

## PERSONNEL/ADMINISTRATIVE AFFAIRS COMMITTEE

MAY 4, 2026

A meeting of the Personnel/Administrative Affairs Committee was held Monday, May 4, 2026 at 7:00 p.m. in the Aldermanic Chamber and duly noticed in two places, including the City's website in accordance with the requirements of RSA 91-A:2 II.

The roll call was taken with 5 members of the Personnel/Administrative Affairs Committee present:

Chairwoman Shoshanna Kelly presided.

Members of the Committee present: Alderman Thomas Lopez (arrived at 7:05)  
Alderman Derek Thibeault  
Alderman Paula Johnson  
Alderman-at-Large Ben Clemons, Vice Chair (via Zoom)  
Alderwoman-at-Large Shoshanna Kelly, Chairwoman

Members not in Attendance:

Also in Attendance: Alderman-at-Large Amber Morgan (via Zoom)  
Megan Caron, Chief of Staff  
Tim Cummings, Administrative Services Director  
Jennifer McCormack, Library Director

---

### ROLL CALL

PUBLIC COMMENT - None

### COMMUNICATIONS

From: Alderman-at-Large Amber Morgan  
Re: Request to Table Reappointment of Judy Carlson

### **MOTION BY ALDERMAN THIBEAULT TO ACCEPT AND PLACE ON FILE A COMMUNICATION RECEIVED FROM ALDERMAN-AT-LARGE MORGAN, BY ROLL CALL**

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

Yea: Alderman Thibeault, Alderman Johnson, Alderman Clemons,  
Alderwoman Kelly 4

Nay: 0

### **MOTION CARRIED**

### INTERVIEWS

#### Cultural Connections Committee

Julia Stryzhenko (new appointment)  
23 Meadowview Circle  
Nashua, NH 03062

Term to Expire: March 10, 2029

#### Planning Board

Joseph MacIntyre (new appointment as designee)  
40 Roy Street  
Nashua, NH 03060

Term to Expire: May 12, 2029

### DISCUSSION AND/OR PRESENTATION

- creating new department – Office of Strategic Communications

Chairwoman Kelly recognized Chief of Staff Megan Caron.

APPLICATION TO LICENSE HAWKER'S, PEDDLER'S, ITINERANT VENDOR'S LICENSE – None

APPOINTMENTS BY THE MAYOR

**MOTION BY ALDERMAN THIBEAULT TO RECOMMEND THE FOLLOWING RE-APPOINTMENT TO THE ARTS COMMISSION: JUDITH CARLSON WITH A TERM TO EXPIRE APRIL 1, 2029**

**MOTION BY ALDERMAN JOHNSON TO TABLE THE FOLLOWING RE-APPOINTMENT TO THE ARTS COMMISSION: JUDITH CARLSON WITH A TERM TO EXPIRE APRIL 1, 2029, BY ROLL CALL**

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

Yea: Alderman Lopez, Alderman Johnson, Alderwoman Kelly 3

Nay: Alderman Thibeault, Alderman Clemons 2

**MOTION CARRIED**

**MOTION BY ALDERMAN THIBEAULT TO RECOMMEND THE FOLLOWING NEW APPOINTMENT TO THE CULTURAL CONNECTIONS COMMITTEE: JULIA STRYZHENKO WITH A TERM TO EXPIRE MARCH 10, 2029, BY ROLL CALL**

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

Yea: Alderman Lopez, Alderman Thibeault, Alderman Johnson,  
Alderman Clemons, Alderwoman Kelly 5

Nay: 0

**MOTION CARRIED**

**MOTION BY ALDERMAN THIBEAULT TO RECOMMEND THE FOLLOWING RE-APPOINTMENT TO THE PLANNING BOARD: MAGGIE HARPER WITH A TERM TO EXPIRE MARCH 31, 2029, BY ROLL CALL**

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

Yea: Alderman Lopez, Alderman Clemons, Alderman Thibeault,  
Alderwoman Kelly 4

Nay: Alderman Johnson 1

**MOTION CARRIED**

**MOTION BY ALDERMAN THIBEAULT TO RECOMMEND THE FOLLOWING NEW APPOINTMENT TO THE PLANNING BOARD: JOSEPH MACINTYRE WITH A TERM TO EXPIRE MAY 12, 2029, BY ROLL CALL**

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

Yea: Alderman Lopez, Alderman Thibeault, Alderman Johnson,  
Alderman Clemons, Alderwoman Kelly 5

