

**CITY OF NASHUA
BOARD OF FIRE COMMISSION
REGULAR MEETING MINUTES
WEDNESDAY, NOVEMBER 19, 2025**

THE MEETING CAME TO ORDER AT 17:30 PM

MEMBERS PRESENT:

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

MEMBERS NOT PRESENT:

STAFF PRESENT:

Chief Steve M. Buxton
Assistant Chief Eric A. Tremblay
Assistant Chief Adam M. Pouliot
Acting Deputy Fire Chief Scott Mobley
Local 789 President Cy Hebert

STAFF NOT PRESENT:

Business Manager Karen M. Conde

OTHERS PRESENT:

Alderman at Large Michael O'Brien Sr.
Leftfield Senior Project Manager Dave Hurley
Leftfield Project Executive Joe Sullivan

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

PUBLIC COMMENT (RE: NFR AGENDA ITEMS)

N/A

CONSENT AGENDA:

Minutes:

25 116	October 1, 2025	Regular Meeting Minutes
25 117	October 22, 2025	Special Meeting Minutes

Reports:

25 118	Departmental Detail Expenditures Report
25 119	Accidental/Damage Report(s) (2)

Communications:

25 120 From: Nashua Police Department
Re: Sky Meadow Incident
25 121 From: Citizen
Re: Cat Rescue
25 122 From: Citizen
Re: Applefest Fire Prevention
25 123 From: Bedford Fire Chief
Re: Sincere Thanks

25 120 thru 25 123 Approval of Consent Agenda Items

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

Seconded by Commissioner Steere

MOTION CARRIED

Motion by Commissioner Melizzi-Golja to amend the agenda by removing Item 25 129, those minutes were approved in an earlier meeting.

Seconded by Commissioner Lambert

MOTION CARRIED

REGULAR AGENDA

25 10 Station Five Feasibility Study, November Update/Presentation

Non-Public Session

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

Seconded by Commissioner Kelly

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

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

MOTION CARRIED

The Board of Fire Commissioners went into non-public session at 17:34 PM

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

The Board of FIRE COMMISSIONERS came out of non-public session at 18:21 PM

MOTION BY COMMISSIONER Melizzi-Golja THAT THE BOARD OF FIRE COMMISSIONERS SEAL THE MINUTES OF THE NON-PUBLIC SESSION BY ROLL CALL UNTIL SUCH TIME AS THE MAJORITY OF THE BOARD VOTES THAT THE PURPOSE OF THE CONFIDENTIALITY WOULD NO LONGER BE SERVED, BY ROLL CALL
Seconded by Commissioner Lambert

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

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

MOTION CARRIED

Staff Reports:

25 124 A Chief Buxton

Chief Buxton discussed his submitted report.

- Accidents – Incident with Engine 3 that resulted in discipline
- Encountered some challenges with the Drill Yard Relocation project
 - Teak Drive residents not in favor of the change
 - Proposal for driveway was denied at the zoning board of adjustment
 - Resubmitted and gone through conversation commission
 - New submission is to bring water line in through Teak Drive (1,100 ft as opposed to from the landfill is about 3500
 - Chief Buxton had a meeting with Paula Johnson and will have a meeting with John Collins
 - Preparatory Meeting Monday afternoon
 - Zoning Board of Adjustment meeting on Tuesday 11/25/2025
- Deputy Glenn Telgen is still out of work, will be out of work for a significant amount of time. Giving the family time to make decisions on how to move forward in his career and give them the time and space they need in this challenging time.
 - Operationally Captain Mobley is Acting Deputy Fire Chief in Deputy Telgen's absence and in control of Group 1, doing a fine job so far.
- Would like to discuss an investigation, that had to be conducted, with the commission in Non-Public.

Motion by Commissioner Steere to accept Item 25 124 A, Chief Buxton's November commission report, as presented, and place on file.

Seconded by Commissioner Lambert

MOTION CARRIED

25 124 C Assistant Chief Pouliot

Assistant Chief Pouliot discussed his submitted report.

