

## PERSONNEL/ADMINISTRATIVE AFFAIRS COMMITTEE

APRIL 5, 2021

A meeting of the Personnel/Administrative Affairs Committee was held Monday, April 5, 2021, at 7:00 p.m. in via teleconference.

### Chairwoman Caron

As Chairman of the Personnel/Administrative Affairs Committee, I find that due to the State of Emergency declared by the Governor as a result of the COVID-19 pandemic and in accordance with the Governor's Emergency Order #12 pursuant to Executive Order 2020-04, this public body is authorized to meet electronically.

Please note that there is no physical location to observe and listen contemporaneously to this meeting, which was authorized pursuant to the Governor's Emergency Order. However, in accordance with the Emergency Order, I am confirming that we are:

Providing public access to the meeting by telephone, with additional access possibilities by video or other electronic means:

We are utilizing Zoom and the meeting link can be found on the agenda as well as on the City's website.

You can also join by telephone by dialing: 1-929-205-6099; Meeting ID: 870 0295 5230 and Passcode: 999999. The Public may also view this meeting on Comcast Channel 16.

We previously gave notice to the public of the necessary information for accessing the meeting, through public postings. Instructions have also been provided on the City of Nashua's website at [www.nashuanh.gov](http://www.nashuanh.gov) and publicly noticed at City Hall and the Nashua Public Library.

If anyone has a problem accessing the meeting via phone or Channel 16, please call 603-821-2049 and they will help you connect.

In the event the public is unable to access the meeting via the methods mentioned above, the meeting will be adjourned and rescheduled. Please note that all votes that are taken during this meeting shall be done by roll call vote.

Let's start the meeting by taking a roll call attendance. When each member states their presence, please also state whether there is anyone in the room with you during this meeting, which is required under the Right-To-Know Law.

Alderwoman Kelly called the roll and asked them to state the reason he or she could not attend, confirmed that they could hear the proceedings, and stated who was present with him or her.

The roll call was taken with 5 members of the Personnel/Administrative Affairs Committee present:

Chairman June M. Caron presided.

Members of the Committee present: Alderman June M. Caron  
Alderman-at-Large Ben Clemons, Vice Chair  
Alderman Thomas Lopez  
Alderwoman-at-Large Shoshanna Kelly  
Alderman Skip Cleaver

Also in Attendance: Alderman Patricia Klee  
Alderman Jan Schmidt  
Mayor Jim Donchess  
Doria Brown, Energy Manager

### ROLL CALL

#### Alderman Clemons

Thank you. I am here, I can hear everyone and I am by myself in the room.

#### Alderman Lopez

I am here, I can hear and see everybody and there's nobody in the room with me.

#### Alderwoman Kelly

Alderwoman Kelly is here, I am alone and I can hear everyone.

#### Alderman Cleaver

I'm here and I am with my daughter. I can hear everyone.

#### Chairman Caron

I am here, I am alone and I can hear everyone.

#### Alderwoman Kelly

All members are present. Also in attendance I see Mayor Jim Donchess, we have Alderman Klee, Alderman Schmidt with us and I believe Energy & Environment Manager Doria Brown. I also wanted to note I think you didn't think Cole Morgan could make it but he is on as well.

#### Chairman Caron

Thank you very much. Do we have anyone in the public that would like to speak before this Committee?

#### Alderwoman Kelly

I don't see any of the public present.

#### Chairman Caron

Thank you.

PUBLIC COMMENT - No

COMMUNICATIONS - None

Chairman Caron

We will begin with the interviews. Mayor Donchess, are you there? Should we start with Cole Morgan?

INTERVIEWS

Cole Morgan (new appointment)  
20 Lock Street  
Nashua, NH 03064

Term to Expire: March 31, 2024

Mayor Donchess

Yes, Madam Chair. It is nice to come before you. And as on other occasions, I have several nominations that I wish to present to you tonight. The first, as you suggested, is Cole Morgan who I am nominating for the Cable TV Advisory Board. Cole is an entrepreneur in Nashua who is tech-savvy. He is currently the CEO of Stage Connect which is a New England based tech startup. He has worked in a number of media related enterprises, in film, in web, in technology, doing live events, streaming events. Therefore, he is well suited for the Cable TV Advisory Board. He has definitely expressed an interest. He lives on French Hill and I will turn you over to Mr. Morgan to just give you a brief overview as to why he is interested in the Cable TV Advisory Board and how his background may assist him in serving on that Committee.

Chairman Caron

OK thank you. Mr. Morgan?

Cole Morgan Thank you Mr. Mayor. So I am interested in being on the Committee primarily to further Nashua's connectivity; to spread high speed broadband and potentially look into opening a municipal broadband company here in Nashua. Over 50% of the United States doesn't have access to broadband internet; just kind of a fun fact. I want to make sure that everyone in Nashua, regardless of income, location, business or citizen, has access to some of the highest speed internet in the country. I think that's going to give the residents here the highest possible leg up and chance to compete on a global scale.

Chairman Caron

OK, do we have anyone from the Committee who has any questions for Mr. Morgan?

Alderwoman Kelly

Alderman Lopez?

Alderman Lopez

I want to thank you for volunteering and being interested in this. I know we have been talking for years about the potential for adding a more accessible broadband and Wi-Fi connectivity and I am glad that you see a path towards doing that. I am also pretty familiar with your background at Makelt Labs and in professional as a business marketing person. I was pretty impressed by your efforts to pivot during the COVID-19 epidemic so that events could take place digitally. I think we really could have used that kind of mindset with regards to how we approached education and how we approach employment and other economic aspects.

So I am really looking forward to your contribution on the Cable Television Advisory Board. Is it within that Committee's specific range, I guess, mission to focus on this or is that just an initial step towards public service?

