



## RESOLUTION

APPROVING THE COST ITEMS OF SIDEBAR AGREEMENTS BETWEEN THE NASHUA POLICE COMMISSION AND THE NASHUA POLICE PATROLMAN'S ASSOCIATION AND THE NASHUA POLICE SUPERVISOR'S ASSOCIATION REGARDING VACATION CARRYOVER

### *CITY OF NASHUA*

*In the Year Two Thousand and Twenty*

**RESOLVED** by the Board of Aldermen of the City of Nashua that the cost items of the attached sidebars regarding vacation carryover between the Nashua Police Commission and the following Unions are hereby approved:

1. Nashua Police Patrolman's Association (NPPA); and
2. Nashua Police Supervisor's Association (NPSA).

The sidebar agreements cover the period starting April 17, 2020 through the duration of the State of New Hampshire state of emergency and are concerned with extending the time period allowed to use vacation accruals.

**MEMORANDUM OF AGREEMENT**

This Agreement is made this 17 day of April, 2020 by and between the Nashua Police Patrolmen's Association and the Nashua Police Commission, City of Nashua, New Hampshire.

WHEREAS, the State of New Hampshire and the City of Nashua are experiencing a public health crisis, due to the Covid-19 pandemic; and

WHEREAS, the Governor of New Hampshire, Christopher T. Sununu, declared a State of Emergency in New Hampshire as of March 13, 2020; and

WHEREAS, the State of Emergency has been extended indefinitely; and

WHEREAS, due to the State of Emergency, members of bargaining unit may be unable to use vacation time as desired.

NOW, THEREFORE, the parties hereby agree as follows:

1. Language in Article 12 of the Collective Bargaining Agreement shall be modified for the duration of the State of Emergency and such additional time as further set forth below.
2. Carry Over Vacation Time – Full-Time Employees:  
Vacation shall be taken prior to the end of the calendar year in which it is received, however, up to five (5) vacation days can be carried over into the next calendar year, but all days carried over must be taken by October 1 of that year except that a vacation block week carry over may extend beyond October 1 if begun before that date. This carry over provision shall not affect or change the provisions regarding maximal accrual amounts or loss of accrual amounts contained in this article. Vacation time accrued but not used shall, upon retirement, be paid in a lump sum to the employee. Unused vacation time will be paid in a lump sum to the employee's estate if he dies while employed by the Department.

The parties have executed this Agreement on the day first written above.

**NASHUA POLICE COMMISSION  
CITY OF NASHUA, NH**

**NASHUA POLICE PATROLMEN'S  
ASSOCIATION**

By: Mae Dowd  
(title) CLERK  
4-17-20

By: Daniel Ochloff  
(title) PRESIDENT - NPPA

**MEMORANDUM OF AGREEMENT**

This Agreement is made this 17 day of April, 2020 by and between the Nashua Police Supervisor's Association and the Nashua Police Commission, City of Nashua, New Hampshire.

WHEREAS, the State of New Hampshire and the City of Nashua are experiencing a public health crisis, due to the Covid-19 pandemic; and

WHEREAS, the Governor of New Hampshire, Christopher T. Sununu, declared a State of Emergency in New Hampshire as of March 13, 2020; and

WHEREAS, the State of Emergency has been extended indefinitely; and

WHEREAS, due to the State of Emergency, members of bargaining unit may be unable to use vacation time as desired.

NOW, THEREFORE, the parties hereby agree as follows:

1. Language in Article 10 of the Collective Bargaining Agreement shall be modified for the duration of the State of Emergency and such additional time as further set forth below.

2. Unused Vacation Accruals:

Vacation shall be taken prior to the end of the calendar year in which it is received, however, up to five (5) vacation days can be carried over into the next calendar year, but all days carried over must be taken by October 1 of that year except that a vacation block week carry over may extend beyond October 1 if begun before that date. This carry over provision shall not affect or change the provisions regarding maximal accrual amounts or loss of accrual amounts contained in this article. Vacation time accrued but not used shall, upon retirement, be paid in a lump sum to the employee. Unused vacation time will be paid in a lump sum to the employee's estate if he dies while employed by the Department.

The parties have executed this Agreement on the day first written above.

**NASHUA POLICE COMMISSION  
CITY OF NASHUA, NH**

By: \_\_\_\_\_  
(title)

*Nick Dahl*  
CLERK  
4-17-20

**NASHUA POLICE SUPERVISOR'S  
ASSOCIATION**

By: \_\_\_\_\_  
(title)

*Bob Staley*  
President

**LEGISLATIVE YEAR 2020**

**RESOLUTION:**

**R-20-032**

**PURPOSE:**

**Approving the cost items of sidebar agreements between the Nashua Police Commission and the Nashua Police Patrolman's Association and the Nashua Police Supervisor's Association regarding vacation carryover**

**ENDORSER(S):**

**Alderman Richard A. Dowd**

**COMMITTEE  
ASSIGNMENT:**

**FISCAL NOTE:**

The cost analysis is as follows: Financial Services estimates that the cost of these proposed sidebars is less than \$1,000.

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**ANALYSIS**

This resolution approves the cost items of sidebar agreements between the Nashua Police Commission and the Nashua Police Patrolman's Association and the Nashua Police Supervisor's Association concerning extending the time period allowed to use vacation accruals. The Agreements start on April 17, 2020 and extend through the State of New Hampshire state of emergency. The board of aldermen must vote whether or not to approve the cost items of these sidebars within thirty days of receipt. RSA 273-A:3 II (c).

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**Approved as to account  
number and/or structure,  
and amount:**

**Financial Services Division**

**By: /s/ John Griffin**

**Approved as to form:**

**Office of Corporation Counsel**

**By: /s/ Dorothy Clarke**

**Date: April 23, 2020**