



## ORDINANCE

APPROVING THE COST ITEMS OF SIDEBAR AGREEMENTS BETWEEN THE NASHUA BOARD OF POLICE COMMISSIONERS AND THE FIVE NASHUA POLICE DEPARTMENT UNIONS REGARDING A POLICE DEPARTMENT RECRUITING INCENTIVE

### *CITY OF NASHUA*

*In the Year Two Thousand and Twenty*

**RESOLVED** by the Board of Aldermen of the City of Nashua that the cost items of the attached sidebars between the Nashua Board of Police Commissioners and the following Unions are hereby approved:

1. Nashua Police Patrolman's Association (NPPA);
2. Nashua Police Supervisor's Association (NPSA);
3. N.E.P.B.A Local 125, I.U.P.A., AFL-CIO;
4. Teamsters Local 633; and
5. U.F.P.O. Local 645.

The sidebar agreements cover the period from November 20, 2019 through November 20, 2020 and concern a Police Department recruiting incentive program.

# NASHUA POLICE DEPARTMENT



Chief of Police Michael Carignan  
Main Phone: (603) 594-3500  
Website: www.nashuapd.com

28 Officer James Roche Drive  
Mailing Address: PO Box 785  
Nashua, NH 03061-0785

November 20th, 2019

## Agreement between Nashua Police Department and Nashua Police Patrolman's Association (NPPA) regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of the Nashua Police Patrolman's Association who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The NPPA member facilitates an in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

Due to the scope and duties of NPPA members that are assigned to the Professional Standards Bureau, NPPA members that are assigned to the Professional Standards Bureau, with the exception of the members assigned to the Firearms Training Unit (FTU), will not be eligible for this incentive.

The terms and conditions of this agreement will expire on November 20<sup>th</sup>, 2020.

Agreed to:

Handwritten signature of Daniel Archambault in black ink.

Daniel Archambault  
President, NPPA

Date: 11/21/19

Handwritten signature of Michael Carignan in black ink.

Michael Carignan  
Chief of Police

Date: 11/27/19

# NASHUA POLICE DEPARTMENT



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November 20th, 2019

## Agreement between Nashua Police Department and Nashua Police Supervisor's Association (NPSA) regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of the Nashua Police Supervisor's Association who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The NPSA member facilitates an in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

Due to the scope and duties of NPSA members that are assigned to the Professional Standards Bureau, NPSA members that are assigned to the Professional Standards Bureau will not be eligible for this incentive.

The terms and conditions of this agreement will expire on November 20<sup>th</sup>, 2020.

Agreed to:

Keith Dillon

Keith Dillon  
President, NPSA

Date: 11/21/19

Michael Carignan

Michael Carignan  
Chief of Police

Date: 11/24/19

# NASHUA POLICE DEPARTMENT



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November 20th, 2019

Agreement between Nashua Police Department and  
N.E.P.B.A. Local 125, I.U.P.A., AFL-CIO regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of N.E.P.B.A. Local 125, I.U.P.A., AFL-CIO who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The N.E.P.B.A. Local 125, I.U.P.A., AFL-CIO member facilitates an in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

The terms and conditions of this agreement will expire on November 20<sup>th</sup>, 2020.

Agreed to:

Handwritten signature of Carrie Curtis in black ink.

Carrie Curtis  
President, N.E.P.B.A. Local 125, I.U.P.A., AFL-CIO

Date: 11/25/19

Handwritten signature of Michael Carignan in black ink.

Michael Carignan  
Chief of Police

Date: 11/25/19

# NASHUA POLICE DEPARTMENT



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Nashua, NH 03061-0785

November 20th, 2019

## Agreement between Nashua Police Department and Teamsters Local 633 regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of Teamsters Local 633 who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The Teamsters Local 633 member facilitates an in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

Due to the scope and duties of Teamsters Local 633 members that are assigned to the Professional Standards Bureau, Teamsters Local 633 members that are assigned to the Professional Standards Bureau will not be eligible for this incentive.

The terms and conditions of this agreement will expire on November 20<sup>th</sup>, 2020.

Agreed to:

Michele Guilbeault

Michele Guilbeault  
President, Teamsters Local 633

Date: 11/21/19

Michael Carignan

Michael Carignan  
Chief of Police

Date: 11/25/19

# NASHUA POLICE DEPARTMENT



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November 20th, 2019

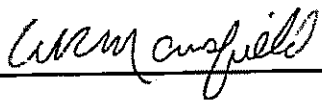
## Agreement between Nashua Police Department and U.F.P.O. Local 645 regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of U.F.P.O. Local 645 who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The U.F.P.O. Local 645 member facilitates an in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

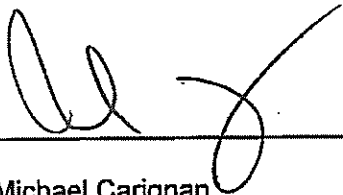
The terms and conditions of this agreement will expire on November 20<sup>th</sup>, 2020.

Agreed to:

  
\_\_\_\_\_

William Mansfield  
President, U.F.P.O. Local 645

Date: 11/25/19

  
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Michael Carignan  
Chief of Police

Date: 11/25/19

**LEGISLATIVE YEAR 2020**

**RESOLUTION:** R-20-034

**PURPOSE:** Approving the cost items of sidebar agreements between the Nashua Board of Police Commissioners and the five Nashua Police Department Unions regarding a Police Department recruiting incentive

**ENDORSER(S):** Mayor Jim Donchess  
Alderman Richard A. Dowd

**COMMITTEE  
ASSIGNMENT:**

**FISCAL NOTE:** The cost analysis is as follows: The \$500.00 incentive award is payable for a finite period of time. Assuming 4 incentive awards will be paid, the total cost is \$2,000. The Police Department will be able to pay for such awards in its FY2020 or FY2021 operating budget, depending upon when the incentive award is paid out.

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**ANALYSIS**

This resolution approves the cost items of sidebar agreements between the Nashua Board of Police Commissioners and the five Police Department Unions regarding a Police Department recruiting incentive. The Agreements have a term of one year, commencing on November 20, 2019 and expiring on November 20, 2020. The board of aldermen must vote whether or not to approve the cost items of these sidebars within thirty days of receipt. RSA 273-A:3 II (c).

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**Approved as to account  
number and/or structure,  
and amount:**

**Financial Services Division**

**By:** /s/ John Griffin

**Approved as to form:**

**Office of Corporation Counsel**

**By:** /s/ Dorothy Clarke

**Date:** April 23, 2020