

## PERSONNEL/ADMINISTRATIVE AFFAIRS COMMITTEE

MAY 6, 2019

A meeting of the Personnel/Administrative Affairs Committee was held on Monday, May 6, 2019, at 7:00 p.m. in the Aldermanic Chamber.

Chairman June M. Caron presided.

Members of the Committee present: Alderwoman-at-Large Shoshanna Kelly, Vice Chair  
Alderman-at-Large Ben Clemons  
Alderman Tom Lopez

Members not in Attendance: Alderman Ken Gidge

Also in Attendance: Mayor James Donchess  
Alderman-at-Large Michael O'Brien  
Alderman Linda Harriott-Gathright  
Alderman Richard A. Dowd  
Alderman Patricia Klee  
Alderman-at-Large Lori Wilshire  
Alderman Jan Schmidt  
Alderman Ernest A. Jette

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### PUBLIC COMMENT

#### Chairman Caron

As you know, we'll do public comment; when you come to the mic please state your name and your address. We would like to remind you that according to our Ordinances, we do have a 15 minutes public comment time. So we'd like you to keep your comments brief. We know that some of you have been here before and we certainly want to hear from you again. We do have a very long agenda so we want to make sure that everyone gets a chance to speak.

Tom Alciar 28 Mobile Drive, Hudson. One of the issues I know from my own experience as a victim of a hate crime back in 1979 was when Governor Hugh Gallen signed legislation raising the drinking age to 20 when I was 19; making me no longer old enough. And yes I knew why they would rather commit that hate crime against me than impose tougher drunk driving laws on the hypocrites themselves who can drive better drunk than teenagers can sober. And of course I saw through a very similar absurd excuse another one was that drinking like smoking you are going to hear about, during pregnancy harms the baby. So let's commit this hate crime against men under that age but not against pregnant women who are 21 or older, because their rights matter.

Well the custom of being respectful when addressing legislators and other politicians allows them to indulge in underestimating the hostility that they insight, even to the point where they fantasize that they're not even – I heard politicians ask “why would they be angry about it when it is for their own good”. That's how far gone they are. Well you've got people counterfeiting the official identification documents of your government to defeat your efforts to do something for their own good. You get people literally fleeing the country during Spring Break for the sole purpose of drinking booze where enemy officers cannot touch them for it. It will be noted that of course they are old enough to go into the service but they are also old enough not to. Why should somebody sign up to protect your life and your property in the National Guard, when you won't even vote to protect that person's right to liberty.

A right of inestimable value to them and formidable to tyrants only. It is possible that a natural disaster will strike here in Nashua one day. That happened, Hurricane Katrina a lot of people suffered and many perished waiting for the National Guard to reach them. One day you could suffer and even perish for want of National Guardsmen as a consequences of the hostility that you insight by committing this hate crime. If it happens it serves you right.

Chairman Caron

Thank you, next, just step up to the mic please.

Stacy Laughton recent address change unfortunately, 2 Progress Ave., Nashua, New Hampshire. You've heard everything before about the reasons why raising the smoking age would be beneficial. We've heard in the past the problems it is causing in our schools. One thing I'd like to point out is as I mentioned during the Full Board Meeting during General Public Comment; this is something even the companies that make these vaping devices, these e-cigarettes, they are in support of bringing the age up to 21 as it is. To make my comments brief, because we do only have 15 minutes, one thing I'd like to point out, it was in the news recently that Rite Aid Stores and Walgreens Stores in New Hampshire are instituting a policy to raise the age to sell these products to 21. We need to back them up I believe. I believe that if they are doing it and if other places in the State have done it, we need to do it and it is going to hopefully encourage the State as a whole to do it across the State as well.

Walgreens and Rite Aid are already a step ahead of us and their stores in Nashua are already going to be, by July, enforcing a 21 year old policy. So I believe that we need to keep the ordinance that it had been prior to coming back to this committee. We need to keep the possession clause in it. I don't think the intent of this Board is to punish people for possessing nicotine products. The intent is to educate them and to teach them the dangers of what it is that they are engaging in. And then hopefully they won't want to smoke or use these vaping devices at all. And if they still do, at least we are encouraging them to, well not really encouraging but forcing them to purchase at 21. So I feel as though if some other places in the State have already done this, companies that operate within our State are already doing this in Nashua, we need to do this Citywide.

And yes, we've heard that it will force people to go towns around, but I feel like if Nashua sets the example other towns around us just might catch along too. And so that is all I have to say. I encourage this Committee to keep the Ordinance the way it was when it was presented to the Board the last time and not really water it down and take possession out of it or whatever the proposed amendments are. Leave it alone; don't add the amendments, bring it back to the Full Board the way that it was and pass it. Thank you.

Chairman Caron

Thank you.

Deb Jolicoeur 3 Crestwood Lane. Hi I'm nervous but my name is Deb Jolicoeur and I'm from 3 Crestwood Lane in Nashua. I'm here because I don't know if people have really thought this through. Has anybody thought through how much this is going to cost us in extra policing. Because we just had something come up from \$100,000 and something thousand for extra overtime for our Police Officers. There's not enough time in the day for the poor Law Enforcement people in our City to do the job that they are paid to do already without adding extra feel good, trampling on rights legislation to our books. I guess the people who are in favor of this, how many tickets do you think will be written in a year? What do you think the cost of those tickets will be? It's not like the Police Officers are sitting around twiddling their thumbs right now. This is going to take time. Are they going to have to stop anybody they see with cigarettes that looks – you know I probably look hopefully a little younger than my age; at least I did when I was younger. Am I going to get stopped at age 25 because some law enforcement officer thinks I look underage?

How much wasted resources is going into a feel good proposal that really stomps on adult rights in our community in a big way? Somebody driving through from Massachusetts smoking a cigarette in their car on Route 3 going home for their job in Mass to Manchester. They get into an accident, are they going to get ticketed for having a cigarette in their car? And is there allowability for the Police Officers to decide extenuating circumstances; who do they ticket and who don't they ticket? In which case it opens a whole can of worms as to how this gets applied across economic boundaries in the City. I live in a nice neighborhood, chances are somebody that may be hanging around on the streets because they don't have a full basement with Xboxes and Play Stations and ping pong tables, their way of socializing with their friends is outside. They are going to be more targeted by this than people that are 20 years old, sitting around in a nice basement because that's what they have to socialize in. I just think that it is wrong on so many levels and I also just think because something feels good, doesn't mean you have to pass it. So thank you.

Laurie Ortolano 41 Berkeley Street. I'm doing a little topic change. I wanted to talk about the Administrative Services Director position. I'm not in favor of that position for two reasons. I'm not in favor because of the way it is being elected, nominated by or at the discretion of the Mayor to appoint. I feel a high level position like this should be a vetted position, should go out to candidates to screen and that we should be looking at a multitude of people that might be able to do that job. The second reason I am not in favor of it is all of this new management really spawned off of the issues in the Assessing Office and I think the position that we really need is a Chief Assessor down there. I can tell you as a member of the public, the public has nobody to go to down there with a technical issue. And that was the problem before when the prior chief was there because he wasn't really there. And we never, as a public, got an answer from the Administration on why he was allowed to not be present for 15 or 20 hours a week. We never got an answer to that. But we now have nobody down there to go to and this Administrative Services Director position is not going to cover it for the technical issues with regard to Assessing. If I have data questions, I cannot bring them to the Administrative Services Director. I can't have data appreciated by that person. And so it's to me the wrong position to fill. So I think you filled something that met the requirements for the Mayor but it didn't work for the public and so that I am disappointed in. Thank you.

Jessica Stoddard I live at 592 Pine Street, Apartment #4 in Manchester, New Hampshire. I was born at St. Joseph's Hospital down the road. I have a brief story to tell and it will kind of explain the opinion that I will share at the end. This is my father and our dog Sierra, who died a few years ago, not my dad, the dog died. But my father is currently dying of lung cancer and although I don't know anyone in this room personally I am comfortable and confident stating that I don't believe anyone in this room has not been touched by addiction; or their family hasn't. Nicotine is just as addicting as anything else that is addicting, it just takes a longer time for the end result, which is death, to play out. I have had to do unspeakable things to raise money for my father's medical bills, because he has had to quit his job where he was making six figures as a software engineer. He was the sole supporter of my family financially. My mother does daycare out of her home for literally everybody in the town of Milford for free. His COBRA is about to run out and his chemotherapy treatments, which he has every other Friday which destroy him for the next four days, he's not able to do anything are like \$15 grand, like \$5 after COBRA.

My dad has been smoking since he was 15. When he was 15 his brain wasn't developed to the point where he could make a conscious decision that "Hey smoking cigarettes looks like a good thing to do, I think I'd like to try it. He started cigarettes because his father smoked cigarettes and he looked up to his father. People want to do what the people that they look up to are doing. They want to do things in a way to allow them to fit in with the people they want to fit in with. Adults can go right ahead, 21 years and older their brains are just about developed enough for them to make a better decision. Nicotine helps ease anxiety, that's why my mother smokes, she hasn't been diagnosed but I'm sure she probably has it. She's also been smoking since she was 15. There are other methods that totally help with anxiety and stuff like that. I fully support vaping which is kind of like an e-cigarette. I do not support nicotine-based products because nicotine is addictive.

You can vape CBD oil, I do, it's legal and it helps me relax and I feel fine, I've never smoked anything else, I'm not interested in cigarettes because they are disgusting. They smell bad, they make your clothes smell bad, they make your friend's clothes smell bad. You are jerk if you are smoking around kids or anyone else, because no one else is asking for your second-hand smoke. So my dad is dying from smoking and he started when he was a kid; he has tried to quit 17 times in his life and now he has to quit after his cancer diagnosis when his stress level is the absolute highest, where he needs a cigarette or feels like he does. Thankfully he was able to get a hold of a med card for medical Marihuana and that is helping him a lot. He's high all the time and wildly hilarious, but it is helping him. It is managing his pain which is something that nicotine can't do. He had to try seven different methods, six or seven to successfully quit smoking for the first time in his life when he needed cigarettes or felt he needed cigarettes more than anything, or any other time.

This is my friend Derek Dejesus. He is my age, I'm 30. He passed away in November from a drug overdose. I don't know what drug it was, it was something way harder than – probably heroine laced with something else. He was not an addict, he was messing around he was experimenting. He made a bad purchase, from a bad man, and consumed something that wasn't what it was supposed to be and no one was around to call 911 and he died alone on his mother's bedroom floor. He's my age and he's better than everyone in this room and he's not with us because he had a drug problem which I feel was caused from the first time he picked up a cigarette. He also picked up a cigarette for the first time because the older kids that we hung out with when we were in high school were smoking. They were 18, we weren't. And he started because he wanted to fit in, he wanted to be an adult and he felt that smoking a cigarette made him look like an adult. So he had an addiction to nicotine and I believe that it caused him to want to explore other things. I wholeheartedly believe that. I would also like to add that the fines described in Section D are high enough.

Well first of all 18 year olds, kids under the age of 18, 18 year old kids don't have any money. I work at a landscaping company; I also deliver pizza for Dominos. I work with adult children and they don't need their jobs; they don't show up, they are not taking deliveries, they don't need the money for anything. Their parents are paying for them in 2019, most of them. So they don't have any money to pay fines, but if you raise it up higher it is going to matter. I feel that it is from first-hand experience working with 18, 19, even 20 year old kids who just vape all day, nicotine-based products all day long because they think it's cool. It's not cool. I have a 5 year old son and if he ever started vaping or I found out, we would have a big problem in my household if he was vaping anything that was a nicotine-based product. Because I'm not about to bury my son from lung cancer. That's all I guess.

Nicotine kills people, it just takes a long time and I don't know if the Government thinks that it constitutes as population control, I don't really know. But Marihuana and CBD and all that is like pretty accessible right now and we are inches from it being really easy to get. People don't need nicotine. People that are addicted to nicotine and smoke cigarettes daily don't need it. They can smoke something else that has medicinal values and will help their body and help them heal from things. That's a personal opinion which is based on science that a lot of people probably don't agree with. But that's it, I just don't want to lose any more of my family members to addiction or anyone else because it's not fair. And no one wants to become addicted to anything; they want to start doing something for an ulterior motive that doesn't have anything to do with "I think I'd like to smoke a cigarette today" and it turns into something pretty ugly, I think long-term.

And maybe that's why it's not treated as severely as heroin addiction or you know other really addictive drugs that we all know about and wouldn't touch with a 50 foot pole. If you could die tomorrow from a heroin overdose, why are you ok dying or shaving several years off my life, you know what I mean? Do you want to sacrifice 10, 15, 20 years with your family that you could have because you want to smoke cigarettes because it helps your anxiety or whatever your excuse is to do it. I know willpower is a huge factor in quitting or coming away from anything anybody is addicted to. I know that personally through my own experiences which I don't wish to share. But it can be done and there are resources out there, there aren't enough I don't think besides patches and over-the-counter medications that you can get

pretty easily, I think we need more resources for helping people with addiction and not hard drugs with nicotine. But I think that's probably been a little awhile so I guess that's it. Thank you for hearing me, I appreciate it.

