

NOTICE OF MEETING

In accordance with the requirements of NH RSA 91-A:2, II

THE Board of Fire Commission

WILL MEET ON

April 1, 2026

AT

5:30 PM

LOCATION

**NFR - Training Classroom - 2nd. Floor
177 Lake Street, Nashua NH 03060**

The meeting may include a nonpublic session

THE LOCATION OF THIS NOTICE IS POSTED:

Date of Posting:

☒ City Hall Bulletin Board (Elm Street/Rear Entry)	03/19/2026
☐ Nashua Public Library Bulletin Board	
☒ OTHER: Nashua Fire Rescue Headquarters	03/19/2026
☒ Website: https://nashuanh.portal.civicclerk.com/	03/19/2026

AFFIDAVIT OF POSTING

I, Lindsey Proscia, the Administrative Assistant, of the Nashua Fire Rescue
hereby certify that on this month number 3, day 19, 2026, the attached Notice of Meeting was posted
in the two places indicated on the notice, including an internet website, in accordance with the
requirements of NH RSA 91-A:2, II.

**CITY OF NASHUA
BOARD OF FIRE COMMISSION
AGENDA**

**Wednesday, April 01, 2026
177 Lake Street, Nashua, NH**

**Training Classroom
Commission Meeting
5:30 PM**

Roll Call

Pledge of Allegiance

Moment of Silence

Period for Public Comment (RE: Agenda Items)

CONSENT AGENDA:

Minutes:

26 34 March 04, 2026 Regular Meeting Minutes

Reports:

26 35 Departmental Detail Expenditures Report

26 36 Accidental / Damage Report (1)

Communications:

26 37 From: Salem Fire Department

Re: Gratitude

26 38 From: Kathryn Moreland

Re: Gratitude

REGULAR AGENDA:

Staff Reports:

26 39 A Chief Buxton

26 39 B Assistant Chief Tremblay

26 39 C Assistant Chief Pouliot

26 39 D Quarterly Budget Update

Discussion:

26 40 Local 789

Old Business:

25 15 Board of Fire Commission By-Laws

New Business:

26 41 Review of May - August Meeting Dates, Quorum, and Possible Need to Reschedule

26 42 Awards Ceremony

Personnel:

N/A

Remarks by Fire Commission**Period for Public Comment****Date, Time and Location of Next BOFC Meeting:**

- Wednesday ~ May 06, 2026 ~ 5:30 pm ~ 177 Lake Street Training Classroom

Date, Time and Location of other Events

- Wednesday ~ May 20, 2026 ~ NFR Recognition Night
Social Hour 6:00 pm to 7:00 pm
Recognition 7:00 pm to 9:00 pm
- Thursday ~ May 21, 2026 ~ 7:00pm - 9:00pm ~ FY27 Departmental Fire Budget Review - Budget Review Committee – 229 Main Street – Aldermanic Chambers
- Thursday ~ June 08, 2026 ~ 7:00pm - 9:00pm ~ FY27 Budget - Public Hearing – 8 Titan Way – Nashua High School North
- Thursday ~ June 10, 2026 ~ 7:00pm - 9:00pm ~ FY27 Budget - Wrap-Up Session #1 – 229 Main Street – Aldermanic Chambers
- Friday ~ May 29, 2026 ~ 2:00pm ~ Recruit School Graduation ~ 177 Lake Street
- Thursday ~ June 11, 2026 ~ 7:00pm - 9:00pm ~ FY27 Budget - Wrap-Up Session #2 – 229 Main Street – Aldermanic Chambers
- Tuesday ~ June 23, 2026 ~ 7:00pm - 9:00pm ~ FY27 Budget – 2nd Reading and Possible Final Passage

Adjourn

CITY OF NASHUA
BOARD OF FIRE COMMISSION
REGULAR MEETING MINUTES
WEDNESDAY, MARCH 4, 2026

26 34

THE MEETING CAME TO ORDER AT 17:30 PM

MEMBERS PRESENT:

Kevin Burgess
Thomas Kelly
Gary Lambert
Mary Ann Melizzi-Golja
John Steere

MEMBERS NOT PRESENT:

N/A

STAFF PRESENT:

Chief Steve M. Buxton
Assistant Chief Eric A. Tremblay
Assistant Chief Adam M. Pouliot
Business Manager Karen M. Conde
Local 789 President Cy Hebert

STAFF NOT PRESENT:

OTHERS PRESENT:

Board of Alderman Liaison Alderwoman at Large Shoshanna Kelly

All stood as Commissioner Steere led the Pledge of Allegiance.
A Moment of Silence was held for all those lost in the fire service.

PUBLIC COMMENT (RE: NFR AGENDA ITEMS)

N/A

CONSENT AGENDA:

Minutes:

26 23 February 04, 2026 Regular Meeting Minutes

Reports:

26 25 Departmental Detail Expenditures Report
26 26 Accidental / Damage Report (2)

Communications:

N/A

26 23, 26 25, and 26 26 Approval of Consent Agenda Items

Motion by Commissioner Kelly to accept and place on file, as presented, the Consent Agenda items

Seconded by Commissioner Lambert

MOTION CARRIED

REGULAR AGENDA

Staff Reports:

26 27 A Chief Buxton

Chief Buxton expressed that he can address any questions regarding his submitted report and discussed the following:

