

PERSONNEL/ADMINISTRATIVE AFFAIRS COMMITTEE

JUNE 2, 2025

A meeting of the Personnel/Administrative Affairs Committee was held Monday, June 2, 2025 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: Alderwoman-at-Large Shoshanna Kelly, Chairwoman
Alderman-at-Large Ben Clemons, Vice Chair
Alderman Ernest A. Jette
Alderman Thomas Lopez (via Zoom)
Alderman Tim Sennott

Members not in Attendance:

Also in Attendance: Alderman-at-Large Michael B. O'Brien, Sr.
Mayor Jim Donchess
Tim Cummings, Administrative Services Director
Nancy Trask, Human Resources Manager
Dan Healey, City Clerk
Lizzie Gouveia, Senior Human Resources Specialist

ROLL CALL

PUBLIC COMMENT

Paula Johnson

Good evening. My name is Paula Johnson. I live at 15 Westborn Drive. I'm here talking about O-25-056, rules for remarks by Aldermen at meetings. You know, if we have each speaker is limited to speaking once per remarks by Alderman period and is limited to three minutes during said period. You know, you've limited us to three minutes and nobody cares what we have to say. Sometimes members of this Board go on, and on, and peat, and repeat the same message. It's time that the Board starts having some rules for themselves and it would be nice if you're conducting rules on us that you are limited to.

Also, relative to R-25-158 relative to non-binding ballot referendum concerning the Keefe Auditorium. If I remember correctly, and you can correct me if I'm wrong, I remember we had a non-binding referendum regarding the Performing Arts Center and somehow it cost us a lot of money. I think the Keefe Auditorium is a landmark in this city. The problem is and the sad thing is, is that we don't maintain any of our buildings. We don't maintain city buildings and so now we're going to be building another Public Works building and we don't maintain our schools that we're like \$3 million whatever in deferred maintenance. So we don't take care of anything, and then we want to save it, and in order to save the buildings, it's going to cost us \$25 million or more dollars. So it is a landmark. To tear it down so we can put more housing in that area that some of it if we go by one of the plans, the first plan, it's going to be out of the character of the neighborhood.

I think there should be some way we preserve this building. Maybe we should take up donations like we were supposed to do for the Performing Arts Center that never happened and somehow keep this building and don't tear it down. This is a landmark to the city. We're going to put it on the ballot. People aren't going to understand sometimes what the language is because we kind of construed the language a little bit and another non-binding but \$25 million. So somehow we need to keep this building without

costing the taxpayers any more money. This year we're getting a 6% tax increase. What's going to happen next year with \$25 million. Thank you.

Chairwoman Kelly

Any additional public comment? Seeing none.

COMMUNICATIONS - None

INTERVIEWS

Keefe Auditorium Commission

Chairwoman Kelly

I understand it that a couple of these appointments are President Wilshire's but the Mayor will be introducing us.

Mayor Donchess

Yes, thank you Madam President. So as you may recall, the appointments to this Commission are mixed between the President of Board of Aldermen and myself as Mayor. Mr. O'Donnell and Mr. Smith are all President Wilshire's appointments but I said since I was going to be here, I know them very well so I'd be glad to introduce them as well as my own, which was Dennis Schneider.

So let's begin with Dan O'Donnell who's first on the agenda. Mr. O'Donnell was a long-time employee of the School Department serving as Assistant Principal over at Nashua South for, I think, around 15 years. Before that, he was the Music Director for the District for a number of years. His education is actually in music. He was trained as a music teacher, music educator and in addition to his work for the city, he served for a time as President of the Great American Downtown Board of Directors and has become a realtor since his retirement from the City of Nashua. So given his background, I believe he is well qualified to serve on the Keefe Auditorium Commission and with that, I will just turn it over to Dan for any comments he wishes to make and for any questions that you might have for him.

Dan O'Donnell

Thank you for having me here tonight. Thank you for Lori for, you know, nominating me to be on this. You know, I've had a lot of history with Elm Street. I, first of all, I grew up in Nashua, went to Nashua High School and, you know, graduated in '74 so that was our school, and went on to eventually, you know, go to Berkeley College of Music, come back, you know, become the Band Director following Steve Norris. So I performed a lot of concerts in that building. Eventually went on to, you know, got a couple Master's Degrees in Supervision/Administration. At first I was in charge of the 19 schools for music but then after that, I for some reason decided to agree to become an Assistant Principal. That was fun too. But the time I spent those years at, you know, doing concerts at Elm Street and stuff like that, and at Nashua High School South were great ones.

I think that it's a little bit of a Herculean task. When Lori asked me, I'm like I could see everything coming. I was thinking, you know, I can see people being yes we have to save it and people going like no, we don't want to pay any part. It's like well you can't have both. So it's a big task but it would be great. You know, hopefully some could be worked out. It is a historic building as Ms. Johnson mentioned earlier and it's a totally different building than what you have downtown for the Performing Arts Center. You know you've got to be exact – 1,464 seats at Elm Street unless they added some since I used to count tickets and, you know, you've got 750 downtown but totally different types of venues. You get fly stuff in the downtown one and, you know, it says a number of reasons why it would be great to hold on to that beyond its historic value. There are a number of arts groups in the city that

really need that.

That being said, I think that lot of consideration has to be given to, you know, information that's already been gathered. I mean I would not even just haven't decided quite yet. My understanding is what you want to do with the rest of the Elm Street whether it's going to be torn down, whether it's going to be apartments, what's going to happen. So, I mean, that's a big piece of it.

But then beyond that, you know, I'm aware that years ago, there was I think it was the Harriman Report or something that gave a lot of information on that building. That'll be interesting to see and see what they came up with for what that building really would need or whatever. And then just looking at, talking to the various groups who would be involved there, what they see as their needs, you know, and just the three major groups in Nashua that use it now is it enough. So there's a whole big discussion that would have to happen around where else do we, you know, how else to account for the, you know, how do you get this return on this investment, you know, right.

So with that in mind, I mean it's a little Herculean task but I think would be - it's valuable to do, it's important to do, and, yeah, I'd be very interested and happy to answer any questions that anybody has.

Chairman Kelly

Questions from the Committee?

Alderman Sennott

Madam Chair just before we proceed, I'd like to record that Alderman Lopez joined us at 7:05.

Chairwoman Kelly

Alderman Lopez, can you please let us know if you can hear us and why you're attending remotely?

Alderman Lopez

Yep. I can hear you, I can see you. There's nobody in the room with you but I couldn't get to downtown and (inaudible).

Chairwoman Kelly

Okay, great. That means all votes need to be by roll call.

Okay. So we'll take questions individually because I think the nature of questions might be different for each person we're interviewing. So if there are questions from the Committee?

Alderman Clemons

So I don't have any questions. You seem to really have answered some of the questions that I would have had for you. I'm glad that you're willing to take this up because I know that you have the background not only, you know, you understand what that kind of space can do, right, and the kind of benefit that it brings to the community that we don't really have anywhere else in the city. So, you know, I hope that the Committee gets off the ground and I just appreciate the fact that you were willing to step forward so thank you.

Alderman Sennott

Thank you, Madam Chair. I also don't have any questions but I did just want to remark that I'm really glad to see this Committee seems to be coming together and we are getting some very strong

candidates. I was really glad to hear the Mayor introduce you as Mr. O'Donnell because that's the way I only choose to know you. But I honestly can't think of a better candidate. I mean I wouldn't hazard a guess whether you or Tony spent more time in there during your terms at the front of the band but if there's anybody that knows that space, that knows that building, and knows the needs, and the strengths, and the shortcomings of it, it certainly would be you. So I'm thankful that you're putting your name forward and you're willing to take this on in addition to all the other things that you do. Thank you for that.

Chairwoman Kelly

Other questions? Ah, I see your hand Alderman Lopez. Go for it.

Alderman Lopez

Yeah, so obviously Ward 4 Alderman is very interested in the developmental part of this, trying to see the Keefe Auditorium saved, and then understanding how we can do that in a way that it involves the community. I think it's a great amenity for the community. The neighbors living there can walk to a show.

But I don't necessarily think we should wait until we're talking about development, (inaudible) and I think Alderman Clemons could correct me if I was wrong, but I believe the Committee was also supposed to kind of oversee the community's access to using that space and being able to run performances. I know the city's managed to organize one or two but is that something that you might be able to help with while you're as the community starts to get large enough to actually do that as a business?

Dan O'Donnell

So you're asking - could you repeat that again? I'm not sure what the exact question was.

Alderman Lopez

So the Keefe Auditorium right now is functional. Nothing's happened to the Elm Street Auditorium. We've had one major performance there but it was underutilized for the last couple of months before that. It was my understanding that the Committee would also be able to help select acts, or increase access, or oversee the site.

Dan O'Donnell

Yeah, I think there's a number of things. I mean just thinking about today, my mind is going in circles. I mean first of all, the city would have some use of this too, obviously, because I know that when you do the mayoral inauguration stuff like that you'll use. My ideal would be find out who else is using that space. Who else may need this space. Is there an availability of like the Community Music School for instance to have a bigger venue and be able to do some things they can't do now? I've heard, you know, in the news you hear stuff about different arts groups, you know, losing funding. I don't know what's happening with that but you know, there may be a way to make sure they stay there in the community to help too. That's a great thing.

So I think there's a lot of things that you have to think about and there are other venues. There are other, you know, Dennis and I was talking earlier, there are other groups around the area and stuff. I don't know that they're all going to flock to Nashua but there may be some type of thing. It could open up possibilities it couldn't happen before. The problem was before, you know, I think the Symphony would normally have done more concerts. I think the Actor Singers would have done four or five shows a year if they had access to it but they didn't because it was a school. Now it's not going to be so that changes, you know, what they can do and what can be allowed. So it's gonna be a lot of work.

Alderman Lopez

Yes but I think it's important that we use the space at minimum while we have it and I know from my own experience with Court Street that the city does approach things from like, okay, well you registered this way. This makes sense to do it but a lot of groups were confused because you had to go through the Risk Department not the Court Street. There wasn't a visible face and I think as an Elm Street committee stands up, it will become visible. So either you would be able to be an ambassador to whatever the city's process is or maybe even advocate for how to make it more visible.

