

BUDGET REVIEW COMMITTEE

APRIL 29, 2020

A meeting of the Budget Review Committee was held Wednesday, April 29, 2020, at 7:00 p.m. via teleconference.

Chairman Dowd

As Chairman of the Budget Review Committee, I find that due to the State of Emergency declared by the Governor as a result of the COVID-19 pandemic and in accordance with the Governor's Emergency Order #12 pursuant to Executive Order 2020-04, this public body is authorized to meet electronically.

Please note that there is no physical location to observe and listen contemporaneously to this meeting, which was authorized pursuant to the Governor's Emergency Order. However, in accordance with the Emergency Order, I am confirming that we are:

a) Providing public access to the meeting by telephone, with additional access possibilities by video or other electronic means:

We are utilizing WebEx through the City's IT Department for this electronic meeting. All members of the Budget Review Committee have the ability to communicate contemporaneously during this meeting through this platform, and the public has access to contemporaneously listen in to this meeting through dialing the following number 1-978-990-5298 and using the password 273974. The Public may also view this meeting on Comcast Channel 16.

b) Providing public notice of the necessary information for accessing the meeting:

We previously gave notice to the public of the necessary information for accessing the meeting, through public postings. Instructions have also been provided on the City of Nashua's website at www.nashuanh.gov and publicly noticed at City Hall.

c) Providing a mechanism for the public to alert the public body during the meeting if there are problems with access:

If anybody has a problem accessing the meeting via phone or Channel 16, please call 603-821-2049 and they will help you connect.

d) Adjourning the meeting if the public is unable to access the meeting:

In the event the public is unable to access the meeting via the methods mentioned above, the meeting will be adjourned and rescheduled. Please note that **all votes** that are taken during this meeting shall be done by **roll call vote**.

Let's start the meeting by taking a roll call attendance. **When each member states their presence, please also state whether there is anyone in the room with you during this meeting, which is required under the Right-To-Know Law.**

Alderman O'Brien called the roll and asked them to state the reason he or she could not attend, confirmed that they could hear the proceedings, and stated who was present with him or her.

The roll call was taken with 7 members of the Budget Review Committee present:

Alderman Richard A. Dowd, Chairman
Alderman-at-Large Ben Clemons, Vice Chair
Alderman Jan Schmidt
Alderman Ernest Jette
Alderman-at-Large Lori Wilshire
Alderman-at-Large Michael B. O'Brien, Sr.
Alderwoman-at-Large Shoshanna Kelly

Also in Attendance:

Alderman Patricia Klee
Alderman Linda Harriott-Gathright
Alderman Thomas Lopez
Alderwoman Elizabeth Lu
Police Chief Michael Carignan
Kevin Rourke, Deputy Police Chief
Jim Testaverde, Deputy Police Chief
Karen Smith, Business
Jim Tollner, Police Commissioner

Alderwoman Kelly

I am here, I am alone and I can hear everyone.

Alderman O'Brien

I am present, I can hear everyone and I am alone.

Alderman Wilshire

I'm here, I am home alone and I can hear everyone.

Alderman Jette

I'm here, I'm alone, I am attending remotely because of the stay-at-home order and I can hear you fine.

Alderman Schmidt

I can hear you all, I am the only human in the room and it's because it is the Governor's Guidelines that we are doing this crazy thing.

Alderman Clemons

I am here, I am participating via telephone and it is due to the Governor's Executive Order and I can hear everyone.

Chairman Dowd

Yes I can hear everyone, I am alone and I am practicing social distancing in accordance with the Governor's orders.

Alderman O'Brien

Also in attendance Mr. Chairman are Alderman Klee, Alderman Harriott-Gathright and Alderman Lopez. Are there any other Aldermen present that I did not call? Also in attendance Mr. Chairman is Police Chief Michael Carignan, Deputy Police Chief Jim Testaverde, and Karen Smith from the Police Department. Mr. O'Rourke, what is your title at NPD please?

Deputy Police Chief O'Rourke

Deputy Chief, sir.

Alderman O'Brien

Ok thank you. I'm sorry - Deputy Chief O'Rourke is also present.

Chairman Dowd

Is there someone on from the Community Development Group? I see the CD? Anyway, alright.

COMMUNICATIONS

From: Laurie Ortolano
Re: Carrying 141 Burke Street in the 2021 budget

There being no objection, Chairman Dowd accepted the communication, placed it on file.

There being no objection, Chairman Dowd suspended the rules to allow for an introduction of a communication that was received after the agenda was prepared.

From: Lori Ortolano
Re: April 29, 2020 Questions & Communications for the Board of Aldermen Meeting

There being no objection, Chairman Dowd accepted the communication, placed it on file.

UNFINISHED BUSINESS – None

NEW BUSINESS – RESOLUTIONS - None

NEW BUSINESS – ORDINANCES – None

TABLED IN COMMITTEE

R-20-016

Endorsers: Mayor Jim Donchess
Alderman Linda Harriott-Gathright
Alderman Thomas Lopez
Alderman-at-Large Michael B. O'Brien, Sr.

AMENDING THE PURPOSE OF A FISCAL YEAR 2020 UNLIKE ESCROW FOR THE COMMUNITY DEVELOPMENT DIVISION

Chairman Dowd

Ok R-20-016 is not being taken from the table; it is still pending.

MOTION BY ALDERMAN O'BRIEN TO REMOVE FROM THE TABLE RESOLUTION R-20-023 RELATIVE TO THE ADOPTION OF THE FISCAL YEAR 2021 PROPOSED BUDGET FOR THE CITY OF NASHUA GENERAL, ENTERPRISE, AND SPECIAL REVENUE FUNDS BY ROLL CALL

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

Yea: Alderman Clemons, Alderman Schmidt, Alderman Jette, Alderman Wilshire
Alderman O'Brien, Alderwoman Kelly, Alderman Dowd 7

Nay: 0

MOTION CARRIED

R-20-023

Endorser: Mayor Jim Donchess

RELATIVE TO THE ADOPTION OF THE FISCAL YEAR 2021 PROPOSED BUDGET FOR THE CITY OF NASHUA GENERAL, ENTERPRISE, AND SPECIAL REVENUE FUNDS

- Public hearing scheduled for 5/20/2020 at 7:00 p.m. at NHS-North Auditorium

Chairman Dowd

I just always want to mention that I believe that that's probably not going to happen in that location it will be somehow remote, electronic communication. And Alderman Lu joined us as well. Ok tonight we are going to be talking Department #150, Police. The appropriations are on Page 127 and leading the discussion will be the Chief Mike Carignan. Chief, if you want to start out giving an overview?

DEPARTMENTAL REVIEWS OF THE PROPOSED FY21 BUDGET FOR THE CITY OF NASHUA

<u>Dept. #</u>		<u>Appropriations</u>
	<u>POLICE</u>	
150	Police	127

Michael Carignan, Chief of Police, NPD

Good evening everyone. Thank you for the opportunity to present in this kind of unique fashion. I appreciate it. I know it is sideways for all of us. In presenting this year's budget or putting it together, as you know, we've had a hard push, we have spoken several times before about our need for the last several years to try to get up to full staff, to full Alderman-authorized budgeted staff. We are at point where we were 19 officers down and it was getting critical to the point where, as you know, it takes us a good 6 to 11 months to get somebody up and running between the testing, the background, the academy, the field training and the period to get them back on the street. So it is critical for us to keep a constant supply of officers trained and ready. Our goal this year, as we have mentioned several times, was to get up to full staff. I fully believe we are going to do that, we have recently worked on 15 officers between Certified and New Officers. They will be at different stages coming through the Academy and through Training to get on to the street. I'm sorry correction, 13 officers.

