funds reserved for special purposes, and their responsibilities are governed by state statute. One Trustee position is up for election, Elizabeth (Betsy) McClain has filed to seek election for this three-year term.

The **Supervisors of the Checklist** are legally responsible for overseeing the voter registration and certification process and for maintaining the updated voter checklist. The term of one Supervisor position expires this year. Marcia J. Kelly has filed to seek election for this available three-year term.

The **Town Clerk** is responsible for overseeing the implementation of all elections and performs in an official legal capacity, responsible for several areas of Town administration related to motor vehicle registration, dog licensing and birth and death certificates. Roberta (Bobbie) Hitchcock, the current Town Clerk, is not seeking re-election for another term. Tracy Walsh has filed to seek election to this position for a three-year term.

The **Cemetery Trustees** consist of three (3) members who oversee the rules and regulations governing cemeteries in the Town of Hanover in accordance with Ordinance #25, Municipal Cemeteries. The term of one Cemetery Trustee expires this year. Jennifer Ross Taxman has filed to seek election to this position for a three-year term.

*Note: The following Articles Two through Four are Amendments No. 1-3 to the Hanover Zoning Ordinance which have been **approved** by the Planning Board.*

Article Two: Amendment No. 1 to the Hanover Zoning Ordinance

This zoning amendment increases housing equity and diversity by simplifying Hanover's two-, three-, and four-unit housing development. Historically, zoning regulations have prioritized single-family homes, making building other housing types more difficult and costly. As a result, Hanover's housing

stock is overwhelmingly single-family, contributing to a housing shortage and cost burdens, particularly for renters or buyers entering the housing market.

This amendment addresses the issue by reducing procedural barriers that discourage smaller-scale residential buildings containing one to four dwelling units. It also refines the definition of different dwelling types to differentiate between house-scale and block-scale buildings, allowing smaller projects to go through a less burdensome approval process than large-scale developments. These changes aim to encourage a broader range of housing options, helping to meet the town's housing needs while promoting affordability and accessibility.

For the full text of this amendment, see Appendix A in this section.

At a public hearing on **April 1, 2025**, the Hanover Planning Board voted seven in favor and none against (7-0) to recommend that the Town Meeting **approve** this zoning amendment.

Article Three: Amendment No. 2 to the Hanover Zoning Ordinance

This zoning amendment aims to preserve incentives for building workforce housing by allowing it to use the increased density of the proposed house-scale multi-unit overlay district. It would also reduce the regulatory burden by removing the requirement for a Special Exception and ensuring that the workforce housing ordinance continues to allow higher density than standard residential districts. Without these changes, the incentive to develop more affordable housing options would be significantly reduced.

For the full text of this amendment, see Appendix A in this section.

At a public hearing on **April 1, 2025**, the Hanover Planning Board voted seven in favor and none against (7-0), recommending that the Town Meeting **approve** this zoning amendment.

Article Four: Amendment No. 3 to the Hanover Zoning Ordinance

This zoning amendment proposes to improve navigation on college campuses with multiple buildings and lots. It achieves this by adding a provision for campus wayfinding signage, allowing for a coordinated system that provides clear directions, information, and location identification, and providing for a more streamlined approval process. This change will help visitors move more efficiently through the campus and surrounding areas.

For the full text of this amendment, see Appendix A in this section.

At a public hearing on **April 1, 2025**, the Hanover Planning Board voted seven in favor and none against (7-0) to recommend that the Town Meeting **approve** this zoning amendment.

BUSINESS MEETING VOTING ARTICLES FIVE THROUGH TWENTY - SIX

Article Five: Election of Additional Town Officers

This article includes the election of additional Town Officers that do not need to be elected by official ballot. The officials are:

One member of the **Advisory Board of Assessors** for a term of three (3) years. The Advisory Board of Assessors reviews requests for property abatements and makes recommendations for resolution to the Selectboard.

Three **Fence Viewers**, each for a term of one (1) year. The Fence Viewers, dating back to the colonial era, are available to adjudicate property line disputes. While no longer utilized, many New Hampshire towns still elect Fence Viewers to maintain this colonial tradition.

Two **Surveyors of Wood and Timber**, each for a term of one (1) year. The Surveyors of Wood and Timber also date back to the colonial era and are elected to adjudicate disputes regarding the sufficiency of a delivered cord of wood. While no longer utilized, many New Hampshire towns still elect Surveyors to maintain this colonial tradition.

Article Six: Why is the Town asking to establish and fund a Hanover Adaption Planning Project and to seek authorization for the Selectboard to apply for, accept, and expend funds through the New Hampshire Department of Environmental Services (NHDES) Clean Water State Revolving Fund (CWSRF) Program?

This article authorizes the Town to accept up to \$100,000 in loan forgiveness through the New Hampshire Department of Environmental Services Clean Water State Revolving Fund (CWSRF) Program for the Hanover Climate Adaptation Planning Project. The Town will utilize Sewer Fund undesignated fund balance to cover the costs associated with the project and will reimburse that fund with the loan forgiveness received from New Hampshire DES.

The Selectboard voted 4-0-1 absent to support this warrant article during the Pre-Town Meeting public hearing held on April 7, 2025.

Articles Seven and Eight: Land and Capital Improvement Fund and Conservation Fund

The 1999 Town Meeting voted to create a Land and Capital Improvements Fund and a Conservation Fund, and then annually to consider taking the proceeds from the preceding fiscal year's Land Use Change Tax and distributing one-half to the Land and Capital Improvements Fund and one-half to the Conservation Fund.

Article Seven distributes \$19,375, equal to one-half of the Land Use Change Tax revenue from the fiscal year 2024 (total of \$38,750) into the Land and Capital Improvements Fund. The Land and Capital Improvements Fund can be utilized to purchase land for Town facilities or to assist in the construction or renovation of Town facilities and has a current balance of roughly \$103,000 prior to action on this or any other article on this warrant.

Article Eight distributes \$19,375, equal to one-half of the Land Use Change Tax collected in fiscal year 2024 for deposit into the Conservation General Purpose Fund. The Conservation Fund has a current

balance of roughly \$256,000 prior to action on this or any other article on this warrant.

The Selectboard voted 4-0-1 absent to support both warrant articles during the Pre-Town Meeting public hearing on April 7, 2025.

Article Nine: Transfer of Funds Collected into the Municipal Transportation Improvement Fund

State statute enables New Hampshire communities to establish a Municipal Transportation Improvement Fund, pursuant to RSA 261:153 VI. Such a fund is created by adopting a motor vehicle registration surcharge of up to \$5.00, which is collected each time a motor vehicle is registered within the municipality. The Town Meeting voted to collect the additional \$5.00 surcharge at the May 2000 Town Meeting, as well as to establish the Municipal Transportation Improvement Fund. Proceeds from the Fund are to be used to support eligible local transportation improvement projects such as public transportation initiatives, roadway improvements, signal upgrades, and the development of bicycle and pedestrian paths. This article authorizes the transfer of this surcharge collected in fiscal year 2024 totaling \$34,505 into the Municipal Transportation Improvement Fund.

The Selectboard voted 4-0-1 absent to support this warrant article during the Pre-Town Meeting public hearing held on April 7, 2025.

Article Ten: Payment into Capital Reserve Funds

The Town of Hanover has made a serious commitment to properly funding the capital budget on an annual basis to ensure that Town facilities, infrastructure and equipment are properly maintained, replaced, and improved as required by the needs of the community. Maintaining the discipline to contribute to the Town's various capital reserve funds annually helps to insure a stable growth in the tax rate over time. This article appropriates and authorizes the payment of \$2,936,412 into various Capital Reserve Funds. This action is taken as part of the recommended budget for fiscal year 2026, after a careful review of the current funding status and the projected disbursements from each of the Capital Reserve Funds.

The Selectboard voted 4-0-1 absent to support this warrant article during the Pre-Town Meeting public hearing held on April 7, 2025.

Article Eleven: Withdrawals from Capital Reserve Funds

As noted above, there are several Capital Reserve Funds established to smooth out the budget impact of purchases of significant pieces of equipment and vehicles. Over the past few years, Town staff has made significant progress on the Capital Improvement Plan which now provides a more comprehensive view of future Town capital needs. These purchases are recommended as part of this Capital Improvement Plan. The previous warrant article authorizes the deposit into these several funds while this warrant article authorizes the withdrawal of \$ 1,728,744 from the specified Capital Reserve Funds for purchases of equipment and vehicles, or for other stipulated purposes of the Fund.

The Selectboard voted 4-0-1 absent to support this warrant article during the Pre-Town Meeting public hearing held on April 7, 2025.

Article Twelve: Why does the Town want to discontinue the Bridge Capital Reserve Fund and transfer all remaining funds from the account into the General Fund:

The Town is proposing to discontinue the Bridge Capital Reserve Fund because future bridge improvements are expected to be funded through bonding rather than capital reserves. Rather than maintaining a separate, underutilized reserve, the remaining funds will be returned to the General Fund for

reallocation. This helps reduce the number of individual capital reserve funds.

The Selectboard voted 4-0-1 absent to support this warrant article during the Pre-Town Meeting public hearing held on April 7, 2025.

Article Thirteen: Why does the Town want to change the purpose of the Road Construction and Improvement Capital Reserve Fund and to rename the fund the Road, Right of Way and Bridge Construction and Improvement Capital Reserve Fund?

The Town is proposing to update the fund name to reflect the Town's current and future capital improvement practices. The proposed change broadens the fund's purpose to include the full range of infrastructure work within the public right-of-way. The renaming and expanded purpose allow the fund to support comprehensive, integrated transportation and infrastructure investments and align with eligibility requirements for federal and state grant programs.

The Selectboard voted 5-0-0 to support this warrant article during the Pre-Town Meeting public hearing held on April 14, 2025.

Article Fourteen: Why does the Town want to change the purpose of the Building Maintenance and Improvement Capital Reserve Fund and to rename it the Capital Facilities Capital Reserve Fund?

The proposed change to the Building Maintenance and Improvement Capital Reserve Fund reflects the Town's recognition that future investment in its facilities must extend beyond routine maintenance and repairs. By renaming the fund the *Capital Facilities Capital Reserve Fund* and broadening its purpose, the Town will be better positioned to plan for and fund significant capital improvements such as building renovations, or expansions. This change ensures that the fund aligns with the long-term capital improvement plan forecasted needs. This article also appropriates and authorizes the payment of \$1,713,447 into the fund, funded by the Town's undesignated fund balance.

The Selectboard voted 5-0-0 to support this warrant article during the Pre-Town Meeting public hearing held on April 14, 2025.

Article Fifteen and Sixteen: Bargaining Unit Two-Year Contract with Fire Union Employees

The Town has three collective bargaining units. Employees of the Public Works Department are represented by Local 1348 of the American Federation of State, County, and Municipal Employees (AFSCME), the Police Department by Local 3657 of AFSCME, and the Fire Department by Local 3288 of the International Association of Fire Fighters (IAFF).

This year, the Town reached a two-year collective bargaining agreement with IAFF Local 3288, the result brings this union on par with the other two unions and all non-union employees for wages and benefits. The proposed contract calls for an increase in salaries and benefits for FY 2026 in the amount of \$125,859 (an increase of \$54,400) and \$138,250 for FY 2027, with said funds to come from the Fire Fund

If Article Fifteen is defeated, Article Sixteen authorizes the Selectboard to call one special meeting, at its option, to address Article Fifteen, cost items only.

The Selectboard voted 4-0-1 absent to support these warrant articles at the Pre-Town Meeting public hearing held on April 7, 2025.

Article Seventeen: To see if the Town, per RSA 31:98a, will vote to raise and appropriate \$100,000 into the Town's Annual Contingency Fund for fiscal year 2026.

This article proposes funding the Town's Annual Contingency Fund in accordance with RSA 31:98-a, which allows municipalities to appropriate up to 1% of the annual budget for unanticipated expenses. The Contingency Fund serves as a fiscal backstop, giving the Town the flexibility to respond to critical needs that may arise during the year without having to call a Special Town Meeting.

Given the current uncertainty at the national and state levels, maintaining a modest contingency fund is an appropriate step to safeguard essential services and ensure continued responsiveness throughout the fiscal year.

The Selectboard voted 4-0-1 to support this warrant article at the April 7, 2025, Pre-Town Meeting public hearing.

Article Eighteen: Proposed Municipal Budget for Fiscal Year 2026, the table below outlines the net appropriation required by this warrant article, which when added to all the additional appropriation warrant articles outlined above, funds the Town's total budget for the fiscal year 2026.

Appropriation for the Proposed Municipal Budget for FY 2026	\$32,870,441
Appropriation for the purpose of funding the Hanover Climate Adaptation Planning Project (Article #6)	\$ 100,000
Appropriation for Payments into the Land and Capital Improvements Fund For FY 2024 (Article #7)	\$ 19,375
Appropriation for Payments into the Conservation Fund For FY 2024 (Article #8)	\$ 19,375
Appropriation for Purchases to be Funded from Municipal Transportation Improvements Fund (Article #9)	\$ 34,505
Appropriation for Payment into Various Capital Reserve Funds (Article #10 And #14)	\$ 4,649,859
Appropriation for Purchases to be Funded from Withdrawals from Various Capital Reserve Funds (Article #11)	\$ 1,728,744
Appropriation to Cover Impact of Fire Department Union Contract (Article #15)	\$ 125,859
Appropriation to Cover Establishing Town Annual Contingency Fund (Article #17)	\$ 100,000
	<hr/>
Grand Total Appropriations All Funds – See Budget Overview	\$39,648,158

The Selectboard voted 5-0-0 to support this warrant article during the Pre-Town Meeting public hearing held on April 14, 2025.

Article Nineteen: This article proposes to update the elderly property tax exemption under RSA 72:39-a to better reflect current property values and financial realities for older residents. The adjustments would:

- Increase the exemption amounts based on age brackets:
 - From \$96,000 to \$145,000 for those aged 65–74,
 - From \$144,000 to \$205,000 for those aged 75–79,
 - From \$198,000 to \$285,000 for those aged 80 and older.
- Raise the income limits to \$46,000 for single filers and \$65,000 for married filers, up from \$36,800 and \$51,700 respectively.
- Increase the asset limit (excluding the home) from \$125,000 to \$145,000.

The intent of this article is to ensure that qualifying seniors are kept financially whole after the town-wide property revaluation and that the exemption continues to offer meaningful tax relief to eligible older residents.

The Selectboard voted 4-0-1 to support this warrant article at the April 7, 2025, Pre-Town Meeting public hearing.

Article Twenty: This article proposes to increase the property tax exemption for qualified disabled residents under RSA 72:37-b, raising the exemption from \$198,000 to \$285,000 in assessed property value.

It also seeks to update the income and asset eligibility thresholds to ensure the exemption continues to serve those most in need:

- Income limit would increase to \$46,000 (single) and \$65,000 (married) from current limits of \$29,900 and \$40,200.
- Asset limit would increase from \$125,000 to \$145,000, excluding the value of the residence.

The proposed changes are intended to keep qualifying residents financially whole following the town-wide revaluation and reflect current economic conditions.

The Selectboard voted 4-0-1 to support this warrant article at the April 7, 2025, Pre-Town Meeting public hearing.

Article Twenty-One: To see if the Town will modify the exemption for the blind under the provisions of RSA 72:37?

This article proposes increasing the property tax exemption for legally blind residents from \$35,000 to \$50,000 in assessed value under RSA 72:37. The adjustment ensures the exemption remains meaningful given rising property values.

The Selectboard voted 4-0-1 to support this warrant article at the April 7, 2025, Pre-Town Meeting public hearing.

Article Twenty-Two: (by Petition) To see if the Town will vote to: reject any expansion of taxpayer funding for private education until we have full accountability, transparency, and a sustainable funding plan that ensures no further strain on public schools or local property taxpayers:

Whereas, taxpayers have a right to know how their money is spent and deserve clear, verifiable evidence that it is being spent wisely and delivering results; and

Whereas, taxpayer dollars are being diverted from public schools to private and religious education through Education Freedom Accounts (vouchers), and this shift does NOT reduce public school expenses, leaving local taxpayers to cover the difference through higher property taxes; and

Whereas, unlike public schools, private education funded by taxpayers through vouchers lacks key accountability measures, such as reporting how funds are used, tracking student performance, ensuring service! for students with disabilities, conducting background checks for staff, and adherence to minimum standards.

Therefore, we, the voters of Hanover, New Hampshire, call on our state elected officials to uphold their duty to fiscal responsibility by rejecting any expansion of taxpayer funding for private education until we have full accountability, transparency, and a sustainable funding plan that ensures no further strain on public schools or local property taxpayers. We further direct the Town of Hanover's Selectboard to deliver this warrant article and the results in writing to New Hampshire's Governor and members of the State Legislature within thirty days of this vote.

Submitted by petition with signatures of twenty-five (25) or more registered voters in the Town of Hanover. (RSA 675:4).

Signature pages for this Petition Warrant Article are available to view at the Town Manager's Office.

Article Twenty-Three: (by Petition) To call on the Hanover Town Manager and the Hanover Police Chief NOT to enter into or sign any agreements with Immigration and Customs Enforcement's (ICE) 287(g) program.

- The 287(g) is an expensive program that has been criticized for civil rights abuses since it launched in 2006.
- It has long been criticized for perpetuating and legalizing widespread racial profiling.
- Studies have shown that communities with 287(g) agreements spend more money on less effective policing. 287(g) agreements often target people who pose no risk to public safety and those with no criminal record and this type of enforcement creates distrust-and fear-between police and the communities they serve.
- Additionally, the Department of Homeland Security is now allowed to track, surveil, and target people based on assumptions about their sexual orientation and gender identity. This compounds the risk for some people with informal status, and adds new risks for Queer Transgender folks traveling across borders.

*287(g) should not be used in the place of a federal immigration policy.

*This resolution will act as an amendment to the Hanover Welcoming Ordinance of 2020.

Signature pages for this Petition Warrant Article are available to view at the Town Manager's Office.

ARTICLE Twenty-Four: (by Petition) To see if the Town will vote to require that all meetings of the Selectboard be available for remote participation, either by video or audio, in real time, through the use of appropriate technology, including but not limited to conference calls, video conferencing, or online meeting platforms. This requirement will apply to all regular and special meetings, and it will ensure that town residents have the ability to participate in Selectboard proceedings remotely.

The Selectboard shall ensure that the necessary technology and support are available for remote participation and that remote participants are provided the opportunity to comment and ask questions during public comment periods and other appropriate segments of the meetings.

Signature pages for this Petition Warrant Article are available to view at the Town Manager's Office.

Article Twenty-Five: (by Petition) To see if the Town will vote to adopt a policy requiring the use of gender-neutral language in all official town documents, including but not limited to the Town Charter, ordinances, policies, and the Town website. This shall include replacing gendered terms such as "Selectmen" with "Selectboard" and ensuring all future documents reflect inclusive and gender-neutral terminology.

Further, to authorize the Selectboard to make non-substantive revisions to existing town documents to align with this policy without requiring further town meeting approval.

Signature pages for this Petition Warrant Article are available to view at the Town Manager's Office.

Article Twenty-Six: To transact any other business that may legally be brought before this Town Meeting.

APPENDIX A

Key Guide:

- ***Bold italics*** indicate additions to existing text.
- ~~strikethrough~~ text indicates deletions of existing. Key Guide:
- Renumbering and reformatting are indicated by highlighting.

Full Text of Article Two, Amendment No. 1

Short Name of Proposal: **House-Scale Residential Dwellings**

Article III - Definitions Section

flag lot

An irregularly shaped lot, where the main portion of the lot area does not have direct street frontage other than by a narrow portion of land only wide enough to provide street access to the lot, referred to as the pole. During the subdivision process, the planning board shall determine a flag lot's front, rear, and side property lines.

house-scale residential dwelling

A building with one to four dwelling units the size of a small-to-large house and includes small house, duplex, triplex, fourplex, courtyard building, and townhouse.

405.4 Residence and Office (RO)

A. ...

B. Uses are permitted only if all area and dimensional requirements in the table below are met.

Permitted uses:

1. One-family dwelling
2. Two-family dwelling
3. *House-scale residential dwellings*¹
4. Multi-family dwelling
5. Mixed office and one-family, two-family, or multi-family dwelling
6. Accessory dwelling unit, pursuant to section 702.1
7. Affordable senior housing
8. Professional office, pursuant to Section 510.1
9. Use accessory to permitted use

Uses allowed by special exception:

1. Child day care agency
2. Governmental use: limited to public safety, education, recreation, service
3. Place of Assembly
4. Produce Stand
5. Recreation, Outdoor
6. Residential institution
7. Restaurant containing no more than 100 seats, only if located on a lot any portion of which lies within 100 feet of the street line of Lyme Road
8. Retail Sales, only if located on a lot any portion of which lies within 100 feet of Lyme Road.
9. Use accessory to special exception

¹ Building types and standards permitted under House-Scale Residential Dwellings are outlined in Section 406.3, Building Types and Forms, in the House-Scale Residential Dwellings Overlay Zone. Developments in this category must follow the building type standards, regardless of whether they are eligible for the dimensional requirements in Section 406.3.

405.7 General Residence (GR)

A. ...

B. **Uses** are permitted only if all area and dimensional requirements in the table below are met.

Permitted uses:

1. Accessory dwelling unit, pursuant to Section 702.1
2. Hosted short-term rental
3. One- or two-family dwelling
4. ***House-scale residential dwellings¹***
5. PRD, which may include multi-family dwelling, in GR-3 and GR-4 only
6. Senior housing development, in GR-3 and GR-4 only
7. Use accessory to permitted use

Uses allowed by special exception:

1. Child day care agency
2. Convalescent home
3. Nursing home
4. Forestry
5. Governmental use: limited to public safety, education, recreation, service
6. Multi-family dwelling
7. Parking and ride facility on a lot that fronts on a state-numbered highway
8. Passenger station
9. Place of assembly
10. PRD, in GR-1 and GR-2 only
11. Senior housing development, in GR-1 and GR-2 only
12. Produce stand
13. Recreation, outdoor
14. Residential institution
15. Un-hosted short-term rental
16. Use accessory to special exception

¹ Building types and standards permitted under House-Scale Residential Dwellings are outlined in Section 406.3, Building Types and Forms, in the House-Scale Residential Dwellings Overlay Zone. Developments in this category must follow the building type standards, regardless of whether they are eligible for the dimensional requirements in Section 406.3.

405.8 Single Residence (SR)

A. **Objective:** The designation Single Residence is for a district to provide ~~one~~ **single-family** dwelling units in ***detached and attached groupings of not more than four dwelling units in house-sized structures***, as is typical in many New England villages. ~~With adequate safeguards, certain other types of uses, such as forestry, agricultural, and governmental uses, will be permitted~~ Certain other types of uses, such as forestry, agricultural, and governmental uses, may be permitted with adequate safeguards. ~~These types of uses not only complement the single-family homes, but serve these homes as well.~~ Three districts are provided in the Single Residence designation. In each of the districts, similar uses are allowed, but there are varying lot regulations depending on the location of the district's present land development, and its relation to surrounding districts.

B. Uses:

Permitted uses:

1. Accessory dwelling unit, pursuant to Section 702.1
2. Hosted short-term rental
3. One- **or two**-family dwelling
4. ***House-scale residential dwellings¹***
5. Open space subdivision in SR-1 and SR-2 only
6. Use accessory to permitted use

Uses allowed by special exception:

1. Adaptive re-use (SR-2 only)
2. Agriculture
3. Bed and breakfast
4. Child day care agency
5. Forestry
6. Governmental use: limited to public safety, education, recreation
7. Place of assembly
8. Produce stand
9. Un-hosted short-term rental*
10. Use accessory to special exception

¹ Building types and standards permitted under House-scale Residential Dwellings are outlined in Section 406.3, Building Types and Forms, in the House-Scale Residential Dwellings Overlay Zone. Developments in this category must follow the building type standards, regardless of whether they are eligible for the dimensional requirements in Section 406.3.

406 Overlay districts

...

(THE FOLLOWING IS A NEW SUBSECTION; all language has been left formatted normally for legibility.)

406.3 House-Scale Residential Dwelling Overlay District

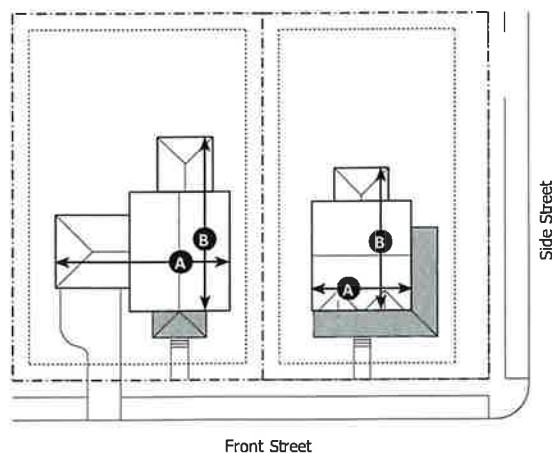
- A. The House-Scale Residential Dwelling Overlay District is hereby created. The district's boundaries are established on the zoning map entitled House-Scale Residential Dwelling Overlay, which is attached as an appendix to the Ordinance and on file in the offices of the Town of Hanover.
- B. The intent and purpose of this overlay district is to provide for moderate-density, house-scale residential dwellings in neighborhoods containing a mixture of housing types. Building type-specific standards are incorporated to ensure that new development is compatible with nearby residential areas, and that the district's existing residential scale and dimensional appearance will be maintained. These new developments are granted a relaxation of dimensional standards within the RO, all SR, and all GR districts where town water and sewer services are available.
- C. Building Types: All new construction of house-scale residential dwellings must conform to the development standards within this table:

Principal building types	Building Footprint dimensions maximum		
	A. Width	B. Depth	Height
Small House	35' MAX	35' MAX	35' max
Duplex/two-family	48' MAX	40' MAX	35' max
Triplex/fourplex ¹	45' MAX	45' MAX	35' max
Courtyard Building ¹	90' MAX	100' MAX	35' max
Townhouse building ²	30' MAX	48' MAX	35' max

¹ Building types with a maximum of four units refer to the maximum number of dwelling units per single structure.

² depths and widths for townhouse building are per unit.

Small House



Key For illustrative purposes only

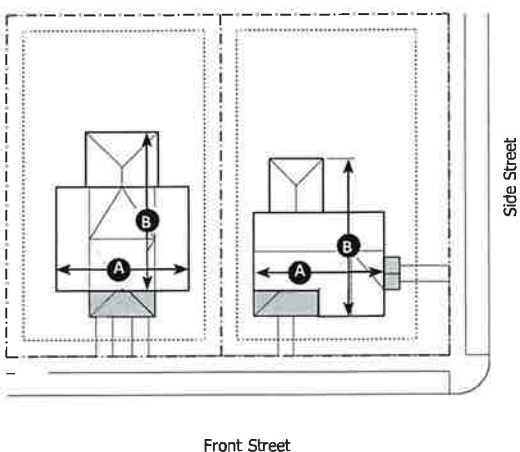
----- ROW / Lot Line

----- Setback Line

- 1. Description
- 2. Building Dimensions (see the House-Scale Residential Overlay building type standards)

Width	A
Depth	B

Duplex



Key For illustrative purposes only

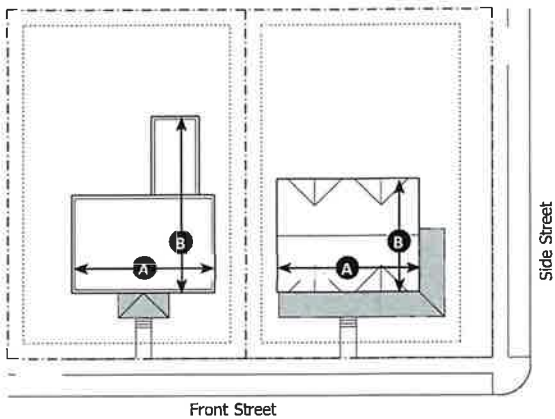
----- ROW / Lot Line

----- Setback Line

- 1. Description
- 2. Building Dimensions (see the House-Scale Residential Overlay building type standards)

Width	A
Depth	B

Triplex/Fourplex



1. Description

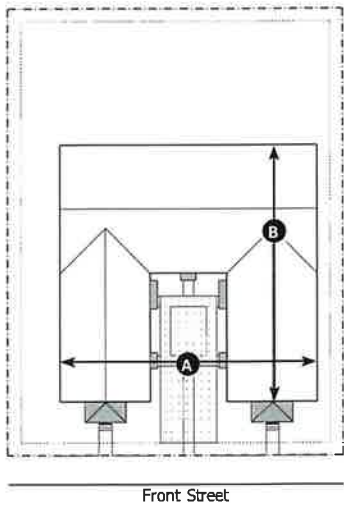
A medium-sized detached building typically with one shared entry or individual entries along the front. This type has the appearance of a medium-sized single-family house.

2. Building Dimensions (see the House-Scale Residential Overlay building type standards)

Width	A
Depth	B

Key For illustrative purposes only
--- ROW / Lot Line
..... Setback Line

Courtyard Building



1. Description

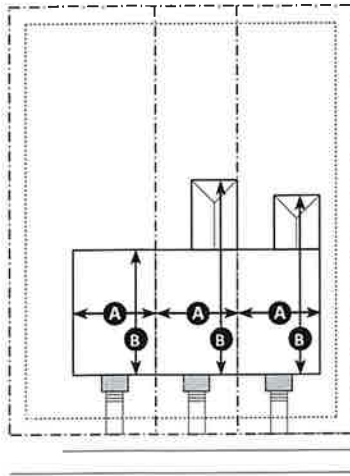
A building comprised of multiple attached and/or stacked units, accessed from a shared courtyard. The shared court is common open space.

2. Building Dimensions (see the House-Scale Residential Overlay building type standards)

Width	A
Depth	B

Key
--- ROW / Lot Line
..... Setback Line

Townhouse Building



1. Description

A small-to-large-sized, typically attached, building. Each Townhouse Building consists of three or four attached single family units.

2. Building Dimensions (see the House-Scale Residential Overlay building type standards)

Width	A
Depth	B

Key

----- ROW / Lot Line

..... Setback Line

D. Encroachments:

- 1) Unenclosed, unscreened porches with roofs may project up to five feet into the required front yard setback.
- 2) Garages, sheds, and other storage utility-use accessory structures may be located up to five feet into the rear setback.

E. Lot Dimensions table:

Districts	Maximum Building footprint /Lot area maximum coverage	Minimum lot area in square feet	Minimum Lot Frontage (Flag lot)	Minimum Front setback	Minimum Rear setback	Minimum Side setback
GR	45%/75%	5000	50' (25')	20'	10'	5'
SR	40%/60%	6500	60' (25')	25'	10'	7.5'
RO	45%/75%	6500	60' (25')	25'	10'	7.5'

- F. Driveway standards. A single driveway that provides access to buildings on two neighboring lots should be used where possible.

- G. Flag lots. To allow infill development, the Overlay District shall permit flag lots. Such newly created flag lots must contain at least 25 feet of frontage on a street and must meet the other dimensional requirements of the Overlay District. Creating a flag lot must not make the parent lot nonconforming for frontage, area, or setbacks required in the Overlay District. Flag lots may only be created from lots in existence at the time of the adoption of this ordinance on May 13, 2025. A maximum of one (1) flag lot shall be permitted in a Minor Subdivision, and not more than a quarter of the lots in a Major Subdivision are allowed to be flag lots.
- H. Multiple Buildings and Units on a Lot. Up to two principal buildings shall be allowed per lot with a maximum of four total dwelling units between the two structures.
- I. An existing accessory structure may be converted into a house-scale residential dwelling, subject to this overlay district's dimensional and building footprint controls. Non-conforming Accessory structures may be enlarged as permitted in Section 803.
- J. Affordable housing. In connection with these provisions, affordable workforce housing units shall be allowed at an increased density as permitted for affordable nonprofit workforce housing in Section 1203 and subject to the management requirements set out in Section 1205. The dimensional requirements of the individual House-Scale Residential Dwelling Overlay Districts shall apply.
- K. New dwelling units created under the House-Scale Residential Dwelling Overlay District may be rented only to a family, as defined in Section 302, regardless of any provisions in Section 519.2.2 to the contrary.

604 Principal buildings and uses

Except in the I, BM, OL, MWD, D, and B districts, there may be only one principal building and one principal use on a lot unless otherwise approved under the provisions of the Ordinance for self-contained residential developments, *house-scale residential dwellings*, or adaptive re-use.

Full Text of Article Three, Amendment No. 2

Short Name of Proposal: **Affordable Nonprofit-Provided Workforce Housing**

ARTICLE XII. AFFORDABLE NONPROFIT-PROVIDED WORKFORCE HOUSING

...

1202 Affordable Nonprofit-Provided Workforce Housing Overlay District ~~by special exception~~

Affordable nonprofit-provided workforce housing is permitted ~~by special exception~~ in the following districts on lots served by both municipal water and sewer:

A. Single Residence Districts

B. General Residence Districts

C. Rural Residence Districts, but only for lots that are also part of the SR or GR Districts

...

1204 Lot requirements

The dimensional requirements of the individual House-Scale Residential Overlay district shall

apply. All dimensional requirements of the individual district shall apply. Where a zoning district

boundary line crosses a lot of record created prior to the adoption of this ordinance, the

requirements of this Ordinance for a district apply to that portion of the lot included in that district,

except that a less restrictive requirement may be extended not more than 1000 feet into the RR district.

...

Full Text of Article Four, Amendment No. 3

Short Name of Proposal: **Campus Wayfinding Signage**

Article III - Definitions Section

Campus Wayfinding Signage – A system of signs that helps people navigate the grounds and buildings of a university or college campus by providing directions, information, and identifying locations.

Article VII – Accessory Uses

715 Signs

...

(THE FOLLOWING IS A NEW SUBSECTION; all language has been left formatted normally for legibility.)

Section 715.8 In all districts, campus wayfinding signage is permitted as follows:

- A. The purpose of this section is to provide flexibility to the standard sign regulations, which are formulated on an individual building or lot basis rather than a campus-wide basis, to enable the implementation of a campus wayfinding signage program to improve campus accessibility, navigability, and identity.
- B. This section intends to facilitate the implementation of a campus wayfinding signage program while seeking to limit the number of signs and volume of messaging, especially in areas outside of the core campus, to the minimum effective amount to avoid sign clutter and promote roadway safety. Additionally, these provisions shall ensure that implementing a campus wayfinding signage program does not visually detract from the identity of the Town of Hanover in areas on the periphery and proximate to the core campus, such as Downtown Hanover.
- C. If part of Section 715 conflicts with this subsection, the rules in this subsection shall apply.
- D. A campus wayfinding signage master plan detailing the sign types, sizes, locations, and the number of signs proposed to address campus wayfinding needs comprehensively shall be submitted to the Director of Planning, Zoning & Codes for review. The Director shall provide a recommendation to the Planning Board, who shall serve as the designated approval authority. The Planning Board may place reasonable limitations on the size, location and number of signs to ensure consistency with this section's intent and any requirements outlined herein.
- E. Once a campus wayfinding master plan is approved, individual building identification and accessibility signage may be installed without a permit. All other sign types shall be approved through the standard sign permit process.
- F. Phased implementation of a campus wayfinding signage program shall be permitted and there are no limits on the number of phases allowed, nor the time required to complete any phase.
- G. Modifications to a campus wayfinding signage master plan shall require review and approval by the Director of Planning, Zoning & Codes and the Planning Board prior to any such changes being implemented or requested in a sign permit application.

- I. Size, location, and relative quantity of signs permitted for a campus wayfinding signage program shall be subject to the specific requirements outlined below:
- i. Building identification signs shall be sized at a pedestrian scale and may be installed in addition to any other building signage that may be allowed pursuant to the general sign regulations. Building identification signs mounted on the building shall not exceed four (4) square feet in size and free-standing building identification signs shall not exceed six (6) square feet on any one side.
 - ii. ADA signage identifying and providing directions to accessible entrances shall not exceed four (4) square feet in size and may be building-mounted or free standing as necessary.
 - iii. Pedestrian directional signs shall not exceed eight (8) square feet in size on any one side.
 - iv. Vehicular directional signs shall not exceed sixteen (16) square feet in size on any one side.
 - v. Parking lot identification signs shall not exceed twenty (20) square feet in size on any one side.
 - vi. Orientation maps shall not exceed twenty (20) square feet in size on any one side.
 - vii. A limited number of signs identifying departments, programs, or divisions within an institution may be permitted and shall not exceed twenty-four (24) square feet on any one side.
 - viii. A limited number of gateway signs identifying the institution may be permitted at major arrival points onto campus. It shall not exceed sixty (60) square feet on any side.

APPENDIX B



PETITION FOR SUBMISSION ON THE TOWN MEETING WARRANT

On the petition of Susan Holcombe (unless stated, the first name on the list will be used).
and others, to see if the Town will vote to: reject any expansion of taxpayer funding for private education until we have full accountability, transparency and a sustainable funding plan that ensures no further strain on public schools or local property taxpayers:

Whereas, taxpayers have a right to know how their money is spent and deserve clear, verifiable evidence that it is being spent wisely and delivering results; and

Whereas, taxpayer dollars are being diverted from public schools to private and religious education through Education Freedom Accounts (vouchers), and this shift does NOT reduce public school expenses, leaving local taxpayers to cover the difference through higher property taxes; and

Whereas, unlike public schools, private education funded by taxpayers through vouchers lacks key accountability measures, such as reporting how funds are used, tracking student performance, ensuring services for students with disabilities, conducting background checks for staff, and adherence to minimum standards;

Therefore, we, the voters of Hanover New Hampshire, call on our state elected officials to uphold their duty to fiscal responsibility by rejecting any expansion of taxpayer funding for private education until we have full accountability, transparency, and a sustainable funding plan that ensures no further strain on public schools or local property taxpayers. We further direct the Town of Hanover's Selectboard to deliver this warrant article and the results in writing to New Hampshire's Governor and members of the State Legislature within thirty days of this vote.

Below are the required signatures of twenty-five (25) or more registered voters in the Town of Hanover. (RSA 675:4).

Date Submitted to Hanover Town Clerk's Office: March 25, 2025

Petition must be received, and Signatures must be confirmed as registered Hanover voters by the Town Clerk's Office no later than Tuesday, April 8, 2025 for the May 13, 2025 Town Meeting.

PRINT NAME	STREET ADDRESS	SIGNATURE
✓ Susan H. Holcombe	35 Cummings Rd #166	Susan H. Holcombe
✓ Arthur D. Holcombe	35 Cummings Rd #166	Arthur D. Holcombe
✓ PERRY F. WILLIAMSON Perry F. Williamson	32 Penn Rd #321	Perry F. Williamson

PETITION TO THE HANOVER SELECTBOARD TO INSERT A WARRANT ARTICLE


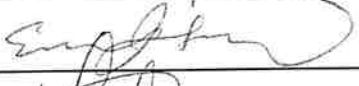
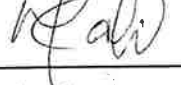
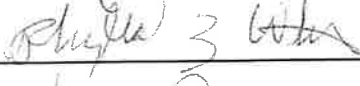
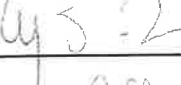
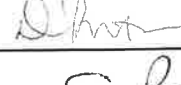
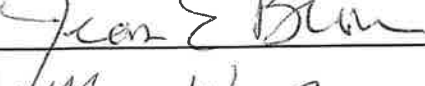
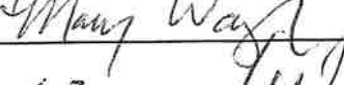


We, the undersigned registered voters of the Town of Hanover, New Hampshire, request that the Hanover Selectboard insert the following article in the warrant of the 2025 Town Meeting:

By petition of 25 or more eligible voters, we call on the Hanover Town Manager and the Hanover Police Chief NOT to enter into or sign any agreements with Immigration and Customs Enforcement's (ICE) 287(g) program.

- The 287(g) is an expensive program that has been criticized for civil rights abuses since it launched in 2006.
- It has long been criticized for perpetuating and legalizing widespread racial profiling.
- Studies have shown that communities with 287(g) agreements spend *more* money on *less* effective policing. 287(g) agreements often target people who pose no risk to public safety and those with no criminal record and this type of enforcement creates distrust—and fear—between police and the communities they serve.¹
- Additionally, the Department of Homeland Security is now allowed to track, surveil, and target people based on assumptions about their sexual orientation and gender identity. This compounds the risk for some people with informal status, and adds new risks for Queer Transgender folks traveling across borders.