Dan O'Donnell

Yeah, I think I would hope that the Committee would, you know, be coming up with some protocols on how to use that space and what you need to do to be able to qualify there. You know, the fact you have to have insurance. A number of things you'd have to do before you could use it. But, yeah, no I see it.

As far as using it like tomorrow or something, I don't know where that's at. I don't know if any, you know, what condition its' in, in terms of if there's any other safety checks that have to get done for stuff or whatever since, you know, people have been in for a while. So, you know, certainly I think the first thing is go look at it and find out what it means immediately. I do think ultimately you have to, obviously, it's going to cost some money to do it. You've got to move heat over there. There's all sorts of things that have to happen. So you can't stop booking a bunch of stuff there and then do that at the same time so.

Alderman Lopez

Yeah, they recently did a presentation of Legally Blonde I think in May. It might be good to do like a review of that and figure out what worked and what didn't.

Dan O'Donnell

Yeah, that'd be fine.

Alderman Lopez

Thank you.

Alderman Jette

Thank you. So I know that you know you're just being nominated and this is - you haven't had time to really think about it or probably, you know, you haven't certainly met with the other Committee members because they haven't been chosen yet. So I know that it's difficult to drill you about what your plans are, what you're going to do because you really don't know at this point.

But I'd like to say to you and the other candidates that, you know, the Elm Street Auditorium, the Keefe Auditorium is a functioning place right now. Nothings - the heat hasn't been turned off. Nothing's happened so and I saw recently that the New Hampshire Symphony has scheduled several concerts there in their upcoming season so it is usable. I would, you know, hope you and the other Committee members would, you know, look for ways. I don't know if you have to, you know, hire someone to manage the place. I mean I know you're a volunteer so I know your time is limited but there are - I would think that they would be professional acts that would welcome the opportunity to find a place that has that holds 1,500 people. You know it may not be ideal in the summer because it doesn't have air conditioning but in the rest of the year, it's perfectly usable. I would hope that, you know, along the lines that the other speakers have said that you maximize the use of it while we have it and to kind of help us understand.

Dan O'Donnell

I agree with you. I think the only thing I'm saying is I don't want to get ahead of myself either because maybe things that I'm not aware of because I'm not in there daily anymore. I've been retired for 10 years from the School District you know. So, you know, I don't see whatever schedule they're scheduled. Obviously, quite frankly, the more you can get there done there while it's there, the better you are off. In the meantime, there's a lot of work that has to go on. At some point, there's a timetable that have to be made depending on how you move forward, you know, and that's gonna affect the booking of but, yeah, absolutely. I mean you want to do as much as you can. I don't see a reason why you can't. I'm very confident by the way of the other - I know you mentioned about, you know, being nominated in this.

With the other people, it's no surprise to me the other people that they picked on this as well that I feel very comfortable with and, you know, service the committee would be we come at it from different angles. I think that's really important. I think you'll have a good group of people together from the people I've seen.

Alderman Jette

You mentioned the fact that it's not being used as a school anymore makes it much more available.

The other thing is, we can now serve alcohol there which, you know, a lot of people would go to events like this kind of expect and look forward to. That's something else that your Committee might consider. You as the Committee if you find needs, you know, you answer to the Board of Aldermen. So if you say we need to hire a manager or whatever, you know, come to us and say this is what we need and we can decide whether we can do it or not. Thank you for being willing and stepping forward. I hope you're successful.

Dan O'Donnell

Thanks. I'm sure we will be.

Chairwoman Kelly

All set? Okay, I have a question. So thank you. Obviously, you have an incredible background for being on this Committee so I appreciate your willingness to serve. I am a bit of a music geek so I'm interested in a hypothetical here. In terms of it's probably been a while since you've been in there but if you as a musician had something you wanted to change what would you do?

Dan O'Donnell

What do I want changed in there?

Chairwoman Kelly

Yes.

Dan O'Donnell

I mean ideally you can't do it halfway. If you guys do it the right way if you're going to have groups that are going to want to perform there, and you're going to track that type of venue beyond the three or four groups we have to use it now. But I'm thinking, you know, I'm sure that Dennis loves my (inaudible) too but as far as the flies go and all that, and how update that is, or whether it needs to be updated more. But also like sound system wise, I've always had been a musician and haven't taken acoustics courses like. That's not a great place for acoustics, you know. So but again all things in due time. But I think those things are important having a good sound system, having good acoustics, having the, you know, having the stage be a safe place to because now it's, you know, the more it's used, the more it's used, and the more that things get worn. So, yeah, there's probably a lot of things.

Directly behind the auditorium is where we used to have the band room, the chorus room, and that's like a tiered space which ultimately has to be changed. It's a design I would think because it's not a very functional space the way it is but there might be another way to do that. You know, you've got classrooms in the very back behind that. One step beyond that, your classrooms off the right. I know where the building would be cut off but, you know, you need to have changing rooms. You need to have, you know, there's all sorts of things you might need to have some areas for storage, you know, for that stuff for shows coming in, shows that are there, and that's something that you don't have to necessarily do now. People bring it in like the actually is bringing it from the hall or, you know, simply bring but there may be a point where you're gonna want some of that stuff stored there on a regular basis. So there's a whole bunch of things that have to be looked at that aren't there currently in terms of infrastructure type stuff so.

Chairwoman Kelly

All right. Thank you. If there are no additional questions from the Committee, we can move on to your next candidate, Mr. Mayor.

Shawn Smith, (new appointment)
Nashua High School South
38 Riverside Street
Nashua, NH 03062

Term to expire: May 1, 2028

Mayor Donchess

Thank you, Madam Chair. So the next nominee, again, made by President Wilshire is Shawn Smith, currently Director of Facilities for the Nashua School District. Obviously, he's got a lot of knowledge and expertise regarding this facility because it isn't part of a school building. But Mr. Smith also has a background with the United States Coast Guard and as the Manager of Facilities, he is involved in all of the school building projects. So definitely work is going to be required there if the auditorium is going to be preserved and he has professional insight into the procedures for updating facilities and school buildings. So that will also contribute to his qualifications. That also contributes to his qualifications for this Committee. Although nominated by President Wilshire, Mr. Smith is a very strong nominee for this Commission and I now just give it over to Shawn to add anything that he wishes to.

Shawn Smith

Thank you. Delighted to be here. My background in musical and entertainment stuff is immediately sparse. I vaguely remember an instrument when I was a kid. I think was called a melodica. It was something it blew into and had a keyboard on it. I don't even know if they make those anymore. Do they still make them? Okay. I actually still have it. It's somewhere up in a closet gathering dust. That was the extent of my musical and performing arts, except for when I was in grade school and my parents maybe go up on the stage and dance around with all the older kids but that's it.

I'm happy to say I've only had two jobs in my life. One was with the Coast Guard and I was in there for 21 years. Then I've been here and I'm in my 28th year. I've greatly enjoyed my time here. I really sink my teeth into maintenance, and construction, and renovations. So as you indicated, there's going to be a fair amount of that with this structure if it stays in place.

I also did serve on the Auditorium Commission for I don't know how many years. That was 20 plus. I was told was a lifetime commitment. So yes, I'm sticking with it. No escape, yes. But I have my ideas on the things that we get done to modernize the facility. We actually have worked very closely with Dennis in trying to bring it up to speed. We've put a lot of money into it probably 12 years ago give or take. We still have to upgrade the lighting. We have to upgrade the sound system. I would like to see the ventilation system upgraded as well. That's ancient and we hear about people holding things

together, bailing wire, and chewing gum. It's old.

Depending on what you do with the rest of the school, you're going to have to get your heat from someplace. So we're probably looking at a new boiler room, furnace, heat pumps, some sort of technology to heat it. I would like to see it cooled also because you mentioned you can't do anything in the summertime because it's hot. If you provide some economical cooling, you don't have to get it down to 68 degrees but, you know, get it in the 70s and people can sit there comfortably in the summertime.

The other thing you have to do is bring in electricity from someplace. It's right on Lake Street so it's a pretty short hop from the street itself to the facility. We'd have to create an electrical room. So, you know, happy to be here. I've been maintaining buildings for a long time. I did it for four years while I was still in the Coast Guard before I came here.

Chairwoman Kelly

Thank you, Mr. Smith.

Alderman Clemons

Thank you – so - and thank you for volunteering. I had actually asked Alderman Wilshire if she would reach out to you and I'm glad that you said yes. On my tenure here on the Board of Aldermen, I've always admired what you've done with our school buildings, with the limited budgets that you've had, and where you know that facility very, very well. You know all of our school facilities well. I thought, you know, where we are trying to do this in the most economical fashion, there was no better person to have on this Committee. So thank you for volunteering.

Some of the things that you addressed, I'm hoping that we can get answers to when we speak to some of the architects because I think that there's an opportunity there to have them go back to the drawing board or at least ask them to do so where we could instead of separating that auditorium off on its own, it could be context, right? So whatever heating or an air conditioning system they build for the rest of the building, they could also include the Keefe, meet separate meter it out, right, and it could be its own space but it could be attached to whatever, you know, heating and cooling system they create. I think there's opportunities like that there. It's matter of are they willing to entertain that? Are these companies willing to go back to the drawing board so to speak? I think there's a lot of questions that we as a Board haven't got answers to yet. So, you know, I think there's still a little bit of work to be done in that regard.

But it presents an exciting opportunity because I think overwhelmingly, you know, this Board indicated that we want to explore all possibilities to keep this theater going. So my question to you is I know that you had gone on a tour, I think, it was maybe last year or early this year of it where you looked at the potential of maybe some existing buildings behind there to be utilized for part of that space. Can you expand on that and your thoughts on that?

Shawn Smith

Yeah, we looked actually probably 15 years ago. Backtrack. The absence of bathrooms is kind of astounding for a facility that big. We worked with Dennis on this one. We came up with a design that would provide bathrooms, a green room, a concession stand, and on the second floor be able to handle equipment. Thought all along was to look at tapping off the heating system. The trouble with the existing heating system, it's steam heat, right, and for the last five years while it was a school, we were combating steam leaks all the time through the floors. It wasn't just a pipe in a wall. Outside the cafeteria, there's steam coming out and very hot stuff. So we had to address stuff like that.

