

PERSONNEL/ADMINISTRATIVE AFFAIRS COMMITTEE

NOVEMBER 6, 2023

7:00 PM

Aldermanic Chamber

ROLL CALL

PUBLIC COMMENT

COMMUNICATIONS

INTERVIEWS

Board of Building and Fire Codes Appeals

Scott Cote (new appointment)
39 Tenby Drive
Nashua, NH 03062

Term to Expire: October 13, 2026

Carl Dubois (new appointment)
31 Holbrook Drive
Nashua, NH 03062

Term to Expire: September 13, 2026

Jaron Slattery (new appointment)
17 Berkley Street
Nashua, NH 03064

Term to Expire: November 13, 2026

Planning Board

Cameron Green (new appointment)
82A Amherst Street
Nashua, NH 03064

Term to Expire: May 31, 2024

APPLICATION TO LICENSE HAWKER'S, PEDDLER'S, ITINERANT VENDOR'S LICENSE

APPOINTMENTS BY THE MAYOR

Airport Authority

Brian H. Law (re-appointment)
78 Concord Street
Nashua, NH 03063

Term to Expire: August 31, 2028

Board of Building and Fire Codes Appeals

Scott Cote (new appointment)
39 Tenby Drive
Nashua, NH 03062

Term to Expire: October 13, 2026

Carl Dubois (new appointment)
31 Holbrook Drive
Nashua, NH 03062

Term to Expire: September 13, 2026

Jaron Slattery (new appointment)
17 Berkley Street
Nashua, NH 03064

Term to Expire: November 13, 2026

Citizens Advisory Commission

Jennifer Bishop (re-appointment)
359B Main Street

Term to Expire: November 1, 2026

Nashua, NH 03060

Lisa Tourangeau (re-appointment)
11 Berkeley Street
Nashua, NH 03064

Term to Expire: October 1, 2026

Cultural Connections Committee

Bernadette Melton-Plante (re-appointment)
41 Parrish Hill Drive
Nashua, NH 03063

Term to Expire: April 30, 2025

Planning Board

Cameron Green (new appointment)
82A Amherst Street
Nashua, NH 03064

Term to Expire: May 31, 2024

Maggie Harper (re-appointment)
3 Taft Street
Nashua, NH 03060

Term to Expire: March 31, 2026

Lawrence Hirsch (re-appointment)
12 Salmon Brook Drive
Nashua, NH 03062

Term to Expire: March 31, 2026

Zoning Board of Adjustment

A John (Jay) Minkarah (alternate to member)
13 Mount Pleasant Street
Nashua, NH 03064

Term to Expire: September 11, 2025

UNFINISHED BUSINESS

NEW BUSINESS – RESOLUTIONS

R-23-165

Endorsers: Alderman Patricia Klee
Alderman-at-Large Michael B. O'Brien, Sr.
Alderman-at-Large Melbourne Moran, Jr.
Alderman Thomas Lopez
Alderman-at-Large Ben Clemons
Alderman June M. Caron
Alderman Derek Thibeault
Alderman-at-Large Lori Wilshire

ADOPTING THE USE OF NEW ELECTRONIC BALLOT COUNTING DEVICES

NEW BUSINESS – ORDINANCES

TABLED IN COMMITTEE

O-22-031

Endorsers: Alderman Derek Thibeault
Alderman-at-Large Melbourne Moran, Jr.
Alderman-at-Large Ben Clemons
Alderman Alex Comeau
Alderman Tyler Gouveia
Alderman June M. Caron
Alderwoman-at-Large Gloria Timmons
Alderwoman-at-Large Shoshanna Kelly

INCREASING THE VETERANS' OPTIONAL AND ALL VETERANS' TAX CREDITS

- Re-tabled at 04/03/2022 meeting

PUBLIC COMMENT

GENERAL DISCUSSION

REMARKS BY THE ALDERMEN

ADJOURNMENT

Scott A. Cote

39 Tenby Drive, Nashua NH 03062 * [REDACTED]

Experience:

1999 - Present **Southern New Hampshire Health System**

Nashua, New Hampshire

Vice President of Facilities & Emergency Management

- Leadership of facilities operations for 188 bed acute care hospital with a medical staff of 500 providers from Foundation Medical Partners' 65 medical practices. Provide oversight of the Health System's Emergency Management program, Safety Officer, Security Department and Bio-Medical equipment maintenance. Physical Environment lead for annual DNV accreditation and ISO certification. Responsible for the development and performance of annual operating budgets, property acquisitions, lease negotiations, space/capital planning, project management and construction supervision.

