

PERSONNEL/ADMINISTRATIVE AFFAIRS COMMITTEE

SEPTEMBER 2, 2025

A meeting of the Personnel/Administrative Affairs Committee was held Tuesday, September 2, 2025 at 7:02 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 4 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 Thomas Lopez
Alderman Tim Sennott, Clerk

Members not in Attendance: Alderman Ernest A. Jette

Also in Attendance: Alderman-at-Large Melbourne Moran, Jr.
Mayor Jim Donchess
Steve Bolton, Corporation Counsel
Bobbie Bagley, Director of Public Health and Community Services (via Zoom)
Tim Cummings, Director of Administrative Services

ROLL CALL

PUBLIC COMMENT - None

COMMUNICATIONS

From: Bobbie Bagley, Director of Public Health and Community Services
Re: Board of Health's recommendation relative to O-25-051 Prohibiting the Sale of Kratom

From: Nancy Trask, Human Resources Manager
Re: Legislation for Implementation of Unaffiliated Salary and Compensation Schedule for FY27

There being no objection, Chairwoman Kelly accepted the communications and placed them on file.

Without objection, Chairwoman Kelly suspended the rules to allow for a communication that was Received after the agenda was prepared.

From: Alderman Richard Dowd
Re: Ordinance O-25-060

There being no objection, Chairwoman Kelly accepted the communication and placed it on file.

INTERVIEWS

Cable Television Advisory Board

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

Term to expire: June 10, 2028

Thank you, Madam Chair. I am nominating, as you already heard, Oscar Villacis for the Cable TV Advisory Board. Mr. Villacis has extensive media experience both as an on air personality but also as the owner and operator of New Gen Media.

Oscar Villacis

First Gen Multimedia.

Mayor Donchess

...and has been a spokesperson for inclusion in the local media. He's very knowledgeable about cable TV. He's been on the radio, and been on cable TV, and he is a great fit therefore for the Cable TV Advisory Board. So I will turn it over to Oscar to let him tell you a little bit about himself to the extent you're not aware already and of his interest in joining the board.

Oscar Villacis

Good evening. My name is Oscar Villacis and for those of you that don't know me I five years ago started a multimedia company here in Nashua called "First Gen Multimedia". I saw that there was after starting my radio show called "First Gen American", I saw that there was a need for, you know, bridging the gap between content and being able to have, you know, connection with the Hispanic community and providing resources, and news, and language, and connecting the city. So from there from First Gen American, we started Latinos En Vivo which was the first Spanish program ever here in this city. and I'm confident to say in the State. Latinos En Vivo provided, you know, guests from all walks of life but most importantly, individuals were here within this city like Mr. Donchess, just like Mayor Donchess, and a lot of Aldermen, and a lot of important figures throughout the State to be able to provide that content, to connect with families, and just to be that resource.

From there, we saw that there was a need within the Portuguese. After doing further research, we saw that there was a need within the five languages that are mostly spoken here in the State which is Spanish, English, Portuguese, Swahili, and French. So from there, we started connecting, and we started talking to business owners, and, you know, led to the collaboration of news collaboratives to be able to push out content like NH PBR, PBS, and so forth.

The reason I am passionate about this is because I'm no longer actively in the radio but I still want to see the consistency within that programming to be accessible to those underserved and under representative communities. I think that the Board should have that representation of the community. So I threw my hat in for a nomination and now even though I'm not doing radio, I'm the Communications Coordinator for Campaign for Legal Services here in the State in Concord and just to be able to have that connection and that cohesive, you know, attachment to the community that I love and we serve so. Thank you.

Chairwoman Kelly

Thank you. We'll open it to questions from Committee.

Alderman Clemons

Yes, thank you for putting your name forward for this. Can you describe your familiarity, I guess, with Nashua's cable TV and why you would want this position, I guess. A little more in detail.

Oscar Villacis

Sure. I know that there was a moment in time, maybe three years ago, that there was the old executive director or I believe the director at the time was - there was a bid war and I know that George Russell and Bob Bartis put in that bid to be able to, you know, take over the television access. They put my hat in as fresh and multimedia to be able to provide that content as an advisor but for some reason I wasn't, you know, brought forward to that. You know, I was left out of that, which I'm glad that they're still providing that content but we want to still hold individuals accountable to making sure that that content is authentic and not just, you know, it from individuals within that community. So I think that there's an opportunity and, you know, to keep moving forward and to keep bridging that gap consistently. So I think that if I can be there to oversee some of the projects and still say, hey, there's still some things missing, I would love that.

Alderman Clemons

Great. Thank you.

Alderman Lopez

So I think your nomination is well timed. It's helpful to be able to bring your knowledge and your experience without any kind of concerns about, you know, any kind of competition or anything like that because now people can see exactly what you're doing and what you stand for without trying to over complicate the issue. I think I'm particularly interested in - I watched you turn First Gen Multimedia from a radio show into an empire in like less than two or three years. That took resourcefulness, that took vision, that took ideas, and I think that's what I want to see represented on Cable Television Advisory Board. I think we have some very effective, experienced committee members and what they've been saying is we need to start thinking outside the box about how to fund that effectively, and how to make sure that we're creating partnerships, and opportunities so that we have quality community television.

I think what you were trying to do and put together for First Gen Multimedia in order to make content and messaging available to different members of our community than we're traditionally able to access, I think that's exactly the vibe that we want to see with CTAB. Again, I think that resourcefulness, and that thinking outside the box, and that determination to kind of put together programming to benefit the community, that's what I want to see. So I'm looking forward to your seeing your voice on that committee. I think Mayor, you found a great candidate.

But now I think about the word "candidate" through the Chair to the Mayor, are there any implications if Mr. Villacis when, maybe, wins his bid for at large will he step down or?