So when we did this budget we obviously, as you know in the past, we have talked many times – can everybody hear me ok?

Chairman Dowd

Yes.

Chief Carignan

We've talked in the past many times about being forced to budget through attrition. What that means is we have been forced a couple of administrations ago to use the people that leave, use their budget to fund the overtime to cover the vacancies. That's not a real responsible way for us to have to operate because we can never get ourselves up to full staff. So as you can see in the budget that we are presenting today, we have level funded almost everything as we have for the past couple of years. The majority of increases were due to the proposed contract increases that had already been ratified by the Boards. In addition to that, we are asking or we are trying to get back in the reduction which was roughly \$200,000.00 that was cut from above and beyond the 2.25 that the Mayor gave us. So we are asking to get that put back in so that we are able to get up to full staff and we are able to provide services on the street.

Chairman Dowd

OK there is a couple of things about the budget. First of all, there was a mistake in the Budget Book relative to part-time and full-time. Mrs. Smith do you want to explain that and how that ended up being – it has to do with the attorney.

Karen Smith, Business Manager

OK so am I on?

Chairman Dowd

Yes you are on.

Karen Smith, Business Manager

Yes it was just a miscommunication. Right now we are funded properly it is just a question of which account they want to put it in. So we are still going to have discussions on that. The attorney is unique in that she is a 35 hour – so the FTE can be counted as part-time, it can be counted as full-time, we just need to make a decision on that. The UFPO Contract is settled and the information that is in there needs to be defined. If the decision is to keep that as part-time, that's where the funding has been put right now. So if you look at the dollar amount it has been moved from last year, that's the dollar amount. Nothing has been increased the value is the same it has just been moved from the full-time account down to the part-time account. So wherever it decides to lie in the end, there has been no increase in value.

Chairman Dowd

OK I just pointed that out because people could have a question of having one person with that salary and I want to make sure they know it is an attorney and is used to represent the Police Department. Are you ready to address questions Chief?

Police Chief Carignan

Yes sir.

Chairman Dowd

Alright would anyone like to address a question on the Police Budget?

Alderman Clemons

Yes Chairman Dowd.

Chairman Dowd

That would be Alderman Clemons, yes.

Alderman Clemons

Yes, thank you. Thank you everybody for being here this evening. So I will address my questions to the Chief. I had sent out a couple of questions and I appreciate you getting back to me. My first question was are there any new positions in your budget that did not exist last year. And you stated that there was not; however there was an IT Manager that we needed or in your opinion needed to put the funding back in for. That was for \$20,495.00. Can you explain that a little bit more?

Police Chief Carignan

Yes absolutely. As it currently stands, you heard Monday night, you heard from Bill Mansfield and his Division. He maintains the Radio Systems for the entire City. The major part of that radio component is the Police Department and the Emergency Management Radio Systems. They also include the Fire Department. Bill Mansfield is based out of our building. The towers are out of our building. In the event of an emergency that building is what facilitates citywide communications. The way Bill Mansfield explained it to me was radio technology used to be a lot radio, a little bit IT. It has since become a lot IT, a little bit radio. Because of that, Bill Mansfield has one other full-time employee he works with. If something were to happen to Bill, there may not be anybody that understands how to properly keep that radio system functioning and trouble shoot any emergencies without having to go to Motorola and pay an extreme large amount of money to have two advisers come in and do the corrections of problems.

So we have a philosophy at the PD where we are always training and preparing for what I call the “hit by a bus theory”. So if something were to happen to somebody we are able to have somebody step in and take over with minimal impact to the City. Pete Cinfo is our IT Manager and he expressed a desire to learn more about the radio system, the IT portion of the radio system so he is able to trouble shoot and help us maintain that system; A) in the event to take some of the workload off Bill Mansfield and B) to be able to run it in the event that something happened to Bill or it was an emergency situation. It made sense to me, so what we did is Bill agreed to absorb 20% of Pete Cinfo’s salary in his budget so we removed it from ours. So what we are asking that for us to train Pete we just figured that made sense. What I am asking is if that’s not something that you are interested in doing, I would ask that his 20% be restored back into our Budget.

Alderman Clemons

OK that makes sense, I appreciate that explanation. Thank you. And I agree with you I think that’s an important role for sure. My second question though was how many open positions did you intend to have by July 1st; what are they; and could you go a year without them? And without putting words in your mouth you basically said that you can’t go without filling any of the positions. My question is, realistically by July 1st, how many officers or how many positions will you have where you don’t have a candidate for those positions and no one has been extended an offer, is my first question?

Police Chief Carignan

OK so we currently like I say we just swore in 15 officers either certified or brand new and have given conditional offers to three additional and we have at least four certified officers who have gone through the second interview process with us before they go to the conditional offer. And basically what that means is you initially have a 3 on 1 interview then you meet for a secondary interview, we do minimal background, you

meet with a Deputy and if all things are lining up we give us a conditional offer. That allows us to dig deeper into the background to do a polygraph, drug test, sight test, physical fitness test, a complete background. So all of those things take a little of time. We have names and bodies in the pipeline for that.

Now we are expecting, prior to COVID, we had two officers that were scheduled to leave, one to go to the DEA and one to go a private security firm down in Massachusetts. So we are expecting when this stops for them to leave. Because of the time frame that it takes to identify, interview, background test, and do all that and then get them into the Academy, really you can't look at it like we are going to hire somebody next week. We are hiring them for a year. These 15 officers that we just hired, 8 of them will not be ready until, they won't leave for the Academy, so they are not going to be ready to us on the street as Police Officers until mid-next year. So we are going to go through almost the whole next Fiscal Year without them being any good to us. So we have to keep that flow going, because now and then, you never know how many more officers are going to leave. If that answers your question.

Chairman Dowd

Alderman Clemons, just one second, we've been joined by Commissioner Tollner. Ok continue on with your question.

Alderman Clemons

Thank you. So my question is though and I don't disagree with the fact that having I think at the beginning of the year you said we had like 19 vacancies and I understand, that's completely unacceptable. I also understand the fact that it takes a long time to get these officers up to speed and be on the street and be ready to serve. So I understand that point. But my greater point is that we are facing tough times as you know and we are looking to try to find savings without having to lay anyone off as much as possible in every single department. In some departments that can happen and in some, we might not be able to. So Chief I think you know me, at least I would hope so, that I am always advocating for more when the City can do it. And I advocated for you last year to try to get more money into the Police Department and actually voted against the Budget because it didn't have that.

But Nashua right now has 12% unemployment and that is expected to go up to about 20% if things stay the way that they are. So what I am just asking is, do you think that for the next year, until the economy hopefully gets better, that you might be able to make do, if we took away some of those positions that you haven't already made an offer to people because we have to – we are all in this together and we have to get the tax rate down. The thing is the Mayor's budget as it is, is going to be over 4% increase and to me that's too much to ask for our City residents when we are facing that much unemployment. If it had been January, absolutely. You know the economy was rolling along. People were fine. You know our unemployment rate was below 3%, absolutely. But overnight these things changed and I am just wondering Chief if it is something that you know you might be able to go back and look in the Budget and see if there is any place that we can cut or do without just at least for the next year.

