Pledge of Allegiance

Moment of Silence

Period for Public Comment

CONSENT AGENDA

Approval of Minutes:

19 52 April 1, 2019 Regular Meeting Minutes
19 53 April 16, 2019 Special Meeting Minutes

Communications:

19 54 From: Chief Michael P. Currier - Merrimack Fire Rescue
Re: Thank You - Mutual Aid Assistance - Building Fire at 9 Riverside Drive

19 55 From: Chief Thomas L. McPherson Jr. - Windham Fire Department
Re: Thank You - Mutual Aid Assistance – Three-Alarm Residential
Building Fire on Allen Road

Reports:

19 56 Departmental Detail Expenditures Report
REGULAR AGENDA:

Staff Reports:

19 57 A. Chief Rhodes
     B. Assistant Chief Walker

Discussion:

19 58 Local 789

Old Business:

16 56 Station 3 / Spit Brook Road Station Addition Update
16 110 Strategic Planning Committee Update

New Business:

19 59 Authorization for Action: Station 6 – New Patch
19 60 Authorization for Action: Memorial Day – Columbus Day
     Uniform change request Shorts

Personnel:

19 61 Personnel Item A
19 61 Personnel Item B
19 61 Personnel Item C

Date and Location of Next BFC Meeting:

Monday June 3, 2019, 5:30 PM at 177 Lake St Training Classroom

May 22, 2019, 6:00 Reception, 7:00 NFR Awards/Recognition, Nashua Community College

05/03/19 kmc/arb
CITY OF NASHUA
BOARD OF FIRE COMMISSIONERS
MEETING MINUTES
APRIL 1, 2019

MEMBERS PRESENT:
Kevin Burgess
Kevin Gage
Paul Garant
Ken Marquis
Anthony Patti

STAFF PRESENT:
Chief Brian D. Rhodes
Assistant Chief George A. Walker

OTHERS PRESENT:
Deputy Fire Chief Steve Buxton
Deputy Fire Chief Glen MacDonald
Captain Mark Wholey
President of Local #789 - John McAllister
Alderwoman Melizzi-Golja

THE MEETING CAME TO ORDER AT 5:30 PM

All stood as Commissioner Gage lead The Pledge of Allegiance.

A Moment of Silence was held for all recent deaths and all those lost.

PUBLIC COMMENT

No discussion

CONSENT AGENDA

Approval of Minutes

March 4, 2019 Regular Meeting

Motion by Commissioner Gage to accept meeting minutes and place on file
Seconded by Commissioner Patti
Vote: passed 5-yes

Departmental Detail Expenditures Report

No discussion

Accidents (1)

No discussion
REGULAR AGENDA

Staff Reports

A. Chief Rhodes  
Motion by Commissioner Marquis to accept Chief Rhodes’ report as presented and place on file
Seconded by Commissioner Burgess
Vote: passed 5-yes

B. Assistant Chief Walker  
Motion by Commissioner Marquis to accept Assistant Chief Walker’s report as presented and place on file
Seconded by Commissioner Patti
Vote: passed 5-yes

Discussions

Local 789  
President John McAllister spoke for the Local 789’s grievance on Article 28 (Military Leave Policy)

OLD BUSINESS

Spit Brook Road/Station 3 Addition Update  
No discussion

Strategic Planning Committee Update  
The Strategic Planning Committee will be presenting to the Planning & Economic Development Committee and then on to the Board of Aldermen.
There are no more meetings scheduled for the Strategic Planning Committee at this time.

NEW BUSINESS

Authorization for Action: Personnel  
Motion by Commissioner Patti to table
Seconded by Commissioner Marquis
Vote: passed 5-yes

Authorization for Action: New Decal – Hazmat Truck  
Motion by Commissioner Gage to approve the New SMART Team Logo and New Decal for the Hazmat Truck
Seconded by Commissioner Patti
Vote: passed 5-yes

Authorization for Action: New Vest  
Motion by Commissioner Gage to approve the New Vest into the rules and regulations for approved garments
Seconded by Commissioner Patti
Vote: passed 5-yes

04/30/19 kmc
PERSONNEL ITEMS

Personnel Item

Motion by Commissioner Gage to accept and place on file
Seconded by Commissioner Patti
Vote: passed 5-yes

Personnel Item

Motion by Commissioner Gage to accept with regret and place on file
Seconded by Commissioner Patti
Vote: passed 5-yes

Personnel Item

Motion by Commissioner Gage to accept with regret and place on file
Seconded by Commissioner Patti
Vote: passed 5-yes

Personnel Item

Motion by Commissioner Gage to table to allow further investigation by the board and administration
Seconded by Commissioner Burgess
Vote: passed 5-yes

