

PERSONNEL/ADMINISTRATIVE AFFAIRS COMMITTEE

FEBRUARY 5, 2004

A meeting of the Personnel/Administrative Affairs Committee was held on Thursday, February 5, 2004 at 7:11 p.m. in the Aldermanic Chamber.

Chair James R. Tollner presided.

Members of the Committee present: Alderman Kevin E. Gage, Vice Chair
 Alderman-at-Large Steven A. Bolton
 Alderman Richard D. LaRose

Members Not in Attendance: Alderman-at-Large David Rootovich

Also in Attendance: Alderman-at-Large Paula I. Johnson
 Alderman-at-Large Brian S. McCarthy (7:21 p.m.)

ELECTION OF COMMITTEE CLERK

Chair Tollner called for nominations for a Committee Clerk for 2004/2005.

Alderman Gage nominated Alderman LaRose

MOTION BY ALDERMAN BOLTON THAT THE NOMINATIONS BE NOW CLOSED
MOTION CARRIED

VOTE ON ELECTION OF ALDERMAN LAROSE TO THE POSITION OF CLERK OF
THE PERSONNEL/ADMINISTRATIVE AFFAIRS COMMITTEE FOR THE ENSUING
TWO YEARS

ALDERMAN LAROSE ELECTED UNANIMOUSLY

Chairman Tollner

I want to apologize to the people that are out there that we started a little late. I hit a little traffic coming up from Boston. The first interview is for the Airport Authority – former Alderman Britton.

INTERVIEWS

Airport Authority

Frederick Britton (New Appointment)

Term to Expire: August 31, 2008

Chairman Tollner

If you could just state your name and address for the record. Could you take a second and let the committee know why you have an interest in serving on the Airport Authority.

Frederick Britton, 32 Walden Pond Drive

It is good to be back to see my fellow Aldermen and new Alderman LaRose. The Nashua Airport is a tremendous asset to the city and the region. It is really a multi-million dollar facility that actually brings the economic multiplier of the jobs and the money spent on resources at the airport is somewhere around \$25 million a year. I'm very interested in helping protect that asset and make sure that it is taken care of properly and that the public is well informed about what is going on.

Chairman Tollner

Are there any questions from committee members?

Alderman Johnson

I have a list of questions, and also I guess I have been volunteered to ask Alderman Deane's questions. If you don't mind please indulge me in these questions. First of all thank you for coming. When was the last time you served as an Airport Director?

Frederick Britton

In the '88-'89 timeframe for two years.

Alderman Johnson

Could you please tell me was your appointment to the Airport Authority made at your request?

Frederick Britton

Yes it was through then Mayor Donchess.

Alderman Johnson

How about currently?

Frederick Britton

Currently I had spoken to the Mayor about my interest in serving.

Alderman Johnson

I guess you told us somewhat of your vision for the future of the Nashua Airport – how do you feel about the parallel runway?

Frederick Britton

That is an issue that will have to be addressed this spring because there is opportunity for the Airport Authority to move forward on that project somewhat this spring, and they also submitted it as far as a capital improvement project is concerned. I haven't made up my mind on the parallel runway yet. There are some major issues surrounding it. There is new traffic flow, which does take some of the traffic to the east of the airport. We must make sure that it is environmentally sound, that the distance between the centerline of the runways is adequate, that there is really a need for it. I need to do a little more research in that area including talking to the controllers in the tower, the users at the airport, and the general public. I am not ready to commit myself to that yet. I need more information. It certainly would help with the delays that are encountered at times at the airport. When there is fast moving, heavier traffic in the traffic pattern and a slow moving training aircraft in the pattern it certainly would bring the slower moving aircraft to the right hand side and the faster moving to the left on the larger, longer runway. There are benefits to it and there may very well be some negative points to it.

Alderman Johnson

What is your position about cargo operation at the airport?

Frederick Britton

I will not support cargo operation at the airport. The Authority doesn't support it now, I will not support it. Manchester is plenty close enough for passenger and cargo traffic.

Alderman Johnson

I am trying to go between two lists of questions here – the last time you were on the Airport Authority what was the reason for leaving?

Frederick Britton

My job changed, and I had a lot of travel I was encountering and some family health issues, which I had to put first at that time.

Alderman Johnson

Do you believe other airports have curfews – do you believe that there should be a curfew at this airport considering wards 1 and 2 and the effect on them?

Frederick Britton

We have to be very careful about curfews when we accept federal funds for projects at the airport. From my speaking to users of the airport and the airport manager I am not sure that we have a big problem in that area. I am willing to re-evaluate it. I just think we have to be very careful and to consider all of the federal rules that apply when we accept federal dollars for projects at the airport, and what sort of strings come along with it.

Chairman Tollner

As far as curfews when I was a Ward 1 Alderman that was one of the topics that we tried to use to prevent the air cargo, and we were told that because we accept federal funds that curtailing activity at the airport strictly because of curfews was a very tough thing to do so we took another direction, but I just wanted to let you know about the curfews.

Alderman Johnson

I would tell you that I hear those jets coming over where I live during the night and it is getting a little bit noisy. How would you deal with differing opinions on the Board on issues?

Frederick Britton

I think we have to listen and talk about different opinions on issues. I have an open mind. I would also want to talk to the users at the airport and the public that actually come to meetings or maybe even those that don't come to meetings. I think you have to keep an open mind, listen to people's point of view, do your own research, make sure you are well informed on the issue, and that takes time. When you are well informed on an issue you can make the right decision I think that benefits the city and the airport and the users.

Alderman Johnson

Are you in favor of increased business jet operations at our field in view of the proximity of the Manchester Airport?

Frederick Britton

It is pretty hard to stop additional business operations at the airport. I think there are around 20 jets at the airport at this time. When a corporation wants to locate here and they want to bring in a jet to carry their employees, their management team from state to state, meeting to meeting, it is pretty hard to stop that. I think we are fortunate that we have had a very light increase in that area over the years. There are some beautiful new jets there. The newer ones are quieter. The one that was really very noise – I think it was a Mooney – is no longer there. I think we are fortunate in that it is a very light growth in that area.

Related to that question the Holden property, which is an area where it will be expanded in the future

– the Airport Authority has worked with the neighbors, and they have made promises to them that there won't be any jets that go over into that area, there will be small, single or double engine turbo prop aircraft – but smaller ones that will be located over there in hangars and not jets. The actual taxiway that is being built will not support jets.

Alderman Johnson

Gee everything centers around this parallel runway. I guess my next question would be would you be in favor of more open format for authority meetings for discussion purposes with the airport users and the public?