Chairman Caron

Thank you, next.

Albee Budnitz Hi I'll be very brief since we are well over 15 minutes already. Albee Budnitz, 27 Wheaton Drive, Nashua, New Hampshire. Four points: One about the brain and nicotine, the last speaker as just correct. And actually the brain develops into the mid-20's, girls are actually about 5 years earlier so you're right about that and it is extremely susceptible to nicotine as an addicting drug that changes the brain indelibly and makes someone at risk for the rest of their lives for other drugs. It has been found that actually vaping nicotine leads to smoking combustible cigarettes, because combustible burned tobacco still is the best delivery device for a known drug, in this case nicotine, of anything that we have.

The second point that is new that I hadn't said before is that there is a bi-partisan bill nationally, half democrats, half republicans in both the Senate and the House to raise it to 21 nationally. There is a second bill that is being put out by Mitch McConnell which no one has seen yet, but I'd probably go with the first bill not the second but I won't go there. Also the State has a bill that has been put on hold to the fall; like this bill has gone back to Committee to discuss more.

And then the final point is that I actually would support the bill as amended as actually probably even a better bill than we started with. It takes away the possession problem that was discussed. I think stores can do very well once they are educated about limiting the age. I think they already do a good job and they continue to. Thank you.

Chairman Caron

Thank you, next.

Andrew Olding I'm Andrew Olding, I live at 8 Royal Crest Drive. Speaking on the issue of addiction, I don't know if you guys are familiar at all with the drug laws in Portugal but recently within the last 5 or 10 years, I forget exactly what it was. They decriminalized all the drugs in their country and addiction rates have gone significantly down and overdose rates have gone significantly down. So making a drug illegal doesn't do anything to stop people who are going to get addicted. All it does is force it underground. Yeah and when things are underground you are going to be taking the cheaper option, the smaller option. So if you are looking at a tobacco product, you're going to be looking at a cigarette instead of a cigar, which is less addictive.

I've never smoked a cigarette in my life but I have smoked cigars and it's only been about 4 or 5 ever and I'm 27 at this point in time. And yeah I can tell you that doesn't produce as much of a problem. So if you force people into a situation where items are illegal and they are going to be going after the item that is easier to get between the two automatically then you are going to be forcing them towards – if they want to be using these smoking products you are going to be forcing them towards the more addictive option, towards the cigarette. Yeah and you can Google that on your smart phones right now if you put in Portugal decriminalization, you'll see this immediately there are hundreds of articles written about it, it is a well-known phenomenon.

David Garofalo 15 Spit Brook Road, Nashua, New Hampshire. I've been here many times, you've heard a lot of the things I've said already. This is my fourth time coming here so I am going to take it down to a brief message here. What they are asking you folks to do, the Aldermen here of Nashua, is are you willing to take away the rights of people here in Nashua, New Hampshire? Because that is

what is happening here. I watched the change-up in front of my eyes from the first hearing, this is the fourth one that ended up happening here of the changing of the guard that happened over here of some of you who were strong in the belief of the rights that we have here and you got to hold on to those rights switch over. This is the feeling that I'm getting here because of what somebody brought up which is the feel good issue of what this is. And it feels good to basically stomp on the minority now which is the smoker. Most people don't smoke and most people actually don't like smoking or like smokers. They are the minority, that's what a minority is. Most of the positions are in favor of this becoming the new law because most people don't use the product and I understand that. But it is taking the rights away from the people that do.

The talking points about vape and things like that, where it seemed like that was the problem, that vape is the problem of the 14 year old using vape. So therefore make a 20 year old stop buying another tobacco product like a cigar, the business that I'm in. So let's have the 20 year old stop smoking the cigar so that the 14 year old stops using vape. It is just wrong and one thing has nothing to do with the other and it is going to affect the businesses within the City. When I came to New Hampshire I came here for the New Hampshire Advantage, that's what it was all about. The New Hampshire Advantage; I own three businesses cigar shops in Massachusetts, I closed them in 1996 and I started three new businesses here in New Hampshire for the New Hampshire Advantage. The thing is I still have two other stores but it will be the Nashua disadvantage to businesses. Because nothing is going to change, it's not going to make one less person smoke a cigar or one less person do vape or one less 14 year old, because they are not controlling the 14 year olds now.

So let's put a law against 18, 19 and 20 year olds and then maybe then we can end up stopping the 14 year old problem that apparently we have here. A 14 year old student breaks the existing vape law and you are forced to actually change the law to 20 year olds on other tobacco products? Don't take away the rights of a 14 year old away because it feels good to do it. It's not right. I believe you have to respect your position here and the position is to actually do for the voters and do for the tax payers and do for the businesses of the City and there is no upside to this. It is only taking business and actually bringing it away. It is even promoting on this, on-line sales. It says it's ok if it's an on-line sale, it is ok for a Nashua resident to actually buy on-line on the back of it. 70% of the tobacco business is on line. 70% per cent; I'm a brick and mortar retailer suffering, fighting over the changeup that happened in the past 10 years, which is on-line sales.

Right on your bill there it says it's ok if the 18, 19, 20 year old buys it on-line but not in our store. It is also ok if they crossed into the next City and buy it from them but it's just not ok if they buy it from me in this City which is where I built my business. I beg of you not to do this. Don't go up against the rights of others and your oath of office. Do not do what you may not like to do. I understand the feel good. But you are taking away from the businesses of Nashua and I cannot find for the life of me and upside. The US right now, the US Congress has passed a bill nationally to go to 21. That bill is in office right now, a national bill. If that happens, so be it and then it happens and it is a level playing field. It takes away the Nashua disadvantage; it'll be a level playing field. But what you are actually proposing to do is have a disadvantage to the taxpaying businesses within the City and it's not right. You are supposed to be fair and impartial and without bias. And that bias is either your disgust and hate for tobacco products, whether you do or not, that has to go please let that go by. That's all I ask of you today.

Chairman Caron

Thank you. Anyone else?

Eric Kilbane 119 Main Street, Nashua, New Hampshire. I agree with David. You are taking the rights away from 18 year old people who have that legal right to purchase the products that they are looking for. Now what am I supposed to tell a 20 year old kid who has been a customer of mine for years? That he can't do it, he has to go Hudson or go to the next town over? It doesn't make any sense. And I know it's a big vaping issue in schools and something needs to be done about it, I agree.

But this is not what we are talking about here, we are talking about taking the rights away from an 18 year old person, even the State of New Hampshire, there was a bill up there and it got voted down. Just didn't like the collective punishment for vaping to be everybody get dragged into it collectively when it is really not a cigar issue. And I hope you all use common sense and vote the right way. Thank you very much.

Chairman Caron

Anyone else? Ok. Mr. Clerk we have some communications.

COMMUNICATIONS

From: Mayor Jim Donchess  
Re: Administrative Services Director and Division

***There being no objection, Chairman Caron accepted the communication and placed it on file.***

From: Derek S. Danielson, Assistant Treasurer  
Re: Revisions to NRO Chapter 45, Article IV, Board of Public Works Retirement System

***There being no objection, Chairman Caron accepted the communication and placed it on file.***

Chairman Caron

Any questions concerns? Ok and you have one more?

Alderman Clemons

And then on our desks this evening is another communication that we received from the New England Convenience Store & Energy Marketers Association and if there's no objection, I would move to put this on file as well.

From: New England Convenience Store & Energy Marketers Association  
Re: Tobacco Ordinance

***There being no objection, Chairman Caron accepted the communication and placed it on file.***

Alderman Lopez

The Board has received a number of e-mails as well with regards to the tobacco ordinance, are those going to be put on tobacco as well? I mean they are communications that were received by the entire board.

Chairman Caron

I think we could have Miss Lovering list them as part of the Committee report?

Alderman Lopez

Maybe at a different meeting though since it's just now.

Chairman Caron

Ok we can do that, okay, thank you. Any other questions?

Chairman Caron

Before we get started, um, one of the sponsors of the legislation concerning the Public Works O-19-043 has asked if we would take it out of line because we have a lot of other business and the felt that this would, they could bring it up take care of it and be on their way. A couple of them, they have someplace they need to be, they are trying to get to an event. So I told them I would bring it up to the Committee to see if they had any objection before we start the interviews? No objection, ok so Mr. Clerk?

**O-19-043**

Endorser: Alderman-at-Large Michael B. O'Brien, Sr.

**UPDATING THE ORDINANCES REGARDING THE BOARD OF PUBLIC WORKS  
RETIREMENT SYSTEM****MOTION BY ALDERMAN CLEMONS TO RECOMMEND FINAL PASSAGE**ON THE QUESTIONChairman Caron

Ok you heard the Motion, are there any questions? I know that Derek is here from the City Treasurer's Office if you could join us in case there are some questions and Alderman O'Brien is the sponsor and a member of the Board of Trustees for the Retirement System.

Alderman O'Brien

Good evening to the Committee and thank you for taking this special order to the top of the agenda, I know your plate is full tonight so I will keep my comments brief. Basically what is before us is revisions to NRO Chapter 45, Article IV which is the Board of Public Works Retirement System. I am very pleased as the Aldermanic Liaison to say that this is a very well run pension system. It is one of the lowest cost operating pension that the City has to deal with. But as with all good things, the pension system has been around for awhile and updates and procedural type of things need to be done. So the way to look at this particular Ordinance before us tonight is that mostly it is housekeeping in nature in quoting Mr. Danielson's letter. But it is taking a look at some of the costs of covering policies and corrections and the prime charge is the timing of payments to the retirees. The retirees now receive their checks on a weekly basis. This will move it to a monthly basis. And the reason is the pension system is now coming into the year 2019.

We have an operating system that is called ADMIN we are somewhat familiar with it, its attributes and mostly its faults. So the pension system felt that to get away from the ADMIN System, we have hired an independent vendor that is going to come out. The retirees will be getting their checks at the first of the month and very similar to what the State Pension does. So this is probably mirroring in a lot of aspects to existing what a lot of our municipal employees have in getting it from the state system. Most of the employees have been advised of this; they were advised on February 1<sup>st</sup> of this year and I am going to turn it over to Mr. Danielson now if some of you have more technical questions of the Committee. But this has unanimous support of the Pension Board to support this. So we are asking for your positive vote from the Board of Alderman. Mr. Danielson? If the Chair allows?

Chairman Caron

Yes.

Derek Danielson, Assistant Treasurer

Thank you Alderman O'Brien. I don't have much more to add to that; that was a pretty comprehensive overview. Like Alderman O'Brien said most of these changes are housekeeping in nature and the prime change is the change from weekly to monthly. No firms could accommodate weekly payments. If anyone has any questions I'd be happy to answer them.

Alderman Lopez

So just to clarify because I've seen this done in companies because they are trying to increase cash liquidity, like every three weeks they don't have to pay them; they can pay the one big one. But this is more because the vendors we have just wouldn't do it every week?

Mr. Danielson

Correct, we asked when we did the RFP if any of the firms could do weekly and none of them could. So they all said monthly is all we offer.

Alderman Lopez

Ok thank you.

Alderman O'Brien

And too we are encouraging something to be brought up here, a lot of our Public Works employees haven't really embraced the year 2019. And we are kind of hoping that this kind of will be done. When the pension system started, they liked the check in hand that they received weekly. But now this will be able to go into if they should desire, the check can go to the house, but can go to direct deposit. A lot of us do do our personal banking on and everything else; it does have a cost savings to the Pension Board where we are not mailing out weekly postage on this. Like I say the vendor is willing to handle this so really it stepping up into what is happening with most of the pension systems that are out there.

Alderwoman Kelly

I think you sort of answered my question but I'm going to ask it anyways. I wanted to know is monthly sort of bringing up to industry standard, is that pretty much where most people are now?

Mr. Danielson

Yes. I believe also Social Security is monthly, I think so it is just the industry standard like you said.

Alderwoman Kelly

And if I could follow please.

Chairman Caron

You may.

Alderwoman Kelly

When the employees were notified, I just ask because I feel like we've had this discussion before and we weren't necessarily sure of how the employees felt. So was there any feedback when they were sent the information in February?

Mr. Danielson

So there were two current employees that I heard from; one was the director and another one worked at Solid Waste. One of them asked how this would affect their pension other than the timing of payments, there is no effect, there is actually some value added to this. But also the Director had a few changes she wanted, mostly we added two more Trustees to the Board. So those are the two employees; of the retirees, none of them were really concerned. A few, maybe one or two were concerned about going from weekly to monthly for cash flow issues; but I tried to coach them the best I could. I can't provide any type of tax or legal advice on you know automatic transfers and things like that. That was really all the feedback we got.