Mayor Donchess

Well he's filed for the School Board.

Alderman Lopez

I'm sorry. I was thinking the wrong role. Okay.

Mayor Donchess

I don't think that there would be a problem, no.

Alderman Lopez

Does CTAB manage the education side of that too or no?

Mayor Donchess

Yes.

Alderman Lopez

They do? Okay. I don't think I've ever seen any concerns about that but I guess I forgot what you're running for. Mr. Villacis.

Steve Bolton, Corporation Counsel

It actually doesn't manage anything. It's an advisory board.

Alderman Lopez

Okay. So it wouldn't matter even if he's on the Board of Education then.

Chairwoman Kelly

You stole my question.

Alderman Sennott

Thank you, Madam Chair. I was very happy to see your name come forward as a nomination for this like the previous speaker mentioned. You took a bad situation

and turned it into something I don't think anybody expected to see in the city in a real short span of time.

Not to go too far into repeating my colleague's comments but I think your proven resourcefulness and outside the box thinking is going to be a real asset on CTAB. There was a lot of uncertainty on that board as recently as earlier this year, late last year in terms of what the future of public television was going to look like due to the evolving nature of people cutting the cord, changing the way they consume media. You've already proven that you have that outside the box thinking. I know for a fact just through personal connections that they are going to be shortly losing a member of that committee who I'm sad to see go because aside from yourself, I don't know anybody who has that sort of passion for public media like he does.

So I'm glad to see you slotting in where I know that he'll be stepping aside shortly. So I am very excited to support your nomination. I'm really excited to see what it is you're going to be able to do on this board.

Oscar Villacis

Thank you so much. Thank you for your words and your confidence. You know my curiosity keeps me going to keep thinking outside of the box and that's exactly what I'm going to bring into this advisory board. It's just the consistent connection within the community, making sure that we're finding their needs, amplifying those needs, and just keeping it authentic, and as pure as possible. I think that, you know, that's what comes naturally when providing that out, you know, and just having that one to one interaction with the individuals and to be able to portray those stories. I think that that's what's important and that's the fine line. That's just the minuscule moment that we need to bridge to change everything. It's just those conversations, authenticity, and just straight, genuine people, people interactions, and that's what I want to bring, and that's how I've always brought, you know. So thinking outside the boxes is my forte so thank you.

Chairwoman Kelly

Great. Unless there are additional questions, thank you. We'll be taking care of your nomination after this.

Oscar Villacis

Thank you.

Downtown Improvement Committee

Elissa Drift (new appointment)
18 Cushing Avenue
Nashua, NH 03064

Term to expire: July 22, 2028

Mayor Donchess

So this is Ms. Drift. Now, Ms. Drift is a very experienced owner, and operator, and employee of the downtown restaurants, starting with Saffron Bistro a number of years ago. Then with the Stella Blue group, then Pearl, then the Union Public House. Since last year has been the owner and operator of Local Street Eats which is at the corner of Elm and West Pearl. Ms. Drift, I think, is a member of a new generation of business owners downtown, especially those located on West Pearl. We have Empanelli's, Local Street, Eats, Pun Thai. Amber Morgan bought Fortin & Gage and also Coffee and Kindness. So we have a really good, I think, group of businesses there that can help the downtown and probably help attract other businesses both to West Pearl and elsewhere.

So I know from speaking with her that Ms. Drift is very enthusiastic about downtown. She's been very active in some of the recent discussions that have been taking place regarding new things that can occur. Therefore, I think she'll just be a great addition to the Downtown Improvement Committee. So with that, I'll give you Ms. Drift and ask her to say a few words about herself and of her interest regarding the Downtown Improvement Committee.

Elissa Drift

Thank you for that introduction. Thank you for everybody's time and consideration here today. Very green in the world of, you know, committees, and boards, and things like that but I'm really excited to just kind of sink my teeth in and really kind of hit the ground running. I have a lot of long-term friends downtown business owners. I've been downtown for over two decades and just really looking to make an impact and something positive. I think one thing that business owners kind of forget about is collaboration and a sense of community and that we're

not competition. We're here to support each other and I think through a lot of the events and things that we've kind of come together and created, we've proven that that's what the people want. That's what's driving people downtown. It's really what is getting people excited. They can choose to go to any restaurant, they can choose to go to any shop. It's really about the experience and just kind of building that positive experience for people downtown and making them just love it, fall in love with the city that we all are here supporting. That's why every single one of us is here right now because we genuinely care about the city that we live in. I am very devoted to it.

Like I said, I've been downtown for almost two decades. I have children that go to school in the city. I have now and not only invested in my home in the city but also my business in the city. So I'm kind of - I kind of have all my eggs in one basket and just really, really looking to take it to the next level. Like Mayor Donchess said, just kind of that next generation of business owners. Mary Lou Blaisdell has been a huge support. She's been downtown forever and a day and she's just a very big supporter of having all of us kind of come together, and just bring up that new inclusive experience downtown, and just really hitting it home. There's a lot of things, you know, that we see, we hear from customers on a day to day basis. I'm not one of these people who just owns a business and, you know, I turn the lights on, I leave, and I go home. I'm there every day. I hear from our customers what's working, what's not working, and obviously, there's the loud minority and then, you know, whatever. But we take it all in, we digest it, and then we process it.

We think about the ways we can improve it and I feel like having a seat on this Committee will really help those people be heard. It's the people that are coming in after hours. It's the people that are coming in late night. It's the young college students and we really need to drive that sense of community. We're a college town and people don't even really realize that. We have a university that's located basically downtown. We have a community college that's located a few short miles away and we should be seeing more of those young people coming in and spending money. In a time where the economy is not exactly the most, I don't know, stable and people are feeling a little weird, it's nice to see that people are still willing to come in and support their local, you know, their local restaurants, their local shops, and things like that. I look forward to hopefully being able to impact that.