Mayor Donchess

Well one of the principal tasks of the Cable TV Advisory Board and the reason it is gearing up now is that the new contract with Comcast is being negotiated. And that's for Cable TV. But, of course, Comcast is also an internet provider. The other in that being Fairpoint or Consolidated Communications. But certainly as an internet provider, the Committee can discuss with Comcast, as an internet provider, the internet and the broadband that they do provide and hopefully advance the availability of broadband as Mr. Morgan has discussed.

Alderman Lopez

Follow up if I may?

Chairman Caron

Yes, you may.

Alderman Lopez

If they are negotiating that, are we still going to have to be in this marriage to Comcast exclusively or can we look at Verizon or anybody at all?

Mayor Donchess

Well you are going to have to get the full legal landscape from someone else. But the City's discretion regarding rates and things like that is really controlled by Federal Law that gives the cable providers exclusive right to set whatever rate they want. So they have a lot of latitude and a lot of discretion under Federal Law. But they have to go through the licensing procedure and during that time any issues pertaining to Comcast can be raised and sometimes get resolved. There are other potential bidders, other people can bid for this to be the internet provider, but because of the advantage, as I understand it, and I think Andrew Cernota who is Chair of the Committee knows most about this and he could brief you if you wanted him to come in. But he's been through several negotiations, several contracts. The Federal Law gives them, the cable TV company, advantages. And Comcast has the inside track when it comes to bidding because they have all the hardware in place. This would have to be built from scratch by someone else if there were going to be competitor. So I think to get more than that, Mr. Andrew Cernota knows a lot about this and he can give you more details.

Alderman Lopez

OK, well relative to Mr. Morgan, you carry our hopes and prayers. Please do good on this Committee. This is definitely an area we could see future development for and we definitely need much more planning for. I think it will go hand-in-hand with our future Master Planning effort too, having better internet and cable infrastructure would make, dare I say it, an amazing marriage. Thank you.

Chairman Caron

OK, anyone else?

Alderwoman Kelly

Alderman Klee?

Chairman Caron

OK, no one else from the Committee?

Alderwoman Kelly

I don't see anyone's hands up. So as long as I am not missing anyone.

Chairman Caron

OK. Thank you.

Alderman Klee

Thank you, Madam Chairwoman. I want to put my two cents in about Mr. Morgan. He is a constituent but I have also watched him step up and volunteer and do so much good. Truthfully, this pandemic has shown us how many holes we truly have, even in the City of Nashua, when it comes to our Cable TV and those who need it and don't have access to it. United Way stepped up with all the hot spots and so on, but we need a lot more than that. Hotspots were just not good enough and I feel with his heart and soul that Mr. Morgan is one of those people that will ensure that those who need it, and truthfully for my Ward, the majority of those people were in French Hill, right around his neighbors to the left and right and back and front of him. So he has a vested interest right there; he will have people knocking on his door. So I think it's a good fit and I am very proud that he will be representing Ward 3 on this Committee. So thank you.

Chairman Caron

OK. Thank you. So Mr. Cole thank you so much for your willingness to volunteer on this particular Committee and the Personnel Committee will take up your vote later on in the meeting. Thank you. Mayor, you're up, Taylor Barry.

Taylor Barry (new appointment)  
33 Wellman Avenue  
Nashua, NH 03064

Term to Expire: April 30, 2022

Dante Castellano (new appointment)  
4 Bicentennial Drive  
Nashua, NH 03062

Term to Expire: April 30, 2022

Mayor Donchess

Yes thank you Madam Chair. So next I have nominated two young people to the Energy & Environment Committee. Taylor Barry who is a student at Nashua North as well as Dante Castellano who is a student at Nashua South. Both have expressed an interest in the Environment & Energy Committee and have worked with Doria Brown, the Energy Manager who is also on the call or on the meeting. I will ask Doria, if she doesn't mind, to give you any further detail regarding her work with our two students. I just wanted to say I appreciate their willingness to become involved. It is great when young people want to get involved, particularly in environmental issues like this. So we really appreciate their interest. And with that, I think Doria is here and I would ask her to add anything that she may have.

Doria Brown, Energy Manager

So the first thing that I have to say about these two young leaders is one word, three letters, WOW. So these two are extremely impressive. So Taylor Barry actually started her Green Team in Middle School. She has led all the efforts to green up the school that she was at. And Dante Castellano is leading our local tree planting this earth month which is equally amazing.

They have been attending Environment & Energy Committees for the past 2 or 3 months. They have been very helpful in planning this month's Earth Month activities and our Roundtable Event. I am extremely excited to have them on the Committee for the next year as our Student Chairs.

Chairman Caron

OK. Thank you. Is Taylor Barry on the line so she could give us a little background?

Taylor Barry Yes, I am. So hi, I am Taylor. I am 15 and I am a freshman at Nashua North. I would like to apply to be the Nashua North Representative on the Nashua Energy & Environment Committee because I feel as though I have a lot of experience on the topic and I can help make a positive impact and provide a different perspective on the Committee. Like Doria said, when I was in 7<sup>th</sup> Grade, I founded the Green Teams at Pennichuck Middle School. And two of the main projects that we worked on was rebooting the school's recycling system and restoring the school garden. I've also participated in the Fridays for Future Movement which is when a few friends and I raised awareness about the climate crisis. And I led a movement in my neighborhood to pick up trash to reduce pollution. I've also joined the Green Club at Nashua North, and again, I hope that I will be able to join the Nashua Energy & Environmental Committee. I know I can work to make Nashua a better place.

Chairman Caron

OK. Thank you Taylor. Is there anyone from the Personnel Committee who has any questions for Ms. Barry?

Alderman Kelly

I would like to speak please.

Chairman Caron

Certainly. Alderman Kelly?