- Saturday, 02/28/2026, Deputy Glenn Telgen retired.
- To be confirmed, a Board of Alderman Special Meeting on March 24th for the Feasibility Study Draft
- Under New Business there are three promotions Deputy, Captain, Lieutenant, and 7 sets of Personal Protective Equipment that need Board of Fire Commission approval
- NFR possesses a transit bus, moved from transit to fire, needs a lot of repair
- Deputy Kerrigan came across a bus for a rehab bus, price was over 6K, but seller dropped it for us to 3K. The seller is in Massachusetts.
- Alderwoman at Large Kelly inquired about the current rehab bus from transit.
 - Chief Buxton indicated it would go up for auction.
- Early detection cancer screenings have been started by the state. It launched on Monday, 03/02/2026. They are trying to screen as many members as possible. Twelve hundred appointments launched for spring and they are all booked. They will do the same in the fall. The point of it is to gather data. As of right now there is 5 million to fund this then they would need to look for funding. It is for career firefighters.
- Commissioner Kelly inquired about the zoning board for the training grounds.
 - Planning board is the next step
 - Water line will go through Teak Drive
 - Access coming through West Hollis Street
- Alderwoman at Large Kelly asked for an update on the training grounds.
 - The initial feedback was that the Teak Drive driveway was denied.
 - Asked for waterline to come from Teak.
 - Driveway to enter is on West Hollis Street side.
 - 1.25 million to do the roadway in from West Hollis Street.
 - Water line funding is not known at this time.
- Commissioner Melizzi-Golja inquired about the FY27 Budget Meeting with the Mayor
 - The three previous positions in Training/Safety looking to be reinstated are a major part of the budget increase.
 - Deferred Maintenance is requested to be increased by 175K as recommended by the Capital Improvements Committee
 - Contractual obligations are at 3.7%

Motion by Commissioner Steere to accept Item 26 27 A, Chief Buxton's March commission report, as presented, and place on file.

Seconded by Commissioner Lambert
MOTION CARRIED

26 27 B Assistant Chief Tremblay

Assistant Chief Tremblay expressed that he can address any questions regarding his submitted report and discussed the following:

- Phase II of the department physicals has started.
- Engine 2 was delivered to the mechanics shop Friday, 02/28/2026.
 - The existing Engine 2 may go to auction.
- Commissioner Melizzi-Golja likes the data provided in his reports for the Incident Type.
- Commissioner Kelly expressed his thanks for being included in the last injured firefighter being released from the hospital.
- Three of the members are back to work. One will be out for quite a while.
- Commissioner Kelly was disappointed to have missed an incident near his house when C4 was in his driveway and 2 engines were on the street.

Motion by Commissioner Kelly to accept Item 26 27 B Assistant Chief Tremblay's March commission report, as submitted, and place on file.

Seconded by Commissioner Lambert
MOTION CARRIED

26 27 C Assistant Chief Pouliot

Assistant Chief Pouliot expressed that he can address any questions regarding his submitted report and discussed the following:

- Roof replacement at Station 6
 - Snow slowed down progress.
 - Finished trim around top.
 - AC units are back.
 - Row of windows have been replaced.
 - In a week to a week and a half should be done.
 - Drywall repair, ceiling tiles, painting to be done by a contractor
- Boiler Station 4 complete
- Boiler Station 3 – didn't pass state inspection
 - Expansion tank needs to be replaced
- Building Condition Assessment study shows all boilers at end of life.
- Feasibility Study presenting to the Board of Alderman on March 24th
 - Objective – to inform Board of Alderman of the study draft
- Commissioner Melizzi-Golja inquired about recruit school.
 - Three members will be in Training/Safety as the Cadre.
 - A rotation of members will be in place for specialty classes.
 - Graduation - May 29th.

Motion by Commissioner Lambert to accept Item 26 27 C Assistant Chief Pouliot's March commission report, as submitted, and place on file.

Seconded by Commissioner Steere
MOTION CARRIED

Discussion:

26 28 Local 789

Local 789 President Cy Hebert discussed the following:

- Executive board and committees continue to work with administration.
- NH State Firefighters Convention will be hosted by Local 789 May 12th & 13th at the Sheraton Tara.

Motion by Commissioner Steere to accept Item 26 28, as presented and placed on file.
Seconded by Commissioner Lambert

MOTION CARRIED

Old Business:

25 15 Board of Fire Commission By-Laws

No update, leave on agenda

25 88 Fire Alarm Staffing Update

Getting updates in Chiefs reports

26 02 NFR Mission Statement

Motion by Commissioner Lambert to amend the mission statement under Vision, second sentence to read "To continually evaluate and improve NFR's policies, procedures and training guidelines in order to provide our customers and personnel with the safest environment possible."

Seconded by Commissioner Melizzi-Golja

MOTION CARRIED

Motion by Commissioner Lambert to approve the NFR Mission & Vision Statement as amended.
Seconded by Commissioner Melizzi-Golja

MOTION CARRIED

New Business:

26 29 Station Five Update

Getting updates in Chiefs reports

26 30 Authorization for action: Personnel

Approval of Promotion for Position of Deputy Fire Chief

Effective Date 03/08/2026 ~ Archie Scott Mobley

Motion by Commissioner Kelly to approve the promotion of Captain Archie Scott Mobley to the position of Deputy Fire Chief, effective 03/08/2026.

Seconded by Commissioner Steere

MOTION CARRIED

26 31 Authorization for action: Personnel
Approval of Promotion for Position of Captain
Effective Date 04/05/2026 ~ Timothy Farrar

Motion by Commissioner Steere to approve the promotion of Lieutenant Timothy Farrar to the position of Captain, effective 04/05/2026.