So I think the space behind the auditorium, we used to have the chorus and the band room. That's a potential space to put something. Our thought was to take what we called it "62 annex", I think it was called "62" was that strip of classrooms that borders the old bus loop. So you could turn some of those

spaces into green rooms or what have you.

We thought about walking, depending what you do with the building, if you kept that hallway on the school side of the auditorium, there's a lot of space there. If you need additional bathrooms, that's another good place you can put them. A lot of plumbing you have to put into it but those may be cheaper ways than to just do an addition to the place if I answered your question.

Alderman Clemons

Yeah, no it does and I'm hoping that, you know, again, I'm hoping that we can have a discussion at this level which then would be brought to you to then have, you know, further discussions of, you know, what could be done, or what could we save, what could we change on those architectural plans to make this happen, you know, in an economical way? So anyway, I appreciate you being coming forward and I will certainly support your nomination.

Chairwoman Kelly

I have a clarifying question just your answer there. You said that you had considered places for a lobby, etc. Was that within the existing footprint not adding anything additional?

Shawn Smith

Originally, we looked at adding something on the Lake Street side. So it was going to be a long, somewhat narrow, but wide enough to have bathrooms, men and women, and the green room in front of that, and didn't really address storage too much.

Chairwoman Kelly

Okay, thank you.

Alderman Lopez

So first, I'm just curious if you don't mind sharing what was your role in the Coast Guard? You were there for 20 years.

Shawn Smith

I went through the Coast Guard Academy. I came out I was a Deck Officer. So I was stationed in Boston at first. Back then, you put together what you'd call a "dream sheet" and all my choices, my dreams were east of the Mississippi River. So I was in middle of the Atlantic Ocean going to Europe for a cadet cruise and I got called on my detailer and said, Mr. Smith we got a great opportunity for you. It's in Alaska. It's kind of not east of the Mississippi anymore.

Alderman Lopez

If you go far enough it is.

Shawn Smith

Yeah, it depends which direction you go. The side up in Alaska and boating safety, then I went to graduate school. When you go to graduate school, then you owe them. At that point, I became a Shore Side Engineer and worked in research and development. You may have heard of the Exxon Valdez spill up in Alaska. So we did a lot of research on how to collect the oil from the water and mitigate those sorts of disasters. Then I came up to the Coast Guard Academy and I was a Assistant Facility Engineer there. So when it came time to retire, I looked back to the various things I'd done and said I really

enjoyed that facilities job. So when I got out and started preparing my resume, then I sent - I first thought I'm going to go to a college but I only had four years as assistant. Most colleges want a little bit more than that. So I figured I had to go to public schools first and further my resume. But then I got it to Nashua. I liked it here. I was born in Peterborough so it was close to home.

Alderman Lopez

Well, I was just curious because I don't know where you - I guess I do now - where you got your skills for logistics, for organizing, for facilities maintenance but I've been very impressed serving with you on the Joint Special School Buildings Committee. I feel like all of the more senior Aldermen were well aware of your qualifications and told me but one wonders where that comes from, but I think you're exactly the person we need for this job, and I think the city will be better for it with your insight. I was not even aware that there was already sort of a prototype plan that was in process because it really wasn't brought to us by the parties that have professed to give us their opinions on whether or not we can save the Keefe, or how much it would cost and I think a more qualified intentional approach is called for here. I really appreciate you being willing to step forward on this. I appreciate Alderman Clemons for thinking of you and having that thought because I mean, you were staring - working right across from you once a month, every month the last couple and it didn't even cross my mind. But you are the perfect man for the job, so I appreciate the nomination.

Shawn Smith

Thank you.

Alderman Jette

Yes, thank you. Nice to see you again.

I don't know anyone that knows the building better than you do, so I think you're a great addition to the Committee. I'm glad to hear you out of the words "heat pump". I'm glad that you've moved away from gas fired boilers. So I'm encouraged that you're looking forward not backward. Thank you.

Shawn Smith

I wouldn't say I've moved away from those other things. You want the best solution for what you need it for and I'm certainly open to alternative ways of heating and cooling our buildings. We put solar now on four different schools and hope to continue that through the next few years. So it's, yeah, alternative energy is a good thing.

Alderwoman Kelly

Any additional? I just want to thank you. I think we know very well your qualifications here and I think that there's a lot of discussions and thoughts that will start happening within this Committee and really within this chamber. So I know you'll bring quite a bit of knowledge and information forward.

I was appreciative to hear the talking about AC. I actually went to the Legally Blonde show. I think we maybe need to not just limit it to summer because when that thing is packed even in May, it gets very warm. I know. Okay. I will take up your nomination after we do our final interview here.

Dennis Schneider (new appointment)
32 Clearview Drive
Nashua, NH 03062

Term to expire: June 10 2028

Mayor Donchess

Thank you, Madam Chair. So the next person I'm introducing is a nomination that I've made. You probably recall that I had nomination nominated Alicia Gregg and she was interviewed here last month, I believe, and approved by the Board of Aldermen.

So I'm pleased to be nominating Dennis Schneider who, I think, everybody is familiar with, although his background is in engineering beginning with DEC and you see from the resume many other jobs after that. He has been - there's probably no one that's been more active in live theater and here in Nashua at least then Dennis in the sense that he's been doing the technical lighting and sound for the Actor Singers for how many years?

Dennis Schneider

Many, many, many, many.

Mayor Donchess

Many, many, many. He can't even count.

Dennis Schneider

75 shows.

Mayor Donchess

75 shows. Therefore has used this auditorium many, many times. He has been also on the Auditorium Commission in its previous incarnation. So I'm happy to be nominating and introducing Dennis because of his extensive experience with the performing arts and with this particular facility. I'll hand it over to Dennis and let him add anything he'd like.

Dennis Schneider

Thanks. Thank you, Mayor Donchess. Good evening and thanks for hearing me out.

So I think the Keefe Auditorium is a treasure that we owe the best effort to retain. I think the best effort to retain means it needs to fit into the community, it needs to fit into the fiscal plan, and it needs to fit into the support for the groups that use it but that won't be sufficient, in my view, to keep it busy and occupied. So the notion about bringing other things in. I think there's, you know, there's the business plan that has to get built for what would be the - well it is the largest proscenium stage in the State of New Hampshire. It's larger than the Capital Center. It's larger than The Palace. It's smaller than the Lowell Memorial Auditorium.

And so, you know, we have the opportunity to build a magnet for arts performances but I think it does need to fit into all of those things and I think that's a complicated puzzle. I think the developer's plans that were reviewed, I think one did a more aggressive job of integrating the facility into their plan. The other kind of said, well here's a building have a good time. I think ultimately something in the middle is going to have to happen. So I think we need to we as a city need to figure out a) how does it make sense? What's the structure that runs it? I think you asked about the idea of a manager. As the guy who worked with the city administration to mount the only two shows that have gone up in the Keefe. The Keefe is in fine shape. The building is a giant empty cavern and the bathrooms are still the same bathrooms. The weather is still the same weather. The needs are still the same needs.

I think we have a sort of three phases to figure out. The farthest one out is when it's all rebuilt and it's gorgeous, how's it run? What does that mean to the city? When it's being torn apart, what do we do with the arts groups in the city, and then until then, there's the easy part which is organizing the use by the arts groups which the Commission did successfully for over 20 years. The Commission was

originally formed to keep the conflicts between the School Department and the administration out of City Hall. That's a fact. It moved the building a very collaborative approach between the School Department and the users so when it came time, for example, to replace the lighting system, 15 people came in and helped tear out the old one at no cost to the city. We can do things like that. We're not going to renovate the Keefe Auditorium with volunteer labor.

So I think we have a challenge. I think that we owe it to the city to do it. I've been here since '82. I have spent probably as many hours in that building with school productions helping them with their stuff than I have with anything else. So, you know, there's the possibility that what that the schools could do a combinations of shows where their current auditoriums are insufficient. Lots of that are opportunities but the big question is how do we make sure that, you know, 20 years from now we look back and say we're glad we did this.

Chairwoman Kelly

Questions from the Committee?

Alderman Clemons

Thank you. Again, I want to thank you for stepping forward and your previous service on the Committee. You know you reached out to me early on when the original plans came around about redevelopment when we knew that, you know, the school was closing and it was going to move over to McCarthy Middle School. At that time, we had not yet had an RFP presented to us. You know, it was it was clear to me that there was a lot of support in the community to make sure that whatever plan we did with the Elm Street property was included the theater. When we originally got the RFP from the administration, it didn't have that clause in there. So we amended that here at the Board of Aldermen. It was passed with 11 votes. I think it sent a strong message out and we got some very strong proposals back. I think they could, frankly, I think they could be stronger. So we'll work on that.

I guess my question to you where you were the previous Chair of this for a very long time is where do you see this Committee starting? You kind of mentioned it in the three phases but what would be your first priority when this convenes to try to move this agenda forward?

Dennis Schneider

Thanks for the question. Not like putting me on the spot but it's okay. I think in all honesty the forward operating model is the first question to come up with. Other than the groups, the Symphony and Actor Singers, please understand, you know, minimally, it's 1,000 seats. So not many groups can actually use 1,000 seats in a stage with a full fly system that needs technical knowledge to operate and needs a sound system that can fill that hall. That costs money, that costs time, that needs expertise. Only two groups really in the city today still have, you know, the big enough draw and the capability.

So job one would be to realize that's not enough. You know, in that plan, there's let's take a dart toss. Director Smith is great at coming up with kind of like if we had to figure out what the numbers might be, the numbers will look like this. How do we pay for it? Operating. Let's leave the capital plan as a separate plan. That will tell us what the capital plan needs to be. I mean do we need a giant bay in the back to roll in 40 foot semis that bring touring Broadway shows to town? If that's a use, we need to do something different than we did at the PAC because it's impossible to bring those sorts of shows to the PAC because the logistics will never work.

