

Board of Public Works
Non Public Personnel Meeting Minutes (unsealed at the 3/24/22 BPW Meeting)

February 24, 2022

Members Present:

Mayor James Donchess, Chair
Commissioner Kevin S. Moriarty, Vice Chair
Commissioner Shannon Schoneman
Commissioner June Lemen
Commissioner Paul Shea

Also Present:

Lisa Fauteux, Director of Public Works
Andy Patrician, Assistant Director of Public Works

Director Fauteux explained that recently when Kellie DeSimone left the City, it gave us the opportunity to take another look at Recreation. When we were looking for a new Superintendent, we were unable find anyone who had the Parks Background and also a Recreation background. After doing some research, we found that in most other communities the Recreation Department is separate from the Parks Department.

Nashua currently has a much smaller Recreation team than most other cities its size. Concord has 6 people in their Recreation Department which allows them to do much more. We also don't have a recreation building which is unusual for a community our size - even smaller communities like Merrimack have one. There are a number of activities we haven't done that we'd like to do like a Winterfest or Winter Carnival or a Summer Waterfest. We'd also like to get people down to the river which we haven't been able to do. We'd like to do more programming in the parks and more activities for those over 40 years old.

The Director said she had worked in the Concord Recreation Department before and during college and ran their summer recreation program. She said it is really important to provide activities for kids in the summer – for some kids, just walking down to our pools constitutes their entire summer. We do have a huge asset in Lauren Byers – her writing, creativity, speaking – she's such a huge asset and a very energetic individual. She worked for the School Department for a number of years, is great with kids, and ran special events like the prom. We'd like to do a Recreation Reorganization and change Lauren Byers' position to be in charge of the Recreation program while keeping the two other current Recreation positions.

After doing some research we're proposing increasing the salary for the Recreation Program Manager position and also increasing the salary for the Program Coordinator.

Current	Proposed
<i>Public Relations Administrator</i>	<i>Communications and Recreation Administrator</i>
Unaffiliated	Unaffiliated
Grade 12, Step 8 - \$63,805.56	Grade 16, Step 3 - \$74,280.12
<i>Recreation Program Manager</i>	<i>Recreation Program Manager</i>
Unaffiliated	Unaffiliated
Grade 13, in between Step 6 & 7 - \$63,607.44	Grade 14 Step based on experience NTE current salary
<i>Program Coordinator</i>	<i>Program Coordinator</i>
UAW	UAW
Grade 11, Step 13 - \$42,722	Grade 12, Step 20 - \$50,533

Concord has 6 positions and a big Recreation Department. The Recreation Director makes \$82,000 and \$119,000 which is more equivalent to our Superintendent positions. Recreation is separate from Parks. Their Recreation Assistant, which is closer to our Program Coordinator position, makes \$41-59,000. Their Recreation Supervisor makes between \$61-88,000. We looked at smaller communities like Portsmouth where their Recreation Supervisor, which is closer to our Program Coordinator if you look at the job description, makes \$56,000 a year. We're still lower than a lot of communities but it will help us get qualified staff and help us get it to where Recreation needs to be for a community like Nashua. The additional funding for the Communication and Recreation Administrator we have in Park overtime so we don't need additional funds. For the Program Coordinator increase, we've had vacancies which could fund it through June and then we'd just need to fund it appropriately for next year.

Motion: Commissioner Shea moves to approve the plan as presented.

MOTION CARRIED: Unanimously

Motion: Commissioner Moriarty moved that the Board of Public Works come out of non-public session.

MOTION CARRIED: Unanimously