Seconded by Commissioner Lambert

MOTION CARRIED

26 32 Authorization for action: Personnel
Approval of Promotion for Position of Lieutenant
Effective Date 04/05/2026 ~ Adam Stasio

Motion by Commissioner Lambert to approve the promotion of Private Adam Stasio to the position of Lieutenant, effective 04/05/2026.

Seconded by Commissioner Kelly

MOTION CARRIED

26 33 Authorization for action: Expenditure
7 Sets of Personal Protective Clothing/Equipment (PPE)

Motion by Commissioner Melizzi-Golja to authorize the expenditure of up to \$35,000 for 7 Sets of PPE from Bergeron Protective Clothing

Seconded by Commissioner Kelly

MOTION CARRIED

- Commissioner Kelly inquired about what the probationary firefighter has to personally buy.
 - Chief Buxton indicated there are no out of pocket expense for the probationary firefighter.

Personnel:

N/A

Remarks by Fire Commissioners

- Commissioner Steere – went to Londonderry to see the new gear – great to see it – really cool
- Commissioner Steere drove around to dig out hydrants – people were happy to see NFR – wonderful to see the community helping out
- Commissioner Lambert inquired about how many hydrants are shoveled by residents versus NFR.
 - Chief Buxton responded that it is hit or miss, some neighborhoods are better than others – not as good in the downtown neighborhoods.
- Commissioner Lambert discussed the bow raffle for Deputy Telgen.
- Chief Buxton – membership is still engaged with the 440 Amherst Street incident
 - Investigation can take upwards of 2 years.
 - The organization and community support are great.

Public Comment

N/A

Date, Time and Location of Next BOFC Meeting:

- Wednesday ~ April 01, 2026 ~ 5:30 pm ~ 177 Lake Street Training Classroom

Date, Time and Location of other Events

- Tuesday ~ March 24, 2026 ~ 7:00pm ~ Special Board of Aldermen Meeting ~ Aldermanic Chambers
- Sunday ~ March 29, 2026 ~ 10:00 am ~ Promotional Ceremony ~ 177 Lake Street
- Friday ~ May 29, 2026 ~ 2:00pm ~ Recruit School Graduation ~ 177 Lake Street

Non-Public Session

26 24 February 04, 2026

Non-Public Sealed Minutes

MOTION BY Commissioner Melizzi-Golja THAT THE BOARD OF FIRE COMMISSIONERS GO INTO Non-Public Session. BY ROLL CALL, PURSUANT TO RSA 91-A:3 II (d) Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.

Seconded by Commissioner Lambert

A viva voce roll call was taken, which resulted as follows:

	<u>Yea</u>	<u>Nay</u>
Commissioner Kelly	<u>X</u>	<u> </u>
Commissioner Lambert	<u>X</u>	<u> </u>
Commissioner Steere	<u>X</u>	<u> </u>
Commissioner Melizzi-Golja	<u>X</u>	<u> </u>
Commissioner Burgess	<u>X</u>	<u> </u>
TOTAL #	<u>5</u>	<u> </u>

MOTION CARRIED

The Board of Fire Commissioners went into non-public session at 18:25 PM

Also present: Chief Steve M. Buxton, Assistant Chief Eric A. Tremblay, Assistant Chief Adam M. Pouliot, Business Manager Karen M. Conde

MOTION BY Commissioner Kelly TO COME OUT OF THE NON-PUBLIC SESSION AND RETURN TO THE BOARD OF FIRE COMMISSIONERS MEETING.

Seconded by Commissioner Lambert

MOTION CARRIED

The Board of FIRE COMMISSIONERS came out of non-public session at 18:29 PM

MOTION BY COMMISSIONER Melizzi-Golja THAT THE BOARD OF FIRE COMMISSIONERS APPROVE AND KEEP SEALED THE MINUTES OF THE NON-PUBLIC SESSION FROM February 4, 2026, BY ROLL CALL, UNTIL SUCH TIME AS THE MAJORITY OF THE BOARD VOTES THAT THE PURPOSE OF THE CONFIDENTIALITY WOULD NO LONGER BE SERVED, BY ROLL CALL

Seconded by Commissioner Steere

A viva voce roll call was taken, which resulted as follows:

	<u>Yea</u>	<u>Nay</u>
Commissioner Kelly	<u>X</u>	<u> </u>
Commissioner Lambert	<u>X</u>	<u> </u>
Commissioner Steere	<u>X</u>	<u> </u>
Commissioner Melizzi-Golja	<u>X</u>	<u> </u>
Commissioner Burgess	<u>X</u>	<u> </u>
TOTAL #	<u>5</u>	<u> </u>

MOTION CARRIED

Adjourn

Motion by Commissioner Kelly to adjourn the meeting at 18:37 PM

Seconded by Commissioner Lambert

MOTION CARRIED



CITY OF NASHUA, NEW HAMPSHIRE
GENERAL FUND - DEPARTMENTAL DETAIL EXPENDITURES REPORT
FISCAL YEAR 2026
THROUGH MARCH 31, 2026