Now that's one very attractive use for the space, but it means changing the space to meet that spec. So I think the capital plan then builds on the use plan. So it's forward operating model. Then it's what does that look like, and what does it cost, and then, frankly, keeping the current groups - I mean the Symphony and Actor Singers so the Director of the Symphony and I have worked together for years and years on sharing things at Keefe and that will simply continue. The city by the way has done an

excellent job of putting together in a very short time the support needed by the groups and being able to be very accommodating. So my compliments to Director Cummings and his whole team. But at the end of the day, I think that's the sequence. I think you have to come back from the operating model because otherwise if we were just trying to like print it out or whatever else, I'm deeply worried that it'll never pay the bills and the number of places that need and can afford the, you know, pain in the neck that 1,000 seats and a fly system need would limit that plan. I think that's to be seen. We have to ask do like poll the local groups that might want to. I think Court Street's pull was and is kind of the mecca for most of the teams, most of the arts groups in the city because it's about the right sizes - you know 250ish seats. So that'd be my on the spot instant answer.

Chairwoman Kelly

Follow up?

Alderman Clemons

Yeah. Thank you. Thank you for that. It sounds like a very good way to approach it to me. You know I think the Committee is charged - that is one of the probably going to be large focus of the Committee is to come up with a capital campaign, right, and I think the approach to that that you're mentioning makes a lot of sense is to figure out what is that use case? I think, you know, to your point, I think it's important to the community that it be available to the community continuing to be but I think on the balance of that though is we have to recognize that, you know, there has to be a professional part of it, right? There has to be like in the future where, you know, you have something along the same lines as Spectacle where they're bringing in professional acts in between when the community can use it. So striking that balance because we have to pay the bills at the end of the day and that's how you do something like that.

So I hope that, you know, I believe in this. I think that the community - this is something that community will rally behind, and I think you're a great addition to this, and I know that this will be successful. Thank you.

Alderwoman Kelly

Additional questions or comments from Aldermen?

Alderman Sennott

Thank you, Madam Chair. Just really briefly. I just wanted to commend not just the folks who selected our candidates but our candidates who've all come here tonight, as well as Representative Gregg who joined us last month. I'm feeling very optimistic about this Committee. It's new. It's got an insurmountable task in front of it but already we've seen a wealth and a variety of skill sets and knowledge. We have folks from State government and community theater. We have folks with backgrounds in the schools and the performing arts shared amongst the three gentlemen here tonight, as well as incredible acumen for business, as well as facilities maintenance. You really couldn't ask for a better Committee to be coming together. I mean you guys got, like I said, an impossible task in front of you but I'm feeling very encouraged that all of you are up to it. So I just want to thank you all for being willing to give up your time and your efforts for it because, again, I think the appetite is there. We've heard from the public that the preference would be to see the Keefe stay a part of the city. So I'm looking forward to seeing what you guys can bring us. Thank you all.

Chairwoman Kelly

Additional questions or comments from the Committee? Okay. Seeing none. Thank you very much.

Mayor Donchess

Thank you, Madam Chair.

Chairwoman Kelly

Thank you. And my understanding Mr. Mayor is that Oscar is not able to attend this evening.

Mayor Donchess

No, he's not so maybe next month.

Chairwoman Kelly

August. Thank you.

Cable Television Advisory Board

Oscar Villacis (new appointment)
76 Beauview Avenue
Nashua, NH 03064

Term to expire: June 10, 2028

You said August would be our next meeting. Yes, we are not meeting in July, fair

DISCUSSION

- Classification and Compensation Study for Unaffiliated Employees

Chairwoman Kelly

Director Cummings, that's your cue.

Tim Cummings, Administrative Services Director

Again for the record, Tim Cummings, Director of Administrative Services. Joining me up here from the Human Resources team - Lizzie Gouveia and Nancy Trask. We're up here just to continue the discussion relative to the classification and compensation study for the unaffiliated employees. A communication should have been provided to you in your packet this evening. I'm just going to quickly read it.

"At the April 3, 2025 committee meeting, we presented and discussed the Unaffiliated Classification Compensation Study. We provided a report that followed on the work that we did throughout 2024. We came to Personnel/Administration in September and then again in December of '24 providing updates, soliciting input, and seeking guidance. We had a lengthy discussion on comparable communities, internal equity, developing the classification plan, and then finally, a discussion on the compensation philosophy.

At the conclusion of the December meeting, it was agreed we would follow up after the Committee had a chance to digest and absorb the information provided. It was generally recognized and understood that no changes would be implemented in the FY26 budget. (July 1, 2025).

At your April 3, 2025 Committee meeting, we came back before you to further discuss the unaffiliated employees classification and compensation draft final report. At this meeting, it was generally understood that with the upcoming budget season before us, it made sense to "pause" the conversation until we got through the budget as no changes were going to be occurring in that upcoming budget and if we did anything, it would be in FY27.

To help ease and guide the discussion, behind this memo in Exhibit A, which is essentially the main foundation for any upcoming piece of legislation. Please note I have highlighted that the "Fire" positions, which I believe are a topic of a separate discussion are noted and depending on what the pleasure of the Committee is, we can write the ordinance to include those positions, or we could pull them off as I believe the Fire personnel may have a differing plan in place that they would like to execute on."

So for background information, we provided the Exhibit B, which is the original communication we had submitted. So if you just quickly turn to Exhibit A. You'll see basically 25 various grades with the various positions listed out with the minimum and maximum range. It goes through all the unaffiliated positions and characterizes them with updated salary ranges. This is all predicated off of the work that was done in that Unaffiliated Compensation Study that we undertook. We looked at compensation philosophy. That was a discussion that we had with this group. We looked at comparable communities. That's a discussion that we had with this group and then we developed the matrix and classification plan in a draft form as presented to you.

So quickly, that was a quick update Madam Chair. We're just looking to get some thoughts, some feedback because of next steps. Next steps, ideally, if there seems to be general consensus in the direction that we're going and you like what you see, then we would move forward with putting forward an ordinance, and we would follow basically as outlined in these communications what the ordinance would say, and then it would come back before this body for a formal recommendation and final approval. If we were to file something in the summer time frame, it's not time sensitive. If we got this done by January, we would make the next budget season and we would look to implement for FY27 Thank you.

Chairwoman Kelly

Okay. Open up to the Committee for questions or comments. Alderman Jette.

Alderman Jette

So I sent you an email today. I don't know, you know that it was just this afternoon so probably you probably haven't had chance to really deal with it, but for the rest of the committee what I'm talking about is in this Sunday's Union Leader. There was a you know, there's a column that's published every Sunday called, I think it's called City Matters or something, but it's about what's going on in City Hall in Manchester and they talked about the current Human Resources Director resigning to take another job. But you know, they were complimenting her on having done exactly what you're doing here having you know, I guess Manchester commissioned a study of their salary and wage schedule. And, you know came up with recommendations.

And you know someone one of our earlier meetings, someone along the line said that Manchester had shelved it because they saw the numbers and it was too much. They couldn't afford it and they forgot about it. Well, evidently, that's not true. Evidently they are implementing that plan effective this July 1st. And so my thought was, oh, it sounded like they're increasing their salary and wage schedule and in order to retain and attract people and we are you know, among other cities in competition with Manchester. So you know, I'm curious if you don't know tonight you know maybe you came back to us later, but you know what are they doing? And they're doing it July 1st and so we shouldn't drag our feet much longer to stay in in competition with you know making sure that we're able to retain our people and if we need replacements to attract good people. So do you have any thoughts on that or not?

Tim Cummings, Administrative Services Director

I do. If I may, Madam Chair?

Chairwoman Kelly

Director Cummings.

Tim Cummings, Administrative Services Director

Thank you. I had Alderman Jette, I apologize I hadn't had a chance to really digest your email, but I do know you submitted it so my comments will be more general in nature at this time. But happy to follow up with you specifically on what Manchester is doing. What I can say is Manchester is a direct competition with us. So what they do is something that is very much something we should pay attention to. And we've actually had the luxury over the years of maybe paying a little bit more than Manchester actually. So I'll be interested to see when I look at it, whether that may be flip flopping as they're as they're implementing their new plan. I will say our study took Manchester into consideration because that is such a direct competitor for us.

So we want to again, make sure we know everything that we can there because we'll be competing for that talent. And relative to competing for that talent we're currently out in the market right now for a CFO. We've posted that position. I think that's a good example of how we're competing. I've personally reached out to some cities and towns to kind of see where their CFO ranges are and we're low. And so I believe we've gotten some good candidates. I do, so I'm not terribly concerned. But what I do know is that just based on trying to solicit the market, talking to peers and colleagues we are definitely under what the market would be for that type of position which is just a hurdle that we'll have to get over. I think we can; we have other attributes besides just compensation. But obviously compensation is one driver that that folks look at. Thank you.

Chairwoman Kelly

Okay, additional questions. Alderman O'Brien

Alderman O'Brien

Thank you, Madam Chair. I know I'm not a member of the committee, but it seems no matter what we do. Come up with a new matrix, I've seen this before and everything else. How confident are you in solving the problem of compression because that seems to be what is the real root of all you know, the concerns here. Unions go out and negotiate and then come up and somebody's on the you know, position on the matrix yet it is annually looked at into what the affiliated to the unaffiliated to make the proper adjustments to eliminate the threat of compression.

Tim Cummings, Administrative Services Director

If I may, Madam Chair?

Chairwoman Kelly

Director Cummings.

Tim Cummings, Administrative Services Director

Great question. The report speaks to it. One of the recommendations is you shouldn't let your compensation plan or study go longer than five years. I would recommend between three and five years is really what the consultants have told us. That's what this study says. We're trying to stay true to that. I think the last time we were here having this conversation was back in like 2018 time frame and it took us two years to implement that. So we're we're looking to stay the course because compression is a very real issue and it's definitely not something that will just go away. You have to constantly actively manage these types of things.

Alderman O'Brien

Follow up, if I may? So in the matrix is there a lateral slide over in the matrix to compensate for the compression factor or would they have to move up on the ladder of the matrix?

Tim Cummings, Administrative Services Director

If I'm understanding the question, if I may, Madam Chair. You wouldn't move up in the matrix, you move you move to the side. You move to the right is more of what would be, but moving to the right is predicated on moving to the right is actually market appropriate ranges. And of course, if you are hiring within or if we are hiring from outside in whatever it may be, if you're low then you're going to be further to the right then maybe you'd like. That's why you got to stay constantly diligent about this sort of thing.