Nay: 0

**MOTION CARRIED**

UNFINISHED BUSINESS - None

NEW BUSINESS – RESOLUTIONS**R-26-027**

Endorsers: Mayor Jim Donchess  
Alderman Patricia Klee  
Alderman Vengerflutta Smith  
Alderman Derek Thibeault  
Alderman-at-Large Michael B. O'Brien, Sr.  
Alderman-at-Large Alicia Gregg  
Alderman Richard A. Dowd  
Alderman-at-Large Shoshanna Kelly  
Alderman Thomas Lopez  
Alderman-at-Large Lori Wilshire

**ESTABLISHING AN ADVISORY ALDERMANIC JOINT COMMITTEE FOR THE UPCOMING LIBRARY RENOVATIONS AND ADDITION PROJECT****MOTION BY ALDERMAN THIBEAULT TO RECOMMEND FINAL PASSAGE, BY ROLL CALL**

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

|      |                                                                         |   |
|------|-------------------------------------------------------------------------|---|
| Yea: | Alderman Lopez, Alderman Thibeault, Alderman Clemons,<br>Alderman Kelly | 4 |
| Nay: | Alderman Johnson                                                        | 1 |

**MOTION CARRIED**NEW BUSINESS – ORDINANCES**O-26-004**

Endorsers: Alderman-at-Large Shoshanna Kelly  
Alderman Vengerflutta Smith  
Alderman Tim Sennott  
Alderman Thomas Lopez

**REPEALING THE PROHIBITION ON CAMPING ON PUBLIC PROPERTY****MOTION BY ALDERMAN THIBEAULT TO RECOMMEND FINAL PASSAGE****MOTION BY ALDERWOMAN KELLY TO TABLE, BY ROLL CALL**

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

|      |                                                                                           |   |
|------|-------------------------------------------------------------------------------------------|---|
| Yea: | Alderman Lopez, Alderman Thibeault, Alderman Johnson,<br>Alderman Clemons, Alderman Kelly | 5 |
| Nay: |                                                                                           | 0 |

**MOTION CARRIED****O-26-005**

Endorsers: Alderman-at-Large Shoshanna Kelly  
Alderman Tim Sennott  
Alderman Thomas Lopez

**REPEALING THE PROHIBITION ON CAMPERS AND RECREATIONAL VEHICLES ON PUBLIC PROPERTY****MOTION BY ALDERMAN THIBEAULT TO RECOMMEND FINAL PASSAGE****MOTION BY ALDERWOMAN KELLY TO TABLE, BY ROLL CALL**

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

Yea: Alderman Lopez, Alderman Thibeault, Alderman Johnson,  
Alderman Clemons, Alderwoman Kelly 5

Nay: 0

**MOTION CARRIED**

**O-26-006**

Endorsers: Alderman-at-Large Amber Morgan  
Alderman Patricia Klee  
Alderman-at-Large Ben Clemons  
Alderwoman Vengerflutta Smith  
Alderman Thomas Lopez

**REPEALING ADDRESS REQUIREMENT FOR PUBLIC COMMENT**

**MOTION BY ALDERMAN THIBEAULT TO RECOMMEND FINAL PASSAGE**

**MOTION BY ALDERMAN JOHNSON TO AMEND TO READ, "SPEAKER SHALL IDENTIFY HIM OR HERSELF BY NAME AND CITY OR TOWN WHEN BEGINNING TO SPEAK"**

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

Yea: Alderman Lopez, Alderman Thibeault, Alderman Johnson,  
Alderman Clemons 4

Nay: Alderwoman Kelly 1

**MOTION CARRIED**

**MOTION BY ALDERMAN THIBEAULT TO RECOMMEND FINAL PASSAGE AS AMENDED, BY ROLL CALL  
MOTION BY ALDERWOMAN KELLY TO SEND O-26-006 WITH NO RECOMMENDATION AS AMENDED, BY ROLL CALL**

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

Yea: Alderman Thibeault, Alderwoman Kelly 2

Nay: Alderman Lopez, Alderman Johnson, Alderman Clemons 3

**MOTION FAILED**

**MOTION BY ALDERMAN THIBEAULT TO RECOMMEND FINAL PASSAGE AS AMENDED, BY ROLL CALL**

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

Yea: Alderman Lopez, Alderman Thibeault, Alderman Johnson,  
Alderman Clemons 4

Nay: Alderwoman Kelly 1

**MOTION CARRIED**

**O-26-007**

Endorsers: Mayor Jim Donchess  
Alderwoman Vengerflutta Smith  
Alderman Derek Thibeault  
Alderman-at-Large Michael B. O'Brien, Sr.  
Alderman-at-Large Alicia Gregg

Alderman-at-Large Shoshanna Kelly  
Alderman-at-Large Amber Morgan  
Alderman-at-Large Lori Wilshire