26 35

1000	GENERAL FUND	ORIGINAL BUDGET	AVAILABLE BUDGET	ENC/COMMIT	MTD EXPENDED	YTD EXPENDED	AMOUNT REMAINING	% USED
152	FIRE							
51	SALARIES & WAGES							
51100	WAGES FULL TIME	17,102,724.00	17,102,724.00	-	1,232,432.92	12,048,615.99	5,054,108.01	
51300	OVERTIME	178,544.00	178,544.00	-	17,550.66	248,221.71	(69,677.71)	
51309	OVERTIME-TRAINING	50,000.00	50,000.00	-	-	34,147.15	15,852.85	
51330	OVERTIME-SHIFT COVERAGE	3,385,113.00	3,385,113.00	-	334,011.40	3,035,552.08	349,560.92	
51500	WAGES ELECTED OFFICIALS	13,500.00	13,500.00	-	3,530.25	10,590.75	2,909.25	
51600	LONGEVITY	85,000.00	85,000.00	-	-	82,356.03	2,643.97	
51614	SICK INCENTIVE	40,000.00	40,000.00	-	-	-	40,000.00	
51700	STIPENDS	182,000.00	182,000.00	-	12,312.84	123,437.22	58,562.78	
51712	SPECIAL DETAIL-PENSIONABLE	2,300.00	2,300.00	-	-	-	2,300.00	
51750	RETIREMENT & SEPARATION PAY	-	1,780.65	-	100,404.58	102,185.23	(100,404.58)	
51900	SALARY ADJUSTMENTS	89,196.00	89,196.00	-	-	18,150.67	71,045.33	
51990	YEAR END PAYROLL PARTIAL WEEK CHARGE/BAC	57,658.00	57,658.00	-	-	-	57,658.00	
		\$ 21,186,035.00	\$21,187,815.65	\$ -	\$ 1,700,242.65	\$ 15,703,256.83	\$ 5,484,558.82	74.11 %
52	FRINGE BENEFITS							
52100	FICA/MEDICARE	427,394.00	427,394.00	-	31,712.25	299,525.38	127,868.62	
52150	PENSION EXPENSE	5,926,095.00	5,926,095.00	-	440,059.82	4,329,115.83	1,596,979.17	
52300	BENEFITS	4,402,325.00	4,402,325.00	-	332,188.33	3,208,386.00	1,193,939.00	
52400	(MERP) MEDICAL EXPENSE REIMBURSEMENT PL/	154,800.00	154,800.00	-	12,075.00	109,425.00	45,375.00	
52800	EDUCATIONAL ASSISTANCE	26,750.00	26,750.00	-	1,766.00	17,573.20	9,176.80	
		\$ 10,937,364.00	\$10,937,364.00	\$ -	\$ 817,801.40	\$ 7,964,025.41	\$ 2,973,338.59	72.81 %
53	PROFESSIONAL & TECHNICAL SERVICES							
53135	MEDICAL SERVICES	220,000.00	220,000.00	192,640.00	-	-	27,360.00	
53142	CONSULTING SERVICES	25,000.00	25,000.00	1,026.00	2,775.00	17,190.00	6,784.00	
53455	TESTING SERVICES	12,000.00	12,000.00	1,490.43	7,886.00	7,886.00	2,623.57	
		\$ 257,000.00	\$257,000.00	\$ 195,156.43	\$ 10,661.00	\$ 25,076.00	\$ 36,767.57	85.69 %
54	PROPERTY SERVICES							
54100	ELECTRICITY	175,000.00	175,000.00	-	18,876.07	107,307.30	67,692.70	
54107	HEATING OIL	2,100.00	2,100.00	-	-	-	2,100.00	
54114	HEATING GAS	75,000.00	75,000.00	-	11,298.89	47,082.27	27,917.73	
54141	WATER	50,000.00	50,000.00	-	2,637.47	28,923.85	21,076.15	
54225	INSPECTION SERVICES	20,000.00	20,000.00	-	-	19,135.00	865.00	
54228	PEST CONTROL SERVICES	3,000.00	3,000.00	850.01	272.94	1,929.91	220.08	



CITY OF NASHUA, NEW HAMPSHIRE
GENERAL FUND - DEPARTMENTAL DETAIL EXPENDITURES REPORT
FISCAL YEAR 2026
THROUGH MARCH 31, 2026