Frederick Britton

I am definitely in favor of making the meetings as open as possible. On the agenda that we have now, there are two times for the public to speak; in the beginning and at the end of the meetings very similar to what we have at the full Board of Aldermen meetings. I think we should have an open house every year, I think we should have briefings when major issues are coming before the authority – there should be a public meeting called and held, and brief and questions answered. I'm definitely for – the more open the meetings the better.

Alderman Johnson

Both sets of questions here I have conflict of interest questions. This is from Alderman Deane and myself so I guess I should ask the conflict of interest questions. If the Nashua Airport Authority decides to build a parallel runway would you as a member of the authority feel that there would be the perception of conflict of interest for a recent member of the Board of Aldermen to come before his former colleagues and lobby for permission to build a parallel runway at the airport?

Frederick Britton

Do I feel there is a conflict of interest to support of a parallel runway – not at all. I have nothing to gain in that area.

Alderman Johnson

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Do you feel that the airport should be self-sufficient?

Frederick Britton

Yes it should be, and actually the airport is self-sufficient. It has been now I think for around 3 years or more. They contribute about \$650,000 a year in property taxes, which includes land and buildings, and they don't ask for any money back from the city as far as support for their budget. I think a tremendous turnaround has been made over the years to be in that positive position and have over \$600,000 in the bank – it is a tremendous accomplishment from the Airport Authority members, the airport manager, Roy Rankin, the engineers who contribute to that – it has been a tremendous success story.

Alderman Johnson

This is from Alderman Deane's list – do you feel that the Airport Authority is controlled by special interest and specifically where?

Frederick Britton

From my knowledge of it I don't think that it is controlled by special interest. There are good people there that have the interests of the airport and the city in mind. I would not support that opinion at all.

Alderman Johnson

The airports in Keene, Concord, Lebanon, and Pease all have landing fees for aircrafts over 12,500 pounds. Do you feel the Boire Field should also have landing fees for aircrafts over 12,500 pounds?

Frederick Britton

I think we need to look at that. At this time they do not have any landing fees. As a matter of fact I was talking to the manager, Roy Rankin, today who is actually in the audience this evening, and I believe the number is around 90% of the traffic there is traffic of airplanes that are based there, that are tied down there, that are either in training or using it for private business or pleasure. The other approximate 10% would be what they call itinerant where you could perhaps charge a fee. I will make it a point to look into that more thoroughly, but that is the situation as it is today.

Alderman Johnson

Thank you very much. Thank you for letting me ask all the questions.

Chairman Tollner

Do any other committee members have any questions?

I just have two – I just want to go back to the neighborhood issue – what mechanism would you try and use or think of in working with the neighborhood to try and keep them informed of ongoing projects that the Airport Authority or the businesses at the airport might be entertaining?

Frederick Britton

That is a good question Chairman Tollner. As I mentioned there are open times at both ends of meetings at the Airport Authority. I would encourage an open house every year at the airport. Also I think they have to have a public meeting – some sort of public meeting or briefing when they have major projects that are about to start. There is no reason why that can't happen at least once a year. The Capital Improvement plan goes through our CIP process and comes here before the Board of Aldermen and the Budget Committee. There is some public acknowledgement there and comments if necessary, if people desire, but I will work hard to try to make more meetings. When I

was active before we adopted our first standards and rules at the airport we gave briefings to different constituent groups at the airport. I would encourage that. They are very important issues. They need to be discussed and the public needs to be briefed on them.

Chairman Tollner

There is a somewhat limited amount of space as far as large expansion. What opportunities do you see for the airport and for Nashua to capitalize on the smaller areas? There is not much room to build large, large hangars unless we tear down a number of the smaller ones.

Frederick Britton

I think you will see very light growth in the small aircraft arena for people that own them privately for pleasure or some smaller aircraft perhaps for business. Like I mentioned before the Holden property was purchased. The Airport Authority intends to have hangars up there for smaller aircraft not for jets. They are really probably I think you could say 90-95% build out. The ramp on the northwest part of the airport will be completed in the spring. They had to stop due to the weather this early winter. There is tie down space there. They have approximately 120,000 operations a year over the last couple of years at the airport. I just see very light growth.

Chairman Tollner

The relationship that Daniel Webster College has with the Airport Authority – are you familiar with it and do you think it is at a right level or do you think that it should grow? Do you have an opinion on that?

Frederick Britton

I'm not sure – what I am not sure of is what their lease has to say and what they are paying the authority for any land or buildings that they may be using. I am not sure about that right now. They are a big user at the airport. They provide a lot of traffic; they buy a lot of fuel, and all the associated equipment and services that go with it. They are a tremendous training facility. They just received more FA money for their Air Traffic Control programs. We have to make sure that they are treated equally – that they don't receive any special treatment compared to other users at the airport, but they have a lot of traffic that they generate. I don't know then percentage, but a lot of traffic is generated by the flight school at the college.

Chairman Tollner

Have you had an opportunity to speak to the other members of the Airport Authority and do you think your vision of the airport and the responsibilities are in line with – I won't say all of them that are on the Airport Authority, but in general?

Frederick Britton

I have spoken with several, and I believe my vision is consistent.

Chairman Tollner

Thank you very much.

Alderman Gage

Just a quick question or two – this past term as you and I sat here on the Board there was an issue that came up regarding the Airport Authority and a member of the Airport Authority that was appointed and voted on by us that went to a Airport Authority meeting and to take their place at the board and was actually asked to sit in the audience that first evening they were there. I believe he was replacing Mrs. Lozeau and she was still on the board for the meeting, which either she was supposed to be there or she wasn't. Anyhow that kind of thing went on. It was brought to the Board's attention that evening – that is my understanding from the letter that we received. At the time. How would you as a member of the Airport Authority react to that type of situation? I have sat next to you for the last 4 years and I am pretty sure I know what the answer is, but when you have an issue like that and you have been a Chairman of a committee...

Frederick Britton

I actually read the letter that came over and the Airport Authority I think sent another letter over that defended – tried to defend their position, but the bottom line is you have to have a fair understanding of the rules and regulations and by-laws of the authority. They use Roberts Rules so – I don't remember all the details, but I would not support someone sitting in a meeting if they no longer hold a legitimate office. It is something that you cannot support. There are some facts there that I think require more investigation on my part, but we must follow our rules and regulations and our parliamentary procedures. If we do not we are wrong and we need to change.

Alderman Gage

How are you with – I am not sure what the Airport Authority procedures are – we all have public comment periods and I believe they do have public comment periods – how do you feel about that kind of an issue there?

