



RESOLUTION

APPROVING THE COST ITEMS OF SIDEBAR AGREEMENTS BETWEEN THE NASHUA POLICE COMMISSION AND THE NASHUA POLICE SUPERVISOR'S ASSOCIATION AND THE NASHUA POLICE COMMISSION AND THE NASHUA POLICE PATROLMAN'S ASSOCIATION REGARDING A WELLNESS INCENTIVE PROGRAM

CITY OF NASHUA

In the Year Two Thousand and Twenty-One

RESOLVED by the Board of Aldermen of the City of Nashua that the cost items of the attached sidebars regarding a Wellness Incentive Program between the Nashua Police Commission and the following Unions are hereby approved:

1. Nashua Police Patrolman's Association; and
2. Nashua Police Supervisor's Association.

**SIDEBAR AGREEMENT
TO THE
JULY 1, 2018 THROUGH JUNE 30, 2022
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
NASHUA POLICE COMMISSION
AND
NASHUA POLICE PATROLMAN'S ASSOCIATION**

The parties to the above-referenced agreement hereby make the following supplementary agreement thereto.

Establishing Article 15B, Wellness Incentive Program: To read,

In accordance with S.O.P. 87, Physical Fitness Program, all “members of the Nashua Police Department hired AFTER July, 7, 1990 are required to annually participate in the Department’s physical fitness testing”.

Upon being scheduled for an annual physical fitness test (PT Test), members may opt to take the Wellness Incentive PT Test as a replacement of the annual PT Test, by notifying Professional Standards. The Wellness Incentive PT Test will consist of the following Cooper Standards Physical Tests:

- Bench Press
- Sit-ups
- Push-ups
- 1.5 mile run

Any member scoring at or above the 80th Percentile will receive one (1) Wellness Day off.

Any member scoring at or above the 90th Percentile will receive two (2) Wellness Days off.

A member must receive at or above the 80th or 90th percentile for each test. The scores will NOT be averaged.

A member will complete and submit a Nashua Police Department Request For Leave form through their normal chain of command, to request to use an attained Wellness Day Off as they would for any other approved day off.

Stipulations:

- An employee cannot use a “Wellness Day” for the following holidays: New Year’s Eve, New Year’s Day, July 4th, Thanksgiving Day, the Friday immediately following Thanksgiving Day, Christmas Eve, or Christmas Day.

- Two employees per shift, per day, *may* be approved for a “Wellness Day” in excess of the current 4 employees allowed on preapproved time off (Article 12, Vacations). However, a “Wellness Day” *may* be denied at the discretion of the Divisional Supervisor or Bureau Commander if these days cause backfill overtime.
- Once attained, the employee will have one year from the date they receive the “Wellness Day(s)” to use them. “Wellness Days” will not be carried past this one year mark.
- The percentile standards or physical test requirements may be altered at the beginning of the calendar year (January) prior to that year’s PT Tests, at the discretion of the Chief of Police.
- Any changes to this Article made by the Chief of Police will **not** be subject to Union Approval or Collective Bargaining negotiation. Any changes to the Wellness Incentive requirements and standards will be communicated to all sworn personnel prior to their annual PT Test.

Agreed to:

Nashua Police Patrolman’s Association

For the Nashua Police Commission

Date: _____

Date: _____

**SIDEBAR AGREEMENT
TO THE
JULY 1, 2019 THROUGH JUNE 30, 2023
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
NASHUA POLICE COMMISSION
AND
NASHUA POLICE SUPERVISOR'S ASSOCIATION**

The parties to the above-referenced agreement hereby make the following supplementary agreement thereto.

Establishing Article 14B, Wellness Incentive Program: To read,
In accordance with S.O.P. 87, Physical Fitness Program, all "members of the Nashua Police Department hired AFTER July, 7, 1990 are required to annually participate in the Department's physical fitness testing".

Upon being scheduled for an annual physical fitness test (PT Test), members may opt to take the Wellness Incentive PT Test as a replacement of the annual PT Test, by notifying Professional Standards. The Wellness Incentive PT Test will consist of the following Cooper Standards Physical Tests:

- Bench Press
- Sit-ups
- Push-ups
- 1.5 mile run

Any member scoring at or above the 80th Percentile will receive one (1) Wellness Day off.

Any member scoring at or above the 90th Percentile will receive two (2) Wellness Days off.

A member must receive at or above the 80th or 90th percentile for each test. The scores will NOT be averaged.

A member will complete and submit a Nashua Police Department Request For Leave form through their normal chain of command, to request to use an attained Wellness Day Off as they would for any other approved day off.

Stipulations:

- An employee cannot use a "Wellness Day" for the following holidays: New Year's Eve, New Year's Day, July 4th, Thanksgiving Day, the Friday immediately following Thanksgiving Day, Christmas Eve, or Christmas Day.

- Two employees per shift, per day, *may* be approved for a “Wellness Day”. However, a “Wellness Day” *may* be denied at the discretion of the Divisional Supervisor or Bureau Commander if these days cause backfill overtime.
- Once attained, the employee will have one year from the date they receive the “Wellness Day(s)” to use them. “Wellness Days” will not be carried past this one year mark.
- The percentile standards or physical test requirements may be altered at the beginning of the calendar year (January) prior to that year’s PT Tests, at the discretion of the Chief of Police.
- Any changes to this Article made by the Chief of Police will **not** be subject to Union Approval or Collective Bargaining negotiation. Any changes to the Wellness Incentive requirements and standards will be communicated to all sworn personnel prior to their annual PT Test.

Agreed to:

Nashua Police Supervisor’s Association

For the Nashua Police Commission

Date: _____

Date: _____

LEGISLATIVE YEAR 2021

RESOLUTION:

R-21-132

PURPOSE:

Approving the cost items of sidebar agreements between the Nashua Police Commission and the Nashua Police Patrolman's Association and the Nashua Police Commission and the Nashua Police Supervisor's Association regarding a Wellness Incentive Program

ENDORSER(S):

**Alderman-at-Large Lori Wilshire
Alderman Richard A. Dowd**

**COMMITTEE
ASSIGNMENT:**

Budget Review Committee

FISCAL NOTE:

The cost analysis is as follows: the fiscal impact will be minimal. In rare instances, there could be a backfill cost.

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 Commission and the Nashua Police Supervisor's Association concerning a Wellness Incentive Program. 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).

**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: 

Date: April 16, 2021