1000	GENERAL FUND	ORIGINAL BUDGET	AVAILABLE BUDGET	ENC/COMMIT	MTD EXPENDED	YTD EXPENDED	AMOUNT REMAINING	% USED
152	FIRE							
54	PROPERTY SERVICES							
54243	HVAC MAINTENANCE	50,000.00	50,000.00	17,515.57	-	33,554.77	(1,070.34)	
54280	BUILDING/GROUNDS MAINTENANCE	50,000.00	50,000.00	4,344.32	10,345.65	45,191.76	463.92	
54400	SOFTWARE LICENSING	31,000.00	31,000.00	-	-	25,519.08	5,480.92	
54407	SOFTWARE MAINTENANCE	20,000.00	20,000.00	6,900.00	-	5,143.00	7,957.00	
54414	HARDWARE MAINTENANCE	15,000.00	15,000.00	2,472.43	-	5,327.66	7,199.91	
54487	EQUIPMENT REPAIRS & MAINTENANCE	20,000.00	20,000.00	2.00	-	1,315.00	18,683.00	
54600	VEHICLE REPAIRS & MAINTENANCE	50,000.00	50,000.00	2,462.91	519.48	35,361.75	12,175.34	
54821	EQUIPMENT RENTAL	2,000.00	2,000.00	-	-	-	2,000.00	
		\$ 563,100.00	\$563,100.00	\$ 34,547.24	\$ 43,950.50	\$ 355,791.35	\$ 172,761.41	69.32 %
55	OTHER SERVICES							
55118	TELEPHONE-CELLULAR	14,000.00	14,000.00	1,026.95	931.54	9,142.14	3,830.91	
55200	DUES AND MEMBERSHIPS	3,500.00	3,500.00	1,226.00	100.00	2,435.00	(161.00)	
55307	MILEAGE REIMBURSEMENTS	200.00	200.00	3.80	-	443.20	(247.00)	
55400	CONFERENCES AND SEMINARS	10,000.00	10,000.00	105.00	2,580.00	6,708.99	3,186.01	
55421	EMPLOYEE TRAINING & CERTIFICATIONS	30,000.00	30,000.00	-	-	9,219.00	20,781.00	
55600	PRINTING SERVICES	500.00	500.00	-	-	-	500.00	
55607	POSTAGE & DELIVERY	1,500.00	1,500.00	-	-	882.65	617.35	
55699	OTHER CONTRACTED SERVICES	2,000.00	2,000.00	60.94	2,993.95	3,348.09	(1,409.03)	
		\$ 61,700.00	\$61,700.00	\$ 2,422.69	\$ 6,605.49	\$ 32,179.07	\$ 27,098.24	56.08 %
61	SUPPLIES & MATERIALS							
61100	OFFICE SUPPLIES	10,000.00	10,000.00	715.97	710.60	4,572.96	4,711.07	
61107	CLOTHING & UNIFORMS	155,000.00	155,000.00	979.25	557.00	121,813.75	32,207.00	
61110	PROTECTIVE CLOTHING	100,000.00	100,000.00	12,529.29	1,435.15	9,104.44	78,366.27	
61135	EDUCATIONAL SUPPLIES	4,000.00	4,000.00	-	-	-	4,000.00	
61142	MEDICAL SUPPLIES	20,000.00	20,000.00	-	379.94	12,822.04	7,177.96	
61156	CHEMICALS	1,000.00	1,000.00	-	-	-	1,000.00	
61166	GASES	1,000.00	1,000.00	2.19	-	277.81	720.00	
61245	TRAINING MATERIALS	4,000.00	4,000.00	-	-	-	4,000.00	
61299	MISCELLANEOUS SUPPLIES	5,000.00	5,000.00	33.73	-	3,646.38	1,319.89	
61300	FUEL, UNLEADED	18,000.00	18,000.00	0.92	-	9,080.26	8,918.82	
61307	FUEL, DIESEL	54,000.00	54,000.00	499.50	275.99	30,367.25	23,133.25	
61428	CLEANING & JANITORIAL SUPPLIES	30,000.00	30,000.00	2,913.37	889.58	15,074.69	12,011.94	
61435	FIRE EXTINGUISHERS	5,000.00	5,000.00	1.00	-	2,167.50	2,831.50	



CITY OF NASHUA, NEW HAMPSHIRE
GENERAL FUND - DEPARTMENTAL DETAIL EXPENDITURES REPORT
FISCAL YEAR 2026
THROUGH MARCH 31, 2026

1000	GENERAL FUND	ORIGINAL BUDGET	AVAILABLE BUDGET	ENC/COMMIT	MTD EXPENDED	YTD EXPENDED	AMOUNT REMAINING	% USED
152	FIRE							
61	SUPPLIES & MATERIALS							
61499	BUILDING SUPPLIES	3,000.00	3,000.00	-	-	209.98	2,790.02	
61538	LIME AND FERTILIZER	2,000.00	2,000.00	525.03	-	1,339.97	135.00	
61650	COPIER SUPPLIES	1,000.00	1,000.00	-	-	-	1,000.00	
61699	EQUIPMENT MAINT SUPPLIES	25,000.00	25,000.00	3,845.52	44.34	2,111.98	19,042.50	
61705	TIRES	40,000.00	40,000.00	-	-	15,677.66	24,322.34	
61709	LUBRICANTS	10,000.00	10,000.00	2.26	143.80	4,571.62	5,426.12	
61799	VEHICLE PARTS & SUPPLIES	75,000.00	75,000.00	782.64	5,004.62	57,801.09	16,416.27	
61807	PUBLICATIONS	4,000.00	4,000.00	-	-	181.29	3,818.71	
61830	SUBSCRIPTIONS	1,000.00	1,000.00	-	-	85.00	915.00	
61900	MEALS	1,000.00	1,000.00	52.78	130.57	2,085.21	(1,137.99)	
61910	MEALS - FUNCTIONS	1,000.00	1,000.00	-	-	938.20	61.80	
		\$ 570,000.00	\$570,000.00	\$ 22,883.45	\$ 9,571.59	\$ 293,929.08	\$ 253,187.47	55.58 %
68	OTHER EXPENSES							
68335	ARSON INVESTIGATION EXPENSES	4,000.00	4,000.00	1.24	-	2,096.71	1,902.05	
68337	NEW HIRE APPLICATION EXPENSES	125,000.00	125,000.00	36,312.21	14,724.21	31,637.03	57,050.76	
68355	SPECIAL AWARDS	5,000.00	5,000.00	4,007.00	-	5,043.93	(4,050.93)	
		\$ 134,000.00	\$134,000.00	\$ 40,320.45	\$ 14,724.21	\$ 38,777.67	\$ 54,901.88	59.03 %
71	EQUIPMENT							
71025	SMALL TOOLS	4,000.00	4,000.00	0.51	170.49	951.14	3,048.35	
71400	EMERGENCY RESCUE EQUIPMENT	50,000.00	50,000.00	1,050.35	600.00	29,411.74	19,537.91	
71414	PHOTOGRAPHIC EQUIPMENT	1,000.00	1,000.00	-	-	-	1,000.00	
71432	FIRE APPARATUS EQUIPMENT	50,000.00	50,000.00	250.00	3,700.97	29,481.03	20,268.97	
71450	AUDIO VISUAL EQUIPMENT	1,000.00	1,000.00	-	-	-	1,000.00	
71800	FURNITURE & FIXTURES	25,000.00	25,000.00	1,782.88	-	8,773.46	14,443.66	
71999	MISCELLANEOUS EQUIPMENT	30,000.00	30,000.00	172.10	15.82	1,190.80	28,637.10	
		\$ 161,000.00	\$161,000.00	\$ 3,255.84	\$ 4,487.28	\$ 69,808.17	\$ 87,935.99	45.38 %
TOTAL - FIRE		\$ 33,870,199.00	\$33,871,979.65	\$ 298,586.10	\$ 2,608,044.12	\$ 24,482,843.58	\$ 9,090,549.97	73.16 %