Alderman Sennott

Thank you, Madam Chair. Thank you for that introduction. You clearly are invested in downtown. It almost goes without saying that you're a perfect fit for this Committee. But having sat on the Downtown Improvement Committee prior to becoming elected, something I wanted to ask you because something I didn't fully appreciate, I think, when I went on to that Committee was the little things that that Committee enacts within its scope that it's able to improve the downtown.

One of the things that we had taken on when I was there once the outdoor dining was expanded and we had the barriers in place was the additional cleaning that we funded through the Department of Public Works so that the trash that would gather in the crevices, the barriers, and stuff could be taken care of. So my question to you is your downtown, you've got a corner basically. From your perspective from where you're sitting there if there was one idea that you could bring to the Downtown Improvement Committee to improve the downtown what would it be?

Elissa Drift

There are so many things. That's so broad.

Alderman Sennott

I only need one.

Elissa Drift

No, honestly but speaking of trash pickup and all of that, like I'm a huge proponent of, again, we just participate as a whole. Like everybody in our stuff, we clean our alleys, we clean our sidewalks. So maybe just, you know, putting in an initiative where everybody just take care of your corner. Some sort of just collaboration with everybody. Like know that your span of sidewalk isn't maybe always going to be tended to and instead of having resources, you know, stretched thin because we're depending on someone else to pick up our own trash, which is kind of crazy, we pay for our dumpsters. You know what I mean. So we're not you opposed to picking up the trash so why not, you know, ask other people to do the same, and hold people accountable for it, and just keeping the city tidy and clean.

I mean there's like obviously a mountain of things that can be improved upon. Communication is a huge thing. I think a lot of unknowns. People are just they don't know what we're doing to fix problems so that's a really big thing.

I think that that's been definitely lacking in certain areas. Sometimes people want to come at you with like a pitchfork. Well this, this, and this is happening and it's like everybody's like, okay well we can't talk about that in the setting, more addressing it head on, and just letting them know. Like maybe we can't fix it today but there is a plan in place or we're at least talking about it. I think just letting people know they're being heard with their concerns is a huge thing just knowing that there's communication flowing. I think that's probably one deficit that I found is lack of communication with the public.

Recently, I mean I'm sure Mayor Donchess has seen the emails going back and forth between, you know, the Board of Health, and the homeless problem, and not just people being homeless. Not just that but it's the trash. So we're getting back to, you know, human waste on sidewalks. We're talking about needles. We're talking about this. We're not equipped to pick that stuff up so what plans are we going to put in place in order to improve that? How are we going to mitigate those issues and make it seem like everything's hunky dory but also giving people an answer that we are we're working on it, that there's a plan in place, or at least we're discussing it. They just think there's no communication. It's falling on deaf ears and they feel frustrated because they're, you know, pounding their head against the wall.

Alderman Sennott

No, it's a fantastic answer.

Elissa Drift

I ramble a lot.

Alderman Sennott

No, that was perfectly fine. That's really what I want to hear from, I mean, not just yourself but, you know, our downtown business owners in general. I don't think anybody wants to, you know, enact a downtown business owners association. I've been part of a HOA before and it's the worst thing imaginable. But that investment in your space, that investment in your air, and the investment in the city, I mean, you can open up a business downtown, show up, open your doors, do business, close at the end of the night, and that's one thing but to take that extra step beyond your front door and become invest in the community, you know, tether open the door during the summer stroll, you know, have an activity ready for the winter stroll. All that is the investment. I mean you guys have clearly done that. I mean anybody who hasn't driven down Pearl Street and seen what you've done in the summer time. I mean I roll down my window just so I can hear the music when I'm passing by.

Elissa Drift

Inclusivity is a huge thing and I think just making people feel heard and included is a huge, huge asset. You know, like I said, I'm a little green in this arena but I'm hungry and I'm ready to do it. I'm at a point where now because I do own my own business, I have time to commit to other things. I have a solid staff of people I can trust and walk away at seven o'clock on a Tuesday during a dinner rush and know that the place is taken care of and it's not going to burn down to the ground. My kids are a little bit older. They're in sports. They have things going on so I have time to commit now and I'm just excited to be a part of it and I just really want it.

Alderman Sennott

Well you're certainly ready to hit the ground running. I'm certainly going to be supporting your nomination.

Alderman Lopez

So in terms of inclusivity, I just wanted your opinions on how to, I mean, the downtown area has a lot of different stakeholders. Some of the largest and oldest institutions on downtown are the churches and they will bring thousands of people in on the weekend and then how do we keep them? How do we keep people engaged and build an experience? What about the residents who live on downtown? Do they feel like there's a resident perk somewhere or there's places that they can go to? Do you have any ideas about engaging those different stakeholders?

Elissa Drift

Yeah, absolutely. I've been in communication just recently with this woman named Jocelyn and she takes care of

like student affairs at Rivier. Now this is just like one nuance and you're saying like downtown perks and things like that. I wanted to create like a student like fast pass. So even for student faculty. It runs from the start of the school year, so say August because we know people go back to school before, you know, before September. So say it runs August and it runs all the way through May. Whatever that pass includes, it could be, you know, a discount on food. It could be some sort of perk. It would be great to have all businesses participate but I at least wanted to start somewhere and offer that from us as a business because I feel like we really could cater to that like. You know 8:30 to 10:30, we do a lot of fun specials and it's a really great place for people to connect. It's just the perfect little place for kids to come. You don't have to have a cocktail. We're not talking like alcohol. We're just saying a fun place to imbibe in general, and have a have a conversation with your friends in a fun, upbeat setting. We have board games.