Police Chief Carignan

So Alderman I appreciate your comment and I absolutely appreciate your support as well as the Board's support. I would caution you this. I will manage my budget with whatever figure you give me. We will figure out how to manage it based on what we get. I am here to tell you what we need and I'll caution you on waiting off on hiring the Police Officers and I'll tell you why. Number 1) as you know, getting good candidates is very, very difficult in this day and age. Becoming a Police Officer is not as desirable as it once was. We went from 500 to 600 applicants in any given test down to sometimes 20 or 30. So it is difficult to get them; if we don't hire these officers, Manchester, the State Police, some of the smaller agencies they are going to scoop them up so we could be losing good candidates, number 1. Number 2) if you ask me to hold off until next year, we could lose 3, 4, or 5 more officers over the course of this year, we just don't know who is going to retire and then we have to wait until this time next year to say, "OK are they going to give us money in the

budget to be able to hire these officers again in the future”. Then once we get that answer, that’s when we have to start posting tests and asking people to come take the test and start the process. So you are asking me if I can hold off on officers. A) I can’t answer who is going to leave; and B) you are asking me to hold off not one year, but two, two and a half years because those officers are not going to be, if I hold off, available to me for that period of time.

Alderman Clemons

May I just quickly respond. Just so we are on the same page, what I would be asking was, let’s say, just to use a number that you had used in the past. At the beginning of this year you said you know 19, you had 19 vacancies. So let’s assume that by August or I mean July 1st you only have 3 for example or you anticipate that you would only have 3. My request is could you take the salaries of those 3 out of this budget, now remembering that if somebody else retires, they are already in the budget so you would be able to replace their salary and in all likelihood it might even be less with that other person who is already budgeted salary. So I am just talking about pure vacancies; I am not talking about not being able to replace somebody that’s already there. I am just talking about vacancies that you know, in other words the seats aren’t filled, if that makes sense.

Police Chief Carignan

Yeah I mean I’ll – like I said, we will have to make do with whatever you give us. Like I said, we are at a point now where we are 19, we will be the 2 or 3 down, losing 2 more and I understand what you are saying but I am trying to explain that it just takes so long to get good candidates, get them up and running and get them trained and certified that it’s a 2 year problem for me if you are asking me to do that.

Chairman Dowd

Just for historical information, a few years ago, I don’t remember exactly how many years ago but when Brian McCarthy was the President of the Board and the Police Department was expending a lot of overtime to cover positions because they didn’t have enough staff, enough people, officers, we upped the allowance of officers to the Police Department so that they could have enough full-time people to cut down on that overtime. At least in the last year and maybe the last two years, Chief you’ll have to remind me, because of the Mayor’s cut especially last year, they were not able to hire to the level that we had authorized them because they didn’t have the money. And they had to make do with that cut by spending monies from other areas and again managing by attrition.

I have some ideas when we get further into deliberations – before that Chief, if you don’t get the \$200 K recovered you wouldn’t be able to hire a full staff anyway, is that correct?

Police Chief Carignan

That’s correct.

Chairman Dowd

So I have some ideas when we get into deliberations about how to get the \$200K put back in their budget without impacting the budget at all and I don’t want to explain it now. But I have been talking with John Griffin and the Mayor about it and there’s possibilities and things that we can do. Also other things across the Board about getting the Budget down significantly from where it is now without severely impacting any of the Divisions. So we will talk about that later but right now I see Alderman O’Brien with his hand up.

Alderman O’Brien

Thank you Mr. Chairman. Chief, along the same lines to see what Alderman Clemons is really getting to, do

you see any benefit? I would hate to have your Department go through the whole year not fully staffed. But I understand that you have, to get the qualified candidate, a long lead time before we select the right candidate that we are going to pick to choose to serve the citizens of Nashua. Could that work for our advantage with a partial target date of half a year and have a commitment to hire and have these people sign an agreement that as of December or January that they can come on and start the Academy at that particular time. Would that reflect into savings into the City on this matter, is half a year better than losing the position for a full year is basically what we asking?

Chairman Dowd

Before you answer Chief, I would have you explain what a Certified Officer is, because now that they are hiring Certified Officers they don't have that long delay time. So Chief you want to fill in there?

Police Chief Carignan

Sure, Alderman O'Brien I appreciate the question and I'll answer that in one second. The Certified Officer there are two levels, there's a Certified and what we call Certified II. A Certified Police Officer comes to us with less than 2 years' experience but is Academy trained and has been working elsewhere. A Certified II is a Police Officer who comes to us Certified through the Police Standards & Training and has more than 2 years' experience which is the equivalent of our patrolmen. So we are bringing them in at a level that they've got some experience, they are Academy trained. We have to put them through a 10-week training period and then they are able to go right back on the street. That is critical because 10 weeks is a lot different than 26 weeks or 32 weeks, based on the training. So that is kind of the difference.

Regarding your question for half the year, I will say this; again – I will do whatever, I will manage my budget with whatever you grant me. However, you ask somebody to wait six months, they are probably going to go look elsewhere because they can get hired by State Police tomorrow. They can get hired by Manchester tomorrow. You folks know there are going to be a lot of jobs looking to come back to especially in the Public Service Sector because there is stability there. And I hate to lose great candidates because we are going to say, "Can you just hold on". And I can't look at anybody in the eye and say, "Just hold on for six months" if I don't know for sure they are going to have that part guaranteed or that job guaranteed.

Alderman O'Brien

Thank you Chief for your answer, I think that's fair and I happen to agree with you, now I think it will be with this pandemic has left into public service jobs will come up on the rise again as dependability careers. Thank you.

Chairman Dowd

Karen did you want to add something.

Karen Smith, Business Manager

Commission authorized at 187 and we haven't filled that, it has been like that for some time and I would not recommend this course of action at all. We need to continue with the authorized strength and budget at the current strength. Any kind of reduction would just not be beneficial. I understand what we are going through right now but the amount of overtime that we are paying, that's just the wrong direction. We are finally chugging away and chugging away and we are finally getting to that point where we are going to tip over to the full complement. And to finally get to a true budgeting of where we are supposed to be so we can be down maybe 1, 2, 3 instead of if we tip over again and do what we did back with I think it might have been under Chief Hefferan when he was asked the same type of question with the same budget issues that I have been hearing for I don't know how many years, ten years that I've been doing budgets. I understand and I sympathize that we have the continued concerns but it is more important at this time to get the proper people

out on the streets to be able to have the manpower that they need to refigure this budget so that we have the positions instead of the overtime pay for the manpower that needs to be out there. And that's my opinion, thank you.

Police Chief Carignan

And I'd also just like to add if I might, if I can Alderman Dowd, thank you. Deputy Testaverde had put a plan together in place involving Sergeants and reallocating and increasing a Sergeant by one position to reduce overtime. We feel that that's going to have a huge impact at some point and because we have been down so many officers, we haven't been able to realize those savings in overtime. So we need a period of time when we are now down so many bodies or going through a pandemic where we can evaluate that. But we have different strategies to save money but they require us to have a full complement of officers.