CITY OF NASHUA, NEW HAMPSHIRE
GENERAL FUND - DEPARTMENTAL DETAIL EXPENDITURES REPORT
FISCAL YEAR 2026
THROUGH MARCH 31, 2026

1000	GENERAL FUND	ORIGINAL BUDGET	AVAILABLE BUDGET	ENC/COMMIT	MTD EXPENDED	YTD EXPENDED	AMOUNT REMAINING	% USED
TOTAL - GENERAL FUND		\$ 33,870,199.00	\$33,871,979.65	\$ 298,586.10	\$ 2,608,044.12	\$ 24,482,843.58	\$ 9,090,549.97	73.16 %



CITY OF NASHUA, NEW HAMPSHIRE
GENERAL FUND - DEPARTMENTAL DETAIL EXPENDITURES REPORT
FISCAL YEAR 2026
THROUGH MARCH 31, 2026

1001	GENERAL FUND -CAP IMPROVEMENTS	ORIGINAL BUDGET	AVAILABLE BUDGET	ENC/COMMIT	MTD EXPENDED	YTD EXPENDED	AMOUNT REMAINING	% USED
152	FIRE							
81 CAPITAL OUTLAY/IMPROVEMENTS								
81100	CAPITAL IMPROVEMENTS	-	213,423.53	14,731.19	-	154,366.30	44,326.04	
81300	MACHINERY AND EQUIPMENT	-	173,635.43	8,649.64	-	110,303.40	54,682.39	
		\$ -	\$387,058.96	\$ 23,380.83	\$ -	\$ 264,669.70	\$ 99,008.43	74.42 %
TOTAL - FIRE		\$ -	\$387,058.96	\$ 23,380.83	\$ -	\$ 264,669.70	\$ 99,008.43	74.42 %
TOTAL - GENERAL FUND -CAP IMPROVEMENTS		\$ -	\$387,058.96	\$ 23,380.83	\$ -	\$ 264,669.70	\$ 99,008.43	74.42 %

GRAND TOTAL: \$33,870,199.00 \$34,259,038.61 \$321,966.93 \$2,608,044.12 \$24,747,513.28 \$9,189,558.40



SALEM FIRE DEPARTMENT
ASSISTANT CHIEF/CHIEF OF OPERATIONS KENNETT COLBY
152 MAIN STREET, SALEM, NH 03079
PHONE: 603-890-2035 CELL: 603-842-2388
Kcolby@salemnh.gov

26 37

March 9th, 2026

Chief Steve Buxton
Nashua Fire Department
177 Lake St, Nashua, NH 03060

RE: Lt. Lefebvre

Chief Buxton,

I wanted to reach out to you about Lt. Lefebvre. He recently sat on our oral board panel for a promotional process. During that process he did a great job representing himself and your organization. His help was appreciated. On behalf of the Salem Fire Department, I would like to thank you, your organization, and Lt. Lefebvre for assisting us.

Respectfully,

Kennett Colby
Assistant Chief/Chief of Operations

Scott Makley
and Cy Herbert, who
kept us feed and
informed every day!

Thank you all!

You have a
department you should
be incredibly proud
of!

Chief Burton, Deputy Eric
Adams, Paulist, Mike Curran
Kevin Kerrigan, Nathan
Anastrop

Just saying "thank you"

doesn't seem enough.

I hope you know

how appreciated you

really are.

Thank you

Kathryn Moreland

Bill Dean's Mom



Nashua Fire Rescue
Administrative Office
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www.nashuafire.com

Steve M. Buxton
Chief of Department
(603) 594-3651
FAX (603) 594-3654
BuxtonS@NashuaNH.gov

To: Chairman Kevin Burgess
From: Chief Steve M. Buxton
Date: March 25, 2026
Re: April 2026 Commission Meeting Report

26 39 A

FY26 Update

As of this report, thirty-nine weeks of FY26 have been completed. Please find the detailed financial summary attached.

- The operating budget is tracking as expected.
- The payroll budget is also tracking as expected.

General Updates

- **Training Grounds Relocation Project:**
 - Tree clearing has begun from the landfill side towards Teak Drive for the water line installation.
 - We will begin working with the Planning Department to understand the administrative process that will take place to change locations.
 - In addition, we are working with DPW exploring the construction of a road through the landfill that would be adequate for our apparatus to travel on and still provide a second access point to the site.
- **FY27 Budget**
 - FY27 Budget has been submitted by Business Manager Conde as approved by the BoFC
 - May 21st – 1900-2100: Budget Review Committee – Fire FY27 Review (BoA Chamber)
 - June 8th - 1900–2100: FY27 Budget Public Hearing (NHSN)
 - June 10th - 1900–2100: Budget Wrap-Up Session #1 (BoA Chamber)
 - June 11th - 1900–2100: Budget Wrap-Up Session #2 (BoA Chamber)
 - June 23rd - 1930-2130: 2nd Reading and Possible Final Passage of FY27 Budget
- **FY24 and FY25 Annual Report**
 - The Annual Report for FY24 and FY25 has been submitted to City hall. I would like to thank Business Manger Conde and Inspector / Investigator Labrie for their diligent work on this project.

