



City of Nashua

229 Main Street - Nashua, NH 03060

Personnel Advisory Board - Meeting Minutes

September 6, 2018 – 7:30 AM
Room 114 – City Hall

Personnel Advisory Board Members Present: Carol Baldwin, Sheila Kabat

City staff members present: Larry Budreau, HR Director, Deputy Police Chief Michael Carignan, Elaine Marcum, Administrative Project Specialist (NPD)

Others present: Nashua Police Commission (Nicholas Dahl, Matthew Plante, James Tollner)

Meeting called to order at 7:30 AM. Larry Budreau introduced Resolution R-18-066 and asked the PAB to consider the resolution and present their view which he would convey to the Personnel / Administrative Affairs Committee on September 10.

PAB sought input from attendees – Jim Tollner discussed his and the Commission's involvement / concern – he recommended that R-18-066 be amended in its entirety and replaced with an amendment to the current language in the Unaffiliated Employees Personnel Policy as follows:

Amend Unaffiliated Employees Personnel Policies Section B. 3. Sick Leave by deleting the ~~redlined~~ language and adding the **bold** language in paragraphs 4 & 5.

*Accrual Maximum & Retirement Payout - Employees hired prior to July ~~1995~~**2001** may accrue up to a maximum of ninety (90) days of sick leave and will receive a payout of one hundred percent (100%) of their sick leave balance upon retirement from the City.*

*Employees hired on or after July 1, ~~1995~~**2001** can accrue an unlimited amount of sick leave and are eligible to receive a payout of twenty percent (20%) of their unused sick leave balance upon retirement.*

Carol Baldwin, Sheila Kabat, Nicholas Dahl, Matthew Plante, and James Tollner spoke to the matter. Matthew Plante noted that an exclusion for Nashua Fire Rescue personnel had been made in the new Unaffiliated Policy. No one supported retroactive grandfathering.

Conclusion: The Personnel Advisory Board unanimously recommend that R-18-066 be amended in its entirety and replaced with the language that was provided by Commissioner Tollner.

Meeting adjourned at 8 AM

Respectfully submitted,

LDB

Larry Budreau, Human Resources Director