Alderman O'Brien

Correct, yes but I'm just wondering the safeguards because some contracts you know like you say, and I'm glad you come up with a timeline. The most longest contract I've seen since being on the Board is usually about three years. And at the end of that three years that's when the compression factor you know, comes into play here. So you know what would happen in the first two years? You know, because it could be that impact you know.

Tim Cummings, Administrative Services Director

I think it's fair to say best practices is labor agreements tend to be about three years, yes.

Alderman O'Brien

Oh, thank you for taking my question. Thank you, Madam Chair.

Chairwoman Kelly

Alderman Clemons.

Alderman Clemons

Thank you. So you're looking for guidance from us this evening. Can you tell me? So there's the I believe it was the 50, 60 and 70th percentile right?

Tim Cummings, Administrative Services Director

Yep, that's right.

Alderman Clemons

Can you tell me what it would cost to implement each one of those?

Tim Cummings, Administrative Services Director

I'm gonna do this off the top of my head because we had that back in like yeah, we had that back in like December. I don't think I brought it with me today. So back in February. Yeah right, so at the 70th percentile which is what's before you, we were calculating that it would be about \$500,000 to implement.

Chairwoman Kelly

Per year?

Tim Cummings, Administrative Services Director

Nope, that would be a one-time implementation about \$500,000 to implement the grid. I believe and I want to double check myself on this that may not include and Lizzie may know this. Does that include just the changes or does that include everyone on the grid.

Lizzie Gouveia, Senior Human Resources Specialist

That includes putting everyone on a step on the new on the new...

Tim Cummings, Administrative Services Director

On the new grid. So that would...

Lizzie Gouveia, Senior Human Resources Specialist

Bringing everyone who's underneath the range up to what the minimum is.

Tim Cummings, Administrative Services Director

Because that part right there I believe it would be more like three ish hundred thousand dollars or thereabouts. It was just a hundred or a hundred and fifty or so less than everyone because that is an option. And then I would have to get back to you on what the 60th was and what the 50th was. I could certainly do that. But back in December, it really seemed like folks were focusing in on the 70th percentile.

Chairwoman Kelly

Alderman Clemons.

Alderman Clemons

The \$500,000, we'll call it the approximate \$500,000 does that include like benefits and everything?

Tim Cummings, Administrative Services Director

No, that would be on top.

Alderman Clemons

Okay.

Tim Cummings, Administrative Services Director

This is just wage salaries.

Alderman Clemons

So what, do we have that figure of what everything would cost? Or would that not matter because it's...

Tim Cummings, Administrative Services Director

If I may?

Chairwoman Kelly

Director Cummings.

Tim Cummings, Administrative Services Director

So I'm going to say one, it really doesn't matter it's a separate. Everything matters first and foremost, everything matters. But what I would say is it's not necessarily driven by this conversation because it's a separate line item. We know that roughly any given year the health care costs go up somewhere between, I'm going to say 7 and 10%. So say 10% for this conversation, I'm going to say a family plan is roughly \$30,000. That's not going to change so you just have to add 10% on top of that.

Alderman Clemons

Okay, so the right. Because those costs would go up the same no matter whether we did this or not, right?

Tim Cummings, Administrative Services Director

That's correct.

Alderman Clemons

Okay, thank you.

Chairwoman Kelly

Alderman Sennott then Alderman Jette and Alderman Lopez I see your hand.

Alderman Sennott

Thank you, Madam Chair. Along that same line of thinking, the various percentiles that were proposed you had included the full packet study here as well with the I think it's the 50th, 60th and the 70th called out. You said that the document that you provided us here contemplates the 70th. Those numbers have shifted?

Tim Cummings, Administrative Services Director

Yep.

Alderman Sennott

That's correct?

Tim Cummings, Administrative Services Director

That's correct.

Alderman Sennott

Okay, and so the numbers that I'm looking at here that's why they vary from the 70th percentile in the study?

Tim Cummings, Administrative Services Director

If I may?

Chairwoman Kelly

Director Cummings.

Tim Cummings, Administrative Services Director

When this study was developed that was predicated on us assuming we were implementing an FY 26. So we just did an inflationary adjustment factor.

Alderman Sennott

Got you.

Tim Cummings, Administrative Services Director

For FY 27.

Alderman Sennott

And those the figures that you're contemplating for implementation that's utilizing these Fiscal 27 numbers?

Tim Cummings, Administrative Services Director

That's what we would do, yes.

Chairwoman Kelly

I had said Alderman Jette and Alderman Lopez.

Alderman Jette

So just, could you just remind me the 50, 60, 70% of what? What is that percentage of?

Chairwoman Kelly

Director Cummings.

Tim Cummings, Administrative Services Director

How do I best describe that. If I may, Madam Chair. The median pay of our comp set for specific position so...

Alderman Jette

Comp set?

Tim Cummings, Administrative Services Director

Comparable communities. So if you recall last summer we came before you and we had someone at something like 10 ish comparable communities and for various reasons. And so then this would be

basically 50. It would be the median comp set for that position within the community within the matrix. And the recommendation is you never want to go below 50, you want to kind of be right there. And depending on your compensation philosophy you can do something higher than that. Hearing the conversation we asked our consultant to look at 50th, 60th, 70th, 80th. We got the feedback with the 80th was really you know, not necessarily the most appropriate. That was really a stretch but if we wanted to be competitive you know, you definitely want to be in that 60th to 70th percentile which is what we did.

Chairwoman Kelly

All set Alderman Jette?

Alderman Jette

Just one more if I could. So just to clarify, when you told Alderman Clemons that the benefits it doesn't matter. I'm thinking what you're saying is that you know somebody that's making \$150,000 a year you know what their insurance cost doesn't cost any more than someone in the lower range. Fact, someone in the lower range may have a young family with several members, may cost more for those people than it does for the higher paid people because you know, their kids are gone. Am I understanding that correctly?

Tim Cummings, Administrative Services Director

That's essentially correct, but it's their percentage share that they pay is all the same. So I believe we're 70/30 split. I don't believe we're 80/20 I would have to double check that. But basically, the employees contribution is I believe 30% and then the employer contribution would be 70%, but yes.

Alderman Jette

Thank you.

Chairwoman Kelly

Alderman Lopez.

Alderman Lopez

Yeah, Director Cummings at the beginning you had said that there we should figure out whether we want this plan to include the Fire Department or whether we wanted to take that as a separate item. In our last Alderman meeting you know, it was pointed out to us that we had already provided funding to address compression in the Fire Department, but legislation hadn't gone forward to accommodate that. And then it was mentioned later in the meeting that there were as many as possibly five different proposals for that. Wouldn't waiting until next year to include them or this part of it all in the same package. Wouldn't they just over complicate things and wouldn't it make more sense to just start making moves at least for the department that's come forward very vocally and said they really need this addressed?

Chairwoman Kelly

Director Cummings.

Tim Cummings, Administrative Services Director

It doesn't. Thank you, Madam Chair. It doesn't matter to us. You can certainly move forward with Separately, you can move it forward together. I can say this, if you were to move the fire plan forward

they would have the money it appears as I understand it to implement in FY 26. That would be the only real distinction. You know, you would have to wait for FY 27 to do anyone else in this unaffiliated plan. But that's really it. That would be the only real difference.

Alderman Lopez

So as a follow up then I would say that's where my position is. We should do it where we can do it now because number one, that'll signal to other unaffiliated staff that there's hope we're actually going to do this and if we have the funding for why wait when people are working for us now? And this is an issue that's gone on for years.

Chairwoman Kelly

Do you want to answer or you don't have to.

Tim Cummings, Administrative Services Director

I mean, my recommendation will always be is to act with equity. So if you're going to do something for one you do something for the others. I think it's totally understandable that if the Fire Department's implementation was a year ahead of schedule from an unaffiliated perspective because they weren't coming in until 27, people would understand that. I also think there's probably going to be a conversation about a phased implementation plan too and that's okay. I think that's something we could adjust to. I think that the employees from a morale perspective would just like to know that something is happening to move this forward more than anything else. But again, that's it doesn't really matter from our perspective. We can implement it anyway.

Alderman Lopez

I would just like to follow.

Chairwoman Kelly

Alderman Lopez.

Alderman Lopez

I'm don't want to be argumentative, but if you're going to apply the concept of equity it doesn't mean do everything at the same height. It means address deficiencies to bring people forward at the level that they either need or represent their contributions. And I think the Fire Department has made it very clear they have the need and their contributions are not a matter of debate. So again, I think the equitable thing to do here is start with who we can start with and then move forward from there.

Chairwoman Kelly

All set. Alderman Lopez.

Alderman Lopez

Yes.

Chairwoman Kelly

Alderman Jette.

Alderman Jette

Yeah, I am looking at this and I notice the police aren't in here. Why is that?

Tim Cummings, Administrative Services Director

If I may, Madam Chair.

Chairwoman Kelly

Director Cummings.

Tim Cummings, Administrative Services Director

Yes, so I think there's maybe one or two police positions actually in there but it's buried in into the matrix. But more to the point, it's because the police under our structure are separate already and they have their own particularly for the sworn officers, have their own compensation system.

Chairwoman Kelly

All set, Alderman Jette.

Alderman Jette

I guess. Yeah, thank you.

Chairwoman Kelly

So my question is logistical in nature.

Tim Cummings, Administrative Services Director

Okay.

Chairwoman Kelly

First of all I assume that when this becomes a piece of legislation we'll discuss it again and there'll be a fiscal note tied to that.

Tim Cummings, Administrative Services Director

Yes.

Chairwoman Kelly

When we do that, can we I know it's not going to be helpful, but I want to see something around benefits. I know we're saying it may stay the same. I guess in my mind if we attract better talent and start to fill roles there might be an impact there which is a good thing but I just want to make sure that we have that in front of us when we do it.

And then my other logistical question is around the firefighters. Obviously, we've had this in front of us for two years. They have the money put aside. We haven't seen the legislation that's being worked on, on that side. Would that change yours? Would you take them out? You're not sure. Where are we?

Tim Cummings, Administrative Services Director

I can't really speak to that. I would recommend out of abundance of caution is you would include them for right now, just so that they have something in place and if it's not to their liking they can obviously do something else, unless they're ready to move forward. And again, if they're ready to move forward then we could do it on a parallel track. It's it can be done both ways depending on what the body may want to do.