Alderman Kelly

Great thank you.

Alderman O'Brien

And if I may follow up again with the – thank you Madam Chair. The monthly payment is going to be like lump sum payment. So instead of waiting hand in mouth week to week to week to week, this will be a monthly check. So it will be fairly easy in my opinion, similar to what I have from the State Pension System for budgeting purposes for people. So I think it is step up; it could in the long term be very helpful I think to them and help them in planning out their needs.

Alderman Lopez

To Alderman Kelly's point though, we kind of got ambushed a little bit because word hadn't fully gotten out about the changes to the merit plan and there was a lot of tension right before the meeting where that was discussed because city staff and people that would be impacted found out about it like actually very close to the end. There is this pervading sense that no matter how early we start talking about something or we start working on something; people just finding out about it want to know whether we've really thought it out, whether we are really doing it, you know, all that kind of stuff.

The example of going from a monthly budget from a weekly budget is accurate. I've had different pay levels where suddenly my weekly budgeting is switching to bi-weekly; and that's a shift. So would it be possible to just a note in like anybody who is receiving a paper check so that they definitely see it in order to cash their check?

Chairman Caron

Derek?

Mr. Danielson

Thank you. So we mailed letters to all of the retirees because we have their addresses and the ones that felt that this was a problem called us. Other than that we posted it at each location at Public Works; so as far as notifying people we did what we felt was our due diligence. But I'm not sure if we can note anything for the people who received – the people who receive the paper check don't necessarily have the problem with the budgeting, it could be anyone.

I don't think there is any way we could flag them to notify, I mean I could notify them again. But I don't know if that's necessary.

Alderman Lopez

Personally I would appreciate it as a courtesy just so we don't have people coming right before we try to pass this with objections that we could have heard earlier. I'm not anticipating any, I just want to be thorough. I've heard that rule, if everybody knows about it and they don't come up, you've done a good job. But a lot of people didn't hear about it, then we are going to be in trouble.

Alderman Wilshire

How many retirees are we talking about that you would notify?

Mr. Danielson

I think it's 106.

Alderman Wilshire

Thank you.

Chairman Caron

Ok, anyone else? I guess that's it. Thank you so much for coming. Thank you. Alderman O'Brien thank you. So you've have the Motion before you for final passage of O-19-043. Any other comments?

Alderwoman Kelly

Thank you. I'm going to support this. I would like to see a send one more notification to Alderman Lopez's point. I just think if we are covered, we've let people know, it is a big change going from weekly to monthly and one more letter isn't going to hurt us. If anything it can help.

Alderman Lopez

We are saving 3 envelopes a month.

**MOTION CARRIED**Chairman Caron

So I guess Alderman O'Brien and Mr. Danielson, if we could at least get another letter out to all those 105 pension people, maybe within a month or so before the first check comes through. I think that would help and satisfy the Board of Aldermen. Anything else?

Alderman O'Brien

I will make an inquiry if I may to the Chair. It is more on another issue that I understand that I have, being one of the prime sponsors of bringing it up and it is R-19-128, it's on the regular agenda. I would be supporting this is extending and enlarging the Nashua Rail Transit Committee. I know one of the members of that Committee wishes to speak on that; he cannot make it so he's asking for the courtesy to which I see total support to if the motion was the recommendation of this Board to table it to another day I would be supportive of that.

Chairman Caron

Ok I will make a note of that for when we get to new business. Thank you. Ok we are into interviews. Mayor your first one is Administrative Service Director.

INTERVIEWSAdministrative Services Director

Kim Kleiner (New Appointment)

For an Indefinite Term at the Pleasure of the Mayor

Mayor Donchess

Thank you Madam Chair. This is of course an appointment to the re-established position of Administrative Services Director; a position that existed for some decades here in City Hall and which the Board of Aldermen re-established by Ordinance a short time ago. The responsibilities are to supervise a number of the Departments within City Hall; Personnel, IT, Purchasing, Assessing, and provide management oversight for those departments. For that position I have nominated, as you know, Kim Kleiner, who in my opinion is the best qualified person to serve in this role. First of all she has a broad depth of experience in the business world where she was involved in the financial area of various corporations. She has a lot of financial experience and background there. She now has worked in City Hall for the last 3+ years working with all of the Departments that she as Administrative Services Director would now supervise; working with Personnel, with IT and the other departments. She knows the personalities and the functions of these departments very well. She has worked with all of you I think and I think everyone agrees that she is a highly qualified nominee for this position.

In addition to that, based upon a certification she has in the private sector, she undertook along with CFO John Griffin the audit of the Assessing Department and did a very good job there. Since that time she has become deeply involved in making improvements in the assessing function and the Assessing department. More will be coming; you received an update on the 30<sup>th</sup> I believe, sometime last week, later in the week last week, a very detailed report on what has been happening. More improvements will be coming; for example the Board of Assessors will begin to keep virtually verbatim minutes as the Board of Aldermen does here. We are going to begin televising the Board's meetings as many of our other Boards do because we now see that the Board of Assessors has kind of emerged, kind of a sleepy board for quite a while, some decades, but now there is more attention. We think we should show the public more of the meetings, the TV, the verbatim minutes so that we can just make sure that everybody understands what is happening at the Board of Assessors.

So there are more improvements, some of which were discussed the other night coming, but Ms. Kleiner has been very effective in making these things occur in short order. No one has really said anything other than she's very qualified, Ms. Kleiner is very qualified for the position. The only issue has been should we go outside? I think if we want things done before a year from now, this is definitely the move we should make because by the time we were to advertise this job, bring people in from out of town, out of state, interview them, select them, and then give that person time to acquaint themselves with the culture, with the people, with the responsibilities, probably a year would go by and we would basically be putting any improvements we could otherwise make right away on ice for nine months or a year.

In addition, often when you bring people out from out of the institution, you find someone who in the end does not fit with the culture and in the end is not effective. And that has been the exact experience that the City encountered with the Administrative Services position when it existed. There were three Administrative Services Directors. The first one, Russ Marcoux who served for 10 or 12 years, very effective, I worked with him as I know you did Madam Chair. He started under Maurice Arel, then went in to the Wagner years. He was an internal applicant, an internal hire; he had served on the Board of

Aldermen and knew everyone very well. The second Administrative Services Director they did go outside and they found someone who did not succeed in the position, served only a short term and then left. The third Administrative Services Director was Maureen Lemieux, again a highly successful person in the Administrative Services position; she was also an internal hire. She had served on the Board of Aldermen, she worked in the Mayor's Office. She came in and did a very effective job and left to go to Newton and became the CFO I think for the City of Newton. Then the position was eliminated for a temporary period of time.

In any event, for all of those reasons, I ask you to approve the nomination of Ms. Kleiner so that we can immediately begin implementing improvements throughout City Hall. Of course I am available for any questions as is Ms. Kleiner.

Chairman Caron

No Ms. Kleiner's turn first.

Kim Kleiner, Chief of Staff

Good evening Madam Chair and Members of the Committee; thank you very much for the opportunity to interview with you this evening. If I could tell you a little bit about myself to begin with; I grew up in Nashua and was educated in Nashua Public Schools. My family owned and operated a business within Nashua for many years and I come from a family who felt a strong duty to serve their community and that was ingrained in me even as a small child. I've had the opportunity in my professional life to have great mentors and I had a very successful career in the private sector prior to joining City Hall. It was very difficult decision for me back in 2015 when Mayor Donchess asked me to join him in City Hall. My career at that point was very successful but I felt that it was my duty to come forth and serve the City. I was very honored that the Mayor asked me to do so.

I had served for four years on the Board of Education; I have to say it was the four years of the greatest opportunity of my life. I enjoyed it very much. I do believe that there is a strong learning curve when you come into the City and I have to say that for my first year in the Mayor's Office, even with all my training in the private sector, I felt that learning curve. It is difficult to come in and try to understand the complications and the many multi-facets of our Divisions. I feel that I accomplished that; I certainly gave it my best at all times. I have had the privilege to work along some amazing Directors the past 3 ½ years. I would like to continue serving the City. I do feel that my qualifications and the mentors that I have had in the private sector will have prepared me well. And I am here to answer any questions you may have.

Chairman Caron

Ok questions from the Committee members first?

Alderman Lopez

I actually have two questions for the Mayor just for clarification. The first and actually Madam Chair you might remember too, didn't we leave the door open for the return of the Chief Assessor, if we decided that we needed to? I remember a conversation about us leaving like \$1 in the account for that budget item. So does this creating this position doesn't preclude indefinitely a Chief Assessor from ever existing again is that correct.

Mayor Donchess

Correct. I mean we proposed pursuant to the audit a roughly cost-neutral solution. But two things – number one if we need professional guidance from KRT we can hire them as a consultant or if the

Board of Aldermen now or in the future believes that we should move forward and also have a Chief Assessor, then money just needs to be added to the budget to do that. And if you proceed in that fashion, we will seek to hire that position. The only thing I mentioned in addition to that is that the last time we put that position out there was really one qualified applicant and so the pool of people doesn't seem to be that deep. But if the money is there, we will seek to make that or fill that position.

Alderman Lopez

And my second question was and I think you might have answered it because you said this was cost-neutral. Ms. Kleiner has been working as your Chief of Staff since you took office this most recent time; does she move offices, does she surrender that role, does she do both?

Mayor Donchess

Well she can't do both jobs I mean that's one reason we need to move forward, I mean we've gotten 80 hours a week from her in the last few weeks or the last month or so but I don't think we can expect that forever. I say it's cost-neutral because we did eliminate the Chief Assessor's job which this position I think now pays \$103,000.00. The Chief Assessor was around \$90,000.00. So it's not quite the same but pretty much equivalent; so that's why I say it's a cost-neutral choice. Now if the Chief Assessor is added to the budget of course that would make it not really cost-neutral. But as proposed right now that's why I say it's cost neutral.

Alderman Lopez

So there would be a Chief of Staff position open or a Mayoral Assistant and I am assuming you would do the same priority here where having somebody who knows Nashua is part of Nashua that would be the ideal candidate. Is there like a whole search if this moves forward does that trigger that next interview process?

Mayor Donchess

Yes it does.

Alderman Lopez

Those are my questions for the Mayor, I would like to state for the record that I've appreciated Ms. Kleiner's service as the Chief of Staff. Her learning curve was about the same pace as mine was so I think we were figuring out what we were doing around the same time and I think she's done a great job both in leading a staff that has had a lot of very talented but very differently talented over the years in the Mayor's Office. Also in tackling a lot of challenges that I've participated with as Alderman, everything stemming from organizing a Block Party to addressing the opioid crisis, Ms. Kleiner has been a part of all of that and I think she's done an excellent job.

Alderman Wilshire

Thank you, I was around back in the day when Russ Marcoux was here and Maureen Lemieux. When that position became vacant and became CityStat things kind of changed here in City Hall. I think those smaller Departments need one Director; I think they need one person, it's more cohesive City Hall. There is no one I really think that could do a better job than Ms. Kleiner so thank you for your willingness to step up and do this.

Alderman Kelly

Thank you. I have a question that might be for the Mayor, maybe Ms. Kleiner can also speak to it. I also am in the similar boat of "what happens when we get rid of the Chief Assessor" and the person with that technical knowledge and I think that Ms. Ortolano brought that up from a day to day perspective is going to be taking care of that? I don't think KRT can be down in our Assessing Department day to day. So how do we address that for people who are concerned about it? I think the management portion of this makes sense but the day-to-day technical, whatever a Chief Assessor would bring to the table, how are we going to cover that?

Mayor Donchess

Well we have qualified Assessors working in the Assessing Department so they are qualified and certified to answer the demands of the job which involve the updating assessments when the building permits are closed out; when putting through abatement requests and processing those for consideration by the Board. So I think we have the expertise within the Department to do these jobs. The revaluation is reported on in the USPAP they call it, which is the Uniform Standards of Professional Appraisal Practice, 700 page report, you should take a look. That went to the DRA and they approved the USPAP, the 700 page report and they say we are in compliance with all State standards. So I believe that Ms. Kleiner that if she concludes we need more expertise, will come to you and tell you she thinks we need a Chief Assessor.

But I would wait for, I mean she's pretty deeply involved in assessing now, believe me. And I think once she is in this position and has more time to evaluate the situation if she thinks that we need a Chief Assessor, or if I do, we will tell you. And as we have suggested, we will come to you periodically to report on the assessing function and that question can be asked whenever you want. And if the board concludes again that we need a Chief Assessor, then a budget change does need to be made, but if you do that then obviously we will go out and try to hire someone.