Alderman Kelly

Thank you. I just want to thank both you and Dante for coming forward. I know I have had the pleasure to work with both of you on the Energy & Environment Committee. I think it is really great overall that we are putting young people on this Board, because we are going to be the ones that inherit whatever is done now. So thank you for being involved early and being willing to step up now.

Ms. Barry You're welcome. Thank you.

Chairman Caron

Anyone else?

Alderman Klee

Mr. Clemons is ... Alderman Clemons' hand was up.

Chairman Caron

Alderman Clemons, you can come in before I finish.

Alderman Clemons

Thank you. I just want to say to both candidates, thank you very much for your time and your passion to the cause. I think it is great when folks that are your age show an interest in the City. I think that we are going to be served well by you both. So thank you for coming forward.

Chairman Caron

Thank you Alderman Clemons. OK, so Ms. Barry, as the previous speaker, you will be coming up for our approval later on in our meeting. I too would like to thank you. It is gratifying to know that young people are interested in what is going on within their City because when it comes down the field, you will be representing the City and all we do; good, bad or indifferent. So I think it's wonderful that you are willing to step up and learn at a young age. Thank you.

Now is Dante Castellano on the line as well?

Dante Castellano Yes. So should I go?

Mayor Donchess

Yes, go ahead.

Chairman Caron

Yes you may.

Mr. Castellano Alright, so my name is Dante Castellano, I am a freshman at Nashua South. I am also 15. And kind of once the pandemic began is when I became more interested in the environment. I wasn't super involved in Middle School really. But over the summer, I got more involved in stuff like that. Sometimes I pick up trash and stuff like that. But I actually became part of the Project Green Schools National Youth Counsel. I applied, I think it was late summer, but the meetings started in September I believe and it is like once a month meetings. We are basically just a group where we are supposed to meet, it is like kids from different parts of the country, they talk about and there are (audio cuts out). We basically just learn about different environment topics and sometimes they want us to try to do mini-projects.

The project that I am working on that I actually learned about from the National Youth Counsel, I am helping host a tree planting event on April 17<sup>th</sup> in Nashua through a non-profit we've called "Tree-Plenish". I actually learned about Tree-Plenish at the National Youth Council Meeting. And they basically try to help students like approximately offset they say their school's paper usage. So with that, our goal is 275 trees to have planted and we are planning on having at least, I think, 304 planted. That's not just on April 17<sup>th</sup> but that's like when the main event is happening. And then other than that I am part of Planet Earth Club at Nashua South which is kind of new this year, I mean it was happening before, but a lot of kids left I guess or there's just kind of a lot of new people in it. Technically I am considered like master researcher on there but I am just considered an officer on the club; it's not a

huge club but it's definitely fun. I also enjoy volunteering and helping out the environment in any way possible and I look forward to the future to help to make some changes. I am also interested in politics so it kind of ties in everything like that. So thank you.

Chairman Caron

Thank you. Is there anyone from the Personnel Committee who has any questions for Dante?

Alderman Kelly

I would like to speak and Alderman Lopez is waving his hand aggressively.

Chairman Caron

OK well Alderman Kelly you go first and then Alderman Lopez.

Alderman Kelly

Thank you. Dante thank you for that background. I, again, wanted to say the same thing as I was saying before, I appreciate you guys being involved, it is really important to have young people involved. And I just wanted to shout out your love for getting paper use down because Doria and I have talked about this quite a bit. So I hope that when you join the Committee we can work on that together because I think it is really important. And I know that pandemic life has probably helped us a bit in that area but let's keep going. So thank you. Alderman Lopez?

Alderman Lopez

Thank you. So first to Taylor and Dante, I wanted to say I am grateful that you guys are willing to serve and I am looking forward to your contribution. I also wanted to note since several of the Committee members noticed it, I just switched my computer over from my phone, that is why my background was, in fact, a dumpster fire, it had nothing to do with you guys. It was probably more symbolic of just my own bad timing. So I am looking forward to your contributions to the City and helping us with our carbon footprint, with recognizing the opportunities that environmental stewardship brings. We have had a lot in Ward 4 particularly of areas that have been cleared, for example the trees along the riverbank have been removed. And I know there's a lot of concern right now because Pennichuck has removed a number of trees, in order ironically, to build a solar farm. So Nashua needs its green space, Nashua needs its environmental stewards and it is encouraging to see not only that we have more people joining that dialogue and that effort, but that you are young, that you are passionate and that you have ideas that are founded in data and research and that you are willing to make those ideas something that benefits the community. So thank you to both of you for being willing to step forward.

Chairman Caron

Thank you. Anyone else have any questions for Dante?

Alderman Kelly

I am trying to make sure I don't miss anyone this time; I don't see anyone.

Chairman Caron

OK so Dante, thank you for stepping up to the plate and your willingness to serve on this very important Committee. We didn't have that back when but it is nice to know that we have some young people that are willing to step up to the plate and look to the future. So your name will also be brought up later on in the Committee. So I thank you for doing that. Mayor, I also want to thank you for bringing some new and exciting young people onboard for these Committees; I think it is great. You are going to get some new ideas and that will work well for the City in the future.

I do have a question for you. Are you going to stay to have a conversation concerning the Ordinance for the Committee, the Ethnic Committee, the Cultural Committee, I'm sorry. Thank you. I understand that Alderman Lopez is looking to bring in an amendment and that he spoke to you about it. So I wondered if you were going to stay on.

Mayor Donchess

Well I was not going to because I think the proposal has broad support and I will let those other sponsors carry the ball. But I have spoken with Alderman Lopez regarding his idea, which I think is a good one. He would like to include a member of the deaf community as a member of the Cultural Connections Committee as well, which to me, it seems like a good idea. So we would like to get that participation. So I am certainly fully supportive of Alderman Lopez's idea.