Frederick Britton

I welcome it. As I mentioned before there are two different periods during the meeting where they allow public input in the beginning and the end. I welcome that input. I think we need to have it. As well as we have here in this Chamber we need to have input from the users and from the community on the issues. To have two different times where that can be done I think is tremendous, but we need more. As I mentioned before I will support having more public meetings. It is just a tremendous asset and any issue that surrounds the airport itself I think that causes a tension, that causes the neighbors to be concerned we need to tackle that issue right away. We need to deal with it, we need to brief it, and we need to make it better.

Alderman Gage

Thank you.

Frederick Britton

Thank you Alderman Gage.

Alderman Johnson

If somebody requests information under the Right To Know Law or just send a letter asking for copies of the minutes of the meeting do you have any problem with making sure that they receive it?

Frederick Britton

I have no problem whatsoever. The meetings are open to the public. The minutes if I am not mistaken are sent to the City Clerk's office. They are public meetings. No one should be denied minutes of the meeting. I certainly will make sure anybody gets minutes of the meeting. They are public information.

Alderman Johnson

So people shouldn't have to request under RSA 91; the Right to Know Law to make sure that they get the minutes of the meeting?

Frederick Britton

They should not at all. As a matter of fact I believe if they aren't they will be posted shortly on the Airport Authority website. There is also a link to the Nashua City website, and I think that they should be posted at both of those locations as well. There should be nothing to hide at the airport. The minutes are public, their motions are public. The only time they go into non-public session is when it is authorized under statute. We need to make sure it is open to the public.

Alderman Johnson

Thank you very much.

Chairman Tollner

Are there any other questions? Thank you very much former Alderman Britton.

Frederick Britton

Chairman Tollner thank you.

Cable Television Advisory Board

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Andrew Cernota (New Appointment)

Term to Expire: January 1, 2007

Chairman Tollner

If you could just state your name and address for the record, and take a second and let the committee know why you have interest in serving on the Cable Television Advisory Board.

Andrew Cernota, 129 Shelley Drive

I have been a lifelong resident of Nashua, and I am very interested in serving our community as much as possible. I think the Cable Television Advisory Board is a very important position because of the impact particularly high-speed Internet access plays in our high technology economy. As an attorney practicing in Nashua I feel it is very important that our city economy be very strong. I am looking for ways that I can help in that.

Chairman Tollner

Have you had an opportunity to attend any of the board meetings as of yet?

Andrew Cernota

No I have not.

Chairman Tollner

You are familiar with the time commitment and when they meet?

Andrew Cernota

Yes.

Chairman Tollner

And basically what their responsibilities are?

Andrew Cernota

Yes.

Chairman Tollner

Thank you.

Alderman Johnson

Being that I am a new member on the Cable Television Advisory Board – I was an alternate last year – it is really an eye opener at 8:30 a.m. when you meet in here once a month. I didn't realize up until with this negotiations with Comcast if you read the Charter we don't really have that much authority we are just basically almost an advisory board that just can give our opinion to Mr. Christianson who now works at Comcast. How do you feel knowing that we really can't do that much to change – all we can do is give our opinions? Do you feel that could be a hindrance with the committee?

Andrew Cernota

Certainly not having the authority to make substantive changes would be a hindrance to some extent, but I think a strong advisory voice can certainly or at last should carry a great weight particularly if it is based on hearing the opinions and positions of the citizens of the city voicing their concerns and making sure that is presented and articulate and coherent fashion. I think an advisory board should be very persuasive. Naturally as a persuasive body it wouldn't have the legal force that perhaps might be more effective, but ...

Chairman Tollner

Are there any other questions from committee members? I want to thank you for your willingness to serve. Like all the other interviews that are coming we will go through the interviews and then after that we will vote. If anybody else is in the audience that is here to be interviewed what we will do is vote on these tonight and then the Aldermanic office will get in touch with you and let you know; there will be two opportunities one to be sworn in at one of the upcoming Board of Aldermen meetings or if you can't make that you can go down to the City Clerk's office after the Board of Aldermen has approved you, and be sworn in by the City Clerk's office. Thank you.

Child Care Advisory Commission

(Nashua Fire Rescue Representative)

Michael Vaccaro (New Appointment)

Term to Expire: October 13, 2005

Historic District Commission

Robert Sampson, Alternate (New Appointment)

Term to Expire: September 30, 2005

Chairman Tollner

Please state your name and address for the record, and if you could just let the committee know why you have interest in serving on the Historic District Commission and how your nomination came about.

Robert G. Sampson, 18 Sargent Avenue

I have been a lifelong resident of Nashua with a considerable interest both in history in general and the history of our city in particular. I thought that it might be of some use to the city and of interest to

me to serve on the Historic District Commission. As far as how it came to be there was an article in the paper a month or so ago that indicated there was a vacancy or shortage that there was a need for people for the commission, and suggested if anyone was interested to call the Mayor's office. I did, and after some time I got a call from the Mayor's office asking me if I was still interested, and I am, and so I am here.

Alderman LaRose

Mr. Sampson it is my understanding that in the past they have had trouble having a quorum at the Historic District Commission – that sometimes something comes up in front of the commission and there is no quorum. Do you have the time to give to make sure that you are present at those meetings if you need to be?

Robert Sampson

The short answer is yes. I am retired.

Alderman LaRose

Thank you.

Alderman Gage

I don't have a question I just have a comment. Mr. Sampson and I have dealt on a couple of occasions in the last 4 years and I would say he certainly takes the time to be involved in things going around in his neighborhood and in the ward. I certainly think that he will do a fine job as a member of the Historic District Commission.

Chairman Tollner

A number of years ago there was a situation where down in that – by the church downtown where Concord Street meets with Main Street – there was some back and forth over the Mobil gas station that they wanted to put an overhang in and that went back and forth for quite some time. Do you have an opinion on how that worked out and whether you think they should have been allowed to have those changes that would allow them to have the canopy or the overhang over the station in that area of the city?

Robert Sampson

I go back even further than that. I remember the controversy many years ago over whether there should be a filling station there at all, and at the time I didn't think it was a good idea. There is a station there. I would keep it as simple and modest as it can be. In other words I would not off the cuff think a canopy or some more elaborate structure would be appropriate.

Chairman Tollner

Thank you. Are there any other questions from committee members? So you are familiar with how often they meet, how long they meet?

Robert Sampson

I pulled the Ordinance creating the committee off the web site and their schedule of meetings. I understand there is a booklet available, which I haven't gotten yet, but yes I believe I am familiar.

Chairman Tollner

Thank you very much for coming tonight. Thank you for your willingness to serve. I should have asked the other candidates too – do you have any questions of this committee?

Robert Sampson

No.

Chairman Tollner

Thank you very much.