*287(g) should not be used in the place of a federal immigration policy.

*This resolution will act as an amendment to the Hanover Welcoming Ordinance² of 2020.

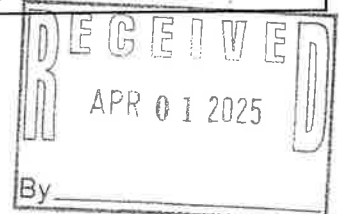
Legal Name (please print legibly)	Signature	Hanover/Etna Voting Domicile Address
✓ Susan Linsey		21 School St.
✓ Erica Hiller		38 Reservoir Rd.
✓ Maylena Chaviano		40 College St
✓ Phyllis Z Whitney		85 S. Main St Hanover
✓ Lynn Schwartz		8 Wren Lane, Hanover NH 03755
✓ DIANE ROSTON		11 LEDGE RD, HANOVER
✓ Jean E Brown		4 Storrs Rd, Hanover 03755
✓ Mary Waugh		16 Pinna Hill Rd 03755
✓ 16 Pinna Hill Rd		" " "
✓ Carolyn Gordon		2 Bitternut Ln, Hanover

¹ Why cities & towns should not sign 287(g) agreements with ICE

<https://immigrationimpact.com/2020/09/21/287g-agreement-ice/>

² Hanover Welcoming Ordinance 2020

<https://drive.google.com/file/d/15rbFOHYUKETQRSVfk9FL6uSL1srcEGiV/view?usp=sharing>



WARRANT ARTICLE PETITION TO THE SELECTBOARD
OF THE TOWN OF HANOVER, NEW HAMPSHIRE

We the undersigned registered voters of the Town of Hanover, New Hampshire, hereby petition the Board to include as a Warrant Article at the Annual Town Meeting on May 13th, 2025 the following article:

Gender-Neutral Language in Town Documents

To see if the Town will vote to adopt a policy requiring the use of gender-neutral language in all official town documents, including but not limited to the Town Charter, ordinances, policies, and the Town website. This shall include replacing gendered terms such as "Selectmen" with "Selectboard" and ensuring all future documents reflect inclusive and gender-neutral terminology.

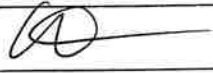
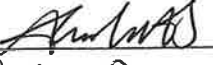
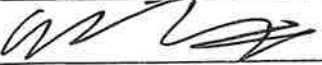

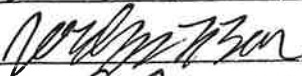

Further, to authorize the Selectboard to make non-substantive revisions to existing town documents to align with this policy without requiring further town meeting approval.

Proponents: Evan Gerson (14 Massachusetts Row) and Nicolás Macri (18 Kingsford Road)

Explanation:

This article ensures that the Town's official documents and communications reflect inclusive and modern language by adopting gender-neutral terminology. In more recent documents Hanover, like many towns across New Hampshire, has transitioned to terms like "Selectboard" to promote inclusivity. This article allows for updates to existing documents without requiring extensive legislative action while maintaining their original intent and meaning.

Please sign and legibly print your name and legal address as it appears on the voter checklist.

	PRINTED NAME (print legibly)	SIGNATURE	STREET ADDRESS	
Anais Joubert	1. Anais Joubert		Wheeler Hall	11
Alondra Aspacaya	2. Alondra Aspacaya		Brown Hall	12
X	3. Dylan Davis	Dylan Davis	Summit on Juniper	
?	4. Hannah Aushin	Mc	Summit on Juniper	
Emilee Cain	5. Emilee Cain		3 Smith Rd	13
Alexa Beltran	6. Alexa Beltran	Alexa	15 Webster St	14
Elise Wong	7. Elise Wong		4 Charlotte Road	15
Ian Park?	8. Ian Park	Ian Park	8 Ivy Ln	16
Jordynn Lebeau	9. Jordynn Lebeau		62 Thayer Dr	17
	10. Carolyn Yee		24 E Wheelock St	

WARRANT ARTICLE PETITION TO THE SELECTBOARD
OF THE TOWN OF HANOVER, NEW HAMPSHIRE

We the undersigned registered voters of the Town of Hanover, New Hampshire, hereby petition the Board to include as a Warrant Article at the Annual Town Meeting on May 13th, 2025 the following article:

REMOTE PARTICIPATION AT SELECTBOARD MEETINGS

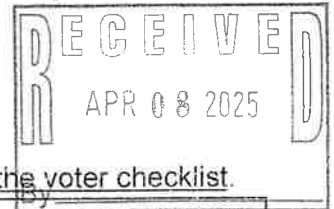
To see if the Town will vote to require that all meetings of the Selectboard be available for remote participation, either by video or audio, in real time, through the use of appropriate technology, including but not limited to conference calls, video conferencing, or online meeting platforms. This requirement will apply to all regular and special meetings, and it will ensure that town residents have the ability to participate in Selectboard proceedings remotely.

The Selectboard shall ensure that the necessary technology and support are available for remote participation, and that remote participants are provided the opportunity to comment and ask questions during public comment periods and other appropriate segments of the meetings.

Proponents: Evan Gerson (14 Massachusetts Row) and Nicolás Macri (18 Kingsford Road) and Rai-Ching Yu (3 Ivy Lane)

Explanation:

This article ensures that the Town's Selectboard meetings are more inclusive by allowing for remote participation and not requiring people to show up in person to participate.



Please sign and legibly print your name and legal address as it appears on the voter checklist.

PRINTED NAME	SIGNATURE	STREET ADDRESS
1. Evan Gerson	<i>[Signature]</i>	14 MASS ROW
2. Nicolás Macri	<i>Nicolas Macri</i>	18 Kingsford Rd
3. Rai-Ching Yu	<i>Rai-Ching Yu</i>	3 Ivy Lane
4. Elliott Gomes	<i>Elliott Gomes</i>	1 Choate Rd
5. Elery Harris	<i>Elery Harris</i>	9 Prospect St
6. MC Hadley	<i>[Signature]</i>	9 Webster
7. Eric Sailer	<i>Eric Sailer</i>	45 Lebanon St.
8. Piper Edwards	<i>[Signature]</i>	8 Currier Pl
9. Hannan Maccarone	<i>Hannan Maccarone</i>	12 E Wheelock St
10. Clark Paulini	<i>Clark Paulini</i>	23 E Wheelock St

Elliott Gomes
 Elery Harris
 Marin Hadley
 Eric Sailer
 Shirley Piper Edwards
 Hannah Maccarone
 00690390

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Report of the Selectboard

Town of Hanover Selectboard Goals: 2024-2025	
Advance the Hanover Sustainability Master Plan	Improve fiscal: transparency, accountability and sustainability
Strengthen town governance	Retain, develop & attract the best people

It has been a year of change, with a new Town Manager plus new department heads for Fire, Police and Planning. Hanover is fortunate to have a deep bench of talented, experienced and dedicated staff from which we not only renewed our leadership for three of these four positions, but also from whom we enjoyed highly professional support during these transitions. Building on the investments in wages, salaries and benefits made last year, Hanover was also able to recruit important new hires across departments. These include a new head of Planning, Zoning & Codes and a sustainability coordinator, the latter a new position. For the first time in a decade, we are at or just shy of a full complement in both Police and Fire, and have made good progress in filling Public Works openings. Near term, these hires improve working conditions for all of our employees and boost service levels for town residents, visitors and those who work in Hanover. They also build capacity for the long term.

“The buck stops here” was famously attributed to Harry Truman when he was in the White House. In today’s environment of fiscal cuts and burden shifting, the resulting fiscal pressures and tough choices can end up being pushed back down to the local level. The Selectboard in the past year has been focused on four main goals – with tiered objectives and actionable key results supporting each – which we believe will better position Hanover in what could prove to be a more challenging environment in the year ahead. In addition to our people – who are the foundation of all that we do – these goal areas also include town governance, fiscal management, and the Hanover Sustainability Master Plan adopted last year. Bettering the goal-setting process was itself one of our objectives, to be tested and modeled by the Selectboard. The aim is to improve and formalize prioritization, clarity and accountability around goals. This is also a mechanism for you, citizens of Hanover, to hold us accountable relative to our goals and your expectations. We welcome your feedback and participation.

What follows is a review of our progress against the four broad goals in the schematic above, with specific objectives underscored below. In all of this, the Selectboard’s work is not really ours. We are humbled by and appreciative of the extraordinary work of our Town employees and leadership in actually implementing the objectives and achieving key results. Credit is theirs, not ours. We will own the deficits however – sometimes a product of over ambition, but deficits nonetheless.

Advance the Hanover Sustainability Master Plan – While Hanover’s Planning Board, with its own executive capacity, plays a key role here, the Selectboard has fiscal and capital implementation roles to fulfill in creating conditions to implement the plan. In addition to approving the hire of a sustainability coordinator to advance the plan, the Selectboard reviewed and approved an updated Complete Streets policy, and approved a Shared Streets plan. Reviving efforts to develop workforce and/or affordable housing remains a key objective but was not advanced materially. Although we did reach out to potential partners, developing a viable path forward remains on our “to do” list. With the aim of harnessing overlooked assets and investing long term to promote efficiency and equity, the Capital Improvement Committee advanced its advisory work for a second year. The process has increased transparency and given us a structure by which to better consider an anticipated pick-up in capital spending in the coming years. Financing alternatives for this spending will be a key topic for deliberations in the coming year.

Improve fiscal: transparency, accountability and sustainability – With the aim of aligning spending with strategic priorities, eliminating unnecessary costs and encouraging fiscal efficiency, the town implemented a zero-based budgeting approach for FY26 town-wide. This not only yielded cost savings during the budget process, but also re-focused departments on their core missions. Quarterly reviews of town financial statements, to bring transparency and encourage discussion and decision-making around interim information, will begin post the FY 26 budget process. Related development of key performance indicators around financial and operating data remains on our “to do” list. Lastly, we substantially decompressed the budget calendar and introduced simpler, more accessible budget templates to increase engagement in the budget process. While robust public attendance at budget meetings is still aspirational, the dialogue and consensus-building by the board, town administrators and department heads, and also with the Hanover Finance and the Capital Improvement Program Committees, was demonstrably improved.

Strengthen town governance – Our formalized goal-setting through the objectives & key results process was kicked off by a board-led retreat. We deliberately cut back on the many possible avenues for action in order to better focus and to increase commitment by both the board and town administration. To help safeguard against potential impropriety, and to meet statutory obligations, we revised and adopted an updated code of ethics, and instituted monthly manifest reviews (accounts payable and payroll authorization) by Selectboard members. In order to develop more rigorous Selectboard oversight and evaluation processes, we approved a Town Manager job description and developed a Town Manager review process. We also conducted a number of “department deep dives” and visited town facilities. These are in part a start to developing key performance indicators at the department level, but also to better understand town operations and build relationships. We also conducted a board training discussion for the Selectboard’s development and education.

Retain, develop & attract the best people – Building a leadership team for Hanover that enables us to achieve our goals is and will be an on-going “to do” for the Selectboard, but significant progress was made this past year, as discussed. We are fortunate to have this team, and will continue to push for the very best in our hiring, retention and development work. Hanover is also fortunate to have extremely talented citizen volunteers. We moved to support these volunteers on boards and committees by investing in technology to make their work easier and more accessible. The combination of a recently unveiled Town Hall “zoom room” with enhanced audio-visual capabilities, together with the pending launch of a web-based management software system to facilitate posting, access and record retention, should help us with both ease and access.

We commend and extend our appreciation to Town employees and our leadership team for all of the hard work they put into making Hanover a wonderful place to live, work and play. And we sincerely thank the town’s extraordinary residents and other stakeholders. We thank you not only for your on-going fiscal support, but also for the countless hours and energy you contribute as volunteers – some on formal town committees, but across many other roles – which make Hanover such a vibrant and caring community.

To the Residents of Hanover:

It's my pleasure to share a few reflections on this past year—a year of transition, progress, and continued community connection.

There's no doubt that we've all felt the uncertainty happening at the national and state levels. Economic pressures, shifting regulations, and changing expectations have kept everyone on their toes. But through it all, I've been inspired by how this community stays focused on what we can control—coming together, doing the work, and planning for the future we want.

Hanover has experienced a fair amount of change in leadership this year—with new faces stepping into the Police, Fire, and Planning departments, along with my own transition into the Town Manager role. Any one of those changes is significant—but all of them together? That's a lot. And yet, our department heads, staff, and community members handled it all with professionalism, grace, and an unwavering focus on keeping Hanover moving forward.

And move forward we did. I'm proud to highlight just a few of the important steps we took together this year:

- **We adopted Hanover's award-winning Sustainability Master Plan**, a blueprint that will guide our efforts to ensure our community stays resilient, responsible, and sustainable for generations to come. This plan is already earning recognition and setting the stage for meaningful action in the years ahead.
- **We began a complete rewrite of our zoning regulations**—a critical effort aimed at creating more diverse housing options for people who want to live, work, and stay in Hanover. This work is about keeping our community vibrant, welcoming, and accessible, and it's just getting started.
- In August, **we hosted a community May 1st listening session** following a difficult event that sparked important conversations. That evening was a reminder of the need for safe spaces where people can share, be heard, and begin the work of understanding and healing.
- In response, **we've implemented new civic engagement and de-escalation protocols** to help guide future conversations, public meetings, and community forums—ensuring respectful, productive dialogue no matter the topic.
- Behind the scenes, **we tackled the hard work of building a zero-based budget**—working department by department to justify every dollar we spend. This kind of budgeting isn't easy, but it's a critical step in ensuring

we're being transparent, thoughtful, and responsible stewards of your tax dollars.

Of course, none of this would have happened without the incredible people who make up this community. This year, I've been incredibly grateful for the renewed civic engagement we've seen residents stepping up to serve on boards, commissions, and committees, participating in public meetings, and sharing ideas, concerns, and feedback. Your involvement makes Hanover stronger.

Thank you to every volunteer, board member, and neighbor who gave their time and energy this year. Your service keeps Hanover a thriving community and a great place to live and work.

I'm also deeply thankful to the Selectboard for the trust and support you've shown me as I stepped into this role. It's an honor to work alongside you and the incredible team of professionals in every department who show up every day ready to serve. You've handled this year's transitions with professionalism, compassion, and an unwavering commitment to the town, which shows in the high-quality services we continue to provide.

As we look ahead, I know the challenges will keep coming—but so will the opportunities. And I'm confident that together, we'll keep making Hanover the place we're all proud to call home.

Thank you for the opportunity to serve.



Robert Houseman [\(he/him\)](#)
Town Manager

HANOVER FINANCE COMMITTEE

Position Statement on the Proposed Fiscal Year 2026 Town Budget

The Hanover Finance Committee (HFC) is an appointed Town committee of Hanover residents¹ charged with reviewing financial matters of the Town and offering guidance on those matters to the Hanover Selectboard, Town officials, and residents. As part of its deliberations on the proposed Fiscal Year 2026 (FY26) Town budget, HFC reviewed projected revenue and expenditure data, attended public budget meetings, and discussed the details of the budget with Selectboard members and Town administrators.

During a public meeting on April 10, 2025, the Hanover Finance Committee voted unanimously to recommend adoption of the FY26 Town budget. If all budget-related warrant articles were to pass at Town Meeting, Town administration estimates an increase of 2.7% in the combined Town General Fund and Fire Fund tax rates, resulting in a new “blended” rate of \$6.32 per \$1,000 of taxable assessed property value. (This means Town taxes on a property valued at \$500,000 would be about \$3,160 in the coming year.) After subtracting other available Town revenues, the amount to be levied to taxpayers is \$17,484,610.

This year’s tax increase is less than inflation and a welcome development for the Town’s fiscal management. By comparison, the FY25 Town budget called for a 6.0% increase in the “blended” tax rate over the preceding year, to \$6.17 per \$1,000 of taxable value and a tax bill of \$3,083 for a \$500,000 property.

Budget Development Process

In 2024, the HFC ended its position statement on the FY25 Town budget with this comment: “Looking forward, the Finance Committee would be highly unlikely to be able to recommend approval of a budget without having timely access to complete information relevant to our decision-making process.” *This year no such comment is warranted.* Led by the Town Manager and the Finance Director, the administration implemented a new zero-based budget development process for FY26 that was conducted smoothly and on schedule. Throughout the process, the administration kept the HFC thoroughly informed and responded promptly to requests for additional information. The Selectboard and the HFC were provided with essential financial information well in advance of key decision-making meetings. As a result, participants in the budget process were able to consider different scenarios for managing available revenue and proposed spending. The process enabled delivery of a well-constructed budget that limits operating expense growth and reduces the Town’s reliance on one-time revenues to make ends meet.

Undesignated Fund Balance Use

In 2024, the HFC called on the Selectboard to increase transparency in the use of the Undesignated Fund Balance (a.k.a. “the rainy-day fund”). After a reconciliation done as part of the Town’s FY23 audit, the UFB is projected to be almost \$5.0 million at 6/30/25, which is 27% of FY24 General Fund expenditures. The Town’s fiscal policy calls for maintaining a UFB of 10% to 15% of prior year expenditures as a hedge for “rainy-day” contingencies. The policy also calls for prioritizing one-time expenditures when drawing from the UFB. The Selectboard and Town administration have followed these guidelines and proposed a UFB draw of \$2.1 million for the FY26 budget to support important non-recurring expenditures (e.g., a study of the Town’s storm water drainage capacity needed to plan for future development). After this draw, the UFB still will be more than \$2.8 million or 15.3% of prior year expenditures, providing the Town a critical financial backstop in a highly uncertain fiscal environment.

¹ Members this year are Antonia Barry (Hanover School Board member), Carey Callaghan (Hanover Selectboard member), John Dolan, Richard W. Greger, Jr., and Gregory L. Snyder.

Near-Term Capital Investment

The HFC notes the Town’s FY26-FY31 Capital Improvement Program identifies \$34.8 million of capital improvement projects and \$23.1 million of asset purchases scheduled for FY27 through FY31. The Selectboard and Town administration also recently began discussions about making public infrastructure improvements to the West Wheelock Street corridor within the next four years that could cost at least \$14 million.

In total, the Town could decide to make more than \$70 million of capital investments within the next six years. Because of the number, scale, and urgency of the projects involved, it cannot do this in a piece-meal way solely using capital reserve fund savings, its usual practice when paying for capital projects and asset replacements.

Given the potential magnitude (i.e., \$70+ million of expenditures), complexity (i.e., multiple large-scale infrastructure and facility improvement projects), and short timeframe (i.e., work to be completed by FY31) of the Town’s pending capital investments, the HFC recommends the Selectboard appoint or hire a full-time program manager to lead the development of detailed design and financing plans for the multiple capital improvement projects on the Town’s list. The program manager could be either a regular Town employee temporarily detailed to this role or a contractor. The program manager’s assignment would be to deliver to the Selectboard by February 2026 complete design plans for all capital improvements to be undertaken from FY27 through FY31 along with proposals for their financing. This would allow enough time for final board review, modification, and approval for submission to Town Meeting in 2026. During this planning process, the program manager would work with all parties who have a direct interest in the implementation and financing of the projects (e.g., residents and business owners, the Hanover Planning Board, the Hanover and Dresden School Districts, Grafton County, Dartmouth College, etc.) and ensure their input is incorporated into the plans. The program manager also would keep the news media and representative community organizations informed of progress along the way. The goal of this effort would be to take to Town Meeting a broadly-supported, detailed, multi-project infrastructure improvement plan and recommended financing vehicle (e.g., issuance of a general revenue bond) that, if approved, could be implemented starting in the summer of 2026.

Fiscal Year 2024 Audit

The HFC understands that a qualified audit of the Town’s FY24 financial statements has been completed and commends the Town administration for the significant progress it has made in facilitating the annual audit to achieve this timely result. The HFC has not yet had an opportunity to study the completed FY24 audit and will comment on the audit’s contents later once it becomes available for review.

* * * * *

The HFC appreciates the opportunity to have been a part of the Town’s FY26 budget process and thanks the Selectboard and Town administration for their hard work on this important project. The committee is especially grateful to Town Manager Rob Houseman and Finance Director Ellen Bullion for their collaborative assistance and congratulates them and their team on successfully delivering the Town’s first-ever zero-based budget.

FY 2026 BUDGET SUMMARY

The process for the FY 2026 Budget was a collaborative effort between Town Departments, the Selectboard, the Hanover Finance Committee and the engaged public. The foundation of the budget was a Zero-based approach that ensured all appropriations were examined at the account level. Department budgets were presented over three Selectboard meetings in January and February and the discussion continued over the next month and a half, with the final approvals of the budget and warrants on April 14th.

The Town Budget consists of six funds with varied revenue sources:

General Fund: Non-tax and Tax Revenue

Fire Fund: Non-tax and Tax Revenue

Ambulance Fund: Community contributions from Hanover (taxpayers), Lyme and Norwich and patient billing

Water Fund: Water Rate Payers

Wastewater Fund: Sewer Rate Payers

Parking Fund: Parking User Fees

The FY 2026 General Fund Budget results in a forecasted 2.8% increase to the Municipal Tax Rate. Keeping the tax rate increase below the rate of inflation was a priority of the Selectboard and the Town's favorable revenue performance in FY 2024 allowed the use of \$2.6 million of Undesignated Fund Balance to offset several one-time appropriations. The largest of these is a \$1.5 million deposit to the Capital Facilities Capital Reserve Fund to offset anticipated infrastructure needs. With this fund balance usage, the fund remains well within the Selectboard guidelines.

Please visit the Town Website @ hanovernh.org to access the FY26 Budget Dashboard where you will find a detailed budget build-up and analysis.

TOWN OF HANOVER FY2026 BUDGET OVERVIEW
4/14/2025

REVENUES	General Fund	Fire Fund	Parking Fund	Water Fund	Sewer Fund	Ambulance Fund	Total
Tax Levy	13,172,137	4,312,473	93,180	-	-	-	17,577,790
Fees	4,617,908	217,544	2,259,038	2,455,539	3,252,090	1,292,764	14,094,883
State Support	1,260,752	-	-	-	100,000	-	1,360,752
Use of FB	2,592,765	36,000	84,401	-	615,000	72,875	3,401,041
From Capital Reserve Funds	763,176	101,668	77,400	706,500	80,000	-	1,728,744
Other	1,270,410	23,800	11,200	104,800	74,738	-	1,484,948
<i>TOTAL REVENUES</i>	<i>23,677,148</i>	<i>4,691,485</i>	<i>2,525,219</i>	<i>3,266,839</i>	<i>4,121,828</i>	<i>1,365,639</i>	<i>39,648,158</i>
APPROPRIATIONS	General Fund	Fire Fund	Parking Fund	Water Fund	Sewer Fund	Ambulance Fund	Total
Personnel	15,251,819	3,188,434	649,481	608,780	904,595	848,091	21,451,200
Operating	4,396,569	1,219,018	1,387,498	985,951	1,577,544	354,548	9,921,128
Capital	3,515,798	263,668	161,400	1,216,170	1,058,567	163,000	6,378,603
Debt Service	78,454	20,365	326,840	455,938	581,122	-	1,462,719
Non- Operating	434,508	-	-	-	-	-	434,508
<i>TOTAL APPROPRIATIONS</i>	<i>23,677,148</i>	<i>4,691,485</i>	<i>2,525,219</i>	<i>3,266,839</i>	<i>4,121,828</i>	<i>1,365,639</i>	<i>39,648,158</i>
<i>FY2025</i>	<i>20,914,464</i>	<i>4,737,385</i>	<i>2,327,061</i>	<i>2,597,896</i>	<i>3,796,011</i>	<i>1,233,986</i>	<i>35,606,803</i>
<i>\$ CHANGE</i>	<i>2,762,684</i>	<i>(45,900)</i>	<i>198,158</i>	<i>668,943</i>	<i>325,817</i>	<i>131,653</i>	<i>4,041,355</i>
<i>% CHANGE</i>	<i>13.2%</i>	<i>-1.0%</i>	<i>8.5%</i>	<i>25.7%</i>	<i>8.6%</i>	<i>10.7%</i>	<i>11.3%</i>

TOWN OF HANOVER GENERAL FUND FY2026 BUDGET APPROVED 4/14/2025

2024 Municipal Tax Rate	\$4.64
Tax Year 2024 NAV	2,734,814,395
\$ Increase in Net Assessed Valuation (NAV)	24,645,000
Use of Undesignated Fund Balance	2,592,765
ADDITIONAL GENERAL FUND TAX LEVY REQUIRED TO BALANCE	13,172,137
Additional ¢ to General Fund Tax Rate	\$0.13
Additional % to General Fund Tax Rate	2.9%

	Adopted FY25 BUDG	% Change	\$ Change	Proposed FY26 BUDG
APPROPRIATIONS				
Personnel Costs				
Salaries & Wages (incl. budgeted overtime)	10,286,820	0.0%	2,721	10,289,541
Employee Benefits - Flexible Benefits Plan	2,234,606	14.7%	327,784	2,562,389
Employee Benefits - Social Security/FICA	573,941	18.3%	104,772	678,713
Employee Benefits - NHRS Contributions	1,597,302	-1.9%	(30,535)	1,566,767
Employee Benefits - 401A, Wkrs Comp, other	172,564	-10.5%	(18,155)	154,409
Subtotal Salaries and Benefits	14,865,233	2.6%	386,587	15,251,819
Other Operating Costs				
Road Mtce, Paving and Reconstruction	974,333	0.9%	9,007	983,340
Utilities (fuel, heat & oil, electricity)	396,785	-1.1%	(4,208)	392,577
Ambulance Services - Hanover Contribution	361,220	7.0%	25,285	386,505
Planning & Zoning Consulting Fees	155,000	64.2%	99,500	254,500
All Other Operating Costs	2,138,714	10.4%	222,932	2,361,645
Subtotal Other Operating Costs	4,026,052	8.8%	352,517	4,378,568
Non-Operating Costs				
Debt Service	80,019	-2.0%	(1,565)	78,454
Transfers TO Capital Reserve Funds	910,700	204.2%	1,859,922	2,770,622
Transfer TO Expendable Trusts	79,318	-7.6%	(6,063)	73,255
Capital Purchases Funded by Reserves	821,889	-7.1%	(58,713)	763,176
Special Project Funded by Bressett Fund	131,253	175.2%	230,000	361,253
Subtotal Non-Operating Costs	2,023,179	100.0%	2,023,581	4,046,760
TOTAL GENERAL FUND APPROPRIATIONS	20,914,464	13.2%	2,762,684	23,677,148
REVENUES				
State of New Hampshire	1,219,000	3.4%	41,752	1,260,752
Short Term Interest	600,000	0.0%	0	600,000
Parks & Recreation Fees (>\$50K)	928,900	-18.5%	(171,808)	757,092
Other Third-Party Revenues (>\$50k)	1,042,647	6.5%	68,169	1,110,816
Motor Vehicle Registration Fees	1,600,000	12.5%	200,000	1,800,000
Building & Zoning Permit Fees	600,000	41.7%	250,000	850,000
Other Local Fees and Fines (>\$50k)	100,000	0.0%	0	100,000
Miscellaneous Revenues	764,837	-12.3%	(94,427)	670,410
Transfers FROM Capital Reserve Funds	821,889	-7.1%	(58,713)	763,176
Other--Undesignated Fund Balance Used	458,000	466.1%	2,134,765	2,592,765
Municipal General Fund Tax Levy	12,779,191	3.1%	392,946	13,172,137
TOTAL GENERAL FUND REVENUES	20,914,464	13.2%	2,762,684	23,677,148

TOWN OF HANOVER FY26 FIRE FUND CONSOLIDATION APPROVED 4/14/2025

	Fire District I	Fire District II	Fire District III	Total
<i>2024 Fire District Tax Rate</i>	\$ 1.59	\$ 1.42	\$ 0.71	
<i>Tax Year 2024 NAV</i>	1,976,979,649	735,495,935	22,299,991	2,734,775,575
<i>\$ Increase in Net Assessed Valuation (NAV)</i>	22,714,255	1,882,567	57,079	24,653,901
<i>Tax Year 2025 Est. NAV</i>	1,999,693,904	737,378,502	22,357,070	2,759,429,476
<i>FIRE FUND TAX LEVY REQUIRED TO BALANCE</i>	3,227,908	1,068,478	16,088	4,312,474
<i>Tax Year 2025 Est. Fire Fund Tax Rate</i>	1.61	1.45	0.72	
<i>% Increase</i>	1.3%	2.1%	1.4%	
<i>Tax Year 2025 Est. Total Blended Tax Rate</i>	\$ 6.39	\$ 6.23	\$ 5.50	
<i>Tax Year 2024 Total Blended Tax Rate</i>	\$ 6.23	\$ 6.05	\$ 5.34	
<i>% Increase</i>	2.6%	3.0%	3.0%	

	Adopted FY25 BUDG	% Change	\$ Change	Proposed FY26 BUDG
APPROPRIATIONS				
<i>Personnel Costs</i>				
Salaries & Wages (incl. budgeted overtime)	2,410,743	2.6%	63,722	2,474,465
Employee Benefits - Flexible Benefits Plan	583,146	12.7%	74,204	657,350
Employee Benefits - Social Security/FICA	37,643	7.5%	2,824	40,467
Employee Benefits - NHRS Contributions	704,249	0.1%	389	704,638
Employee Benefits - 401A, Wkrs Comp, other	161,131	-0.9%	(1,527)	159,604
Charges to Ambulance Fund	(814,382)	4.1%	(33,709)	(848,091)
<i>Subtotal Salaries and Benefits</i>	3,082,530	3.4%	105,904	3,188,434
<i>Other Operating Costs</i>				
Fire Suppression Hydrant System	377,800	-8.2%	(30,800)	347,000
Utilities (fuel, heat & oil, electricity) & Bldg Maintenance	160,413	-7.7%	(12,412)	148,001
Charges from General Fund	337,448	22.1%	74,657	412,105
Fire Suppression Equipment, Clothing & Supplies	124,572	2.6%	3,268	127,840
All Other Operating Costs	178,520	3.1%	5,552	184,072
<i>Subtotal Other Operating Costs</i>	1,178,753	3.4%	40,265	1,219,018
<i>Non-Operating Costs</i>				
Debt Service	-	0.0%	20,365	20,365
Transfers TO Capital Reserve Funds	162,000	0.0%	-	162,000
Capital Purchases Funded by Reserves	314,102	-67.6%	(212,434)	101,668
<i>Subtotal Non-Operating Costs</i>	476,102	-40.3%	(192,069)	284,033
<i>TOTAL FIRE FUND APPROPRIATIONS</i>	4,737,385	-1.0%	(45,900)	4,691,485
REVENUES				
Fire Fund Tax Levy	4,192,361	2.9%	120,113	4,312,474
Alarm & Inspection Fees	75,653	19.0%	14,347	90,000
Private Hydrant Rentals	129,331	-1.4%	(1,787)	127,544
Payment in Lieu of Taxes	25,938	-8.2%	(2,138)	23,800
Transfers FROM Capital Reserve Funds	314,102	-67.6%	(212,434)	101,668
Budgeted Use of Fund Balance	-	0.0%	36,000	36,000
<i>TOTAL FIRE FUND REVENUES</i>	4,737,385	-0.5%	(25,534)	4,691,485

TOWN OF HANOVER PARKING FUND FY2026 BUDGET APPROVED 4/14/2025

	Adopted FY25 BUDG	% Change	\$ Change	Proposed FY26 BUDG
APPROPRIATIONS				
<i>Personnel Costs</i>				
Salaries & Wages (incl. budgeted overtime)	409,191	7.4%	30,161	439,352
Employee Benefits - Flexible Benefits Plan	88,164	31.5%	27,788	115,952
Employee Benefits - Social Security/FICA	30,370	-10.3%	(3,123)	27,247
Employee Benefits - NHRS Contributions	55,241	13.1%	7,237	62,478
Employee Benefits - 401A, Wkrs Comp, other	4,468	-0.4%	(16)	4,452
<i>Subtotal Salaries and Benefits</i>	<i>587,434</i>	<i>10.6%</i>	<i>62,047</i>	<i>649,481</i>
<i>Other Operating Costs</i>				
Parking Supplies, Maintenance and Services	106,798	0.9%	1,011	107,809
Garage Utilities, Supplies, Maintenance and Services	170,466	2.9%	4,984	175,450
Advanced Transit & Downtown Mobility	359,056	-7.0%	(25,000)	334,056
Parking System & Garage Consulting	18,000	472.2%	85,000	103,000
Credit Card & Banking Fees	276,400	12.7%	35,100	311,500
Charges from General Fund	314,970	0.8%	2,618	317,588
All Other Operating Costs	34,701	9.8%	3,394	38,095
<i>Subtotal Other Operating Costs</i>	<i>1,280,391</i>	<i>8.4%</i>	<i>107,107</i>	<i>1,387,498</i>
<i>Non-Operating Costs</i>				
Debt Service	311,036	5.1%	15,804	326,840
Transfers TO Capital Reserve Funds	84,000	0.0%	0	84,000
Capital Purchases Funded by Reserves	64,200	20.6%	13,200	77,400
<i>Subtotal Non-Operating Costs</i>	<i>459,236</i>	<i>6.3%</i>	<i>29,004</i>	<i>488,240</i>
<i>TOTAL PARKING FUND APPROPRIATIONS</i>	<i>2,327,061</i>	<i>8.5%</i>	<i>198,158</i>	<i>2,525,219</i>
REVENUES				
Parking Meter Revenue	1,050,000	5.2%	55,000	1,105,000
Surface Lot Permit Revenue	178,920	3.0%	5,368	184,288
Parking Garage Revenue	591,440	3.9%	22,960	614,400
Parking Fines	345,000	3.0%	10,350	355,350
TIF District Tax Revenue	85,000	9.6%	8,180	93,180
Transfer FROM Capital Reserve Fund	64,200	20.6%	13,200	77,400
Other--Undesignated Fund Balance Used	-	0.0%	84,402	84,402
Miscellaneous Revenues	12,501	-10.4%	(1,301)	11,200
<i>TOTAL PARKING FUND REVENUES</i>	<i>2,327,061</i>	<i>8.5%</i>	<i>198,158</i>	<i>2,525,219</i>

TOWN OF HANOVER WATER FUND FY2026 BUDGET APPROVED 4/14/2025

<i>FY2025 Water Use Charges</i>	2,092,589	
<i>3% Increase to Balance Fund</i>	68,150	3.3%
<i>4% Increase to Defray Future Debt Burden</i>	78,330	3.7%
<i>Phased Increase of Quarterly Base Rate</i>	95,000	4.5%
<i>FY2026 Water Use Charges</i>	2,334,069	11.5%

	Adopted FY25 BUDGET	% Change	\$ Change	Proposed FY26 BUDGET
APPROPRIATIONS				
<i>Personnel Costs</i>				
Salaries & Wages (incl. budgeted overtime)	361,201	7.3%	26,317	387,517
Employee Benefits - Flexible Benefits Plan	124,498	10.4%	12,952	137,450
Employee Benefits - Social Security/FICA	27,632	7.3%	2,013	29,645
Employee Benefits - NHRS Contributions	48,762	1.3%	646	49,408
Employee Benefits - 401A, Wkrs Comp, other	3,937	20.9%	822	4,759
<i>Subtotal Salaries and Benefits</i>	<i>566,029</i>	<i>7.6%</i>	<i>42,750</i>	<i>608,780</i>
<i>Other Operating Costs</i>				
Payment In Lieu of Taxes	269,517	3.5%	9,433	278,950
Utilities, Supplies and Services	354,424	4.9%	17,423	371,847
Charges to Fire Fund	(377,800)	-8.2%	30,800	(347,000)
Charges from General Fund	577,480	-5.6%	(32,137)	545,343
All Other Operating Costs	152,236	-10.1%	(15,425)	136,811
<i>Subtotal Other Operating Costs</i>	<i>975,857</i>	<i>1.0%</i>	<i>10,094</i>	<i>985,951</i>
<i>Non-Operating Costs</i>				
Debt Service	455,945	0.0%	(7)	455,938
Transfers TO Capital Reserve Funds	321,000	58.8%	188,670	509,670
Capital Purchases Funded by Reserves	292,400	141.6%	414,100	706,500
<i>Subtotal Non-Operating Costs</i>	<i>1,069,345</i>	<i>56.4%</i>	<i>602,763</i>	<i>1,672,108</i>
<i>TOTAL WATER FUND APPROPRIATIONS</i>	<i>2,611,231</i>	<i>25.1%</i>	<i>655,608</i>	<i>3,266,839</i>
REVENUES				
Water Use Charges	2,092,589	11.5%	241,480	2,334,069
Sprinkler System Revenues	121,443	0.0%	27	121,470
Transfer from Water Capital Reserve Fund	292,400	141.6%	414,100	706,500
Water Outside Project Revenue	50,000	0.0%	0	50,000
Other--Undesignated Fund Balance Used	0	0.0%	0	-
Miscellaneous Revenues	54,800	0.0%	0	54,800
<i>TOTAL WATER FUND REVENUES</i>	<i>2,611,232</i>	<i>25.1%</i>	<i>655,607</i>	<i>3,266,839</i>

TOWN OF HANOVER SEWER FUND FY2026 BUDGET APPROVED 4/14/2025

<i>FY2025 Sewer Use Charges</i>	3,039,173	
<i>3.1% Increase to Balance Fund</i>	92,830	3.1%
<i>4% Increase to Defray Future Debt Burden</i>	121,567	4.0%
<i>FY2026 Sewer Use Charges</i>	3,253,570	7.1%

	Adopted FY25 BUDGET	% Change	\$ Change	Proposed FY26 BUDGET
APPROPRIATIONS				
<i>Personnel Costs</i>				
Salaries & Wages (incl. budgeted overtime)	553,267	4.9%	27,079	580,345
Employee Benefits - Flexible Benefits Plan	166,762	18.3%	30,501	197,263
Employee Benefits - Social Security/FICA	42,325	4.9%	2,075	44,400
Employee Benefits - NHRS Contributions	74,691	-0.9%	(697)	73,994
Employee Benefits - 401A, Wkrs Comp, other	8,360	2.8%	233	8,593
<i>Subtotal Salaries and Benefits</i>	<i>845,404</i>	<i>7.0%</i>	<i>59,191</i>	<i>904,595</i>
<i>Other Operating Costs</i>				
Utilities, Supplies, Maintenance and Services	492,266	-0.3%	(1,559)	490,707
Sludge Disposal	89,218	62.3%	55,598	144,816
Professional Services	-	0.0%	115,000	115,000
Charges from General Fund	806,807	-8.3%	(66,800)	740,007
Sewer Outside Project Expense	50,000	0.0%	-	50,000
All Other Operating Costs	35,707	3.7%	1,307	37,014
<i>Subtotal Other Operating Costs</i>	<i>1,473,998</i>	<i>7.0%</i>	<i>103,546</i>	<i>1,577,544</i>
<i>Non-Operating Costs</i>				
Debt Service	596,629	-2.6%	(15,507)	581,122
Transfers TO Capital Reserve Funds	307,000	218.8%	671,567	978,567
Capital Purchases Funded by Reserves	573,000	-86.0%	(493,000)	80,000
<i>Subtotal Non-Operating Costs</i>	<i>1,476,629</i>	<i>11.0%</i>	<i>163,060</i>	<i>1,639,689</i>
<i>TOTAL SEWER FUND APPROPRIATIONS</i>	<i>3,796,031</i>	<i>8.6%</i>	<i>325,796</i>	<i>4,121,828</i>
REVENUES				
Hanover Sewer Use Charges	2,156,726	7.0%	151,145	2,307,871
Lebanon Sewer Use Charges	882,447	7.0%	61,771	944,219
Transfer from Sewer Capital Reserve Fund	573,000	-86.0%	(493,000)	80,000
State Aid Water Pollution Grant	103,858	-3.7%	(3,858)	100,000
Sewer Outside Project Revenue	50,000	0.0%	-	50,000
Other--Undesignated Fund Balance Used	-	0.0%	615,000	615,000
Miscellaneous Revenues	30,000	-17.5%	(5,262)	24,738
<i>TOTAL SEWER FUND REVENUES</i>	<i>3,796,031</i>	<i>8.6%</i>	<i>325,796</i>	<i>4,121,828</i>

TOWN OF HANOVER AMBULANCE FUND FY2026 BUDGET APPROVED 4/14/2025

	Adopted FY25 BUDGET	% Change	\$ Change	Proposed FY26 BUDGET
APPROPRIATIONS				
<i>Personnel Costs</i>				
Salaries & Wages (incl. budgeted overtime)	-	0.0%	-	-
Employee Benefits - Flexible Benefits Plan	-	0.0%	-	-
Employee Benefits - Social Security/FICA	-	0.0%	-	-
Employee Benefits - NHRS Contributions	-	0.0%	-	-
Employee Benefits - 401A, Wkrs Comp, other	-	0.0%	-	-
Charges from Fire Fund	814,382	4.1%	33,709.00	848,091
<i>Subtotal Salaries and Benefits</i>	<i>814,382</i>	<i>4.1%</i>	<i>33,709</i>	<i>848,091</i>
<i>Other Operating Costs</i>				
Vehicular & Technical Rescue Equipment	67,800	70.4%	47,709	115,509
Professional & Contracted Services	52,056	5.8%	3,000	55,056
Professional Development	46,345	0.0%	-	46,345
Charges from General Fund	119,553	10.0%	11,935	131,488
All Other Operating Costs	5,851	5.1%	299	6,150
<i>Subtotal Other Operating Costs</i>	<i>291,605</i>	<i>21.6%</i>	<i>62,943</i>	<i>354,548</i>
<i>Non-Operating Costs</i>				
Debt Service	-	0.0%	-	-
Transfers TO Capital Reserve Funds	128,000	27.3%	35,000.00	163,000.00
Capital Purchases Funded by Reserves	-	0.0%	-	-
<i>Subtotal Non-Operating Costs</i>	<i>128,000</i>	<i>27.3%</i>	<i>35,000</i>	<i>163,000</i>
<i>TOTAL AMBULANCE FUND APPROPRIATIONS</i>	<i>1,233,987</i>	<i>10.7%</i>	<i>131,652</i>	<i>1,365,639</i>
REVENUES				
Hanover Community Per Capita Fees	361,220	7.0%	25,285	386,505
Lyme/Norwich Per Capita Fees	243,956	7.0%	17,077	261,033
Ambulance Service Charges	600,250	7.5%	44,975	645,225
Other--Undesignated Fund Balance Used	28,561	155.2%	44,314	72,875
<i>TOTAL AMBULANCE FUND REVENUES</i>	<i>1,233,987</i>	<i>10.7%</i>	<i>131,652</i>	<i>1,365,639</i>

TOWN OF HANOVER FY2024 AUDIT SUMMARY

“Financial audits play a vital role in helping to preserve the integrity of public finance and maintain citizens’ confidence in their elected leaders. Audits provide independent assurance that financial information is reliable. Transparency and accountability in government is essential to show that public functions are being carried out efficiently, ethically, and equitably.”