Chairman Caron

OK so you have no problem with the amendment?

Mayor Donchess

No problem whatsoever. I think he's come up with a good suggestion.

Chairman Caron

OK, thank you very much Mayor again.

Mayor Donchess

Ok thank you.

Chairman Caron

You're welcome. OK on with the meeting.

APPLICATION TO LICENSE HAWKER'S, PEDDLER'S, ITINERANT VENDOR'S LICENSE - None

APPOINTMENTS BY THE MAYOR

**MOTION BY ALDERWOMAN KELLY TO RECOMMEND THE FOLLOWING CONFIRMATION APPOINTMENT TO THE CABLE TELEVISION ADVISORY COMMITTEE: COLE MORGAN WITH A TERM TO EXPIRE MARCH 31, 2024; THE FOLLOWING RE-APPOINTMENT TO THE CITIZENS ADVISORY COMMISSION: LISA TOURANGEAU WITH A TERM TO EXPIRE OCTOBER 1, 2023; THE FOLLOWING NEW APPOINTMENTS TO THE ENERGY AND ENVIRONMENT COMMITTEE: TAYLOR BARRY AND DANTE CASTELLANO BOTH WITH TERMS TO EXPIRE APRIL 30, 2022; THE FOLLOWING RE-APPOINTMENTS TO THE HISTORIC DISTRICT COMMISSION: WILLIAM SLIVINSKI WITH A TERM TO EXPIRE JUNE 30, 2022; MARIELLEN MACKAY AND ROBERT VORBACK BOTH WITH TERMS TO EXPIRE DECEMBER 31, 2023; AND CHRISTOPHER BARRETT**

**WITH A TERM TO EXPIRE JANUARY 31, 2024; AND THE FOLLOWING RE-APPOINTMENT TO THE ZONING BOARD OF ADJUSTMENT: NICHOLAS KANAKIS WITH A TERM TO EXPIRE SEPTEMBER 11, 2023, BY ROLL CALL.**

A viva voce roll call was taken which resulted as follows:

Yea:	Alderman Caron, Alderman Clemons, Aldermen Lopez, Alderman Kelly, Alderman Cleaver	5
Nay:		0

**MOTION CARRIED**

UNFINISHED BUSINESS - None

NEW BUSINESS – RESOLUTIONS

**R-21-125**

Endorsers: Alderman Jan Schmidt  
 Alderman-at-Large David C. Tencza  
 Alderman Linda Harriott-Gathright  
 Alderman Richard A. Dowd  
 Alderman Patricia Klee  
 Alderman-at-Large Michael B. O'Brien, Sr.  
 Alderman Skip Cleaver  
 Alderman-at-Large Ben Clemons  
 Alderman-at-Large Shoshanna Kelly  
 Alderman Thomas Lopez  
 Alderman June M. Caron  
 Alderman-at-Large Lori Wilshire

**SUPPORTING NONPARTISAN FAIR REDISTRICTING**

**MOTION BY ALDERWOMAN KELLY TO RECOMMEND FINAL PASSAGE OF R-21-125, BY ROLL CALL**

ON THE QUESTION

Chairman Caron

Alderman Schmidt, are you here since you are the sponsor of this Resolution.

Alderman Schmidt

I am here. Certainly I would be glad to, as well as Alderman Klee and also Alderman Cleaver. The three of us realized 10 years ago when the last re-districting happened that there were some very unusual things that happened because one party really wanted to take control of Ward 3, which of course is Alderman Klee's Ward. It was to be decided, originally, to divide with a town across the river in Hudson I believe, is that correct. And the problem, of course, is that Nashua is Nashua, we aren't Hudson. And the intent was to simply divide that Ward to make it less Democratic.

We found that, although we pushed really hard, we were able to keep Ward 3 whole in Nashua, we realized that the rest of the State really didn't have the same power that we did at that point and many places were divided and connected in strange ways. For instance, the Governor's Counsel, one of the

Districts goes from one side of the State completely over to the other. The intent was to capture all of one party so that the rest of the State could be of that party. And we want to make sure that doesn't happen again so we are asking the House and the Senate to make sure that this is done in a fair way. And basically that is all that we are asking at this point. Thank you.

Chairman Caron

OK thank you Alderman Schmidt. Alderwoman Klee, do you want to add to this particular Resolution since you signed on?

Alderman Klee

Yes, thank you, Madam Chairwoman. I am basically just going to echo what Alderwoman Schmidt had to say. I think it is important for Nashua to stay whole in general; whether it be Ward 3, whether it be Ward 1 or any of our bordering Wards. It could be Ward 7, it could be any of these things. It is extraordinary important I think for Nashua to stay as we keep saying "whole" within Nashua. We are a large enough community. I think that within in Nashua we are strong. We have a loud voice if this were to happen again. But I think in general, each of the communities needs to take a stance in the same way. We cannot allow this type of re-districting just to keep one party whole. It shouldn't be that way; I wish we had done more independent re-districting but that's not the way it is. So we need to take stances in other directions. So thank you very much.

Chairman Caron

OK. Alderman Cleaver since you are on the Personnel Committee, do you have anything to add?

Alderman Cleaver

Very important. Of course every 10 years we have re-districting. Every 10 years it becomes a problem and gerrymandering is in full swing. So we want to keep Nashua whole sort to speak. 27 times we have elected representatives from the Democratic Party and we want those Wards to be fairly represented. If they were Republican so be it, but it happens that we have Democrats in charge in our Wards and we don't want any division unnecessarily to divide up Nashua or any part thereof. So it is very, very important that we keep it whole and keep the 27 positions as they are.

Chairman Caron

OK thank you. Is there anyone else from the Personnel Committee that has any questions to any of the sponsors?