NON-PUBLIC SESSION

Motion by Commissioner Patti at 5:50 PM to enter into non-public session in accordance pursuant to N.H. RSA 91-A:3, subsection 2C by roll call, which is required, to discuss matters which, if discussed in public, could adversely affect the reputation of any person other than a member of this public body itself, unless that person requests an open meeting.
Seconded by Commissioner Gage
Vote: passed 5-yes – by roll call

Motion by Commissioner Gage that the Board comes out of non-public session at 6:45 PM
Seconded by Commissioner Burgess
Vote: passed 5-yes

Authorization for Action: Personnel

Motion by Commissioner Gage to have the Board direct the administration to further look into the options for replacing Dispatcher Walley and report back to the Chair of the Commission.
Seconded by Commissioner Marquis
Vote: passed 5-yes
MOTION TO ADJOURN

Motion by Commissioner Gage to adjourn the meeting at 6:46 PM
Seconded by Commissioner Patti
Vote: passed 5-yes

TIME AND LOCATION OF NEXT MEETING:
Monday May 6, 2019, 5:30 pm
at 177 Lake Street, Classroom

Dates and Locations of Other Events/Meetings:

Wednesday, May 22, 2018
Nashua Fire Rescue Recognition Night
Nashua Community College
Judd Gregg Auditorium
505 Amherst St.
6:00pm-7:00pm Reception
7:00pm-9:00pm Ceremony
CITY OF NASHUA
BOARD OF FIRE COMMISSIONERS
SPECIAL MEETING MINUTES
APRIL 16, 2019

MEMBERS PRESENT:
Kevin Burgess
Kevin Gage
Paul Garant
Ken Marquis
Anthony Patti

STAFF PRESENT:
Chief Brian D. Rhodes
Assistant Chief George A. Walker

OTHERS PRESENT:
Larry Budreau, Director of Human Resources

The meeting came to order at 5:34 PM in the conference room of the East Hollis Street Head Quarters.

Commissioner Patti called roll.

The meeting was to discuss and resolve an issue relative to a grievance. It will be discussed in a NON-PUBLIC SESSION.

NON-PUBLIC SESSION

Motion by Commissioner Gage at 5:36 PM to enter into non-public session in accordance pursuant to N.H. RSA 91-A:3, subsection 2C by roll call, which is required, to discuss matters which, if discussed in public, could adversely affect the reputation of any person other than a member of this public body itself, unless that person requests an open meeting.
Seconded by Commissioner Marquis
Vote: passed 5-yes – by roll call

Motion by Commissioner Garant that the Board comes out of non-public session at 6:35 PM
Seconded by Commissioner Patti
Vote: passed 5-yes

Motion by Commissioner Gage to deny Local 789’s grievance regarding Military Pay since the individual has been made whole at this time
Seconded by Commissioner Burgess
Vote: passed 5-yes
Motion by Commissioner Gage to seal the minutes of the Non-Public session, by roll call, until such time as the board approves its release. The reason for sealing the minutes is that divulgence of this information could adversely affect the reputation of a person other than a member of the board.
Seconded by Commissioner Burgess
Vote: passed 5-yes

MOTION TO ADJOURN

Motion by Commissioner Marquis to adjourn the meeting at 6:36 PM
Seconded by Commissioner Gage
Vote: passed 5-yes

TIME AND LOCATION OF NEXT MEETING:

Monday May 6, 2019, 5:30 pm
at 177 Lake Street, Classroom

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Wednesday, May 22, 2018
Nashua Fire Rescue Recognition Night
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Judd Gregg Auditorium
505 Amherst St.
6:00pm-7:00pm Reception
7:00pm-9:00pm Ceremony
Brian,

The Department of Merrimack Fire Rescue would like to thank the Nashua Fire Department for their assistance at the recent building fire at 9 Riverside Drive.

We appreciate the Nashua Fire Department's resource of an engine to the fire scene.

Sincerely,

Michael P. Carrier
Fire Chief
Merrimack Fire Rescue
April 4, 2019

Chief Brian Rhodes
Nashua Fire-Rescue
70 East Hollis Street
Nashua, NH 03060

Re: Structure Fire #10 Allen Road

Dear Chief Rhodes,

I would like to thank you, Deputy Chief Gerhard and the members of your department who provided assistance to us on Wednesday April 3, 2019 at approximately 5:45 PM with a 3-alarm residential building fire on Allen Road.

This fire presented many challenges such as; location of the residence, the lack of access to a nearby water supply, the extreme hoarding conditions throughout the perimeter of the property, high winds and a delay in the notification to 9-1-1 due to the homeowner attempting to self-extinguish.

With the assistance of your department and all our mutual aid partners, we were able to cut off the bulk of the fire from the main residence.

Thank you again for the assistance your department provided us. Please know that our department stands ready to assist you whenever needed.