- *NH Department of Revenue Administration*

The FY 2024 audit was completed on March 27, 2025, and the results are a concrete example of why the audit process is so important. The FY 2022 and 2023 audits both contained Adverse Opinions and Material Weaknesses along with a management response document with a plan to resolve them. This plan was followed in FY 2024 and the issues raised in the Adverse Opinions and Material Weaknesses were corrected and this year’s audit does not contain either.

The Town continues to follow a plan to update all policies with a focus on those related to Financial Controls and the finance and accounting team continues to evaluate, improve and document procedures to ensure the appropriate management of the Town’s resources.



PLODZIK & SANDERSON

Professional Association/Certified Public Accountants

193 North Main Street • Concord • New Hampshire • 03301-5063 • 603-225-6996 • FAX- 603-224-1380

INDEPENDENT AUDITOR'S REPORT

To the Members of the Select Board
Town of Hanover
Hanover, New Hampshire

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the governmental activities, business-type activities, each major governmental and proprietary fund, and the aggregate remaining fund information of the Town of Hanover, as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the Town of Hanover's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the respective financial position of the governmental activities, business-type activities, each major governmental and proprietary fund, and the aggregate remaining fund information of the Town of Hanover, as of June 30, 2024, the respective changes in financial position, and the respective budgetary comparisons for the major general and fire funds for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Town of Hanover and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matter – Change in Accounting Principle

As discussed in Note 2-D to the financial statements, in the year ending June 30, 2024, the Town adopted new accounting guidance, GASB Statement No. 100, *Accounting Changes and Error Corrections – an Amendment to GASB Statement No. 62*. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

The Town of Hanover's management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Town of Hanover's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

***Town of Hanover
Independent Auditor's Report***

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Town of Hanover's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Town of Hanover's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the following be presented to supplement the basic financial statements:

- Management's Discussion and Analysis,
- Schedule of the Town's Proportionate Share of Net Pension Liability,
- Schedule of Town Contributions – Pensions,
- Schedule of the Town's Proportionate Share of Net Other Postemployment Benefits Liability,
- Schedule of Town Contributions – Other Postemployment Benefits,
- Schedule of Changes in the Town's Total Other Postemployment Benefits Liability and Related Ratios, and
- Notes to the Required Supplementary Information

Such information is the responsibility of management and, 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 Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Town of Hanover's basic financial statements. The combining and individual fund schedules and the Schedule of Expenditures of Federal Awards, as required by *Title 2 U.S. Code of Federal Regulations, Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* are presented for purposes of additional analysis and are not a required part of the basic financial statements.

The combining and individual fund schedules and the Schedule of Expenditures of Federal Awards 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

***Town of Hanover
Independent Auditor's Report***

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 combining and individual fund schedules and the Schedule of Expenditures of Federal Awards are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated March 27, 2025 on our consideration of the Town of Hanover'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 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 of Hanover's internal control over financial reporting and compliance.

March 27, 2025
Concord, New Hampshire



PLODZIK & SANDERSON
Professional Association

MANAGEMENT'S DISCUSSION AND ANALYSIS

As management of the Town of Hanover (the Town); we offer readers this narrative overview and analysis of the financial activities of the Town of Hanover for the fiscal year ended June 30, 2024.

A. OVERVIEW OF THE FINANCIAL STATEMENTS

This discussion and analysis is intended to serve as an introduction to the basic financial statements. The basic financial statements are comprised of three components:

(1) government-wide financial statements, (2) fund financial statements, and (3) notes to financial statements. This report also contains other supplementary information in addition to the basic financial statements themselves.

Government-wide financial statements. The government wide financial statements are designed to provide readers with a broad overview of our finances in a manner similar to a private-sector business.

The Statement of Net Position presents information on all assets, liabilities, and deferred outflows/inflows of resources, with the difference reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position 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 are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes and earned but unused vacation leave).

Both government-wide financial statements distinguish functions that are principally supported by taxes and intergovernmental revenues (governmental activities) from other functions that are intended to recover all or a significant portion of their costs through user fees and charges (business-type activities). The governmental activities include general government, public safety, highways and streets, sanitation, health and human services, culture and recreation, and conservation. The business-type activities include water and water reclamation activities.

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. Fund accounting is used to ensure and demonstrate compliance with finance-related legal

requirements. All the funds can be divided into three categories: governmental funds, proprietary 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 a government'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 government'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.

An annual appropriated budget is adopted for the major general and fire governmental funds. A budgetary comparison statement has been provided for these funds to demonstrate compliance with this budget.

Proprietary funds. Proprietary fund reporting focuses on the determination of operating income, changes in net position (or cost recovery), financial position, and cash flows.

Enterprise funds are used to report activity for which a fee is charged to external users, and must be used when one of the following criteria are met: (1) activity is financed with debt that is secured solely by a pledge of the net revenues from fees and charges, (2) laws or regulations require the activity's costs of providing services be recovered with fees and charges, and (3) the pricing policies of the activity establish fees and charges designed to recover its costs, including capital costs such as depreciation or debt service. The primary focus on these criteria is on fees charged to external users. Enterprise funds are used to report the same functions presented as business-type activities in the government-wide financial statements, only in more detail. Specifically, the Town of Hanover uses enterprise funds to account for the water and water reclamation funds, which are considered major funds.

Fiduciary funds. Fiduciary funds are used to account for resources held for the benefit of parties outside the government. 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 accounting used for fiduciary funds is much like that used for proprietary funds.

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.

Other information. In addition to the basic financial statements and accompanying notes, this report also presents certain required supplementary information which is required to be disclosed by accounting principles generally accepted in the United States of America.

B. FINANCIAL HIGHLIGHTS

- As of the close of the current fiscal year, the total of assets and deferred outflows exceeded liabilities and deferred inflows by \$46,092,316 (i.e., net position), a change of \$3,693,315 in comparison to the restated prior year.
- As of the close of the current fiscal year, governmental funds reported combined ending fund balances of \$18,511,509, a change of \$4,204,910 in comparison to the restated prior year.
- At the end of the current fiscal year, unassigned fund balance for the general fund was \$5,128,537, a change of \$1,030,405 in comparison to the prior year.

C. GOVERNMENT WIDE FINANCIAL ANALYSIS

The following is a summary of condensed government-wide financial data for the current fiscal year.

Comparative Statement of Net Position

	<i>Governmental Activities</i>		<i>Business-type Activities</i>		<i>Total</i>	
	June 30, 2023 (as restated)	June 30, 2024	June 30, 2023 (as restated)	June 30, 2024	June 30, 2023 (as restated)	June 30, 2024
Assets						
Current assets	\$ 41,294,797	\$ 46,785,689	\$ 5,498,082	\$ 6,940,674	\$ 46,792,879	\$ 53,726,363
Capital assets	34,683,672	34,884,697	17,314,881	15,697,965	51,998,553	50,582,662
Total assets	75,978,469	81,670,386	22,812,963	22,638,639	98,791,432	104,309,025
Deferred outflows of resources	4,907,870	3,787,839	249,779	205,487	5,157,649	3,993,326
Liabilities						
Other liabilities	844,872	1,914,194	770,163	1,097,257	1,615,035	3,011,451
Long-term liabilities	26,816,689	26,887,555	5,278,651	4,367,851	32,095,340	31,255,406
Total liabilities	27,661,561	28,801,749	6,048,814	5,465,108	33,710,375	34,266,857
Deferred inflows of resources	27,722,967	27,835,355	116,738	107,823	27,839,705	27,943,178
Net position						
Net investment in capital assets	32,481,342	31,450,725	13,327,276	12,634,647	45,808,618	44,085,372
Restricted	6,075,203	6,915,977	-	-	6,075,203	6,915,977
Unrestricted	(13,054,734)	(9,545,581)	3,569,914	4,636,548	(9,484,820)	(4,909,033)
Total net position	\$ 25,501,811	\$ 28,821,121	\$ 16,897,190	\$ 17,271,195	\$ 42,399,001	\$ 46,092,316

As noted earlier, net position may serve over time as a useful indicator of a government's financial position. At the close of the most recent fiscal year, total net position was \$46,092,316, a change of \$3,693,315 in comparison to the prior year.

The largest portion of net position, \$44,085,372, reflects our investment in capital assets (e.g., land, buildings, machinery, equipment, and infrastructure), less any related debt used to acquire those assets that is still outstanding. These capital assets are used to provide services to citizens; consequently, these assets are not available for future spending. Although the investment in 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 net position, \$6,915,977, represents resources that are subject to external restrictions on how they may be used. The remaining balance of unrestricted net position reflects a deficit of \$4,909,033, primarily resulting from unfunded pension and other postemployment benefit (OPEB) liabilities.

Comparative Statement of Activities

	<i>Governmental Activities</i>		<i>Business-type Activities</i>		<i>Total</i>	
	June 30, 2023	June 30, 2024	June 30, 2023	June 30, 2024	June 30, 2023	June 30, 2024
	(as restated)		(as restated)		(as restated)	
Expenses:						
General government	\$ 5,807,513	\$ 7,077,550	\$ -	\$ -	\$ 5,807,513	\$ 7,077,550
Public safety	9,991,789	10,471,172	-	-	9,991,789	10,471,172
Highways and streets	3,288,943	4,570,648	-	-	3,288,943	4,570,648
Water	-	-	1,258,966	1,871,523	1,258,966	1,871,523
Sanitation	287,409	290,900	1,985,909	3,531,703	2,273,318	3,822,603
Health	334,138	13,607	-	-	334,138	13,607
Welfare	144,186	146,582	-	-	144,186	146,582
Culture and recreation	2,847,727	2,907,361	-	-	2,847,727	2,907,361
Conservation	26,086	51,114	-	-	26,086	51,114
Interest on long-term debt	75,059	84,230	-	-	75,059	84,230
Total governmental activities	\$ 22,802,850	\$ 25,613,164	\$ 3,244,875	\$ 5,403,226	\$ 26,047,725	\$ 31,016,390
	June 30, 2023	June 30, 2024	June 30, 2023	June 30, 2024	June 30, 2023	June 30, 2024
	(as restated)		(as restated)		(as restated)	
Program revenues:						
Charges for services	\$ 4,531,776	\$ 5,069,416	\$ 5,120,398	\$ 5,624,871	\$ 9,652,174	\$ 10,694,287
Operating grants and contributions	889,442	746,744	18,618	16,172	908,060	762,916
Capital grants and contributions	-	247,719	-	-	-	247,719
General revenues:						
Property taxes and other taxes	14,487,548	16,205,149	-	-	14,487,548	16,205,149
Motor vehicle permit fees	1,609,021	1,750,648	-	-	1,609,021	1,750,648
Licenses and other fees	1,010,020	1,137,295	-	-	1,010,020	1,137,295
Grants and contributions not related to specific programs	1,046,271	1,737,442	-	-	1,046,271	1,737,442
Investment income	1,196,864	1,921,948	87,009	129,007	1,283,873	2,050,955
Miscellaneous	236,750	116,113	8,499	7,181	245,249	123,294
Total revenues	\$ 25,007,692	\$ 28,932,474	\$ 5,234,524	\$ 5,777,231	\$ 30,242,216	\$ 34,709,705
Change in net position						
	June 30, 2023	June 30, 2024	June 30, 2023	June 30, 2024	June 30, 2023	June 30, 2024
	(as restated)		(as restated)		(as restated)	
Net position, beginning	27,501,509	25,501,811	18,377,499	16,897,190	45,879,008	42,399,001
Net effect of prior period restatements	(4,204,540)	-	(3,469,958)	-	(7,674,498)	-
Net position, ending	25,501,811	28,821,121	16,897,190	17,271,195	42,399,001	46,092,316
Change in net position	(1,999,698)	3,319,310	(1,480,309)	374,005	(3,480,007)	3,693,315

Governmental activities. Governmental activities for the year resulted in a change in net position of \$3,319,310. Key elements of this change are as follows:

General fund operations	2,335,030
Other governmental funds operations	1,869,880
Capital asset additions, disposals, and depreciation expense	201,025
Changes in long-term debt	(1,249,610)
Changes in other long-term liabilities and related deferred outflows and inflows of resources	213,109
Change in deferred tax revenue	(50,124)
Total	<u>3,319,310</u>

Business-type activities. Business-type activities for the year resulted in a change in net position of \$374,005. Key elements of this change are as follows:

Water Operations	530,302
Water Reclamation Operations	(156,297)
Total	<u>374,005</u>

D. FINANCIAL ANALYSIS OF FUNDS

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

As of the end of the current fiscal year, governmental funds reported combined ending fund balances of \$18,511,509, a change of \$4,204,910 in comparison to the prior year restated balances. Key elements of this change are as follows:

General Fund Operating Results	2,335,030
Fire Fund Operating Results	188,533
Permanent Fund Operating Results	734,048
Non-major Fund Operating Results	947,299
Total	<u>4,204,910</u>

The general fund is the chief operating fund. At the end of the current fiscal year, GAAP-basis unassigned fund balance of the general fund was \$5,096,444, while total fund balance was \$9,733,534. 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 general fund expenditures. Refer to the table below.

General Fund	6/30/2024	6/30/2023	Change	% of General Fund Total Expenditures
Unassigned Fund Balance	5,096,444	4,015,915	1,080,529	28.9%
Total Fund Balance	9,733,534	7,398,504	2,335,030	55.2%

The budgetary-basis Unassigned Fund Balance of the general fund changed by \$1,030,405 during the current fiscal year. Key factors in this change are as follows:

Use of Fund Balance as funding source	(120,771)
Revenues in excess of budget	1,335,518
Expenditures less than budget	102,440
Other financing sources/uses compared to budget	(282,555)
Increase in nonspendable fund balance	(4,227)
Total	<u>1,030,405</u>

Proprietary funds. Proprietary funds provide the same type of information found in the business-type activities reported in the government-wide financial statements, but in more detail.

Unrestricted net position of the enterprise funds at the end of the year amounted to \$4,636,548, a change of \$1,066,634 in comparison to the prior year.

Other factors concerning the finances of proprietary funds have already been addressed in the entity-wide discussion of business-type activities.

E. GENERAL FUND BUDGETARY HIGHLIGHTS

For the year, the Town's General Fund revenue surplus of \$1,052,963 led a very favorable performance compared to budget and unexpended appropriations contributed an additional \$102,440. As discussed above, this increased the Town's General Fund Unassigned Fund Balance by 25%, putting the Town's finances in an excellent position. Highlights from there results are explained below.

Revenues

Licenses, Permits and Fees - \$229,743 collected in excess of budget estimate led by Motor Vehicle Registration Fees and Building and Zoning Permit Fees. Rental Housing Inspection Fees fell short by (\$99,350) due to delay in hiring an inspector.

Intergovernmental - \$139,641 collected in excess of budget estimate due primarily to unanticipated Highway Block Grant of \$76,397 and \$57,619 unanticipated FEMA.

Miscellaneous - \$526,641 collected in excess of budget estimate, led by \$460,500 more than budgeted for short-term investment income due to effective investment of the Town's idle cash as well as higher than assumed interest rates.

Appropriations

General Government – Overall expenditures were favorable to budget by \$281,279 driven by underspent NHRS contributions (Personnel Administration) due to open positions throughout FY2024.

Capital Outlay – Expenditures \$254,418 below budget due to timing of projects to be completed in future years, supported by non-lapsing appropriations.

Highways & Streets – Expenditures unfavorable to budget due to encumbrances.

F. CAPITAL ASSET AND DEBT ADMINISTRATION

Capital assets. Total investment in capital assets for governmental and business-type activities at year end amounted to \$50,582,662 (net of accumulated depreciation). This investment in capital assets includes land, buildings and system, improvements, and machinery and equipment.

Capital assets put into service during the current fiscal year include the following:

Governmental Activities:

4 Ford Police Utility AWB Hybrids and Computers	Police	\$	280,435
Ruddsboro @ 3 mile Bridge Repair	Highway	\$	279,942
FY24 LED Street Lighting Conversion	Highway	\$	247,650
Dump Truck	Highway	\$	242,911
Howe Library Roof Replacement	Library	\$	183,255
Sidewalk Tractor	Highway	\$	170,394
Sidewalks at Crosby, Summer, South Main and Verona Streets	Highway	\$	131,109
2023 Ford Utility Truck for LMC	Fire	\$	86,908
2023 Ford F350	Highway	\$	86,908
RW Black Community Center Roof Replacement	Parks & Rec	\$	83,450
Public Works Garage Shim & Overlay	Dept of Public Works	\$	64,933
Public Works Facility Security Fencing	Dept of Public Works	\$	64,185
Sachem Baseball Field Renovation	Parks & Rec	\$	55,000
Sliplining	Dept of Public Works	\$	38,427
2023 Talbert Equipment Trailer	Highway	\$	35,176
Fire Dispatch Center Renovation Completion	Fire	\$	35,020
Fire Restrooms Replumbing and New Ventilation	Fire	\$	12,602

Long-term debt. At the end of the current fiscal year, total bonded debt outstanding was \$6,497,290, all of which was backed by the full faith and credit of the government.

Additional information on long-term debt can be found in the Notes to the Financial Statements.

Currently Known Facts, Decisions, or Conditions of Future Significance

Personnel costs represent the largest expenditure across all funds. For FY2025 Health Trust increased the health care premiums by 13.1% while dental premiums increased 4.7%. These increases far exceed the rate of inflation, and the 2.5% COLA increases awarded to Town employees. Open positions were a factor in the FY2024 favorable financial performance, and to date in FY2025 most positions have been filled. Fewer open positions support much more effective Town operations and FY2025 personnel expenses will be more in line with budgeted levels. Over the next several fiscal years, significant debt burden will come online in the Fire, Water, and Sewer Funds, although only the Fire Fund debt will impact tax rates. The Town is adjusting user fees to set aside funds in the capital reserve funds to defray future debt payments. The largest unknown is how future national policy related to trade will impact our regional economy. The Director of Public Works estimated that proposed tariffs could increase operating costs as much as \$150K/year which translates to more than a 1% tax rate increase. Management is working to stay abreast of state, national and global changes impacting the community to thoughtfully plan for a successful future.

REQUESTS FOR INFORMATION

This financial report is designed to provide a general overview of the Town of Hanover's finances for all those with an interest in the government's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to:

Director of Administrative Services
Town of Hanover
P.O. Box 483
Hanover, New Hampshire 03755
(603) 640-3203

EXHIBIT A
TOWN OF HANOVER, NEW HAMPSHIRE
Statement of Net Position
June 30, 2024

	Governmental Activities	Business-type Activities	Total
ASSETS			
Cash and cash equivalents	\$ 25,262,952	\$ 2,438,265	\$ 27,701,217
Investments	12,698,080	3,094,246	15,792,326
Taxes receivables	7,024,490	-	7,024,490
Account receivables (net)	299,432	914,177	1,213,609
Intergovernmental receivable	201,509	493,986	695,495
Internal balances	1,029,723	(1,029,723)	-
Prepaid items	176,675	-	176,675
Tax deeded property, subject to resale	19,628	-	19,628
Other assets	73,200	-	73,200
Capital assets:			
Land and construction in progress	7,490,860	390,582	7,881,442
Other capital assets, net of depreciation	27,393,837	15,307,383	42,701,220
Total assets	81,670,386	21,608,916	103,279,302
DEFERRED OUTFLOWS OF RESOURCES	3,787,839	205,487	3,993,326
LIABILITIES			
Accounts payable	1,404,452	49,980	1,454,432
Accrued salaries and benefits	181,842	-	181,842
Retainage payable	29,326	-	29,326
Accrued interest payable	16,309	17,554	33,863
Intergovernmental payable	32,235	-	32,235
Escrow and performance deposits	250,030	-	250,030
Long-term liabilities:			
Due within one year	738,808	216,198	955,006
Due in more than one year	26,148,747	4,151,653	30,300,400
Total liabilities	28,801,749	4,435,385	33,237,134
DEFERRED INFLOWS OF RESOURCES	27,835,355	107,823	27,943,178
NET POSITION			
Net investment in capital assets	31,450,725	12,634,647	44,085,372
Restricted	6,915,977	-	6,915,977
Unrestricted	(9,545,581)	4,636,548	(4,909,033)
Total net position	\$ 28,821,121	\$ 17,271,195	\$ 46,092,316

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT B
TOWN OF HANOVER, NEW HAMPSHIRE
Statement of Activities
For the Fiscal Year Ended June 30, 2024

	Program Revenues			Net (Expense) Revenue and		
	Expenses	Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Change in Net Position	
					Governmental Activities	Business-type Activities
Governmental activities:						
General government	\$ 7,077,550	\$ 30,993	\$ 17,550	\$ -	\$ (7,029,007)	\$ -
Public safety	10,471,172	4,074,336	303,348	-	(6,093,488)	-
Highways and streets	4,570,648	-	348,301	247,719	(3,974,628)	-
Sanitation	290,900	115,585	-	-	(175,315)	-
Health	13,607	-	-	-	(13,607)	-
Welfare	146,582	5,028	-	-	(141,554)	-
Culture and recreation	2,907,361	843,474	50,929	-	(2,012,958)	-
Conservation	51,114	-	26,616	-	(24,498)	-
Interest on long-term debt	84,230	-	-	-	(84,230)	-
Total governmental activities	25,613,164	5,069,416	746,744	247,719	(19,549,285)	-
Business-type activities:						
Water	1,871,523	2,333,658	-	-	-	462,135
Water reclamation	3,531,703	3,291,213	16,172	-	-	(224,318)
Total business-type activities	5,403,226	5,624,871	16,172	-	-	237,817
Total	\$ 31,016,390	\$ 10,694,287	\$ 762,916	\$ 247,719	(19,549,285)	(19,311,468)
General revenues:						
Taxes:						
Property					15,984,597	-
Other					220,552	-
Motor vehicle permit fees					1,750,648	-
Licenses and other fees					1,137,295	-
Grants and contributions not restricted to specific programs					1,737,442	-
Unrestricted investment earnings					1,230,907	129,007
Miscellaneous					116,113	7,181
Change in fair value of investments					691,041	-
Total general revenues					22,868,595	136,188
Change in net position					3,319,310	374,005
Net position, beginning, as restated, see Note 18					25,501,811	16,897,190
Net position, ending					\$ 28,821,121	\$ 17,271,195
						\$ 46,092,316

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT C-1
TOWN OF HANOVER, NEW HAMPSHIRE
Governmental Funds
Balance Sheet
June 30, 2024

	General	Fire	Permanent	Other Governmental Funds	Total Governmental Funds
ASSETS					
Cash and cash equivalents	\$ 22,191,257	\$ 793,551	\$ 322,742	\$ 1,955,402	\$ 25,262,952
Investments	5,786,914	-	6,436,509	474,657	12,698,080
Taxes receivables	7,024,490	-	-	-	7,024,490
Account receivables (net)	134,540	-	-	164,892	299,432
Intergovernmental receivable	4,931	-	-	196,578	201,509
Interfund receivable	1,308,493	178,816	-	20,000	1,507,309
Prepaid items	194,643	-	-	-	194,643
Tax deeded property, subject to resale	19,628	-	-	-	19,628
Other assets	73,200	-	-	-	73,200
Total assets	<u>\$ 36,738,096</u>	<u>\$ 972,367</u>	<u>\$ 6,759,251</u>	<u>\$ 2,811,529</u>	<u>\$ 47,281,243</u>
LIABILITIES					
Accounts payable	\$ 866,856	\$ 67,073	\$ -	\$ 470,523	\$ 1,404,452
Accrued salaries and benefits	181,842	-	-	-	181,842
Retainage payable	-	-	-	29,326	29,326
Intergovernmental payable	32,235	-	-	-	32,235
Interfund payable	198,816	-	-	278,770	477,586
Escrow and performance deposits	250,030	-	-	-	250,030
Total liabilities	<u>1,529,779</u>	<u>67,073</u>	<u>-</u>	<u>778,619</u>	<u>2,375,471</u>
DEFERRED INFLOWS OF RESOURCES	<u>25,474,783</u>	<u>-</u>	<u>-</u>	<u>919,480</u>	<u>26,394,263</u>
FUND BALANCES					
Nonspendable	214,271	-	6,644,691	-	6,858,962
Restricted	-	-	114,560	156,726	271,286
Committed	3,301,082	905,294	-	958,264	5,164,640
Assigned	1,121,737	-	-	-	1,121,737
Unassigned	5,096,444	-	-	(1,560)	5,094,884
Total fund balances	<u>9,733,534</u>	<u>905,294</u>	<u>6,759,251</u>	<u>1,113,430</u>	<u>18,511,509</u>
Total liabilities, deferred inflows of resources, and fund balances	<u>\$ 36,738,096</u>	<u>\$ 972,367</u>	<u>\$ 6,759,251</u>	<u>\$ 2,811,529</u>	<u>\$ 47,281,243</u>

Town of Hanover Trust Funds

	7/1/2023 Market Value Balance (per Investment Stmnt)	Fund Additions (Includes Realized Capital Gains)	Income (net of mgmt fees)	Change in Market Value	Withdrawals	6/30/2024 Market Value Balance (per Investment Stmnt)	Appropriated at TM for Disbursement from CRF Before 6/30/24 but not yet Disbursed	6/30/2024 Adjusted Balance
Common Trust Funds								
Cemeteries	\$ 223,356	\$ 11,737	\$ 7,278	\$ 20,555	\$ (1,184)	\$ 261,742	\$ -	\$ 261,742
Library	2,780	134	90	253	(15)	3,242	-	3,242
Citizens in Need	424	20	14	39	(2)	495	-	495
Bruce Essay Prize (+)	2,559	(36)	69	196	(11)	2,777	-	2,777
Dagmar's Place Fund	24,387	(828)	623	1,759	(101)	25,840	-	25,840
Ernest B. Dana Trust	104,814	3,745	3,272	9,241	(532)	120,540	-	120,540
Adelaide Hardy Trust for Etna Library	50,503	(1,667)	1,294	3,653	(210)	53,573	-	53,573
Jeremiah Ice Hockey Fund (+)	8,740	(563)	201	569	(33)	8,914	-	8,914
Murphy Lamp of Learning Prize Fund (+)	10,242	75	296	836	(48)	11,401	-	11,401
Pleasant St. View and Slope Mtce. Fund	47,838	(602)	1,305	3,686	(212)	52,015	-	52,015
Rueb Photography Prize Fund (+)	20,823	488	680	1,922	(111)	23,802	-	23,802
Sawyer Trust Fund	20,819	1,091	678	1,915	(110)	24,393	-	24,393
Frank B. and Edith R. Tenney Trust	93,315	2,470	2,893	8,170	(471)	106,377	-	106,377
Subtotal Common Trust Funds	\$ 610,600	\$ 16,064	\$ 18,693	\$ 52,794	\$ (3,040)	\$ 695,111	\$ -	\$ 695,111
Capital Reserve Funds								
Ambulance Equipment	\$ 108,775	\$ 188,134	\$ 11,310	\$ -	\$ -	\$ 308,219	\$ -	\$ 308,219
Bridge Replacement and Renovation	195,047	-	10,784	-	-	205,831	-	205,831
Building Maintenance and Improvements	147,998	359,600	15,456	-	-	523,054	(300,030)	223,024
Dispatch Center Eqpt. and Renovations	177,337	17,981	9,933	-	-	205,251	-	205,251
Fire Department Vehicle and Equipment	632,379	160,000	36,108	-	-	828,487	(324,301)	504,186
Highway Construction and Mtce. Eqpt.	584,962	471,840	35,719	-	-	1,092,521	(673,000)	419,521
Municipal Transportation Improvement Fund	49,682	34,065	2,991	-	-	86,738	-	86,738
Parking Vehicles and Facility Improvements	627,423	174,955	35,941	-	-	838,319	(614,650)	223,669
Police Vehicles and Equipment	197,707	234,000	18,059	-	-	449,766	(393,000)	56,766
Property Revaluation	1,145	-	63	-	-	1,208	-	1,208
Road Construction and Improvements	63,525	55,300	3,908	-	-	122,733	-	122,733
Sewer Eqpt. and Facilities Improvements	1,190,544	307,000	68,021	-	-	1,565,565	(304,000)	1,261,565
Water Treatment and Distrib Eqpt.	1,146,487	321,208	60,987	-	-	1,528,682	(851,840)	676,842
Subtotal Capital Reserve Funds	\$ 5,123,011	\$ 2,324,083	\$ 309,280	\$ -	\$ -	\$ 7,756,374	\$ (3,460,821)	\$ 4,295,553
Restricted Purpose Funds								
Lou and Ann Bressett Memorial Endowment Fund	\$ 5,454,193	\$ 159,851	\$ 164,227	\$ 458,102	\$ (125,338)	\$ 6,111,035	\$ -	\$ 6,111,035
Bridgman Trust Fund (*)	1,856,831	53,906	56,315	157,485	(8,752)	2,115,785	-	2,115,785
Dartmouth '58 Clock Maintenance Fund	2,085	-	115	-	-	2,200	-	2,200
Education of Persons with Disabilities Fd.(*)	231,466	100,000	12,885	-	-	344,351	-	344,351
Etna Library Expendable Fund	48,774	-	2,697	-	-	51,471	-	51,471
Land & Capital Improvements Fund	31,324	43,353	2,042	-	-	76,719	-	76,719
Norris Dartmouth Cemetery Fund	1,174	-	65	-	-	1,239	-	1,239
Recreation Camp Scholarship Fund	5,163	-	286	-	-	5,449	-	5,449
School Building Maintenance Fund (*)	9,032	150,000	8,748	-	-	167,780	-	167,780
Sixth Grade Tuition Fund (*)	395,060	-	21,842	-	-	416,902	-	416,902
Termination Benefits Fund	99,081	-	5,477	-	-	104,558	-	104,558
Wicker Fdn. Cemetery Improvements Fd.	2,199	-	122	-	-	2,321	-	2,321
Subtotal Restricted Purpose Funds	\$ 8,520,421	\$ 507,110	\$ 274,821	\$ 615,587	\$ (134,090)	\$ 9,399,810	\$ -	\$ 9,399,810
<i>*Hanover School District Funds, *Dresden School District Funds</i>								
<i>^ Beginning Balance Restated</i>								
Grand Total Trust Funds	\$ 13,869,991	\$ 2,847,257	\$ 602,794	\$ 668,381	\$ (137,130)	\$ 17,851,295	\$ (3,460,821)	\$ 14,390,474

note1: Totals may be off slightly due to allocation formulas and rounding.

TOWN TREASURER'S REPORT
GENERAL FUND
FOR 2024 (JULY 1, 2023 - JUNE 30, 2024)

General Fund Cash Balances at July 1, 2023	\$21,685,335
Plus: Receipts from all sources	187,570,641
Plus: Interest earned	884,525
Less: Authorized Disbursements	-
	<u>184,748,698</u>
General Fund Cash Balances at June 30, 2024	<u><u>\$25,391,803</u></u>

Investment Account (CDARS) Balance at July 1, 2023	\$10,078
Plus: Transfers from Operating Account	-
Plus: Interest earned	30
Less: Transfers to Operating Account	-
Investment Account Balance at June 30, 2024	<u><u>\$10,108</u></u>

NH PDIP(*) General Fund Balance at July 1, 2023	\$777,927
Plus: Transfers In	-
Plus: Interest earned	43,236
Less: Transfers out	-
NH PDIP General Fund Balance at June 30, 2024	<u><u>\$821,163</u></u>

Respectfully Submitted,

Tamara Chapin

Town of Hanover Treasurer

(CDARS) Certificate of Deposit Account Registry Service

(*) New Hampshire Public Deposit Investment Pool

TAX COLLECTOR'S REPORT FOR THE FISCAL YEAR ENDED JUNE 30, 2024

	2023 Tax Year	2024 Tax Year
Uncollected Taxes at July 1, 2023		
Property Taxes	\$ 5,924,417.78	
Land Use Change Taxes		
Yield Taxes	\$ 6,781.68	
Property Tax Credit Balances		
Taxes Committed During Fiscal Year 2023	-	
Property Taxes	\$ 26,193,730.00	\$ 25,329,306.00
Land Use Change Taxes	\$ 38,750.00	
Yield Taxes		\$ 4,716.52
Overpayments (to be Refunded)	\$ 180.00	\$ 779.72
Interest on Delinquent Taxes	\$ 25,968.73	
	<u>\$ 32,189,828</u>	<u>\$ 25,334,802.24</u>
Collections During Fiscal Year 2024		
Property Taxes	\$ 31,969,678.79	\$ 18,697,169.99
Land Use Change Taxes	\$ 38,750.00	
Excavation Tax		
Yield Taxes	\$ 6,781.68	\$ 4,580.27
Liens Executed (Principal Only)	\$ -	\$ -
Property Tax Abatements	\$ 682.90	\$ 1,000.00
Current Levy for Property Deeded to Town	-	
Interest on Delinquent Taxes	\$ 25,968.73	
Uncollected Taxes at June 30, 2024		
Property Taxes		\$ 6,624,789.29
Land Use Change Taxes		
Yield Taxes		\$ 136.25
Property Tax Credit Balances		\$ -
	<u>\$ 32,041,862</u>	<u>\$ 25,327,676</u>

Summary of Tax Lien Amounts for the Fiscal Year Ended June 30, 2024

	Prior Years	2023 Tax Year
Unredeemed Liens July 1, 2023	\$ 153,189.58	
Liens Executed in Fiscal Year 2024 (incl. interest & fees)		\$ 232,893.04
Redemptions Collected During FY2023	\$ (108,903.31)	\$ (44,125.20)
Unredeemed Liens June 30, 2024	<u>\$ 44,286</u>	<u>\$ 188,768</u>

2024 - Ten Largest Taxpayers

Trustees of Dartmouth College	\$ 8,145,467.00
Kendal at Hanover	\$ 1,450,400.00
Salazar-Kish, Jolin	\$ 384,645.00
South Street Downtown Holdings Inc.	\$ 380,767.00
Hypertherm Inc.	\$ 338,559.00
Seven Lebanon Street Inc.	\$ 294,275.00
Red Barn Trust	\$ 276,107.00
Granite State Electric Company	\$ 271,591.00
Bayson Hanover Properties, LLC	\$ 234,331.00
Bridgman Realty Trust	\$ 229,466.00
	<u>\$ 12,005,608</u>

REPORT OF THE TOWN CLERK

for Fiscal Year Ending June 30, 2024

MOTOR VEHICLE REGISTRATIONS:

7,440 Motor Vehicle Permits Issued July 1, 2023 - June 30, 2024	\$ 1,752,454
State Fees Collected Locally and Remitted to State of NH	\$ 421,475
Municipal Agent and Related Fees	\$ 45,990
Municipal Transportation Improvement Fund	\$ 34,390
Motor Vehicle Title Fees	\$ 2,684
PAYMENTS TO TREASURER	<u>\$ 2,256,993</u>

DOG LICENSES AND RELATED FEES:

900 Dog Licenses Issued July 1, 2023 - June 30, 2024	\$ 4,225
State Fees Collected Locally and Remitted to State of NH	\$ 1,910
PAYMENTS TO TREASURER	<u>\$ 6,135</u>

ALL OTHER FEES:

Water and Sewer Utility Collections	\$ 3,978,883
Burial Fees and Cemetery Lot Payments	\$ 32,150
Town Clerk Fees	\$ 16,464
State Fees Collected Locally for Vital Record Copies	\$ 12,992
Landfill Tickets and Recycling Bin Sales	\$ 2,500
Vendor Permits	\$ 3,875
Notary Fees	\$ 750
Trail Map Sales to benefit Conservation Commission	\$ 84
PAYMENTS TO TREASURER	<u>\$ 4,047,697</u>

TOTAL RECEIPTS COLLECTED BY TOWN CLERK'S

OFFICE REMITTED TO TREASURER \$ 6,310,825

TAX COLLECTOR/TOWN CLERK'S OFFICE

The Town Clerk and Tax Collector office serves the residents of Hanover by providing accurate information & competent services in a timely and professional manner. Employees in this office adhere to exemplary standards that ensure all customers are receiving exceptional services with courtesy & respect.

The Hanover Town Clerk/ Tax Collector's office frequently serves as a central information point for residents, other departments, state agencies, and the public. Core Functions:

- Collection of payments for property tax and utility payments.
- Issuance and recording of Vital Record documents (birth, death, marriage, and divorce. Vital records are available at the municipal level for the following date ranges. Birth 1935-Present (except 1949 and 1950), marriage and death 1965-present, divorce 1979- within 6 months of present date.
- Recording and preserving cemetery deeds.
- Issuing dog licenses and collar tag.
- Notary services
- Vendor permits
- Acting as a municipal agent for NH Department of Safety-DMV
- Additional responsibilities: preservation of official town public records, conducting and preserving the integrity of elections, and adhering to regulatory requirements as established by law.