Alderwoman Kelly

I thought I saw Alderman Lopez's hand up and Alderman Clemons and myself.

Chairman Caron

OK Alderman Lopez.

Alderman Lopez

Yeah I have comments. With the re-districting or the way the districting is already done, I am concerned about gerrymandering too because gerrymandering can lead to gentrification. Nashua particularly has a lot of downtown, urban environments that are in some ways looked down upon by other parts of the City. I think they represent the diverse strength, multi-culturalism. This is where Nashua's heart and soul come from because of all the different types of people that are living here. And that can be misconstrued where different cultures can come together, but also different living situations and priorities.

We have already seen a vastly differing perception of how we should approach things like on-street parking where people who live here and live downtown are 100% - we need more on-street parking, we need to do this, we need to figure it out. And people who don't necessarily live downtown or even in the City are not in favor of that, are not urgently seeing that need. And that affects the decision-making and the rights of those residents to be able to advocate for what goes on in their own neighborhoods. Ward 4 has a very unusual shape; there's like a whole pseudo pod sticking into it from Ward 3 because at some point when they were districting, somebody decided to just completely go around Franklin Street and try to lump that in with Ward 3. And ultimately, in order to extend the population amount, they put together some very different universes. The Fairmont Street neighborhoods are very, very different from the Pine Street neighborhoods, both in terms of density of housing and in terms of needs and expectations.

It is worth pointing out that Ward 7 looks like it is just sticking a whole bunch of chunk into Ward 8. So that's what you get when you have politicized re-districting. It's already a little awkward to see. There's even like a street all by itself sticking into my adjacent Ward on Worcester Street. And I think a less partisan approach more neighborhood focused approach would have resulted in people being able to vote right near where they live instead of having to come all the way across the river and down to Ledge Street. And a lot of other circumstances which are just unfortunate so I thoroughly support this. I think it is important for us to make a stand in whatever way we can as a City against efforts to divide us. Thank you.

Chairman Caron

You're welcome. Thank you. Alderman Clemons?

Alderman Clemons

Thank you. So a couple of things. One is actually I was on the Board of Aldermen when we re-districted last time. The concern about Ward 3 was actually not about Hudson it was worse it was Litchfield that they wanted to put Ward 3 with. Which if you know anything about geography in the area, the only way that a voter would have been able to get from one to the other would have been to take a canoe across the river and then go, of course, to their voting spot in Litchfield. So Nashua was spared from that but there are some Wards in Manchester that ended up getting lumped in with Litchfield to do the same thing.

It is definitely something that I support. But there's also another portion of the re-districting law which is in place now and I did want to mention it. I wasn't going to mention it but I do want to mention it now, which is basically when you are re-districting it is considered fair to try to keep your current district whole as much as you can and to try to limit the gerrymandering or adding of new neighborhoods here and there. And one of the difficult challenges that Nashua has and I was actually Chairman of the Personnel Committee the last time we did this. One of the challenges that we had was basically keeping our Wards intact. Nashua has always done a very good job at doing the re-districting in the sense that we make sure that we are doing it where we go by that principle of keeping the original Wards together.

If you look through history at how the boundaries of these Wards have changed over the years, they are, for the most part, they look very much as they did 30 / 40 years ago. So I think that when you look at things like Ward 4 being on both sides of the river, it has historically been on both sides of the river for the last 30 years. And so, there comes a time when you want to look at what are the needs of the District and you want to look at the entire District but there are also historical things that you need to balance that. So just because something on a map doesn't look like it necessarily makes sense, there are historical things about it that were done that particular way.

I think basically what we need to do here in the City going forward is to keep ensuring that our districts are basically fair from a population standpoint and not take into consideration political parties and things of that nature. We have done a very good job with that in this City. I was very proud to have been part of it the last time we did the re-districting here. So at least politically from a standpoint of the City of Nashua dividing its own Wards, we do a good job. The State, on the other hand, there's much to be desired and therefore I certainly support this Resolution.

Chairman Caron

Thank you Alderman Clemons. Alderwoman Kelly.

Alderwoman Kelly

Thank you Chairwoman. I just wanted to thank Alderman Schmidt and her colleagues at the Statehouse for bringing this forward. We got quite a bit, I did at least, quite a bit of email supporting this from constituents and I know it has been passed in 44 other towns. So I am glad to support this, I think it is a no brainer. Everyone should have an equal and fair vote. And that is what this is saying and so, again, I appreciate that and look forward to pushing this forward.

Chairman Caron

OK thank you Alderwoman Kelly.

Alderwoman Kelly

Alderman Lopez has his hand up again. Of course.

Chairman Caron

Of course you do Alderman Lopez.

Alderman Lopez

Does that mean I am called on?

Chairman Caron

Yes, sir.

Alderman Lopez

OK, just making sure. With respect to what Alderman Clemons said, I just wanted to point out that yes Ward 4 has always been on either side of the river. But we also had the part of the City that was adjacent to the river, according to the older maps that I have. About when they bubbled that section in, in order to give it to Ward 3, I think they did that for political reasons. And then in order to balance it, they pushed the boundaries of Ward 4 up. Because a lot of the neighbors up in the northern part of Ward 4 like the first thing they said when I was running is, why did everybody change where we vote.

So if there's a broad spectrum misconception on the part of the neighbors who live up just beyond Amherst Street then I mean that's just what I am hearing from them. But I think that's what I was bringing up when I brought up gentrification is as population density increases and as people decide politically speaking they maybe don't want urban populations to have central representation, they might split that and some area might be – a decreasing amount of area is covered where people are living more densely. And then suddenly you have a lot of far flung areas being absorbed into basically a representative who is going to have to represent everything. I am happy to do it, I just don't want to see more of it happening because I think it is not the same kind of representation to have a Ward full of people that are living in urban areas and a Ward full of people who are living with suburban needs. I think it takes a little bit from both.