Chairwoman Kelly

And then I just had a follow up. We talked about a phased approach. Do we have a plan in mind of what that would look like if we wanted to do it that way?

Tim Cummings, Administrative Services Director

So if I may, Madam Chair. That would be the very next step. So if we are in agreement that this kind of looks appropriate and within reason that I would work with CFO Griffin and the two of us would develop an implementation plan. When I originally spoke to him three or four months ago on this topic it seemed to be something that we would try to implement all at once, but I think we both recognize that it may be more appropriate to phase it in over a year or two depending all the other pressures that we that we may have and that's what we did back in 2018-2019 time frame.

Chairwoman Kelly

Okay, great. Those were my questions. Alderman O'Brien, I saw your hand up.

Alderman O'Brien

Thank you. As far as the legislation you know coming in for the firefighters, that's pending. It's already passed a legal muster and everything and once I get it I'll sign my name to it and you'll be before this Board so it's coming. But I think when you look at all these groups you got to keep in mind it is a situation of apples and oranges you know. You take the predominant firefighter contract, you start with the top firefighter step and it the contract is written in such a way that a lieutenant will get 15% more than the top firefighter to do his job. And then between the lieutenant and the captain's rank is 20%. Now in the City of Nashua that's where it stops because the deputy chiefs are not in the Collective Bargaining Unit; they're what we call unaffiliated, that was the problem in the compression.

The captains were starting to make almost as much as the deputy chief. How are you going to get somebody to accept the position of deputy chief which is a lot of work. You're out in the street, you're running fires, you got a lot of responsibility. Case in point, Deputy Chief of Worcester when those firefighters died, had to physically stand in the doorway to keep the guys from going in and risking their lives because they already lost so many guys. It's a tough position so you need the best and in order to get the best you need to compensate you know.

And I think the Fire Department has you know in a way, worked to solve that. You know, idealistically most Fire Departments have that rank of percentile and that's how they do it without a matrix. So in a way I think the fire service here is trying to basically recreate that particularly for the top positions. So in other words when you look when the senior firefighters make an X amount, you know what the deputy chief will be making.

Chairwoman Kelly

All set?

Alderman O'Brien

Yes.

Chairwoman Kelly

Any additional questions? Alderman Clemons.

Alderman Clemons

Thank you. Yeah, so I think if there's legislation coming for the firefighters then we should probably take them out of this and move forward with the rest of that for going you know into whether it's a phased in approach or not starting in 2027. And personally I would be for the set, if we're doing it in a phased approach, I would be for the 70% percentile because I do believe that we should be paying our employees enough to live in the city and I think that's what that 70th percentile does.

You know, we can't ask people to work here and then say and then send them home somewhere else. It just, just not a good look, it's just not what you want. It doesn't it's not a good morale position and you know, it's one thing if somebody wants to do that, but I feel that they should be able to afford a place here if they can find one. That's another issue, but that's a separate issue. So yeah, I would be in support of that, taking the firefighters out and moving forward with the 70th percentile.

Chairwoman Kelly

All set, Alderman Clemons?

Alderman Clemons

Yes.

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

APPOINTMENTS BY THE MAYOR

MOTION BY ALDERMAN SENNOTT TO RECOMMEND THE FOLLOWING NEW APPOINTMENTS TO THE KEEFE AUDITORIUM COMMISSION: DAN O'DONNELL WITH TERM TO EXPIRE MAY 13, 2027, SHAWN SMITH WITH A TERM TO MAY 1, 2028, AND DENNIS SCHNEIDER WITH A TERM TO EXPIRE JUNE 10, 2028;

TO RECOMMEND TO THE FOLLOWING RE-APPOINTMENTS TO THE NASHUA CENTER FOR THE ARTS BOARD OF TRUSTEES: AMBER MORGAN WITH A TERM TO EXPIRE MAY 1, 2030 AND ABDALLAH "JAY" MINKARAH WITH A TERM TO EXPIRE APRIL 30, 2030;

TO RECOMMEND THE RE-APPOINTMENT OF BERNADETTE MELTON-PLANTE TO THE CULTURAL CONNECTIONS COMMITTEE WITH A TERM TO EXPIRE APRIL 30, 2028, BY ROLL CALL

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

Yea: Alderman Sennott, Alderman Lopez, Alderman Jette, Alderman Clemons,
Alderwoman Kelly

5

Nay:

0

MOTION CARRIED

NEW BUSINESS – RESOLUTIONS - NoneNEW BUSINESS – ORDINANCES

O-25-056

Endorsers: Alderman Chris Thibodeau
Alderman-at-Large Melbourne Moran, Jr.
Alderman Thomas Lopez
Alderman John Sullivan

RULES FOR REMARKS BY ALDERMEN AT MEETINGS

MOTION BY ALDERMAN SENNOTT TO RECOMMEND FINAL PASSAGE, BY ROLL CALL

ON THE QUESTIONChairwoman Kelly

Alderman Clemons.

Alderman Clemons

Did you hear from the sponsor whether he wanted to move forward with this tonight or not?

Chairwoman Kelly

I did not. I double checked to make sure I didn't miss an older email, but I didn't see anything. I was surprised. What do we want to do?

Alderman Clemons

I mean I feel that normally I would say that you know, we table it to let the sponsor come and speak to it. I think that's the fair thing, but are we having a meeting in July?

Chairwoman Kelly

We are not having a meeting in July. We don't have a forum.

Alderman Clemons

This would move it to August.

Chairwoman Kelly

It doesn't seem time sensitive. Alderman Lopez.

Alderman Lopez

Yeah, so Alderman Thibeault approached me following our conversation about public comment and my probing around to see if I could just add it to that so that whatever public comments length was we could also make the length that are at the end of the meeting comments were. And I didn't really have an answer how to do it per se and he did the work. So I think it is definitely fair for him to be present for it to have the discussion. I don't think it's time sensitive and if anything people are going to get their chance to talk more at least until we talk about this. So I think we should just let him have a chance to come in and present.

Chairwoman Kelly

Are you making a motion, Alderman Lopez?

Alderman Lopez

Wait a minute, should I withdraw that?

Chairwoman Kelly

Alderman Jette did you have your hand up. I don't want to cut off discussion if you wanted to speak.

Alderman Lopez

I'm willing to make the motion. I don't want to make the motion until other people have their say.

Chairwoman Kelly

Alderman Jette.

Alderman Jette

I was just going to say Alderman Lopez, you said Alderman Thibeault did you mean Alderman Thibodeau?

Alderman Lopez

Yes, Thibodeau.

Chairwoman Kelly

I was going to make the same correction.

MOTION BY ALDERMAN LOPEZ TO TABLE, BY ROLL CALL

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

Yea: Alderman Sennott, Alderman Lopez, Alderman Jette, Alderman Clemons, Alderwoman Kelly	5
Nay:	0

MOTION CARRIED

O-25-057

Endorsers: Alderman-at-Large Michael B. O'Brien, Sr.
Alderman-at-Large Melbourne Moran, Jr.
Alderman Tyler Gouveia
Alderman Richard A. Dowd
Alderman-at-Large Lori Wilshire

AMENDMENTS TO DEATH BENEFITS IN THE BOARD OF PUBLIC WORKS RETIREMENT

SYSTEM**MOTION BY ALDERMAN SENNOTT TO RECOMMEND FINAL PASSAGE, BY ROLL CALL**ON THE QUESTIONChairwoman Kelly

I am going to recognize Alderman O'Brien as this is his piece of legislation.

Alderman O'Brien

Thank you, and may I ask the Chair can I be joined up here with Mr. Dave Fredette who is the Chairman of the Board of Public Works Retirement System; he's the head Trustee.

Chairwoman Kelly

Would you like to join us?

Alderman O'Brien

You get the good seats here. What has happened here while we get in the seats I can start to expedite this but what has happened here is something that's very tragic and very unique. This does not happen a lot and what we had here is a gentleman who announced his retirement and before he actually left the job he passed away. Now he picked a particular option where he was going to get the large sum and upon his death zero compensation for a spouse or something. None of that occurred and as it stands right now, where that option was chosen, the spouse is going to get nothing.

The Board feels that this is a situation that needs to be remedied now. What's before you, I hate to do this. This will immediately fix that situation, but as a member of the Board of Trustees we need to revisit and go back to some of the rules and to anticipate situations like this if they should happen to occur again.

So this is the beginning of other legislation that may come forward, but this will immediately fix that situation. So this is to allow the widow to get 50% compensation and that's something that this employee had been contributing to his working career has really not much to do with the budget or anything else like that so it's something that he has contributed to. And I would like to leave and say that this is a very timely matter. We're told by counsel that this needs to be fixed within this current Fiscal Year and as we know, we're on the wane you know. So this got to be resolved. Hopefully we can get it with your approval to get it back to the main board and that we could fix this issue. And I would like to now if I may Madam Chair, introduce Mr. Dave Fredette and you can hit on something I left out or.

Chairwoman Kelly

Mr. Fredette, before you speak can you let us know who's also with you because it's not on the record?

David Fredette, Chairman Board of Trustees, Public Works Retirement System

With me is John Rich, Attorney with McLane Middleton. I worked with him for many years on the pension. That's his expertise; one of them. He I believe, is the Director and Chair of the Tax Department at the firm, right? And I can get into this quickly if you'd like. Explain a little bit.

Chairwoman Kelly

A quick overview sounds great. Thank you.

David Fredette, Chairman Board of Trustees, Public Works Retirement System

First of all, I've been involved with the Board of Public Works Pension Plan for over 35 years in different positions. The plan is extremely healthy. I think people who've been here for a while know that. We're always between 82 and 92% funded which is very, very good and we have good investments and it's the lowest cost pension plan in the City of Nashua, much lower than any other plan we have. I mean for the cost of the taxpayer, that's what I mean.

What happened is, also I should say Public Works Pension Plan has been around since 1947 so we've made many changes over the years and sometimes you might not notice something until it happens. This is very unique. I have never seen it happen in the 35 years I've been involved with the Board, the Pension Board. What happened is an employee had filled out his retirement completely. It was all approved and three days before his retirement date he passed away. At the time, he had selected what a lot of spouses do. He took a lower pension himself. So if and when he passes before his spouse, that spouse would get more than 50%, I think it's 60% of what he was getting but because he passed away three days prior she would only get 50% so it is a significant reduction.