We're not looking for people to come, and eat, and leave. We want people to stay. We want people to hang out. We want to create more of, again, that experience, that overall vibe, and I'm hoping that with us kind of starting that trend that we can take that and other people will see that, and other people will, you know, get on that wagon, and want to do the same.

Alderman Lopez

Follow up.

So the Downtown Improvement Committee does have a budget so hopefully that is a way to kind of project those ideas onwards. I appreciate your answer because the first four years that I spent in Nashua were Rivier as a student. Particularly over the summer, I'm pretty sure I was the only student who was staying over the summer who even bothered to come downtown. I've talked to the students now and they have no idea. My niece is attending Rivier. She has a better idea than most and everybody's like trying to wring out of her where things are and what's going on. I think there's huge markets that can support but then there's also, again, those stakeholders. They're part of the city too and they contribute in many ways to the fabric of our culture. Downtown we frequently point to it as the sort of the window, the department window, the demo of what our city can be and what our city can be should be inclusive of all these people who are living right around in it.

Elissa Drift

Yeah, absolutely. I think inclusivity is the hugest thing going forward. There's so many different paths that people take nowadays, and how they live their lives, and lifestyles, and knowing that they can go somewhere and not be, you know, nervous to walk downtown or whatever is going on. Just making sure we have that safe place for people to be.

Chairwoman Kelly

All set Alderman Lopez?

Alderman Lopez

Yep. Thank you very much.

Alderman Clemons

Thank you. Well a lot of my questions are what have been answered. Not necessarily because they were asked but because you stated them so well. No, I've been a customer of yours and many different of your - I think even from Saffron Bistro actually.

Elissa Drift

Way back in the day.

Alderman Clemons

And, you know, I always wondered when you'd get to this point when you'd get on that Committee. So you'll be a great addition and I fully support you.

Elissa Drift

Thank you.

Chairwoman Kelly

I don't know what I can add to the conversation but I've also known you for two decades.

Elissa Drift

I appreciate you.

Chairwoman Kelly

I mean I would love to make your appointment contingent on staying open on Tuesdays so we can come over afterwards.

Elissa Drift

Well you let me know. Just tell me.

Chairwoman Kelly

We get out of here, we've got nowhere to go.

I appreciate you coming forward. I echo the previous speaker that it's just fun that you're here now and that we started way back at Saffron together and I know you'll be a great asset to the Committee and we'll be taking up formally after this.

Elissa Drift

Thank you. Well thank you, everybody. Appreciate your time.

Nashua Revolving Loan Fund Committee

Christine Malloy (new appointment)
9 Pinehurst Avenue
Nashua, NH 03062

Term to expire: September 8, 2028

Mayor Donchess

Yeah, thank you, Madam Chair. So this is Ms. Malloy. Now the city has a Revolving Loan Fund which was originally funded with federal money but has been in operation for many years. It is designed to help smaller businesses that are having trouble obtaining bank loans get started with kind of starter loans. Still there are some credit requirements that the loan fund has. To that end, there is a loan committee that reviews all loan applications to decide who should be extended funds and who maybe not.

So on that Committee, we have people generally with finance and banking experience. Of course, Ms. Malloy as you can see from her resume fits that very well. She has been many years working for the Triangle Credit Union, which is downtown, as a senior commercial loan officer and has met a lot of previous bank experience before that. She is also a resident of Nashua and thankfully for us is interested in helping out with this loan committee. So I think she'll be, you know, obviously well qualified and a great addition to the Committee. So with that, I will introduce Ms. Malloy and ask her to tell you anything that she'd like about herself and regarding her interest in the revolving being on the loan committee for the revolving loan fund.

Christine Malloy

It's an honor to be here. Thank you very much. So I have been in banking for many decades and my most enjoyable experience has been as a commercial loan officer and especially at Triangle Credit Union where I got to really dig my hands in and learn every detailed aspect of the entire process of lending. Prior to that, I was in a larger bank where you only had a, you know, you were only allowed to do certain aspects of the job. Prior to that, I was in residential lending. I had my own mortgage company. So again, I had to dig deep and learn every little aspect of running a business as well as helping all my clients with residential Lending.

But as a commercial loan officer, one of the things that has been the most rewarding is at Triangle, we're able to work with small business owners specifically from all different walks of life, including startup businesses. We take a really strong look at their background and there's 5 Cs of credit - their character, you know, all the different aspects of the business, their business plan, and make a decision. So I believe that my experience will work really well with this advisory committee because I love small business. I'm a small business owner right now as well and it'll be really enjoyable.

There's a lot of other pieces to the puzzle which I find exciting to be able to be part of too. Just going to some of the committee meetings so far and we're setting up structure and that's one of my fun parts of my job as well is to stay really organized, build structure, and process. So I'm looking forward to helping in any way possible.

Chairwoman Kelly

Great. Thank you. I'll open up to questions from the Committee.

Alderman Clemons

Thank you very much for putting your name forward. You know, I was looking over your resume and obviously, it's impressive. I come from a lending background too. I worked at Triangle for a while but I'm now down at MIT Federal Credit Union but I do the consumer lending. So I'm on the opposite side of that. It's always good to see somebody that's interested to give back to the community.

I guess my question to you would be what do you think the greatest need is for something like the loan fund when you have places like Triangle who will, you know, take a chance on somebody. Where does the loan fund come in to play and how does it fill the need in the community?

Christine Malloy

Well, I'm brand new. So I believe that the loan fund is there for small business owners that are not able to get banking to approve their loans. Maybe they're not aware of credit unions and their ability to help people out but you know, banks and credit unions have a much higher standard that they have to abide by because it's funds that, especially at the credit union, that's the member's money. So we have to be very careful. Not to say that we won't be careful with these funds but I think it's looked at a little bit different. We want to help people that really are in need and don't feel confident that they'll get any kind of funds from banks so credit unions. So we're going to take a different view of it, and take a good look at it, and, you know, see the good aspects in any way possible. Our hope is that we can structure the process so to ensure repayment as well. But, you know, knowing that it might be tricky, we're trying to establish that process to ensure repayment.