Chairman Caron

I too was around when that Administrative Services Director was here and there are a lot of positions within the City that the Mayor has the right to hire who he wants to. He just comes before this board or committee to reassess what he's trying to do. So to say that every position goes for an RFP is not necessarily true. I've worked with Ms. Kleiner on a lot of projects. I think she brings a lot of expertise as far as management and as Alderman Wilshire said, some of these small departments, they just need that overhaul.

But I also, as I said to you Mayor in Finance, that as long as you understood and if there was a need that the Board felt there was a need to bring back a Chief Assessor or an Assessing Manager or whatever, that we could still do that and still have Ms. Kleiner oversee that Department. We all know that you can only learn so much so fast. But I think that the things that need to be done, I think we can do now and when we get our report this fall from you and the Mayor's Office, I think that we will have a better handle as to what is going on. I have no issues with approving your recommendation.

Mayor Donchess

Just a follow up Madam Chair. When Ms. Kleiner and the Department comes before you on a periodic basis, however that is established, there is no problem with continuing to explore the issue of a Chief Assessor and if the conclusion is reached that we really need to replace that position or re-establish the position we can do that. The money would need to be there but if that happens, we will then proceed to find a Chief Assessor. But I think you should give Ms. Kleiner the chance to get in there and kind of give you an even more informed as to how we should proceed.

Chairman Caron

Right and I agree I think we have to give her time to do her due diligence and good luck trying to replace her as Chief of Staff.

Mayor Donchess

Are you in retirement Madam Chair.

Chairman Caron

I'm only allowed to work 30 hours a week.

Alderman Dowd

Just curious quick question, the relationship between your new Chief of Staff and the City Services Director, equal input to you or how is that going to function.

Mayor Donchess

Like the other Division Directors, the Administrative Services Director will report to me, we meet frequently and the Chief of Staff – the Administrative Services Director obviously has a certain set of responsibilities, all these departments we've talked about, the Assessing but also IT where I know we could make improvements, Purchasing, Personnel and everything else. The Chief of Staff really works with these people but does a lot of other things. There's the scheduling, there's just working with all of you on various issues that come up, working with the Board of Ed, with the Police Department, all the things that take place there.

Once Ms. Kleiner stops doing the two jobs and goes down to 60 hours, we will then have a Chief of Staff do the rest of the work.

Chairman Caron

Ok anything else? Ok we thank you Ms. Kleiner, your nomination will be voted on later this evening.

Ms. Kleiner

Thank you.

Board of Assessors

Lydia Foley (New Appointment)

For an Indefinite Term at the Pleasure of the Mayor

Mayor Donchess

Lydia Foley is here. If she came up and sat where Ms. Kleiner was. Thank you Madam Chair, so it with great pleasure for me to bring before you the appointment of Lydia Foley for the Board of Assessors. Ms. Foley is a Nashua native. She went to Southern NH University; she has a variety of experience. But she has established a downtown real estate firm, Purple Finch, kind of across the street and up a little bit which employs now a number of people. She is very active in the community and has been on the Y Board, I think worked for Habitat for Humanity, was President of the Y Board for a time and very, very involved with the community.

But obviously she has knowledge of assessing and appraising because her profession is in real estate, and therefore I am confident that she will do a great job on the Board of Assessors.

Chairman Caron

Ms. Foley your turn.

Lydia Foley – Sure thank you so much. As Mayor Donchess said I am a Nashua native, I own Purple Finch Properties here on Main Street. It has been open next week for 4 years, I've been a licensed realtor for 9 years and I am also on Business & Industrial Development Authority with the City. That has been for the last 3 ½ years; I've been on the Y Board for 5 years, I just finished the President's Term- we call it Chief Volunteer Officer in December. I also serve on Advisory Committee for MakeIT Labs and I am sure I am forgetting some other boards that I am on. I have been interested in the Assessor's Board. I have attended the last few meetings just as a regular citizen and I am excited to hopefully lend a real estate lens or realtor lens to the process. As Ms. Kleiner comes in the move forward strategy with the Department.

Chairman Caron

Committee members, any questions?

Alderman Lopez

So I've seen Ms. Foley at work in the community for years now. I've also seen the Purple Finch signs popping up every time there's like an abandoned house or whatever or even an occupied one where they are trying to move upwards. I think her community activism and engagement speaks highly of her commitment to the City of Nashua. Her resume is impressive, her experience both with Leadership of Greater NH, Leadership NH, as President of the Board of the YMCA. I think she would be a very good fit for this position. I congratulate Mayor Donchess on finding somebody so well-suited for this.

Chairman Caron

Anyone else? Ok. I have a question for you. Considering all the controversy that's been going on in the Assessing Department and with the Board of Assessors, I see your resume and it's excellent, but I want to know what you think you can bring to the table to help that department succeed even more so.

Ms. Foley Sure, yes, yes, of course, I've been following the Telegraph articles, like I said, I've sat in on 2 of the most recent Board of Assessors meetings. My hope is just to first like I mentioned bring a real estate lens – the two gentlemen that have been serving on the Board are not necessarily in the Real Estate profession. The main hope is to really kind of bring in the information of the assessed values that have been revised just recently and give more of an opinion of what the market value is, what the reality of the current real estate market could be or it is currently. I also have experience in commercial real estate, especially leasing downtown space. So my hope is to bring a reasonable opinion of the actual current real estate market and then also with my Board experience, navigating through those more difficult conversations about citizen's concerns and where they feel a reassessment may be due. Working through those conversations with them to find an amenable outcome.

Chairman Caron

Alright, thank you, excellent.

Alderman Clemons

I won't give you a really hard math question but more of a generality of the market. Single family home, 2 bedrooms, maybe 3 bedrooms, 1 ½ bathroom in the central part of Nashua. Would it be unreasonable to expect a home like that to have gone up \$100,000.00 in assessment in the last 5 years.

Ms. Foley To my knowledge what the last assessment, the last City assessment was longer than 5 years ago I believe. So with the current market, I would say it's reasonable that could be a possibility depending on the improvements the homeowner has made. I have found in a lot of the cases where my clients have come and asked "OK I just got my reassessment what is your opinion" to be completely candid, a lot of them are lower than market value even with the assessed value changes. It is a case-by-case basis of course, nothing is necessarily apples to apples. But I don't think that specific scenario is unrealistic.

Alderman Clemons

I tend to agree with you, that house I was talking about was my own.

Ms. Foley I was wondering if there was some personal, yeah.

Alderman Clemons

And to be quite honest it was a little bit of a shock, you know, the tax bill. But Nashua is a desirable place to live. We have very low unemployment, we have great schools, we are one of the safest cities to live in in the United States. That's what people want, so when you have those things, Nashua hasn't been building a lot of homes recently so that demand has gone up and so I appreciate, I think you definitely have a solid – I do real estate lending myself, so I know the market. And I think you have a solid handle on it and I think you'll bring a lot of experience to that Board.

Chairman Caron

Anyone else? Ok, thank you and we will vote on your position later in the meeting.

Ms. Foley Ok thank you for your time.

Downtown Improvements Committee

Edward Hayes (New Appointment)

Term to Expire: December 13, 2019

Chairman Caron

Downtown Improvement, Ed Hayes; Mayor is he here?

Mayor Donchess

Is Ed here, no he didn't make it. So the next person is Tricia Mullen. If Ms. Mullen could come right up to the same location.

Chairman Caron

And Lisa Hardy is not here as well, Mayor?

Mayor Donchess

Correct.

Mine Falls Park Advisory Committee

Lisa Hardy (New Appointment)

Term to Expire: March 1, 2022

Trisha Mullin (New Appointment)

Term to Expire: May 1, 2022

Chairman Caron

Ok thank you.

Mayor Donchess

So Ms. Mullen who you have before you is my nominee for the Mine Falls Park Advisory Commission. This is a group of very, very dedicated people who love Mine Falls Park and Ms. Mullen is very well qualified for this position. She does a lot of activities herself in Mine Falls with kayaking and other things that she does. She has been an active volunteer in the City; she's volunteered for the school system for a long time. She has worked at the Soup Kitchen, she has also worked on the Mine Falls related river clean-ups with the water chestnuts, pulling the water chestnuts; things like that. So she will be a great addition to a very dedicated group of people. I know she loves the park and in her full-time vocation she is the operator a small daycare center, childcare center in her home. So she will fit in very well with the people who are on the advisory board and do a really good job for the City.

Chairman Caron

Trisha, your turn.

Trisha Mullen I don't have much else to add. I just love the park and I am in there all the time walking my dogs or kayaking or cleaning up the canals or anything like that. I just feel like I can be of benefit to the Board.

Chairman Caron

Any questions.

Alderman Lopez

So again this is another great choice by the Mayor. Trisha doesn't just work at the Soup Kitchen, she volunteers there in a not simple role, complicated pantry manager type of role. So I've seen her interact very well with members of the community no matter how diverse their needs might particularly be. Her kayaking group, Nashua Area Kayak Exploration Destination – NAKED is extremely popular. A lot of people, they organize regular trips, they organize regular events and activities. I think Trisha is a community builder, she is somebody who makes people feel welcome and she does what she can to bring her enthusiasm to those people. I think she's a really good fit for Mine Falls because that's kind of what we are trying to do with Mine Falls as a park is keep it for the community. Keep it beautiful, keep it appreciated and I think again, Mayor, you picked a very good candidate for this.

Alderman Kelly

I just wanted to say thank you, I'm part of the "NAKED" as Alderman Lopez pointed out, I have yet to get out and paddle, maybe not this summer but maybe next year. I just want to point out I know how

important cleaning up the invasive species are and I know the City does its part as part as some of the boards that work on that. But I thank you for your leadership on having your own kayakers go out and help with that because it is important and it's such a great park to have. So someday we will go kayaking together. Thanks for your willingness to serve.

Chairman Caron

So Trisha, may I ask a question, have you been attending any of the Mine Falls Park meetings?

Ms. Mullen Yes I started in February, what's this, I missed one so I must've went February and April and I am missing the one tonight because I'm here.

Chairman Caron

You're here right, thank you. Thank you your nomination will be up for a vote at the end of the meeting.

Chairman Caron

Ok Zoning Board Mayor?

Zoning Board of Adjustment

Nicholas A Kanakis, Alternate (New Appointment) Term to Expire: September 11, 2020

Mayor Donchess

The last one is Nick Kanakis for the ZBA Alternate position. Mr. Kanakis is a lawyer in town. He is the son of Mark Kanakis who has a firm downtown and they work together downtown along with Mike Omara. Nick went to UNH and Law School in California. He lives in Nashua and he has appeared before various ZBA's and therefore is very familiar with what the Zoning Board of Adjustment does. He would like very much to be able to serve the City of Nashua and what he would like to do is be on the ZBA and therefore we have an open alternate position which I've appointed him to. It will be helpful to gain legal expertise on that Board but because they are a quasi-judicial board that applies legal standards to the special exception and variance cases which are presented to the Board at each of their meetings. So I am sure he will be a very valuable addition to the ZBA when he sits as an alternate. Oftentimes there is at least one member absent so the alternates do participate pretty actively.

Chairman Caron

Thank you. Nicholas you are up.

Nicholas A Kanakis So not a ton to add but I've always found property issues to be interesting and I've been looking for a way to get involved with the City somehow and I figured this was the best fit. One of the big issues I've seen appearing before other Boards is a lack of attendance by Board Members and it is kind of a shame when that happens because then the party appealing to the Board has to decide whether to delay their application or if they want to try to get the application approved with less voters and odds are always lower when that happens. So I would like to make it so that we don't have empty boards and I'd just like to get involved and help see Nashua improve.

Chairman Caron

Questions from the Committee? Nothing Alderman Lopez.

Alderman Lopez

Not very many people are like "Oh the Zoning Board that's how I want to get involved". So at first I was wondering like "really?". But then given your explanation, wanting to make sure that people have a fair chance and a fair hearing, that's pretty impressive so I appreciate that.

Alderman Wilshire

I just want to say thank you for stepping forward. I mean if you are a young attorney you must be pretty busy doing that so making the time to do this is important and thank you for your willingness to do it.

Alderman Dowd

A couple things, it's good to have an attorney on there because whether it's a variance or a special exception there are 5 points of law that you have to meet. My suggestion would be as soon as you are appointed that you sit down with Carter Falk and possibly even Director Marchant and go through some guidance on the philosophies of the department relative to Zoning. It is very important; I used to be the Chair of ZBA. There are time constraints and they have that stop sign in there and sometimes lawyers get confused with Superior Court, but it functions pretty well, so just my suggestion.

Alderman Jette

I would like to also thank you for stepping forward, I think it is wonderful to have the expertise that you are able to bring as a lawyer to the Board. I'm wondering, we had a conversation about whether or not there would be any conflict of interest between you and your firm appearing before the ZBA. Did you have a chance to look into that?

