

## 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-Three*

**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. U.F.P.O. Local 645; and
5. Teamsters Local 633

The sidebar agreements cover the period from July 1, 2023 through June 30, 2024 and concern a Police Department recruiting incentive program.

**LEGISLATIVE YEAR 2023**

**RESOLUTION:**

**R-23-127**

**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):**

**Alderman-at-Large Lori Wilshire**

**COMMITTEE  
ASSIGNMENT:**

**Budget Review Committee**

**FISCAL NOTE:**

**Cost Analysis: the \$500.00 incentive award is payable for a finite period of time. The total cost is not expected to exceed \$5,000. The Police Department will be able to pay for such awards in its FY2024 operating budget.**

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**ANALYSIS**

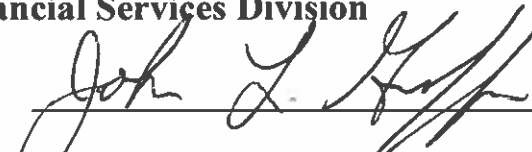
This resolution approves the cost items of sidebar agreements between the Nashua Board of Police Commissioners and the five Police Department Unions regarding a Police Department recruiting incentive. The Agreements have a term of one year, commencing on July 1, 2023 and expiring on June 30, 2024. The 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:**



**Approved as to form:**

**Office of Corporation Counsel**

**By:**



**Date:**



# NASHUA POLICE DEPARTMENT



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

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

July 1, 2023

## 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 an open employment 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 candidate and a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired with the Nashua Police Department.

The 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 June 30, 2024. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required staffing needs have been achieved.

Agreed to:

\_\_\_\_\_  
Kevin Pucillo  
President, NPPA

\_\_\_\_\_  
Kevin Rourke  
Chief of Police

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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July 1, 2023

## 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 an open employment 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 candidate and a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired with the Nashua Police Department.

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 June 30, 2024. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required staffing needs have been achieved.

Agreed to:

\_\_\_\_\_  
John Cinelli  
President, NPSA

\_\_\_\_\_  
Kevin Rourke  
Chief of Police

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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July 1, 2023

## 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 an open employment 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 candidate and a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired with the Nashua Police Department.

The terms and conditions of this agreement will expire on June 30, 2024. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required staffing needs have been achieved.

Agreed to:

\_\_\_\_\_  
Danielle Levesque  
President, N.E.P.B.A. Local 125, I.U.P.A., AFL-CIO

\_\_\_\_\_  
Kevin Rourke  
Chief of Police

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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July 1, 2023

## 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 an open employment 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 candidate and a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired with the Nashua Police Department.

The terms and conditions of this agreement will expire on June 30, 2024. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required staffing needs have been achieved.

Agreed to:

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

\_\_\_\_\_  
Kevin Rourke  
Chief of Police

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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July 1, 2023

## 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 an open employment position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The Teamster Local 633 member facilitates an in-person meeting with the candidate and a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired with the Nashua Police Department.

Teamsters Local 633 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 June 30, 2024. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required staffing needs have been achieved.

Agreed to:

\_\_\_\_\_  
Michele Guilbeault  
Steward, Teamsters Local 633

\_\_\_\_\_  
Kevin Rourke  
Chief of Police

Date: \_\_\_\_\_

Date: \_\_\_\_\_