Tracy Walsh
Deputy Town Clerk
Dep. Dir. of Admin Services

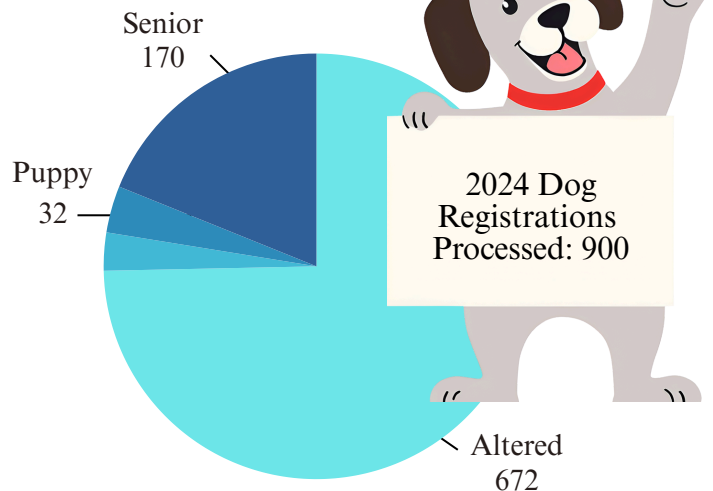
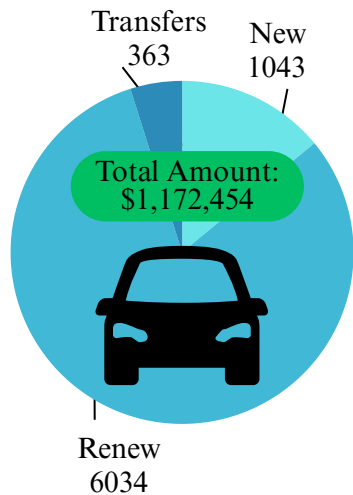
Emmy Swan
Tax Collector
Associate Town Clerk

Gary Langlois
Deputy Tax Collector
Assistant Town Clerk

Elected Officials

Bobbie Hitchcock, Town Clerk
Patti Dewhirst, Alison Gorman, Sarah Schweitzer, Supervisors of the Checklist
Jeremy Eggleston, Moderator

2024 Motor Vehicle Registrations Processed: 7,440



Mon-Friday
8:30am-4:30pm
41 S Main St
Hanover, NH 03755
(603) 640-3201

Pay Online!

Tax, registration renewals, dog licenses, and water sewer payments are all accepted online. Visit hanovernh.org and click this icon!



ELECTION INFORMATION

Voter Registration

Every U.S. citizen who is a resident of Hanover and will be 18 years of age or older on election day may register to vote. A resident is someone who has a domicile in Hanover on a continuing basis for a significant portion of the year. A person can only have one domicile for the purposes of voting. You may register to vote as soon as you move to Hanover.

Where do I register to vote/change party affiliation/update my Hanover address?

- The Hanover Town Clerk's accept new registrations and changes to existing registrations during regular business hours (M-F 8:30 a.m. – 4:30 p.m.) at 41 S. Main St. **except for 10 days prior to an election.** However, residents can always register to vote and vote on election day at all elections. You may also register to vote and update your voter information with the Supervisors of the Checklist, who conduct special registration sessions throughout the year.
- To register to vote you must fill out the required registration paperwork and provide documentation of your Identity, Age, Hanover domicile and Citizenship. (As of 11/11/2024 affidavits for these documents are no longer accepted in place of these documents, per HB 1569.) See hanovernh.org or sos.nh.gov for more information.

Absentee Ballots

For upcoming elections registered voters may request absentee ballots from the Town Clerk's Office. The voter will need to fill out an Absentee Ballot request form, which will be available at the Town Hall, on the Town website, or by email with a request to townclerk@hanovernh.org. When the ballots become available, they can be picked up in person or mailed to the voter. They are then mailed or delivered back to the clerk's office to be filed until the election.

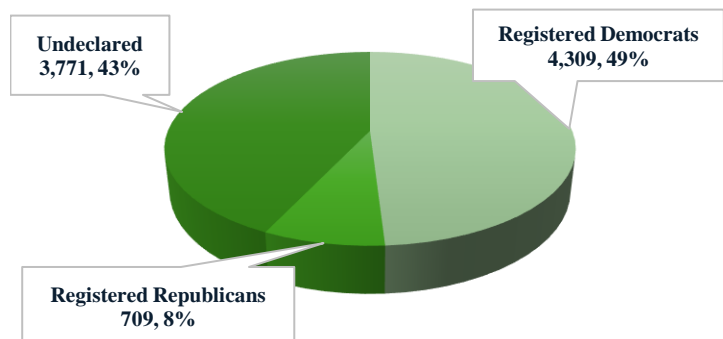
Supervisors of the Checklist

The Supervisors of the Checklist are responsible for registering Hanover voters and maintaining the Voter Checklist that is used at all elections. These include the Town of Hanover, the Hanover School District, the Hanover voters in the Dresden School District, New Hampshire State Elections and Presidential Elections.

In 2024 our work included:

- Registering and processing over 2,600 new voter registrations and over 4,000 party changes.
- Serving at five elections: Presidential Primary, School Election, Town Election/Meeting, NH State Primary and NH General/Presidential Election.
- Adding the voter election histories for five elections into the state database.
- Continuing our efforts to ensure that the voter checklist is as up to date as practical by acting on the review of the Dartmouth College graduation list, mail with permanent address changes returned to Town Hall, the USPS national change of address report from the Secretary of State, and the NH Vital Records Death report.
- Attending three state election education meetings and state-issued election education webinars.
- Pilot testing and implementing a new state voter registration database.
- Consulting with the NH Secretary of State's Office regarding the many new election laws and required new procedures.
- Administering three voter registration drives: January, September and October.

**Total Registered Voters
as of March 19, 2025 = 8,870**



ASSESSING DEPARTMENT REPORT

NORM BERNAICHE, DIRECTOR OF ASSESSING

The Assessing Department is responsible for maintaining the Town's property assessment records and providing the property owners with a cost effective, property assessing system that is fair and equitable. Information on the assessment of property, the abatement process, exemptions and credits, printable property record cards, Power BI analytics and the Town's tax maps are available on the website at www.hanovernh.org or in person at Town Hall. **Printable property record cards are available on our website www.hanovernh.org under the GIS link and we are happy to help with navigation and questions.**

It has been 5 years since assuming the director position under the watchful eyes of concerned taxpayers, the NH Board of Tax and Land Appeals (BTLA), NH Department of Revenue Administration (DRA), and all local elected and appointed Town officials. Wow, where has the time gone. The last revaluation was in 2021 and we are mandated by the state constitution to perform one every five years. We have decided to move that up one year and will be completing the update of values in 2025. We have been averaging about eight abatement cases per year since over the last few years. This is a drastic improvement, and we believe it is because of our openness and communication with our property owners.

The Assessing Department is a staff of three, Sue – office clerk, Jerry – Field appraiser and me. Jerry comes to us with a background as a licensed home inspector and a local licensed real estate agent. Jerry has accomplished to achieve the Assistant Assessor Certification from the State of NH at a rapid pace. Congratulations Jerry! This will allow us to complete all assessing work in-house. The ultimate plan is for me to transition to a part-time supervisory role and staff will assume my duties for a smooth transition upon my retirement in the next few years.

We are at the end of the process of collecting exemption applications for all solar installations in Town. This has turned out to be a very time-consuming task with over 250 solar systems and more being added daily. Our goal is 100% compliance. Another important addition to the assessing webpage is Power BI analytics. This is an immensely powerful tool and is developed for public use and is helpful in explaining Hanover Assessment Data. It revises statistical results on the fly as the user modifies their query.

Our Department goals for 2024 were all met which was to complete all building permits in a timely manner, address the eight abatements applications for 2023, begin the process of re-inspection and data verification cycle, file the State MS-1 report in a timely manner for an early fall tax rate, and limit the number of abatements at the local level by delivering accurate, equitable, transparent, and explainable assessments. Therefore, a top-level assessment program. We will be notifying property owners in the Current Use program that we will be visiting their property to get an accurate picture of the land enrolled and not enrolled in the program. We are presently determining the best way to collect this data in the field and using our on-line GIS system which will be enhanced in the coming months. As always, we strive to provide excellent customer service and a high-quality assessment program for the Town of Hanover

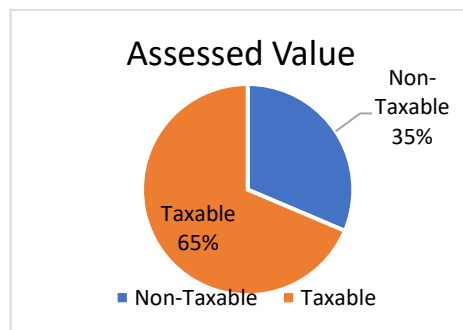
I would like to thank my staff for their commitment to this department. Also, I appreciate the support of the property owners, Selectboard, Advisory Board of Assessors, and the rest of the Hanover team that makes this a great community to be part of.

TAX YEAR 2024
SUMMARY OF ASSESSMENTS
Taxable Value

Land	
Current Use	1,166,471.
Discretionary Preservation Easement	15,700.
Residential	718,345,578.
Commercial/Industrial	<u>139,970,900.</u>
Total Taxable Land	\$859,498,649.
Buildings	
Residential	1,297,994,000
Manufactured Housing	0.
Commercial/Industrial	567,558,146.
Discretionary Preservation	<u>34,100.</u>
Total Taxable Buildings	\$1,865,586,246.
Public Utilities	
Electric	\$16,114,000.
Total Taxable Assess Value	<u>\$2,741,198,895.</u>

Non-Taxable Value

Land	356,715,083.
Buildings	<u>1,132,929,300.</u>
Total Non-Taxable Assess Value	\$1,489,644,383.
Total Town Assessed Value (Taxable and Non-Taxable)	<u>\$4,230,843,278.</u>



Staff: Normand Bernaiche, Director of Assessing, Jerry Roberts, Field Appraiser, Sue Girouard, Data Technician

**TOWN OWNED PROPERTIES
AS OF DECEMBER 31, 2024**

Parcel ID	Property Location	Owner	Land Area	Total Assessment
4-3-1	63 Lyme RD	Dresden School District	22.85	17,538,500.
34-68-1	41 Lebanon ST	Hanover School District	28.26	36,263,800.
4-4-1	26 Reservoir RD	Hanover School District	35.00	21,900,400.
9-106-1	1 Algonquin TRL	Town of Hanover	.70	3,900.
33-91-1	3 Allen ST		.02	38,600.
34-40-1	1 Currier PL		.67	8,329,100.
23-52-1	16 Currier PL		.58	53,300.
2-31-1	20 Etna Highlands RD		12.50	28,000.
31-1-1	130 Etna RD		5.50	1,218,200.
31-13-1	137 Etna RD		.03	38,700.
31-3-1	150 Etna RD		.48	552,800.
5-116-1	226 Etna RD		1.90	157,900.
39-142-1	10 Freeman RD		.14	27,600.
51-23-1	33 Goose Pond RD		.23	3,800.
14-26-1	39 Goose Pond RD		96.00	76,800.
14-36-1	40 Goose Pond RD		.11	26,900.
14-34-1	42 Goose Pond RD		.10	3,300.
7-3-1	78 Goss RD		56.00	2,847.
7-2-1	80 Goss RD		125.00	7,042.
7-7-1	86 Goss RD		57.66	23,058.
7-7-2	88 Goss RD		.34	17,100.
4-18-1	39 Grasse RD		11.10	1,245,100.
1-22-1	55 Great Hollow RD		11.40	12,500.
1-11-2	0 Greensboro RD		4.99	242,200.
25-7-1	6 Greensboro RD		.28	167,500.
1-11-3	110 Greensboro RD		157.86	1,034,100.
1-10-1	111 Greensboro RD		92.00	211,800.
1-15-1	161 Greensboro RD		21.90	97,600.
27-3-1	181 Greensboro RD		7.63	642,600.
9-69-1	388 Hanover Center RD		3.00	164,100.
39-148-1	16 Haskins RD		.15	19,600.
45-7-1	27 Hemlock RD		30.00	240,000.
39-50-1	9.5 Kingsford RD		.61	35,600.
2-80-1	11 Laurel ST		3.10	9,900.
34-84-1	48 Lebanon ST		.68	5,592,300.
24-43-1	87.5 Lebanon ST		.70	50,900.
24-49-1	87.75 Lebanon ST		19.50	202,800.
24-48-1	91 Lebanon ST		.50	213,900.
25-31-1	190 Lebanon ST		2.50	134,600.
21-3-1	194 Lebanon ST		8.93	4,985,400.
20-2-1	221 Lebanon ST		21.10	1,022,600.
39-109-1	19 Low RD		.45	22,500.
46-1-1	46 Lyme RD		2.00	6,188,800.
8-2-1	81 Lyme RD		6.00	98,300.
8-4-1	85 Lyme RD		17.60	56,300.
8-39-1	103 Lyme RD		.46	116,000.
8-20-1	110 Lyme RD		2.98	181,400.
23-18-1	4 Maple ST		.64	967,800.
25-52-1	8 Martin LN		1.60	24,500.
12-112-1	2 Montview DR		.17	68,300.
6-40-1	15 Moose Mountain RD		.28	10,200.

Parcel ID	Property Location	Owner	Land Area	Total Assessment
6-44-2	41 Moose Mountain RD	Town of Hanover	66.00	105,600.
10-28-1	47 Moose Mountain RD		28.00	14,000.
10-29-1	51 Moose Mountain RD		34.00	23,800.
33-85-1	20 North Main ST		8.88	1,886,600.
6-45-1	3 Old Dana RD		.30	98,000.
6-38-1	31 Old Dana RD		36.50	216,200.
9-70-1	1 Parade Ground RD		2.40	236,900.
19-15-1	121 Pine Knoll DR		27.00	13,241,700.
9-104-1	61 Pinneo Hill RD		7.00	9,800.
12-7-1	13 Pipers LN		3.40	151,000.
39-70-1	19 Rayton RD		.71	39,300.
48-3-1	81 Reservoir RD		19.60	484,400.
44-57-1	23 Rip RD		1.30	9,400.
6-14-1	40 Ruddsboro RD		1.00	43,600.
6-51-1	79 Ruddsboro RD		97.90	488,500.
6-8-1	100 Ruddsboro RD		94.00	360,600.
34-4-1	41 South Main ST		1.26	6,033,200.
23-69-1	96 South Main ST		.31	404,000.
23-2-1	111 South Main ST		37.50	465,000.
19-33-1	114 South Main ST		5.80	476,200.
33-42-1	6 School ST		.11	412,200.
33-47-1	10 School ST		.28	243,600.
34-62-1	13 South ST		1.10	11,183,600.
19-13-1	1 Spencer RD		2.70	500,700.
16-10-1	5 Thompson RD		.30	1,300.
16-14-1	34 Thompson RD		63.70	31,900.
19-28-1	4 Thompson TER		7.53	1,490,200.
20-1-1	64 Trailhead LN		10.60	1,060,500.
14-8-1	56 Tunis RD		.70	700.
14-12-1	57 Tunis RD		16.00	9,600.
14-9-1	66 Tunis RD		613.00	306,500.
17-9-1	79 Tunis RD		25.00	792.
41-55-1	12 Verona AVE		.48	32,600.
34-11-2	2 West Wheelock ST		.10	325,000.
33-38-1	6 West Wheelock ST		.19	444,400.
14-35-1	83 Wolfeboro RD		.18	28,700.
14-41-1	146 Wolfeboro RD		125.00	125,000.
5-46-1	11 Woodcock LN		17.40	11,100.
47-32-1	11 Woodmore DR		.32	209,200.
0-0-4	Distribution Sys & ROW	Water Department	.00	7,256,800.
42-51-1	82 East Wheelock ST		.00	5,600.
4-15-1	110 East Wheelock ST		.00	315,200.
4-9-1	41 Grasse RD		178.80	7,551,900.
1-12-1	130 Grasse RD		.42	236,500.
9-53-1	319 Hanover Center RD		1.50	30,800.
9-52-1	331 Hanover Center RD		39.00	778,500.
24-25-1	90 Lebanon ST		.00	40,300.
24-62-2	92 Lebanon ST		4.60	1,039,000.

ADVISORY BOARD OF ASSESSORS REPORT

The Advisory Board of Assessors came into existence at Town meeting on March 10, 1931. It was *Voted*: “That an Advisory Board of three members be elected to act with the Selectmen in the assessment of real estate until such time as the Advisory Board shall be discontinued by vote in town meeting, one member of the Board to hold office for three years, one for two years, one for one year, and thereafter at every annual meeting one member shall be chosen to hold office for three years. Vacancies in said Board shall be filled by appointment by the Selectmen, such appointee shall hold office until the next annual meeting of the town.”

The first three board members elected at that town meeting were: Edgar H. Hunter, Archie B. Gile and Thomas E. Ward.

The Advisory Board of Assessors hears property tax abatements and makes recommendations to the Selectboard. The Selectboard appoints one Selectboard representative and one alternate to serve on the Advisory Board of Assessors.

Activities: The board heard eight abatement cases from tax year 2023, the same as 2022. More importantly, the Board thoroughly reviewed Religious, Charitable and Educational Exemptions. Those recommendations were forwarded to the Selectboard for approval.

In calendar year 2024, the Advisory Board of Assessors met three times, once for abatement hearings, for Property Tax Exemption Requests and lastly for continuation of earlier hearings. Joe Roberto, whose term expires in May 2023 was re-appointed for another term. Mac Gardner has put his hat in the ring for another term.

The deadline for filing an abatement application is March 1 of each year.

Meeting Times: The Board schedules its meetings as the yearly abatement caseload demands.

Advisory Board Members: Joe Roberto (2026), Mac Gardner, Chair (2025), John Brighton, (2024)

Select Board Representative: Joanna Whitcomb, Carey Callaghan (Alternate)

Information Technology Department

The Town of Hanover's IT Department manages the technological infrastructure supporting municipal operations. Responsibilities include internet connectivity, software maintenance, computer upgrades, and technical support. The IT department services 216 computers and over 300 connected devices.



Corey Stevens, Director and Michael Hartell, Information Technology Assistant

ETNA LIBRARY TRUSTEE REPORT

Built in 1905 and included on the National Register of Historic Places, the original Hanover Town Library has long held a prominent place of pride and purpose for its patrons who refer to it with affection and distinction as the Etna Library. Jeff Metzler, as Library Director since 2021, meets with the three ballot-elected Trustees once monthly to discuss the collection, review past and plan future events and programming, and to share his vision for future growth while being grounded in our rural roots and traditions.



When our newest trustee joined us, he asked at his first meeting what the Etna Library had to offer someone new to the Hanover area. Seated at the large oak table original to the 120-year-old building without missing a beat, Jeff responded: being connected to history, immersed in nature, and tied to a sense of community belonging. We, as Trustees of this institution, could not agree more with this response. The Etna Library has been - and under the stewardship of Jeff and Assistant Librarian Sarah Molesworth, continues to be - a place where adults feel seen and children are warmly welcomed on their path to becoming lifelong readers and stewards of our natural environment, starting with the Hayes Farm Park and King bird sanctuary, right outside the library's doors.

While we embrace our history and traditions, no institution can survive without responding to the present and future needs and desires of its patrons and the library is no different in this regard. Seeing a clear need to foster the next generation of library users and recognizing a void of programming targeted to the tween age group, Jeff conceived of and implemented what is now an immensely popular multi-age LEGO building club which brings dozens of kids from age 5 to 13 together every week. Both the kids and their parents are thrilled with this creative-yet-structured after-school activity.

In addition to our many regularly scheduled groups (everything from Knitting to Storytimes), the library also hosted a diverse potpourri of special events in FY24. Highlights from this year's sampling included the total solar eclipse prep party, an apple cider press demonstration (complete with cider donuts), the ever-popular Alyx the Magician, a UNH science docent-led presentation on lobsters, and a NH Humanities-sponsored lecture, 'Live Free or Die', on the history of New Hampshire's iconic state motto.

The success of these initiatives and programming efforts are not only reflected in the joy and engagement of our patrons, but they can also be objectively measured. For example, the Etna Library saw a 69% increase in patron visits and a 108% increase in event attendance in FY24 compared to FY23 (with FY23 numbers themselves having risen significantly compared to pre-Covid numbers). The number of patrons visiting continues to climb and, for the final quarter of FY24, the library was visited by between 800 to over 1,000 patrons each month. Despite being one of the smallest libraries in NH by square feet, the Etna Library also offers a greater number of programs and, according to the most recent NH State Library statistics, has higher program attendance than 126 (mostly larger) public libraries across the state.

In one very notable example of recognition of the library's importance to the community, the Birnie family has generously given a substantial gift in honor of their mother, Pietie, a long-term Etna resident, enthusiastic volunteer, and avid reader. The monies will be used to erect a gazebo near the library; further enhancing our ability to offer outdoor programming and reinforce our core values of land preservation and stewardship.



The Etna Library

YEAR AT A GLANCE

JULY 1, 2023 – JUNE 30, 2024



2

Number of employees

- One full-time; one part-time

0.29%

Percentage of Hanover's total municipal budget spent on the library



12,517

Physical items checked out

8,927

Visitors to the library



210

Programs and events held

2,507

Program/event attendees



**The Etna Library
saved Hanover
\$242,621 in FY24!***

**The Etna Library saves the
community money and time,
brings people together, expands
perspectives, and enriches lives.**



\$219,415

In Circulating items

\$23,206

In Programs for
children and adults



*NH Library Association's 'Use Value Calculator':

<https://nhlibrarians.org/Pages/Index/225075/library-use-value-calculator>



HANOVER FIRE DEPARTMENT

The Hanover Fire Department is a public safety organization providing fire, rescue, and emergency medical services to our residents, visitors, and the Dartmouth College Community. The department is committed to preserving life, property, and the environment. Through education and public safety awareness programs, we strive to enhance the quality and safety of the lives of the citizens we proudly serve.

The Fire Department is a combination department with twenty-three career and nine paid call members working out of two fire stations. The main station located within the Public Safety Building at 46-48 Lyme Road, houses the administrative staff and a 24/7 four-group shift system staffed with a Captain, Lieutenant, and three Firefighters/Paramedics/AEMT's. The Etna Station located in the Village of Etna at 150 Etna Road is staffed on an on-call basis.

In addition to the duties of being a staff Firefighter/Paramedic or AEMT, each shift is responsible for a category within the Fire Department which supports the staff, building and equipment of the Fire Department. A Shift is responsible for Training, B Shift is responsible for Maintenance of equipment, C Shift is responsible for Communications/Building Maintenance and D Shift is responsible for Emergency Medical Services.



Fire Administration

Michael Gilbert
Chief

Josh Merriam
Deputy Chief

Kerry Osgood
Administrative Assistant

A Shift

Captain/Paramedic Jeremy
Labombard
Lt./Paramedic Robert Mousely
FF/AEMT Christopher Sweitzer
FF/AEMT Kevin LaHaye
FF/AEMT Cameron Summerton

B Shift

Captain/AEMT Scott Letson
Lt./Paramedic Jeremiah Linehan
FF/Paramedic Christopher Mielewski
FF/AEMT Richard Kahan
FF/AEMT Brandon Adams

C Shift

Captain/AEMT Jack Emerson
Lt./Paramedic Robert Diehm
FF/Paramedic Ebben Whitehair
FF/AEMT Dana Hartley
Vacancy

D Shift

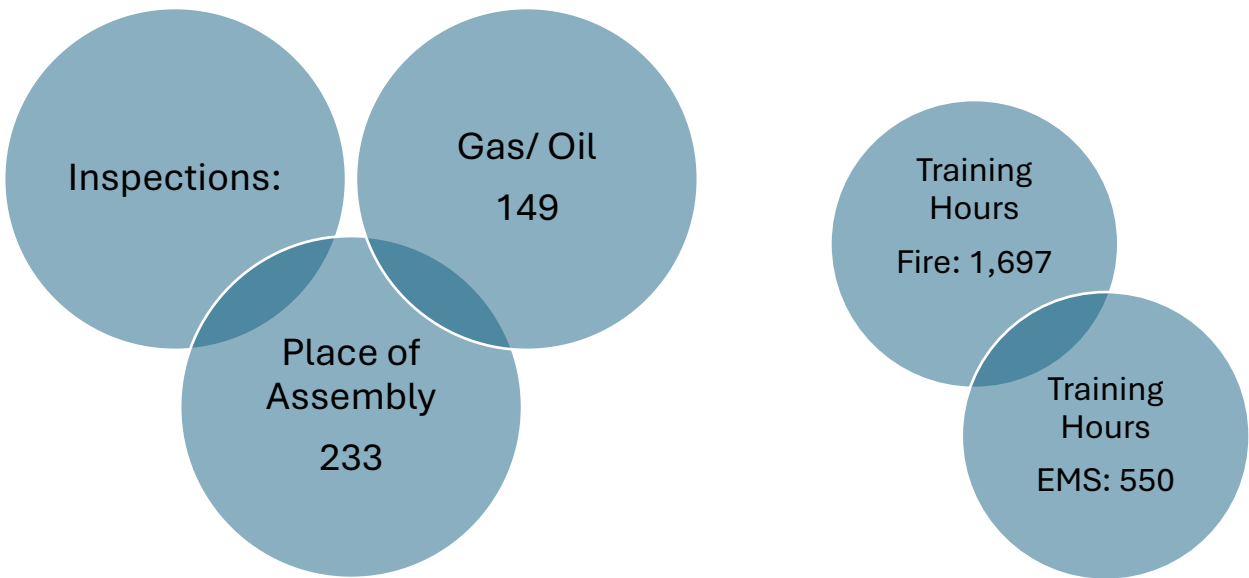
Captain/AEMT Joshua Lounsbury
Lt./Paramedic Blair Weathers
FF/AEMT Jon Wilkinson
FF/Paramedic Leif Jopek
FF/AEMT Helder Ferreira

Call Firefighters

Lt. John Hochreiter	Anna Aaron
Thomas Trimarco, MD	Glenn Elder
Christina Hammond	Craig McKinney
Francesco Dembinski	Patrick Elder
Elijah Snelling	

Run Statistics

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Fire/Explosion	46	31	32	36	38
(building fires, brush fires, car fires, dumpster fires)					
Overpressure Rupture	3	0	1	0	0
(overpressure rupture, gas, steam, chemical)					
Rescue Call	866	976	1120	1234	1307
(medical call, rescues, motor vehicle accidents)					
Hazardous Conditions	51	48	71	47	44
(gas/propane leak, CO problem, chemical leak)					
Service Call	158	129	213	206	188
(assist other agency, water problem, lock out)					
Good Intent Call	154	162	180	190	202
(smoke scare, dispatched and cancelled enroot)					
False Call	349	383	434	503	449
(fire alarm, CO alarm, sprinkler problem)					
Severe Weather	0	1	5	2	3
(flooding, snow, wind)					
Special Type/Complaint	42	2	6	7	4
Total	1669	1732	2163	2225	2235
<u>Ambulance Calls by Towns</u>					
Hanover	553	664	808	799	917
Lyne	96	101	103	99	104
Norwich	123	135	177	199	163
Mutual Aid	43	42	76	78	63
Total	815	942	1164	1175	1247
Percent of total calls	49%	54%	54%	53%	56%



Firefighter and EMS Provider of the Year

Each year Hanover Fire Department staff nominate a fellow member of the Hanover Fire Department team to be honored as Firefighter of the Year and EMS Provider of the Year. In 2024, Firefighter Jon Wilkinson was awarded Firefighter of the Year and Lt. Blair Weathers was awarded EMS Provider of the Year.

Fire Prevention and Education

The Hanover Fire Department interacts with over 600 Hanover and surrounding area students and children throughout each year by participating in events such as Touch-A-Truck, Fallfest, Hanover Bike Walk's Bike Rodeo, 4th of July Parade and, in-person, during Fire Prevention Week by school sponsored programs to educate students on Fire Safety. These events and programs are always a fun time for both students and Hanover Fire Department Staff!





PURPOSE

**The Howe Library anchors our vibrant community,
providing diverse resources, welcoming spaces,
and opportunities for lifelong learning.**

Every year the Howe Library's success is made possible through the support of **two** key funding sources: the **Town of Hanover** and the **Howe Library Corporation**. The Town of Hanover covers staffing and daily operations, ensuring seamless service. The Howe Library Corporation plays a crucial role in fundraising for dynamic programs for all ages, expanding our collections, and launching innovative initiatives that ensure the library remains responsive to the evolving needs of the community.

We are also deeply grateful to our donors and community sponsors whose generous contributions fund 100% of our highly popular collections, as well as our in-demand programs that attract strong attendance and engagement. Your continued support is essential to making Howe Library a valuable and cherished resource for all. The following data highlights the impact of these efforts, showcasing key outcomes and metrics from our initiatives.

This year, Howe Library proudly completed its strategic plan, developed in partnership with the Corporation Board and community members. Focused on **Community Engagement, Facility Improvement, and Library Organization**, the plan ensures the library continues to meet the evolving needs of our community while staying at the heart of lifelong learning.

Key Goals and Strategies:

- 1. Optimize Community Engagement & Connections**

We aim to strengthen connections with patrons by creating more opportunities for open dialogue and positioning the library as a central hub for community interaction.

- 2. Evolve Collections, Programs, and Services**

We are committed to evolving our offerings to meet the changing needs of the community, ensuring that our collections, programs, and services remain relevant and responsive to create opportunities for open dialogue.

- 3. Create Welcoming, Flexible Spaces**

We're focused on updating library spaces to be inviting, accessible, and flexible, promoting greater usage while ensuring they are welcoming to all patrons.

- 4. Support Staff Growth and Development**

Our staff is key to our success. We prioritize their professional development and job satisfaction, fostering a positive work environment that encourages growth and collaboration.

Through these strategic efforts, Howe Library and the Howe Corporation are dedicated to creating a dynamic, welcoming environment that meets the community's needs and ensures the ongoing success of our services.

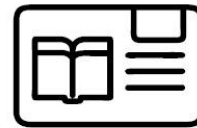


July 1, 2023 - June 30, 2024



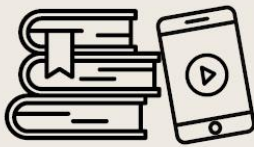
78,506

Visitors to the Library



6,761

Active Cardholders



175,542

Items Checked Out
(Print, Media, Audio,
Ebooks, ILL, Library of
Things)



34,965

Views of Our Website



284

Museum Passes
Borrowed



11,434

People Attended a
Program or Event



34,965

Wi-Fi Usage



6,069

Newsletter
Subscribers

YOUR LOCAL LIBRARY IS INVALUABLE!



THE HOWE CORPORATION AND LIBRARY ANCHOR OUR VIBRANT COMMUNITY PROVIDING DIVERSE RESOURCES, WELCOMING SPACES, AND OPPORTUNITIES FOR LIFELONG LEARNING.

Our community saved \$4,678,445 this year



\$821,644

IN ADULT
BOOKS



\$939,467

IN CHILDREN'S
& YA BOOKS



\$670,845

IN E-BOOKS



\$34,755

IN
AUDIOBOOKS



\$51,125

IN INTERLIBRARY
LOANS



\$56,700

IN MEETING
ROOM USE



\$40,868

IN MOVIES



\$5,680

IN MUSEUM
PASSES



\$40,201

IN REFERENCE
ASSISTANCE



\$1,912,946

IN DATABASE
SEARCHES



\$53,670

IN ADULT
PROGRAMS



\$50,394

IN YOUTH
PROGRAMS



HOWE LIBRARY

13 SOUTH ST, HANOVER, NH 03755
603-643-4120 THEHOWE.ORG



HOWE LIBRARY CORPORATION

A special thanks to **The Jack and Dorothy Byrne Foundation** for helping to sponsor the 2024 season of *Check This Out!* on NHPR and providing new shelving for the children's space.

TREASURER'S REPORT

Promising Growth



Janice Starkey
Treasurer and
Finance Chair

OPERATING REVENUES

Howe Library Corporation (HLC) finances were healthy during fiscal year 2024 (FY24) thanks to generous donors and the performance of our endowment. The Howe Annual Fund, supplemented by a small drawdown from our endowment, supports our book collections, public programs, development expenses, professional fees, technology costs, administrative costs, and building enhancements. Additionally, we received restricted-use donations for new shelving in the children's space and for the continuation of the *Check This Out!* series.

OPERATING EXPENSES

Expenses related to collections and programming comprised 54% of total operating expenses. During FY24, HLC hired Fast Forward Libraries to assist us with a Board retreat and staff planning session to address our strategic plan. We also contracted with a legal team and a human resources consultant to support building enhancement needs and development strategies. After personnel expenses, our largest development expense was the Spring Soirée—the Howe's signature event that raises funds for core library services.

ENDOWMENT

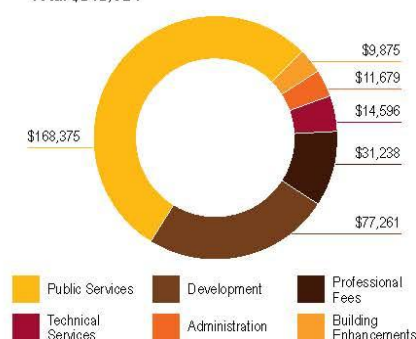
The financial markets were strong in FY24: our investment portfolio was valued at approximately \$5.9 million as of June 30th, an increase of approximately 10.7% for the year. We withdrew \$85,000 or 1.4% of the investment portfolio, which is less than the 3% annual spending policy.

FINANCE COMMITTEE

The Finance Committee has the fiduciary obligation to manage our investment portfolio and treasury operations in the best interests

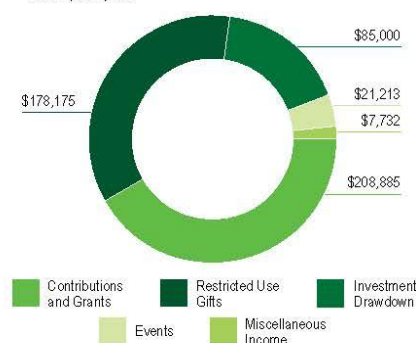
CORPORATION OPERATING EXPENSES

Total \$313,024



CORPORATION OPERATING REVENUES

Total \$501,005



of the HLC. During FY24, the committee ensured our investments were managed in compliance with our Investment Policy Statement (IPS) and evaluated our short-term and long-term cash management policies.

We're grateful for your unwavering support.



HOWE
LIBRARY CORPORATION

FY24 Annual Report

13 South Street, Hanover, NH 03755
603-640-3260 | howetogive@thehowe.org
www.thehowe.org/donate

Emily Howe photo
courtesy of Rauner
Special Collections Library,
Dartmouth College

FIND • LEARN • CONNECT

Human Resources Department

The Human Resources Department promotes the morale and well-being of Town employees, ensures fair and equitable employment practices, and fosters collaborative work environments that inspire excellence in public service.

The Town of Hanover received and processed over 525 applications during calendar year 2024 for over 35 employment opportunities (including full-time, part-time and on-call positions).

The Town has three collective bargaining units. Public Works and Grounds Maintenance employees in Parks & Recreation are represented by American Federation of State, County and Municipal Employees (AFSCME) Local 1348. Police employees are represented by AFSCME Local 3657 and Fire employees by the International Association of Fire Fighters (IAFF) Local 3288. The current Public Works and Police agreements are effective July 1, 2024, through June 30, 2027. The Fire Agreement is effective July 1, 2024, through June 30, 2026, with a Tentative Agreement effective July 1, 2025, through June 30, 2027, subject to voter approval. The contracts provide a cost-of-living adjustment to wages on July 1, 2025, determined by the CPI-U for the Northeast Region for the calendar year September to September and shall be no less than 1% and no more than 4% in any given year.

Premiums for the Town's health insurance plans will have an average increase of approximately 13% and dental coverage will increase by approximately 5%.

The Town continues to offer a competitive benefits package that helps attract and retain top talent from within our region and across the country. In addition to health insurance, we offer short and long-term disability, life insurance, dental, medical and dependent care reimbursement accounts, voluntary (employee paid) supplemental plans, a 457-retirement plan option and New Hampshire Paid Family and Medical Leave. Full-time employees participate in the New Hampshire Retirement System as required by law.

Staff: Katie Williams, Human Resources Director

PARKS AND RECREATION DEPARTMENT

We at Hanover Parks & Recreation, “HPR”, are pleased to present our annual report. Staffing in both our full-time and seasonal positions continue to be a struggle with recruitment. As was the case last year, we had at least one full-time position vacancy for most of the year.

HPR is pleased to participate with the Downtown Working Group. The group is made up of business owners, Town staff, along with Dartmouth staff and works to enhance opportunities and the environment of Downtown Hanover. These efforts have led to enhanced parking signage, and events and programs such as the Allen Street Pilot program and Trick or Treat on Allen Street. We are looking forward to our continued work together to improve the downtown Hanover community.

RWB Community Center Programs:

The R.W.B. Community Center had a Jampacked Fiscal year 24 celebrating its 20th Birthday and hosting more than 4,000 community events ranging from birthday parties to Non-Profit board meetings. It was truly a great way to celebrate 20 years of fostering a safe and friendly environment for the community to gather, socialize and make memories to last a lifetime!



The R.W.B. Community Center further bolstered a strong program catalog with several new multi-generational fitness and enrichment programs. These programs covered a variety of interests from learning how to make your own soap or learning how to fix your own mountain bike to getting in touch with your inner Zen in a Qigong or Vinyasa Flow yoga classes. The R.W.B. Community Center continued hosting weekly Line Dancing and Zumba classes as well as monthly enrichment classes empowering others to learn new skills such as how to make your own kombucha or learning the art of making homemade sourdough bread. Our long-term renters include Blue Wave Taekwondo and Gina Capossella’s Belly Dancing School, have continued renting with us year around. Street Smart Driving School has joined the ranks of long-term renters.

The R.W.B. Community Center continued its strong history of partnerships in the community working with the culinary program from Hartford Area Career and Technical Center (HACTC). This school year partnership provides seniors with an affordable and delicious Grab & Go meal with the option to come in the community center to gather and enjoy the meal, a cup of coffee, and socialize. This opportunity allows the students at the HACTC to showcase their skills while providing a valuable service that is dearly loved in the senior community. During summer vacation the Hanover Lions Club graciously steps in to provide meals for the seniors. This year the combined total of meals served to seniors in the area was 622, this number surpassed 2023 by more than fifty meals!

Athletic Programs:

Hanover Parks and Recreation offers three seasons of sports opportunities for athletes in grades kindergarten through eighth grade. In FY24 we began offering one sport option in each season for pre-k aged children. These sports included Soccer, Basketball, and Baseball.

Fall sports continue to be the highest participation season and include Pre-K-8th grade soccer, K-8th grade field hockey, K-8th grade flag football, and 6th – 8th grade cross country. During the winter, basketball is offered for athletes that are in Pre-K-8th grade. There was a total of 13 basketball teams during the winter across grades K-8th. The spring sports season once again offered 3rd – 8th grade softball, 6th – 8th grade track and field, K-8th grade girls' and boys' lacrosse, and K-3rd coed baseball. In the summers there was an adult Ultimate Frisbee league. This league draws in players from all around the Upper Valley and has continuously grown in participation numbers each year.

In 2024 we began accepting youth sponsorships to offset the cost of uniforms for our youth athletic teams.

As always, HPR's youth sports programs were coached by parent or community members volunteers, without their help young athletes would not have successful programs in which to learn and develop. Thank you to all the volunteer coaches who helped with the Athletic Programs.

Community Nurse:

The Community Nurse program was transferred to HPR in 2024 from Human Resources. The two part-time Community Nurses work to address the health concerns and needs of any Hanover resident, free of charge. Help is provided in a variety of ways, including facilitating communication and clarifying information to/from medical providers and health agencies, monitoring medication compliance and health status, contacting social services when needed, teaching about how to manage health conditions, communicating with relatives who live out of town, and providing in person contact and socialization to combat isolation. The Community Nurses collaborate with the Hanover Fire Department, the Hanover Police Department, and the Welfare Coordinator and Elder Advocate to meet their client's needs.

The nurses spend 80% of their time visiting clients at home. Most clients are elders, and the services are available to any age group and their families. This service differs from direct ("hands on") home nursing care typically provided through visiting nurse or home health care agencies. A Community Nurse will visit individuals as long as there is a need. This model of nursing extends the length of time seniors are able to live in their homes safely and independently.

General Welfare Assistance:

The part-time General Welfare Coordinator/Elder Advocate position was transferred to HPR in 2024. This part time position assists those seeking support with issues such as heating assistance, summer camp scholarships, homeless emergencies, food assistance and more.

In 2024 the General Welfare Coordinator/Elder Advocate assisted 33 individuals/families with welfare assistance (housing, transportation, and food assistance), resource & referral information, advocacy with social service agencies, and scholarships for children participating in HPR's camps and programs.