So of course this all happened at the beginning of the year. I talked to Attorney Rich and we tried to come up with some words to fix this knowing that next Fiscal Year which starts in a month, we want to make some more changes to the wording in the plan. It went he worked on it. The Board itself, the Board of Public Works Pension which is seven members looked at it, voted on it and then Dorie Clarke wrote up the amendment and Mr. Rich looked at it and so I'm here to ask for the approval of this. And it does have to be approved before the end of the Fiscal Year so.

Chairwoman Kelly

Okay, other questions from the Committee? Alderman Clemons and Alderman Jette.

Alderman Clemons

Thank you. I'm going to support this 100%. It's a tragic situation and it would make it much more tragic for this board not to do it.

Chairwoman Kelly

Alderman Jette.

Alderman Jette

So I don't disagree, but I have some questions. So the situation has been described a couple of different ways, I just want to make sure I understand it. So we were told that the retiree before he retired, that he was going to choose nothing so that his spouse could get more but that's not the case, right?

David Fredette, Chairman Board of Trustees, Public Works Retirement System

No, they have different options. When a person retires they can take the option with he would get the highest amount and that when he passes the spouse gets nothing. But that is not what he chose. He chose the one that's most generous to the spouse. He chose a lower pension for himself. But if he passes away before his spouse, the spouse would get I think 60% might be a little higher than that for the rest of her or his life. So and the way it's worded because he passed away three days before he

actually retired although everything was approved and filled out, it would give her less than the 60% so we're trying to just correct that. Because of course as I said, he passed away three days prior to retirement.

Chairwoman Kelly

Alderman Jette.

Alderman Jette

Okay, so even though he chose an option where his monthly payment would be lower but when he died, his spouse would get 60% of what he was getting as opposed to 50% but because he died before he retired...

David Fredette, Chairman Board of Trustees, Public Works Retirement System

Actually, I think I'm saying it wrong. I believe he took a lower amount like I said. But because he, if you take that option and you pass away before your spouse, the spouse gets exactly what you were getting because he took the lower amount. So I misspoke I think on that.

Alderman Jette

Okay, so he chose a lower amount, but when he died after he retired; he dies then the spouse gets the same thing he was getting.

David Fredette, Chairman Board of Trustees, Public Works Retirement System

Yes, I believe that's the option he chose.

Alderman Jette

But since he died. So if an employee dies, an employee who was not considering retirement and dies don't they get anything from.

David Fredette, Chairman Board of Trustees, Public Works Retirement System

No, they know would the stature. They would get the 50% amount. If he had not filled out anything you know, they didn't know what he wanted or she wanted. I say he because there's a lot more men in the department. They would get 50%.

Chairwoman Kelly

All set, Alderman Jette?

Alderman Jette

I'm sorry. I'm processing the answer. I'm trying to figure out whether I have another question.

David Fredette, Chairman Board of Trustees, Public Works Retirement System

The spouse gets. The person who's retiring gets to pick he knows he's retiring they would pick what they want, but if somebody hasn't filled that out at all and passes away the spouse would get 50% of what he would have got if he had lived.

Alderman Jette

Okay, thank you.

David Fredette, Chairman Board of Trustees, Public Works Retirement System

It's a little confusing, but I'm not an expert but I try to understand it.

Chairwoman Kelly

All set, Alderman Jette?

Alderman Jette

Attorney Rich, you agree with what he said? You have nothing to add.

John Rich, Attorney, McLane Middleton

Sure, I mean briefly an example, let's say that he had elected a benefit. If he could have elected a benefit of \$100 a month which would have been his benefit. Instead of that \$100 he elected a lower amount let's just say \$85 that would have been paid, \$85 for his life and \$85 for a surviving spouse's life. Because he didn't reach his retirement date that statutory benefit is no longer applicable. Instead there's a different benefit under the ordinance and that benefit is approximately as Mr. Fredette said 50% of that earlier benefit. So it's a completely different benefit that is being paid here than was otherwise eligible had he lived the additional days unfortunately.

Chairwoman Kelly

This is the first time you spoke. Can you just put your name and your affiliation on the record so that the transcriptionist can understand.

John Rich, Attorney, McLane Middleton

Certainly, John Rich, I'm with McLane Middleton in Manchester.

Chairwoman Kelly

Thank you. Are you all set Alderman Jette?

Alderman Jette

I am, thank you.

Chairwoman Kelly

Any additional questions? Okay.

David Fredette, Chairman Board of Trustees, Public Works Retirement System

And I will point out that Mrs. Toomey is here tonight. A long time Ward 5 resident many years and she's in the audience.

Chairwoman Kelly

All set? Okay thank you. So the motion before us is to recommend final passage. Timing wise, I just before we vote on this. Do we need to pull this to our next Board of Alderman?

Alderman Clemons

No, it'll go.

Chairwoman Kelly

It'll go in time? Just making sure from the end of it. I'm just thinking about it. Okay, awesome, great.

Alderman O'Brien

I'll have the discussion with the President.

Chairwoman Kelly

Just making sure like should we have enough time? We should

Alderman O'Brien

We should and Madam Chair, if you want to help expedite that as well with the President that would work very much for the family.

Chairwoman Kelly

Great.

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

Yea: Alderman Sennott, Alderman Lopez, Alderman Jette, Alderman Clemons,
Alderwoman Kelly

5

Nay:

0

MOTION CARRIEDAlderman O'Brien

Madam Chair, if I may my business here is concluded. May I seek absence please.

Chairwoman Kelly

Good night, Alderman O'Brien.

Alderman O'Brien

Thank you.

TABLED IN COMMITTEE

R-25-158

Endorsers: Mayor Jim Donchess
Alderman-at-Large Michael B. O'Brien, Sr.
Alderman-at-Large Lori Wilshire

RELATIVE TO A NON-BINDING BALLOT REFERENDUM CONCERNING THE KEEFE AUDITORIUM
- tabled at 5/5/25 mtg

O-25-051

Endorsers: Alderman Patricia Klee
Alderman-at-Large Melbourne Moran, Jr.
Alderman-at-Large Ben Clemons
Alderman Chris Thibodeau
Alderman Tim Sennott
Alderman Derek Thibeault

PROHIBITING THE SALE OF KRATOM

MOTION BY ALDERMAN SENNOTT TO REMOVE FROM THE TABLE O-25-053, BY ROLL CALL

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

Yea: Alderman Sennott, Alderman Lopez, Alderman Jette, Alderman Clemons,
Alderwoman Kelly 5

Nay: 0

MOTION CARRIED

O-25-053

Endorsers: Alderman Patricia Klee
Alderwoman-at-Large Gloria Timmons

UPDATING THE TAXI LICENSING ORDINANCES

MOTION BY ALDERMAN SENNOTT TO RECOMMEND FINAL PASSAGE, BY ROLL CALL

ON THE QUESTION

Chairwoman Kelly

I know Clerk Healey is here to speak on this. Would you like to come forward and speak to the committee?

Dan Healey, City Clerk

So for the record, Dan Healey, City Clerk. I believe I was last here in April and this was tabled. I have proposed a few changes to updating the taxi licensing ordinances. I know there are some questions from the alderman. What I've done is I've made a few changes based off of the statements from the alderman. I have those if I could pass them.

Chairwoman Kelly

Can you pass those out and we'll accept those. So in order to amend this we'll need someone from the committee to move to make these amendments, but do you want to talk through them for us?

Dan Healey, City Clerk

Yes, so I'll briefly kind of reiterate the changes that I had made initially and then go into the changes I believe discussed at the last meeting. One of the changes on the first page, this was a change that was

done for the original proposal is just when we get the applications, any person has interest in the business also being listed on the application.

Moving on to the next page. We were looking at updating the fees for both vehicles and for taxi licenses. They really haven't been updated in a couple years and as I stated in April we're relatively low on the fees compared to say, Manchester. And one of the things that they have is a proration on the schedule. So if someone, if a taxi company gets a new taxi in the middle of the year it's less of a cost to them instead of licensing for the full year.

My next change that originally proposed was removing the PDE inspection of the taxicab. So right now they have three inspections. They have their regular annual inspection, they have a mid-year and they have an inspection at the police station. My proposal was to remove the police inspection and actually going over this I noticed I skipped over non-transferability. If someone hasn't driven for 90 days their license would be revoked.

Another change I proposed, taxicabs must be repaired at most within 30 days. My opinion is that it's really up to the taxi company if they want to repair their vehicle. It is probably better for them if they get it on the road but I don't think we need a timeline. Depending on an accident it might take at least 30 days for it to even get into a repair shop. So I don't think that's necessary. That was another one of the changes and I believe that was it.

So when I was last here there was discussion on maybe over-regulating the taxis and removing. So there was a proposal to remove the mid-year inspection along with the police inspection. So I have that under Section 300-12 condition of appearance of vehicles. Section A would just be entirely removed and then the following sections will be moved up. That was one of the proposals by the last time I was here.

And then under non-transferability, I'm okay. My original recommendation was to add 90 consecutive days of not driving. The purpose of that is we schedule random drug tests. Well, it's not scheduled. We put in the system for random drug tests and we've had a few instances where we submit for a random drug test. It pulls four drivers and then say two of them when we actually call to let them know that they need to go for a random drug test they might not have driven in the last 90 days for that taxi company for various reasons, but I'm okay with that was a change I proposed.

I believe Alderman Lopez wanted the either the amount higher, like 120 days or maybe another proposal, but I'm okay with removing that as well. So those were the two points of discussion I guess, from the last meeting. Were less regulation on the inspections in that 90 days. I did try to look into the regulations for Uber and Lyft and it appears it's under RSA, New Hampshire, RSA 359. They are it appears that they are regulated in some capacity under State Law which I mean, I can go into more detail, but there are regulations. They're not regulated through us as a city, but they are regulated under State Law. And there's some similar things in the law as far as you know, zero tolerance for drug and alcohol, making sure that the cars have insurance, inspected. There are some similarities in there, but again, I know that came up. It's not regulated. We don't regulate Uber and Lyft in the city but it appears based off my research that New Hampshire RSA 359 does regulate so.