- Going to Finance Committee Meeting tonight for the roof replacement at Station 6
- Facility Maintenance budget is tight and the repairs just keep coming
 - Half of the bond money is encumbered for projects.
 - Should be able to make it through the year but it will be tight and other projects that the money was intended for maybe put on hold.
- New Hires
 - First round of interviews were done
 - From the first round 15 candidates moved on to the Chief's interviews
 - Confident we will fill the open positions and possibly have a backup list.

Motion by Commissioner Kelly to accept Item 25 124 C Assistant Chief Pouliot's November commission report, as presented, and place on file.

Seconded by Commissioner Steere

MOTION CARRIED

25 124 B Assistant Chief Tremblay

Assistant Chief Tremblay discussed his submitted report.

- Picture of new Engine 2 – Scheduled to done December 16th.
 - Will go to the Mechanic Shop for equipment installation
- New Ladder is at the Mechanic Shop –
 - They are installing the equipment
 - Station 1 will get training
 - Should be on the floor about the December 15th timeframe
- FMO Electric Vehicles are working out
 - Recall on shifter issue early on but resolved

Motion by Commissioner Steere to accept Item 25 124 B Assistant Chief Tremblay's November commission report, as presented, and place on file.

Seconded by Commissioner Kelly

MOTION CARRIED

Discussion:

25 115 Local 789

Local 789 President Cy Hebert discussed the following:

- Issue with outstanding MERP joiner agreement with City Hall
 - Chief Buxton helped facilitate a meeting
 - Chief Buxton, Local 789 President Cy Hebert and Director Cummings had a meeting
 - Able to get some dialog on what City Hall's hold-up was
 - Demartineau Associates Trust to work out the language

- Hopeful that this can be wrapped up before the December meeting and get a final version signed
- Joiner agreement was very generic in language and Director Cummings was concerned about the generic language. After talking to the trust company, they were willing to change all the generic language Director Cummings was concerned about. It didn't apply to anything the program was doing with NFR.

Commissioner Burgess thanked Local 789 for the invites to the Ball. It was a very nice night.

Motion by Commissioner Steere to accept Item 25 115, as presented and placed on file.

Seconded by Commissioner Lambert

MOTION CARRIED

Old Business:

25 15 Board of Fire Commission By-Laws

No update, leave on agenda

25 88 Fire Alarm Staffing Update

Chief Buxton Discussed the following:

- Two candidates ready to start
 - When background checks came back one did not clear all the matrix laid out.
 - One hired
 - Training starts December 1st
 - Will be on shift just before the Holidays
- Three others were interviewed and will have second round interviews with them on Monday, 11/24/2025.

Motion by Commissioner Steere to accept and place on file as presented Item 25 88

Seconded by Commissioner Kelly

MOTION CARRIED

New Business:

25 126 FY27 Capital Improvements Discussion – Informational only

Chief Buxton informed the commission that the Capital Improvements Plan will be presented at the December Meeting.

Motion by Commissioner Steere to accept and place on file as presented Item 25 126

Seconded by Commissioner Lambert

MOTION CARRIED

Personnel

Non-Public Session

25 127 Personnel Matter

MOTION BY Commissioner Melizzi-Golja THAT THE BOARD OF FIRE COMMISSIONERS GO INTO Non-Public Session. BY ROLL CALL, PURSUANT TO RSA 91-A:3 II (e), Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph.

Seconded by Commissioner Steere

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

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

MOTION CARRIED

The Board of Fire Commissioners went into non-public session at 18:40 PM

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

Seconded by Commissioner Kelly

MOTION CARRIED

The Board of FIRE COMMISSIONERS came out of non-public session at 18:47 PM

MOTION BY COMMISSIONER Melizzi-Golja THAT THE BOARD OF FIRE COMMISSIONERS SEAL THE MINUTES OF THE NON-PUBLIC SESSION BY ROLL CALL UNTIL SUCH TIME AS THE MAJORITY OF THE BOARD VOTES THAT THE PURPOSE OF THE CONFIDENTIALITY WOULD NO LONGER BE SERVED, BY ROLL CALL