Sincerely,

Thomas L. McPherson Jr.
Fire Chief
## 51 SALARIES & WAGES

<table>
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<tr>
<th>Code</th>
<th>Description</th>
<th>Budget 1000</th>
<th>Available Budget 1000</th>
<th>Enc/Commit</th>
<th>MTD Expended 1000</th>
<th>YTD Expended 1000</th>
<th>Amount Remaining 1000</th>
<th>% Used</th>
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<td>WAGES ELECTED OFFICIALS</td>
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$ 15,681,796.00 $ 15,727,637.24 $ - $ 1,081,550.49 $ 12,608,603.43 $ 3,119,033.81 80.17 %

## 52 FRINGE BENEFITS

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<tr>
<th>Code</th>
<th>Description</th>
<th>Budget 1000</th>
<th>Available Budget 1000</th>
<th>Enc/Commit</th>
<th>MTD Expended 1000</th>
<th>YTD Expended 1000</th>
<th>Amount Remaining 1000</th>
<th>% Used</th>
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$ 7,923,668.00 $ 7,923,668.00 $ - $ 580,848.64 $ 6,571,425.15 $ 1,352,242.85 82.93 %

## 53 PROFESSIONAL & TECHNICAL SERVICES

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<tr>
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<th>Description</th>
<th>Budget 1000</th>
<th>Available Budget 1000</th>
<th>Enc/Commit</th>
<th>MTD Expended 1000</th>
<th>YTD Expended 1000</th>
<th>Amount Remaining 1000</th>
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<td>7,791.20</td>
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<td>4,500.00</td>
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<td>151.32</td>
<td>1,920.82</td>
<td>2,579.18</td>
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$ 32,500.00 $ 32,500.00 $ - $ 2,355.72 $ 9,712.02 $ 22,787.98 29.88 %

## 54 PROPERTY SERVICES

<table>
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<tr>
<th>Code</th>
<th>Description</th>
<th>Budget 1000</th>
<th>Available Budget 1000</th>
<th>Enc/Commit</th>
<th>MTD Expended 1000</th>
<th>YTD Expended 1000</th>
<th>Amount Remaining 1000</th>
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<td>54114</td>
<td>HEATING GAS</td>
<td>65,750.00</td>
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<td>603.00</td>
<td>89.00</td>
<td>2,165.00</td>
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<td>1000 GENERAL FUND</td>
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<td>AVAILABLE BUDGET</td>
<td>ENC/COMMIT</td>
<td>MTD EXPENDED</td>
<td>YTD EXPENDED</td>
<td>AMOUNT REMAINING</td>
<td>% USED</td>
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<tr>
<td>54 PROPERTY SERVICES</td>
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<td>54450 OFFICE EQUIP REPAIRS &amp; MAINTENANCE</td>
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<td>19,925.94</td>
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<td><strong>$348,670.00</strong></td>
<td><strong>$7,146.41</strong></td>
<td><strong>$41,445.65</strong></td>
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<td>55 OTHER SERVICES</td>
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<td>55200 DUES AND MEMBERSHIPS</td>
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<td>1,364.00</td>
<td>(564.00)</td>
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<td>30.00</td>
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<td>55400 CONFERENCES AND SEMINARS</td>
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<td>3,769.00</td>
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<td>55421 EMPLOYEE TRAINING &amp; CERTIFICATIONS</td>
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<td>2,700.00</td>
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<td>473.22</td>
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<td><strong>$33,633.00</strong></td>
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<td><strong>$1,206.35</strong></td>
<td><strong>$25,468.00</strong></td>
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<td><strong>75.72%</strong></td>
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<td>61 SUPPLIES &amp; MATERIALS</td>
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### GENERAL FUND - DEPARTMENTAL DETAIL EXPENDITURES REPORT

**CITY OF NASHUA, NEW HAMPSHIRE**  
**FISCAL YEAR 2019**  
**THROUGH APRIL 30, 2019**

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To: Chairman Paul Garant / BFC
From: Brian D. Rhodes, Chief of Department
Date: April 30, 2019
Re: April Commission Meeting Staff Report

Administrative Meetings/Activities: Attended the NH Assoc. of Fire Chiefs Monthly meeting, attended Safe Stations Stakeholders Meeting. Attended IAFC Meeting in Providence, RI, hosted Nashua Chamber LGN class on the 4th, negotiations with Local on the 12th and 22nd, Pre-bid meeting for new Ambulance Contract on the 10th, bids opened on the 26th, met with Risk Mgr., and members of Local for discussion on PTSD on the 23rd, monthly meeting with NPD 2nd shift supervisors and Deputy Testaverde on the 29th, Safe Station senior stakeholder group met with DHHS Commissioner and reps from Granite Pathways re: issues we are having providing consistent care to those who come requesting assistance with alcoholism. Represented NFR at Nashua Rotary Meeting on the 29th.