Chairwoman Kelly

Okay, was there one other change to "upon passage" versus "May 1st"?

Dan Healey, City Clerk

Yes, thank you for that. So originally I had proposed this ordinance to be effective upon passage which would have been for this license year. At this point, the majority well all the taxis that are currently operating in Nashua are licensed. The majority of the drivers have come in. Occasionally throughout the year there will be a new driver that applies. But basically, all the ones that we're renewing have done so

or not renewed, but they're not currently driving so I don't think it would have a big impact this year changing the fees and all that. It would, if the mid-year inspection is removed, it would just be one less inspection that the companies have to report to us. But yes it was effective for that the tax licensing year, and now I guess the change would be upon passage.

Chairwoman Kelly

That's the end of the ordinance. Okay, is there discussion on those changes? Alderman Jette then Alderman Clemons.

Alderman Jette

So I'm looking at this again. So I guess right off the bat I should say that you know, I don't want to offend you in any way but you know, providing us with a bunch of you know, I don't want to exaggerate. Providing us with some amendments you know, handing them to us tonight and expecting us to absorb it and vote on it. I personally I'm not ready to vote on this without having had a chance to review it. So either it should be tabled or I would have to vote against it.

I'm just one person, but while I'm asking questions in the Section 305 License Fees A. We had talked about you know, it provides a license for a hybrid electric vehicle to be \$1 and the last time you know, Alderman Clemons explained that he had put that in there to encourage hybrid electric vehicles, but now we have electric vehicles. So if you have a hybrid electric you only have to pay \$1 but an electric vehicle would have to pay full price. Is that the way it seems to me that that would be the effect of this the way it's worded. I don't know when Alderman Clemons made that change whether electric vehicles were around.

Alderman Clemons

They were not, not in New Hampshire.

Alderman Jette

Right, so I would like to see you know that changed to hybrid electric and electric vehicles to get that incentive. And also, when we hear the last time I had asked you about there was pending legislation before the legislature about doing away with inspections altogether and that's still pending. The last I've seen is that it appears that a compromise is going to be passed where a vehicle that is less than three years old would not have to be inspected but after the third year you know, then it would have to be inspected. If that and they're going to vote on it Thursday, I think. So we're that close to it and that would be another reason why I'd rather wait and see what they do because if I. Remind me, you're more familiar with this than I am, but it seems to me that the city inspections are worded in such a way that they would occur six months after the state inspection.

Dan Healey, City Clerk

Yes.

Alderman Jette

So if there is no state inspection the six months wouldn't kick in. I'm not sure if the state is not going to inspect vehicles for the first three years because they're brand new vehicles and I guess the argument is they don't need an inspection because they're so they're brand new whether that would apply to our taxis as well. So that's something I'd like to look into. I don't remember where that is. Do you remember what section that is?

Dan Healey, City Clerk

Section 300-12 is the mid-year. I don't know exactly where...

Alderman Clemons

You're proposing to eliminate that, correct?

Chairwoman Kelly

Correct.

Dan Healey, City Clerk

Yes, based off discussion at the last time this ordinance was brought up I'm proposing to eliminate that. I would say that the majority of our taxis are probably over three years old. They're on the older side of the I believe it's 9 or 10 years that they're eligible to be taxis; they're all on that end. And I kind of have the same comment that I had at the April meeting is that there's a lot of bills up in Concord and I think it's better you know, if something changes in Concord then we need to revisit that specific part I would be open to that, but I wouldn't I guess hold up an ordinance based on what Concord might do. And I haven't checked in on that bill in you know, a few weeks but I know it's been in the news and there's a lot of discussion around it. But our taxis, for the majority, I don't think we have any that are even 5 years with made with the manufacture within the last 5 years. I think they're all in that 5 to 10 range for inspection.

Alderman Jette

I'm sorry I keep asking questions without checking in with you.

Chairwoman Kelly

Alderman Jette.

Alderman Jette

By eliminating Section A you'll be eliminating the city inspections altogether?

Dan Healey, City Clerk

Yes, so they for one of the requirements to obtain a taxi license is to provide their proof of you know, registration and they would have to have that initial. Their vehicle would have to be inspected you know, for their annual inspection but this would remove the mid-year and that was at the request of one of the Aldermen that the last meeting. I mean, we would be, I'd be open to that. My initial request was we have a third police inspection to remove that. And I would say at the minimum, I would like to see that removed. That's a) it's an extra burden on these companies to then drive to the police station that can only inspect on a certain day of the month at a certain time and then if they can't get the vehicle there for whatever reason, they might have to reschedule till the next week if there's an exception made for the Police Department. So my initial request is to at least remove that PD inspection. I'd be okay with removing the mid-year inspection. If there's any issues with the vehicle I would assume that the taxi company is bringing it to the repair shop to get those fixed probably as soon as they're able to. So the mid-year to me I guess, is not entirely necessary as well as the PD inspection. But my initial request really was to remove that PD inspection because it's really a burden on these companies to go to the PD during this set time.

Chairwoman Kelly

Alderman Jette, do you have additional questions?

Alderman Jette

No, I don't have any more questions. Thank you.

Dan Healey, City Clerk

I'd just like to comment too. I apologize for giving the ordinance with the changes just tonight. I'm kind of unfamiliar with the whole process when there is changes. I don't know if it's if I'm able to email the full committee you know, all the changes or if they should just go through the Chair and then being distributed. These were two changes that were discussed at the last meeting that this came up but, and that's why I included them tonight so.

Chairwoman Kelly

Alderman Clemons.

Alderman Clemons

Thank you. I'm of the opinion that we can that I'd be willing to move forward with this because the conversation that we had this is reminiscent of the conversation that we had the last time which the changes that you're making basically follow that discussion. I do like Alderman Jette suggestion to add electric vehicles to this mix. I would probably further amend it to that but I I don't see any reason to hold it up.

Chairwoman Kelly

I see no additional discussion. Is there a Motion?

MOTION BY ALDERMAN CLEMONS TO AMEND BY REPLACING WITH NEW COPY FROM DAN HEALEY, CITY CLERK, BY ROLL CALL

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

Yea: Alderman Sennott, Alderman Lopez, Alderman Jette, Alderman Clemons,
Alderwoman Kelly

5

Nay:

0

MOTION CARRIED

MOTION BY ALDERMAN CLEMONS TO AMEND SECTION 300-5 A. BY ADDING "OR ELECTRIC VEHICLE" FOLLOWING "HYBRID VEHICLE", AND SECTION 300-12 C. BY ADDING "OR ELECTRIC VEHICLES" FOLLOWING "HYBRID ELECTRIC VEHICLES", AND CHANGING EFFECTIVE DATE TO "UPON PASSAGE", AND CHANGING SECTION 300-12 AS FOLLOWS: B TO A, C TO B, D TO C CONTINUOUS THROUGH SECTION N, BY ROLL CALL

ON THE QUESTION

Alderman Clemons

So there is a cargo, a passenger cargo volume so in other words the taxi cabs can't be compact cars essentially is what this says. But as you know, hybrid electric vehicles although well back in 2010 when this was a came out, most hybrid electric vehicles were small little Toyota Prius type things. Now we see electric vehicles which are much, much bigger, but some of them are still on the smaller side.

And so what this recognized was that because of the type of vehicle it was and because we want to encourage taxi companies to use a four door vehicle this would allow a compact four door vehicle as well. So it makes the exception from the gas to electric to basically say as long as it's four doors you can use it as a taxi cab.

And then the I will make the final part of this which is at the very end. This ordinance shall become effective upon passage.

Chairwoman Kelly

Alright, you've heard the amendments. Discussion on the amendments.

Dan Healey, City Clerk

I just have one more thing. So with Section A being removed, do you need to make note of that they're being relabeled and 300-12, Section A is disappearing so everything else would move up.

Chairwoman Kelly

Yeah, that's why you said now labelled.

Alderman Clemons

Correct.

Chairwoman Kelly

Which everybody will be able to follow, because this will be in the packet. Alderman Jette go ahead.

Alderman Jette

So as I understand it so Section 300-12 what we see in front of us as A and B will be struck in their entirety so what's labeled B is now A?

Alderman Clemons

So I will further amend for 300-12 to be A, 300-12 Section B to be 300-12 Section A, 300-12 Section C to be B and 300-12 Section D to be C.

Chairwoman Kelly

Can we just say it's effective for the rest of this.

Alderman Clemons

And consecutive down the rest of the wagon. There we go.

Chairwoman Kelly

So all who are listening we mis-lettered and we will be starting it with the City Clerk shall be notified in writing as our A. All set? Alderman Jette.

Alderman Jette

Yeah, so one of the previous motions Alderman Clemons made was to reference paragraph C of 300-12. Do we need to clarify this?

Chairwoman Kelly

He made a motion to amend it to the copy in front of us which was misnamed. So I think when we amended it we meant the proper prep paragraph and now we're just saying it was all this.

Alderman Sennott

Yeah, the amendment he makes before that precedes the amendment changing the letters.

Chairwoman Kelly

Yeah, that's how I see it.

Alderman Clemons

Inaudible.

Chairwoman Kelly

We're still voting on your final amendment which was the date passage. Now the letters and the...

Alderman Sennott

Yeah, this is everything.

Chairwoman Kelly

...and the two vehicle updates. So now it's the Clemons amendment.

Alderman Clemons

Okay.

Chairwoman Kelly

Everybody clear? We lost Tom, we still have a quorum. Okay?

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

Yea: Alderman Sennott, Alderman Jette, Alderman Clemons, Alderwoman Kelly 4

Nay: 0

MOTION CARRIED

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

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

Yea: Alderman Sennott, Alderman Jette, Alderman Clemons, Alderwoman Kelly 4

Nay: 0

Chairwoman Kelly

Technically, we didn't need a roll since tom is no longer with us. But that's okay, we did it.

MOTION CARRIED

PUBLIC COMMENT - None

GENERAL DISCUSSION - None

REMARKS BY THE ALDERMEN - None

ADJOURNMENT**MOTION BY ALDERMAN CLEMONS TO ADJOURN****MOTION CARRIED**

The meeting was declared closed at 9:05 p.m.

Alderman Tim Sennott
Committee Clerk