OST Programs:

HPR's Out of School Time Programs (OST) include the KAST afterschool program, Minicamps (February, April, Quest & Outdoor Adventurers), and six weeks of traditional summer camp (PLAY, Circle H, Dragonfly & Tween).

Kids After School Time (KAST) is for children in grades K-5 and runs out of the Ray Elementary School and the Richmond Middle School. Activities included active play, arts & crafts, STEM projects, seasonal clubs, special events and special outdoor programming, plus more. This year saw the return of field trips on the half days of school for grades 3-5. The OST program staff strive to meet the needs of working parents by partnering with Ford Sayre Ski Program and the Ray School for school sponsored programs and events so that kids can participate in other programs that they may not otherwise attend.

The two summer minicamps (Quest & Outdoor) were run at R.W.B. Community Center and Tenney Park. Both camps were full at 60 participants each and had waiting lists. The two school year minicamps February and April were run out of the R.W.B. Community Center. The school year minicamps (February & April) filled about halfway; It seems that was a trend of neighboring towns as well. The participation numbers decreased during COVID due to a staffing shortage and have not come back up even though the caps have been increased.

The traditional six-week summer camps (PLAY, Circle H, Dragonfly & Tween) were run out of the Richmond Middle School for an average of 125 participants per week in grades K-5 (the OST programming now includes up to grade 5). Included in each week were trips to Storrs Pond and the Ray School playground, special events, field trips and thematic activities. The summer session of PLAY was also full at ten participants each week.

Grounds Division:

The Grounds Division continues to be responsible for the maintenance of all town grounds, cemeteries and trees along Hanover's roads and within town properties, parks, playgrounds, cemeteries, athletic fields, and landscaped areas. Hanover has reached its 46th year in the Arbor Day Foundation Tree City USA program. There were 13 new tree plantings in various locations around town. The Gordon DeWitt elm tree was removed in August after a period of declining health. Emerald Ash borer is now widespread throughout the town and we have an active inoculation program for the larger trees in the downtown area. There were 28 burials conducted in the town cemeteries. Several headstones were repaired, in the town cemeteries, that were in disrepair. An Eagle Scout project was completed in Etna Cemetery. The cemetery fence was repaired, the shed repainted, benches and birdhouses were constructed. We added a new full time grounds position by eliminating 2 seasonal positions.



2023 HANOVER PARKS AND REC 2024 SPECIAL EVENTS



Special Events: HPR is proud to have hosted 13 special events of varying types and sizes for the community over the course of the year. Special events serve families, children, adolescents, and seniors in the Hanover community as well as the greater Upper Valley. The purpose of these celebrations is to provide a pleasant experience (often centered around a holiday or a particular theme) for participants, foster a sense of belonging, preserve traditions of past town events, and to have a good time in the destination of Hanover, New Hampshire. This year, an estimated 3,890 individuals participated in special events programs. Eight of our events were large scale, free events, and five events were smaller celebrations that required registration and/or payment to maximize the experience of those participating. Some event highlights from this year include: an average of 30 children and their families at each Wednesday evening during the summer Picnic in the Park series, the 20th Birthday Celebration of the R.W.B. Community Center during September 2023 that culminated at

Fallfest with a special cake, and 140 pre-registered runners (plus a big wave of day-of registrants!) for the 31st Annual Turkey Trot that took place on November 19, 2023.

As always, we are extremely grateful to the 29 community volunteers who helped make this year's special events possible. These volunteers made apple cider with children at Fallfest, stopped traffic during the Turkey Trot, and facilitated patriotic arts and crafts projects during the 4th of July Celebration, just to name a few instances of their support. Finally, we are fortunate to have partnered with 23 community businesses and organizations to put on this year's special events. HPR is looking forward to another spectacular season of community special events and hope to see you out hunting for eggs, turkey trotting, or in the pie eating contest at the Old-Fashioned 4th of July Celebration soon!

Staff: John Sherman, Director; Liz Burdette, Assistant Director; Nicole Leonard, Out of School Time Program Director; Asa Metcalf, Grounds Supervisor; Steve Zelows, RWB Program Manager; Justin Pero, Athletics Program Manager; Hannah Falcone, Events & Media Manager; Chris Koloski, Grounds Turf Manager; Chance Crowe, Grounds Landscape Manager; Summer Whitcomb, OST Program Coordinator; Tyler Howard, Grounds Worker; Tamera Coutermarsh & Hari Sethi, OST Program Specialists; Doris Yates & Nina Lloyd, Community Nurses; Jen Gantrish, General Welfare Coordinator and Elder Advocate.

PLANNING, ZONING, AND CODES DEPARTMENT

The Planning, Zoning, and Codes Department plays a crucial role in shaping Hanover's future by serving the Planning Board, Zoning Board of Adjustment, Conservation Commission, Building Code Advisory Committee, Hanover Bike Walk, and Sustainable Hanover.

Over the past year, a significant focus has been working with the Planning Board, consultants, citizens, and stakeholders to develop and adopt the Sustainability Master Plan, which was officially approved in April 2024. Since its adoption, staff has been actively seeking opportunities to implement the plan's initiatives through grant funding, community engagement, and integrated permit administration. These efforts aim to advance sustainability across various areas, including land use, economic development, transportation, natural resource protection, and public health while preserving and enhancing Hanover's distinctive character and quality of life.

In addition to seeking ways to improve the town's ordinance and regulations to better reflect the will of its citizens, the department is also tasked with administering and enforcing the existing regulations, as well as performing conservation administration, health inspections, building inspections, rental registrations, and code enforcement.

The department lost its Director when Robert Houseman became Town Manager. The department welcomes Jen Murray, who will take over as new director beginning in April 2025. The staff comprises Senior Planner Alex Taft, Planner Bruce Simpson, Building Official & Health Officer Ryan Borkowski, Deputy Building Official Shane Pratte, and Administrative Assistant Beth Rivard.

HEALTH OFFICER'S REPORT

The duties of the Town Health Officer are typically coordinated through the Planning, Zoning & Codes Department. Regular responsibilities include:

- Inspections as required/requested of failed private subsurface sewage disposal systems
- Rental housing health-related complaints (RSA 48-A)
- Daycare licensing and license renewal inspections
- School health inspections
- Food protection (complaint-based and to assist NH Food Protection with inspections as required)
- Education of proper handling and disposal of lead and asbestos materials typically found in construction
- Assist with dispersal of information vital to community health such as outbreaks of disease or other public health advisories and warnings

The New Hampshire Department of Health and Human Services, Bureau of Public Health Protection, provides regular training for Health Officers. Fiscal year 2024 training opportunities included updates on regulation changes to asbestos abatement, lead paint management, inspections for foster homes, and evaluations of subsurface wastewater system performance.

For public health-related concerns, please contact:

Health Officer:	Ryan Borkowski	603 640-3216
Deputy Health Officer:	Robert Houseman	603 640-3210
Deputy Health Officer:	Christina Hammond	603-640-3216
Deputy Health Officer:	Shayne Pratte	603-640-3234

HEALTH OFFICERS' REPORT

Asbestos abatement	9
Childcare	3
Complaints	
DES & Health/Human Svcs	10
Mobile Food Truck	9
Rental housing registrations & complaints	2
Restaurant inspection reports	37
TOTAL FEES COLLECTED	\$225

POLICE DEPARTMENT



On behalf of the dedicated men and women of the Hanover Police Department, we are proud to present our Annual Report. Our mission is to provide professional, compassionate police services through partnerships that build trust, reduce crime, create a safe environment, and enhance the quality of life in our community. To fulfill this mission, we remain committed to recruiting and developing quality individuals who exemplify our core values of **Integrity, Respect, Fairness, Excellence, and Positivity**. These values guide our daily interactions and reinforce our promise to serve the Town of Hanover with honor and professionalism.

RECRUITMENT AND PROMOTIONS



Sergeant Anthony Casale



Officer Chris Fazio



Chief Dennis (Ret.) and Lt. Matt Ufford

The Hanover Police Department was successful in hiring two patrol officers in 2024. Officer Anthony Casale is an experienced NH certified police officer who joined the department in July and was promoted to Sergeant in December. Officer Chris Fazio was hired in July and graduated from the NH Police Academy on November 15, 2024. Sgt. Matthew Ufford was promoted to Operations Lieutenant in December of 2024 where he oversees the Patrol Division. We have three additional candidates that participated in our hiring process at the end of 2024 and successfully completed the background process to join the department in 2025.



Rob Houseman, Town Manager & Chief Charlie Dennis (Ret.)



Chief James P. Martin

Chief Charlie Dennis retired on December 31, 2024. He served as Chief for the department for 10 ½ years during which time he brought the agency forward and achieved his vision of obtaining CALEA Accreditation certification during his tenure. We wish him all the best in his retirement.

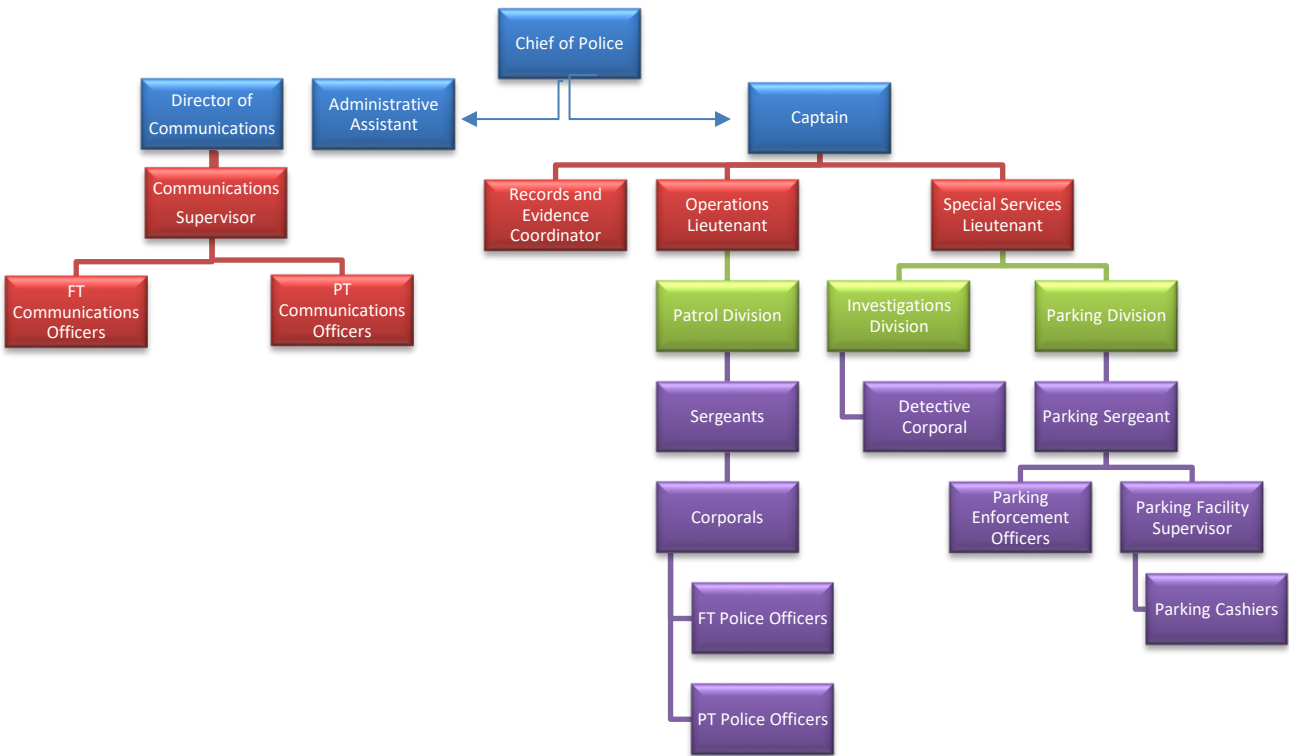
On February 18, 2025, Town Manager Rob Houseman announced that Captain Jim Martin would be Chief Dennis’ successor. Chief Martin was sworn in on February 24, 2025.



The Hanover Police Department earned CALEA Accreditation in 2023. In September 2024, HPD successfully completed year one of the four-year re-accreditation cycle, demonstrating its ongoing commitment to professionalism, accountability, and continuous improvement. Each year, a CALEA Compliance Service Member reviews HPD’s policies and practices to ensure compliance. In the fourth year, a full on-site assessment is conducted to verify adherence to CALEA standards and best practices.

Admin. Assistant Elizabeth Rathburn attended the annual CALEA conference in Winston-Salem, NC in July of 2024 after completing the Law Enforcement Accreditation Manager training. She is invested in ensuring that the accreditation team continues to be successful in meeting the standards set forth by the CALEA Accreditation Commission.

DEPARTMENT ORGANIZATIONAL CHART



DEPARTMENT AWARDS

The Hanover Police Department recognizes the outstanding work by their staff. In 2024, an awards ceremony was held to recognize employees who provided outstanding service. The recipients of these awards were nominated by their peers and approved by the department's Award Committee.

Lifesaving Award – October 5, 2024

Captain Jim Martin

For outstanding police performance in the saving of a human life on October 5, 2024, and the display of conspicuous initiative, capability, and attention to duty, thereby earning the respect and admiration for himself and the Hanover Police Department.

Lifesaving Award – December 4, 2024

Officer Jeph Underwood

For outstanding police performance in the saving of a human life on December 4, 2024, and the display of conspicuous initiative, capability, and attention to duty, thereby earning the respect and admiration for himself and the Hanover Police Department.

Outstanding Service Award

Sergeant Dan Fowler and Officer Aaron Frank

In recognition and appreciation for their outstanding actions and teamwork on September 20, 2024, in the response, investigation, and de-escalation of an incident involving a suicidal subject.

Outstanding Service Award

Lieutenant Michael Schibuola

In recognition of his outstanding police work involving the multi-agency coordination and investigation into a significant embezzlement case resulting in the successful prosecution of the offender. His actions and leadership during this incident went above and beyond to meet the standard for outstanding service.

Outstanding Service Award

Detective Corporal Tim Meenagh

In recognition of his exceptional efforts during the investigation into a drowning death which started on July 7, 2024. His efforts went beyond this extensive investigation to include his commitment to the victim's family by helping to effect change that can help prevent future tragedies.

Outstanding Service Award

Sheryl Tallman, Records Coordinator and Evidence Technician

In recognition of her exceptional contributions to the Hanover Police Department related to the evidence management to meet CALEA standards, and coordination of an unprecedented volume of prosecution and records requests.

TRAINING and PROFESSIONAL DEVOLPMENT

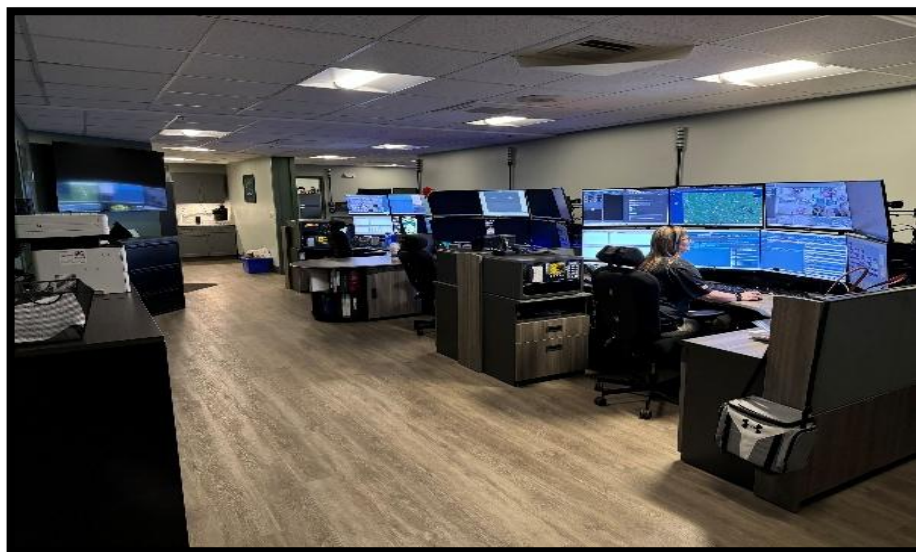
Department members completed in-service training in several 21st-century policing topics, including implicit bias, ethics, de-escalation, advanced breaching, leadership, mental health response, CPR/AED, Stop the Bleed, firearms, defensive tactics, R.A.D. instructor certification, interviewing, criminal law, and first responder wellness. The department spearheaded a critical incident working group focused on reunification to strengthen emergency preparedness through collaboration with the local school district, Dartmouth College, and regional partners. Hanover also engages in a regional working group and pursues ongoing emergency readiness training.

CRIME TREND ANALYSIS

CRIME CLASSIFICATION	2023	2024	PERCENT
ROBBERY	1	1	0%
BURGLARY	4	1	-75%
THEFT	62	45	-27%
MOTOR VEHICLE THEFT	2	2	0%
ASSAULT	17	12	-29%
ARSON	1	0	-100%
FRAUD	26	16	-38%
STOLEN PROPERTY	3	0	-100%
MALICIOUS MISCHIEF	22	14	-36%
SEX OFFENSE	4	3	-25%
NARCOTICS	3	1	-67%
FAMILY OFFENSE	12	15	25%
LIQUOR VIOLATION	22	13	-41%
TOTAL OFFENSES	179	123	-31%

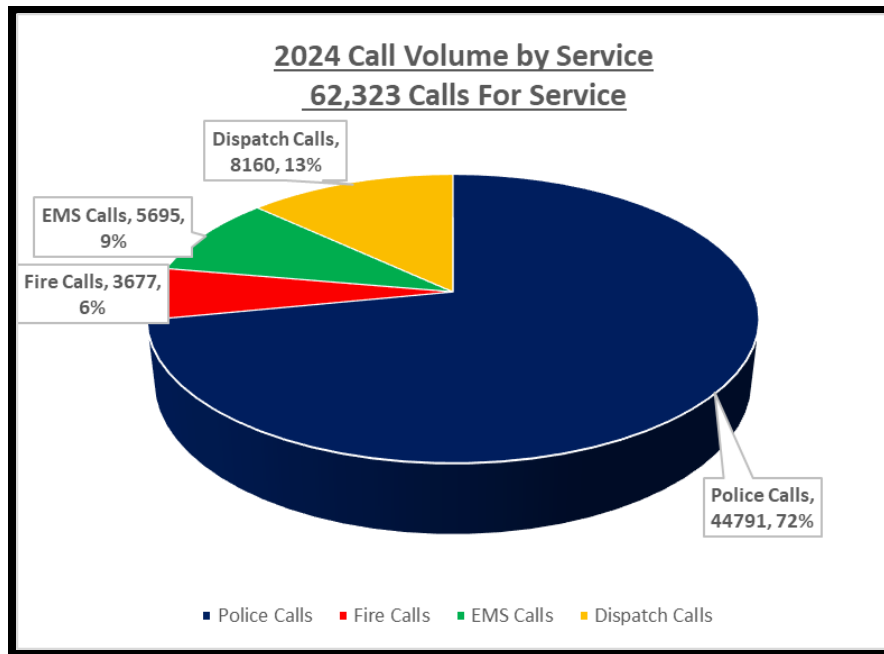
COMMUNICATIONS DIVISION

The Hanover Communications Division consists of a director, supervisor, eight (8) full-time and three (3) part-time Communications Officers. We are proud that almost half our staff have over 20 years of service to the Town of Hanover. The Division has two vacancies that have been a challenge to fill. These vacancies have persisted over several years. One position has been vacant since July of 2022, the second has been vacant since April of 2024. We are continually advertising, attending job fairs, and have recently engaged the River Bend Tech Center in Bradford, Vermont to seek future employees.



The communications center completed a town wide telephone system replacement in 2024, upgrading our 12-year-old system to a modern, cloud-based telephone system that allows for greater redundancy, and more modern functionality. The center used this time to upgrade its telephone and radio system recorder to the latest version as well.

Communications Officers provide 24/7 dispatching services for 26 communities in the recently renovated Regional Communications Center. Our Communications Officers receive extensive training through the initial 6-month Communications Training Program on-site, as well as through the Association of Public Safety Communications Officials (APCO), and the NH Emergency Dispatch Association to remain current in training, networking and technological advances in public safety.



Police

Hanover, Plainfield, Lyme, Orford, Fairlee, Grafton, Canaan, Enfield, Grantham, Springfield

Fire

Cornish, Plainfield, Hanover, Lyme, Orford, Piermont, Grafton, Canaan, Enfield, Grantham, Springfield, Croydon, Norwich, Thetford, Strafford, Fairlee, West Fairlee, Vershire, Bradford, Corinth, and Tri-Village

EMS

Cornish Rescue, Hanover, Lyme, Orford, Piermont, Grafton, Canaan, Springfield, Grantham, Croydon, Norwich, Thetford, Strafford Fairlee, West Fairlee, Vershire, Bradford, Corinth, Corinth Topsham Emergency Response Team

Dispatch

Hanover Dispatch Calls: Any call handled by the Communications Officer, not assigned to a specific department.



Chief Charlie Dennis (Retired) and Director Doug Hackett

Doug Hackett, Hanover Police Director of Communications, received the Public Safety Communications Director of the Year Award from the Association of Public Safety Communications Officials (APCO). Director Hackett has worked for the Town of Hanover for over thirty years and has served as its Director for the past 25 years.

Former Chief Dennis described Doug as “someone who exemplifies leadership, dedication, and innovation to public safety.”

The Department and the Town of Hanover have benefited greatly from Doug’s experience and ability to secure grant funding in the amount of \$2.6 million over the course of his career.

PARKING DIVISION

The Parking Division consists of six (6) full-time and three (3) part-time employees. Sergeant Christopher Swain oversees the Parking Division. The Parking Division was successful in hiring two new Parking Cashiers in 2024: Tara Gray and Rosemary Connelly.

The Parking Division offices are located on the first floor of Town Hall, where staff are available to answer questions and process permit and ticket payments using their computer-based tracking system. Payments can be made over the phone, online at <http://parking.hanovernh.org>, in person or by mail and appeals can be filed in writing. Now account holders can set up a recurring payment option for their convenience. More information about parking can be found on our website but also feel free to contact us at parking@hanovernh.org or call 603-640-3220.

The Parking Enforcement Division (as well as Patrol Officers) issue parking notices for violations of the Hanover Parking Ordinance, to include expired meters, parking in handicap zones without a permit, parking in prohibited areas and for parking on streets and lots after midnight during the winter parking ban. Enforcement officers also address parking related complaints throughout the downtown area.

We look forward to upcoming improvements in 2025/2026 to the Town Parking Garage to include concrete joint repair, stair tread repair to the rear stairs off Currier Place, replacement of the north stairwell railing and a wireless mesh network system to improve communication within the facility.



New signs were installed throughout the downtown area to improve wayfinding and better inform visitors of the parking options available either in the parking garage or in one of the Town owned lots.

With assistance from the Hanover Fire Department, an Automated External Defibrillator (AED) was recently repurposed and deployed at the Hanover Parking Garage, located at 7 Lebanon Street, for Public Access Defibrillation (PAD) use. The Parking Division now has two AED units available—one in their office in the Town Hall lobby and one at the Parking Garage. To further enhance emergency preparedness, Parking Division staff completed the American Heart Association Heart Saver CPR/AED certification course. This training ensures that staff are equipped to respond quickly and effectively during a cardiac emergency, supporting the Town's ongoing commitment to public safety.



AED located in Town Hall



AED in the Parking Garage



Parking Staff training in CPR/AED

COMMUNITY OUTREACH AND PROGRAMS

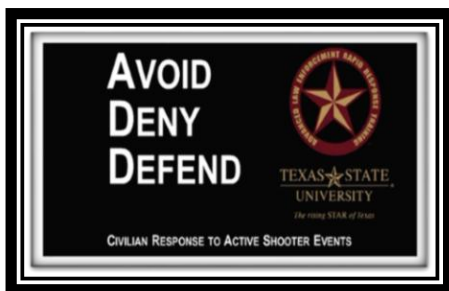
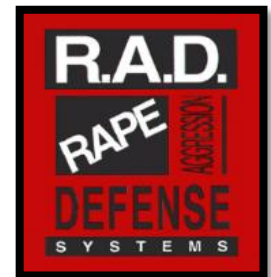


Lieutenant Matthew Ufford spearheaded the fourth annual “**Josie’s Drive**” which was a blood drive in collaboration with the Blood Donor Program at DHMC held in honor of a local child who has battled leukemia. This event was established in 2021 and continues on an annual basis. To continue awareness and in honor of Josie – the Department promotes community engagement with CHaD and the Blood Donor Program every September by hosting a touch-a-truck event and displaying magnets on the cruisers. 2024’s Haunted Cruiser was also a big hit on Allen Street.

The department’s community outreach has expanded to the digital world, engaging with the community on several platforms on a variety of topics. HPD has produced the first of many “employee profile” videos, encouraging the community to get to know our members and increasing transparency, and regularly posts photos and videos of officers engaging with the community. In 2024 the department’s Facebook posts recorded over 54,000 views, 2,800 interactions and gained 324 new followers.

Rape Aggression Defense (R.A.D.)

The Hanover Police Department continues to offer the Rape Aggression Defense (R.A.D.) Systems Program; a basic self-defense program specifically designed for women. For information relating to R.A.D. or to schedule a R.A.D class, please contact Sgt. Chris Swain at (603) 640-3219 or Christopher.Swain@HanoverNH.org.



C.R.A.S.E. Training

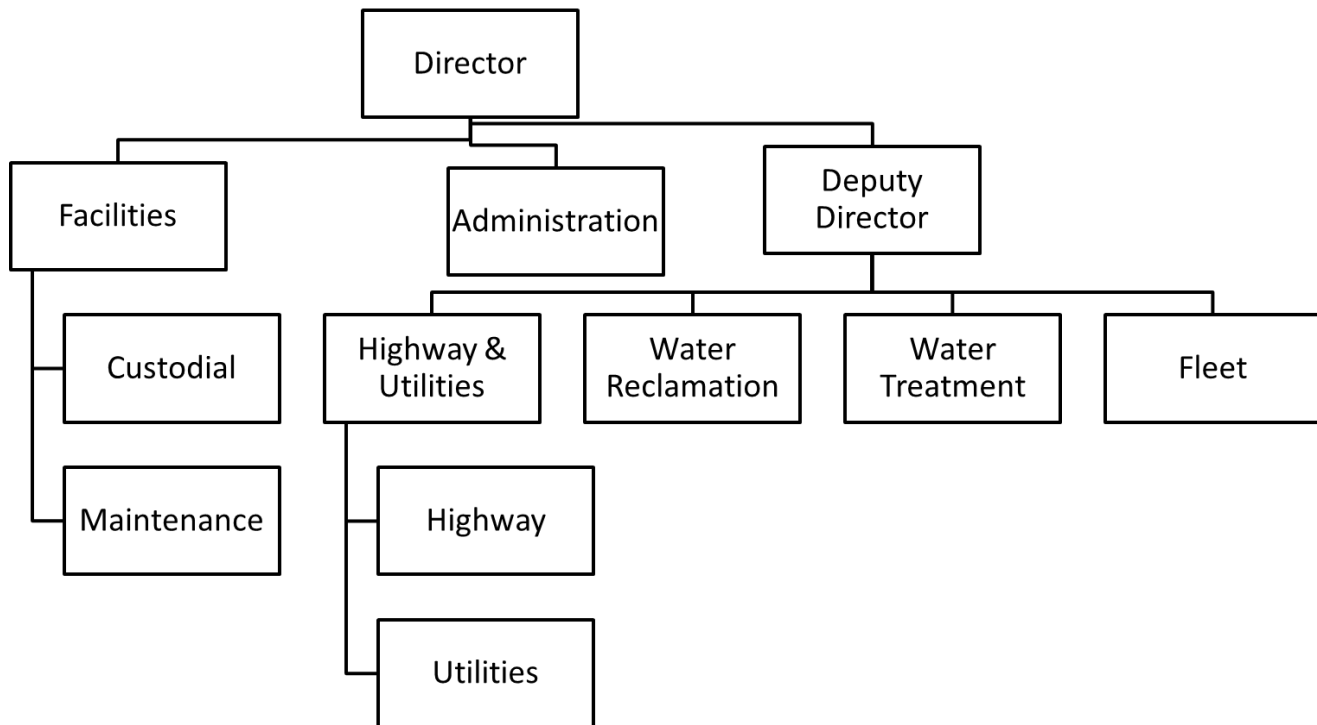
C.R.A.S.E. (Civilian Response to Active Shooter Events) is a valuable training we continue to provide to our businesses, schools, churches, and community groups. The training is 1.5 hours in length. The goal of this training is to increase the survivability of victims who find themselves in an active attack, by providing them with pre-planned response options they can easily remember and initiate under extreme stress. Contact PD Administration to schedule training: (603) 640-3327 or Elizabeth.Rathburn@HanoverNH.org.

The Special Needs Support Center



The Hanover Police Department and The Special Needs Support Center joined forces to expand the Special Needs Information Program (SNIP) which helps emergency responders identify and respond effectively to vulnerable residents with special needs. This is a voluntary program in which special needs community members of any age can have their information entered into the Department's database including crucial information such as triggers and special accommodations, emergency contacts and a photograph for safe interactions during emergency responses. This program is also in use by the Lebanon and Hartford Police Departments.

Department of Public Works



The Public Works Department is responsible for all town infrastructure including roads, bridges, drainage, signals, lighting, recycling, water distribution and storage, wastewater treatment and pumping, facilities, fleet, energy procurement, water and wastewater treatment, and engineering.

The department is comprised of seven divisions: Administration, Facilities, Fleet, Utilities, Water Treatment, and Wastewater Treatment. Over the past three years, the department has seen over a 60% turnover (23) in staff, 35% (12) in the past year alone. We have lost over 400 years of experience but have gained new staff with tremendous potential which will serve the community for the next generation. The department is planning for the departure of additional critical long-term employees in the next five years; the most affected area will be in Wastewater Treatment.

Administration Division

The division conducts long range planning, engineering support to planning and zoning, manages engineering designs, bidding, project construction administration, department purchasing, energy procurement, permits, inspections, manages curbside recycling, and oversees daily operations.

Public Works launched a Computerized Maintenance Management System (CMMS) to provide accurate tracking of expenses, resources deployment, and prioritization. This included supervisor training, NHDES ARPA grant funded engineering intern(s) to gather data, and import assets into the system.

Lebanon Street Sidewalk: Using ARPA funds United Construction was contracted to remove and replace 10,500 sq. ft of concrete sidewalk and ~1,100 feet of granite curbing on Lebanon Street on the south side between South Main Street and Hovey Lane and 200' on the north side beginning at South Main Street.

Utility owned streetlight replacement – 471 utility owned inefficient streetlights were replaced by Affinity LED with cellular controlled LED Streetlights. The new streetlights will use 60% less energy than the previous lights

or 82.6 fewer tons of carbon dioxide annually. The lighting controls will allow the town to adjust the light level for various sections of town based on activity levels. Public Works issued 28 Excavation permits, 60 Obstruction permits, 9 Driveway permits, and signed off on 85 Building permits.

Department-wide training was held monthly and included subjects such as: anti-harassment training. CPR, and AED training, safe and proper utilizing of truck chains, trench safety, and bucket truck operation.

Facilities Division

The Facilities Division is responsible for the maintenance, custodial services, and management of all town-owned buildings. These include, the Town Hall, RW Black Recreation and Senior Center, Public Safety Building (housing the Police and Fire Departments), Howe Library, Etna Library, Etna Fire Station, Water Reclamation Facility, Water Treatment Facility, Parking Garage, DPW, Shed 2 Storage Facility, and Grounds buildings at Pine Knolls Cemetery.

The major projects completed were the replacement of the Howe Library east roof (newer building section) and the RW Black Recreation Center roof.

Completed Work Requests 585



Fleet Maintenance Division

The division is responsible for all Town of Hanover vehicles, standby generators, operational equipment, small equipment, and the centralized fuel system. The Division provides regularly scheduled maintenance on 116 pieces of registered equipment and approximately sixty additional pieces of small equipment.

The Division prides itself on many years of fleet maintenance experience to effectively maintain and provide the Town of Hanover with efficient and quality service. The Division provides an on-call mechanic 24/7 for emergency repairs. Town-wide departments experience minimal downtime and personalized service on their operational equipment which increases productivity throughout.

We are beginning to plan a transition of the town fleet to *Hanover's Ready for 100* commitments to move to 100% renewable forms of transport, without compromising the effectiveness of our operational equipment. In 2020 Hybrid vehicles were introduced to the Police fleet administrative vehicles. In 2023 the Police cruisers with replaced with Hybrid models. As of 2024, there was a 30% reduction in Police Department fuel consumption. Plans are to begin to replace Public Works with lower carbon intensive vehicles. Beginning in FY26, DPW administrative vehicles will be replaced with plugin electric vehicles. A transition plan will be developed to guide the municipal fleet and equipment transition.



Tower Radiator Replacement



Ambulance Servicing

Highlights of 2024:

- Integrated Computer Fleet analysis (CFA) Shop Floor software into our maintenance program to help track parts and repairs more accurately and efficiently
- Staff training included: Diesel Engine Diagnostics, Hazardous Waste Coordinator
- Assisted in Highway snow removal (20 hours)
- Radiator replacement of the Fire Department Tower 1
- Prepared specifications for, took delivery of, or set up the following equipment for the departments listed below:
 - Highway Division:
 - (2) 2024 Western Star single axle truck w/integrated dump body, plow & wing (In service Feb & Aug 24')
 - (2) 2024 Ford F350 Pickups upfitted with plows and sanders (Put in service September 24')
 - Parks & Recreation Division:
 - (1) 2024 Ford F350 with a Stainless-Steel Landscaping body
 - Fire Department:
 - (1) 2024 Chevrolet Tahoe, Deputy Chief Response Vehicle
 - Planning & Zoning Division:
 - (1) 2024 Ford Maverick HYBRID

Highway Division

The Highway Division consists of 12 team members who are responsible for the day-to-day maintenance of the roads, bridges, sidewalks, signs, signals, curbing, drainage, vegetation management, and line-striping. They also take on construction projects over the summer months, as needs and time allows. During the winter months, with assistance from Grounds employees, they provide winter maintenance for roads and parking lots. In 2024, the division was critically understaffed most of the year due to retirements and separations and needed to reduce staff by one position to be able to offer competitive wages. By the end of the year, the division was back to nearly full staff. During this critical shortage period, the team worked more than 1150 overtime hours to make up for the staff shortage as well as postponing several projects that were not time sensitive.

Maintenance Performed:

- 71 miles of roadside mowing,
- Completed 3 complete gradings of 33 miles of gravel, plus additional gradings to address roughness. Which equated to grading 75 miles.
- Swept 68 miles of roadways and 13 miles of sidewalks
- Removed 280,000 cubic feet of snow in the urban core, which is enough snow to fill the RW Black Community Center.
- Trimmed and chipped roadside brush and trees along both sides of 2.5 miles of roads (Fern Ln, Carriage Ln and 3 Mile Rd).
- Painted 28.16 miles of center lines and 27.35 miles of fog lines (white), 96 crosswalks, and 20 turn arrows.
- 45 drainage structures were repaired and adjusted.
- Winter operations consisted of the coverage of 12 separate winter maintenance plow routes. These routes combined require 27.25 manhours to complete one full pass of the routes.
- There was 1230 tons of road salt used, and 3350 tons of winter sand used.
- 36,750 gallons of brine was applied to roadways and sidewalks.
- Pavement overlay of 7,500 linear feet of sidewalk and 16,400 linear feet of roadway
- The highway crew has the continued support of HPR for some of the winter operations.

Construction Performed:

- While working around Dartmouth graduation, Dartmouth's energy conversion project, and a limited staff, rebuilt College Street adjacent to the Green. This project improved drainage, added curbing, a complete subbase/base removal and replacement, added complete street features, a raised mid-block crossing, replaced the sidewalk, and added mid-block pedestrian warning devices. The project was designed and constructed in-house using a concept developed by GPI. Final paving, striping and curbing will occur in the summer of 2025.
- Improved safety, security and parking features at the Public Works Facility.



Public Works Parking improvements



College Street Reconstruction

Utility Division

The Utility Division is comprised of a four-person crew that maintains and operates the sewer collection system and the water distribution system. In 2024 the Water distribution and Line Maintenance divisions were merged to form the Utility Division. The Division is responsible for all water mains, town owned services, hydrants, gate valves, sewer mains, sewer manholes (SMH), winter sidewalk maintenance, and assisting with snow removal. The crew also maintains the street benches.

Maintenance

- Repaired and sealed 16 street benches
- The crew worked 335 hours of overtime due to staff shortages
- Slip-lined 2,187' of 6" cured in place Pipe, (CIPP), 1645' of 8" CIPP. Slip-lining is a process where a continuous pipe insert is pulled through an existing pipe eliminating the need to excavate, accomplishing in a few hours rather than weeks or months and at a fraction of the cost.
- Video inspected 10,536' of sewer mains
- Flushed 9,632' of sewer mains
- Lined and sealed 5 SMH's.
- Inspected the replacement of failed sewer pipe on Freeman Road
- Adjusted 41 SMH frames
- Removed brush and trees on 3000' of cross-country sewer Right of Way (ROW)
- Mowed 15,000' of cross-country sewer ROW
- Responded to 6 emergency sewer calls, including 2 private sewer overflows
- 16 curb valve repairs
- Responded to 4 water distribution related emergency calls throughout the year and
- 28 on/off requests and 6 inspections
- 4 hydrant flow tests were conducted
- Cleaned 150 gate valve boxes
- Flushed 330 fire hydrants

Construction

- Installed 550' of new 12" watermain on College Street to include 2 hydrants & 5 valves were installed by the crew with assistance of the Water Treatment division.
- Relocated a hydrant at the Hanover Garden club greenhouse.
- Installed a smart hydrant which provides remote pressure readings.



Water Main Installation College Street



Slip-lining North Main Street Sewer

Water Reclamation

The WRF division provides safe, reliable, and economical wastewater services while promoting public health, economic strength, and environmental values.

2024 resulted in the WRF becoming fully staffed once again. Six (6) full-time employees maintain and operate the main facility along with four (4) town pump stations and one (1) private station.

- In 2024 the WRF successfully reclaimed 453,100,000 gallons of wastewater
- removed 918.53 wet tons of solids from the waste stream.
- The facility had zero (0) reportable violations of the current National Pollutant Discharge Elimination System (NPDES) permit.
- Total precipitation for 2024 was 32.12" of rain, and 60" of snow.
- The WRF received a total of 265,939 pounds of Biochemical Oxygen Demand (BOD), as well as 268,930 pounds of Total Settleable Solids (TSS) and achieved a 97% removal rate for both BOD and TSS removal. The NPDES Permit requires 85% removal.
- Experienced a 14% increase in BOD loading, and a 5% increase in TSS loading. This is attributed to various factors including an increase in the student population on the Dartmouth campus as well as food production throughout the Town of Hanover.
- Our State Certified in-house lab performed 108 BOD tests, 108 TSS tests, 158 E. coli tests, as well as several daily operational tests, to measure plant performance.
- The EPA mandated DMR QA-44 Study passed with high marks. This study ensures that laboratory procedures are consistent and accurate and uses approved standard methods and procedures. The DMR QA-44 Certification is required annually.
- Cleaned one of the two anaerobic digesters.

We continue to wait for the finalization and issuance of the NPDES Medium General Permit from the US EPA. This permit will have nitrogen limitations which are being addressed in the Facility Upgrade which was approved in FY24 by Town Meeting. We have applied for and received preliminary confirmation of a Long Island Sound Futures Fund (LISFF) Fish and Wildlife grant which will provide additional funding for the upgrade project.



Pump Station #4 Wet-well cleaning



Water Reclamation Facility borings

Pretreatment Activities

The IPP Coordinator has been working to create renewed awareness of The Industrial Pretreatment Program. With many new employees now responsible for compliance with their industrial pretreatment program, IDP, focus has been awareness, education, and communication.

Since April of 2024, a total of 21 Industrial Discharge Permits have been renewed. This includes Inspections, self-monitoring reports being submitted for review, along with current Industrial Discharge Permit applications. One

new IDP for a Food Establishment was issued as well. Along with Permit activity, several Notices of Violation have been issued to Permit Holders. Compliance issues are being addressed, and much of our Notice of Violation is to work together with the Permit Holder to find the source of the problem and address it accordingly. We have also been working the City of Lebanon IPP Coordinator to ensure that compliance is met with our IMA-Industrial Discharge Permit Holders in the City of Lebanon that discharge to our sewer system.