Randall E. Wilbert, Alternate (New Appointment)

Term to Expire: September 30, 2005

Chairman Tollner

I spoke with Randall Wilbert I think the night before last. He had a previous commitment so he will not be able to be here tonight. We will take his interview up at the next meeting.

William Hooley, Alternate (New Appointment)

Term to Expire: September 30, 2006

William Hooley, 4 Carmine Road

I am a history buff also. I like old architectural houses. I also collect antiques. I would like to do whatever I can. I also saw the ad in the paper for volunteers. It sounded like a real good thing so I got in touch with the office, and here I am. I have not served on a committee like this before so I am really not sure what is involved. I have the time for it, but I just assume I will learn as I go.

Alderman LaRose

My same question to you sir is do you understand that there is a time commitment and that in the past there has been a shortage of people to make a quorum. As an alternate would you be prepared to go to just about every meeting if need be?

William Hooley

Sure.

Chairman Tollner

Are there any other questions from the committee members? Well this was an easy interview for you. Do you have any questions of us?

Alderman Gage

You heard the gas station question regarding the canopy at the Concord Street gas station?

William Hooley

I did follow that somewhat when it was happening. Again I do think to keep something like that as simple as possible is a great idea especially in that area of town, but I also thought at one point in time there was a question about pressure systems. If you look at most gas stations today they are imbedded in these overhangs and almost any new gas station you see built – I think they all have them, so I thought at one point there was a safety concern involved in that situation there. Overall I think it is best to keep it as simple as possible in that type of area.

Chairman Tollner

I think those pumps over there do have it; it is just attached to the part that is hanging out over the pump. It is a good thing for us to take a look at to make sure. Thank you very much. We appreciate your time and your willingness to serve.

Nashua Transit Advisory Committee

Ann Novick (New Appointment)

Term to Expire: December 31, 2005

Ann Novick, 5 Blackstone Drive, Unit #7

As a person that is frequently dependent on public transportation I have a vested interest in seeing that service prosper. It is very self-serving.

Chairman Tollner

Have you had an opportunity to attend any of the advisory committee meetings or have you had conversations that at least so that you are informed of how often they meeting, what the topic is...

Ann Novick

I did serve when Mayor Wagner was in office. I haven't had any contact with it. Nobody notified me of any meetings so I didn't go.

Alderman Johnson

I would like to let you know the meetings are alive and well. I am now the new member on the Transit Advisory Committee. I have been talking issues regarding snow removal, bus stops, and getting shelters at bus stops, and making sure that it is accessible for handicapped people. I want to wish you good luck. Hopefully I will see you at the meetings every other month.

Ann Novick

Every other month?

Alderman Johnson

The next meeting is March.

Ann Novick

Do you know what day of the week they are?

Alderman Johnson

It is on my calendar at home. I live month to month with my schedule.

Alderman Gage

You said that you had been a member of the committee with Mayor Wagner correct? I take it you used public transportation during that period of time through today. How do you feel the system has improved or where do you see improvements that we should...

Ann Novick

When I first became involved with it is because there were so many problems – I was aware that they did not comply with the ADA, which had just recently come through at that time. I had a copy of it at my home; my husband and I studied it and saw there were conflicts, conflicts, and conflicts. We brought it up with Mayor Wagner and he met with Parent Transit, the company that was running it, and it was Frank McGiven at the time – was told comply. No choice here comply, and since then I have seen more and more improvements. It makes me very proud. I feel good.

Alderman Gage

How do you think the ridership has gone – the amount of folks using it over that period of time? Have you seen a noticeable increase over the years?

Ann Novick

Actually I have seen – sometimes I am the only passenger on the bus. It feels like a private limousine – I can't see the driver – should I call him James?

Alderman Gage

Thank you.

Chairman Tollner

Are there any other questions? Do you have any questions for us?

Ann Novick

I do have a statement to make. I have lived in different states since I became disabled and I have seen systems that are fantastic and systems that are less than fantastic, and Nashua is getting pretty close to fantastic. It still has a lot of work to be done.

Chairman Tollner

Thank you very much, and thank you for your willingness to serve.

Planning Board

Kevin McAfee (New Appointment)

Term to Expire: March 31, 2006

Chairman Tollner

I think you are somewhat familiar with this Chamber. Maybe you could just tell us why you have interest in serving on the Planning Board.

Kevin McAfee, 8 Stonybrook Road

I have been on the Planning Board as the Aldermanic Liaison for the last 4 years, and I would like to continue.

Chairman Tollner

Are there any questions from the committee members?

Alderman Johnson

What is your vision with the Planning Board for Nashua over the next two years?

Kevin McAfee

My vision?

Alderman Johnson

Yes, with the Planning Board.

Kevin McAfee

It is not an administrative position you just review the applications that come forward and make sure that they are being developed to the subdivision regulations, make sure that there is pedestrian access, safety, adhere to – it is not like you have – I don't look at a piece of property and say we should do this or that I just review applications as they come in.

Alderman Johnson

Do you feel that where you were an Alderman at one point in time there will be any conflict now coming back as a Planning Board member?

Kevin McAfee

No I don't believe so.

Alderman Johnson

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Thank you.

Chairman Tollner

Kevin maybe you can just take a second to convey to the committee your experience because I think you did serve on the Zoning Board.

Kevin McAfee

I was on the Zoning Board in 1989. I was appointed by Alderman Donchess, Alderman Wagner re-appointed me, and then I was off for a couple of years and then won my Aldermanic seat and was appointed to the Planning Board. I was the Aldermanic Liaison.

Chairman Tollner

You are quite familiar with the ongoing and everything on the Planning Board because you served as a liaison as well as serving on the Zoning Board.

Kevin McAfee

Yes. Under a close tutorage of Alderman McCarthy – he was the Chairman of the Planning & Economic Development Committee.

Alderman McCarthy

What do you think the future of the master plan should be?

Kevin McAfee

As far as being on the Planning Board just to make sure that applications come in that adhere to master plan.

Alderman McCarthy

But the master plan is the Planning Board's document. By State Statute the Planning Board is the organization that must originate the master plan for the city. I don't believe it can be a stagnant document. What do you think the Planning Board should do to keep it up to date and to advance it as the city grows?

Kevin McAfee

There are a couple of areas that are kind of being left behind. I have always felt and have been working trying to work through the Community Development Division to get that hazardous waste site known as the Beazer property – it is almost 100 acres of industrial land, which it has never been referred to – everyone has been saying that we are losing industrial land, and here is a site that should be cleaned up – it has been for the last 5-7 years classified as a hazardous waste, and no one has been pushing to work with the DES to get that site cleaned up and back on the tax rolls. That is a large area where I think we're missing the boat on.