Chairman Dowd

Commissioner Tollner did you want to comment?

James Tollner, Nashua Police Commissioner

Yeah I was going to say something similar to what Karen said so I think it has been our objective, I've been a Commissioner for about 4 ½ years now, we have never been close to a full complement and as a result of that what you are going to end up doing is paying a boatload of overtime. So exactly how she had laid it out is correct. I mean you are going to spend more on overtime, but they other issue that we haven't talked about is a lot of times we will actually force these officers to come in on overtime ok? And that's not good for the morale and the health of the officers as well. Because they are due their vacation and their overtime and just probably just more importantly their regular time off. And there have been numerous times over the past two or three years where they had time off and for a number of reasons we have had to call them in. Now they get the overtime but a lot of times, if you gave them the choice of the overtime or enjoying that time off they thought they would need, I think they'd take the time off. So the last thing I'll say is it would be a very good problem to have if as a Police Department we met our goals and objectives in hitting that full complement number. A lot of things happen when we go to interview officers and try to bring them in, some of it is out of our control. So even if it is our objective to hit that full complement number, I think everybody from the Police Department would say we would be surprised if we actually could hit that full complement number and actually keep it. It seems like every time we bring in a new officer, a few other officers go out the back door for a number of valid reasons.

Chairman Dowd

Deputy Testaverde did you want to add something?

Deputy Chief Testaverde

Yes thank you very much, it's good to see you all again. I don't mean to beat a dead horse, when Alderman Clemons was presenting that I was nodding my head along saying that does seem reasonable and as I was thinking it through I just want to bring home another point that the Commissioner was just kind of talking about. It was sometime last summer when I remember sitting in front of this Board for one of the contracts saying we are down 20 officers, we are earmarked to be down 22 and we went into this big panic and crisis and we totally changed the way we attacked recruiting. And now within six months, without lowering our standards, we just swore in 15 officers. Out of the 15, only is on their own and that's a Certified Officer that was a Nashua Police Officer, left us for another job but kept the Certification and came back. So that is kind of an anomaly we are not used to seeing. We have 2 officers right now earmarked to leave, they should have been off the books and left but the pandemic stopped – one is to go Federal Security out of Boston and the other is to go the DEA. As the Commissioner just said, when people leave, I can't remember the last person that said, "I'm leaving in 6 months". They are dropping their notices very quickly because they know if

they are applying with other agencies, like any other job, you don't want to go up to your boss and say, "I'm thinking of applying with another agency". We don't hold a grudge but certain that you are probably earmarked for, we are going to hold off on that and start to look at some other candidates for those positions. So people walk up to us and tell us at the last moment usually when their backgrounds are being conducted. If we did what Aldermen Clemons is suggesting and again I say, at first I was nodding my head along, we could get to a position in six months from now where I am coming to you saying, "We are down 12 now". All of a sudden it can happen, I couldn't believe we were down 20 officers until we actually did a hand count and now we have a Board so we never have to count again, we have a tote board going every day.

Chairman Dowd

Thank you. Alderwoman Kelly, did you have a question.

Alderwoman Kelly

Thank you Alderman Dowd if I could change the subject slightly but still on the same range. So at the beginning the Chief said that he would like the \$180 or \$200,000.00 returned to the Budget. So my question is if that is unable to happen, what in laymen's terms, I guess I am asking what does that look like from a reduction of service standpoint.

Police Chief Carignan

So that's a great question, a couple of different things would happen. Number 1) we wouldn't be able to fill the vacancies for the officers so the overtime would go back up. So not only are we not having the positions but we are costing more money because we have to backfill those spots that are empty. Now I want to reiterate that we say overtime, we talk like overtime like its bonus money for everybody but it is not. As we have made very clear and we have demonstrated to you, we spend a lot of time and money training our officers. If you notice in the books there's a list of some of the required trainings that we have to put every single one of our officers through. What that means in man hours and cost – but you also have to remember that we have to fill those positions on the street when those people are in that training. So that's overtime, not just saying it is bonus money it is mandatory to fill those positions. So we lose a lot there. We would then have to tighten our belts. As you know, this year's budget we are at 95% payroll is where we are at. We would have to start cutting positions like a Sector 16. A Sector 16 is a Police Officer that sits in the station on the busiest shift, the second shift, and sometimes first shift if the available manpower is there, all the people that walk in the lobby and there's a ton of people that just pull up and come in and ask for a Police Officer. If Sector 16 there, they are able to handle that report, they are able to help that person with whatever issue they are having and the Sector Car, so say if you live on East Hollis Street, the Sector Car can stay out on East Hollis Street to help people out there, people in need and respond to immediate calls while the Sector 16 is here handling calls. If we don't have the Sector 16, the officer from East Hollis Street has to drive all the way in, meet that person, deal with them, leaving the downtown area empty, take their report, go all the way back to the area that they left. So it is very inefficient and it takes away manpower on the street on quite a large regular basis. At any point in time, you could 3 or 4 or 5 people in the lobby with different Sector Cars pulled in leaving the streets pretty empty.

Other positions that we would have to give up services on would be Sector 1 which is our downtown routes. They are the officers that patrol up and down Main Street. When the businesses are open they are on the bicycles, they are walking up and down Main Street, making contact with the business owners, kind of moving people along that really just are kind of hanging out bothering some of the patrons. So those officers would be forced to come off the street. We would have to look seriously at our elderly affairs officers and our Community Policing Programs and bring them all in. And I think you all know me well enough that a big part of my philosophy in running the Nashua Police Department is to engage in a lot of these groups. The non-profit groups, we are all a part of that as far as my administration and my staff and I think that's a huge part of how we police successfully. And some of those things would have to be pulled back so we could meet the coverage commitments on the street.

Chairman Dowd

Follow up?

Alderwoman Kelly

Yes please. Thank you for that explanation that was really thorough. So my second question is just wondering what things are looking like where people are under the stay-at-home order, are you same busy, more busy, less busy, how is it looking out there for you guys?

Deputy Police Chief Testaverde

So for us, I guess my answer is we are less busy and we are less busy the simple fact is I've told my officers to be less busy. Basically for the past two months since this began, our officers have not been proactively responding to calls like we do. That's going to be a huge loss for the City because we don't just sit in our car and do nothing all day and wait for a call and go answer it and come back and sit and drink coffee. We are very active, we will get out of our cars, we will go engage people, we will go to a park, we will talk to kids at a bunch of different levels. So proactive policing has stopped because we don't want that contact. The only type of proactive stuff we are doing right now is if we see large groups or we see gatherings we will go try to educate them and move them along. But that has a huge impact long-term on us because we are not out there constantly in contact with people, just talking to people we know are trouble makers, having them see us, having them talk to us, what are you up to now, where are you living now. Those types of things are critical so we are being very reactive now as opposed to proactive. We have changed how we handle medical calls a lot. We are working very well with the Fire Department. And as you know, I've made clear, we have had a contingent of officers that are in reserve for the mere fact that you know when this thing started to unfold New York City was impacted dramatically and we needed to ensure that we had a contingent of officers ready to be on the street. We have pulled several back, at one point we had 7 officers that were under quarantine, we had a pulled a contingency in to manage that and then sent them back when they were planned to come back to duty.