Alderman Clemons

No, that's probably the best answer you could give having not yet officially served on the Committee but I do appreciate the answer. I think you'll be a very good fit. Thank you.

Alderman Lopez

Yeah, I just appreciate the kind of experience that you're bringing to this. I see we focus on the loaning, and the commercial lending, and credit union experience but I also notice your participation in nonprofits. The Front Door Agency is probably one of the most respected organizations in Nashua. High Hopes has been doing its work very consistently for many, many years. The fact that you find time in your bandwidth to include those types of organizations as beneficiaries to your skill set, I think, is impressive and I think that's what we want to look for because as you said, you're keeping in mind with Triangle Credit Union, that's the member's money. The revolving loan fund is a function of the Nashua government. Like where that's taxpayer money. But there's a little bit of a difference where people turn to government to support them and help them figure out what their next steps are going to be when maybe the private sector or private adjacent, I guess if you want to call the third sector, may not have the mission or the specific focus to do that. So I think your answers are great. I'll definitely be supporting your nomination and thank you for stepping forward to serve.

Christine Malloy

I'm glad to be here.

Chairwoman Kelly

Additional questions from Committee members or Aldermen?

I just want to thank you for coming forward. You seem very qualified to serve on this and it sounds like you're putting in the time and have already attended meetings. So I always appreciate when I hear that. I'd love to hear the idea of putting some structure in. So we'll be taking up your nomination in a moment so thank you for coming in.

Christine Malloy

Thank you very much.

Mayor Donchess

Thank you, Madam Chair.

Chairwoman Kelly

Thank you.

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 APPOINTMENT TO THE CABLE TELEVISION ADVISORY BOARD: OSCAR VILLACIS WITH A TERM TO EXPIRE JUNE 10, 2028; TO RECOMMEND TO THE FOLLOWING NEW APPOINTMENT TO THE DOWNTOWN IMPROVEMENT COMMITTEE: ELISSA DRIFT WITH A TERM TO EXPIRE JULY 22, 2028; AND TO RECOMMEND THE FOLLOWING NEW APPOINTMENT TO THE NASHUA REVOLVING LOAN FUND COMMITTEE: CHRISTINE MALLOY WITH TERM TO EXPIRE SEPTEMBER 8, 2028
MOTION CARRIED

UNFINISHED BUSINESS - None

NEW BUSINESS – RESOLUTIONS - None

NEW BUSINESS – ORDINANCES

O-25-062

Endorsers: Alderman Patricia Klee
Alderman Ernest A. Jette
Alderman-at-Large Gloria Timmons
Alderman-at-Large Melbourne Moran, Jr.
Alderman-at-Large Ben Clemons
Alderman Tim Sennott
Alderman Derek Thibeault
Alderman-at-Large Lori Wilshire

INCREASING THE TAX CREDIT FOR A SERVICE-CONNECTED TOTAL DISABILITY

MOTION BY ALDERMAN SENNOTT TO RECOMMEND FINAL PASSAGE

ON THE QUESTIONChairwoman Kelly

I did get a message from both co-sponsors of this. They were unable to attend this evening and they asked us to table it so that they can attend and speak to it at our next meeting. Anyone want to make that motion?

MOTION BY ALDERMAN CLEMONS TO TABLE

ON THE QUESTIONAlderman Lopez

I would have sponsored this if I'd seen it go by but I think it was introduced when I was away.

Chairwoman Kelly

We can tell Donna.

MOTION CARRIED**O-25-063**

Endorser: Mayor Jim Donchess

AMENDING THE UNAFFILIATED EMPLOYEES PERSONNEL POLICIES WITH RESPECT TO THE UNAFFILIATED EMPLOYEE SALARY AND WAGE SCHEDULE**MOTION BY ALDERMAN SENNOTT TO RECOMMEND FINAL PASSAGE**ON THE QUESTIONTim Cummings, Administrative Services Director

For the record, Tim Cummings, Director of Administrative Services. We're just here in case any questions do arise. We submitted a communication to you which basically just outlines the genesis of the legislation that's before you this evening. All we're asking is your favorable recommendation on this legislation. You worked with us over the last year, year and a half or so to develop the language. Thank you.

Chairwoman Kelly

Any discussion from the Committee on this? Seeing none.

MOTION CARRIEDTABLED 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

MOTION BY ALDERMAN SENNOTT TO REMOVE FROM THE TABLE O-25-051**MOTION CARRIED****O-25-051**

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

PROHIBITING THE SALE OF KRATOM**MOTION BY ALDERMAN SENNOTT TO RECOMMEND FINAL PASSAGE**ON THE QUESTION

Chairwoman Kelly

We also had a memo from Director Bagley who is here to answer questions if we have them. I'll open up to commentary or questions from the Committee.

Alderman Moran

Thank you and thank you to the Committee for removing it from the table. Director Bagley can jump in here and correct me if I'm wrong. The developments of this over time but it was introduced, we had folks from who wanted to have a full ban, partial ban with an age restriction, and then a ban of the chemical compound that's used in the concentrated kratom versus the natural leaf.

We worked with Corporation Counsel who clarified that the best route legally and to enforce such an ordinance, and Corporation Counsel can correct me if I'm wrong on this too, is either age restriction or full out band. The Board of Health heard that information that was shared, and they discussed it, and the final recommendation from the Board of Health, which I support, would be to amend the legislation for a 21 plus ban on kratom as a whole because we as a Dylan State can't regulate the compound that's really the very dangerous part of it that creates the concentrated kratom which is often found in these gummies that are sold over the counter and kids ingest them and die.

