



## RESOLUTION

APPROVING THE COST ITEMS OF A SIDEBAR AGREEMENT BETWEEN THE  
NASHUA BOARD OF POLICE COMMISSIONERS AND NASHUA POLICE  
PATROLMAN'S ASSOCIATION EFFECTIVE TO INCREASE THE OUTSIDE DETAIL  
COMPENSATION RATE FOR FULL-TIME EMPLOYEES

### *CITY OF NASHUA*

*In the Year Two Thousand and Nine*

**RESOLVED** by the Board of Aldermen of the City of Nashua that the cost items of a sidebar to the current (July 1, 2005 to June 30, 2009) collective bargaining agreement between the Nashua Board of Police Commissioners and Nashua Police Patrolman's Association for an increase in the compensation rate for full-time employees for outside details is approved.

## LEGISLATIVE YEAR 2009

**RESOLUTION:** R-09-242

**PURPOSE:** Approving the cost items of a sidebar agreement between the Nashua Board of Police Commissioners and Nashua Police Patrolman's Association to increase the outside detail compensation rate for full-time employees

**ENDORSER(S):** Alderman-at-Large Lori Wilshire

**COMMITTEE  
ASSIGNMENT:**

**FISCAL NOTE:** Outside detail costs for FY09 were approximately \$141,700. Assuming the same number of hours are billed in FY10, the fiscal impact of this legislation would be approximately a 5.2% increase or \$7,500, all of which is funded by the outside vendors contracting those services.

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### ANALYSIS

This resolution approves the cost items of a sidebar agreement to a collective bargaining agreement between the Nashua Board of Police Commissioners and the Nashua Police Patrolman's Association. A successor collective bargaining agreement has not yet been approved. The sidebar agreement increases the outside detail compensation rate to make it consistent with the outside detail rate for police supervisors. Contractors requesting outside details pay the hourly rate for officers and an administrative fee that covers associated costs such as retirement contributions. The Board of Aldermen must vote whether or not to approve the cost items of this sidebar within thirty (30) days of receipt. RSA 273-A:3 II (c).

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**Approved as to form:** Office of Corporation Counsel

By: Douglas Clarke

**Date:** September 18, 2009

**SIDEBAR AGREEMENT TO COLLECTIVE BARGAINING AGREEMENT BETWEEN**  
**THE**  
**NASHUA BOARD OF POLICE COMMISSIONERS AND**  
**NASHUA POLICE PATROLMAN'S ASSOCIATION**

The parties to the above collective bargaining agreement, effective from July 1, 2005 to June 30, 2009, and for which a successor collective bargaining agreement has not yet been approved, hereby amend Article 27 "Outside Details" by amending "Compensation Rate – Full-Time Employees", subsection A by deleting "\$36.81" and replacing it with "\$38.75". The parties agree that this sidebar shall be incorporated into the parties' successor collective bargaining agreement.

This Sidebar Agreement is dated \_\_\_\_\_, 2009.

\_\_\_\_\_  
Nashua Police Commission

\_\_\_\_\_  
Nashua Police Patrolman's Association

**ARTICLE 27**  
**OUTSIDE DETAILS**

**Part-Time Employees:** Part-Time employees are not eligible to work at any Outside Details.

**Compensation Rate – Full-Time Employees:**

- A. Outside details shall be compensated at the ~~\$36.84~~38.75 per hour.
- B. A \$3.00 per hour premium will be added to the hourly rate for outside details where alcoholic beverages are served.
- C. Compensation shall be paid for a minimum of four (4) hours.
- D. The premium rate shall not be subject to pyramiding for the purpose of calculating overtime.
- E. Assignment Responsibilities: Employees accepting and assigned to outside details shall fulfill such assignments, or notify the Desk Sergeant or appropriate on-duty Supervisor of their inability to fulfill the detail at least two (2) hours prior to the start of the detail. There shall be no penalty for failure to fulfill such detail provided that the employee has designated an acceptable substitute willing to fulfill the detail. If an outside detail must be canceled due to a Department obligation and then the obligation is canceled, the employee's name shall be put back on the top of the list to be considered for any open jobs.
- F. Repeated Cancellations:
  - 1. Repeated cancellations by employees without two (2) hours notice shall be treated as set out below:
    - a. First Cancellation shall result in ineligibility to be considered for outside details for a period of seven (7) calendar days;
    - b. Second Cancellation within a sixty (60) day period of the first, shall result in ineligibility to be considered for outside details for a period of fourteen (14) calendar days from the date of detail;
    - c. Third Cancellation within a sixty (60) day period of the first cancellation shall result in ineligibility to be considered for outside details for a period of thirty (30) calendar days.

2. Any further cancellations, in addition to the above, shall result in the employee's ineligibility to be considered for outside details for a period of one (1) year from the date of the first cancellation.
3. Cancellation within two (2) hours of scheduled outside detail shall be honored only for bona fide inability to report as the result of:
  - a. Verifiable illness;
  - b. Accident; or,
  - c. Other reason beyond the employee's control and approved by the Chief or his designee.

**RESOLUTION**

R-09-242

**Approving the cost items of a sidebar agreement between the Nashua Board of Police Commissioners and Nashua Police Patrolman's Association to increase the outside detail compensation rate for full-time employees**

**IN THE BOARD OF ALDERMEN**

1<sup>ST</sup> READING SEPTEMBER 22, 2009

Referred to:

BUDGET REVIEW COMMITTEE

2<sup>nd</sup> Reading SEPTEMBER 30, 2009

3<sup>rd</sup> Reading \_\_\_\_\_

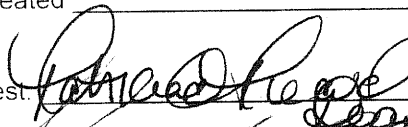
4<sup>th</sup> Reading \_\_\_\_\_


Other Action \_\_\_\_\_

Passed SEPTEMBER 30, 2009

Indefinitely Postponed \_\_\_\_\_

Defeated \_\_\_\_\_

Attest:  \_\_\_\_\_  
City Clerk



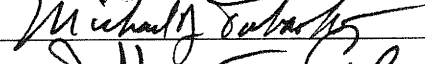


 \_\_\_\_\_  
President

Approved \_\_\_\_\_

**TOOK EFFECT SEVEN DAYS AFTER PASSAGE WITHOUT THE MAYOR'S SIGNATURE - OCTOBER 8, 2009**

Date

**Endorsed by**

 WILSHIRE  
 PLAMONDON  
 TABACSKO  
 COX  
 CLEMONS

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Vetoed: \_\_\_\_\_

Veto Sustained: \_\_\_\_\_

Veto Overridden: \_\_\_\_\_

Attest: \_\_\_\_\_  
City Clerk

\_\_\_\_\_  
President