So we are managing now everything seems to be quiet crime stat-wise over this period. Each week we get the numbers on probably 20 different types of calls and we look at it a bunch of different ways. This week compared to this week last year, the COVID Period which we consider from March 6 to the current date, this year and then last year and then year-to-date. Through the COVID period the majority of crime stats are down for us but again a lot of that is proactive policing, not being present. DCYF letters are down 68% right now; we are worried that those calls are just not coming in. The teachers don't have contact with the kids. PAL doesn't have contact. The Boys & Girls Club they are not seeing these kids to report these. That doesn't mean all of this changed, this COVID thing didn't dramatically – crime is all gone this has been the best thing in the world because it killed crime. So we are anticipating that when the stay-at-home orders are lifted and that's going to come within 3 or 4 weeks, we are going to see those increases again. People are going to come out they are going to start drinking they are going to start getting into fights, they are going to start doing all the things that happen and they are going to do it with a lot of energy having been built up, a lot of frustration and a lot of stress. So the reports are down now, our numbers are down, our activity is down, we will see by design. But don't think that's realistic to look at that long-term.

Chairman Dowd

Ok all set Alderwoman Kelly.

Alderwoman Kelly

Yes thank you.

Chairman Dowd

OK before I go to Alderman Klee, and then I'll go to Alderman Schmidt and Alderman O'Brien, we have to remember that come July 1st, COVID-19 is not gone away and there are two things – 1) Police Officers and the Firemen and the EMT's are out there interfacing with the public with a threat of COVID-19 and catching COVID-19 as I am sure Deputy O'Rourke will tell you. You could have officers end up on quarantine, you could have officers get ill, and the bigger thing is, when they are out there in that environment, to me it's almost like when they are in a shooting environment; there's a lot of stress. And that stress builds up and if have officers that have to be filling all of this overtime because they are short of officers, that does not bode well for their mental health. So we have to all consider that as we go through this. So, Alderman Klee.

Alderman Klee

Thank you Chairman Dowd and thank you Chief for all of the answers you have been giving and so on. Hopefully my question is just kind of quick. When I am looking at your overtime, I don't really see any difference between the original budget of 2020 and what you are requesting this year. If you were to get your full complement and so on, do you believe that there would be any change in your overtime? Do you think it would be lessened? I know you have to use overtime to fill those vacancies.

Police Chief Carignan

Yeah I definitely think that our overtime numbers would be lowered considerably. I think we were at \$2.3 million dollars last year, don't quote me on those numbers but roughly. And Karen, feel free to chime in if I am off on the numbers. But spending \$2.3 roughly last year; last year was a high year because we were down so many officers we had to backfill. Realistically we would like to get that number down to around 1.2 which is where we should be at. Karen, again, please jump in if I am mis-speaking on this. But that is what we would anticipate being at full complement and it is those numbers down to.

Karen Smith, Business Manager

Yes, I will just jump in to make sure we are understanding our crazy accounting. Looking at the line for overtime, you can't look at the budget, you have to look at both the overtime and the full-time and you figure it out. So basically that overtime line is negative and is off-set by the full-time at the end of the year. It is going to be probably \$1 million dollars from the payroll account off-setting the overtime.

Chairman Dowd

I can tell you since I have taken over as the liaison of the Police Department, it is amazing how Karen keeps that budget on track right to the end of the year. There's not a leeway in that budget and she manages it pretty well. Thank you. And Trish you have a follow-up?

Alderman Klee

Yeah kind of, and I do want to add to the complement to Karen and both Chiefs since I've been here, you do make the budgets work and I truly appreciate whatever you're given. So the overtime as of right now is about \$2.3 million? I just want to make sure I have that correct.

Karen Smith, Business Manager

Correct.

Alderman Klee

And we budgeted for \$1.2 which is what you are asking for this year. Thank you. That was my only question.

I appreciate it; and you guys are, you do phenomenal with the money that you get and I appreciate everything you do. Thank you.

Chairman Dowd

And Chief you may also want to cover that you have stopped all training to fill the position so you are not burning overtime at the moment, but the training is going to have to be made up at some point and that will be a hit as well.

Police Chief Carignan

So yes we have suspended all of our training, and again like I spoke earlier, a lot of that training is mandatory, it's mandatory certifications. A lot of it is Department-wide mandatory trainings; whether it be First Aid, SRT, Units, stuff like that that's mandated through the Federal Government or the State. So all of that has been suspended and that will have to come back next year. And again when that training happens, that training has backfill overtime costs to it. I am working on a plan where we will be able to manage this difference without costing the City anything. I'm not ready to present it right now, but we will be. What I would like to do is to be able to get all the required trainings, in and submitted and completed and not cost the City anything.

So that is my goal and I have a plan that I will present to the Mayor first and let folks know.

Chairman Dowd

Alright Alderman Schmidt and then Alderman O'Brien and then Alderman Jette.

Alderman Schmidt

Thank you, hi Chief how are you doing?

Police Chief Carignan

I'm well, how are you.

Alderman Schmidt

How are you doing with your protective gear? How do you police with and what do you have? Do you have enough of what you need?

Police Chief Carignan

So thank you very much for the question. At the beginning of this thing we were very, very low. I would like to stress and I have been telling everybody I can, the relationship that we have with the Fire Department and AMR and the Hospitals has been truly amazing. We try to manage, there were certain situations where we didn't need the PPE as much as the hospitals, so we gave them some. And the Fire Department has absorbed some of our medical calls and the way we handle it, we work together a little bit differently. So they have certain equipment and then they have prepared some for us if we need to go in. Right now, we are doing very well. We check in every single day with how much PPE we know – the City has it organized where we all know how much PPE we have, how much we used, how much we expend and all of that is tracked daily. And again, we have been working well, Justin Kates, everybody has been working so well to get it from different sources. It is truly a team effort in the City. I don't think the citizens will ever know how well all the City employees have worked together through this. And that is inclusive of the Mayor, the Aldermen, everybody has just kind of bode well. So I appreciate it, we are good on PPE right now, we monitor it every day and we will continue to do so.

Chairman Dowd

Follow-up Alderman Schmidt?

Alderman Schmidt

Thank you. Because this is all reactive at this point what you are doing, I am a little worried about the stress on the Police that are actually being reactive instead. I'm also concerned about suicide, I understand that the number is up in general population and that also has to be very hard on you. How are your officers holding up?

Police Chief Carignan

Well as you all know, the suicide issue within the Department is fairly close to home for myself, Jim and Kevin. We are doing well, we are doing as well as you can do I think. We've taken great care for our employees to make sure that we minimize their stress at home. We have allowed them to be reactive. We have allowed them to not handle certain calls or if calls are allowed to be handled over the phone we do. If somebody is very high risk for example, we have an employ whose wife has MS and has several other medical issues. He is in our contingency force right now. Stay home, take care of your family, do what you have to do, don't bring anything back to your family. Little things like that I think make a huge difference for our employees to know that we care. We are going to do the best we can to take care of you. At the end of the day, we are Police Officers and some days it is not a good day to be a Police Officer. We are here to serve, we are here to protect people and that's part of our job. So we have minimized the stress, we have resources available, when this done, we will kind of work with maybe some group debriefs, some one-on-one peer support. We do check in on each other, but we as an agency are definitely cognizant of the mental health.