Mr. Kanakis I spoke with Mayor Donchess prior to this and so we have clear rules for that; so no one from our firm could appear before any board so we will just have to run it by and get it approved by all the partners. We haven't had a chance everybody in the office since we have spoken so I believe sometime this week we will be able to have everybody together and make sure it won't be an issue.

Alderman Jette

May I follow up? So you haven't had that conversation yet? I'm familiar with that because I once, when I was practicing with other people, I once thought about serving the City in some capacity and when I had that conversation that you are going to have later this week, my partners thought it was a wonderful idea and hoped that I enjoyed solo practice. I decided not to serve the City and I hope that your partners will enable you to do that.

Mr. Kanakis Usually we only have a couple of zoning cases a year so I don't think it would be a huge loss to us and Attorney Mara has been starting his business on the side so he hasn't been in the office as much lately.

Alderman Jette

Great.

Alderman Dowd

The agendas are published way ahead and usually in the past if we have had an attorney sitting on the board and somebody from their firm is represented, we would have that person step aside. He is an alternate so it's not usually an issue.

Alderman Lopez

You can still recommend to move forward because the next Board of Aldermen meeting is next week so he'd know before we actually finalized it.

Chairman Caron

Certainly. I'm sure the Mayor would bring it to our attention on the agenda. Anyone else? Well Nicholas we appreciate that you want to sit on that Board, because it's long. And to all of those who are coming forward to sit on the various boards and commissions, we appreciate that because without you we wouldn't be able to run the City as efficiently as we are able to. And it is nice to see young people step up and knowing that we are moving forward in the right direction. So your vote will come up later on in the meeting. Thank you.

Mr. Kanakis Thank you.

Chairman Caron

Thank you Mayor.

Mayor Donchess

Thank you very much.

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

APPOINTMENTS BY THE MAYOR

**MOTION BY ALDERMAN CLEMONS TO RECOMMEND THE CONFIRMATION OF THE APPOINTMENT OF THE FOLLOWING INDIVIDUALS: KIM KLEINER TO THE OFFICE OF ADMINISTRATIVE SERVICES DIRECTOR FOR AN INDEFINITE TERM AT THE PLEASURE OF THE MAYOR; LYDIA FOLEY TO THE BOARD OF ASSESSORS FOR AN INDEFINITE TERM AT THE PLEASURE OF THE MAYOR; BRANDON PIEROTTI AND RICHARD GILLESPIE TO THE CONSERVATION COMMISSION FOR TERMS TO EXPIRE DECEMBER 31, 2021; TRISHA MULLIN TO THE MINE FALLS PARK ADVISORY COMMITTEE FOR A TERM TO EXPIRE MARCH 1, 2022 AND MAY 1, 2022; AND NICHOLAS A. KANAKIS AS AN ALTERNATE MEMBER TO THE ZONING BOARD OF ADJUSTMENT FOR A TERM TO EXPIRE SEPTEMBER 11, 2020**  
**MOTION CARRIED**

UNFINISHED BUSINESS – RESOLUTIONS – None

UNFINISHED BUSINESS – ORDINANCES**O-19-037**

Endorsers: Alderman Ernest Jette  
Alderman Tom Lopez

**RAISING THE AGE TO PURCHASE, USE, AND POSSESS TOBACCO PRODUCTS AND E-CIGARETTES FROM EIGHTEEN (18) TO TWENTY-ONE (21)**

- Re-referred to Committee – 4/9/2019

**MOTION BY ALDERMAN CLEMONS TO RECOMMEND FINAL PASSAGE**

ON THE QUESTIONAlderman Lopez

Well now we have the Ordinance that we talked about in the Board of Aldermen. I still feel like it would have been a smoother move to make this amendment if we were going to move forward with it in the Board of Aldermen meeting so the public had a better chance to review it. But personally I am not in favor of it because I think removing the possession element of it waters down the efficacy of it. I'm not opposed to alternatives to just the fines. But I don't think, I think if we are trying to do what the Ordinance intends we need to keep possession intact, at least until the State actually does move forward with something – or the Country. If we are going to wait for other people to do stuff that's all well and good but we are all representing Nashua right now and we only have authority in Nashua.

In Public Comment it was observed that specific note was made that we wouldn't try to limit sales through the internet, I don't think that's something we even have authority over. If the transaction is not taking place in Nashua, I don't think that even needs to be commented on because the scope of our authority is specific to that. I have some problems with the amendment, I'm not particularly interested in moving it forward. I would prefer to focus on specific points that people might have.

Alderman Clemons

So the amendment before you has four different points. One of them is that it grandfathered in people who are 18 years and older as of June 30 this year which I believe is the effective date or July 1<sup>st</sup> is the effective date. So if you are 18 or older you will be grandfathered in. The second point is that it changed the fines, it got rid of fines so that basically what it would do is it would eliminate the fines so that possession of tobacco would not be an issue. The reason for that is the concerns that people brought up about people going through Nashua or traveling through Nashua or people coming to the City from out of town for an event and not knowing what our random law is. And in addition to that, the idea here is to try to get people healthy. So you know if you to me you know fining somebody is just a cash grab on the part of the City; I'd rather have people basically try to get off cigarettes. That's kind of the point for me anyway.

And then the other provision in here is that anybody who is selling tobacco from Nashua to a jurisdiction that allows you to sell to an 18 year old over the internet or phone can continue to do so. That was a concern because there are businesses in Nashua that sell on-line and the thought was that if we pass this to prohibit sales in Nashua to somebody who is 21, that those transactions wouldn't be able to continue and so we specifically put in language to allow that. I personally think that this no easy thing to vote on for me. This is truly to me a compromise and I'm not, you know I came out strongly against this but I understand the need and the move towards progressing to a bigger or greater age from 18 to 21 and this progressively does that. It doesn't fine people or hurt people and you know it allows such sales where there are legal elsewhere. I can support this with all the amendments but it would be hard for me to support it without them.

Chairman Caron

Before we continue, I had asked Chief Lavoie to send someone from the Police Department to come join us in case you had questions especially concerning the impact of the amendments to this Ordinance. So Sergeant if you would come join us at the circle, that would be great. You can sit next to Alderman Lopez because he'll be raising his hands. Would you just state your name for the record please.

Christopher Ditullio, Nashua Police Sergeant

Alderwoman Kelly

OK so point of order we haven't actually brought up the amendments and they haven't really been discussed either at the Full Board or here yet. Alderman Clemons mentioned them.

Alderman Clemons

I just discussed them.

Alderwoman Kelly

Correct but we were talking about the original but it hasn't been moved to amended.

Chairman Caron

No.

Alderwoman Kelly

Maybe I'll flip this to you. I support the legislation in its original form. I remember that when Chief Lavoie came he felt that the possession piece was really the piece to make this work and I'd love to hear your opinion on the amendments especially that and also the grandfathering and how that would affect your job.

Sergeant Ditullio

Like Chief Lavoie had stated at a previous meeting, he did feel as though the possession needed to be part of that for enforcement reasons. Obviously we will enforce any Ordinance that the Board feels appropriate and votes into law but he felt strongly that possession needed to be in there for it to be enforced appropriately.

Alderwoman Kelly

If you wouldn't mind addressing the second part of my question which was would the grandfathering, the people who are currently now make it more difficult for you, do you have an opinion or would he? What do you think that would look like?

Sergeant Ditullio

I think initially it would probably be a challenge for the officers within the department just because it would be "OK well when are you turning 18, when did the law pass". It would be more on the street side, trying to figure out are they violating the Ordinance based on their age at the time that it got passed considering what their birth date is. Once it obviously if it comes into effect, then after awhile it wouldn't be an issue any longer.

Alderwoman Kelly

Thank you.

Sergeant Ditullio

You're welcome.

Chairman Caron

Ok anyone else on the Committee? Ok anyone else?

Alderman Dowd

I could probably support either the original bill or the amendment. I do think that without the possession it is pretty watered down. I just recently came back from Florida and did a lot of reading down there. There are 5 states down south including Florida that passed legislation to make it age of 21 for any possession of tobacco or sales. And there was a very strong article about why people of some of our ages ought to be doing this to protect our grandchildren. It did also talk about things with the environment but this was one of the strong points, that if we don't do it, who is? Now having said that, I fully believe that all those were done by the State and I think it is terrible that our State Legislature hasn't taken this up. There are a number of States that have done this and they can't all be wrong. And two, they are trying to pass this at the National Level.

There is an issue with kids having access to tobacco products and the younger the worse. If you let kids in school that are 18 use them, as was indicated earlier in the evening, younger kids are going to say "Oh, I want to be like one of the older kids and do this". Will it stop all of it? No. Does the prohibition against alcohol before 21 stop all drinking? No. But it will curtail what needs to be curtailed.

Now as far as the Police Officers are concerned, I give them a lot of credit for discretion. They are not going to be chasing a car around because somebody has a cigarette, you know, it probably involves something else. But when they notice it they will enforce it, but I don't think they are going to be chasing people around trying to get fines for people with cigarettes. Yes, they have more important things to do. I'd rather they be chasing some of these drug guys down and throwing them in jail. So you know I in actuality after all the research I've done in the last 2 or 3 weeks, I would support the original bill. But if the Committee sees fit to amend it, I would support the amendment but I think that you water it down to the point to is it going to have any teeth? And if you don't have any teeth, you know, why pass the Ordinance, just my two cents. And I know some people on the Committee don't go along with that because they think we are taking away people's rights from 18 to 21, we take it away for drinking.

It is proven testimony from not just medical people here, but tons of medical people around the country that fully support doing this because it is such an impact on young people's health. So just my two cents.

Chairman Caron

Since you don't sit on the Committee, there was a letter given out by the New England Convenience Store & Energy Marketing Association and they mentioned that there was a Senate Bill up in Concord to change the law to 21 statewide, which I think is important for us to think about as part of that.

Alderman Klee

Thank you so much. Let me start with on a State Level, I will be the first in line to vote for this bill. On a City level I have a real issue with it. I am not an expert, I can't say that it will or won't have a major impact. But I can tell you that I'm a firm believer that if an 18 year old is now selling to a 15 year old in school or on the streets or anything else like that, the fact that they can't buy it in Nashua and have to go to Hudson is not going to curtail them in any way, shape or form. Because that kind of a person is that kind of a person.

Having said that I have a couple questions about what we have in front of us it says "proposed amendment" and this is I guess the watered down version of it. But looking at Page 2, the fines area and there are some fines in here. When I am looking at the RSA 126K4 Roman Numeral II the fines are much higher and they look at first, second, third, fourth offenses. Talking about letters of warning and so on; now the fines are higher for first offense it says up to \$250.00 we say \$50.00. But we seem to stop at second offense and don't seem to address what happens.

Now this is talking about the purchase, sale and distribution of tobacco products and e-cigarettes so that would mean that if I were to buy and I was 19 years old or if someone were to sell it to me, I would be violating this. So we are still talking about some fines; they just don't match up with the RSA that this is kind of mirroring. The other portion is when you talk about Section E here and it says "any person violating the provisions of this section who is under the age of 21 may be required to participate in an education program" etc. Would that only be for Nashua residents or if someone in Hudson is caught with these in hand or bought them here, are we going to force this non-Nashua resident to go to this training.

I'm glad that it was brought about F and I think Alderman Clemons kind of clarified that and that was more for people to do sales for those between 18 and 21. So looking at that, what stops a Nashua resident for doing a mail order, whether it be from somebody in Nashua or for somebody else there? Can we stop the people from Hudson mail ordering to the people in Nashua? I'm not sure, I don't even know if that's an answer to it. But before I stop talking I want to give a little history. I'm a person who buried her mother at the same age I am right now at 58 years old. She died of brain and lung cancer. I buried my father with pancreatic and liver cancer. I have a brother who has bladder cancer and continues to smoke. I have two nephews who are very ill. I have buried more people from cancer, tobacco-related. I hate this. But I will not vote for it and put a bubble in Nashua.

So putting my own personal feelings aside, I wouldn't be able to do it. But I will be right in line, as far as that bill was referenced, SB248, the Senate has retained it. They will take it up in the fall and vote on it in January. But I am not taking any of those chances. I think Alderman Dowd referenced our State Legislators and I want our State Legislators to step up and I'm going first in the line. I will be putting a bill through in September when we have our two weeks. And I hope that the other Aldermen here will join me, it would be a compatible bill and if the Senate Bill doesn't make it, I am going to try my damndest to get the House Bill through. So thank you.