Alderman McCarthy

That is not really master planning issue. We have a master plan with an anticipated set of land uses for the city, we have a need I think to do other planning – I am asking you as a member of the Planning Board what areas would you push for to refine the contents of the master plan?

Kevin McAfee

Since the city is almost built out the next couple of years probably will be with a lot of the applications coming forward for the Pine Hill Road/Indian Rock Road area – I think the future is in redevelopment, reclassifying some of the areas that are general industrial like the Bridge Street area – it is general industrial and the majority of what is in there is all residential. It might be misclassified because it is not an area where general industrial – you would tend to want growth in that area. Just looking at certain areas and having them reclassified.

Alderman McCarthy

You mentioned the decay of the industrial areas and then just mentioned rezoning the GI districts into residential. What would you recommend doing in terms of master plan or zoning change recommendations to stop the erosion of industrial space and provide for more industrial space in the city or don't you believe that we need to do that?

Kevin McAfee

I do believe that it is just – I guess historically the industrial land has been located where the railroad tracks are – all that area that is general industrial on Bridge Street has no – what has gone on in that area has all been almost retail. It is not – they have been allowed to get in there by variance through the Zoning Board and that is where we should look at to get ahead of the ball and not have these areas be rezoned – application, application by the Zoning Board. It should be done through the master plan. A lot of these industrial areas now they don't use the railroads. We should have property that is along the major highways as industrial – in those areas because of the expense of those pieces of property those all go to commercial and retail. It is very, very difficult to lure industrial users to this area. I think that the Beazer property is one of the largest jewels in the city and we should get that cleaned up and back on the tax rolls. It has very good access for 100-acre parcel – you could easily bring in access off the Henry Burke Highway and you are right on Route 3.

Alderman McCarthy

Can you expand on that because my experience with that property when we proposed developing it as recreational space, which has an awful lot less traffic impact than industrial space would be that the access was absolutely poor.

Kevin McAfee

Here is an area just on Concord Street north of Henry Burke – there is a power line easement that runs through and it has to be 400 feet wide. There is some topography in there where there is a lot of fill that would have to be brought in, but the topography is such that when you get down at the end of Syracuse – there is a little cul-de-sac called Syracuse the topography is in such a way that you wouldn't have to get a crossing from Gilford because you can - the topography comes very high above it and you could run the access road over the track rather than getting a crossing from Gilford. The land is so large that it would support that expense.

Alderman LaRose

Kevin I am pretty sure I am correct, but are you aware that the 2000 master plan that parcel that you are talking about was designated as a recreation area because it abuts Greeley Park?

Kevin McAfee

Right but that has been a band-aid – I understand what they were trying to do, but being – it still didn't change the zoning. The zoning is still industrial.

Alderman LaRose

That may be so.

Chairman Tollner

Are there any other questions from the committee members? Do you have any questions of us?

Kevin McAfee

No thanks.

George M. Torosian, Alternate (New Appointment)

Term to Expire: March 31, 2006

Chairman Tollner

This is a new position for an alternate position for the Planning Board. Maybe you could state your name and address for the record, and just take a minute to tell us why you have an interest in serving on the Planning Board.

George Torosian, 352 Main Street

I like so many others was born, raised, and educated in the city. I thought it was time to get involved in city government and give something back to my community. I have the time and the energy to serve on the Planning Board, and look forward to it provided you give me your approval. Thank you.

Chairman Tollner

Do you have an understanding of how often the Planning Board meets, their responsibilities – have you had an opportunity to talk to anybody about working on the Planning Board?

George Torosian

I do. A couple of days ago I met with Mr. Houston from the Planning Department along with Mr. Yeomans. I was given the zoning and subdivision ordinances, which I began reviewing. I am currently reviewing the 2000 master plan for the city.

Chairman Tollner

Are you also familiar with how often they meet and when they meet, and will be able to make that schedule?

George Torosian

Yes I am. No problem with that.

Alderman LaRose

Mr. Torosian are you aware that the Planning Board's meetings run late into the evening?

George Torosian

Yes I am. As a matter of fact that was the first thing Mr. Houston told me.

Alderman LaRose

You are prepared to make a commitment to that?

George Torosian

I have no problem making that commitment.

Alderman LaRose

The other thing is; are you aware as an alternate what we usually do on the Planning Board is the alternates are allowed to participate in the discussion, but not vote unless there is a member missing?

George Torosian

I do understand that.

Alderman LaRose

And you are prepared to go to those meetings and not wait until you are called?

George Torosian

No problem.

Alderman LaRose

Thank you.

Chairman Tollner

Are there any other questions from committee members? As a new member there is going to be a lot of information that you will have to gather and learn as you go along. Have you had an opportunity to speak to any other Planning Board members or is it just city staff?

George Torosian

I have not – just the city staff thus far. I attended the East Hollis Street Parkway meeting downstairs just prior to this meeting.

Chairman Tollner

Do you have any other questions of us?

George Torosian

I do not.

Chairman Tollner

Thank you very much. We appreciate your willingness to serve.

Zoning Board of Adjustment

Richard Rondeau, Alternate (New Appointment)

Term to Expire: September 11, 2004

Chairman Tollner

This is a new appointment as an alternate position. As the other candidates have done before you can you just state your name and address for the record, and just convey to us why you have interest in serving on the ZBA, stay up late, long hours, all that kind of stuff.

Richard Rondeau, 5 Meade Street

Lifelong resident – twice unsuccessful for an Aldermanic position. Mr. LaRose beat me out the last time in Ward 2. I ran against Alderman Dion 4 years ago when I was living in Ward 6. I now have the time and energy to give back to the city, and that is why I had a conversation with the Mayor and was appointed to show up here tonight and be interviewed.

Chairman Tollner

Have you had an opportunity in the past to either attend, watch a Zoning Board meeting or have you had any opportunity to speak to any of the Zoning Board members?

Richard Rondeau

I have not attended the meetings. I have seen them on the cable access. I have read some of the minutes from them from the web sites, but I have not spoken to anyone from the Zoning Board.

Alderman McCarthy

What is your understanding of the role of the Zoning Board with respect to enforcement of zoning laws?

Richard Rondeau

Enforcement of zoning laws?

Alderman McCarthy

What do you believe the role of that board to be?

Richard Rondeau

The role is specifically to – from what I understand it to be – to hear requests for variances – I believe if I am correct – and then to look for what the hardships may be, etc. I have no idea what the enforcement would be.

Alderman McCarthy

When I say enforcement I am saying in the implementation of our zoning law and compliance – what do you view the board's role to be?