Alderman Schmidt

Thank you so much we really do appreciate it, really do.

Police Chief Carignan

Thank you.

Chairman Dowd

All set Alderman Schmidt? Alright, Alderman O'Brien.

Alderman O'Brien

Thank you Mr. Chairman. Chief I think you are aware, because I hope somebody did contact you, but it seems like our friends up in Concord have written a Bill and it did pass the House it is now trying to go through the wall to the Senate but like everything else up there, they are on a slow down with the COVID-19. So I don't when it is going to be heard. But basically what the gist of the Bill is taking some of the drug forfeiture money and applying that which was probably entitled to your Department and I would imagine like similar situations in Manchester, taking that money and applying it to other communities throughout the State, I did not vote for it because I would like, I don't know, I believe that whatever you guys, a larger Department such as you and Manchester and perhaps even Salem, are working hard and that drug forfeiture money, that money should have stayed at home into our coffers, you guys were doing the yeomen work. But if that Bill does go through, this year, would it affect your budget and have a negative impact on you? I will try to testify when it does go to the Senate to stop it, I know the other 27 delegates from the City you know, greatly do not support it. But we will try to put the brakes on it, but could you just explain to the public how it could have a

negative impact on you.

Police Chief Carignan

Losing that forfeiture money would have a huge impact on the budget and I'll explain why. It costs us roughly \$100,000.00 a year to run our drug unit. We do not have that in our budget at all. That entire Drug Unit is managed through forfeiture funds. So it doesn't cost the taxpayers of Nashua a dime. Now historically we have gone out and we have investigated drug dealers, we've bought drugs from them, we've arrested them, we've done search warrants and we put them in jail. As you all know, the last 5 or 6 years, the drug world has dramatically changed with the Opioid Crisis. Because of that, we have also been forced to change. Now our role is not only is it enforcement of the dealers that are supplying the opioids to the people and killing them, but also our objective is to get those that are using, get them a mechanism to get help. And most often that time is arresting them. We have several different investigative techniques to kind of find them, see what they are doing, get them under arrest. We are not looking to put those people in prison. We are looking to get them help. We are very active in Drug Court, we are very active with the mental health facilities to get people the help that they need to get off the substance abuse.

If you take away that funding two things will happen: Number 1) I will either be asking you for about \$100,000.00 to run a drug unit and Number 2) we will be asking you for more money for some of the equipment. As you know, the Nashua Police Department is probably one of the best equipped Departments in the State if not New England, we are one of two bomb units in the entire State, we have two dive recovery teams in the State, we have the best SWAT Team in the State. They are all the best trained, the best equipped and most of that money comes from grants and it comes from asset forfeiture. Those items that we have, those tools that we use to keep Nashua safe and to keep Nashua engaged, they come from drug forfeiture. It doesn't cost the taxpayer anything. So if we start to lose that money, we will lose our ability to enforce drug actions in the City. We will lose the ability to get the majority of the users and those with substance misuse into good programs because we won't be investigating them. Then they will realize, "Well I have no reason to talk to the Police, so I am just going to keep using them, I'm not going to go to jail". So it would have a severe, severe impact on the City of Nashua.

Now we have guidelines Federally that we are audited on a yearly basis and we never get a you know – we can't just spend it on anything. We are very limited to the items we can spend it on. So it would have a severe impact.

Alderman O'Brien

Thank you Chief.

Chairman Dowd

Alderman Jette?

Alderman Jette

Yes, thank you. So I have a few questions. Number 1) the total at the end of the Budget, the total Police Budget, there's a difference of approximately \$200,000.00 which you've talked about. But when I go through each separate item for the Department requests compared to the Mayor proposed, I don't find the \$207,000.00. Can you point out where that is?

Police Chief Carignan

Yes, so the \$207,000.00, and Karen again please jump in if I am misspeaking here. The Mayor had put us, came in at 2.25 and just bottom line cut us after that. What we are saying we need is the 2.25 plus the \$207,000.00; that's where that difference is.

Alderman Jette

So my question is I don't see any difference between your Department request and what the Mayor has proposed except for the bottom line.

Chairman Dowd

Alderman Jette, he did not go line by line, he just sliced at the bottom level. He just said anything above 2.25% I am cutting, so it is a bottom line cut, they did not cut line by line. He wasn't looking at any line in particular; he was just looking at what their budget was relative to the guidelines that he provided of 2.25%. And Karen do you want to emphasize that?

Karen Smith, Business Manager

No, that's fine, that's what I was going to say.

Chairman Dowd

OK, Alderman Jette?

Alderman Jette

Yes, so my question is where in the Department's request is the \$207,000.00 or did you just conform the request to what the Mayor limited you to?

Karen Smith, Business Manager

I am not sure what you are asking, but I can tell you that our increase was \$140,000.00 is that what you wanted to know, where we wanted to increase? \$140,000.00?

Alderman Jette

I am looking at the Budget Book and there's a column that is labeled Department 2021 – Department Request. I am assuming that's what the Police Department is requesting. The next column is 2021 Mayor proposed. And when I go through each item, they are all the same except for the very end, the total - Department Request is \$207,000.00 more than what the Mayor proposed. I am trying to find out where that is.

Chairman Dowd

You would find the same things in the Fire Department and the School Department. It is a bottom line cut. He didn't go line by line by line and he didn't ask the Police Department to go back and modify their lines to justify the end number. He just said, "OK that's your budget but I am cutting your request by \$200K".

Police Chief Carignan

And I think part of that, Karen jump in here, \$140,000.00 of that is the reduction through attrition that we've been traditionally cut, so we have to pay, manage our budget through attrition and that's why we are asking that to be back in because we are going to be full staff and we won't have that money to manage through attrition. Is that accurate Karen?

Karen Smith, Business Manager

Yes, I'm sorry. I'm having trouble with this.

Chairman Dowd

Yes.

Karen Smith, Business Manager

OK, yes, so correct, the 51800 Account Reductions & Attrition - \$140,000.00 we put back in. The majority is going to be payroll, basically it is contract items and the balance would be the fact that whatever original Mayoral reductions that were already taken out would be the balance to come up to the \$207,062.00. That's pretty much it in a nutshell.

Chairman Dowd

All set Alderman Jette, did you have another question?

Alderman Jette

Yes I do. Regarding the overtime, what is the different between line 1300 labeled "Overtime" and 1330 "Overtime – Coverage".

Karen Smith, Business Manager

Overtime coverage is in itself coverage so when they are covering for people. And then overtime is going to be a miscellaneous type account that is going to cover any ... Go ahead Chief.

Police Chief Carignan

Possible crime investigations, any of the conference meetings that we have to attend with the State AG's office or any number of panels that we sit on as part of our jobs.

Alderman Jette

OK and could I follow up.

Chairman Dowd

Follow up, go ahead.

Alderman Jette

And so the line item 1322 for "overtime investigative", what I learned when I was the liaison to the Police Department is that that investigative, that occurs when there's a major crime and the Police Officers have to continue, have to stay on the job to continue the investigation and follow it to its end. Like when there is a murder, for example. So you have really no control over that, do you?

Police Chief Carignan

No, we do not. And the 1322 "investigate" those are not even the major, major crimes like the homicides, those come from that expendable trust that was created a couple years ago. These are your basic robberies or felonious sexual assault, maybe its \$2,000.00 here; \$3,000.00 here. They are time sensitive and you can't just stop and walk away.