#### Alderman O'Brien

Thank you Madam Chair. I too agree with my fellow Alderman and Representative. This is a State issue and should be affected by the State. I assure you the State ain't going to come down and fix the potholes on Main Street and I don't know why we as a municipal body want to try to fix a State issue where it would be even across the board. Let's look at what the bill and the amendment is going to. And my question will be to the Sargent if he chooses to answer. We have right now an existing law that says School Zones are drug free. And my interpretation that includes vaping and tobacco products. So if we are going to ask the Police to enforce it Citywide, Sargent can you tell us what are the arrest statistics in the high school with the vaping issue if there's vaping going on in the men's or girl's room? Are there litigations that are coming from that.

#### Sergeant Ditullio

I am personally not aware of any, you know, the School Resource Officers would handle such incidents if there was someone caught smoking or using tobacco products on school property. At the very least it would be seized and taken away from the juveniles. As far as making arrests for it, I'm not sure what the statistics on that would be.

Alderman O'Brien

Follow up if I may and thank you Sargent for answering because it is a tough question. But I think what the Officers and School Resource Officers, it's taken away from them, not to charge a young person. We have a proposal to make law here where people can be fined, go to court, in fact a criminal record. And if the school inside the municipal school is being coach and counseling, which I agree with, it evidentially in my opinion with the amendment and the ordinance may not be done in the City street. So it doesn't reflect exactly what is going on in the municipal building that is called the school. Do you want to answer it?

Sergeant Ditullio

I guess I would have to agree with your point, you know, we are doing the best we can with what we have. If it's located at school, it is seized and things like that. But obviously if it's passed into law and someone 18 has tobacco products on them and if there is a fine or it is a City Ordinance violation, yes it could be a ticket, it would be on their record. If they are over 18 obviously an adult it would be a criminal offense that would stick on their criminal record as a violation of a City Ordinance, obviously if they are found guilty or if they pay the fine.

Alderman O'Brien

Thank you Sargent and thank you Madam Chair.

Chairman Caron

You're welcome. Alderman Clemons?

Alderman Clemons

Thank you. That's concerning to me which is why, so with the proposal here, the fine part of it would basically be for anybody who tried to buy tobacco or whatever, who wasn't of age. Or somebody who sold tobacco to somebody who wasn't of age is how it actually reads. Possessing would not be a finable action in this proposal which I agree with because to me we are supposed to be helping, I thought anyway, that the idea behind this was supposed to be to help people and help people stop smoking, not burden them \$100 or \$50 fines. It may not be a lot of money to some people here but I know that you know if I can only imagine if nicotine is as hard to quit as it is, then you know you are either going to drive people underground smoking this stuff or who are of that age group or they are going to be paying fines, which I just don't agree with.

As far as the schools go, I mean I would definitely in support of a separate ordinance or amending this to make schools in Nashua specifically nicotine free. Because you know it irks me that the issue that this has brought up has been that schools are where or are the problem we are trying to solve. So if that's the case, then we should hold everybody who is on a school accountable with a fine that says "if you bring tobacco on to a school property and you get caught with it, regardless of your age, it's a \$500.00 fine". That'll solve the problem. The first kid that gets caught with vape and their parents have to pay a \$500.00 fine you bet that is going to change everything. That's how we should be approaching this if it is really is a school issue.

And I would go further as to say that we should really be reaching out to the Resource Officers to find out how we handle this now and what would be a good practice or a recommendation from them. I'm willing to support the ordinance amended because I feel that it is a true compromise in that nobody is going to get 100% of what they want but I think it's a good start and I think it's something that tries to balance the business community's needs. It balances the rights of those who already have this privilege. It balances the right for somebody who wants to buy from a business who sells on-line in

Nashua for that business being able to do it. And it doesn't overburden people who are addicted to cigarettes, it tries to help them by saying that they are going to go to an education program or something like that. Anything less than this I just won't be able to support. I will make a motion to amend in its entirety, Ordinance 19-037 as proposed on our desks this evening.

**MOTION BY ALDERMAN CLEMONS TO AMEND IN ITS ENTIRETY O-19-037 AS PROPOSED ON THE ALDERMEN'S DESKS THIS EVENING.**

ON THE QUESTION

Alright Alderman Lopez and then we'll go on this side.

Alderman Lopez

So I see a contradiction between saying that we can't unnecessarily burden students and the suggestion that we should instead amend this to specifically burden students at 10 times the rate that was proposed here. So I just have a quick question for the Police Officer. If a 16 year old is caught speeding or is parking in the wrong place, does he receive any kind of action?

Sergeant Ditullio

Yes he could potentially receive a parking ticket or a speeding ticket.

Alderman Lopez

Could any of that be put on his record?

Sergeant Ditullio

Yes.

Alderman Lopez

So that's a reality. And then additionally I don't think this is an issue we can wait for the State to do, even if we did adopt the provision in here where we are graduating people and we are saying "OK we really want to stop people from smoking, unless you are already doing it and then you can keep with the addiction". If we decided to do that, then the people that were graduating this year, would still be graduating before the State even takes it up. Because as was discussed before it is tabled until the fall when it is taken up and then maybe voted for in January. I don't have that confidence in the State, I definitely don't have it in the federal level either. We represent Nashua and we can do something here and now. We are talking about "I'll be first in line" this is first in line. We could do this now. So I see the contradiction in both trying the graduated element of this and then trying to re-direct where it takes place.

I do like the idea of providing educational resources as an alternative to a fine at least on your first offense because maybe the person just needs that warning not necessarily that they learn in school that smoking is bad for you. Half of the difficulty with this is that a teenager is making an impulsive decision doesn't necessarily have the longer view of how this could really affect them. Education is effective but it's not the only mechanism. What was suggested by the FDA with reference to this was using this as a deterrent. So I think the near-miss of getting a \$50 fine or \$100 fine is enough and the encounter with Law Enforcement is enough for a kid to at least pay attention in school and maybe the combination of the education and the fine, the threat of a fine might be enough.

But I really don't think that this amendment is going to be effective for anything that we are trying to do if it doesn't include the possession and I think that was supported by Law Enforcement testimony that was here. If you can't address the possession of it, then yes, people can get it on-line, people can get it in Hudson. I wasn't the one who suggested that, so I think that's a terrible idea. I think this needs to include both the possession and the sales. I am not really that in favor of the graduated implementation either; I think we have to make a decision on this, popular or unpopular as it may be, we should be doing what our Public Health Department and all of these medical professionals are telling us is a public health epidemic. Because I was there at Ground Zero for the opioid crisis, and everybody waited way too long to do something about that. I think we made a lot of progress over the years in reducing underage in younger smokers; that's being reversed by the inclusion of nicotine products and tobacco products in vaping. And again I would caution everybody not to confuse the too because vaping isn't fully understood yet; but what is fully understood is tobacco and nicotine. Those are what this ordinance is targeting; a symptom of it is vaping but the cause is the nicotine and tobacco.

Alderman Kelly

Thank you, why do I always have to talk after Tom?

Chairman Caron

I don't know you just luck out.

Alderman Kelly

I'll address a couple of comments and things that have come up both from Public Comments but also fellow Aldermen. I found it very courageous and also very moving the young woman who came and spoke about her family and her own personal struggles. And also Alderman Klee shared that as well. I think some of the things brought up to me 17 times trying to quit; 7 different methods for her father. And I think I understand some of the concerns that it would be better at the State, it absolutely would be better. But we have research that has said that there have been cities like Needham that said "I am going to stand up, I'm going to do this" and they saw a huge drop, 47% in usage. And I think it's about leadership. And I think we can the people who say "OK we actually do want to support this, we want to see our young people not addicted" and we can start our leadership here and then hopefully it will spread to the state and we can see something in September.

The other thing I wanted to address was the characterization of this as a "feel good" piece of ordinance. I feel very strongly that is not the case. If it makes you feel good to know that the American Lung Association said that this could save 223,000 a people a year; then it's a feel good piece of legislation. But I think this is something that we need to think about for future generation and I think it is a piece that we can stand up as Nashua and say "This is what we want to see happen in our City".

Chairman Caron

Thank you. Ok Alderman Melizzi-Golja? You're all set? OK, Alderman Jette you're next.

Alderman Jette

So first of all I wanted to correct, I may have misunderstood but I just want to clear the record that there is a law that prohibits the use of any tobacco product, e-cigarette or liquid nicotine in any public educational facility or on the grounds of any public educational facility. It is punishable as a violation and punished by a fine of not exceeding \$100.00 for each offense. So there is already a law that prohibits tobacco use, not just kids, anybody, even adults cannot smoke in schools or on school grounds. That's already the State Law, OK?

So as you know I sponsored this Ordinance, and the original version is fine with me if the Committee decides to do that. But I want to point out to you that the amended version reflects what has been done in most other jurisdictions in the country. Most other jurisdictions do not punish possession, it is just the purchase or sales of the products. Needham that we point to as being an example of a place that did this, you know, shows that just doing it in a City like Nashua, does work. The fact that it's not Statewide, Statewide I agree would be the better way of going, but the State has not done it yet. And this Senate Bill that people are talking to, was defeated last year or the year before. This year it was held in Committee. I spoke to Senator Donna Soucy who is the President of the Senate and who was on the Commerce Committee that held it in Committee. And I asked her why? Her answer astounded me. Her answer is that they held it because the law currently allows cities and towns to raise the age and that some cities, Dover, Keene, Newmarket have done it. Other cities like Nashua are considering it; they wanted to see whether there was support for this type of thing by how the different cities and towns, whether or not they would enact this.

So when we talk about the State, waiting for the State to do it, the State is waiting for us to do it. And I appreciate the two Aldermen who are also State Representatives saying that they would support this on the State Level. But there was recently a Bill before the House, right now I don't know how many people know this, but right now cigars are not taxed. They are exempt from the tobacco tax. There was a bill to remove that exemption; to make cigars subject to the tobacco tax like all other tobacco products. And only one of the Representatives, Representative Schmidt who is here this evening, voted for that. The other 3 Representatives who are Aldermen, voted against it.

So I hope that you sponsor this bill and I hope that all of the other Representatives vote for it, but raising the tax or imposing a tax on cigars failed miserably and we have 27 democratic representatives here in town and I think it's like only 6 voted for it. So I hope that they do it but I don't think that Nashua out to wait for that. I think they are looking to see what Nashua does. I think Nashua ought to be a leader and show the State that this is the right thing to do and that we value our youth and we want to protect them.

In Needham where they were the first to do this in 2005. So they've had 14 years of experience with this. And they didn't make possession illegal, it's just the purchase, excuse me the sale of tobacco products. And during these 14 years the smoking rate, they have reduced the rate of smoking, not only for children or young people, but the smoking rate for adults is in Needham is 56% lower than the rest of Massachusetts. The rate of illegal sales to minor is 79% lower in Needham compared to the rest of Massachusetts. The rate of smoking during pregnancy in Needham is 90% lower than the rest of the State. The mortality rate from lung cancer is 24% lower among males; 33% among females. Hospitalizations for lung cancer 31% lower among females; 21% among males. So this works and when Needham did it, they were the only town in Massachusetts. So people could go to any of the towns around them you know, Boston, Newton, Dover, Wellesley, they could go to those places and buy stuff and bring it in. But it was effective enough; enough kids did not get access to cigarettes, did not start smoking, did not start on this path of addiction that they've had these wonderful results.

So if we do it in Nashua, we can experience similar results and show the State, and maybe it will convince the Senate to pass this and maybe the House will go along with them. If it becomes State Law, so much the better. If it becomes a Federal Law, so much the better. But why would we wait? We have the opportunity, we have the ability, it is legal for us to do it here. Why would we wait? Why not save some children now. Why would we wait? What is the harm? If somebody really wants to go to Hudson and buy something, well maybe they do. But there are a lot of kids who won't go there and why won't we save those children? It's a question I don't have an answer to. I don't know why we would not do this. Why we would not save those children and I don't see any harm. The retailers that say they are going to lose business, there's research that shows that we are only talking about 18, 19, and 20 year olds, that represents about 2% of tobacco retail sales, 2%.

In other places in the country where they've done this, there isn't evidence that any tobacco retailer has gone out of business because of this law. So whether the Committee chooses to do the amended version or the original version, I think that we ought to recommend one of them for final passage and hopefully the full board will pass this the next time.

#### Alderman Harriott-Gathright

In the very beginning when we start going down this path we were sent documentation on what is happening across the United States statistically with this. What we were given was that most of the young people in that age group that we are concerned about were economically deprived, OK? We also found out that they had less high school education or less and that's the group of people we are speaking too and also were people of color. So in my opinion, not just in Nashua, but even in the State we are doing a lot to try to keep our young people out of the court system. For me, I see this as another way of putting them right back; we have done so much really to keep them out of the court system and we are getting ready to put them right back. So for me and I spoke to Alderman Jette about that and how I truly felt about that. I do believe that something needs to be done, but I don't think this is the way, it's not going to change that, it's just going to have more people in the system.