Richard Rondeau

I view it to be upholding what is in the laws and the master plan that we have currently in place and to look again for the hardships and exemptions to grant or not to grant.

Chairman Tollner

Are there any other questions from the committee members? Do you have any questions of us?

Richard Rondeau

No I don't.

Chairman Tollner

Thank you very much. I appreciate your time.

Donald Berthiaume (New Appointment)

Term to Expire: September 11, 2006

Chairman Tollner

This is a new appointment. Please take a second and express to the committee your interest in serving on the Zoning Board of Adjustment.

Donald Berthiaume, 6 Bramble Way

Like so many people here it seems are going to be on these committees hopefully – I am a lifelong native. I was born in Nashua. I have seen the changes, the growth, the expansion, the good, and the bad. I was watching, actually my wife was watching one of the meetings, and she called me over and said hey look at this it might be something you are interested in. At the time I think the Chairman was asking someone in the audience if they would be interested in serving because they did have some openings. I did check the web site and they did have quite a few openings. I checked into it a little more and decided to give it a go.

Chairman Tollner

Have you had an opportunity to attend other than watching on TV, attend a meeting?

Donald Berthiaume

Ever since I saw that meeting I think I have attended most of the meetings but two and one of those I did see on television. I am aware of the late hours. I think the one episode that I did see on television had gone beyond midnight and the cable channel shut down before I could finish it.

Chairman Tollner

So you are familiar with the workings and responsibility of the Zoning Board of Adjustment.

Donald Berthiaume

Yes I am. Again as part of my checking into things I went to the State site and pulled down the handbook that they have and read through that. It discussed the 5 points of law for variances and special exceptions. I had a copy of the zoning regulations at the office and I just bought one for myself anyway so I could check that out. I checked out the master plan online. I have tried to get somewhat familiar with what it took. I just didn't want to go into it and really not know. I have spoken with a couple of board members. I have spoken with city staff a couple of times.

Alderman Johnson

Thank you for coming. You are an appraiser by trade?

Donald Berthiaume

Yes. I have been appraising since 1985.

Alderman Johnson

Do you think there could be a conflict of interest as an appraiser?

Donald Berthiaume

If I had anything to gain in it, it would be, but if I don't have anything to gain then I wouldn't think so.

Alderman Johnson

You wouldn't have a problem reclusing yourself if somebody came...

Donald Berthiaume

Definitely not.

Alderman Johnson

You decided to do this – nobody from the Mayor's office called you?

Donald Berthiaume

Correct.

Alderman Johnson

Thank you.

Chairman Tollner

Are there any other questions from the committee members? Do you have any questions of us?

Donald Berthiaume

I do not.

Chairman Tollner

Thank you very much. We appreciate your time and your willingness to serve.

COMMUNICATIONS

From: Patricia Lucier, Deputy City Clerk
Re: Mayoral Appointments

MOTION BY ALDERMAN LAROSE TO ACCEPT, PLACE ON FILE AND AMEND THE APPOINTMENTS OF JACQUELINE TRAINER TO A FULL MEMBER TO THE CONSERVATION COMMISSIONER FOR A TERM TO EXPIRE DECEMBER 31, 2004 AND DONALD BERTHIAUME TO AN ALTERNATE MEMBER TO THE ZONING BOARD OF ADJUSTMENT FOR A TERM TO EXPIRE SEPTEMBER 11, 2004
MOTION CARRIED

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

Chairman Tollner

There are some names on this list that we haven't interviewed tonight, and that is because they are re-appointments and we usually do not invite re-appointments back unless a member of the Board of

Aldermen or the committee specifically requests that they be interviewed.

APPOINTMENTS BY THE MAYOR

Administrative Assistant to the Mayor

-
Mary S. Nelson (Re-Appointment)
18 Stanley Lane
Nashua, NH 03062

Term to Expire: December 31, 2007

MOTION BY ALDERMAN BOLTON TO RECOMMEND THE CONFIRMATION OF THE APPOINTMENT OF MARY S. NELSON TO THE OFFICE OF ADMINISTRATIVE ASSISTANT TO THE MAYOR FOR A TERM TO EXPIRE DECEMBER 31, 2007
MOTION CARRIED

Airport Authority

-
Frederick Britton (New Appointment)
32 Walden Pond Road
Nashua, NH 03064

Term to Expire: August 31, 2008

MOTION BY ALDERMAN BOLTON TO RECOMMEND THE CONFIRMATION OF THE APPOINTMENT OF FREDERICK BRITTON TO THE AIRPORT AUTHORITY FOR A TERM TO EXPIRE AUGUST 31, 2008
MOTION CARRIED

Cable Television Advisory Board

-
Andrew Cernota (New Appointment)
129 Shelley Drive
P.O. Box 3445
Nashua, NH 03062

Term to Expire: January 1, 2007

MOTION BY ALDERMAN BOLTON TO RECOMMEND THE CONFIRMATION OF THE APPOINTMENT OF ANDREW CERNOTA TO THE CABLE TELEVISION ADVISORY BOARD FOR A TERM TO EXPIRE JANUARY 1, 2007
MOTION CARRIED

Capital Equipment Reserve Fund

-
Cindy Bielawski (Re-Appointment)
229 Main Street
Nashua, NH 03061-2019

Term to Expire: December 31, 2005

MOTION BY ALDERMAN BOLTON TO RECOMMEND THE CONFIRMATION OF THE

APPOINTMENT OF CINDY BIELAWSKI TO THE CAPITAL EQUIPMENT RESERVE FUND FOR A TERM TO EXPIRE DECEMBER 31, 2005

MOTION CARRIED

-
Child Care Advisory Commission

-
(Nashua Fire Rescue Representative)

Michael Vaccaro (New Appointment)

Term to Expire: October 13, 2005

2 Conant Road

Nashua, NH 03062

MOTION BY ALDERMAN TOLLNER TO HOLD IN COMMITTEE THE APPOINTMENT OF MICHAEL VACCARO TO THE CHILD CARE ADVISORY COMMISSION FOR A TERM TO EXPIRE OCTOBER 13, 2005

MOTION CARRIED

Conservation Commission

-
Karen Archambault (Re-Appointment)

Term to Expire: December 31, 2006

36 Edgewood Avenue

Nashua, NH 03064

James P. Banow (Re-Appointment)

Term to Expire: December 31, 2006

25 Dunloggin Road

Nashua, NH 03063

Alexander P. Duran, PhD (Re-Appointment)

Term to Expire: December 31, 2006

21 Manchester Street

Nashua, NH 03064

Jacqueline Trainer (Re-Appointment)

Term to Expire: December 31, 2004

11 Berkshire Road

Nashua, NH 03064

MOTION BY ALDERMAN BOLTON TO RECOMMEND THE CONFIRMATION OF THE FOLLOWING APPOINTMENTS TO THE CONSERVATION COMMISSION: KAREN ARCHAMBAULT, JAMES P. BANOW, AND ALEXANDER P. DURAN FOR A TERM TO EXPIRE DECEMBER 31, 2006 AND JACQUELINE TRAINER FOR A TERM TO EXPIRE DECEMBER 31, 2004

MOTION CARRIED

Chairman Tollner

Just for the public's information, Michael Glenn who is on the Conversation Commission now has asked for his nomination to be withdrawn.