I think with at minimum the 21 plus, adults can still have access to the kratom leaf if they want the concentrated stuff but it puts up at least minimum warning of education to shop owners that the stuff is not safe for kids. That might even have adults' question if they're going to ingest the substance as well. So I think it's a good not only amendment to make to prevent kids from accessing it, which was the point in the first place, but also to and in its own way provide public health education by showing that there is some level of danger to it and someone should double check and think twice before they ingest it.

So I believe even though I'm not a member of the Committee, I can move to amend and I would like to move to amend to accept the Board of Health's recommendations.

MOTION BY ALDERMAN MORAN TO AMEND TO ACCEPT THE BOARD OF HEALTH'S RECOMMENDATIONSON THE QUESTIONChairwoman Kelly

That's in order, right, because he was a co-sponsor or we can through them too.

Steve Bolton, Corporation Counsel

Well if someone's not a member of the Committee, they should not make motions but if you want to allow it, I'm not going to stand in the way. Make it clear what the amendment is I think.

Chairwoman Kelly

That's what I was going to say. Can you clarify what you want specifically changed and then just to keep it on the up and up, someone on the Committee can make the change.

Alderman Moran

Yes, of course. I thought I was in line with an ordinance from Alderman Clemons that was passed into law. But basically, I'm looking to amend the Resolution to state a ban on kratom products to 20 and under.

Chairwoman Kelly

Yeah, I'm just trying to make sure I clear. So I'm looking at the initial drafted, unless there's another draft since then, but what it says is "it shall be unlawful any person to sell, offer to sell, give away, deliver, or publicly display for sale kratom or any products containing." I feel like that needs some real clarity because you were just talking about tea versus the other thing. Alderman, Clemons you got the answer?

Alderman Clemons

Yeah, might I suggest after it says "within the city limits of Nashua" or actually before that. So where it says "alkaloids", comma "under the age of 21, within the city of limits of Nashua".

Chairwoman Kelly

So heard, would that make the effect that if you're under 21 you also cannot sell it because it starts "unlawful for any person to sell, offer to sell, give away, deliver, or".

Alderman Moran

I think that would be in line as well just like with beer being sold at Market Basket.

Alderman Clemons

18 for beer.

Alderman Moran

Right

Steve Bolton, Corporation Counsel

What is the question?

Chairwoman Kelly

I guess we're looking for some of your suggestion on how best to make this paragraph reflect what Alderman Moran is asking for. I can pull it up if you want.

Steve Bolton, Corporation Counsel

You want to say it will be unlawful to sell, give, offer to sell, all those things that it already says to any person 20 years of age or less.

Chairwoman Kelly

So maybe in the beginning, "it shall be unlawful for any person under the age of 21"?

Alderman Sennott

No.

Steve Bolton, Corporation Counsel

Does anyone have a copy of this?

Alderman Sennott

I have it right here. I had a suggestion, too. So I was gonna say, "to persons under the age of 21" after the word "alkaloids".

Steve Bolton, Corporation Counsel

I would put it at the very end of the sentence, "to any person 20 years of age or under".

Alderman Sennott

So comma after Nashua?

Chairwoman Kelly

Okay. Thank you. Do you understand the motion that is being suggested Alderman Moran?

Alderman Moran

Sounds in line to what I would anticipate and make sense to what I said.

Chairwoman Kelly

And Director Bagley, that's what the Board said, correct, that they were looking to do?

Bobbie Bagley, Public Health and Community Services Director

That is correct.

Chairwoman Kelly

Okay, great. Let's get the motion on the table. Alderman Clemons are you willing to move to amend as such?

Alderman Clemons

Yes.

**MOTION BY ALDERMAN CLEMONS TO AMEND BY ADDING "TO PERSONS UNDER THE AGE OF 21"
AFTER THE WORD "NASHUA"**

ON THE QUESTION

Alderman Clemons

I will state we do have a home rule that was passed where the prime sponsor of an ordinance can move to amend.

Chairwoman Kelly

So what's a prime sponsor because Alderman Moran is actually listed second.

Alderman Clemons

Who's the first sponsor?

Chairwoman Kelly

Alderman Klee.

Alderman Moran

No, no it must be a clerical error because on the original legislation attached to the agenda it has endorse as me and then followed by Alderman Clemons as the introducing sponsor.

Alderman Clemons

Regardless, it doesn't matter. I just wanted to...

Alderman Moran

I don't think Alderman Klee would have enjoyed that.

Chairwoman Kelly

I thought it was weird. I don't remember that. Okay.

Alderman Clemons

It was years - it was like in 2009 that that was...

Chairwoman Kelly

Okay.

Alderman Sennott

Thank you, Madam Chair. I just had a couple of questions to Director Bagley. I will try not to belabor the point too much.

My first question is I was hoping you could just briefly speak to how it is that this recommendation was arrived at solely because we had a very spirited discussion here and I think it would just behoove the public to understand where we came from, where we are, and how we got here.

Bobbie Bagley, Public Health and Community Services Director

Yes, thank you, Alderman Sennott for this opportunity.

So as Alderman Moran said, we had the opportunity to have a number of sessions which included some very good information provided by those who were in support of the ban, as well as individuals who were against the ban, and had an educational session provided to the Public Health staff, as well as the Board of Health, and then we had the public hearings where we had information provided to us by both sides of the interested parties with regards to kratom.

Also as it was stated, there's quite a bit in here that at the local level, we don't have control or would have the capacity for a complete ban on the sale of kratom altogether. We couldn't measure the amount of the substance that is considered highly toxic to folks. There's no way for us to put anything in place for us either at the Health Department at the local level to be able to monitor or put those parameters or even be able to regulate that. That would have to be done at the State or even at the national level. So we talked about some of those things as far as, you know, the officiation of the ban and then who would actually provide the oversight of that.