Seconded by Commissioner Kelly

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

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

MOTION CARRIED

Non-Public Session

25 131 Personnel Matter

MOTION BY Commissioner Melizzi-Golja THAT THE BOARD OF FIRE COMMISSIONERS GO INTO Non-Public Session. BY ROLL CALL, PURSUANT TO RSA 91-A:3 II (c) MATTERS WHICH, IF DISCUSSED IN PUBLIC, WOULD LIKELY ADVERSELY AFFECT THE REPUTATION OF ANY PERSON, OTHER THAN A MEMBER OF THIS BOARD, UNLESS SUCH PERSON REQUESTS AN OPEN MEETING. THIS EXEMPTION SHALL EXTEND TO INCLUDE ANY APPLICATION FOR ASSISTANCE OR TAX ABATEMENT OR WAIVER OF A FEE, FINE OR OTHER LEVY; IF BASED ON INABILITY TO PAY OR POVERTY OF THE APPLICANT.

Seconded by Commissioner Steere

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

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

MOTION CARRIED

The Board of Fire Commissioners went into non-public session at 18:50 PM

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

Seconded by Commissioner Lambert

MOTION CARRIED

The Board of FIRE COMMISSIONERS came out of non-public session at 18:57 PM

MOTION BY COMMISSIONER Melizzi-Golja THAT THE BOARD OF FIRE COMMISSIONERS SEAL THE MINUTES OF THE NON-PUBLIC SESSION BY ROLL CALL UNTIL SUCH TIME AS THE MAJORITY OF THE BOARD VOTES THAT THE PURPOSE OF THE CONFIDENTIALITY WOULD NO LONGER BE SERVED, BY ROLL CALL

Seconded by Commissioner Kelly

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

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

Non-Public Session

25 128 October 1, 2025 1st Non-Public Session Minutes SEALED
Station Five Feasibility Study

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

Seconded by Commissioner Kelly

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

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

The Board of Fire Commissioners went into non-public session at 19:01 PM

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

Seconded by Commissioner Kelly

MOTION CARRIED

The Board of FIRE COMMISSIONERS came out of non-public session at 19:03 PM

Motions made in non-public:

MOTION BY COMMISSIONER Melizzi-Golja THAT THE BOARD OF FIRE COMMISSIONERS SEAL THE MINUTES OF FIRST THE NON-PUBLIC SESSION FROM THE WEDNESDAY, 10/01/2025, MEETING BY ROLL CALL UNTIL SUCH TIME AS THE MAJORITY OF THE BOARD VOTES THAT THE PURPOSE OF THE CONFIDENTIALITY WOULD NO LONGER BE SERVED, BY ROLL CALL

Seconded by Commissioner Lambert

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

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

MOTION CARRIED

Non-Public Session

25 130 October 22, 2025

Non-Public Session Minutes SEALED
Station Five Feasibility Study

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

Seconded by Commissioner Kelly

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

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

MOTION CARRIED

The Board of Fire Commissioners went into non-public session at 19:04 PM

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

Seconded by Commissioner Lambert

MOTION CARRIED

The Board of FIRE COMMISSIONERS came out of non-public session at 19:06 PM

Motions made in non-public:

MOTION BY COMMISSIONER Melizzi-Golja THAT THE BOARD OF FIRE COMMISSIONERS SEAL THE MINUTES OF THE NON-PUBLIC SESSION FROM THE WEDNESDAY, 10/22/2025, MEETING BY ROLL CALL UNTIL SUCH TIME AS THE MAJORITY OF THE BOARD VOTES THAT THE PURPOSE OF THE CONFIDENTIALITY WOULD NO LONGER BE SERVED, BY ROLL CALL

Seconded by Commissioner Kelly

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

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

MOTION CARRIED

Remarks by Fire Commissioners

N/A

Public Comment

N/A

Date, Time and Location of Next BOFC Meeting:

- Wednesday ~ December 3, 2025 ~ 5:30 pm ~ 177 Lake Street Training Classroom

Date, Time and Location of other Events

- Thursday ~ December 18, 2025 ~ Annual Christmas Basket Distribution ~ 9:00 am ~ Station 2 ~ 177 Lake Street

Adjourn

Motion by Commissioner Lambert to adjourn the meeting at 19:07PM

Seconded by Commissioner Steere

MOTION CARRIED