1997 - 1999 **Dartmouth Hitchcock Medical Center**

Bedford, New Hampshire

Director of Facility Operations – So. Region

- Direct oversight of facility operations for medical facilities throughout the State of New Hampshire. Supervision of facilities support staff, security services and contracted support services. Managed the construction and opening of a comprehensive Medical Center in Manchester, New Hampshire.

1994 - 1997 **City of Nashua – Nashua School District**

Nashua, New Hampshire

Director of Plant Operations

- Management of 1.3 million sq. ft., 16 educational facilities, supervision of Plant Operation support staff including licensed trades, custodial, security/safety and administrative personnel. Development of operational budgets. Management responsibility for new construction & renovations of school facilities and major capital improvement projects.

1989 - 1994 **North Shore Technical School**

Middleton, Massachusetts

Faculty Member

- Course Instructor, Adult Education – "The Principles of New Home Construction and Major Renovation Projects". Providing instruction on the process of residential home construction projects, including scheduling, estimating, inspections of work, contractor selection and supervision.

1986 - 1994 **Merrimack College**

North Andover, Massachusetts

Associate Director of Physical Plant

- Direct supervision of physical plant licensed trades and grounds staff. Planning, development, and supervision of a multi-year capital improvement program that included two student residences, the renovation of two academic centers, the student union building, expansion of the athletic facility and the construction of a new science & engineering center.

EDUCATION & TRAINING

2015	Healthcare Management System Implementation – ISO 2015 DNV-GL
2009	Center for Domestic Preparedness – Anniston Alabama Health Care Leadership – Department of Homeland Security
2007	FEMA Certification I-100 for Hospitals, I-200 for Health Care/Hospitals, IS-700 National Incident Management System, IS-800 National Response Plan.
2005 - 2006	Class of 2006 - Leadership New Hampshire
2003	Baptist Health Care Leadership Institute
1991 - 1993	Merrimack College - North Andover, Massachusetts <i>Business Administration Certificate Program</i>
1983 - 1986	North East Institute - Boston, Massachusetts <i>Facilities Management/HVAC Systems</i>
1979 - 1982	North Shore Technical - Beverly, Massachusetts <i>Construction Theory/Masonry</i>

PROFESSIONAL MEMBERSHIPS & LICENSES

- Certified Healthcare Emergency Professional (CHEP), International Board for Certification of Safety Managers. CHEP # 0247
- Commonwealth of Massachusetts, Department of Public Safety. Unrestricted Construction Superintendent, License # 051146

COMMUNITY ACTIVITIES

- Former Trustee/Board Chair – Hunt Community, Silverstone Senior Living, Nashua, NH
- Former Board Member –Nashua Police Athletic League
- Past President/Treasurer, Nashua Great American Downtown Board (GAD)
- City of Nashua New Hampshire, Board of Education Member 1997, 1999 & 2004/2005.
- City of Nashua New Hampshire, Elected Member of the Board of Aldermen, January 2000 - January 2004.

CARL G. DUBOIS

31 HOLBROOK DRIVE * NASHUA, NH 03062* [REDACTED]

EXPERIENCE:

Currently retired as of 12/31/2022

Vice President, Preconstruction Director, Harvey Construction Corp., Bedford NH 3/03-12/22

Responsible for providing oversight and planning of all construction management preconstruction activities from project award through issuance of a guaranteed maximum price (GMP) delivery. Projects ranged from \$1.5 - \$80 million dollars.

Lead our estimating effort and team of five estimators.

Major Responsibilities:

- Lead all planning activities, work closely clients and design teams.
- Coordinated planning efforts with local utility and planning departments.
- Assist the client thru state and local permitting process.
- Developed and monitored preconstruction schedules.
- Prepared all AIA - CM contracts.
- Other duties as needed.