Karen Smith, Business Manager

If I could add, back to the original 51300, what I talked about being miscellaneous, that's also where your parades are. Your parades are in there too.

Alderman Jette

Ok. You said that your current overtime, you spend, am I correct you said you spent like \$2.3 or \$2.1 million already in overtime this year?

Karen Smith, Business Manager

Yes, by year end I am approximating \$2.3 and the overtime will be offset from the vacancies in the full-time account. So the payroll account will go into the negative and the (inaudible) will cover it.

Alderman Jette

OK, thank you.

Karen Smith, Business Manager

You're welcome.

Chairman Dowd

All set Alderman Jette?

Alderman Jette

Yes, thank you.

Chairman Dowd

I have Linda and then Alderman Wilshire.

Alderman Harriott-Gathright

Yes I just wanted to speak to the Bill that was in the House that left the House and is in the Senate. I think Chief we had talked about it before. The Bill had to move forward to the Senate. However, the Senate is looking at the Bill and trying to find other financing so it is not coming out of that money. So, you know, in talking to the different Senators that I spoke to, everyone is looking to make changes there. So I just want you to know that it is not ended at this point, this is really just the beginning.

Police Chief Carignan

And that's, you know, Alderman Gathright, we have worked together on this Bill and on several other Bills so I definitely appreciate you walking us through it and at least being a voice for us up there.

Chairman Dowd

All set Alderman Gathright.

Alderman Gathright

Yes thank you.

Chairman Dowd

Alderman Wilshire?

Alderman Wilshire

Thank you and thank you Chief for being here this evening. I just want to remind Alderman Jette that crime is kind of like snow, you can't predict it, you can't budget for it, it happens when it happens and you have to be ready. That's my philosophy on crime and how we get through that, paying for it.

I wanted to ask the Chief if you have anything in your overtime trust fund.

Police Chief Carignan

I believe we have, Karen do you know the number, we talked about it earlier?

Karen Smith, Business Manager

Yes, around \$33,000.00.

Police Chief Carignan

Yeah we are down to \$33,000.00 in that and again some years like you said, some years we get a lot of snow, some years we don't. When that initial fund was created, we didn't have to touch it that first year. The second year we had to touch it, we had a couple major homicides as we also did a "whodunnit" last year or the year before. So it's down to \$33,000.00 now but that doesn't get touched unless we need it.

Alderman Wilshire

Thank you.

Karen Smith, Business Manager

And we have one transfer that we haven't done yet, we are watching the account. So it could be down a little lower, we might have \$18,000.00 we might have to hit on that account.

Alderman Wilshire

Ok thank you.

Chairman Dowd

And that account has been much higher in the past and we haven't put any money into that account for awhile and Chief you and I have talked. If you have any kind of a major crime and you could explain what a major crime is, that you may have to come back to us and have us put some money in that account. Is that correct?

Police Chief Carignan

That's correct, that's correct. We've been fortunate, it has been funded a couple of times, starting the year at about \$100,000.00 is a comfortable safety net for us. If we don't use it, that's great. Unfortunately if we do, \$100,000.00 in a major investigation such as a homicide, a homicide with no suspects, those add up quickly, you a lot of leg time or a missing person. We had a couple significant missing person cases this year and they just eat up a lot of man hours.

Chairman Dowd

All set Alderman Wilshire.

Alderman Wilshire

I am thank you.

Chairman Dowd

Any other questions?

Alderman Clemons

Yes, Alderman Dowd?

Chairman Dowd

Yes, Alderman Clemons?

Alderman Clemons

Thank you. I just wanted to – I don't know to wrap things up early, but I just wanted to, I guess my last comment is just to say that I really appreciate everybody here this evening, coming and speaking. And I know I asked some tough questions there at the beginning because, you know, obviously it is going to be a tough situation, this budget season. I completely understand where everyone is coming from especially after listening to where the overtime is and things like that. I can understand where you would be apprehensive to cut anything from, especially from the Mayor's proposed budget where it is already cut by some \$200,000.00 dollars. But I appreciate the fact that you entertained my questions, that you really, and I can tell that Chief, you know, you put some thought into it. And your budget it is just so tight as it is. I completely get that, because as we have been talking here I've been looking through it. I've looked through it before but it is amazing to me that the amount of money that, like you say, you work on through attrition. It is incredible to me that, how much money gets transferred in and out, of just vacant Police Officers. So with that being said, Yeah, I can definitely support the Mayor proposed budget. I don't know that I would this year support putting anything else in there, maybe the 2495 for Mr. Mansfield, but I just wanted to tell you all that I really appreciate everything that you do. You have a Department that is superb and we have the best Police Department in the State of NH and maybe even New England and you should all be proud of that especially considering the fact that the budget is so tight. So thank you all for all that you do and be safe and healthy out there.

Police Chief Carignan

Thank you Alderman Clemons, I appreciate that.

Chairman Dowd

All set Alderman Clemons?

Alderman Clemons

Yes, thank you.
Chairman Dowd

Before we wrap up, I would like Commission Tollner to tell us about the Accreditation Results for the Police Department this year, at the meeting the other night of the Commissioners, you got an outstanding rating from the Accreditation and also some other findings from the Accreditation that go to speak just how great a Police Force we have.

Commission Tollner

Yeah I won't steal the Chief's thunder, but yeah, CALEA gave us another outstanding grade. I think one of the best compliments we got was when we went to the final review and I want to compliment the Chief for bringing everybody in that was working at the Police Department that day. The reviewers were up front, they were very complimentary of all aspects of what they looked at and they reviewed.

The thing that I was struck with was they actually came up with – they said we were doing 2 or 3 things in the Police Department and one of the big things was the Chief's work with the Community at large. Both those individuals were going back to their respective cities and were going to try to implement the programs that we have implemented here in Nashua. So we don't get a lot of press on it, but the people that worked on that particular project and the work that the Police Department does everyday is reflective of the grade that we got from CALEA. Chief if you want to add anything?

Police Chief Carignan

I just want to stress that like I said earlier Community relationships are a big part of my running of the Nashua Police Department. And Linda, to your credit, one of those programs was our Community Conversations. They brought that back to the communities in New Jersey where they were having trouble with relationships between Law Enforcement and the Minority Community. So we couldn't be as good of a Police Department if we don't get the feedback and the relationships from everybody in the community that we do. And I mean that from the bottom of my heart. So I appreciate all that everyone does and the people within the Department are just unbelievably professional, they do a hard job and I appreciate the support that I get from all of you.

Alderman Harriott-Gathright

Thank you.

Chairman Dowd

Earlier today I was going out to get my daily drive-through coffee and there was a young female Police Officer, Nashua Police Officer directing traffic while they were cutting trees down on Tinker Road. I stopped and thanked her for all that she does for the City of Nashua and anybody that knows Tinker Road, that's like directing traffic in the middle of the Indy 500. I'm sure that she was kept busy all day. But I think we all ought to when we see a Police Officer, just tell them how much we think about them and how much that we appreciate that they are keeping us all safe, especially during this pandemic.

Alderman Tencza

Rick just before we go I just wanted to make sure if Commissioner Dahl had anything that he wanted to add to this conversation, he's been on the call. Maybe he's having trouble with mute?