Ethnic Awareness Committee

-
Annette D. Cameron (Re-Appointment)
21 Stanley Lane
Nashua, NH 03062

Term to Expire: December 31, 2006

Elaine Griffiths (Re-Appointment)
14 Michael Avenue
Nashua, NH 03062

Term to Expire: December 31, 2006

MOTION BY ALDERMAN GAGE TO RECOMMEND THE CONFIRMATION OF THE FOLLOWING APPOINTMENTS TO THE ETHNIC AWARENESS COMMITTEE FOR TERMS TO EXPIRE DECEMBER 31, 2006: ANNETTE D. CAMERON AND ELAINE GRIFFITHS
MOTION CARRIED

Historic District Commission

-
Robert Sampson, Alternate (New Appointment)
18 Sargent Avenue
Nashua, NH 03064

Term to Expire: September 30, 2005

Randall E. Wilbert, Alternate (New Appointment)
51 Concord Street
Nashua, NH 03064

Term to Expire: September 30, 2005

William Hooley, Alternate (New Appointment)
4 Carmine Road
Nashua, NH 03063

Term to Expire: September 30, 2006

MOTION BY ALDERMAN TOLLNER TO HOLD IN COMMITTEE THE APPOINTMENT OF RANDALL E. WILBERT AS AN ALTERNATE MEMBER TO THE HISTORIC DISTRICT COMMISSION FOR A TERM TO EXPIRE SEPTEMBER 30, 2005
MOTION CARRIED

MOTION BY ALDERMAN GAGE TO RECOMMEND THE CONFIRMATION OF THE FOLLOWING INDIVIDUALS AS ALTERNATE MEMBERS TO THE HISTORIC DISTRICT COMMISSION: ROBERT SAMPSON FOR TERM TO EXPIRE SEPTEMBER 30, 2005, AND WILLIAM HOOLEY FOR A TERM TO EXPIRE SEPTEMBER 30, 2006
MOTION CARRIED

Hunt Building Board of Trustees

-
Adelle Leiblein (Re-Appointment)

Term to Expire: December 31, 2008

Alderman LaRose

The Mayor asked for the appointment to be withdrawn.

Mines Falls Park Advisory Committee

-
Karen Keegan (Re-Appointment)
29 McKean Street
Nashua, NH 03060

Term to Expire: December 31, 2006

Cynthia Overby (Re-Appointment)
520 Broad Street
Nashua, NH 03063

Term to Expire: December 31, 2006

-
MOTION BY ALDERMAN GAGE TO RECOMMEND THE CONFIRMATION OF THE FOLLOWING APPOINTMENTS TO THE MINES FALLS PARK ADVISORY COMMITTEE FOR TERMS TO EXPIRE DECEMBER 31, 2006: KAREN KEEGAN AND CYNTHIA OVERBY
MOTION CARRIED

Nashua Transit Advisory Committee

-
Ann Novick (New Appointment)
5-7 Blackstone Drive
Nashua, NH 03063

Term to Expire: December 31, 2005

MOTION BY ALDERMAN GAGE TO RECOMMEND THE CONFIRMATION OF THE APPOINTMENT OF ANN NOVICK TO THE NASHUA TRANSIT ADVISORY COMMITTEE FOR A TERM TO EXPIRE DECEMBER 31, 2005
MOTION CARRIED

Personnel Advisory Board

-
Griffin T. Dalianis (Re-Appointment)
(Moving from Alternate to Full Member)
90 Walden Pond Road
Nashua, NH 03064

Term to Expire: June 30, 2005

-
Barbara Alves (Re-Appointment)
30 Old Coach Road
Nashua, NH 03062

Term to Expire: June 30, 2006

MOTION BY ALDERMAN BOLTON TO RECOMMEND THE CONFIRMATION OF THE FOLLOWING INDIVIDUALS TO THE PERSONNEL ADVISORY BOARD: GRIFFIN T. DALIANIS FOR A TERM TO EXPIRE JUNE 30, 2005 AND BARBARA ALVES FOR A

TERM TO EXPIRE JUNE 30, 2006

ON THE QUESTION

Alderman McCarthy

My question actually has nothing to do with these two particular appointments, but given the number of re-appointments that are on your agenda, is this committee still receiving reports on the attendance of members who are re-appointed to boards and commissions?

Chairman Tollner

We haven't received any in quite some time. We did ask the chairmans of the different committees that if there were attendance issues with particular members for them to forward it to the office, but maybe that is something that we should probably – with the new terms should request that.

Alderman McCarthy

I would respectfully suggest that when re-appointments come in we ask for that information and in fact hold the appointments until such time as it is forthcoming. We do have a number of boards and commissions that are fully staffed and yet regularly have difficult times reaching a quorum because of the number of members who do not show up, and we need to be on top of that.

Chairman Tollner

I think that is a good suggestion. I think we will go through the ones tonight, but then I will talk to Sue after this and – that is a very good idea.

MOTION CARRIED

Planning Board

- Hugh Moran (Re-Appointment)

Term to Expire: March 31, 2005

(Moving from Alternate to Full Member)

21 Danbury Road
Nashua, NH 03064

- Kevin McAfee (New Appointment)

Term to Expire: March 31, 2006

8 Stonybrook Road
Nashua, NH 03063

George M. Torosian, Alternate (New Appointment)

Term to Expire: March 31, 2006

352 Main Street
Nashua, NH 03060

MOTION BY ALDERMAN BOLTON TO RECOMMEND THE CONFIRMATION OF THE FOLLOWING INDIVIDUALS TO THE PLANNING BOARD: HUGH MORAN FOR A TERM TO EXPIRE MARCH 31, 2005 AND ALTERNATE GEORGE M. TOROSIAN FOR

A TERM TO EXPIRE MARCH 31, 2006
MOTION CARRIED

MOTION BY ALDERMAN TOLLNER TO RECOMMEND THE CONFIRMATION OF THE APPOINTMENT OF KEVIN MCAFEE TO THE PLANNING BOARD FOR A TERM TO EXPIRE MARCH 31, 2006

ON THE QUESTION

Alderman Bolton

I was witness to a very distressing incident involving this individual, and he served on this board. The verbal assault of another member of this board in a very hateful and vial way, which reflected not only lack of respect for the individual who this venom was targeted towards, but against an entire group of people. It was frankly disgusting, and I don't believe in light of that I can support this nomination.