Senior Project Manager, Gilbane Building Company, Providence, RI - 1/2000 – 3/2003

- Responsible for the renovation and construction of Nashua South High School, Nashua NH. Construction cost \$50 million dollars.
- Responsible for the renovation and construction of PSNH Corporate Headquarters, Manchester, NH. Work included cleanup of the largest brownfields site in the State of New Hampshire.

Vice President of Operations, Ferd Construction, Hollis, NH - 9/1997 – 1/2000

- Managed day to day operations of a 30-person General Contractor / Construction Management firm.
- Responsible for marketing and business development – experienced a 400% growth in volume over three years.

Senior Project Manager, HJ Stabile & Sons, Nashua, NH - 1994 – 1997

- Responsible for the construction of the following projects:
 - Interior fit up of the Manchester Municipal Airport, Manchester, NH
 - Major addition to Rockingham County Nursing Home, Brentwood, NH
 - Walmart stores in Hudson and Ridge NH

The Caruso Company Inc., & The Caruso Group Inc. – Littleton MA – 1985-1994

- Joined a start up General Contracting / Development firm as a project manager / estimator. Over the nine years of employment, I was promoted to Chief Estimator / Vice President. Annual Volume \$40 million dollars.

Spaulding & Slye Incorporated, Burlington, MA – 1980-1985

EDUCATION:

Wentworth Institute of Technology, Boston, MA

1980 graduate with a Bachelor of Science Degree in Architectural Engineering Technology.

PROFESSIONAL ASSOCIATIONS:

- State of New Hampshire Building Code Review Board – 2019- 2022
- Board of Director – Association of Builders and Contractors, MA Chapter
- National Board of Director – American Society of Professional Estimators

- *Jaron Thomas Slattery* -

17 Berkeley Street, Nashua, NH 03064

- Education

1999 - 2003

The University of Georgia (GPA: 3.87/4.0)

(BLA) Bachelor of Landscape Architecture and Golf Course Design

- Honors and Activities

2004	Dean's List: 7 Semesters	Presidential Scholar: 6 Semesters
1999 - Present	Georgia Master Gardener's Association (Hartwell Botanical Garden Design Award)	National Society of Collegiate Scholars(NSCS)
2002 - 2003	Candidate for the International Mission on the Environment in Australia (NSCS)	
2002 - Present	Golden Key International Honor Society	
2003 - Present	Honor Society of Sigma Lambda Alpha (UGA - National Honor Society for LAR)	
1999 - 2003	Intramural Basketball	
1999 - 2003	Intramural Softball	
1999	University of Georgia Varsity Football	

- Computer Skills

AutoCAD 2000, 2000i, 2002, 2004	MFE Design-ware (Road Alignment software)
AutoDesk Architectural Desktop 3.3	Arc View GIS (introductory program)
Eagle Point LandCAD 2000 - Present	Microsoft Powerpoint 2000-Present
Adobe Photoshop	Microsoft Word 1997-Present
Quark Express 5.0	Microsoft Works Suite 1997-2002
Adobe Acrobat Reader	Microsoft Excel 2000-Present

- Work Experience

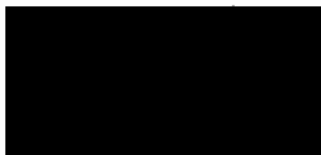
Jan. 2005- Present	Etchstone Properties, Inc. Land Developers/Real Estate Development 179 Amherst Street, Nashua, NH 03064 (603) 889 - 5208 *Project Manager *President
2002 - 2005	Wogan and Sargent, Inc., Golf Course Architects *CAD course layout/irrigation layout/as-built drawings *Architectural renderings G.F. Sargent, Inc., Golf Course Construction (603) 934 - 3230 *Irrigation design and installation *Finish design and installation - greens/tees/fairways *Excavation/Shaping *Finish installation of PGA spec greens -Montcalm Golf Club
1995 - 2002	Nashua Country Club, Grounds Maintenance Fairway Street, Nashua, NH 03062 (603) 888 - 1844 *General Maintenance *Fertilizer application *Irrigation layout and installation
2001 - 2003	Athens Country Club, Member Services Employee/ Maintenance 2700 Jefferson Road, Athens, GA 30607 (706) 354 - 7111