NHDES performed an inspection of the Hanover IPP Program reviewing Local Limits studies, Intermunicipal Agreement (IMA) requirements, as well as overall record keeping for Industrial Dischargers (IDP). Staff attended the NERPCA Conference that offers roundtable training to address the very nuanced issues that arise in the Pretreatment Coordinator role. A great opportunity to learn about future regulations such as PFAS screening limits, as well as many other changes set forth by the EPA.

Water Treatment

The Water Division consists of two staff members that oversee the operation and maintenance of the treatment, pumping, and storage of Hanover's drinking water. In 2024 there were no water system violations.

- Total volume of water processed - 321.87 million gallons
- Average daily volume processed- 881,824 gallons per day (gpd)
- Volume of water delivered to customers -300.05 million gallons (822,000 gpd)
- EPA Lead-Copper Service Line Inventory mandate- completed initial inventory Oct. 24'. Three Interns were hired to assist, admin, utility and water dept under an ARPA LSI, Lead-Copper Grant. 1535 out of 1598 services were identified on both sides of the system. Remaining unknowns:36 town side and 43 on the private side.
- Staff performed 1183 service line inspections.
- Water Meter Replacement Project- 774 meters have been replaced since August of 2023, over 400 replaced by staff in 2024.

Construction

- The Greensboro water storage tank was rehabilitated by RJ Forbes of Attleboro, Mass. The Tank was completely refurbished (Interior and Exterior)-this included the removal of the Lead paint, pit repairs, priming and finish painting, as well as, updating safety provisions. Approximately 9M gallons of water was provided by the City of Lebanon while the tank was offline.
- Lebanon-Hanover Water Interconnection and Pump Station Project began construction in 2024 and will be completed summer of 2025. This will allow both Hanover and Lebanon to provide water to each other's community on the NH120 side of town during emergency situations and planned maintenance on water systems.
- Water Distribution Project- Several neighborhood and outreach meetings were held to inform residents of the work. The contract was awarded to L & M Service Contractors with work to begin in May 2025. Construction will include ~11,000 feet of 8" ductile iron pipe, hydrants and services (some to the customers meter) on Maple, River Ridge, Weatherby, Weatherby Terrace, Read, Lewin, Downing, Sargent (and Extension), Occom Ridge, Rope Ferry, North Balch, Parkway, Currier, Buell, Hovey, Brockway, Woodrow, and Barrymore.



Greensboro Road Tank Rehabilitation



Lebanon & Crosby Water Main

Public Works Staff

Retired or Separated from Public Works

Bruce Sanborn, Heavy Equipment Operator, Retired – 07/12/2024
 Don Foster, Fleet Superintendent, Retired – 09/26/2024
 Ed Woodbury, Buildings Maintenance Technician, Retired – 02/01/2024
 Gary Searles, Administrative Coordinator, Retired - 05/29/2024
 James Messier, Water Technician, Retired - 03/29/2024
 Larry Holmes, Mechanic, Retired 05/01/2024
 Logan Mass, Heavy Equipment Operator, Separated – 07/02/2024
 Randall Mac Donald, Highway Operation Supervisor, Retired – 06/28/2024
 Robert Henry, Heavy Equipment Operator, Retired – 06/20/2024
 Ross Farnsworth, Buildings Superintendent, Retired – 12/18/2024
 Steve Perry, Sr. Heavy Equipment Operator, Retired – 7/16/2024
 Todd Bragg, Sewer Maintenance & Construction, Retired - 7/15/2024
 Ben Rogers, Utilities Maintenance Supervisor, Separated – 01/24/2025

Administration

Adraine Coutermarsh, Administrative Coordinator
 Christina Hall, P.E., Deputy Director
 Jim Cray, Highway & Utility Superintendent
 Leah Lucas, Administrative Assistant
 Peter Kulbacki, P.E, Director

Facilities

Chris Jordon, Custodian
 Earl Miller, Head Custodian
 Mark Curulla, Custodian
 Tyler Nelson, Buildings Maintenance Technician
 Shawn Douglas, Facilities Superintendent

Fleet

Larry Holmes, Mechanic (returned part time 6/4/24)
 Riley Davis, Mechanic
 Dave Brown, Sr. Mechanic
 Wesley Ulman, Fleet Maintenance Superintendent

Highway

Chris Berry, Highway Operations Supervisor
Daniel Morancy, Sr. Heavy Equipment Operator
David Field, Heavy Equipment Operator
Hunter Stebbins, Heavy Equipment Operator
Ron Holmes, Heavy Equipment Operator
Timothy Keener, Heavy Equipment Operator
Trevor Field, Heavy Equipment Operator
William Chapman, Heavy Equipment Operator
Ryan Holman, Light Equipment Operator
(4 Vacancies) Heavy Equipment Operator
Position elimination, Heavy Equipment Operator

Utilities

Mark Bean, Water Technician
Michael Timlake, Water Technician
Maura Anderson, Utilities Maintenance Supervisor
(Vacancy), Water Technician

Water Treatment

Dylan McDermott, Water Treatment Supervisor
Wyatt Ulman, Water Technician

Wastewater Treatment

Albert Vanasse, Pretreatment Coordinator
Dennis Smith, WW Maintenance Technician
Jason Goodrich, WW Technician
Kevin MacLean, WW Treatment Superintendent
Richard Scheuer, WW Lab Technician
Riley Saladino, WW Technician



Allen Street Drainage repair



REPORTS FROM
BOARDS,
COMMITTEES,
AND
OTHER AGENCIES

HANOVER BIKE WALK

“Investing in safe, diverse, and walkable streets is an investment in communities, and helps make neighborhoods worth living in.” — Janette Sadik-Khan

The [Walk Bike Plan](#) was adopted as part of Hanover’s Sustainability Master Plan, and Hanover’s [Complete Streets Policy](#) was updated to help create a more complete mobility network for people of all ages and abilities.

Hanover Bike Walk led community engagement sessions for the [Verona Avenue sidewalk](#) and an accessible [Girl Brook Path](#). The Verona Avenue sidewalk was completed, and the engineering design process for an accessible Girl Brook Path is underway. Hanover Bike Walk worked with New Hampshire Department of Transportation and Hanover Public Works to ensure the [Ledyard Bridge](#) had **8-foot bike lanes**, and the design allows for future improvements. Hanover Bike Walk supported the development of a [West Lebanon and Hanover Greenway Trail](#) and fundraising efforts are underway.

Hanover Bike Walk commends the Town of Hanover and Dartmouth on following through with a [redesign of College Street](#), including a **contra-flow bike lane** to ride south on College Street, and a **raised mid-block crossing** with a **pedestrian detection system**, dramatically improving accessibility, traffic calming and safety.

Working with Hanover Police Department Hanover Bike Walk continues to [map all reported vehicle crashes with people walking or biking](#) to help identify problem spots and track progress in making Hanover safer. Hanover Bike Walk recommended the adoption of a [25 MPH speed limit](#) along West Wheelock, resulting in a more consistent and safe speed limit, and a statutory [school zone speed limits of 15 MPH](#) resulting in the installation of new speed zone flashers by the Bernice A. Ray School and Frances C. Richmond Middle School. Hanover Bike Walk continues to work with town staff to advance safer speed environments on town and state controlled roads in Hanover. Hanover Bike Walk repeated its successful demonstration of [protected bike lanes](#) heading north towards Downtown Hanover on Lebanon Street by “Sand Hill” - and once again received overwhelmingly positive feedback that these lanes should be **separated and protected from vehicles**.

The Bike Walk Census Tool designed for Hanover Bike Walk as a 2024 Thayer Engineering capstone project was used to gather data about people walking and biking, including during the [Allen Street Placemaking Project](#). Hanover Bike Walk sponsored a 2025 Thayer Engineering capstone project, where Dartmouth engineers designed a More Accessible [Main Wheelock District](#) based on identified [design challenges](#). In consultation with Thayer Engineering faculty Vikrant Vaze, Hanover Bike Walk established a method for tracking [Vehicle Miles Traveled](#) in Hanover to help monitor progress towards Hanover’s sustainability goals.

Hanover Bike Walk volunteered at the E-Bike Lending Library, the Upper Valley E-Bike Halloween Ride, provided a Bike Valet at Hanover events, [hosted multiple Bike Rodeos](#) at the Ray School, supported Walk and Roll to School events and Bicycle Road Safety classes through Hanover Parks and Recreation. Hanover Bike Walk extends heartfelt thanks to all those who participated in events and meetings and have worked to increase accessibility and safety for people walking and bicycling in their neighborhoods and throughout Hanover!



BUILDING CODE ADVISORY COMMITTEE

The Building Code Advisory Committee advises the Building Officials and Deputy Fire Chief on matters pertaining to building construction, safety, codes, and technological changes. The Committee also acts in the capacity of a building and fire codes appeals committee. Their combined expertise in construction is a valuable asset to the Zoning Board of Adjustment (ZBA) in matters of appeals.

RSA 674:34 Powers of Building Code Board of Appeals. – The building code board of appeals shall hear and decide appeals of orders, decisions, or determinations made by the building official or fire official relative to the application and interpretation of the state building code or state fire code as defined in RSA 155-A:1. An application for appeal shall be based on a claim that the true intent of the code or the rules adopted thereunder have been incorrectly interpreted, the provisions of the code do not fully apply, or an equally good or better form of construction is proposed. The board shall have no authority to waive requirements of the state building code or the state fire code.

The Hanover Building Code Adopting Ordinance references the current State Of New Hampshire adopted building codes, 2021 edition with NH amendments.

The Building Code Advisory Committee consists of the following members: John Vansant, Chair; Randy Mudge, Secretary; Sloane Mayor and Jack Wilson. Currently, there is one vacancy. If you are interested in serving on this committee, please send a written request to the Town Manager's office.

There were no building code appeals filed in fiscal year 2024.

CAPITAL IMPROVEMENT PROGRAM COMMITTEE

TOWN OF HANOVER FY26-FY31 CAPITAL IMPROVEMENT PROGRAM

SUMMARY OF REPORT TO THE SELECTBOARD, 1 FEBRUARY 2025

The Capital Improvement Program Committee's (CIPC) [annual report](#) is the Town of Hanover's formal Capital Improvement Program (CIP). The CIP identifies Hanover's capital needs based on requests submitted by Town departments and indicates how they might be funded over a six-year period. The CIP is a planning document intended to support and promote: identification of potential capital improvement projects; public discussion of proposed projects' feasibility, impact, and urgency; thorough capital project design, scope definition, and cost estimation; and financial planning to fund approved projects in a way that makes efficient use of Town resources.

A true Capital Improvement Program consists mainly of initiatives or projects designed to augment community infrastructure to meet significant new service requirements. However, because of the Town's continued reliance on its Capital Asset Financing Plan process to compile and review capital expenditure requests, the FY26-FY31 CIP is again this year a hybrid program that includes a few new capital projects along with capital replacements scheduled in prior years.[†]

2025 RECOMMENDED CAPITAL APPROPRIATIONS

The CIPC focused on assessing 17 capital expenditures proposed by Town departments for funding in FY26. These are listed in the table below. (Another 138 expenditures proposed for the FY27-FY31 period also were reviewed but not assessed in detail.) *Based on its assessment, the CIPC recommends appropriations be made in FY26 for the two new capital improvement projects and the 15 previously scheduled capital asset replacements shown below.*

Capital Projects/Assets Recommended for FY26 Funding by Capital Reserve Fund and Project/Asset Type*

Capital Project/Asset	Department/Sponsor	Prospective Funding Source (Bond, CRF, TBD)	Expected Life (Years)	Cost	
				\$	% of FY
Sewer Capacity Study Phase 1	Public Works	To Be Determined	20	\$ 115,000	5.7%
Storm Drainage Study Phase 1	Public Works	To Be Determined	20	\$ 190,000	9.3%
New Subtotal				\$ 305,000	15.0%
HVAC Controls PD	Buildings	Building	20	\$ 30,000	1.5%
Overhead Doors Etna FD	Buildings	Fire	20	\$ 14,250	0.7%
Hayes Hill Radio Building	Dispatch	Dispatch	50	\$ 70,000	3.4%
Fire Car 1	Fire	Fire	10	\$ 87,418	4.3%
Stairwell Maintenance	Parking	Parking	10	\$ 77,400	3.8%
Safety Rescue Equipment	Police	Police	5	\$ 67,500	3.3%
Truck 11 - 10 wheeler with plow	Public Works	Highway	12	\$ 288,176	14.2%
Backhoe Loader DPW	Public Works	Highway	15	\$ 160,000	7.9%
Truck 1	Public Works	Highway	10	\$ 75,000	3.7%
Maple Street Sidewalk gap	Public Works	Municipal Transportation	25	\$ 44,500	2.2%
Lebanon/Summer Video Detection System	Public Works	Road Construction	20	\$ 28,000	1.4%
Backhoe loader LMC1/2	Public Works	Waste_Water	10	\$ 80,000	3.9%
Backhoe Loader WTF1/2	Water	Water	10	\$ 80,000	3.9%
Balch Hill Water Storage Tank Paint	Water	Water	30	\$ 550,000	27.0%
Greensboro Booster Pumps	Water	Water	20	\$ 76,500	3.8%
Previously Scheduled Subtotal				\$ 1,728,744	85.0%
**New" or "Previously Scheduled"				TOTAL \$ 2,033,744	100.0%

Regarding capital expenditures proposed for FY27-FY31, the CIPC makes no recommendations about whether they should be funded in the future. For reference only, these proposals are listed in [the committee's full report](#) and include 13 new capital improvement projects and 125 previously scheduled asset replacements.

[†] Historically, Hanover's capital planning entailed inventorying and financing the replacement or upgrading of existing hard assets (e.g., roads, bridges, buildings, vehicles, etc.). As part of the annual budget process, departments with large asset inventories (e.g., DPW, HFD, and HPD) would submit requests for asset replacements in specific years. These replacements then would be scheduled and updated in the ten-year Capital Asset Financing Plan maintained by the Public Works Director.

CAPITAL IMPROVEMENT PROGRAM COMMITTEE

TOWN OF HANOVER FY26-FY31 CAPITAL IMPROVEMENT PROGRAM

2025 RECOMMENDED CIP DEVELOPMENT PROCESS IMPROVEMENTS

[In its report to the Selectboard last year](#), the CIPC made three recommendations to improve the annual process for developing the Capital Improvement Program and enable advancement of a true CIP that is not a hybrid capital improvement/capital replacement program. **The committee's recommendations in February 2024 were to:**

1. Allocate Sufficient Time for CIP Development

The CIPC recommends the following schedule for the annual CIP development process.



2. Implement an Enterprise-wide Capital Project Management Platform

Before the next CIP development cycle begins (by July 2024), the CIPC recommends that the Town identify, procure, and deploy a capital project management platform that smoothly enables aggregation, evaluation, and sharing of supporting information for CIP proposals across Town departments.

3. Promote Alternative Financing for New CIP Projects

As part of the instructions for developing new CIP proposals, the CIPC recommends that Town departments be encouraged to identify and detail alternatives to CRF set-aside financing for their proposed capital projects and large capital asset purchases. Such alternatives could include: debt financing (bonding); lease financing; tax increment financing (TIF); public-private-partnership (P3) financing; federal or state grant funding; and impact fee assessments.

Only the first of the above recommendations was partially implemented in 2024. The committee again urges the Selectboard and Town management to focus on implementing these recommendations fully in 2025.

Also in 2025, the CIPC recommends the CIP development process be changed to:

4. Include Only Qualifying Projects and Assets

Starting next year, the CIPC recommends that the CIP development process address only proposed capital projects and assets estimated to cost at least \$100,000 and expected to have at least eight years of useful life. This will enable the CIPC to focus on major high-impact CIP project proposals, which are expected to increase significantly in cost and complexity in the next five years.

5. Require Full Proposals for Projects/Asset Purchases Listed for Implementation Within Three Years

To ensure adequate and timely evaluation, financing and implementation of projects/assets included in the CIP, the CIPC recommends that, starting in 2025, detailed proposals be required for all projects/assets scheduled to begin within three years. Departments sponsoring qualifying capital improvement projects and asset purchases for FY27, FY28, and FY29 should submit proposals for them by the end of August 2025.

6. Provide Feedback on Capital Improvement Projects Recommended But Rejected for Funding

As part of its statement on the annual budget proposal to Town Meeting, the CIPC recommends that, when applicable, the Selectboard briefly explain why it decided not to approve an appropriation for a project recommended for funding in the CIP (e.g., because of budget constraints in the next fiscal year, the project's magnitude, the need to phase the project, a lack of support for the project, etc.) and offer guidance to the project sponsor and Town management on how to improve the project proposal if it is resubmitted in the future.

7. Invite Community Members to Offer Suggestions for Capital Improvement Projects

The CIPC recommends that each year the Town Manager publicly announce the start of the CIP development process and invite Hanover community members to submit requests for capital improvements to the Town department responsible for the types of improvement they seek. Such an announcement could be made through the Town's website and press releases and sent directly to community organizations with special perspectives on capital improvements that may be needed in the future.

CAPITAL IMPROVEMENT PROGRAM COMMITTEE
TOWN OF HANOVER FY26-FY31 CAPITAL IMPROVEMENT PROGRAM

Hanover's Capital Improvement Program by the Numbers

	# of Projects or Assets Requested	# of New Requests	# of Legacy Requests	Total Estimated Cost	CIPC Action
FY26	17	2	15	\$2.0M	<i>Recommend all requests</i>
FY27-FY31	138	13	125	\$57.9M	<i>Include in CIP without recommendations</i>
FY32-FY99	261	4	257	\$81.6M	<i>List for information only</i>
All Together	416	19	397	\$141.5M	

FY27-FY31 Capital Expenditure Proposals for Future Consideration

13 Projects

125 Assets

Project/Asset Type		FY27	FY28	FY29	FY30	FY31	FY27-FY31	
							Totals	%
New Capital Improvement Projects	\$	\$1,346,000	\$13,825,000	\$475,000	\$18,150,000	\$955,000	\$34,751,000	60%
	#	5	2	2	3	1	13	9%
Previously Scheduled Capital Asset Replacements	\$	\$1,597,604	\$3,953,054	\$10,966,964	\$4,198,924	\$2,410,154	\$23,126,700	40%
	#	22	30	37	22	14	125	91%
TOTALS	\$	\$2,943,604	\$17,778,054	\$11,441,964	\$22,348,924	\$3,365,154	\$57,877,700	100%
	#	27	32	39	25	15	138	100%

New in FY27

- Howe Library Building Envelope Upgrade
- Howe Sidewalk & Retaining Wall
- Downtown Hanover to Sachem Village MUP
- Sewer Capacity Study Phase 2
- Storm Drainage Study Phase 2

New in FY28-FY31 (selected)

- South Main Street Reconstruction
- Second Addition to Etna Library Building
- Greensboro Road, Great Hollow Road and Etna Road Ownership Transfer and Upgrades
- Etna Village Redesign and Construction
- Howe Library HVAC

CONSERVATION COMMITTEE

The primary purpose of the Commission is to assure the proper utilization and protection of the natural and water resources of the Town of Hanover. The Commission shall conduct research and keep an index of all open space and natural, aesthetic or ecological areas within the town. The commission shall advise the Selectboard, the Planning Board, the Zoning Board of Adjustment, the New Hampshire Department of Environmental Services, and other state and federal agencies. Other purposes of the Commission are to preserve and maintain lands of natural resource importance, to monitor conservation easements, to maintain a trail network, to conduct a conservation education program, and to cooperate with other conservation organizations.

The Conservation Commission, along with other local, regional, statewide and federal partners, has worked to make open space available not only as a backdrop to our built environment, a support to natural systems and a source of daily inspiration, but also for hiking, skiing, snowshoeing, dog walking, wildlife habitat, protection of water quality, and access to nature. The Commission maintains nearly 50 miles of Town trails (part of the 108 miles of trail in Town), stewards 39 Town-owned conservation properties and monitors 24 conservation easements.

The Conservation Commission was established by the 1966 Hanover Town Meeting “for the proper utilization and protection of the natural resources and for the protection of watershed resources of Hanover.” Important natural resources include wetlands, water bodies and groundwater, all critical for our water supplies. Hanover's natural resources also include Town Forests and other conserved lands, and trails. Protecting open space, scenic views, and wildlife habitat are all important to the Commission's goals. The Commission is responsible for educating the public about natural resource topics, monitoring conservation easements, and coordinating our efforts with other public and private conservation agencies. The Commission supports and advises the Board of Selectmen, the Planning Board, and the Zoning Board of Adjustment regarding policies and projects involving conservation issues.

The Commission gets its funding for its every-day activities from the Hanover Town budget; for managing its forest lands from timber harvest revenues; and for land conservation projects from its Conservation Fund and public fund-raising. The Commission's Conservation Fund receives its funds from a 50% share of the Current Use Change tax that is received by the Town from all projects where land use is changed from an open space use to a development use, or when lots are subdivided and are no longer large enough to qualify for current use tax consideration. A portion of the Conservation Fund is also set aside for any legal expenses necessary to protect conserved lands from violations of their conservation easements.

Members of the Commission at year-end 2024 were Whit Spaulding, Chair; Hugh Mellert, Vice-Chair; John Trummel, John Donovan, Matthew Cunningham, Lucretia Witte. Athos Rassias and Jennie Chamberlain contributed from the Board of Selectmen. Our Town staff contact at year end is Alex Taft. Thank you to all Commissioners and staff for your service!

Education and Outreach

Assisted Forest Migration Panel Discussion

Kevin Evans, Forester and Director of Woodlands for Dartmouth College's 40,000 acres of forestlands, and Peter Clark, applied forest ecologist at UVM, led a discussion of assisted forest migration as a forest management technique for responding to the effects of climate change on tree populations.

Assisted Forest Migration Tree Planting

The HCC planted 300 red oak saplings across 3 study plots, each featuring 10 seedlings from 10 nurseries. Researchers from UVM will monitor growth and health annually. This project is part of a regional study led by UVM researchers exploring the viability of red oak trees from 10 nurseries spanning North Carolina to Quebec. The Trescott lands have been selected as a study site to understand how genetic variability between regions impacts growth in our area. As climate changes, we aim to assess if trees from other regions adapt better to our changing conditions than our native stock.

Carbon Offset Panel Discussion

Regional experts on carbon offsets discuss the benefits of carbon offset programs for private landowners: Richard Campbell, American Forest Foundation; Daniel Perry, Forest Carbon Works; Everett McGinley, participating landowner from Cold Hollow To Canada; Russ Muirhead, Dartmouth College

Deer Management Assistance Program (DMAP)

Hosted a discussion led by NH Fish and Game Staff including Rebecca Fuda NH Deer project Leader, Mark Beauchesne Landowner Relations, Heidi Murphy Conservation Officer and Upper Valley residents, Landowners, and Hunters to review what makes Hanover's DMAP program a model of success for the state and where can the DMAP program improve.

Ongoing conversations with stakeholders regarding ways to make the natural communities of the Upper Valley healthier and more resilient.

Regulatory

- Collaborated with other Town bodies to encourage higher density housing in developed areas while also protecting areas of Town with high conservation value
- Visited numerous sites, town properties and other locations requiring wetlands or Town Ordinance 4 permitting
- Commented on wetlands applications to Hanover Zoning Administrator, ZBA and/or NH DES

Land Conservation and Restoration

- Worked with our conservation partners including the Hanover Conservancy, NH Fish & Game, neighboring Conservation Commissions, Land Trusts, Ecosystems Management, Upper Valley Forest Management to apply best management practices for the preservation and wise stewardship of open spaces including Adams Farm, King Bird Sanctuary, Mink Brook Community Forest, Goodwin Town Forest and many others.
- Worked with the Lyme Pinnacle Snow Mobile Club to replace culverts with river cobble/stone to improve Aquatic Organism Passage (AOP) on Highway 37 trail
- Monitored conservation easements, and followed up as needed

Ongoing Activities

- Invasives management
- Deer Management
- Trillium monitoring

Thank you, Barbara McIlroy, Joel Wood, Joe Bachman and many others

Land and Trail Management

Prepared by Hugh Mellert, Trails Committee

For keeping our trails safe and open to the public, we thank Trails Committee members: Hugh Mellert, Doug McIlroy, John Trummel, Tom Jack, Sean Ogle, Barry Harwick and Nancy Horton

- With the assistance of an active Trails Committee, other volunteers and the Upper Valley Trails Alliance, maintained 108 miles of trails.
- Held several trail workdays to improve the trail system, such as adding new bog bridges at Highway 38/Hudson Farm; made improvements to the connection of Pasture Road to the Ridge Trail on Moose Mountain.
- Made improvements at the Mink Brook Community Forest including brush hogging the area around the bog bridges in the South Meadow, invasives removal along the road at South Meadow, improvements to the stairway on Julia's Trail, cleanup of the parking area, mowing of path to the bridge on the north side, and waterbar clean out on the north forest trail.
- Participated in the recreation management and improvement of trails in the Trescott Company Lands including workdays

- Coordinated with other trail maintainers: UV Land Trust, Hanover Conservancy, Pine Park Association, Appalachian Trail Conservancy, UV Trails Alliance, Dartmouth Outing Club, Cardigan Mountain Highlanders
- Removed invasive plants along the trail at Lower Slade Brook and at Cory Road Trail.
- Installed bog bridges on Harris Trail at Moose Mountain.
- Worked with neighborhood groups in their effort to control Garlic Mustard. Harvested bags of Garlic Mustard were collected at Tenney Park. Special thanks to Parks and Recreation for hauling the bags to the landfill.
- Applied for and was awarded 150 special deer management antlerless permits which were distributed by lottery for hunting in the 3800-acre special deer management area
- Thanks to Parks and Recreation for mowing trails and fields at Hayes Farm Park.
- Mowed the field and opened up trailhead entrances at Baum Conservation Area.

Special Thanks to the following trail volunteers who helped in many trail projects: Bill Young, Don Esinhart, Ned Gallagher, Bruce Atwood, Myrilla Hartkopf, Barry Matthews, Nancy Horton, Bob Brentrup, Theresa Ciambra, Scott Farr, Barry Harwick, Doug McIlroy, Steve Fowler, Rob Taylor, Joel Wood, Scott Hammond, Amy Haak, Katie Robbins, Doug Hornig. Special Thanks to Asa Metcalf and his crew at Hanover Parks and Recreation for assistance on numerous projects.

The Hanover Conservation Commission is Grateful for Your Support

There are many people to thank for their roles in supporting the Conservation Commission's work and community engagement over the past year. In particular we would like to thank The Howe Library for making so many of our community engagement events possible, We would also like to thank the Town of Hanover Parks and Recreation Dept and The Department of Public Works for their help in maintaining so many of the properties which make this town unique. We would also like to specifically thank John Sherman, Asa Metcalf, Peter Kulbacki, Alex Taft and Rob Houseman for their countless hours of effort and support throughout the year.

Questions about the Conservation Commission? Email the chair, Whit Spaulding, at whitspa64@duck.com

PLANNING BOARD

The Planning Board and Sustainability Master Plan Advisory Committee took their final steps to complete the Sustainability Master Plan's final draft and prepare for the implementation of its newly established policies. Throughout FY24, the Planning Board has worked diligently to refine Hanover's community framework, shaping the vision outlined in the plan. As the final draft was adopted in April 2024, the Board looks forward to seeing the positive impact of these initiatives on the community in the years ahead.

Studies connected to the Sustainability Master Plan have guided the ongoing effort to revise Hanover's zoning. A key milestone in this process has been incorporating a report prepared by Opticos Design, Inc., which comprehensively analyzes barriers to housing creation within the current Zoning Ordinance. This study identified potential amendments to facilitate infill development near downtown, aligning with the sustainability goals outlined in the Sustainability Master Plan.

The studies and analyses conducted as part of the Sustainability Master Plan provide a solid foundation for this work. These efforts will support a well-rounded and collaborative approach to implementing the policies established within the plan, ensuring that zoning revisions align with Hanover's long-term vision. By leveraging these comprehensive studies, the Planning Board aims to create a framework that enhances housing accessibility and economic longevity while maintaining the community's character and sustainability.

A core aspect of the Planning Board's mission is continuously examining and updating zoning regulations to ensure that Hanover contributes its fair share of housing within the Upper Valley. Thoughtful zoning policies play a crucial role in fostering a sustainable and inclusive community, and the Board remains committed to balancing growth with environmental and social responsibility.

The Planning Board met fifteen times to review projects, work on town regulations, and further understand the application of New Hampshire planning law.

During its meetings in FY2024, the Planning Board's work included:

Review and approval of site plans at:

- 80 Reservoir Road – new recreational facilities and parking.
- 28 Greensboro Road – a new place of assembly.
- 9 Observatory Road – student housing renovation.
- 2 North Main Street – modification of building entry landscape.
- 25 West Wheelock – new multi-family building.

Review and approval of Minor Lot line adjustments at:

- 8 Weatherby Road.
- 41 Rope Ferry Road.

Reviewing and approving a voluntary lot merger at:

- 34 Sands O Time Road – two parcels merged.

Reviewing and approving minor subdivisions to create new lots each at:

- 135 Three Mile Road – three-lot subdivision.
- 209 Ruddsboro Road– two-lot subdivision.

Reviewing two scenic road applications to maintain trees along the following scenic roads:

- Goodfellow Road, Pinneo Hill Road, Reservoir Road and River Road.
- Ferson Road, King Road, Moose Mountain Road, Ruddsboro Road and Three Mile Road.

The Minor Projects Review Committee, comprising representatives from town departments including Planning, Zoning, Codes, Police, Fire, Public Works, and Parks and Recreation, met three times to review and approve minor site plan projects at:

- 6 Pleasant Street – modification from 4-unit to 3-unit structure.
- 11 Gile Drive #3A – modification of exterior condenser.
- 16 East Wheelock Street – Utility and landscape improvements.

	Workshops	Public hearings
Site Plan Regulations	1	0
Zoning Ordinance	4	1

The members of the Planning Board as of June 30, 2024, are Brian Edwards (chair), Elizabeth Esinhart (vice-chair), Jarett Berke, Iain Sim, Paul Simon, and Kristine McDevitt. Nancy Carter and Jennie Chamberlin served as Board of Selectman representatives. Alternates Catherine Rieke and Matt Stover attend meetings and are ready to fill in for members who cannot sit on a particular case or take part in a meeting. The Board of Selectman appoints Planning Board members and alternates.

The Planning Board generally hears subdivision and site plan review applications on the first Tuesday of each month. The public is cordially invited to attend and participate in all meetings of the Planning Board. The Board welcomes your comments in writing or by email at alex.taft@hanovernh.org.

The Sustainability Master Plan, Zoning Ordinance, and land use regulations may be viewed on the Town's website, HanoverNH.org. Copies may also be purchased at the Planning, Zoning, and Codes Office.

PLANNING BOARD (FY2023: 07/2023-06/2024)

Site Plan Review – Major Projects, Design Review	6
& Modifications	
Planned Residential Developments & Continuing Care Retirement Communities	-
Major Subdivisions	-
Minor Subdivisions	3
Subdivision Modifications	-
Lot Line Adjustments/Voluntary Mergers	3
Prelim Plans, Revocations, Scenic Roads, etc.	2
Projects of Regional Impact	1
Site Plan Review – Minor Projects	3
Field Changes	-
TOTAL FEES COLLECTED	\$42,219.20
Other Business	
Site Plan Regulation Amendments	-
Zoning Amendments	5 amendments
Meetings	15 PB / 3 MPRC
Site Visits	1

MASTER PLAN ADVISORY COMMITTEE

The Master Plan Advisory Committee has been thoughtfully formed as a subcommittee of the Planning Board to guide the *Sustainable Master Plan* process and ultimately pave the way for its adoption by the Planning Board. The Hanover Sustainability Master Plan Advisory Committee convened eight times from July to December 2023 to review, edit, and finalize drafts for consideration by the Planning Board. They concluded their work in December 2023 by completing the final drafts of nine chapters and introducing the whole document to the public.

During these final meetings in 2023, policies for advancements in transportation, downtown vibrancy, and future land use planning were analyzed. The committee refined strategies to promote multi-modal transportation and bolster downtown vibrancy. This involved revising goals and metrics to improve service delivery and economic vitality in the town center.

Discussions on future land use planning focused on improving land use to support mixed-use developments and residential areas, particularly in Etna and Hanover Center. Recommendations included extending water services to sewer-only areas and adopting form-based zoning to encourage diverse land uses, aiming to enhance community services and infrastructure.

When all chapters were in a final draft form, the committee organized outreach events, including open houses and surveys, to gather public input on the *Plan*. Efforts were made to ensure transparency and incorporate resident feedback, reflecting a commitment to accountable governance and responsiveness to taxpayer interests. The committee, during its meetings in November and December 2023, reviewed community feedback, leading to modifications in the *Plan* to align with residents' visions and concerns. This process underscores the town's dedication to refining services and projects that deliver tangible benefits to taxpayers.

The whole plan can be reviewed here: hanovernhmasterplan.com

Committee Members are:

- Beth Esinhart, Chair
- Yolanda Baumgartner
- Jarett Berke
- Brian Edwards
- Eric Hryniewicz
- Chris Kennedy
- Paul Simon
- Joanna Whitcomb



SUSTAINABLE HANOVER

The mission of Sustainable Hanover (SH) is “to assure that the Town of Hanover thrives for present and future generations”. While our previous annual report described a year of transition, this current report shows SH moving forward, thanks to continued support from over 100 wonderful volunteers, renewed partnerships with many other like-minded organizations, and the assistance of town staff, in particular Town Manager Rob Houseman, Public Works Director Pete Kulbacki and Executive Assistant Kate Shea.

We welcomed three new members to the SH Committee: Gail Gentes, Select Board liaison Joanna Whitman (replacing Nancy Carter) and Jennie Chamberlain (Selectboard Alternate).

We continued to reach readers through our weekly WHO KNEWs, quarterly newsletter, and website which drew over 10,000 visitors in 2024 (www.sustainablehanovernh.org).

Our collaboration with Dartmouth expanded. We facilitated a research study with faculty from the Government Department and have representation on Dartmouth’s Climate Collaborative Advisory Council. We also created a new team to identify potential student projects. For example, a Thayer Engineering student team is now analyzing the feasibility of small networked geothermal systems in two Hanover neighborhoods.

We inaugurated a consortium of Hanover’s large businesses and organizations to promote sustainability practices, including the Coop Food Stores, the Cold Regions Research and Engineering Laboratory (CRREL), Dartmouth College, Hypertherm, Kendal at Hanover, Sheridan Press, and the Town of Hanover.

Growth in the use of renewable electricity continued. As of December 2024, installed local solar capacity was 6.5 megawatts, with 42% of this serving the residential sector. In addition, 94% of all accounts in the Hanover Community Power accounts are consuming electricity with a renewable content that exceeds the NH minimum.

The number of electricity powered cars registered in Hanover, including plug-in hybrids, topped 400. Student Transportation of America was awarded an EPA grant for 3 electric school buses for the Hanover School District, a

much-needed improvement on traditional diesel models. (Note: unfortunately, this award was recently frozen by the Trump administration.)



This QR code links to a download of BetterBin, which is a mobile or computer-based app customized for Hanover consumers that answers questions about what to do with discarded materials. The app is a pilot project and will be renewed based on usage. We encourage residents to try BetterBin to gauge its usefulness.

Finally, we sponsored or co-sponsored seven major programs and had a presence or officially presented at eight additional events:

PROGRAMS	PRESENCE/PRESENTATIONS
Community Yard Sale	Spring Fling on Allen Street
Compost Workshop with Cat Buxton	Advocacy with school boards for Electric School Buses
E-Bike Lending Library	Civics 101 at Dartmouth
Electric Vehicle Expo	4 th of July parade and SH's 15 th birthday celebration on the Green
Styrofoam/Lights Collection	Guest Speakers - Dartmouth Government Class at Dartmouth
Sustainability Park Clean Up	Fall Fest at Storrs Pond
Window Dressers Community Build	Wellness Fair on Lyme Common
	Guest Speakers - Kendal at Hanover

Thanks to the support of the community and the efforts of many, we have had a productive and gratifying year. For more information, please visit our website at www.sustainablehanovernh.org and email us at sustainablehanovernh@gmail.com.

Respectfully submitted,
Yolanda Baumgartner and Judi Colla, Co-Chairs

Partnering Community Organizations: Apparel Impact, Church of Christ at Dartmouth College, the Community Power Coalition of New Hampshire, the Coop Food Stores, Dartmouth Bikes, Dartmouth College, Earthjustice, Hanover Bike/Walk, the Hanover Conservancy, Hanover Conservation Commission, the Hanover Garden Club, Hanover Lions Club, Hanover Rotary, Hypertherm, Kendal at Hanover, the Lebanon Energy Advisory Committee, the Norwich Congregational Church, the Norwich Energy Committee, the Norwich Solid Waste Committee, Resilient Buildings Group, SAU 70, Sheridan Press, the Upper Valley Chapter of the Granite State Organizing Project, and Vital Communities.

Sustainable Hanover Committee: Yolanda Baumgartner (Co-Chair), Barbara Callaway, Jennie Chamberlain (Select Board Alternate), Judi Colla (Co-Chair), Susan Edwards, Gail Gentes, Rob Houseman (Director, Planning and Zoning), Chris Kennedy, Peter Kulbacki (Director, Public Works), Catherine Rieke, Dennis Robison, Lynn Sheldon, Marcus Welker (Dartmouth College), Joanna Whitcomb (Select Board Liaison). **Communications:** Yolanda Baumgartner, Barbara Callaway, Judi Colla (Chair), Doug McIlroy, Catherine Rieke, Dennis Robison. **Community Climate Connections:** Barbara Callaway (Chair), Judi Colla, Susan Edwards, Robin Kaiser, Barbara McIlroy, Rebecca Paquette, Judith Pettingel, Sarah Young. **Energy:** Yolanda Baumgartner (Co-Chair), Bill Brown, Barbara Callaway, Judi Colla (Co-Chair), Robin Kaiser Gish, Rob Houseman, Peter Kulbacki, Dennis Robison, Ben Steele (Co-Chair), Robert Taylor. **Waste Reduction and Recycling:** Yolanda Baumgartner, Libby Barry, Susan Edwards, Carolyn Frye, Joyce Noll, Teresa Oden, Lynn Sheldon (Chair). **Sustaining Landscapes:** Susan Edwards, Asa Metcalf (Town Arborist), Judith Reeve (Chair), Catherine Rieke, John Sherman (Director, Parks & Recreation). **Transportation:** Yolanda Baumgartner, Sherry Boschert, Judi Colla, Dennis Robison, Ben Steele (Chair). **E-bikes:** Yolanda Baumgartner, Ann Carper, Jennie Chamberlain, David Dostal, Rich Greger, Beth McKinnon. **Student Projects:** Yolanda Baumgartner, Judi Colla, Gail Gentes, Chris Kennedy, Ben Steele.

ZONING BOARD OF ADJUSTMENT

Annual Report FY2024

The New Hampshire Statutes require every town that adopts a zoning ordinance to establish a Zoning Board of Adjustment (ZBA) with authority to decide the following matters: appeals from administrative decision, approval of special exceptions, grants of variance, and grants of equitable waivers of dimensional requirement. The Board can have up to ten members consisting of not more than five full members and five alternate members. The current full members of the Hanover ZBA are H. Bernard Waugh, Chair; Richard Green, Vice-Chair and Clerk; Elizabeth Esinhart; William Fischel; and Jeremy Eggleton. The alternate members are Karen Safro, Janet Milley, and Wendy Epps.

In FY2024, in addition to drafting and approving a number of changes to its By-Laws and Rules of Procedure, the Board heard and ruled on multiple applications requesting zoning variances, special exceptions, an equitable waiver, and a wetlands special exception. The board handled cases related to setbacks, driveway expansions, non-conforming structures, and the keeping of chickens, among others.