**AMENDING THE UNAFFILIATED EMPLOYEES PERSONNEL POLICIES BY ADDING A MEDICAL  
INSURANCE COVERAGE OPT-OUT STIPEND**

**MOTION BY ALDERMAN THIBEAULT TO RECOMMEND FINAL PASSAGE**

**MOTION BY ALDERMAN CLEMONS TO TABLE, BY ROLL CALL**

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

Yea: Alderman Lopez, Alderman Thibeault, Alderman Johnson,  
Alderman Clemons, Alderwoman Kelly 5

Nay: 0

**MOTION CARRIED**

TABLED IN COMMITTEE

**O-26-002**

Endorsers: Alderman Paula Johnson  
Alderman-at-Large Ben Clemons  
Alderman Tim Sennott

**ALLOWING ELECTRONIC PUBLIC COMMENT FOR PEOPLE WITH WALKING DISABILITIES**

PUBLIC COMMENT - None

GENERAL DISCUSSION - None

REMARKS BY THE ALDERMEN

Alderman Lopez

ADJOURNMENT

**MOTION BY ALDERMAN CLEMONS TO ADJOURN, BY ROLL CALL**

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

Yea: Alderman Lopez, Alderman Thibeault, Alderman Johnson,  
Alderwoman Kelly 4

Nay: Alderman Clemons 1

**MOTION CARRIED**

The meeting was declared closed at 9:12 p.m.

Alderman Derek Thibeault  
Committee Clerk

## **Graham, Donna**

---

**From:** Morgan, Amber  
**Sent:** Saturday, May 02, 2026 2:02 PM  
**To:** Kelly, Shoshanna; Clemons, Benjamin; Lopez, Thomas; Johnson, Paula; Graham, Donna  
**Cc:** Rinaldi, Lindsay  
**Subject:** Request to Table Reappointment of Judy Carlson

Madame Chair and members of the Personnel/Administrative Affairs Committee,

I would like to ask for your consideration to indefinitely table the Reappointment of Judith Carlson to the Arts Commission.

The Chair, Lindsay Rinaldi, of the Arts Commission has asked for Mrs. Carlson to not be reappointed.

Ms. Rinaldi has done an incredible job building the Arts Commission Board to have not only every seat filled, quorum had, but also a waiting list. A waiting list of individuals from our community to join the Arts Commission board to usher in the next generation of art stewards.

While Ms. Carlson has been a valuable Commissioner, she has been on this commission for 3 terms / 9 years. Ms. Carlson is still on two other Arts Oriented Committees.

Ms. Rinaldi has asked for my support as the liaison to the Arts Commission.

Thank you for your consideration and thoughtfulness in this decision.

Alderman-At-Large  
Amber Morgan

# Office of Strategic Communications

---

PERSONNEL & ADMINISTRATIVE AFFAIRS COMMITTEE

MAY 4, 2026

MEGAN CARON | CHIEF OF STAFF



# Overview

---

- Why?
- Communications Today
- Vision
- Functions of the Office
- Current proposal in FY27 Budget

Why?

**We know we need to do a better job  
communicating with, engaging with, and  
educating our residents about the  
function of local government.**

# Communications Today

---

- Decentralized approach
  - Distributed across departments in various capacities – and each does it differently
  - Limited resources = inconsistencies, delays, gaps, and outdated information
  - Social media community groups are residents' main source of news and information, not official city channels
  - We are *reactive*, not *proactive*
- Feedback
  - Residents feeling they were informed too late (meetings, announcements, emergencies, etc.)
  - Frustration and distrust of local government
  - Unsure where to look for information
  - Feeling uninformed or only hearing about the negatives
  - “Why hasn’t the city responded?” “What is the City doing about this?”

# Vision

**The Office of Strategic Communications is dedicated to increasing community awareness, boosting civic participation, and building public trust through proactive communication to inform and engage Nashua's residents, visitors, and businesses.**

# Vision

---

- Sharing information is not a clerical function. It should be an organizational value.
- Communicating with service-oriented intention, not episodically
  - Not just “the good” or “the bad,” but the information that residents need to make informed decisions
- Provide information in a consistent, cohesive, and accessible manner
- Communicating through the entire process cycle, not just the “decision” phase
  - Capital/infrastructure projects, development projects, etc.

# Functions of the Office

---

- Develop and oversee the larger communication strategy and plan while supporting goals and functions of other departments – **coordination is key**
- Crisis communication protocols
- Website content management
- Community engagement efforts
- Brand management
- Media coordination
- Assisting with public information campaigns

# FY27 Proposal

---

- 1 position: Communications Manager, to be hired in January
- First step in building out a more comprehensive office over time

# Questions?