- Volunteer Experience

1999 - 2001	Boy's and Girl's Club Advisor - Athens, GA
2002	Oconee County High School Wrestling, Lay Coach - Oconee, GA
2002	Oconee County High School Baseball, Lay Coach - Oconee, GA
2006	Hollis Little League, Coach - Hollis, NH

CAMERON J. GREEN

CONTACT INFO



EDUCATION

MASTER OF SCIENCE

Major: Project Management and Operations
Southern New Hampshire University | Dec 2023

BACHELOR OF SCIENCE

Miami University | May 2020
Major: Supply Chain and Operations Management
Minors: Chinese and Korean

CERTIFICATIONS

ProCore Certified: OWNER
ProCore | 2022

AutoCAD Essentials
IMAGINiT | 2021

LEAN SIX SIGMA GREEN BELT
MoreSteam | 2020

GD&T FUNDAMENTALS
QC Training Services | 2020

PASSIONS

BOYS AND GIRLS CLUB
Volunteer | 2022-2023

SPECIAL OLYMPICS
Volunteer, Texas | 2022

PYEONGCHANG OLYMPICS

Dear Mayor Donchess,

I hope this letter finds you in good health and high spirits. I am writing to express my deep interest in serving as a member of the City Planning Board for the City of Nashua. As a resident deeply invested in the future development and prosperity of our community, I believe my unique background and commitment to thoughtful urban planning centered around people, make me a strong candidate for this position.

I have recently become an active member of the Nashua community moving here and following the city's growth and development initiatives. While I do not have any formal schooling regarding urban planning, my professional experience has pointed towards construction where I gained a comprehensive understanding of land use, zoning regulations, and sustainable development practices. I had the privilege of working with multiple planning boards in Merrimack and Fort Worth, Texas to obtain approvals on various building projects. Ultimately, allowing me to engage with diverse stakeholders, listen to their concerns, and help shape a vision for future growth that balanced economic, social, and environmental considerations. I also gained valuable insights into the importance of public participation, consensus-building, and the need for well-informed decision-making.

Beyond my work background, I have actively sought to expand my knowledge through professional development through Young Professional groups, and staying updated on best practices in urban planning via various YouTube channels. Taking a keen interest in sustainable solutions, such as fiscally sound growth strategies, and mixed-use development, which I believe can greatly benefit the City of Nashua.

If appointed to the City Planning Board, I would bring a strong work ethic, attention to detail, and a passion for creating vibrant and livable communities. I am confident that my skills would contribute to the continued success of the board in guiding Nashua's growth in a sustainable, equitable, and inclusive manner.

Should you require any further information or have any questions, please do not hesitate to contact me. I am eager to learn more about the priorities of the City Planning Board, how I can actively contribute to its mission, and look forward to the possibility of serving our community together.

Sincerely,

Cameron J. Green

CAMERON J. GREEN

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Major: Project Management and Operations
Southern New Hampshire University | Dec 2023

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IMAGINIT | 2021

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PYEONGCHANG
OLYMPICS

WORK EXPERIENCE

SENIOR FACILITIES PROJECT MANAGER | JUN 2023 – PRESENT

BAE SYSTEMS, NASHUA, NEW HAMPSHIRE

- Manage construction, punch list, warranty items, change orders and reports of a \$150MM lab facility.
- Collaborate with leadership to develop the 5-year campus plan, identifying key infrastructure and Master Service Agreements.
- Responsible for 300,000 square feet of active projects across Southern NH.
- Uphold project scope in accordance with ADA, NFPA, IBC, OSHA, and other regulatory codes.
- Collaborate with stakeholders and facility managers to identify energy-efficient solutions, leading to a 20% reduction in energy consumption across company facilities.
- Oversee a Portfolio of 10 projects \$5K-\$5MM from pricing to close out.
- VP of the BAE Young Professionals.

FACILITIES PROJECT MANAGER | FEB 2022 – JUN 2023

- Oversaw a Portfolio of 5 projects \$5K-\$1MM from pricing to close out.
- Negotiated contracts reducing project costs by 10% through competitive bidding and strategic sourcing, resulting in annual savings of \$250,000.
- Managed the relocation of in new building, ensuring minimal disruption to operations and achieving a seamless transition for over 600 employees.
- Directed the general contractor, ME&P firm, architects, and internal stakeholders onsite through construction and final fit-up.
- Provided metrics and schedule for active projects via Tririga and Maximo.