I think the Aldermen who represent the more far flung Wards do a great job because they are in touch with that experience and that group. And while I am happy to it in Ward 4, it also takes a lot of energy to get around the different sections of it because it is such a weird situation and I could see that continuing into other Wards and suddenly it becoming very difficult to accurately and effectively represent everybody. So that's what I meant, I mean I understand that the Wards have been different in many, many areas over time. I think I have one where the area that I am in was actually part of Ward 3 at one point. But I think it is important that an intelligent approach be taken to re-districting rather than political and I do mean that those are two different things.

#### Alderman Kelly

Alderman Klee and then I see Alderman Clemons' hand up again, June.

#### Chairman Caron

OK let's go with Alderman Clemons first since he's on the Committee and then Alderman Klee.

#### Alderman Clemons

Thank you. Yeah so actually the portion that Alderman Lopez was talking about which was below the, which I think is Cotton Mill Square, was traded out for Ward 3 because there was a State Representative living who had been re-districted out of her own seat and that was Representative Mary Gorman. And we had inadvertently created the map without taking into consideration where the current State Reps live. So that's how non-partisan we were approaching it. And there's a non-partisan approach and then there's fairness. And what my position was as Chairman of the Committee at the time was, look we don't want to gerrymander out certain representatives. And actually there was a Republican Rep, Rep Hogan who we had done the same inadvertently to as well and we fixed that for her, keeping her in Ward 7 and Representative Gorman in Ward 4.

To me those types of decisions are not political per se. Those are decisions that should be made to make sure that you are keeping your Representatives there and able to continue to serve should their voters choose to do. The other thing is one of the things too that Nashua is going to face which was an interesting thing is population shift. Between 2000 and 2010 the population shift in Nashua definitely occurred and it occurred over in the Maplewood area around Captain's Corner. There were a ton of new residents down in that area and actually at the time, we were losing people in other parts of the City, particularly in the Tree Streets area and around Ward 4. There was a high vacancy rate, it was a

completely different world than it is now. Basically you could see that population shift kind of down sort of into the newer developments in the southern part of the City.

It's an interesting process that we will all, once the Census is completed and we will all be a part of. But I think what we are going to see this time is that the population is going to shift back. So some of the things that you are going to see more people, I think now, living in the center of the City as opposed to the outer edges of it. That's where most of the growth has taken place. So I wouldn't be surprised if Ward 4, 3 and 7 are the ones that end up having to shed some of the outer areas of those Wards and absorbed into other ones just because of the population balance. So it will certainly be interesting and again just from a historical perspective, again, Nashua – we've always done a very good job and I want to make sure we continue to do it that way as well. Thank you.

Chairman Caron

OK. Alderwoman Klee?

Alderman Klee

Thank you, Madam Chair. The comment I want to make is that first off I love the diversity of Ward 3. I love my French Hill, I love the Historic District, I love the area that I live in. But I will tell you when I first became a State Rep and walking the Wards and learning that lines are drawn in the middle of the streets and you need a waterway or a middle of a street to create a line. I gave Alderwoman Schmidt the wrong when I said Hudson, I did mean Litchfield, I knew it was Litchfield and I made a joke about, it should be the middle of the river not the all the way to the other side of the river is where a line should be drawn.

But yes, when you look at Ward 3 and many of the other Wards, you will see that there's a bump out that goes onto the other side of Amherst Street which takes into Franklin and many of the streets within that area, Beacon Street and so on. And then the rest of it is between Ward 2 and Ward 4. Then when you go to the top of my Ward, we've got these streets that there's a little bit of an arm that goes over here and half of this street belongs to Ward 3 and not all of it. So it does get confusing and I can respect what Alderman Clemons was saying relative to trying to draw the lines to keep the population equal within each Ward. I know it's a balancing act, but again, that's what makes this Legislation so important so it is Nashua that helps make that decision and not a group of politicians coming in and making the decision.

I agree also with what Alderman Lopez had said relative to trying to keep like communities together. Those that live within that community can relate. I love the fact that I have such a diverse Ward and I feel like I can relate to all sides of it, but yes, I do understand what he's talking about where he has to go from one far end to the other. And when you look at Ward 4 you see the river kind of literally runs through it. So yes, it is a monstrous task and perhaps it would be better for him to have taken part of Ward 6, who knows? But it will be a decision that should be made by Nashua. And we should stay whole and we should keep it that way. So thank you so much.

Chairman Caron

OK thank you. Anyone else? OK.

Alderwoman Kelly

I don't see any hands.

Chairman Caron

OK thank you Alderwoman Kelly. I am co-sponsoring this. I think it is right and fair. But I would also hope that all of our City / State reps are in on this and are going to work together to make sure that the City takes a stand as to how this should be done in a fair and just way. I agree with the comments both Alderman Lopez and Alderman Clemons have made. So with that being said, Alderman Kelly would you please call the roll for Resolution R-21-125 please?

A viva voce roll call was taken which resulted as follows:

Yea: Alderman Caron, Alderman Clemons, Aldermen Lopez, Alderwoman Kelly, Alderman Cleaver 5

Nay: 0

**MOTION CARRIED**

NEW BUSINESS – ORDINANCES

**O-21-057**

- Endorsers: Mayor Jim Donchess
- Alderman-at-Large David C. Tencza
- Alderman Linda Harriott-Gathright
- Alderman Jan Schmidt
- Alderman Richard A. Dowd
- Alderman Patricia Klee
- Alderman-at-Large Michael B. O'Brien, Sr.
- Alderman Skip Cleaver
- Alderman Thomas Lopez
- Alderwoman-at-Large Shoshanna Kelly
- Alderman-at-Large Ben Clemons
- Alderman-at-Large Brandon Michael Laws
- Alderman June M. Caron
- Alderman-at-Large Lori Wilshire

**PROVIDING FOR REPRESENTATION OF THE LGBTQ COMMUNITY ON THE CULTURAL CONNECTIONS COMMITTEE**

**MOTION BY ALDERWOMAN KELLY TO RECOMMEND FINAL PASSAGE OF O-21-057, BY ROLL CALL**

ON THE QUESTION

Chairman Caron

Thank you. Alderman Lopez would you like to speak on Ordinance O-21-057 since you are one of the top sponsors.