Chairman Dowd

Ok unless anybody else has anything, that's going to wrap up our review of the Police Department at this time. We have some possible thoughts as we go into our deliberations on all the various Departments and we will be addressing that at a later time. But right now, I think that the one thing that we need to do, and my personal feeling is that we need to restore that \$20 whatever thousand to Bill Mansfield's area so that the IT, their offices are real close, so that he can have time spent particularly on that subject and we can establish the budget for Community Communications to the right levels. Because otherwise, we will have to put it back in the Police Budget because this person is, as I am sure the Chief will tell you, is very critical to the Department. And to cut 20% wouldn't be his fault. He got caught up in the numbers. So I think it ought to go over to Mansfield's group, but if it doesn't it is going to have to go back to the Police Department and that's not in the \$200K.

Police Chief Carignan

Right.

Chairman Dowd

Any other questions for the Police Department? Seeing none, thank you very much Chief Deputies, Commissioner and Karen.

Alderman Clemons

Would you recommend that we do that tonight for the \$20,495.00 or should we wait until the end after we've reviewed everything?

Chairman Dowd

Let's wait 'til the end and when we are making deliberations so it is easier to track and we keep track of the numbers, otherwise we will be going in paperwork which we never found to be very helpful. So we will do that when we get to deliberations. The deliberations will have to be whatever kind of a public hearing we can have with COVID-19. OK?

Alderman Clemons

That is something that I would support adding to the budget this year. I just want that on the record.

Chairman Dowd

I agree, so we will address that when we get to our deliberations. OK so thank you again for everyone from the Police Department.

MOTION BY ALDERMAN O'BRIEN TO TABLE R-20-023 BY ROLL CALL

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

Yea:	Alderman Clemons, Alderman Schmidt, Alderman Jette, Alderman Wilshire Alderman O'Brien, Alderwoman Kelly, Alderman Dowd	7
Nay:		0

MOTION CARRIED

GENERAL DISCUSSION

Alderman Wilshire

Thank you. What are we thinking about a Public Hearing. I mean are we still going to try to have one at North once this stay-at-home order is lifted?

Chairman Dowd

Right now I have been working with, actually with the way that the Planning & Zoning are conducting their Public Hearings, they are having meetings of the Planning Board and the Zoning Board with people presenting from the outside. We have the same kind of thing that we can do. I've asked IT and Legal to put together a plan that we can adopt and use. I don't think we are going to be able to have a meeting with that many people because I don't think by that time, even that time that we will want to have a large group of people in one of our schools when our schools are closed. Usually we had 50 to 100 people there and they are all City Employees. So we will see how that turns out, we've got a little ways to go here but it may just be a meeting like this with the ability of the public to actually ask questions on-line.

Alderman Wilshire

Thank you, I appreciate that.

Chairman Dowd

Any other General Discussion? Remarks by Aldermen?

REMARKS BY THE ALDERMEN - None

POSSIBLE NON-PUBLIC SESSION - None

ADJOURNMENT

MOTION BY ALDERMAN O'BRIEN TO ADJOURN BY ROLL CALL

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

Yea:	Alderman Clemons, Alderman Schmidt, Alderman Jette, Alderman Wilshire Alderman O'Brien, Alderwoman Kelly, Alderman Dowd	7
Nay:		0

MOTION CARRIED

The meeting was declared closed at 8:21 p.m.

Alderman-at-Large Michael B. O'Brien, Sr.
Committee Clerk

Laurie Ortolano
41 Berkeley St.
Nashua, NH 03064

April 29, 2020
Aldermen Wilshire
President of the Board of Aldermen
Cc: Aldermen Clemons, Aldermen Jette, and Aldermen Lu

Re: Questions and communication for the Board of Aldermen meeting.

I took the opportunity to listen to last evenings Board of Aldermen Meeting. I was concerned about the communication that took place at the end of the meeting during "Comments by Aldermen."

I wish to have this letter accepted as community comment at the next public Board of Aldermen meeting and the Budget Review Committee meeting.

Aldermen Lu attempted to address a letter submitted by a resident, Laurie Ortolano. Aldermen Clemons addressed Aldermen Lu and advised her to bring her issues to the Board that addresses financial issues, the Budget Review Committee. He indicated that she was not addressing her concerns at the proper meeting.

My communication was accepted last evening, April 28, 2020, during the public comment section on business to be acted on.

Clemon's comments to Aldermen Lu are out of line. The email communication was sent on April 20, 2020 titled Public Comment for the BOA and Budget Review Meetings. It was never accepted by the Budget Review Committee, Dowd never placed it on his agenda, and I am frustrated by this.

Here are the minutes from the 4/20/2020 budget review meeting:

Alderman Jette
Mr. Chairman?

Chairman Dowd
Yes?

Alderman Jette
Alderman Jette here.
So two things, number one – I received I think correspondence, I think it was addressed to all of us today from Lori Ortolano, and I would move that that be accepted and placed on file.

Chairman Dowd
I told Donna Graham to accept it and place it on file for the Board of Aldermen Meeting next Tuesday. It came in too late to be on the Agenda. We would have to vote to place it on the Agenda today, but it will be on the Agenda of the Full Board of Aldermen next Tuesday.

The budget review committee is meeting frequently, so, if a public communication is submitted too late to make the current agenda, it should certainly be placed on the next agenda. The Budget committee

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has had 3 meeting, April 20, 27 & 29 to accept my communication and Dowd ignored it. Dowd essentially shut down discussion of the communication by his board and simply referred it to your board.

Also, Dowd tells Jette that a vote would have to take place to place it on the agenda today (April 20). Help me understand the Board's process here. Last evening, you suspended the rules, if there was no objection from the Board, to accepted communications from City officials who submitted information too late to make the agenda. There was no objection given and no vote taken.

Are you not allowed to accept communications from the public that are submitted too late using the same rules? It appears the concerns of the public are second rate to the concerns of City employees. We should at least be equal.

So, President Wilshire, was Aldermen Lu out of line to address the resident's concerns regarding a memo submitted to the Board of Aldermen and the Budget Review Committee that the Chair of the Budget Committee refused to accept and was accepted by your board last evening?

Aldermen Jette made a comment in the April 20, 2020 that I think applies here:

Alderman Jette

Yes I agree with Alderman Kelly that, you know, we have talked about this before, that when something like this is coming up before us, I know that when I've had the experience personally of trying to bring things up at the Full Board of Aldermen Meeting and to be told that I should have brought it up at the Committee level. The way we do business is we are supposed to be vetting these things in Committee and making the recommendation to the Full Board.

Additionally, Aldermen Clemons spoke about the mentoring relationship he had with the Late Mr. McCarthy. It made me wonder, when newly elected Aldermen join the Board, is a mentor, or an experienced board member assigned to be the contact to assist the new member with questions?

I would imagine, that an orientation document is given to all new members that explains process and policies. I was given one 23 years ago when I joined a school Board. Please forward me any documentation given to a new board members to assist them in doing their job to the standards set forth by the Board.

As you know, I have been actively involved in observing and participating in government meetings. I don't understand your process; I am totally confused and frustrated and I would appreciate clarification. Kudos to Aldermen Lu for trying to address a resident's concerns.

Regards,

Laurie Ortolano
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