Because you had individuals that were in the room that spoke to how the use of the leaves as Alderman Moran stated benefited them so that they didn't have to take other prescribed medications as they were working on their recovery. So, you know, you want to make accessible to folks things that they have the ability, you know, to use for themselves that they feel are safe for themselves. From both sides of those that were present, it boiled down to everyone being in agreement that this should not be available to those that were under the age of 21. So after hearing all that, also knowing the restrictions that we have at the local level, it was the Board of Health pined over this, read through quite a bit of information. Doctor Stephanie Wolf-Rosenblum put together a summary for everyone to review. The thing that made the most, if you want to say availability to adults that would have the ability to regulate their own use of this, was to put in place a recommendation on a ban of the sale to those under the age of 21 allowing for adults to make decisions to how they want to care for themselves.

Chairwoman Kelly

Okay. Thank you.

Alderman Sennott

Thank you, Madam Chair and thank you Director Bagley for that response. That adds a lot of clarity. I think really helps us understand what went into this decision.

My next question for you, if I could, is just twofold. From here, assuming this passes the full Board, how does word of this short of following the happenings of City Hall get out to get out to vendors who are selling these products, making them aware of the new regulations within the city, and who is ultimately responsible for enforcing that?

Bobbie Bagley, Public Health and Community Services Director

Alderman Sennott that is a very good question and the enforcement is where, you know, there's the biggest issue, right. So we can push out information and as it was stated, lots of education. We can push out the information on the education of kratom, the substance, the things that brought concern to those who are around the table that

wanted a ban.

As far as regulating what's done in stores where there's vendors, we could do something similar to what we did with tobacco where we set up different types of operations of going in, and checking, and doing surveys, and doing spot checks. When we did that with the tobacco however, we had a lot of support from the State as well as there was funding to help support the going in and doing these checks at the grocery stores with regard to the sale of tobacco or even with the sale of alcohol. I don't know how we would do this with kratom because we're doing it at the local level, unless we rose this up to something that was taken on at the State level and then got some kind of support and backing from the Bureau of Alcohol and Other Drugs.

Alderman Sennott

Thank you. Director Bagley. It does seem like this is going to be still a little bit of an uphill battle to enforce. That being said, I'm in support of the amendment. I still think doing something is better than doing nothing. You know, I understand the limitations that are before us. This is not a federally or State regulated substance and that there's still a lot of unknowns to it. I think this is something that's new to a lot of us, new to a lot of the folks out in the public but nevertheless, it is out there. There's a shop in my neighborhood that I know for a fact of selling it. They've got a big flashing sign that says they are. I just want to make sure that as we move forward with regulation, we're aware of the challenges that we're rising to meet them and we're putting forward something that is still going to have some backing behind it. I don't want just words on paper. So I hope that this isn't the end of the conversation and that this can continue as we understand new substances that are coming out in the community every day. That's all I've got.

Alderman Dowd

Yes it just so happens this afternoon I was on the internet. When we started this conversation, I had no idea what this drug was. This afternoon, I found out that there are a few States that are trying to ban it entirely in those States and they had several health experts on explaining the dangers of this drug. So I fully support us doing something to stop it.

Alderman Clemons

So I have a couple of questions around, I guess, enforcement, penalties, things like that. My first question is what is the penalty if somebody was to get caught violating this?

Alderman Moran

It might be a question for Corporation Counsel. I didn't put in a fine but I think by default, it's \$1,000? Correct me if I'm wrong.

Steve Bolton, Corporation Counsel

\$1,200 is the standard penalty if no other penalty is mentioned.

Alderman Moran

How much was it? I'm sorry.

Chairwoman Kelly

\$1,200.

Alderman Moran

\$1,200, thank you.

Alderman Clemons

So my other question is who would be fined? So meaning if somebody walked into a store and bought this, and they were sold this, and they were under the age of 21, would it be the cashier or would it be the business? Who are we contemplating penalizing here and as it's written, who would be penalized I guess?

Steve Bolton, Corporation Counsel

It depends who is charged and if there were proof of it. If it was the policy of the store and the corporate ownership to do this and they had directed their employee to violate this provision, then the owner of the business, anyone involved in that but yes, it would be the cashier as well. It's very similar to selling cigarettes to underage people or selling alcohol to underage people. It's the same thing.

Alderman Clemons

And thank you for that answer but we don't have to explicitly write in here that it would move to the store owner as well or that would just be understood, I guess.

Steve Bolton, Corporation Counsel

No. You'd have to have evidence that it was the policy of the store to do it.

Alderman Clemons

Okay.

Steve Bolton, Corporation Counsel

So perhaps the cashier would say I was ordered, I was trained, the management knew it was happening, the management encouraged me to do it. You'd have to have proof of the involvement of whomever you are charging.

Alderman Clemons

Okay.

Chairwoman Kelly

I'm gonna, unless you have a follow up. I have one that's directly connected to that.

Alderman Clemons

No, go ahead.

Chairwoman Kelly

Director Bagley if someone sells, you know, alcohol to an underage minor and there's a fine do we know where that goes? Is there a State funded budget that then comes back for education? Like where does that actual money go on the State level?

Bobbie Bagley, Public Health and Community Services Director

Alderman Kelly, that's a good question. I'm not sure if it goes back into the alcohol fund, because we actually do have an alcohol fund, at the State level. I know in cases where the stores are reported, the police do go in. So there's police involvement with this as well. I'm not sure who actually writes up the fine if it's written up by the police or written up by the State. I can get more information on that and send a follow up response to this question back to this Committee.

Steve Bolton, Corporation Counsel

I can answer that if you wish?