Alderman Lopez

Yeah I would actually like to make a motion to amend the Ordinance in so far as to also include representation from the deaf community and I would like to speak on it.

**MOTION BY ALDERMAN LOPEZ TO AMEND O-21-057 TO INCLUDE REPRESENTATION OF AT LEAST TWO (2) MEMBERS OF THE COMMUNITY FROM THE DEAF COMMUNITY, BY ROLL CALL**

ON THE QUESTION

Chairman Caron

OK Alderman Lopez.

Alderman Lopez

So as many of you know, I was the Chair of the Cultural Connections Committee at the time where we rebooted it into the Cultural Connections from the former Mayor's Ethnic Awareness Committee. The Committee was originally founded by Mayor Donchess in the early '80s in order to provide additional access from specifically the African American Community through City Government during a time when there were some concerning difficulties between Police and community engagement.

Now in more recent times when I was Chairing the Ethnic Awareness Committee, which ultimately became Cultural Connections, we were pretty proud of the progress that we had made in a lot of areas; aware that much more needed to be done. But some very important efforts sprang from Nashua that have benefited the entire State of New Hampshire. Chief among them is the disproportionate minority program, at that time managed by Andrew Smith. That was a very important effort in order to resolve that issue of diversity representation in regards to Police contact.

But at the time, when we were looking at ethnic awareness versus Cultural Connection, one of the reasons we made the switch was because even the term "ethnicity" is very, very difficult. If you look at a survey, you'll have a whole bunch of questions on race, which race you qualify as and then ethnicity, generally speaking you only see it refer to, are you Hispanic or non-Hispanic, even though it refers to a much, much wider range of cultural heritages; Jewish people come to mind. And then there's a whole, another wide range of terms.

So we had switched it over to Cultural Connections Committee first and foremost to improve the dialogue over the differences between race and ethnicity in the context of how they were meaningful in a community setting. So that was how we made the decision to move towards Cultural Connections. But while culture has traditionally been an amalgamation of place of origin, traditions and rituals, maybe religious beliefs and that type of thing, there were a lot of cultures that we felt were not represented in the concept of culture at the time but we weren't sure there was appetite in order to introduce those changes. The GLBTQX culture, or GLBTQ-PLUS Culture has rapidly, not evolved, but presented itself in recent years because their rights have been recognized; they are no longer stigmatized. They are not in the DCM as an illness.

We have made a lot of social progress in that area in recognizing the GLBTQ population and it was one of the two populations that we really felt should ultimately be represented culturally in Nashua where the current Committee's purpose is to give those cultures a voice; give them some ability to influence City policy as the Mayor sees it. And then also to promote inclusion and participation from those cultures. So I am certainly happy that the GLBTQ PLUS is going to have cultural representation now that we are really able to embrace their culture for everything that it offers.

I also wanted to bring the deaf culture into this because deaf culture is somewhat unique among disability communities. I know as a legally blind person I wouldn't consider myself as having a blind culture per se. Deaf culture has its own language, it has its own experiences in a lot of ways and a lot of perceptions of the world around them that is particularly important to us in this day and age. You see in Governor's Sununu's Emergency Broadcast, he's got a person doing American Sign Language right next to him in order to communicate that effectively. It is increasingly prevalent. Even people who were born with hearing have been embraced into deaf culture when they've had their hearing damaged or impaired either due to an accident or military service or some other situation.

I think it is important to have that perspective that deaf culture brings, not only as a unique culture but as the potential for someone to take what may have traditionally been considered a disability or an impairment and turned it into a characteristic or a strength that is celebrated and shared by others. So that was my thinking between adding deaf culture as well as GLBTQ PLUS. It's not my intention to take anything away from either community. I just think that we take the opportunity to be inclusive in how the Cultural Connections Committee is able to do its mission.

Chairman Caron

OK thank you Alderman Lopez. Is there anyone else from the Personnel Committee who would like to speak?

Alderwoman Kelly

I would.

Chairman Caron

Ok, Alderwoman Kelly.

Alderwoman Kelly

Alderman Lopez I appreciate this amendment and I think it makes sense. I did have a question though. Is it the most effective way to single out a specific disability or can we just make it a disability community representative?

Alderman Lopez

If I can respond?

Chairman Caron

Yes, Alderman Lopez.

Alderman Lopez

Deaf culture is very much at the forefront of establishing its own cultural identity, much more so than other communities with people disabilities. People with mobility impairments, for example, can basically still communicate and share information in the same traditional ways they do that. Blind people, we do have some stuff that we do together, we have activities, we have some sports that are particular to our own skill sets; I don't know if anybody here has heard of goal ball. It's literally a game you play

blindfolded and the ball has a little bell in it. So there are some cultural characteristics in other communities with a disability. They are not anywhere near as elaborate, developed and organized as the deaf culture has become.

I think we are missing out on a population and neighbors that offer potential by not specifically reaching out to them. If wanted to add additional representation for people who represent communities of people who have disabilities, I wouldn't necessarily be opposed to it if we identified those. But in my mind, I think deaf culture definitely stands on its own for all of the work they have done in developing that culture over time.

Chairman Caron

Does that answer your question, Alderwoman Kelly?