Appeals of Administrative Decisions	1
Building Code appeals	-
Equitable Waivers	1
Rehearing requests	-
Rehearings	-
Special Exceptions	9
Special Exception Wetlands	1
Variances	9
TOTAL FEES COLLECTED	\$8,720
Public hearings / Deliberations	11 / 10

Generally, the ZBA holds one public hearing each month, usually on the fourth Thursday of the month, with a separate deliberative session, if necessary, on the following Thursday evening. Both public hearings and deliberation meetings are open to the public, however no additional testimony is allowed during deliberations. ZBA meetings are also accessible via Zoom at <https://zoom.us/j/921315070>

ZBA applications are available at: <https://hanovernh.org/261/APPLICATIONS>, and the Zoning Ordinance, application materials, and decisions in past cases are available on the ZBA pages of the Town of Hanover website. Copies may be purchased at the Planning, Zoning & Codes Office upstairs in the Town Hall.

TO: TOWN OF HANOVER, NH

FR: JAM – JUNCTION ARTS & MEDIA

RE: 2024 ANNUAL REPORT

JAM – Junction Arts & Media was pleased to partner closely with the Town of Hanover, NH in 2024 to provide media coverage of public meetings, produce archival recordings of Hanover cultural life for the schools and civic groups, offer media education opportunities for Hanover residents of all ages, and connect Hanover with the Upper Valley through local, nonprofit media channels, including JAM Comcast channels (1075/1085), JAM on-demand streaming, YouTube, weekly newsletters, and in-person events and programs. The following highlights JAM’s partnership with the Town of Hanover in 2024:

Local Municipal Government and School District Meetings: In 2024 JAM (formerly CATV, Inc.) recorded, broadcast, streamed, and archived Hanover Selectboard meetings (25 meetings), Annual Town Meeting (1), and school board meetings (SAU70, Dresden, and Hanover - 37) on local cable TV channels (1085/1075 Comcast), streaming on the Internet via uvjam.org, and on JAM’s YouTube channel for approximately 126 total hours of public meeting coverage, including hybrid media (for school boards). JAM staff hyperlinked video timecode (“chaptering”) to agendas to assist residents in content navigation. JAM staff are working with Town Manager Rob Houseman to adapt the Chamber for hybrid meetings. JAM continues to support Hanover-specific playlists for meetings and community content on JAM’s YouTube.

Documenting cultural life in Hanover: JAM provided multi-camera media production services for Hanover High School’s world premiere of *I’m Fine* (Feb 2024), which was shared with audiences in Ukraine, and *Much Ado About Nothing* (Oct 2024). JAM partnered with Hanover Parks & Rec to capture the [Gingerbread](#) House holiday exhibit, the [Hanover Rotary Club](#) to record two guest speakers, and the Howe Library to record an exhibiting Artist talk. JAM works closely with Dartmouth College to share content on world events and guest speakers, including from the Hood Museum, the [Dickey](#) Center, the [Rockefeller](#) Center, and the Leslie Center for Humanities, among others. Hanover-based creators and organizations, including Church of Christ, Upper Valley Land Trust, [Mighty Yoga](#), and Sustainable Hanover continue to share content with JAM channels.

Media Education & Events for Hanover residents and the Upper Valley: JAM’s 2024 media education programs reached a record high participation for kids and adults of all ages in Hanover and Upper Valley. JAM Camp (summer), JAM Club (after-school program), and our film contests (48-Hour Film Slam, Pitchfest, and Halloween-o-thon) attracted more than 100 youth and young adults to learn media production skills. JAM’s “Teen Zine” workshop (Nov 2024) at the Howe Library gave 8 teens the change to learn cartooning/animation with a mentor from the Center for Cartoon Studies. Hanover High student Tobi Mueller participated in our new JAM High School Media Fellowship; under a JAM mentor, Tobi created an advanced animation video. JAM’ Digital Content Creation for Seniors attracted 20 senior citizens, including several Hanover residents, for weekly media skills workshops (spring/fall sessions). JAM’s weekly Equipment Orientations gave approximately 60 Upper Valley residents skills for DIY podcasting and video production, and JAM continued to circulate Audio/Video equipment and offer a recording studio at our new Audio Studio at no charge to all Hanover residents. JAM events, including WRIF (White River Indie Film Festival), “Pride Prom”, and other media arts exhibits featuring local artists welcomed approximately 3,000 Upper Valley residents to the JAM space for locally-produced media arts experiences.

Strategic Plan: JAM has completed Year One of our [Three-Year Strategic Plan](#), marking progress toward our

strategic goals to (1) Build a durable and sustainable home for JAM; (2) cultivate a thriving media arts community in the Upper Valley; and (3) improve the quality of life in the Upper Valley through high quality, locally-generated media. Free speech and local democratic participation are essential values that JAM works to uphold through our partnership with Hanover and other Upper Valley towns. Please see our website for detailed objectives to implement the Strategic Plan.

Funding for JAM depends on cable TV subscriber fees collected by Hanover's cable provider, Comcast, and contractually shared with the Town of Hanover in exchange for Comcast's use of Hanover's public right of way to ensure public access media services. In an era of shrinking local media (print and broadcast) providers, we remain steadfastly committed to safeguarding public access for the Town of Hanover.

JAM wishes to thank the residents of Hanover for your continued partnership to provide high-quality, locally produced and accountable non-profit media services for the benefit of all members of the community. We welcome your continued feedback to adapt to meet Hanover's evolving media needs.



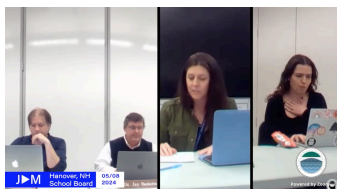
Submitted by Samantha Davidson Green, Executive Director



Hanover Select Board Meetings



Hanover Rotary Club



Hanover School Board



Hanover High Footlighters *Much Ado About Nothing* (Spring 2024)

HANOVER IMPROVEMENT SOCIETY



STORRS POND • NUGGET THEATER • CAMPION RINK

www.hanoverimprovement.org

THE HANOVER IMPROVEMENT SOCIETY

57 South Main Street Hanover, NH 03755 603-643-2408

WWW.HANOVERIMPROVEMENT.ORG

The Hanover Improvement Society had another busy year of providing much needed services to the town and the surrounding community.

Storrs Pond Recreation Area again was a popular place to be last summer with 70,000 people paying us a visit including over 250 children taking swim lessons and another 200 taking tennis lessons. We continue to keep our family membership rates low and offer scholarship options for any family in need. Our partnership with Oak Hill proved to be worthwhile as the nordic skiing community was thrilled with the results of their new facility. This is quickly becoming a wonderful area for yearlong recreational use.

With 75,000 visitors coming through the front door of Campion Rink, the recent renovation still looks brand new and all indications are skaters of all ages enjoy the upgrades. As the home rink to Hanover and Lebanon High School's boy's and girl's teams, Hanover Hockey Association and twenty other user groups are all proud to call Campion Rink home. A new addition this year is our state of-the-art Zamboni which makes terrific ice.

The Nugget theater continues to show the latest Hollywood releases as well as many award-winning indie films to a wide audience of movie goers.

This year the Hanover Improvement Society was very proud to support The Howe Library Corporation and Visions for Creative Housing Solutions. We continued our Good Works mission by providing hundreds of movie tickets for local organizations, clubs and teams,

We look forward to proudly serve the community 365 days a year for many years to come!

Jeff Graham
General Manager
Hanover Improvement Society



The Public Health Council of the Upper Valley (PHC)

is our region's trusted leader in public health, supporting the people, professionals, and organizations, who together, make our communities healthier places to live, work, and play. Our mission is to improve the health of all Upper Valley residents through four key approaches:

1. **Collaborative Action:** We work with municipalities, health and human services organizations, businesses, and policymakers to develop and implement actionable plans and best practices to address community priorities and ensure access to essential public health services.
2. **Idea and Information Sharing:** We gather and disseminate important public health information across the region and create opportunities for people to come together and share their experiences and expertise.
3. **Support for Underserved People:** We advocate for health equity, sponsor promising programs, and provide additional technical assistance to municipal and organizational leaders to help vulnerable community members.
4. **Unified Priorities:** We align the public health priorities of the region to promote collaboration and progress toward shared goals.

PHC is recognized by the State of New Hampshire as one of its regional public health networks and collaborates closely with White River Junction District Office of the Vermont Department of Health.

Our work in 2024 included:

- Hosted six free flu vaccine clinics in Upper Valley in partnership with Dartmouth Health, Geisel School of Medicine, and local partners, providing close to 1,500 vaccines.
- Hosted eight learning sessions that bring people and organizations together across state lines to address the region's health priorities.
- Supported Upper Valley Strong's response to July 2024 flooding.
- Addressed health disparities by bringing together members of underserved communities to identify and respond to community-defined needs.
- Supported projects promoting childhood lead screening and recovery housing needs, among other improvements in our community health systems.
- Gathered local legislators and service providers to discuss many layers of work force challenges impacting health and wellbeing in our region.

PHC appreciates the opportunity to serve the residents of Hanover and will work hard to meet your needs in 2025. For more information about PHC, visit us at www.uvpublichealth.org.

Upper Valley Lake Sunapee Regional Planning Commission Highlights

- Local to communities: UVLSRPC staff have worked with several municipalities to update local plans and ordinances this year, including auditing regulations for potential improvements, master planning, hazard mitigation planning, and natural resources inventories. UVLSRPC continued to provide support to the planning board and GIS and provided technical assistance on transportation-related projects. Staff have assisted municipalities with successful grant writing and grant administration.
- Housing: UVLSRPC remained at the forefront of housing discussions, assisting communities' conversations of the need for housing through board meetings, community engagement, and RHNA presentations at housing forums. Technical assistance to communities in receiving grant funds and facilitating regulatory audits continued. The Housing Utility project, an addition to the Keys to The Valley initiative, continued to flourish and held its second annual *Home Creator Expo*. For more information on our housing work <https://www.uvlsrpc.org/housinguvls/>
- Transportation: UVLSRPC has knowledge and expertise in Regional Transportation. Our team has provided technical assistance to over 20 projects of regional priority to advance them toward implementation, including data collection and grant application development. Our goal is to bring more transportation funds to the Upper Valley Region through project development and technical assistance. Our team secured funding from USDOT's Thriving Communities Program to add capacity to our communities in resiliency planning and advancing transportation projects that boost a resilient roadway network with cross-sector benefits. Our team is also in the final stages of approving the Region's Long-Range Transportation Plan that showcases both capital and non-capital strategies to improve the region's transportation system <https://uvlsrpc.org/transportation/long-range-transportation-plan-lrtp/>
- Project Highlights: UVLSRPC has been awarded funding and has worked extensively on brownfields priorities, clean transportation, resiliency planning, stream and culvert assessments, lead paint reduction, and creating a new stormwater program.

UVLSRPC will continue to serve its member communities in addressing the region's highest priorities.

Connect with us at info@uvlsrpc.org or 603-448-1680

Respectfully submitted,

Meghan Butts

Executive Director, mbutts@uvlsrpc.org

2024 Town Meeting Minutes
Tuesday, May 14, 2024
Hanover High School
Ballot Voting 7:00 a.m. – 7:00 p.m.
Business Meeting 7:00 p.m.

The annual Town Meeting of Hanover, New Hampshire convened on May 14, 2024, at 7:00 a.m. by the town moderator, Jeremy Eggleton. Moderator Eggleton explained the polls would be open from 7:00 a.m. to 7:00 p.m. for the purpose of voting for candidates for Town Meeting and for all other articles requiring vote by official ballot as set forth in Articles One through Article Six of the Town Meeting Warrant.

ARTICLE ONE: To vote (by nonpartisan ballot) for the following Town Officers:

Two Selectboard Members to serve for a term of three (3) years.

Kari Asmus	348
Jarett Berke	476
Joanna Whitcomb	500

One Moderator to serve for a term of two (2) years.

Jeremy Eggleton	631
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One Supervisor of the Checklist to serve for a term of (6) years.

Patricia (Patty) Dewhirst	619
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One Etna Town Library Trustee to serve for a term of three (3) years.

John P. Collier	627
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One Trustee of Trust Funds to serve for a term of three (3) years.

John S. Stebbins	621
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One Trustee of the Cemetery to serve for a term of three (3) years.

Harold Jefferson Frost	598
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One Trustee of the Cemetery to serve for a term of two (2) years.

Write In Candidate – Petra Sergent	215
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One Trustee of the Cemetery to serve for a term of one (1) year.

Write in Candidate – Kevin Knuuti	221
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ARTICLE TWO (to vote by ballot): To see if the Town will vote to amend the Hanover Zoning Ordinance as proposed by the Hanover Planning Board in Amendment No. 1:

The following question is on the official ballot:

“Are you in favor of the adoption of Amendment No. 1 as proposed by the Hanover Planning Board for the Hanover Zoning Ordinance as follows?”

Amend Section 405.5.A, Objective, Section 405.5.B Permitted Uses in the Office and Laboratory “OL” District.

Amendment No. 1 proposes to:

- a) Amend Section 405.5. A to include mixed use of permitted commercial and residential uses as an objective of this district.
- b) Amend Section 405.5.B OL District, permitted uses to allow for mixed-use, residential, and commercial.
- c) Add a footnote below the listed uses for the district, limiting residential use to 49% of the gross square footage of the building.

RESULTS: YES 630 NO 70 ARTICLE PASSED

ARTICLE THREE: (to vote by ballot): To see if the Town will vote to amend the Hanover Zoning Ordinance as proposed by the Hanover Planning Board Amendment No. 2:

The following question is on the official ballot:

"Are you in favor of the adoption of Amendment No. 2 as proposed by the Hanover Planning Board for the Hanover Zoning Ordinance as follows?"

Amend definitions in Section 302, Sections 405.1B, 405.2B, 405.3B, 405.4B 405.5B 405.6B 405.7B 405.8B 405.9B 405.10B, 405.11B 405.12B Special Exceptions "Essential services" to Permitted Uses and add new Section 719 "Essential Services"

Amendment No. 2 proposes to:

- a) Amend the definition of "essential services."
- b) Delete "essential services" as a use allowed by Special Exception in all districts.
- c) Establish "essential services" as an accessory use in all districts

RESULTS: YES 634 NO 54 ARTICLE PASSED

ARTICLE FOUR: (to vote by ballot): To see if the Town will vote to amend the Hanover Zoning Ordinance as proposed by the Hanover Planning Board Amendment No. 3:

The following question is on the official ballot:

"Are you in favor of the adoption of Amendment No. 3 as proposed by the Hanover Planning Board for the Hanover Zoning Ordinance as follows?"

Amend Article IV, Sections 405.2.C and Article V, 505.1 A.2.

Amendment No. 3 proposes:

- a) Increasing the maximum "by right" height of a building in the D-1 Downtown Center district from 45' to 55'.
- b) Delete the maximum gross floor area ratio (FAR) for the D-1.

RESULTS: YES 577 NO 135 ARTICLE PASSED

ARTICLE FIVE: (to vote by ballot): To see if the Town will vote to amend the Hanover Zoning Ordinance as proposed by the Hanover Planning Board Amendment No. 4:

The following question is on the official ballot:

"Are you in favor of the adoption of Amendment No. 4 as proposed by the Hanover Planning Board for the Hanover Zoning Ordinance as follows?"

Amend Article X Off-street Parking, Section 1001-1007.

Amendment No. 4 proposes to:

Allow for changes to the zoning ordinance, remove all parking requirements for specific uses, and to adopt objective standards for non-residential and residential projects greater than three units as part of the Site Plan Review Regulation.

The amendments shall become effective only upon the Planning Board's adoption of objective parking standards within the Site Plan Regulations for non-residential and residential uses equal to or greater than three units.

Delete Sections 1001.1, 1001.2, 1001.4, 1001.5, 1001.6, 1002.1, 1002.2, 1003.1, 1003.2, 1004.1-3, 1005, 1006
Amend Sections 1001.3, 1004.4-7 to address parking requirements for land uses not subject to Site Plan Review and renumber accordingly.

RESULTS: YES 599 NO 97 ARTICLE PASSED

ARTICLE SIX: (to vote by ballot): To see if the Town will vote to amend the Hanover Zoning Ordinance as proposed by the Hanover Planning Board Amendment No. 5.

The following question is on the official ballot:

“Are you in favor of the adoption of Amendment No. 5 as proposed by the Hanover Planning Board for the Hanover Zoning Ordinance as follows?”

Amend Article VII, Section 715.

Amendment No. 5 proposes to:

Amend Section 715 to allow the Main Wheelock District the same sign and advertising permitting options as the NP, F, GP, RR, RO, SR, and GR Districts.

RESULTS: YES 604 NO 89 ARTICLE PASSED

BUSINESS MEETING

Moderator Jeremy Eggleton called the meeting to order at 7:27 p.m. at Hanover High School. Selectboard member Nancy Carter led the Pledge of Allegiance. Moderator Eggleton stated that the first question on the agenda is approving the rules for the meeting; he directed everyone to read page 18 of their packet, The Town Moderator's Message. **Moderator Eggleton took a motion from the floor to utilize the set of rules listed in the Town Moderator's Message. The motion was seconded. Moderator Eggleton calls the question. The motion PASSED.**

Moderator states that articles will be read and moved by selectboard members and then we will introduce debate after a second. Following the conclusion of debate he will call for a vote.

ARTICLE SEVEN:

Selectboard member Callaghan read out the current open positions and those nominated for the roles; he then moved the article.

To choose the following Town Officers to be elected by a majority vote.

One Advisory Board of Assessors, one for a term of three (3) years.

John Brighton)

Three Fence Viewers, each for a term of one (1) year.

Robert Grabill

Matt Marshall

Sarah Packham

Two Surveyors of Wood and Timber, each for a term of one (1) year.

Timothy Bent

James Kennedy

Such other Officers as the Town may judge necessary for managing its affairs.

The article was seconded by a resident in the front row and the moderator asked for discussion. A resident asked for explanation on the position roles of Fence Viewers and Surveyors of Wood and Timber. Selectboard member Callaghan responded that these offices date back to colonial times and the tradition has been maintained in many towns for many years. The Fence viewers would adjudicate fence lines and property disputes; Surveyors of Wood and Timber make sure a cord is a cord of wood.

The moderator called for a voice vote. **ARTICLE PASSED**

ARTICLE EIGHT:

Selectboard member Chamberlain read out and then moved the article.

To see if the Town will vote to raise and appropriate \$22,592 for deposit into the Land and Capital Improvements Fund, an expendable trust, and to fund this appropriation by authorizing the withdrawal of this amount from the Unassigned Fund Balance. The amount appropriated is the equivalent of 50% of the total Land Use Change Tax collected in the fiscal year 2022-2023.

The article was seconded by resident in the back row, Professor Fowler.

Moderator called for thoughts, comments, observations or concerns. Hearing none, the moderator called for a voice vote. **ARTICLE PASSED**

ARTICLE NINE:

Selectboard member Chamberlain read out and then moved the article.

To see if the Town will vote to raise and appropriate \$22,592 for deposit into the Conservation Fund, and to fund this appropriation by authorizing the withdrawal of this amount from the Unassigned Fund Balance. The amount appropriated is the equivalent of 50% of the total Land Use Change Tax collected in the fiscal year 2022-2023.

The article was seconded by a resident. Moderator called for thoughts, comments, observations or concerns. Resident asks what is the Land Use Change Tax? Selectboard member Chamberlain responded that that land

use change tax fee is collected when land changes hands, long history in Hanover to take these fees and split between Capital Improvements and Conservation Funds

One can hear an indistinct comment from a resident. Moderator asks residents to please approach microphones to make comments or ask questions, or if unable, he is happy to restate as best he can. He reiterated the following comment from a resident: The resident wanted to clarify that this is only collected when land in current use is converted back to non-current use resulting in taxes being owed.

Hearing no additional discussion, the moderator called for a voice vote. **ARTICLE PASSED**

ARTICLE TEN:

Selectboard member Chamberlain read out and then moved the article.

To see if the Town will vote to raise and appropriate \$34,135 for deposit into the Municipal Transportation Improvement Fund, a capital reserve fund, and to fund this appropriation by authorizing the withdrawal of this amount from the Unassigned Fund Balance. This amount is equivalent to the total Transportation Fee surcharge for each motor vehicle registered in the Town of Hanover (\$5.00 per vehicle) during fiscal year 2022-2023.

Article was seconded by resident in the third row.

Moderator called for thoughts, comments, observations or concerns. Hearing none, the moderator called for a voice vote. **ARTICLE PASSED**

ARTICLE ELEVEN:

Selectboard member Carter shared that this is her favorite article and that it does go on, but that we are required to read every word and dollar amount. She read out and then moved the article.

To see if the Town will vote to raise and appropriate the sum of **\$1,912,700** and authorize payment into existing capital reserve funds in the following amounts for the purposes for which such funds were established:

Ambulance Equipment Capital Reserve Fund <i>with funding to come from the Ambulance Fund</i>	\$128,000
Building Maintenance and Improvement Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$216,700
Dispatch Equipment and Dispatch Center Enhancements Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$21,000
Fire Department Vehicle and Equipment Capital Reserve Fund <i>with funding to come from the Fire Fund</i>	\$162,000
Highway Construction and Maintenance Equipment Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$480,000
Parking Operations Vehicles and Parking Facility Improvements Capital Reserve Fund <i>with funding to come from the Parking Fund</i>	\$84,000
Police Vehicles and Equipment Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$126,000
Road Construction and Improvements Capital Reserve Fund <i>with funding to be raised through taxation</i>	\$67,000
Sewer Equipment and Facilities Improvements Capital Reserve Fund <i>with Funding to come from the Wastewater Treatment Facility Fund</i>	\$307,000
Water Treatment and Distribution Equipment and System Capital Reserve Fund <i>with funding to come from the Water Utility Fund</i>	\$321,000

Resident Nico Macri seconds the motion. Moderator asks for thoughts, comments, observations, or concerns; and when you stand, please identify yourself.

Resident Nancy Welch reads an excerpt from Jim Kenyon's recent article

"A public airing also needs to occur outside a courtroom. People deserve an opportunity to question town officials about what went down on May 1 and why police willingly acted as Beilock's goon squad. Hanover's annual Town

Meeting would be a place for residents — and I'm including Dartmouth students — to start holding police, the town manager and the Selectboard accountable for the use of tax payer-funded resources in this debacle.” (Valley News May 10, 2024)

Nancy Welch continues and states, for this reason, I need to vote no on all of the articles that involve police, we have had no accountability from the police or the Town of Hanover...despite the good municipal items listed.

Moderator asks for further thoughts, comments, observations or concerns about article eleven.

Resident asks if it is possible, to amend to remove only policing; Moderator agreed that this is a permissible amendment but needs to cite specific line item.

Resident moves to remove policing line from article; this requested amendment was seconded by a member of the audience. Moderators asks for any further discussion.

Jacob Markham – Dartmouth student is thankful that the police were on campus and involved on May 1st and was pleased with the response. He felt that Dartmouth set clear expectations for those on the Green.

Moderators asks to limited discussion to amendment.

Kim Frost, Etna – questions if Hanover police were involved on May 1st protest or the State Police?

Moderator asks SB chair Rassias to respond, Rassias responds that he acknowledges that he knows people are here specifically to pose these concerns. He raised that this assembly is our legislative body, our time to discuss and act on the warrant before us; To create processes to move the town into the next fiscal year. He suggests that this meeting is not appropriate for this discussion – but when is? He feels these issues should be relegated to staff members or one may bring questions to selectboard meetings. This is not an agenda item on an upcoming meeting, but welcomes hearing from residents.

Jake Blum disagrees with Rassias; this is the only time we are all together as a town and he does not want discussion quashed.

Jeff Acker would like to know if Selectboard would be willing to hold a meeting to discuss this issue. Without this, he thinks this will be a problem and we will be here all evening.

SB chair Rassias cites two issues: First, this item would need to be added to an agenda. He anticipates a public listening session focuses on policing. Second, there is also turnover on the board and there is a reorganization meeting on 20 May with the new selectboard seated and this can be discussed then. So, a meeting cannot be set now.

Bob Keene – what is effect of Amendment – taking this amount off the Article – and the issue of the impact being raised. This is moving monies that has previously happened.

Rassias - these articles 11 and 12 are related to town reserve funds which we utilize for many purposes, they exist as a mechanism the State of NH allows us to use within our tax policy to mitigate expenses over several years – such as our Fire Tower Truck. We place monies into those funds annually and then use them as needed.

Moderator moves Amendment (Yea would adopt, Nay will reject) and calls for voice vote,

AMENDMENT IS REJECTED

Further thoughts, comments, observations or concerns about original form of Article 11, hearing none moderator called for a voice vote. **ARTICLE PASSED**

ARTICLE TWELVE:

Selectboard member Carter moved Article 12 and explained we have raised the funds, now we have to appropriate them. The numbers are not 1:1 as many of these funds already had funds in them so

we are sometimes spending more than was just appropriated. She then read out and moved the article.

To see if the Town will vote to raise and appropriate **\$2,065,591** for the purposes listed below, and to authorize funding these amounts by withdrawal from the listed capital reserve funds in the following amounts:

Fire Department Vehicle and Equipment Capital Reserve Fund: <i>Metal Door Replacement Phase III, Fire Car #2, Heat Pumps, Thermal Imaging Camera</i>	\$314,102
Highway Construction and Maintenance Equipment Capital Reserve Fund: <i>DPW Fleet Roadside Tractor, Truck 15 F550 pickup, Truck 18 F350 pickup, Truck 26 F350 pickup, Truck 4 (Grounds) upgrade to F550 pickup</i>	\$583,889
Parking Operations Vehicles and Parking Facility Improvements Capital Reserve Fund: <i>Expansion Joints & Capstones, Pay & Display Meter Stations (4)</i>	\$64,200
Police Vehicles and Equipment Capital Reserve Fund: <i>Firearms & Related Equipment, Wi Fi enabled police radios</i>	\$100,000
Road Construction and Improvements Capital Reserve Fund: <i>Main Street/Wheelock Signal Control Cabinet, Park Street/Wheelock Signal Control Cabinet</i>	\$138,000
Water Treatment and Distribution Equipment and System Capital Reserve Fund: <i>One Ton Utility Truck, Water Meters Phase II</i>	\$292,400
Sewer Equipment and Facilities Improvements Capital Reserve Fund: <i>Water Meters phase II, Access Road, Cement Trailer LMC, UG Power & Fiber Replacement</i>	\$573,000

This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until these specified purchases are complete or June 30, 2029, whichever occurs sooner.

The motion was seconded by resident in the back. Further thoughts, comments, observations or concerns about Article 12.

Samantha Ray, Hanover, motions to amend to remove police line of \$100,000; Amendment seconded from floor. Resident Ray further added she feels the need to do this dance again specifically due to the inclusion of firearms. She feels that the utilization of Armed police against unarmed protestors breaking a college policy was inappropriate and dangerous.

Further thoughts, comments, observations or concerns about the amendment, hearing none calls for a voice vote on the Amendment (Yea would adopt, Nay will reject) **AMENDMENT IS REJECTED**

We are back to original article as read. Further thoughts, comments, observations, or concerns about Article 12. Seeing and hearing none, he calls the question. **ARTICLE PASSED**

Selectboard Chair Rassias shared we have an important person to celebrate; he wants to recognize Nancy Carter for her 12 years of service on the Board. He says thank you on behalf of the board and the entire Town of Hanover. Applause and standing ovation.

Nancy shared how quickly twelve years have passed, there were many more memorable moments than not. She will miss her board colleagues and the town department chairs. Thank you very much.

Town Manager Alex Torpey introduces Department Heads and Town Staff who are here. He further asked all residents on boards and committee to stand up and be recognized. The moderator urged all to consider joining a committee.

Moderator announces results from the Ballot voting:

Selectboard – We had three candidates for two open seats.

Kari Asmus 348, Jarett Berke 476, Joanna Whitcomb 500

Moderator – Jeremy Eggleton 631

Supervisor of the Checklist – Patricia Dewhirst 619

Trustee of the Trust Funds – John Stebbins 621

Etna Library Trustee – John Collier – 627

Cemetery Trustees – Harold Frost 598

Write ins Kevin Knuuti 221, Petra Sergent 215

We have now populated a board of cemetery trustees which will become important later tonight.

Zoning Articles/Amendments

Article 2 passed 630-70 Article 3 passed 634-54 Article 4 passed 577-135

Article 5 passed 599-97 Article 6 passed 604-89

The Town Manager asked the moderator to remind residents to complete the feedback survey regarding Town Meeting.

ARTICLE THIRTEEN:

Selectboard member Whitcomb read out and then moved the article.

To see if the Town will vote to approve the cost items included in the Collective Bargaining Agreement reached between the Selectboard and the American Federation of State, County and Municipal Employees Council 93, Local 1348 (Public Works Department employees) on February 28th 2024, which calls for the following increases in salaries and benefits at the current staffing level:

<u>Year</u>	<u>Estimated Increase</u>
2024-2025	\$171,768
2025-2026	\$198,265
2026-2027	\$225,406

And further to raise and appropriate the sum of \$171,768 for the 2024-2025 fiscal year, such sum representing additional costs attributable to the increase in the salaries and benefits required by the proposed agreement over those that would be paid at current staffing levels in accordance with the most recent collective bargaining agreement.

The motion is seconded by a resident. The moderator states that he will next ask Selectboard member Whitcomb to share the board perspective on these articles and would then recognize Greg Snyder to share the Finance Committee perspective.

Selectboard member Whitcomb makes the following statement:

Tonight, we have been and will continue to vote on the Town's budget which makes up roughly 30% of the total annual taxpayer costs. The school budget that we passed in March is 60% with the County budget 10%. The largest component of the Town's operating budget, about 65%, is the compensation and benefits for our staff. Our dedicated staff is our greatest asset. One of the SB's top 2023/24 priorities is to support and enhance our staff. This includes addressing compensation, implementing retention strategies, and updating our employee policies and benefits.

We have three collective bargaining units, which cover about half of the Town's employees (~70 staff). Employees of the Public Works and some in Parks and Recreation are represented by Local 1348 of the American Federation of State, County, and Municipal Employees (AFSCME), the Police Department by Local 3657 of AFSCME, and the Fire Department by Local 3288 of the International Association of Fire Fighters (IAFF).

This year, the Town reached agreement with AFSCME Local 1348 and AFSCME Local 3657 on a three-year collective bargaining agreement for the period beginning July 1, 2024, and ending June 30, 2027. A two-year agreement was reached with IAFF Local 3288 for the period beginning July 1, 2024, and ending June 30, 2026. The contract negotiations starting point was largely based off the feedback received through the Town's Retention and Recruitment study in 2023, which included participation from union and non-union employees and resulted in the Town's proposed updates that are included for union and non-union staff in the FY25 budget.

The Town took a collaborative approach to working with the union (and non-union) employees this year. Our Town Manager, Alex Torpey, and HR Director, Katie Williams, held over 5 dozen meetings with staff to discuss compensation and benefits and the importance of maintaining fiscal responsibility and operational efficiency. This helped the Town understand the unique needs of each union, which resulted in the cost elements that I'll share for each article.

The costs associated with the warrants this year will appear different from prior years. This is due to two things a) A change in how the calculations of what was included starting in FY24, and b) due to the multi-year contracts this year. There have been one-year contracts since Fiscal Year 2022.

Specific to Article Thirteen:

There are primarily three categories of changes:

1. Wage Adjustments

Adjustments to wages includes market adjustments for positions based on study data, separating out the COLA and Merit systems and eventually creating a new merit system with new town-wide goals and reviews. If there are any costs to those, that will have to come back to Town Meeting next year for approval.

2. Benefits

Adjustments to Benefits:

- 50% NH Paid Family Leave Premium for 12-week coverage (Up from six weeks)

*- Phased contribution to Dental premium**

- Increased HSA contributions for employees electing High Deductible healthcare plans

3. Other cost items

Resident Greg Snyder, on behalf of the Hanover Finance Committee makes the following statement:

During a public meeting on April 25, 2024, the Hanover Finance Committee voted 6-0 (with one absent) not to endorse the contracts as presented in Warrant Articles 13, 15 and 17, and that should any of the contract articles fail, we take the position that its corresponding Special Town Meeting warrant article should be approved as found in Warrant Articles 14, 16 and 18.

First and foremost, committee members underscore their appreciation for the good work and dedication of union employees. These staff members do extraordinary work, day-in and day-out, to keep us safe and our town running smoothly.

The job of the Finance Committee, however, is to gauge whether any given proposal is in the best interest of the Town's financial wellbeing- both in the short and long term.

The committee had three main concerns.

- 1) all three contracts require that negotiations be reopened within the coming months to finalize merit increases and other benefits. The costs as of today are unknown. This is, in essence, asking voters to approve contracts even though they are not complete.*
- 2) the introduction of automated Cost of Living Adjustments (or COLAs) opens great uncertainty in terms of future increases. The Town's long-established practice of focusing on "total compensation" (COLAs and steps) has resulted in increases greater than inflation while providing budgetary predictability. This is demonstrated in the table of a hypothetical \$75,000 salary comparison of Northeast Consumer Price Index for All Urban Consumers and Hanover Town compensation over five years which shows the "catch up" success from 2023 and 2024 and an overall positive variance of 2.1%.*
- 3) there was an overriding question of whether the town's compensation was competitive. After analyzing the information made available and the compensation study, we did not see that Hanover's wage scales were particularly uncompetitive, especially as the study looked at FY23 wages which did not reflect the benefits of the 5% wage scale adjustment in FY24.*

In closing, the Finance Committee is raising a caution flag and has taken the position that the following warrant article which would allow for a second vote at a Special Town Meeting should be approved- and in doing, hopefully achieve the dual goals of better information for voters and a new contract for employees.

Moderator shares some information about articles thirteen through eighteen. We have three collective bargaining articles (13, 15, 17) with accompanying articles (14, 16, 18) which basically say if we reject any of the three, we may approve a special town meeting for approval of those contracts at a later date. Please bear that in mind as we move through the next steps.

Selectboard member Callaghan makes the following statement:

Selectboard decisions are an often exercise in balancing interests whether its cars, bikes, and pedestrians or in this case our highly valued employees and the also the affordability of living in living in Hanover for our taxpayers. There are no easy answers especially in a time when inflation is pressuring all of us but there is much that is good in these contracts: including addressing pay inequities, fixing on call pay, expanded benefits and even a move to a merit-based system in the context of revamped personnel policies.

How we got here was not easy and arguably flawed. There was very significant effort of the part of the unions and town administrators to engage in a novel process that ended up going right down to the wire. In fact, the selectboard only saw the full contracts on 5 April 5th right up against the statutory deadline for approval. One member abstained for lack of time to review the documents and others regretted not doing so. The selectboard having responsibility for the overall process is ultimately at fault for this process; it was not our finest hour.

It is understandable in many respects that the finance committee has recommended against these contracts, process may have been a contributory factor as well as some aspects of the contracts themselves. In this, again, the selectboard bear some responsibility.

But as to big picture SB responsibility, our ultimate responsibility is to support both our town employees and our citizens. Should these contracts not pass we will none the less do all that we can to ensure that our union and non-union employees feel fully support in this process and that the concerns of our citizens are full vetted and heard.

How we would balance all of that is what makes our selectboard work both challenging and rewarding.

Moderator asks for further thoughts, comments, observations, or concerns about Article 13.

Michael L/N/U asks how many people are affected by Union contracts; am I missing a FTE Count?

Town Manager Torpey responded that in the three collecting bargaining units, about 70 employees, about 140 benefits eligible staff (199 total staff) and approximately half are in the three different collective bargaining units.

Ellis Rolett – Looking ahead at the 14, 16, 18 articles, if needed, would we have to have 3 separate special Town Meetings? – Town Manager Torpey indicates only one meeting will be necessary, any of the contract articles that fail would be combined into one special town meeting

David Vincelette comments about being a political prisoner by all three Unions. He supports the contracts but would like investigations for past crimes.

Kim Frost questions if Finance Committee report statement about growth in wage inequality regarding the low end pay scale, she said she knows this has been an issue with the schools but is unaware if this is also true with the Town – She read an excerpt from the Finance Committee report which indicates low end is not addressed:

To the extent that some of the beginning wages are below average, the new contract provisions do not strongly target this end of wage scale and hence do not ease the difficulties currently experienced by the Town in hiring entry-level employees in an extremely low unemployment environment. Instead, the contracts add steps at the top of the wage scales where compensation is already very competitive.

Town Manager Torpey responded that he appreciated the question. This was a high priority in conversations with both union and non-union staff during the recent six-month recruitment and retention process where we worked through issues raised during meeting with staff.

In 2022 survey, the Town conducted a staff survey which was the impetus for the broader R&R process in which 13% of recipients (representing approximately half of the staff) said they felt they were paid fairly compared to other communities, 90% felt that more time off more valuable and 80% sought an improved work environment.

With the help of the UMass Boston Collins Center for Public Management, we then compared our wages to 18 different competitor municipalities within the region and beyond so we could compare apples to apples as we there are no other NH towns hosting a large private college. The market data showed that of our 70 positions within the three collective bargaining units, 21 positions started below the market average and 2 both starting and ending salaries were below the market average. We are competitive at the top of our scale, but not at the bottom.

Drilling down into Article 13, the first-year budget includes funds targeted to market adjustments for the 10 lowest steps in our 22-step scale, but rather than reviewing line by line, he said that these figures are the result of multi-month negotiations with all three bargaining units and the contracts were ultimately ratified by all three groups, which shows agreement with the approach. There was significant agreement among the selectboard, town administrators and department heads and union leadership of the need to bring up some of the pay at the bottom of the scale, also true in articles 15 and seventeen as well. This is a step in the right direction.

Peter Christie indicates realized over time that we have not been keeping up with competitive compensation and need to correct this. That often showed up in the number of town employees lost each year, which could be 30% of staff. He said could not run a business with that reality. I see that the Selectboard is trying to address this issue.

Further thoughts, comments, observations, or concerns about Article 13. Hearing none, Moderator calls the question – As the voice vote is too close to call he requests everyone hold up their pink cards for or against.

ARTICLE PASSED

Moderator states that while it is now moot, we are still required to vote on article fourteen as it is included on the warrant as a matter of law. Town counsel suggested that we can either table or pass over the article. On advice of counsel, Moderator moves to pass over Article 14 as 13 was passed.

ARTICLE FOURTEEN: If the preceding article is defeated, to see if the Town will authorize the Selectboard to call one special meeting, at its option, to address Article 13 cost items only.

ARTICLE PASSED OVER AS ARTICLE 13 PASSED

ARTICLE FIFTEEN:

Selectboard member Whitcomb read out and then moved the article.

To see if the Town will vote to approve the cost items included in the Collective Bargaining Agreement reached between the Selectboard and the International Association of Fire Fighters, Local 3288 on April 4, 2024, which calls for the following increases in salaries and benefits at the current staffing level:

<u>Year</u>	<u>Estimated Increase</u>
2024-2025	\$117,085
2025-2026	\$71,459

And further to raise and appropriate the sum of \$117,085 for the 2024-2025 fiscal year, such sum representing additional costs attributable to the increase in the salaries and benefits required by the proposed agreement over those that would be paid at current staffing levels in accordance with the most recent collective bargaining agreement.

Article was seconded by resident. Whitcomb read 2 year contract specifics for Firefighters

- Market Adjustments – 2% one-time adjustment for all union members
- COLA: FY25 – 2.5%, FY26 – 2.0%
- Existing Step/Merit Increase: FY25 2% step awarded on employee anniversary.
- No changes to benefits, added a 20 hour vacation sellback option.

Moderator asks Mr. Snyder if the Finance Committee has additional comment on article. None needed.

Any further comments:

Jake Blum wondered why other multi-year contract articles had increasing amounts but Fire one was decreasing. Town Manager Torpey shares that the town developed a proposal made to union and non-union staff based on feedback received, Similar proposals were brought to all three collective bargaining units at the outset which would then be tailored based on specific needs. This is a result of back-and-forth negotiations with Fire Union leadership that all parties were most comfortable with.

Mr. Blum further asks to clarify that the Fire Union is happy with a smaller increase in year two? Town Manager reiterates that this is the contract that was supported and ratified.

Further thoughts, comments, observations or concerns about Article 15

Resident Jim Rubens thanks the Finance Committee for their prepared statement and specifically the chart on Tax Bill Changes FY15-25. He asks the Finance Committee what portion of differential over the years is increases in Town salaries and benefits on chart. Finance Committee member Snyder answers that they did not differentiate to show how the compensation increased.

