



ORDINANCE

APPROVING THE COST ITEMS OF SIDEBAR AGREEMENTS BETWEEN THE NASHUA BOARD OF POLICE COMMISSIONERS AND THE FIVE NASHUA POLICE DEPARTMENT UNIONS REGARDING A POLICE DEPARTMENT RECRUITING INCENTIVE

CITY OF NASHUA

In the Year Two Thousand and Twenty-Two

RESOLVED by the Board of Aldermen of the City of Nashua that the cost items of the attached sidebars between the Nashua Board of Police Commissioners and the following Unions are hereby approved:

1. Nashua Police Patrolman's Association (NPPA);
2. Nashua Police Supervisor's Association (NPSA);
3. N.E.P.B.A Local 125, I.U.P.A., AFL-CIO;
4. Teamsters Local 633; and
5. U.F.P.O. Local 645.

The sidebar agreements cover the period from January 24, 2022 through July 1, 2023 and concern a Police Department recruiting incentive program.

LEGISLATIVE YEAR 2022

RESOLUTION:

R-22-010

PURPOSE:

Approving the cost items of sidebar agreements between the Nashua Board of Police Commissioners and the five Nashua Police Department Unions regarding a Police Department recruiting incentive

ENDORSER(S):

Alderman Richard A. Dowd

**COMMITTEE
ASSIGNMENT:**

Budget Review Committee

FISCAL NOTE:

The cost analysis is as follows: The \$500.00 incentive award is payable for a finite period of time. The total cost is not expected to exceed \$5,000. The Police Department will be able to pay for such awards in its FY2022 or FY2023 operating budget, depending upon when the incentive award is paid out.

ANALYSIS

This resolution approves the cost items of sidebar agreements between the Nashua Board of Police Commissioners and the five Police Department Unions regarding a Police Department recruiting incentive. The Agreements have a term of approximately one and a half years, commencing on January 24, 2022 and expiring on July 1, 2023. 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: Dwight Clarke

Date: 2 February 2022

NASHUA POLICE DEPARTMENT



Chief of Police Michael Carignan
Main Phone: (603) 594-3500
Website: www.nashuapd.com

28 Officer James Roche Drive
Mailing Address: PO Box 785
Nashua, NH 03061-0785

January 24, 2022

Agreement between Nashua Police Department and Nashua Police Patrolman's Association (NPPA) regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of the Nashua Police Patrolman's Association, who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The NPPA member facilitates and in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

Due to the scope and duties of NPPA members that are assigned to the Professional Standards Bureau, NPPA members that are assigned to the Professional Standards Bureau, with the exception of the members assigned to the Firearms Training Unit (FTU), will not be eligible for this incentive.

The terms and conditions of this agreement will expire on July 1, 2023. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required minimum staffing needs have been achieved.

Agreed to:



Kevin Pucillo
President, NPPA



Kevin Rourke
Deputy Chief of Uniform Operations

Date: 1/25/2022

Date: 1/27/22

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January 24, 2022

Agreement between Nashua Police Department and Nashua Police Supervisor's Association (NPSA) regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of the Nashua Police Supervisor's Association, who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The NPSA member facilitates an in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

Due to the scope and duties of NPSA members that are assigned to the Professional Standards Bureau, NPSA members that are assigned to the Professional Standards Bureau will not be eligible for this incentive.

The terms and conditions of this agreement will expire on July 1, 2023. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required staffing needs have been achieved.

Agreed to:



Brian Trefry
President, NPSA



Kevin Rourke
Deputy Chief of Uniform Operations

Date: 01/24/2022

Date: 1/27/22

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January 24, 2022

Agreement between Nashua Police Department and N.E.P.B.A. Local 125, I.U.P.A., AFL-CIO regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of N.E.P.B.A. Local 125, I.U.P.A. AFL-CIO who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The N.E.P.B.A. Local 125, I.U.P.A. AFL-CIO member facilitates an in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

The terms and conditions of this agreement will expire on July 1, 2023. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required staffing needs have been achieved.

Agreed to:


Danielle Levesque
President, N.E.P.B.A. Local 125, I.U.P.A., AFL-CIO


Kevin Rourke
Deputy Chief of Uniform Operations

Date: 1/27/22

Date: 1/27/22

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January 24, 2022

Agreement between Nashua Police Department and Teamsters Local 633 regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of Teamsters Local 633 who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The Teamster Local 633 member facilitates an in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

The terms and conditions of this agreement will expire on July 1, 2023. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required staffing needs have been achieved.

Agreed to:

Michele Guilbeault

Michele Guilbeault
President, Teamsters Local 633

Date: 1/24/22

Kevin Rourke

Kevin Rourke
Deputy Chief of Uniform Operations

Date: 1/27/22

NASHUA POLICE DEPARTMENT



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January 24, 2022

Agreement between Nashua Police Department and U.F.P.O. Local 645 regarding \$500.00 recruiting incentive.

The Nashua Police Department will pay a \$500.00 recruiting incentive to any member of U.F.P.O. Local 645 who successfully recruits a candidate for a police officer or dispatcher position with the Nashua Police Department, provided that the following two conditions are achieved:

- 1) The U.F.P.O. Local 645 member facilitates an in-person meeting with the police officer or dispatch candidate with a member of the Nashua Police Department's Recruiting Division.
- 2) The candidate is successfully hired as a police officer or dispatcher with the Nashua Police Department.

The terms and conditions of this agreement will expire on July 1, 2023. The Nashua Police Department reserves the right to terminate this agreement prior to the termination date if required staffing needs have been achieved.

Agreed to:

Handwritten signature of William Mansfield in cursive script.

William Mansfield
President, U.F.P.O. Local 645

Date:

1/24/2022

Handwritten signature of Kevin Rourke in cursive script.

Kevin Rourke
Deputy Chief of Uniform Operations

Date:

1/27/22