Personnel Update

- **Promotions:** 0
- **Open Positions:** 7
 - 7 in Suppression
 - Recruit school begins on April 9th.
- **Retirements:** 0
- **Resignations:** 0
- **Long-Term Leave:** 3
- **Investigations:** 1
 - This is being handled by a third party through HR.
- **Disciplinary Actions:** 0
- **Grievances**
 - Two at the Deputy Chief Level

Meetings & Notable Events

- Labor-Management Meetings
- Staff Meeting
- Training Grounds Relocation Meetings
- Meeting with Area Chiefs (Merrimack)
- After Action Review meetings with internal and external partners
- NHAFC Board & Regular Meetings
- City Hall Meetings (Mayor, BOA, Legal, Administrative Services, Risk, CFO)

Respectfully submitted,

A handwritten signature in black ink that reads "Steve M. Buxton". The signature is written in a cursive, flowing style.

Steve M. Buxton
Chief of Department



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Eric Tremblay
Assistant Fire Chief
Emergency Services
(603) 594-3645
FAX (603) 594-3654
Eric@NashuaNH.gov

To: Chief of Department Steve M. Buxton
Chairman Kevin Burgess
From: Assistant Chief Eric Tremblay
Date: 3/25/2026
Re: April Monthly Report

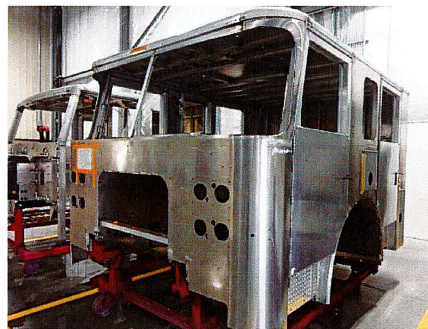
26 39 B

Monthly Activity Report

- Year to date Statistics from Fire Alarm dated 03/12/26:
 - 7,500 Phone Calls
 - 35,651 Radio transmissions
 - 11,477 Calls for service
 - 187 Box Alarms
- Call Summary see attachment
- Mutual Aid Given
 - Hudson – Mutual Aid to the scene building fire

Emergency Services

- Department Physicals have been completed
- Truck Committee
 - New Enforcer cab Engine 2 onboard training 03/31 – 04/3 projected in-service date 04/07
 - New Engine 1 ArrowXT is in production



- Equipment Committee
 - Evaluating Thermal Imaging Cameras
- Continued work on SOP and SOG implementation and review

HAZ-MAT Captain Team Report

Equipment-

- Level A suit testing scheduled for March 20th.
- Demo set up for Industrial Scientific meters, March 13.
- Demoed Blackline G7c 5 gas meter with Blackline live.



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Training-

- March drill planned at Fire Training Grounds with assistance from R1.
- New Tech onboarding scheduled for April 22nd.
- Hazmat Guys scheduled for outside vendor training for June 2026.

Miscellaneous-

- PEAC subscription renewed.
- Meeting in Amherst with several surrounding depts to showcase SMART.
- Three grants, one for carveout, one for equipment, and one for 908 Vipir, "ok to spend" issued.
- Working through grant process with administration, City Hall for ot/backfill.
- Repair request to repair SH1 wheel chock bracket from May 2025.
- Formed and am the Chair of a Battery work group in the Collaborative.
- Working on Souhegan HaZmat team fee schedule.
- Attended Hazmat Collaborative meetings, January 22nd and March 5th.
Next meeting April 23rd.

Dive Captain Team Report

- Quarterly dive training focusing on Ice Rescue diving was conducted at Bowers Pond in Merrimack. This winter provided us with ample ice thickness and fairly decent weather. All four shifts have completed the training with minimal equipment deficiencies noted. Training has been entered into Target Solutions
- The next quarters dive training has been scheduled for May 4th through the 7th. This training will encompass moving water, the training event will be conducted as an "actual emergency response". This particular event affords us the best scenario to capture several aspects of a full team response utilizing all skills.
- We currently do not have any equipment pending repair with outside vendors. There are currently 4 dry suits awaiting in house evaluation for reported leaks.
- Annual marine unit motor service completed by Irwin Marine. This service includes drain and replace of motor oil and lower end gear lube.
- Marine 2's motor will be moved back onto the boat by March 31st in anticipation of the (open water) season.
- I will be remarking all anchor lines with distance markings similar to our dive tender bags.
- Request to remove the Dive Truck cascade system forwarded to AC Tremblay.