The other piece of that is that I felt that education is the most important. How we do that? I don't have the answers, but I'm willing to work at figuring out how we can educate our children more as a deterrent versus a court system. So that's my spill on this.

#### Chairman Caron

Ok thank you. Alderman Klee and then Alderman Lopez.

#### Alderman Klee

Thank you very much. A couple things, I want to address the education component. After the last Board of Aldermen meeting when this came up, I did contact the President of the Board of Education and I asked them what are they doing? They are in the process of putting even tighter, changing the class level of violation. So they are in the midst of working on something to make things a little bit tighter.

But putting that aside, I'd like to address Alderman Jette's comments about my vote on the cigar tax. If you had asked me I would have told you why I voted for it. I do think that we should have a tax, I think we should have an extraordinary tax and truthfully, the evidence has shown the more that we tax tobacco the more usage goes down. But again that does play into the part of that we are affecting low income and minorities by doing that saying that the rich can smoke but the poor can't, but again I put that aside. The tobacco reason for it was because the majority of cigars and sales that were being done would be pushed towards mailing and mail order and we could not tax those things. And because we couldn't do that, even though I would love to see all tobacco illegal and cigar shops closed and vaping shops closed and so, the bottom line is we were hurting the retailers. And as long as the State is going to continue to accept the sales and so on of that, I have to put again my person feelings aside and that's why I voted for it. It doesn't mean that I necessarily agree that we are doing it differently, but when you look at the fact that the mail order is what is affected.

So again just putting that aside, but I did really want to address the education issue of it. They are tightening up their rules, they are bringing things in, they are dealing more with their Resource Officers. So again, I'd like to see it happening in the schools, I'd like to see them tighten up, I'd like to see them doing it. And I do appreciate all of the comments that you made and I do appreciate wanting to save our children. But an 18 year old is not a child, a 19 year old is not a child, they are of legal age. That doesn't mean that on the State Level I would say not, but we are just doing it in our little hub of the world. So again, I've had my say and I will stop.

Alderman Lopez

So I was concerned about the impact that it would have on people of color as well so I did some research and I kind of found a study. When we originally did the One Greater Nashua Initiative about 3 years ago, there was a study done on disproportionate impacts of health and that entire program was focused on ways to build engagement on the parts specifically women of color in their 40's and 50's because it was found that they have a much shorter life expectancy. That was directly attributed to their health impact on their lives. It was found that they were not as engaged in the community as members of other demographics, but it was also found that they were struggling under significantly heavier health burdens due to lack of access to insurance; lack of recognition historically of some of these issues.

I think everybody that we can steer down a different path from all of the health impacts of tobacco use, is people that we are saving tremendous amounts of money further down the road. We are saving their family the cost of treating them or the decision of not being able to afford to treat them and the impact that has on both them and their community; not just financially but emotionally. Because this shouldn't just be a financial issue. This shouldn't be "we are going to lose 2% of our nicotine revenue" versus our the biggest industry that stands to lose from this is the health care industry and they are the ones that are pushing this forward. I mean if doctors were going to set aside other ethics and the Hippocratic Oath, they'd be the first ones up here saying "Nah it's fine, we'll get it, like 30 years from now when they have emphysema we can probably just treat them". They are not saying that; they are saying "this is a common sense approach akin to vaccinations where we know what this does, everybody is aware of what it does, there is a warning on every single cigarette carton" and people still do it. So the intent of this legislation isn't to end all tobacco and nicotine use; it is to bump the ability to initiate it past the most vulnerable stages of brain development.

Some of the other health effects that have been frequently pointed out are impulsivity and more likelihood to fall into other addictive behaviors, such as heavier drug use. Both of those disproportionately affect people of color as well; and people of lower economic means. Sometimes you can make a decision at the beginning of the road that will keep you from going far down the wrong one and the impact is much, much greater.

All of that being said, I'm not closed to the idea of an alternative education option with regards to the initial fine. I just think that the real education is going to be the near-miss with an actual consequence. So I am conscious of the impact that this has on people of color, people representing different minority groups. I don't subscribe to the theory presented at public comment that people 18 to 21 who smoke represent a minority because there are still people age 18 to 21 and minorities are generally referring to people who have less power or authority or representation and we represent all of them. Just because I don't smoke doesn't mean I'm not conscious of the impact that it could have on people. I am acutely aware of it personally because in my role as somebody who works with people with addiction, I understand what smoking cessation looks like and how difficult it can be. I also have a general understanding of how many people who are having difficulty quitting and are unable to put it down even under significant duress. When they have no money, when it is causing problems for them socially and personally, when they are having health issues. That's when you are really addicted, that's when you really can't put it down.

There is a correlation between people who start young and people who are experiencing real world consequences and still can't quit. People who are smoking casually or recreationally, maybe cigars, maybe even cigarettes, starting later in life makes you much more easily treat that as a recreation rather than an integral part of your identity and a part of your brain makeup. You don't need to turn to that for a stress relief or to get you going during the day and you don't even have the nervous habit of – I haven't had 3 cigarettes today I feel like I'm doing something wrong.

When we are talking about cigarette addiction and nicotine addiction, we are talking about pack a day people who smoke significant amounts regularly. When you have people starting this habit when they are younger and while their brain is still forming, they are much more likely to become those people who absolutely cannot put it down without tremendous amounts of intervention.

So I see a real opportunity here to do something at least in Nashua for Nashuans. And I can't speak to the State level, because complexities arise when you are talking about the entire State of New Hampshire and I can only imagine what arguments will start coming up. Or large movements will start revealing themselves when we look at it at the federal level. But here in Nashua, we have an ordinance right in front of us, we can just take it. I'm not in favor of the amendment as presented, I would prefer we just move forward with the original ordinance.

#### Alderman O'Brien

Thank you. This is really a tough one I am going to take a deep breath of clean air for a second before I say ... but looking at it my question, I am totally familiar with the school zone law I think I was in the State House when we approved it. The thing is, the question asked and answered was enforceability because it is a mirror of what we want to do Citywide. Citywide. That's 38 square miles, school campuses, I don't know how many acres, but we are talking miles versus acres. And the thing is we really are worried about impressionable youth, it should be done on those acres and not really Citywide and affecting the business type of thing. Again I don't know why this ordinance is in this chamber. This is a discussion that should be before the School Board to come up with smoking cessation. And I would support if it went back to them like that. And when it comes to the State Level I'll vote appropriately of what I think.

I understand your people, some of the people here, I can appreciate it, there are people in my family too that have suffered through the addiction of alcohol. And I understand Needham and Natick and everything and even my own stomping grounds in Cambridge and Boston. But there's one thing that they don't have down here that we do and you've got to consider is a license plate that we in New Hampshire, that people that have come up look at the license plate every single day. And you know what that license plate says "LIVE FREE OR DIE". It's a choice. And what we are talking about is adults, we are not talking kids. I'm listening to the debate; everyone once in awhile somebody throws a kid into the mix. But the bill deals with adults, not the kids. So I really would like this to go back to wherever it came and try to refocus and repurpose and come up with something.

If you want to save kids, I'm with you. Let's go back into the schools that is where we can get the biggest impact. Leave the adults alone, remember the license plate, live free or die. Because they are going to make that choice. And Nashua can do whatever it wants but the adult will go to another community and will get it. So again, if we are having trouble enforcing it in the acre, how are you going to do it on the mile. I think we are better off trying to help our School Resource Officers and our Health Department and our School Nursing Staff and everything and try to clean it up there first before we worry about the whole municipality.

#### Alderman Clemons

Thank you. So I want to just address a couple of things. There was a speaker here and forgive me I don't remember her name but she came a couple times I think in front of the Board of Aldermen and also this Committee. She had a bag of vapes mostly and some cigarettes and things like that. And there looked to be like maybe 40 or 50 products in that bag. So where is the \$400.00 or \$500.00 or more or whatever it is, is it up to \$100.00 fine I believe you said. So where's the \$5,000.00 that that bag would represent of fines. In other words are we fining people are we fining the kids that get caught with this right now? My guess is we probably are not maybe second, third offenses. My point of that is at a school setting where you have other kids, a lot of other kids around, it is supposed to be a learning environment, you are under the age of 18. You are violating the law at that point.

Someone brought up you know could a driver who is 16 get a parking ticket if they parked illegally? And the answer is yes, well of course they do. But so wouldn't somebody who is 45 or 65 get the same parking ticket, it's equal across the board.

The point is that you get your driver's license and you can drive. This is you become an adult and you do adult things. What I am willing to compromise on and I came out very strongly against this when it was last at the Committee because I like Alderman O'Brien do believe in "Live Free or Die" and I made a pledge that I would not take away the rights of any 18 year old who currently has this right. And I also would not support something that attacks lower income people which is what originally what this proposal would do. Because I share the concerns of Alderman Gathright.

So this compromise gradually brings up the age to 21. No one that is currently an adult gets cut off, that's number one, and I think that's a good thing. Number two, it takes away the fines. So people who are of lower socioeconomic status don't get hurt by this. The college student who is town visiting friends or something and they are at the Holiday Stroll doesn't get approached by the Police Officer and be issued a fine because possession is not illegal. These are things that I think are good and like I said it's not a perfect compromise; or it's a perfect compromise in that nobody gets exactly what they want but I think in the end, it gets us to that goal over a slower period of time than maybe some of us would want.

So again, I promised even by supporting this, the compromise, the amendment, I believe that I am not violating anybody's rights who currently have them because we are grandfathering people in; we are making an exemption for on-line sales for businesses that are currently located in Nashua. Somebody from Hudson wants to buy cigars they can buy it because it's legal there or anywhere else where 18 is legal; we put that exception in this. And again we are not fining people; we are not making this a harder thing for 18 year olds. Is it perfect? No. But it gets closer I think to the point of what we are trying to do which is to make this about helping people stop smoking and using nicotine.

#### Alderman Dowd

Just a couple things, one being an adult at 18 is a definition of under different circumstances by different people. How many kids 18, 19, 20 years old that are at college do stupid things every single day? Adult things? No. The other thing is that I can live with the amendment and I think that we need to take some action. The reason we need to take some action is to push the State. They are sitting back waiting to see if they got enough cover for themselves before they do anything. And that happens a lot. We need to push them. If this action pushes the State and the State takes action; if we save one individual, you make the same argument when we are talking about drugs. You save one individual's life it is well worth passing this legislation. And think if is that person that you save, is your child or your grandchild? Think about that. Then this is worth doing.

#### Alderwoman Melizzi-Golja

Thank you. I just would like to address the juvenile issue. As Alderman Jette indicated there is something for the schools now. My experience with the juvenile justice system is that school officials and juvenile parole officers are reluctant to go after a kid for smoking especially when there are other behaviors that are more concerning. And they will work with them and try to address those smoking issues and contact families and say "this is what is going on". But because they have the ability to decide what they are going to do in terms of the priorities of what they are addressing, often it is talking to the kids and talking to their parents. And "don't bring it here again, don't let us catch you with it again".

I know of individuals in the juvenile system who could have had their parole revoked because they were found smoking on school property but it didn't happen because that was the least of the problems. I also know of a number of individuals in the juvenile system who smoked and then ended up in a

juvenile facility where they are not allowed to smoke and they stopped for 3 months, 5 months, 6 months a year, a year and a half. And then they went home and the environment with their peers was such that cigarettes were available to them and they started smoking again. And I've had kids say to me "All my friends are smoking so that's why I'm smoking". So my feeling is if it wasn't so easy for them and all their friends to be smoking, maybe after 6 months or a year of not smoking they wouldn't go back to smoking again. And they were like "it's not that I want to smoke it's just what everyone is doing and it was there".

Adults will go to other communities as Alderman O'Brien said but adults can do that. We are really talking about 21 and under. And I think when you get to the 18 year olds or 17 year olds to like 10 or 8 or 9 or however young they are that they are smoking, we don't have the public transportation they have in other areas where they are not doing this. So it's not like people are going to be hopping the green line to go to the next community. Or hopping a bus to go to the next community to get cigarettes. I was willing to support this in its original form and I thank Alderman Clemons for this amendments and I am going to support this when it comes to the full Board.

I understand that things go on in the State House but at this level, I think we have to look at what is good for our community and for the health of our community. And you know it is live free or die but when people engage in behaviors that result that impact health, we all pay for that. That impacts all of our costs and so it is not without cost to all of us and you are really not living free. If you end up with emphysema or lung cancer and you are no longer working and the State providing home health care for you and all sorts of other services to support you and your family; you are really not living free. We are all supporting you. And I don't have a problem with that because we've had several very, very close friends who would routinely say I'm going out to freshen the air and walk outside and as they walked out they'd go "you know it's my addiction". And so I think there is not one of us in this room that can't relate to that. And so I think we have to look at Nashua. We are sitting here around this horseshoe looking at what is good for Nashua. And I think that passing this is the right thing to do for our community at this point in time. Thank you.