Alderwoman Kelly

Yes, thank you for a thoughtful answer. I appreciate that.

Chairman Caron

Anyone else have any questions? No one?

Alderwoman Kelly

I just – before we vote on it, I just want to clarify what that is, you are amending to include a deaf culture is it just one. Do we have to give specificity in terms of how many? Generally we see these come forward with like two people from LGBTQ Community or one from the deaf community. I just want to make sure that was clarified before we vote on it.

Alderman Lopez

I don't think the motion actually includes a number for either, I think it just says "representation" which would consist of one or more in my mind.

Chairman Caron

So in the Ordinance it says "at least two of the members of this particular committee will be from the LGBTQ Community". OK? So there's a minimum of 7 and a maximum of 15 people so I would think that Alderman Lopez you could say that at least 2 people from the deaf community could be members of the committee or 1.

Alderman Lopez

I would be happy to say 2 and I would point out that particularly with the LGBTQ PLUS and deaf communities, you can have more than one – like a representation from both. You could have somebody who is bisexual and deaf or somebody who is deaf and representing Latinos. So I think we can put the two in there and it's not going to pigeonhole anybody into being like I'm just the one thing so I can't represent the other community.

Chairman Caron

OK that's fine. So Alderwoman Kelly, do you want to read your motion again adding in the amendment?

Alderwoman Kelly

It's Alderman Lopez's motion but I believe the clarification is that he would like to amend the potential Ordinance to include up to 2 members of the deaf community to the Cultural Connections Committee along with the 2 LGBTQ members, is that correct?

Chairman Caron

Right, yes. Do we have any other questions from Committee members before we vote?

Alderman Lopez

I trust Legal to understand the difference but I would say probably at least instead of "up to" because of that overlap where some people may have multiple categories. You could the one person there who is like super diverse and has all the categories and you don't want to ban them because you have two others representing something. So I would just hope that Legal, when they review this, understand that nuance.

Alderwoman Kelly

It's so funny as soon as I said "up to" I was like I probably should have said "at least". You're so sharp.

Chairman Caron

Yes, "at least two". OK, alright, will the Clerk please call the roll?

A viva voce roll call was taken which resulted as follows:

Yea: Alderman Caron, Alderman Clemons, Aldermen Lopez,  
Alderwoman Kelly, Alderman Cleaver 5

Nay: 0

**MOTION TO AMEND CARRIED**

Chairman Caron

Ok so now the motion is to approve and I just lost what it was, yeah Ordinance O-21-057 as amended.

Alderwoman Kelly

As amended. Alright we will take roll on that unless anyone has any additional comments.

A viva voce roll call was taken which resulted as follows:

Yea: Alderman Caron, Alderman Clemons, Aldermen Lopez,  
Alderwoman Kelly, Alderman Cleaver 5

Nay:

0

**MOTION CARRIED AS AMENDED**TABLED IN COMMITTEE**R-20-021**

Endorsers: Mayor Jim Donchess  
Alderman-at-Large Michael B. O'Brien  
Alderman Patricia Klee  
Alderman Thomas Lopez  
Alderman-at-Large David C. Tencza  
Alderman Jan Schmidt  
Alderman Skip Cleaver  
Alderwoman Linda Harriott-Gathright

**ESTABLISHING AN INFORMATION TECHNOLOGY STUDY COMMITTEE**

- tabled at 6-1-20 mtg

**O-20-010**

Endorsers: Alderman-at-Large David C. Tencza  
Alderman Thomas Lopez  
Alderman Patricia Klee  
Alderman-at-Large Lori Wilshire

**CLARIFYING THAT COIN DEALERS ARE NOT SECONDHAND DEALERS**

- tabled at 3-2-20 mtg

**O-20-032**

Endorsers: Alderman-at-Large Brandon Laws  
Alderman Thomas Lopez  
Alderman Jan Schmidt  
Alderman Skip Cleaver  
Alderwoman-at-Large Shoshanna Kelly  
Alderwoman Elizabeth Lu

**REDUCING THE FINE FOR OVERNIGHT PARKING VIOLATIONS**

- Tabled at 10/28/20 meeting held jointly with Cte on Infrastructure

PUBLIC COMMENT - NoneGENERAL DISCUSSIONChairman Caron

Alderwoman Klee?

Alderman Klee

Thank you Madam Chair. I'd like to thank the Committee for their action on the re-districting Resolution as well as I want to make a comment. We talked earlier when Mr. Morgan when we were discussing his nomination and so on. And we talked about the importance of internet and having a good, strong internet. A perfect example of it is I have playing CTV Host up until just a few moments ago because our CTV person, his internet was down and his whole area was kind of (inaudible). So it is important for

all of New Hampshire, but I am going to stick with Nashua to have really, good, strong communication and to have good internet and so on. I know we have discussed other alternatives to internet and that is a discussion we need to have. But to have someone like Mr. Morgan on that Committee who I will know will speak to the needs of Nashua, the importance of it I truly just saw with our CTV person who could not get on; I was just fired, he took over. I am glad to release those duties, but it is extraordinarily important and I think Mr. Morgan is going to do a great job.

Chairman Caron

Thank you. Anyone else? OK Remarks by the Aldermen?

REMARKS BY THE ALDERMEN - None

POSSIBLE NON-PUBLIC SESSION - None

ADJOURNMENT

**MOTION BY ALDERWOMAN KELLY TO ADJOURN, BY ROLL CALL**

A viva voce roll call was taken which resulted as follows:

Yea: Alderman Caron, Alderman Clemons, Aldermen Lopez,  
Alderman Kelly, Alderman Cleaver 5

Nay: 0

**MOTION CARRIED**

The meeting was declared closed at 8:08 p.m.

\_\_\_\_\_  
Alderman Kelly, Committee Clerk