FY 19 Budget Update: 44 weeks of FY 19 have been completed and the attachment details our status.

NFR Activity Summary: To date members responded to XXX calls for service in April as of the writing of this report. (I will verbally report)

Good of the Department: All of our new hires for Dispatch have completed training and are in the rotation, Congratulations to Local 789 on their 75th Anniversary. Retiree’s Annual Dinner was well attended, thank you to members of Station 2 for their assistance.

Project Updates: New grant funded vehicle is well along in production and on schedule.

Personnel Items:

Grievance Status:

Next Meeting: June 3, 2019

Respectfully submitted,

Brian D. Rhodes
Chief of Department
To: Chief of Department Rhodes  
Chairman Paul Garant/ BFC  
From: Assistant Chief Walker  
Date: May 3, 2019  
Re: April 2019 Fire Commission Report

TRAINING / SAFETY DIVISION

A Dive Tender Class was conducted the last week of April on all 4 groups. The training Division conducted RIT training at the house on West Hobart St. Training burns, are tentatively scheduled for May 7 & 8, 2019, weather depending.

FIRE MARSHAL

The fire marshal office continues to handle inspections and new construction plans. They are down to 2 inspectors with the retirement of Asst. Supt. Dan Teague. The testing process to replace Inspector Teague is underway, with a test date of May 30, 2019.

FIRE ALARM

The fire alarm division continues to train on the new REDNMX Cad System in preparation for a tentative go live date. We are making progress on some of the modules need for a go live start. We anticipate a mid-May to June 1, 2019 go live start. Our dispatch division is a full capacity with the final dispatcher Charles Brisk starting in the rotation on Sunday May 5, 2019.

MECHANICAL

Mechanics continue on preventative maintenance on all apparatus and department vehicles.

FACILITIES

All facilities are in good shape. RFP Re Bids for the Lake St HVAC/Domestic Hot water has gone out on Wednesday May 3, 2019. Contractor has indicated the arrival of Stations 5 cabinets. Working out the install date. Working with Beaulieu Roofing to make repair to the flashing and gutters at Station 1.

EXPENDITURES

No expenditures.
MEETING / NOTABLE Events

- NHAFC meeting
- NHRS Board of Trustee Meeting
- NHRS Benefits and PPCC Meetings
- NFR Staff meeting
- We have completed 82% of the FY 2019 budget
- HVAC RFP Re Bid
- Ambulance bid opening
- Mayor/HHS Commissioner meeting.

Respectfully Submitted,

George A. Walker
Assistant Fire Chief
To: Board of Fire Commission  
Re: Station 6 Patch  
Date: April 30, 2019

Dear Commission,

As the Station Captain at Conant Road I am submitting the enclosed new Station Patch for your approval.

As a reference, the patch is a replica of the original Station Patch from the 1970’s with a few minor changes.

On the new design we removed a halligan tool that was balanced on the head of the eagle (we were unable to determine the significance of this) and we also removed the 2 crossed rifles in the middle of the design and replaced them with 6 stars, representing Station 6.

I would also make you aware that the coloring that appears purple in the middle of the design is actually blue.

If you have any questions regarding this request please contact me.

Respectfully submitted,

Captain Robert Barrows

Captain Robert Barrows  
Engine Company 6  
Nashua Fire Rescue  
(603)594-3636
To: Board of Fire Commission  
From: President John McAllister  
Date May 1, 2019  
Re: Uniform Request

Dear Board of Fire Commission,

At the request of the members of Local 789 I write this letter to seek a change to the current Uniform Policy. With the new knowledge of the risks of cancer in our profession we are now wearing our fully encapsulating protective clothing more than ever before. Due to these changes, I would request that the members of Local 789 be allowed to wear uniform shorts between Memorial Day and Columbus Day.

Studies have shown that protective clothing restricts evaporative heat loss through decreased water vapor permeability, thus the evaporative heat loss required to maintain a thermal steady state can exceed the maximal evaporative capacity of the environment and create a condition of un-compensable heat-stress. In addition increased skin perfusion in response to the thermal strain during work creates an additional demand on the cardiovascular system. An increase in body temperature places an additional strain on the heart to pump greater volumes of blood to the skin to promote heat loss to the environment. Uniform Shorts will reduce the heat stress of wearing protective clothing as well as reduce the strain on the heart and the risk of heart attack.

Recent evidence from the New York City Fire Department has shown that the replacement of the duty uniform long pants and shirt worn under the bunker clothing with shorts and a T-shirt did not increase the incidence of burn injury. In addition, their analyses revealed that medical leave for heat exhaustion also decreased when shorts and T-shirt were worn under the bunker clothing.

In conclusion Local 789 appreciates your consideration on this matter.

Respectfully Submitted,

[Signature]

John McAllister-President  
Nashua Firefighters Association  
IAFF Local 789