Most of the money is kept by the court. There's some percentage. I can't remember exactly what it is but it's like 18% or something that goes to the Police Standards and Training Council and basically funds the police academy and other training programs.

Chairwoman Kelly

Thank you. I was just - you asked - you said that there was money available for enforcement on those other things and this is a local one. So I was just thinking about where those funds go if people get a fine. Go ahead Alderman Clemons. Sorry to interrupt you.

Alderman Clemons

No, that's quite all right, Madam Chairwoman. I guess my thought behind this is, you know, obviously I think it's important that we enact this. I hope that we can find a way to enforce it.

Chairwoman Kelly

Additional comments or questions?

Alderman Sennott

Yes, thank you, Madam Chair. I just wanted to kind of piggyback off the previous conversation and really emphasize that everything that we just spoke of really speaks to the importance of education coming out of this because like many of you probably, I've worked in retail settings where you're responsible for selling tobacco, or alcohol products, and making that judgment call on the fly from behind the cash register. It can be a challenge. I think that this legislation is important enough to pass. I just want to pass it with the understanding that there are people who are going to be working in those shops. Because it's not just, you know, smoke shops or vape shops that are selling these products. They are available in corner stores. I just think of the young kid behind the cash register who's going to be put in this situation. Whether or not their supervisor is making them aware of all the laws that are coming down City or the State, I want to make sure that that kid knows, you know, that look you've got to card for this and it's 21 and up. So I hope that we have the resources or the means to get that educational effort out so that we can ensure that this gets out and it works properly.

Alderman Moran

Thank you. Excellent comments from everyone. I appreciate it.

I just want to extend my gratitude to the Board of Health for handling the matter in such a professional way. I think at the onset, there's a lot of energy in both directions of where citizens fell on the issue. I think what we did with this process was we did with integrity, and science, and we found an outcome that was beneficial to the advocates of both sides of the issue. I appreciate Director Bagley, the Board of Health, and her team for coming forward and putting the research, and energy, and time into this worthy endeavor.

You know when on the onset of this, it's about protecting kids. To my colleague from Ward 7's comments, it's also about educating the community about how much danger kratom can be to the development of kids brains or just as poison that can have sudden effects such as death. Just like banning alcohol or tobacco, this is just a step in a direction to bring more attention to it and I hope the State starts noticing and starts regulating so we can have more enforcement of keeping the junk, the dangerous stuff off the streets, off our shelves in our stores, and away from kids. I think that's where it starts.

Just, you know, as a business owner, I know when the laws change here in New Hampshire. I got to be aware of it. The State has changed a lot of things that have to do with counseling. I have to make sure everyone is aware what the policies is and if they can't follow it, they can't follow it and it's on them. But I hope every business owner would work in that mentality to educate their staff, let them know what they are potentially, what the dangers are of selling something to a minor just like I would tell someone that you cannot disclose someone's treatment to anyone whatsoever or face this repercussion.

MOTION CARRIED

**MOTION BY ALDERMAN SENNOTT TO RECOMMEND FINAL PASSAGE AS AMENDED
MOTION CARRIED**

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

- Tabled at 6/2/25 meeting

MOTION BY ALDERMAN SENNOTT TO REMOVE FROM THE TABLE O-25-060

MOTION CARRIED

O-25-060

Endorsers: Alderman Richard A. Dowd
Alderman-at-Large Michael B. O'Brien, Sr.
Alderman-at-Large Gloria Timmons
Alderman Patricia Klee
Alderman-at-Large Lori Wilshire

PROHIBITING BANNERS FLAGS, AND SIGNS AT MEETINGS

- Tabled at 8/4/25 meeting

MOTION BY ALDERMAN SENNOTT TO RECOMMEND FINAL PASSAGE

ON THE QUESTION

Alderman Dowd

Yes. I sent out a memo to all of you today. In fact, I have the official copy here because it was a draft and I recommend that if it's taken from the table that it's indefinitely postponed and the reasons are outlined in that memo.

Alderman Clemons

I actually had just a bit of housekeeping. It's a question more through you to the maker of the original motion. Did you make that motion just to for the purposes of discussion?

Alderman Sennott

Yes, Sir.

Alderman Clemons

Okay, thank you. Just want to put that on the record there.

Alderman Sennott

I appreciate you.

Alderman Clemons

Other than that, I support moving to indefinitely postpone.

Alderman Lopez

No, I had the same question. There was a member of the public who very famously made an accusation that something was being brought for reasons other and it was one of my legislation so I wanted to make sure that Alderman Sennott wasn't setting himself up just because he's doing his job as a Clerk.

Alderman Sennott

With respect to my colleagues present, I did make the motion to recommend final passage solely so they could be on the table for discussion. In the interest of full candor, I intended to oppose this legislation so.

Chairwoman Kelly

Okay. Did anyone actually make a motion?

Alderman Clemons

No.

**MOTION BY ALDERMAN CLEMONS TO RECOMMEND INDEFINITE POSTPONEMENT
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 8:09 p.m.

Alderman Tim Sennott
Committee Clerk



THE CITY OF NASHUA

"The Gate City"

Board of Aldermen

Alderman Richard Dowd
Alderman Ward Two
Nashua Board of Aldermen
City Hall
PO Box 2019
Nashua, New Hampshire 03061
November 14, 2023

Dear Alderwoman Kelly and Members of Personnel Committee:

I would like to recommend that if Legislation O-25-060 comes off the Table in committee that it be "Indefinitely Postponed". It seems the original intent of the legislation has been interpreted differently by some indicating that the language of the legislation is probably unclear. It has also been pointed out that trying to change the language of the legislation might lead to further issues. For those reasons I would recommend that if removed from the Table in Committee that it be "Indefinitely Postponed".

Sincerely yours,

Richard Dowd

Alderman Richard Dowd
Alderman Ward Two