FACILITIES PROJECT MANAGER | APR 2021 – JAN 2022

BELL TEXTRON, FORT WORTH, TEXAS

- Led the construction team during equipment fit-up of a \$100MM rapid prototyping facility.
- Maintained scope, scope costs, and schedules for 3-8 active projects.
- Communicated monthly with the CEO to review the 10-year campus plan.
- Trained and supervised 2 interns and one new hire as interim lead.
- Managed cross-functional teams for campus-wide projects to update facilities and people management software.
- Delegated projects from an intake form to the proper program and construction managers.

CAMERON J. GREEN

CONTACT INFO



EDUCATION

MASTER OF SCIENCE

Major: Project Management
and Operations
Southern New Hampshire
University | Dec 2023

BACHELOR OF SCIENCE

Miami University | May 2020
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Operations Management
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AutoCAD Essentials
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**LEAN SIX SIGMA
GREEN BELT**
MoreSteam | 2020

GD&T FUNDAMENTALS
QC Training Services | 2020

PASSIONS

BOYS AND GIRLS CLUB
Volunteer | 2022-2023

SPECIAL OLYMPICS
Volunteer, Texas | 2022

**PYEONGCHANG
OLYMPICS**

WORK EXPERIENCE

QUALITY ENGINEER | MAR 2020 - APR 2021

TEXTRON SYSTEMS, BALTIMORE, MARYLAND

- Coordinated First Article Inspections with engineers and inspectors.
- Developed statistical process controls with internal stakeholders on a \$10MM bid for the Army's NGSW.
- Performed Root Cause Corrective Action on non-conformances.
- Revised KPIs for VP of Supply Chain to better reflect the number of costly defects per unit.

PROCUREMENT CO-OP | JUNE 2019 – MAR 2020

KAUTEX TEXTRON, DETROIT, MICHIGAN

- Negotiated with suppliers on piece prices to reach the department's target savings of \$500,000.
- Led packaging kaizens at four factories and production lines across Kautex America.



RESOLUTION

ADOPTING THE USE OF NEW ELECTRONIC BALLOT COUNTING DEVICES

CITY OF NASHUA

In the Year Two Thousand and Twenty-Three

BE IT RESOLVED by the Board of Aldermen of the City of Nashua that the Mayor and Board of Aldermen authorize the use of Dominion ImageCast Precinct electronic ballot counting devices, once the State of New Hampshire Ballot Law Commission's conditional approval is effective. This authorization is in addition to and shall not nullify the continuing authorization for the City to keep using its existing AccuVote electronic ballot counting devices.

LEGISLATIVE YEAR 2023

RESOLUTION:

R-23-165

PURPOSE:

Adopting the use of new electronic ballot counting devices

SPONSOR(S):

Alderman Patricia Klee
Alderman-at-Large Micheal B. O'Brien, Sr.
Alderman-at-Large Melbourne Moran, Jr.
Alderman Thomas Lopez
Alderman-at-Large Ben Clemons
Alderman June M. Caron
Alderman Derek Thibeault
Alderman-at-Large Lori Wilshire

**COMMITTEE
ASSIGNMENT:**

Personnel/Administrative Affairs Committee

FISCAL NOTE:

The City Clerk's Office plans to use escrowed funds in the amount of \$63,000 to purchase 10 Dominion ImageCast Precinct electronic ballot counting devices. The purchase of new devices is overdue, as the City's existing AccuVote machines are aging and require ongoing maintenance.

ANALYSIS

This legislation authorizes the City to use new Dominion ImageCast Precinct electronic ballot counting devices, once the State of New Hampshire Ballot Law Commission's final approval is effective. The use of the new electronic ballot counting devices will be in addition to the continuing use of the City's existing AccuVote electronic ballot counting devices. The anticipated effective date of the State's conditional approval is March 1, 2024. This resolution was requested by the New Hampshire Secretary of State's Office pursuant to NH RSA 656:40.

Approved as to form:

Office of Corporation Counsel

By:

Donna Clarke

Date:

27 September 2023