#### Alderwoman Kelly

Thank you. I wanted to respond to some comments about the schools and enforcement in school. I think what we are talking about and it's interesting when you look at it in a lens of a different drug. We are talking about access. So if an 18 year old can access it and bring it to school, that's much different than they can't even buy it. If you look at it, we've actually addressed in all the places, I have to show my ID every time I get my allergy medicine. I have to go to the doctor, get a prescription in hand every month for my daughter's controlled substance and walk it to the prescription company to get it filled. And that's the only way I can fill it. So I feel like when you add those barriers you see the reduction because there are barriers in place. I have to do 5 other steps before I can get it so therefore I am not going to. I wanted to bring up access as an important point.

I also think if you put the lens on for other drugs which this definitely can become a lifelong addiction issue. The reason we feel less worried not necessarily less worried but the reason we feel less impassioned by it because you're not going to have a cigarette and die tomorrow. But if this ordinance were talking about opioids or heroin or cocaine we wouldn't be having these conversations. It's a long, slow addiction and long slow path to lung cancer, emphysema – all of those things that we've talked about that take a big tax on our health care system, our families, our communities.

#### Alderman Wilshire

Thank you. When this legislation first was introduced I was supportive of it and then I wasn't supportive of it. It's a tough decision, I mean you know I agree with Alderman Clemons you are trampling on people's rights here. But I also agree with Alderwoman Kelly, we want to do these things to limit access. Where do you draw the line? It's a tough decision.

I'm not sure how I am going to vote on it. I don't vote tonight but when it comes to the full board.

Alderman Kelly

Can we move the question?

Chairman Caron

Alright I had something to say but that's ok, but you want to move the question. Alright, Mr. Clerk.

Alderman Clemons

So the amendment before us, well the motion before us is to amend O-19-037 in its entirety with the copy that was placed on our desks this evening.

Chairman Caron

Ok you heard the motion.

**MOTION FAILED**

Alderman Kelly

I move to recommend the original legislation, for final passage.

**MOTION BY ALDERWOMAN KELLY TO APPROVE O-19-037 IN ITS ENTIRETY WITHOUT AMENDMENT FOR FINAL PASSAGE**

ON THE QUESTION

Alderman Clemons

Yeah I just can't support that. I understand the need and the feelings for wanting to immediately have an effect on people but I think it is trampling on people's rights. I think it hurts our lowest economic class more predominantly than it does others in this City and I will not support it.

Alderman Lopez

I work pretty closely with the lowest economic class and I would say anything we can do to reduce nicotine addiction will benefit them greatly in the long run. It is the single one budget item when no one has a budget, they have the biggest struggle with. The biggest loss to the City will be there aren't as many people picking up the stray ones off the ground.

Alderman Caron

I just have a couple of things to say, unfortunately back when the Government came out with the fact that tobacco products were dangerous and decided that this should be on these cigarette packages. That's too bad, we should have not allowed them to sell it period and that should have been the end of it and we wouldn't be having this discussion today. I am not in favor of this, I preferred some of the amendments although I thought it diluted it and wasn't going to be helpful to the Police Department.

This is a very difficult thing and I think the vaping part of this is a little bit more concerning for me than the cigarettes. Believe me I know a lot of people that smoke, I started smoking when I was 16, I

thought it was a horrible thing. But when people talk about someone being in jail and not having any cigarettes for 6 months or a year and then they come out and well my friends are doing them. Well gee, if your friend jumps off that bridge are you going with them? That really bothers me, you have to take responsibility for your own actions. And we can't always do everything for everybody. People have to take responsibility for their actions, whether they are smoking, drinking or anything, because they can find this anyplace. As an 18, 19 or 20 they will get it somewhere.

And I agree Alderman Jette that in order for the 200 people up in Concord to move on doing something that they want to see what the cities and towns are doing, that's terrible, because they shouldn't be relying on that. If they are seeing it, and they are hearing from people like you in a community that this should be done then they should be doing this so that it covers the State as a whole. It shouldn't be reliant on every little community to make that decision whether we can do it or not. That's the bad part.

So I am not going to vote for this, I am voting no because I don't like it the way it is. If you would look at an amendment whether it was the age groups, so those people are grandfathered, I might consider it. But I will be voting no. So I don't know what that is going to do this amendment. Do we have any other comments?

Alderman Clemons

I don't know if this is in order or not but I will move this to the full board without a recommendation from this committee.

Chairman Caron

Alderman Wilshire, can we do that since we already have a motion on the floor?

Alderman Wilshire

You can.

Chairman Caron

We can.

Alderman Wilshire

If you want to, or you can take a vote, you can do it either way.

Alderman Lopez

I think because the original motion was for recommending final passage, we should at least vote on whether it is without a recommendation or whether it is for final passage.

Alderman Clemons

I withdraw.

Chairman Caron

So Alderman Clemons withdraws his motion.

Alderman Jette

So point of parliamentary inquiry. So this Committee voted to recommend final passage and sent it to the Board of Aldermen with that recommendation. And then the Board of Aldermen referred it back to this Committee. I don't know the answer but doesn't, wouldn't you have to vote to change the recommendation that was made?

Chairman Caron

No. Because it became back to committee because there was an amendment that was being added. And they felt that it should come back to the committee for discussion.

Alderman Jette

Excuse me, may I? There was never any amendment made. It was referred back to this Committee without considering the amendment. So what came back to the Committee was the original ordinance and with a recommendation for final passage. I am wondering if this Committee either has to vote to change that? Or it stays with the recommendation for final passage.

Chairman Caron

I am going to refer to Alderman Wilshire since she is the President of the Board.

Alderman Wilshire

The vote that this Committee took was to recommend to the full board final passage, it wasn't for final passage. It was to recommend that full board take it up. So when the board sent it back you have to revote on it. You have to revote.

Alderman Dowd

And if the original legislation goes back to the full board unchanged from what was originally there, you are not going to need another public hearing.

Chairman Caron

So Alderman Clemons pulled his motion back. So the motion is for final passage of O-19-037 without amendments. Do I understand, Committee members. So we will take a vote, any more questions?

**MOTION FAILED**

*Division Taken: 2 yeas, 2 nays*

Alderman O'Brien

Parliamentary Inquiry, if a vote comes up then I question I think this matter should be referred back to corporate counsel because it is coming with no recommendation whatsoever from the Committee. So it's neither in the positive or in the negative.

Alderman Wilshire

No we are voting on recommending final passage.

Alderman Clemons

Did that motion fail.

Chairman Caron

That's the question.

Alderman Wilshire

You should call for a division if you are unsure. Who votes yes, who voted no.

Chairman Caron

Ok so who voted yes? Alderwoman Kelly and Alderman Lopez. And who voted no? Alderman Clemons and Alderman Caron.

Alderman Dowd

The President can vote.

Chairman Caron

So you as President of the Board can vote.

Alderman Wilshire

I am going to vote no.

**MOTION FAILED TO RECOMMEND FINAL PASSAGE**

*Division Taken: 2 Yeas, 3 Nays*

Alderman Clemons

Because I have a lot of respect for my colleagues, I think we should move this forward without any recommendation from this Committee and we should try to do this unanimously and the vote will be the vote at the Full Board of Aldermen. And we will either have 21 or not. And so my motion is to move this to the Full Board of Aldermen without a recommendation.

**MOTION BY ALDERMAN CLEMONS TO MOVE O-19-037 TO THE FULL BOARD OF ALDERMEN WITHOUT RECOMMENDATION**

ON THE QUESTION

Chairman Caron

Ok so you heard the motion, to send O-19-037 back to the full board without a recommendation from this committee. Any comments?

Alderwoman Melizzi-Golja

Although this doesn't happen very often this has happened before where something has come out of committee with no recommendation.

So it's not typical but it has happened as Alderman Clemons just to provide an opportunity for the full board to have an opportunity to respond to it. So it has happened.

**MOTION CARRIED**

NEW BUSINESS – RESOLUTIONS

**R-19-128**

Endorsers: Mayor Jim Donchess  
Alderman-at-Large Michael B. O'Brien, Sr.  
Alderman Richard A. Dowd  
Alderman Patricia Klee  
Alderman-at-Large Brandon Michael Laws  
Alderman Tom Lopez  
Alderwoman-at-Large Shoshanna Kelly  
Alderwoman Mary Ann Melizzi-Golja  
Alderman-at-Large David C. Tencza  
Alderman Jan Schmidt

**EXTENDING AND ENLARGING THE NASHUA RAIL TRANSIT COMMITTEE**

**MOTION BY ALDERMAN CLEMONS TO TABLE R-19-128**

**MOTION CARRIED**

NEW BUSINESS – ORDINANCES

**O-19-041**

Endorsers: Mayor Jim Donchess  
Alderman Jan Schmidt  
Alderwoman Mary Ann Melizzi-Golja  
Alderwoman-at-Large Shoshanna Kelly  
Alderman Tom Lopez  
Alderman Patricia Klee

**ADDING TWO STUDENT MEMBERS TO THE ENVIRONMENT AND ENERGY COMMITTEE**

**MOTION BY ALDERMAN CLEMONS TO RECOMMEND FINAL PASSAGE**

ON THE QUESTION

I am on the Committee but I've already spoken about it. Last time it came up I said I think this is a great opportunity and we have two young students who have come forward and come to meetings on their own time and I think that they would be a great addition to the committee.

**MOTION CARRIED**

DISCUSSION - None

PUBLIC COMMENT

Laurie Ortolano 41 Berkeley Street. I'll be quick. I just wanted to point out a couple things when the Mayor spoke about the position for the Administrative Service Director. He talked about a learning curve that it could take a year to bring somebody up to speed. I just object with that viewpoint that it would take that long. All the other departments that this position is working with have a Director or a manager, with the exception of Assessing. And I got going looking at Assessing as a full-time mother with an engineering degree from years ago and I pretty much got ahold of it after the first month and

understood what was going on at a pretty high level of detail. So I think somebody who is a lot smarter than me with a lot more education and more current work would be able to lock in and do something beneficial for the City pretty quickly.

With regard to the Director making a recommendation for a Chief should there be a need that is something that I raised with the acting Director. And the reason the Chief isn't supported right now is because the Department is such a state of turmoil and it's such a mess that they want to fix it all before a Chief comes in. My feeling is a Chief should be an integral part of that rebuild. And there's a lot of benefit to having somebody in management who sees it for the big mess that it is and is part of the process to re-create it to a level that they want to work in it at because each Chief has a different style and would have a different perspective on how to set up an office. The State will tell you they have no standard guideline for how a Chief has to set up an office. So I see that position as something we should have right now so they are on the ground floor doing the re-build.

And with regard to our past administrators, Russ Marcoux came to us with a Bachelors in Administration in Finance and an MBA in Public Administration and Finance and was the Chair of the NHMA. There was a lot of financing and public administration, education right up to a Masters. And Maureen Lemieux, she is now the CFO in Newton, MA through two different mayors. She had a BA in Financing and an MBA in Finance out of RPI. There was a high level of education there. And when they Mayor points out that our acting director has a finance background, they have an accounting background and that is substantially different than a finance background and they don't have an MBA.

And I am just going to say at some level education does matter and it is something we can look at. Anyway, thank you for asking your question because I appreciate that and thank you for listening to me.

Chairman Caron

You're welcome.

#### REMARKS BY THE ALDERMEN

Alderman Lopez

On Wednesday at Nashua Public Library we are having employment connect, it's the 12th Annual one. So it is an opportunity for anybody who is either looking for a job or looking for a better job to sit down and meet with employers directly. Also as a note to that Revive is going to be offering a BBQ so it should be a pretty good event. It is running from 9 to 2 so anybody who is interested, feel free to come to the library. And people who need support with getting ready for the interview with any coaching, resumes, a haircut, that kind of stuff, we are going to have all that on-site too.

Alderman Klee

Yes thank you. I just wanted to mention that the Hunt Memorial Building is having a Jazz Brunch, I believe there are two seatings. It's an Event Bright Link but if you go to the Hunt Memorial Building Facebook page there is a link there for those who would like to attend. They are hoping to have it successful enough that it will become an annual event.

Chairman Caron

Thank you, very nice. Anyone else?

Alderman Melizzi-Golja

Just a reminder that the kick off for the sculpture symposium is this Thursday and if you go to City Arts Nashua all of the information is there.

Chairman Caron

Great. No one else?

POSSIBLE NON-PUBLIC SESSION

ADJOURNMENT

**MOTION BY ALDERWOMAN KELLY TO ADJOURN  
MOTION CARRIED**

The meeting was declared closed at 9:52 p.m.

Alderman-at-Large Ben Clemons  
Committee Clerk