Further thoughts, comments, observations, or concerns about Article 15. Seeing and hearing none, he called the question for a voice vote. **ARTICLE PASSED**
Moderator moves to pass over Article 16 as 15 was passed.

ARTICLE SIXTEEN: If the preceding article is defeated, to see if the Town will authorize the Selectboard to call one special meeting, at its option, to address Article 15 cost items only.

ARTICLE MOOT DUE TO ARTICLE 15 BEING PASSED

ARTICLE SEVENTEEN:

Selectboard member Whitcomb read out and then moved the article.

To see if the Town will vote to approve the cost items included in the Collective Bargaining Agreement reached between the Selectboard and the American Federation of State, County and Municipal Employees Council 93, Local 3657 (Police Department employees) on March 29, 2024, which calls for the following increases in salaries and benefits at the current staffing level:

<u>Year</u>	<u>Estimated Increase</u>
2024-2025	\$158,103
2025-2026	\$200,375
2026-2027	\$225,210

And further to raise and appropriate the sum of \$158,103 for the 2024-2025 fiscal year, such sum representing additional costs attributable to the increase in the salaries and benefits required by the proposed agreement over those that would be paid at current staffing levels in accordance with the most recent collective bargaining agreement.

The article was seconded from front row. Whitcomb indicates the provisions of this contract:

- Market Adjustments – No market adjustments
- COLA: FY25 - 2.5%. Future years to be indexed to the CPI New England.
- Step/Merit Increase: For FY25, 2% step awarded on employee anniversary. Eligibility for future year 2% “step” increases to be determined through the Town’s new Merit Steps program, which we aim to have in place before FY26.
- **Benefits**
 - 50% NH Paid Family Leave Premium for 12-week coverage (Up from six weeks)
 - Phased contribution to Dental premium
 - Increased HSA contributions for employees electing High Deductible healthcare plans*
 - Increased opt-out payments for employees who are eligible but elect not to take Town insurance
- Other: 20-hour Vacation Sell-back

Greg Snyder reiterates Hanover Finance Committee looked at all info and come to the unanimous conclusion to not approve the contract based on the three issues highlighted.

Resident Bill Abdu – what are the goals for 1-2-3 year contracts, what metrics do you use to show programs are successful and how will town people know that?

Alex Torpey gives details learned from the rate and retention study – including that more communication is needed with staff, pay changes is a lot like property assessment, small adjustments are necessary so you don’t have a huge increase every 5-10 years. Intend to measure turnover rate, over the last 5 years 137 jobs have turned over in a staff of 140 benefits eligible staff; stunningly high and expensive; that includes retirements. Second metric would be

vacancy rate of open positions, that generally hovers between 5-12%. Today we have 11 open positions, some have been vacant more than a year. We are adding a second person to HR filling a long-term vacancy which allow us to have more data to regularly report.

Bill Abdu follows up – He doesn't understand Alex's response....what's a success? Do we have a number for turnover rate/for vacancy? Do we have a number of people who are going to be satisfied with their work, how do we compare with our UMass identified competitor municipalities? Cannot just say lines going up, lines going down, good or bad. You have to be specific and identify what's going to be your measure of success.

Alex Torpey responds that we do not have all the goal points identified at this time but we have the baseline data which we did not have before and thinks we do have the kinds of things that we want to track. We will set those goals over the next months and years.

Further thoughts, comments, observations, or concerns about Article 17. Hearing none, Moderator called the question for a voice vote, determines it is close to say on voice vote, and requests hand vote. **ARTICLE PASSED**

Moderator moves to pass over Article 18 as 17 was passed.

ARTICLE EIGHTEEN: If the preceding article is defeated, to see if the Town will authorize the Selectboard to call one special meeting, at its option, to address Article 17 cost items only.

ARTICLE MOOT DUE TO ARTICLE 17 BEING PASSED

ARTICLE NINETEEN:

Selectboard chair Rassias read out and then moved the article.

To see if the Town, per RSA 31:98a, will vote to raise and appropriate \$25,000 into the Town's Annual Contingency Fund for fiscal year 2024-2025, this sum to come from taxation.

A resident seconded from floor. Selectboard Chair Rassias shared the specific RSA governing contingency funds as we are setting this up this year.

RSA 31:98-a Contingency Fund. – Every town annually by an article separate from the budget and all other articles in the warrant may establish a contingency fund to meet the cost of unanticipated expenses that may arise during the year. Such fund shall not exceed one per cent of the amount appropriated by the town for town purposes during the preceding year excluding capital expenditures and the amortization of debt. A detailed report of all expenditures from the contingency fund shall be made annually by the selectmen and published with their report.

Selectboard Chair Rassias indicates that \$25,000 is not close to 1% of our town appropriate but this is an initial deposit into this fund that we anticipate being useful in ensuing years. This should help us spread expenditures over the future and will help spread out our ability to even out costs.

Further thoughts, comments, observations, or concerns about Article 19

Jeff Acker starts by stating that he understands that we have an undesignated fund balance which is comprised of accumulated excess taxes kept by town. The town occasionally puts some of this towards reducing the tax rate but every year they keep more and more. There already is a contingency fund with what he believes are several hundred thousand dollars, but he is unable to verify in report. It's almost embarrassing in a \$31M budget to have a \$25K contingency fund only because we are allowed to by the state. Why do we need more?

Alex Torpey responds that the contingency fund was created last year and can only be spent in very specific circumstances such as if we overspend the entire budget in the current fiscal year. We do not anticipate needing to use the contingency, but as we have recently rebuilt many budget lines with less cushion than in previous years we thought it prudent to follow this recommended best practice and create the new fund. It is the most transparent way to have a cushion in the municipal budget.

Resident Acker states he doesn't understand the response at all. When can we spend UDF balance? Thought that was that the UDF was for. I thought it was for unexpected expenses in this year's budget. What expenses can we use UDF for that we cannot use contingency fund?

Alex Torpey responds that the UDF is not money that we have permission to spend at all in any given year. The UDF is to ensure we always have funds in our town “bank account” keeping that number at 10-15%. That number is tracked by the State Department of Revenue. The funds collect, we report and this year we anticipate ending at high 14%. Again, we cannot spend it in any given year, that is a state decision not a Hanover one per regulation. The contingency fund replaces previous cushion in department budgets to track budget overruns. Town counsel Laura Spector-Morgan asked to clarify. She replies that the UDF cannot be spent without Court approval or special town meeting, or if the DRA allows for an emergency following their process. Not a spending account to spend from at will.

Further thoughts, comments, observations, or concerns about Article 19; Hearing none, he calls the question for a voice vote. **ARTICLE PASSED**

ARTICLE TWENTY:

Selectboard chair Rassias read out and then moved the article.

To see if the Town will vote to raise and appropriate \$31,077,237 to pay the operating expenses of the Town for the 2024-2025 fiscal year, for the purposes set forth in the Town budget. This sum does not include any of the preceding or succeeding articles.

Seconded by resident. Selectboard chair Rassias shares a statement summarizing the Town Budget:

I. Introduction

I intend to provide a summary of the Hanover town budget, highlighting its main drivers, new additions, purposeful omissions, and the impact on the future. In addition, I will look beyond the numbers at the priorities that drove the creation of the budget.

The Town of Hanover's budget guidelines emphasize the importance of balancing citizens' needs with financial feasibility. Key objectives include maintaining high-quality services cost-effectively, adequately funding long-term liabilities, and investing for the future. The guidelines prioritize competitive compensation for town staff, prudent reserve management, and thoughtful consideration of new initiatives.

The budget creation process followed a time-honored format, with many innovative updates implemented by our town manager. We started in the early fall of 2023 with a series of forecasting presentations by the town manager and the town's finance director. After this, the selectboard set a target range for the budget of 5-7% increase. The department heads then developed their respective budgets, and this was brought together into one proposed budget by the town manager and the finance director. A series of public budget meetings were held in late February by the Selectboard, where the proposal was developed into a final draft. The budget we're submitting for consideration was approved unanimously by the selectboard at its April 6th meeting.

II. Goals and Aspirations

Understanding the town's budget goes beyond mere numbers; it encapsulates our collective vision for the future. The Selectboard's aspirations for FY24-25 serve as guiding principles, shaping our budgetary decisions and community priorities.

- 1. Enhancing Investment in the Organization:*** Initiatives such as the Retention and Recruitment study, professional development funding, and succession planning are paramount.
- 2. Promoting Affordability and Accessibility:*** Policies include zoning updates, workforce housing projects, and collaborations with stakeholders to ensure housing aligns with community values.
- 3. Improving Mobility and Transportation:*** Initiatives like Main Street reconstruction and Complete Streets policies aim to prioritize pedestrian and cyclist needs.
- 4. Evaluating Community Services:*** Collaboration with stakeholders and a keen focus on inclusivity guide our efforts to enhance community programs.
- 5. Enhancing Community Engagement:*** This involves leveraging technology for digital engagement, closing the digital divide, and diversifying advisory and implementation roles within the community.

III. Main Drivers of the Budget

The budget as presented a 6.5% anticipated tax rate increase which is an increase of 29¢ per \$1000 of valuation, or the tax on a house valued at \$500,000 would increase by \$145 to fund this budget. This budget is presented within the Selectboard's target set in the fall of 2023 of a 5-7% tax rate increase. It includes many important goals and updates, though with minimal funding needed for new programs, which largely are either tax neutral because of new revenue sources or have a minimal impact from creating greater efficiency internally. The largest driver of the increase over the previous year's budget is an update to staff compensation that helps address some of the Selectboard's highest prioritized personnel goals.

Of note, our forecasted FY25 undesignated fund balance remains estimated at 14.8% well within the recommended 10-15%, reflecting our ongoing commitment to fiscal responsibility and strategic planning.

One must note that there are drivers of this budget that do not have dollars and cents in our spreadsheets. For example, we know that the region's extreme housing and childcare shortage has prevented hiring and forced the resignation of a number of staff and contributes to the need to raise wages. This has also pushed more employees to live farther away, which complicates "on-call" departments. These don't traditionally have a space in any budget document, but they were considered alongside the budget.

IV. Purposeful Omissions

Deliberate exclusions from the budget were made to prioritize critical services and maintain fiscal responsibility. Reductions in non-essential spending, deferred projects, and efforts to streamline operations were emphasized. Long-term sustainability and fiscal health remained central considerations, guiding decisions to establish reserve funds and adhere to budgetary principles.

As an example, there were two new positions discussed that, although they align well with the Selectboard priorities, were not included in this budget due to spending constraints. The Communications and Grant Coordinator and a Transportation and Mobility Coordinator added too much expense and eliminated and replaced by minimal consulting support.

V. Strategies for Future Sustainability

Looking beyond the immediate budget cycle, it's essential to outline strategies for ensuring the long-term sustainability and prosperity of our community. Here are some key considerations, as summarized by our town manager, and available on the town website:

- 1. Fiscal Prudence:** *We must continue to exercise fiscal prudence and responsible financial management.*
- 2. Revenue Diversification:** *Over reliance on property taxes poses challenges, especially in times of economic uncertainty. Therefore, we should explore opportunities to diversify our revenue sources.*
- 3. Economic Development:** *Stimulating economic growth and attracting new businesses to our community can bolster our tax base and generate additional revenue streams.*
- 4. Sustainable Infrastructure:** *Investing in sustainable infrastructure projects not only enhances our community's resilience but also reduces long-term maintenance costs.*
- 5. Community Engagement**
- 6. Long-Term Planning**

VI. Financial Audit Discussion

As representatives of the Hanover community, the Hanover Selectboard acknowledges the delays and deficiencies in the completion of the FY2021, FY2022, and FY2023 audits. We recognize the critical importance of timely and accurate financial reporting in ensuring transparency and accountability to our residents.

We share the Finance Committee's concern regarding the delay in completing the FY2023 audit. We are committed to taking appropriate action to rectify this situation and ensure that future audits are conducted in a timely manner, including the addition of an accounting analyst position focused on this effort.

Regarding the material weaknesses identified in the FY2021 and FY2022 audits, we agree that these issues are of serious concern and require prompt and effective resolution. We appreciate the efforts of our dedicated staff in implementing new practices to address these deficiencies, and we remain committed to supporting them in their ongoing efforts to strengthen our financial internal controls. Specifically, the risks of management override of controls and improper revenue recognition highlighted by the auditors are areas of priority for us. We are actively

engaged in discussions with our auditors to understand the steps required to mitigate these risks and will ensure that appropriate measures are implemented.

It is a top priority for the Selectboard and Town administration to implement a corrective action plan. We are actively working on establishing a comprehensive corrective action plan that addresses the completion of the FY2023 audit, as well as the underlying issues identified in previous audits.

VII. Conclusion

In conclusion, the Hanover town budget reflects our commitment to responsible stewardship of resources and strategic investment in our community's well-being. By adopting these strategies and embracing a ensure that our community remains a vibrant, inclusive, and sustainable place to live, work, and thrive.

The town of Hanover is indebted to its dedicated employees. This budget is the product of many hours on the part of department heads, and especially our financial director, Ellen Bullion and our town manager, Alex Torpey. On the part of the selectboard I extend my heartfelt thanks for a well-constructed budget.

A resident second the article.

Kari Asmus, Chair of the Hanover Finance Committee states:

Every year I preface my remarks by pointing out that our at-large committee members are jointly appointed by you, Mr. Moderator and the Hanover School District Moderator—and that we have been at this business for quite some time, this being the 92nd Annual Report of the Finance Committee.

This year our at-large members have been myself, Greg Snyder as Vice-Chair, Rich Greger as Secretary, Herschel Nachlis, and John Dolan. Antonia Barry has been our School Board member, and Carey Callaghan has served as our Selectboard Member.

I would particularly like to thank Herschel for his service these past three years as he plans to step down at the end of his term on June 30. Should anyone here tonight be interested in serving on the Finance Committee, I encourage you pass along a letter of interest to our Moderator. And of course, I would be happy to answer any questions about the committee.

Now, without further ado, on to the committee's analysis of the FY25 Town budget:

During a public meeting on April 2, 2024, the Hanover Finance Committee voted unanimously to recommend adoption of the Town budget with significant reservations and recommendations. If all warrant articles were to pass—and we now know that they have all passed-- Town administration estimates an increase of 6.7% in the combined Town General Fund and Fire Fund tax rates, resulting in a new “blended” rate of \$6.21 per \$1,000 of taxable assessed property value. Town taxes on a property currently valued at \$500,000—which we know is a modest home in many neighborhoods--would be approximately \$3,105 in the coming tax year.

Among our main concerns are the growth in the tax rate and compensation costs. On page 76 of the annual report, we have a graph that shows how the growth in the total tax rate has started to outpace the rate of inflation. This is a new phenomenon that we have seen only in the past couple of years and want to highlight.

The cost drivers are compensation, as previously discussed, as well as growth in staffing. There have been a number of incremental increases, and if looked at individually, they may look very supportable. Many people might like to see a little additional staffing at the Howe Library and at the Etna Library, and to see a new stewardship position in Parks and Rec, etc., but all of these incremental changes add to the tax rate, and if they are not monitored over time, they could have a significant impact.

We also wanted to call attention to the reliance on inconstant revenues to offset increased spending. If this budget were to pass, we would use \$458,000 from the Undesignated Fund Balance as a revenue. This budget also relies on an additional \$350,000 in Short-Term Interest revenues over the amount in the current budget. These are

amounts that greatly mitigate the increase in our tax rate but are ones we may not be able to count on in future years. Short-term interest rates, for example, are unlikely to stay where they are now.

We would also recommend increased transparency in the use of Undesignated Fund Balance and other funds. We understand that trade-offs are an inherent part of any budget process, but there was not discussion at the Selectboard level of how these decisions were made, or how “wants” and “needs” were prioritized. For example, we are aware of significant maintenance items required by the Howe Library. Those items are not included in this budget, but funding for other downtown spaces are included. Voters should have an understanding of how those decisions were made.

Further, we would like to ask the Selectboard to provide detailed guidance to staff in the budget process. For example, we would like to see quarterly financial statements so that can see how the current year budget is unfolding. Timelines and budget expectations, including for negotiations, were not clear this year and led to less-than-ideal circumstances in which to contemplate long-term ramifications of decisions. We would also recommend that future tax rate targets be more exact than this year’s flexible range of 5-7%, or that the Selectboard at least ask to see what a budget at the lower end of the range would look like so that the lower end of the range is at least considered.

I would respond to the comments regarding the audits by saying that this is a topic that the Finance Committee has been very concerned about for over two years now. While we are pleased after two years to hear the Selectboard echo our recommendations, we would now say that we would like to see these recommendations happen. For example, last year we heard about having a new audit revue process, but we have not had any progress at all in determining what that new process would look like—and that is very important. However, again, we are pleased to hear the comments tonight as that is progress.

In closing, HFC recognizes all the effort required of staff, administrators, and Selectboard members to bring this budget and the proposed contracts to Town Meeting. There have been many challenges in recent years, and we thank all who care about and have contributed to the wellbeing of the Hanover community.

Moderator thanks the Finance committee and asks who would like to respond. Selectboard Chair Rassias responds with thanks to Kari for her comments and that he neglected to specifically thank the committee in his response. Many residents are unaware of the diligent work of the committee in their responsibilities to attend budget meetings, independently look into issues, and opine on what they think is appropriate.

Kevin Knuuti thanks Kari Asmus for her statement. He wants to point one thing out and make a request. When we talk about a tax increase or a budget increase going to result in a certain increase per \$500,000 house; it is misleading for a few reasons. Does not account for reevaluation of properties - references Page 91 of the Town Report regarding property tax fluctuation since 2014. It might be more useful to show average increases and decreases.

Nico Macri questions why grant writer has not been hired. We have a lack of staff time for writing grants, and the position could potentially pay for themselves. Town Manager Torpey would like more employees but didn’t want to add to the current budget – perhaps next year but wants to look into it more.

Bruce Franks poses that he understands that have a \$31 million proposed budget but not measuring success of any spending? Do we have measurable department goals that can be measured – both successes and failures?

Alex responds that the Selectboard started with setting goals and Department Heads built this budget based on those goals. He agrees with comments made, but we are taking one step at a time incorporating changes to the budgeting process. References addition of CIPC which is now adding perspective to the Capital Planning process. Additional goal setting including KPIs (key performance indicators) should be built in over the next few years.

Jim Rubins questions what would increase be if non-recurring revenue was included in the budget?

Alex Torpey asks Ellen Bullion, Finance Director, to help clarify but pointed out that every 120K in expenditure is approximately 1 tax point. Ellen added that total is roughly 700K resulting in a 5.8% increase in the tax rate.

Further thoughts, comments, observations, or concerns about Article 19

Resident Kesaya Noda says she may have a naïve question and asks about HFC concern that management overrode controls and there was improper revenue recognition; She would think this simply would not happen and is not complicated.

Finance Director Bullion agreed that management cannot override controls and those were observations made for FY2022. We hired a new audit firm as of that year and they looked at numbers with a new perspective and we are absolutely committed to following policies and procedures not overriding financial controls. This should not be a discussion point going forward.

Further thoughts, comments, observations, or concerns.

Resident Ardis Olson asks what do we mean about financial controls?

Finance Director Bullion response – financial controls are best practices for having any expenditure approved – for really any accounting procedure. It is difficult for her to comment directly as neither she nor Alex Torpey were here at the time. Again, we are committed to enforcing as well as updating our policies and procedures.

Resident Dave Cioffi stated that the finance committee said a 6.7% rate and 6.5% was shared from the podium, which is it? Bullion responds, Rassias refers to municipal rate, HFC uses the blended rate which is the municipal rate and the fire district rate depending on where you live in town.

Resident Cioffi asks if the \$31 million budget includes the increases agreed upon in the contracts?

Bullion responds that operating budget excludes the union contracts and anything else previously voted on in the warrant. The overall budget is \$35million which includes amounts in other warrant articles. What's left is what we are voting on now.

Cioffi was shocked to find in the auditor's report that we have not been able to track capital fund revenues and expenditures separately. He hopes that the new finance director will jump on that.

He wants all to remember before voting that it is easy for many not to worry about an increase in our property taxes but think about the rural community and the people living out there.

Social security this past year was raised just 3.2% but prices since 2020 have gone up 20%.

We are often told how the tax increase will affect homeowners but as someone who rented a high rent property for over 30 years, he knew that if the tax rate was to go up 6.5 or 6.7%, the next time he sat down to sign a lease he was going to get hammered. There are a lot of empty spaces in downtown Hanover, proposed rents for those will go up. He knows Alex has a goal to revitalize downtown and he is not sure that is going to do that as we have seen the decrease in retail in Hanover. The other problem is parking; it is very difficult and expensive. With some of the proposals he has heard, there will be less parking and perhaps traffic will even be worse than it is. But in particular, he thinks we all need to understand how this affects a lot of folks who are in social security.

Further thoughts, comments, observations, or concerns about Article 20. Hearing and seeing none, moderator calls the question – voice vote is too close to call, moderator calls for hand vote. ARTICLE PASSED

ARTICLE TWENTY-ONE:

Selectboard member Callaghan read out and then moved the article.

Shall the Town continue the established practice of delegating the duties and responsibilities of the Board of Cemetery Trustees to the Selectboard pursuant to RSA 289:6, II.

The article was seconded from floor. Moderator further explains article.

This article was written before the new board was seated. For many years, the Town of Hanover has taken care of the cemeteries through Parks and Recreation. Unbeknownst to us, when we were looking at the laws, we realized that we were not abiding within a statutory framework. We needed a specific delegation for care of the cemeteries; this proposal delegates care to the Selectboard.

The first option is to populate a board of cemetery trustees with private citizens. When this article was drafted, we did not have such a board, but after publication, citizens came forward to volunteer. Earlier today. We voted in a board. We are still required to vote on this article. If affirmed, in 90 days, it would strip the authority in the cemetery board and delegate it to the selectboard. Bear that history in mind as you vote.

Rich Howarth says it is outstanding that residents want to serve on this board and really look after these places and asks if he can make a motion to table or go directly to a vote.

Moderator responds and asks for comments on cemetery trust fund as moderator.

Laura Spector-Morgan indicates Cemetery Trustees would have authority to spend cemetery trustee funds on town cemeteries.

Further comment or questions.

Bill Abdu – can the SB have oversight of Cemetery board? Can Trustee Board work collectively with Selectboard? Is there a middle ground?

Laura Spector-Morgan – Ideally the board works in conjunction with the SB but legally SB has no statutory control over the board of cemeteries. Board has a fiduciary responsibility to the town.

Nico Macri said he heard these board candidates speak today outside the polls and he was impressed; he believes the SB could use this time in better ways. He thinks this article should be voted down.

Kesaya Noda would like to hear any of the SB who thinks they should maintain oversight – any who urge us not to utilize the new board.

Nancy Carter wants this article defeated; SB out of cemetery business – has no problem with that arrangement. Athos Rassias disagrees with Carter; thinks the SB has been handling this efficiently and should continue. Carey Callaghan moved it but is voting against the article.

Susan Blum – confused because SB voted for this article and now some are voting against.

Moderator reiterated why the diversity of opinion now, when this was voted, there was no cemetery board, not enough trustees, needed the 2 generous write-in candidates. Without them there would be no board, needed three members.

Newly voted trustee, Harold Frost shared that he expects the new board to work closely with Parks & Rec on maintenance of cemeteries. If you heard the candidates forum, you heard that there has been issues with maintenance and we are eager to remedy that. He is eager to volunteer and impressed with the knowledge and experience of the write in candidates with these issues.

Debra Olson – Trying to understand if there will there be more costs on way or another.

Laura Spector-Morgan comments – no. Town could raise or appropriate additional funds if they choose.

Stan Colla – In the warrant, the Selectboard voted 4-0 at Pre-town Meeting – how would the Board vote now. Moderator said they are welcome to share their opinions, but we have an open question.

SB member Chamberlain – voting against Article in favor of new board.

Moderator calls voice vote (yay – transfers duties to Selectboard, nay transfers duties to newly created board)

ARTICLE FAILS

Moderator called for a one-minute stretch.

ARTICLE TWENTY-TWO: (By Petition):

Selectboard chair Rassias read out and then moved the article.

To see if the Town will vote to call on the United States government to support an immediate and permanent ceasefire in Gaza and the West Bank in order to ensure the safety and right to life of all people living in the region of Israel and Palestine. Additionally, to stop the ongoing armed hostilities and human devastation, these voters ask the Town of Hanover to urge the United States government to immediately end U.S. arms shipments and military aid to the Israeli government and to use its considerable influence to ensure the safe delivery of food and medical supplies to Gaza. The record of the vote shall be transmitted by written notice from town officials to United States Representative Ann Kuster from New Hampshire; United States Senators Maggie Hassan and Jeanne Shaheen from New Hampshire; and United States President Joseph Biden, urging them to take action toward this end.

SB chair Rassias reads the article, seconded from floor

Moderator states before we get into debate on this article, I want to mention that I know that this is a very difficult issue that everyone has been dealing with; there are a lot of opinions on this and I want to just very respectfully request of everybody in the room that as we address our comments we do so respectfully and accept and believe that our fellow residents in Hanover are speaking in good faith.

Resident Jackson Weinstein makes a motion to amend the article – Moderator shares that in compliance with the law, Mr. Weinstein submitted this in writing earlier today; we were able to prepare and can therefore share it to the screen.

Weinstein read the entirety of the new proposed article:

To see if the Town will vote to call on the United States government to support efforts for permanent and lasting peace throughout the Middle East; to ensure rights to life, liberty, and the pursuit of happiness throughout the region; to greatly increase the humanitarian assistance provided to the region, directing these efforts to the victims of ethnic or religious discrimination, terrorism, and sexual violence and to ensure that the freedoms of dissent, conscience, self-determination and religious practice are protected for all residents or all nations. The record of this vote shall be transmitted by written notice from town officials to United States Representative Ann Kuster from New Hampshire; United States Senators Maggie Hassan and Jeanne Shaheen from New Hampshire; and United States President Joseph Biden, urging them to take action toward this end.

Further thoughts, comments, observations, or concerns on the proposed amendment.

Weinstein makes comments to explain his rationale for this submission of the amendment.

As a Dartmouth student, I can say that since the arrest and the announcement of this article, I have deliberated with a number of students, faculty, associates of Dartmouth, Jewish and non-Jewish alike, and I have understood there to be a widespread consensus that the language of this particular text is overly exclusive, ill nuanced for this conflict and only liable to hurt or offend a large portions of this town's residents who may feel unsafe, unwelcome, unheard within their own town or their own campus. As a Dartmouth student, I can say that since May 1st our dialog on campus has been monolithic at times at times hateful, utterly toxic to say the least and people have been unable to express their own opinions. I and others have been harassed or accosted online or in person and just based on even expressing an iota of support for the administration's response to the May 1st protest or expressing an equivocal stance on this issue. We worry that the text of this article can only make matters worse and with that said I think that we can all agree that we aspire to peace in the Middle East, that we support US humanitarian aid to all people suffering from war, from hunger, drought, atrocities the likes of which we couldn't possibly imagine in all countries including of course Israel and Gaza. We hope that this text will help to protect this town's unity, civic discourse and in the best case set a stage for future productive meaningful and constructive dialog in the future.

Weinstein further requests, before debate continues, I move that the vote on this motion to amend be held by secret ballot. Moderator indicates that is already in the record and as a matter of law the vote on Amendment will be by secret ballot.

Resident Sharon Racusin invited to read her statement to give perspective on original article, not necessarily a response to the amendment. This resolution is part of a movement of towns and cities across the country to condemn US complicity in Israel's apartheid system of oppression. We want Hanover to join Lebanon, Dover, Durham, Sharon, VT and Thetford, VT, and many others, in calling upon our congressional delegation to use its significant leverage to stop providing military aid that is used to commit genocide and call for a permanent ceasefire. For me,

as a Jew, it is especially imperative that Jews not stay silent to something so catastrophic as genocide in Gaza. A common argument is that ceasefire resolutions are anti-Semitic expressing hostility towards Jews because of their religious or cultural identity. But think about the ones weaponizing this charge of antisemitism, Governor Sununu, Former President Trump, Netanyahu, Speaker of the House Johnson.

It is not anti-Semitic to criticize the Israeli government. It is not anti-Semitic to criticize Israel or having developed into an apartheid state that grants rights and recognition to only half the population, the Jewish population, while using violence to suppress, displace, dehumanize, and eliminate the indigenous Palestinian population. These ceasefire resolutions are not anti-Semitic but anti-Zionist expressing opposition to Zionism as an ideology that claims the land of Israel and Palestine exclusively for the Jewish community.

Hundreds of US Rabbis and cantors signed a petition to President Biden calling on him to stop this war and telling him that war will never provide safety to Israelis and Palestinians. These Rabbis and cantors are certainly not anti-Semitic. Likewise, Holocaust survivors, and their descendants, have been present at protests across the country wearing signs that read "This Holocaust survivor says stop the genocide in Gaza." These Holocaust survivors and their children and grandchildren and certainly not anti-Semitic. One Holocaust survivor, Steven Capos (sp?), said if you are indifferent, if you do not take a stand, [and that is not a stand (pointing to amendment on screen). That is a general feel-good proposition and statement] like we do, you acquire a degree of guilt. Hanover needs to take a stand, don't stay silent and please pass this resolution with a show of pink cards not by voice please.

Moderator shared that there has been a motion made to vote by secret ballot on this resolution. Again, now we are at the phase of considering the amendment.

Susan Blum comments that she appreciates the amendment; it is a feel-good statement, but it doesn't go to the language of the original regarding stopping tax dollars being spent and I want that addressed. This is all we have that we can do; we can send a message. I think we should vote down the amendment and go with the original.

Lorna Britton, on behalf of myself and a neighbor, Christine Foley who could not be here. This statement was drafted in response to the original, but it fits just as well as a response to the amendment. We want to express our strong opposition to the warrant. The conflict in Gaza is complicated and the range of opinions in town reflect this complexity. If adopted, the article will unfairly represent the views of many town residents, like my neighbor who cannot be here. We understand the desire to show empathy, but regardless, this is not a Hanover town matter that we should opine on as a town. There is more we can do as individual citizens to provide support. Again, we strongly oppose this warrant article as it is not a Town matter.

Harper Richardson – comments that this issue matters to Hanover and the State of NH

We keep hearing that this is an issue that does not matter to Hanover, to New Hampshire and I frankly do not think that is true. Resident shares dollar figures related to Hanover and NH funds specifically going to Israel and shared US figures. Israel is the largest cumulative recipient to US aid in history. This is an issue that should matter to each of us.

Nico Macro posed a procedural question, can we suggest a different amendment.

Moderator states that we need to conclude debate and discussion on this amendment first and vote on it. Then we can consider other amendments. Resident Macro thinks City of Lebanon amendment was fair and balanced and more appropriate than this one and should be considered.

Deb Hoffer wants to emphasize that while we say this is not a Hanover Issue, this is important to every person in Hanover. She likes the amendment as it is less one-sided and divisive than the original. People are hurting; this is a horrible situation. She wants to vote to support people being devastated by this war and that can be a uniting force as opposed to the many divisive forces being proposed in the original petition.

Orin P (l/n/u) wanted to thank prior speakers for making case that criticizing Israel is not anti-Semitic and it is not problematic to call for peace in the Middle East. Why focus on Israel when there are human rights issues through Middle East. He encourages us to think how the amendment tries to be inclusive of international issues in our town governance and does not focus on one issue.

Jordan (l/n/u) shared what he called scattered points. 1. We are focusing on Israel specifically as it is the thing we can do something about now and the dollars going to Israel could be better used to solve local problems. 2. They say it is not a Hanover issue, but those dollars are our dollars and empathy is a Human issue. In 2005, the Hanover Selectboard voted to impeach the President. This was not a Hanover issue, but he presumes that they felt morally motivated. 3. On the amendment, no one will disagree with this, peace in the Middle East is good, but the original calls for action items that be concretely be put into policy.

Jake Blum says we should take a stand on not sending our tax dollars and weapons to support genocide.

Shayna Rockmore said she is used to speaking in front of her student council but happy to address this bigger group. She wants to address the concern about sending taxpayer dollars being sent. While she and many others agree and feel heartbreak about Gaza, she wants people to understand the Iron Dome, Israel's defense system, which is supported by US dollars. Some US funds are used to save lives not purchase bombs. Second, in response to an earlier comment that some of the people are Hamas; she shares that Hamas is a violent dangerous terrorist organization that governs Gaza.

Jonah Bard shares - As an Israeli resident of Hanover who spent considerable amounts of time in Israel and Palestine talking to residents in the West Bank, he wants to highlight that the movement behind the original petition is alienating to Israelis and Jews in this community. Over the past few weeks, he has been bombarded with anti-Semitic rhetoric such as "Free Palestine from the River to the Sea" when he walks across campus. He cannot advertise being Israeli as he would lose relationships with people who do not believe his nationality should exist. That's how students are interpreting this. We need a nuanced approach to the Israeli Hamas war in Hanover.

Nancy Welch states she is wearing a button that says "Free Palestine;" I don't view this as hate speech. It further says "One state with equal rights for all;" I've worn this for 25 years hoping for the creation of one state and the end of the apartheid and US funding of the apparatus such as the Iron Dome. A first step is to say to the US government, stop funding this war and stop funding the apartheid. Looking back to apartheid in S Africa in the 1980s, she urges all to consider what they will think of this moment 25 years from now.

Marty Hemmelstein wants to say that people are using terms like apartheid and genocide that are highly inaccurate. Many numbers being shared about deaths and population cannot be trusted. There is no genocide happening.

Constance Fontanet, medical student, apologizes if she gets emotional but her preference is taking care of patients not speaking in front of a large crowd. Since October, she is tired of seeing colleagues being murdered and patients dying. There is a reason why NGOs like doctors without borders have passed similar resolutions. She wants to know what would be enough for people to speak out.

Kesaya Noda appreciated the clarity of Sharon Racusin's discussion of the amendment with clear expectations and she urges that we vote it down. It does not address this issue at hand which the original proposal does. She thinks we need to speak out.

Julia Abbott comes from LA but her mother came to LA from Tehran, Iran. One reason she is at Dartmouth is that her mom really liked Hanover when they visited, she thought it was a safe town. She says that a call for ceasefire will not have a big impact outside Hanover but will matter here. She's fought for fighting again protests in Iran, but Hanover has not picked up that issue. There are many important issues, but we cannot take them all up. If the town does choose to adopt this proposal, she may feel that Hanover is not as safe as she thought.

Mia Beauveneuve thanks all for taking time to listen to this resolution and for coming out to make their voices heard; indicative of what democracy is. Tonight, she wanted to speak in support of the original ceasefire resolution and shared a story about learning about the Rwandan genocide and that world powers including the US refused to take action. She told herself that she would not be silent or turn a blind eye if the US again supported genocide. Within that context she chose on May 1st to call upon Dartmouth to divest and along with 89 other students, faculty and members of the Upper Valley community calling for justice she was arrested. She felt betrayed by her college, her town and her country. She urges all to consider the original message as it sends a message to the US and stands for justice and peace.

Aman Sinha (SP?) As a Dartmouth student, send his deepest apologies to any Jewish student who has been harassed, who has felt threatened by any Pro Palestinian protest. Any who threaten or harass should be held accountable. He thanks people for coming as believes that the beginning to any solution is communication and that is what we are doing here today. The amendment refers to the Middle East in vague sense – he agrees that atrocities are happening everywhere in the world including the Middle East – but today we are talking about what’s happening in Israel and Palestine. This issue is here it’s now a Hanover issue; it’s on our campus; State Police were involved. You can be for or against it, but it’s a Hanover issue; how we deal with that is what happens here today. It’s a Hanover issue because the tax dollars are real and are going to Israel and are funding what’s happening in Palestine. As residents, let’s do what we can and use our voices. This is the system we live in and we should take advantage of this democratic system. Regarding the proposal, he heard from some that it was divisive, but not to him. He feels it’s peace at its core.

A resident (name unknown) shared that he feels original too strong, amendment too weak, but as a moderate he thinks the original was better.

Moderator thanked all for the passionate opinion and extremely well-spoken way it was handled on all sides. He calls the question on the table by reading the proposed amendment and explains secret ballot process – yes if for amendment, no is against amendment. The Secret ballot process begins, and 5 minutes given for all to participate. Staff began counting ballot.

In the interim, moderator recognizes Deborah Bacon Nelson as a representative of the Hanover Democratic party. She asked all to think about and recognize a former Selectboard chair who served 35 years in the State House who passed away in February, Sharon Nordgren. As a long time, Hanover resident, she never missed town meeting, always sat with me, and wrote notes and shared wisdom and counsel asked for or not. She did so much to represent the Town of Hanover and to represent disadvantaged groups in our society and it’s important to take a minute to recognize her contribution.

Moderator commends our administrative and counting staff, both volunteers and town employees. He announces results on amendment Yes 74 Opposed 132 **AMENDMENT IS REJECTED**

Moderator indicates that originally drafted Article 22 is now up for discussion.

Nicolas Macri recognizes different opinions and does not want to reinvent the wheel. He would like text replaced with what Lebanon adopted in February and makes this motion.

To see if the Town will adopt and affirm the City Council resolution passed by the City of Lebanon in April. Motion was seconded. Macri reads the Lebanon Resolution.

WHEREAS the City Council of Lebanon (henceforth referred to as “the Council”) affirm the intrinsic value of human life and the human rights of all people regardless of race, skin color, national or ethnic origin, cultural group, language, gender identity or expression, sexual orientation, mental or physical ability, age, religious or political opinion or activity, economic status, immigration status, or housing status, in accordance with the Welcoming Lebanon Ordinance; and

WHEREAS the Council recognizes that in a widely multicultural community, matters of international concern have local significance; and

WHEREAS the Council grieves the tragic losses of human lives, both Palestinian and Israeli, in devastating numbers in the last half a year alone, and expresses its deepest sympathies for the friends, families, and communities of those affected by the ongoing violence; and

WHEREAS there have been significant local effects arising from the ongoing violence, including a rise in antisemitism, Islamophobia, and anti-Arab and anti-Palestinian racism, leading to safety concerns and a reduced quality of life for members of the greater Lebanon community; and

WHEREAS the Council understands that many members of the greater Lebanon community have not felt their concerns to be heard by members of higher levels of government and are seeking recognition at the local level;

NOW, THEREFORE, BE IT RESOLVED that the Council affirms and echoes the City's residents' fervent desire for an immediate and permanent bilateral end to violence in the region, the safe return of all hostages and prisoners, Israeli and Palestinian, and for the development of a lasting peace based on a recognition of the universality of human rights and fundamental equality of all peoples; and
BE IT FURTHER RESOLVED that the Council affirms and echoes the City's residents' fervent desire for priority to be given to humanitarian aid, especially medical care and relief from hunger to those most affected by the ongoing violence in the region, as well as an end to military aid; and
BE IT FURTHER RESOLVED that the Council condemns antisemitism, Islamophobia, and racism of all forms, at home and abroad, and will work to foster an environment in which all members of the greater Lebanon community can feel safe practicing and expressing their cultural and religious identities freely and in public, without fear of discrimination or harm; and
BE IT FURTHER RESOLVED that the Council will forward a copy of this resolution to our United States Congressional delegation, namely Representative Ann Kuster, Senator Jeanne Shaheen, and Senator Maggie Hassan, as an indication of the greater Lebanon community's deeply held desire for peace, abroad and at home.

Jake Blum asks to call question on amendment, seconded from floor. Moderator calls for Voice Vote

AMENDMENT IS REJECTED

Jake Blum asks to call vote on Article 22 as drafted. Moderator announces voting by silent ballot on article 22. Directs how to vote – yes to support article 22, no if reject article 22. Voters were given time to submit vote.

Moderator called order to share results Yes 101 No 89 **ARTICLE PASSED**

Asks everyone to take seats as meeting is not over yet. With respect to Article 23.

ARTICLE TWENTY-THREE: To transact any other business that may legally be brought before this Town Meeting. Moderator moves; seconded from floor.

No debate or discussion Moderator calls for voice vote **NO OTHER BUSINESS BROUGHT FORWARD**

Town Meeting was adjourned.

Respectfully submitted,

Roberta Hitchcock, Town Clerk

Minutes prepared by Tracy Walsh