Fire Alarm Division

Ongoing Actions / Long Term Projects:

- 1 Dispatcher on Probation
 - Currently in rotation, progressing well
- 1 Dispatcher on Probation
 - Currently on days, progressing well
- Mapping/Re-Routing Circuit 12 under highway
 - Potentially splitting circuit in half into two circuits



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- Ongoing Monthly Training with Dispatchers
 - March topic is Mayday's
- Ongoing major Incident reviews with Dispatchers & Supervisors
- Weekly Listed Agent classes being performed
- Meeting with Engineering Dept & Eversource regarding the Factory Street & Walnut Street Oval Project
 - Moving Poles, Pedestal Boxes, and Wiring
- Working on streamlining forms within division with Jotform

Pending / Upcoming:

- Master Box relocation for 44 Franklin Street
- Two new hires, potential April start date
- Ground issue circuit 4 underground investigation

Training/Safety Division

Division Update:

- Completed Actions:
 - R2 has been working with 1st Priority Towing for vehicles and auto extrication
 - The owner called us to offer this service
 - When they get cars, they notify training who will work with the Deputy Chief to assign companies to go to their location on Mason Street
 - Once complete the towing yard disposes of the vehicles
 - DO NOT call them directly. They do not have an unlimited supply of vehicles and they may not have space for us all the time to use the yard.
 - Recruit schedule is finalized
 - 3 Cadre have been assigned to the entire 8-week program
 - All Detail Instructors have received their scheduled weeks
 - Currently finishing up the logistics side of the class prep
- Pending Actions:
 - R2 is contacting garage door companies for old doors. If we can get a supply of doors we will be constructing a Garage Door cutting prop.



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Meetings Attended

- Exercise planning NPD and Emergency Management
- AAR meeting for 440 Amherst Street
- March Staff meeting
- Budget meeting city hall
- Meeting with Merrimack Fire

Respectfully,

Eric Tremblay
Assistant Fire Chief



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Adam Pouliot
Assistant Fire Chief
Professional Standards
(603) 589-3475
PouliotA@NashuaNH.gov

26 39 B

To: Chief of Department Steve Buxton
Chairman Kevin Burgess
From: Assistant Fire Chief Adam Pouliot
Date: March 24, 2026
Re: April 2026 Commission Meeting Report

Hiring Process:

Firefighter/ EMT positions

- Recruit school for the 7 new firefighters starts on April 9th.
- Recruit school graduation will be on May 29th.

Fire Alarm Operator Positions

- The two candidates for the open Fire Alarm Operator position we be finishing their pre-employment screenings this week .We are hoping for an April 20th start date.

Promotional Process:

- Promotional Exams for Lieutenant 48 signed up, 35 tested, 13 withdrew or no show.
- Promotional Exam for Deputy Chief, all 3 that signed up tested.
- Promotional Exam for Captain 28 signed up and 21 tested, 7 either withdrew or no show.
- Promotional Exam for Fire Alarm Supervisor (4) is April 16th.
- Promotional Exam for Fire Alarm Superintendent is May 11th.
- Promotional Exam for Assistant Superintendent will be June 4th.

New Pine Hill Road Station Feasibility Study:

- Study presented to the Board of Alderman on March 24th.

Facility Maintenance:

- The roof replacement at Station 6 is complete. It was a lengthy project that included asbestos abatement, removal and reinstallation of HVAC units, and window replacement along the top of the apparatus bay.
- I am meeting Tuesday March 31st with the roofing contractor to get quotes on the next round of roof replacements. We are replacing the roofs at 38 Lake Street (Fire Alarm), Spit Brook Road Station (original portion of the building), and Admin side of 177 Lake Street. Still have bond money left for these projects.
- The first-floor bathroom at Station 6 has been renovated. Walls, ceilings and baseboard have been replaced. New storage cabinets have been installed and fresh paint throughout. This bathroom was damaged from year of water intrusion due to the poor roof condition.
- Last phase of work at station 6 will be replacing the water damaged ceiling tiles. Work is expected to be done in the next few weeks.
- A small landscape project will be happening at Station 3 during the next month. The landscape beds around the front and side of the station will be redone with the help of parks and rec.
- The air compressor at the mechanics shop needs to be replaced. Currently soliciting bids for a new unit.

Other:

- The Nashua Fire Summer Camp will be happening again this summer. It is scheduled for the week of July 13th. Administration is still working on how staffing will be covered.
- A new emergency services CTE program has been approved and funded for the Nashua school system. I will be sitting on an interview board on March 27th for the coordinator position for this program.
- The old ladder 1 is back in the city after receiving some body work. This will be the primary spare ladder. It will be re-lettered as ladder 4.
- The current ladder 4 will be re-lettered as ladder 5 and will be stored at the training grounds. All equipment except for the ground ladders will be removed. This truck will remain at the training grounds throughout the completion of recruit school and will be sold at some point during the summer.

Mechanical Division:

- Appears that plowing and sanding are done for the year. Winter is hopefully over.
- Ladder 2: Air tank replaced.
- Battery tender installed on the UTV at Station 4.
- Batteries replaced on the utility pickup truck.
- Exhaust manifolds replaced on Forestry 1.
- Multiple services and multiple miscellaneous repairs.
- Extensive time on the fit-up of the new Engine 2.

Fire Marshal's Office:

Inspections/ enforcement:

- Total Inspections YTD: 401
 - Total Hours Logged: 304
- Plan Reviews Processed YTD: 83
- Permits Processed YTD (including Place of Assembly): 237

Fires:

- 48 Bridge St, Sprinkler activation due to a smelting unit being illegally located under the sprinkler head.
- 6 Dublin Ave, bathroom fan fire. Cause is accidental
- 43 Kinsley St Porch fire with extension. It was found that there was a fryer that had been left on from earlier in the afternoon.
- 95 Canal Street, BAE appliance fire.
- Ash St fire building is being torn down the week of 3/9/26
- Vine St fire building: FMO had meeting on 3/13/2026 with the building owner to discuss further requirements.
- 440 Amherst St an order to expedite the demolition of this unsafe structure was issued on 3/9/2026

Respectfully Submitted,



Adam Pouliot
Assistant Fire Chief