Alderman McCarthy

I also have problems with this nomination. I asked some questions about our vanishing industrial space, and one of the reasons I asked for that was that in the 10 years that I served on this Board and the 2 dozen or so good people that I have served with only once has a member of this Board actively engaged in deception to achieve a political result that involved me. It involved the rezoning of a piece of property that was industrial to commercial, and what I considered to be treachery in terms of what was told to me of the individual's intents. I can't in all good conscience vote to put someone who has done that on the Planning Board that originates the city's master plan and its zoning when we sit in the situation that we are in today.

Chairman Tollner

Is there any further comment?
MOTION FAILED

Zoning Board of Adjustment

Richard Rondeau, Alternate (New Appointment)
5 Meade Street
Nashua, NH 03064

Term to Expire: September 11, 2004

Donald Berthiaume (New Appointment)
6 Bible Way
Nashua, NH 03063

Term to Expire: September 11, 2004

Susan Douglas (Re-Appointment)
(Moving from Alternate to Full Member)

Term to Expire: September 11, 2006

210-4 Brook Village Road
Nashua, NH 03062

Chairman Tollner

I just want to remind people we made a motion at the beginning of the meeting – to clear up some paperwork – that the position that Donald Berthiaume is going for is an alternate member of the Zoning Board.

MOTION BY ALDERMAN BOLTON TO RECOMMEND THE CONFIRMATION OF THE FOLLOWING INDIVIDUALS TO THE ZONING BOARD OF ADJUSTMENT:
ALTERNATE MEMBERS RICHARD RONDEAU AND DONALD BERTHIAUME FOR TERMS TO EXPIRE SEPTEMBER 11, 2004, AND SUSAN DOUGLAS FOR A TERM TO EXPIRE SEPTEMBER 11, 2006
MOTION CARRIED

- UNFINISHED BUSINESS – None

- NEW BUSINESS – RESOLUTIONS - None

- NEW BUSINESS – ORDINANCES

O-04-01

Endorsers: Mayor Bernard A. Streeter
Alderman Kevin E. Gage

INCREASING THE TIME FRAME UNDER WHICH TO APPEAL TO THE BOARD OF FIRE PREVENTION CODE APPEALS

MOTION BY ALDERMAN GAGE TO RECOMMEND FINAL PASSAGE

ON THE QUESTION

- Alderman Gage

As the previous term I was the liaison to the Board of Fire Commissioners, and had a discussion with Michael Vaccaro who is the City Fire Marshall. He came before the Fire Commission and asked them if they would have an issue with expanding the time period that people have to go through the process of appeals. He recommended that as the enforcement arm of the Board of Fire Prevention Code. I sat there as the liaison from the Board of Aldermen to the Board of Fire Commissioners, and we chatted about it. I told him that I would sponsor the piece of legislation. I wish he was here tonight for his appointment to the Child Care Advisory Committee, but I certainly think that the Fire Marshall's Office does an excellent job, and if they are looking at the public's interest and saying give the public a little more time to handle the appeal process I don't think there is a problem with that, and I support that fully.

Alderman Johnson

May I ask a question through the Chair?

Chairman Tollner

Yes you may. Just before you do that did all of you get a copy of the memo from Alderman Lemieux tonight?

Alderman Johnson

What is the timeframe now and what are you moving the timeframe to?

Alderman Gage

Seven days to thirty days. It is a very congested time and people don't have the chance to get everything all lined up. Mr. Vaccaro felt that to give the public more time was in the best interest of the city as a whole.

Alderman Johnson

Thank you.

Chairman Tollner

Is there any further discussion?

MOTION CARRIED

O-04-02

Endorser: Alderman-at-Large Paula I. Johnson

INCREASING THE VETERANS' TAX CREDIT FROM \$100 TO \$200

MOTION BY ALDERMAN TOLLNER TO RECOMMEND FINAL PASSAGE

ON THE QUESTION

Alderman Johnson

I know when this came before the full Board you had said to me that we were going to get together to sit down and talk to Mr. Fredette, which did not happen. I did make a phone call to him asking him for information on the table regarding this. I have not had a chance to meet with him because I have had some personal issues with my mother. I talked to Legal about this at the end of last term to bring it forward at the beginning of this term. That was before we got the great news about what dire straights this city is in with the budget coming up. I would like very much to help our veterans by giving them another \$100 tax exemption on the property tax – raise it to \$200. I am willing at this

point in time, given that it will be about \$328,000 more that we would have to raise if we give the exemption to the veterans because I don't want to put an additional tax burden on everybody else, but I do believe that we need to honor our vets. A lot of them I am sure are seniors that probably could use this extra credit on their taxes. I am willing to hold this in committee, start with the budget process, see where we are going with the budget, and see if in fact this can be a viable solution to help some of our veterans out there. I am willing to hold this. I don't want this to be killed in committee like so many of my pieces of legislation usually do. I think this is fair, but I also have to take a look and see how we are going to be working with the budget. If we can find the money in the budget to be able to implement this it would be great. If we can't then I think we will have to talk about another solution maybe \$50 versus \$100 so they will have \$150 credit. I am flexible at this point.

MOTION BY ALDERMAN BOLTON TO HOLD O-04-02 IN COMMITTEE
MOTION CARRIED

DISCUSSION

Chairman Tollner

I just wanted to take a second and for those committee members let them know that a number of the committees – I think every committee on the Board of Aldermen is in the process of – you received the President's memo as far as having a discussion on long-term planning and brainstorming, and I think you all received his packet that he sent out – I think it was about 2 weeks ago. What I would like to ask the committee members is to take a look at the results of the off site brainstorming sessions that we had last year. I think there is not a new member to the process, but a new member to the Board of Aldermen. I think you got a copy of the same memo. You have been through that process already – I saw you on T.V. the other night. What I would ask each of you to do is take a look at that information and what we would like to do is take some time at our next meeting and focus and pinpoint those items that would involve the Personnel Committee and pick out some of the primary objectives of what we would like to address and move forward on and plan for as we move forward in the future – what we will do is have a brainstorming session. We will invite other members of the Board of Aldermen if they so choose to come and move forward with it.

Alderman McCarthy

I just wanted to update – I have actually talked to a number of the Chairs about how we are going to go about doing that, and I think we will use a slightly different plan than we have done in the past, but I think we are going to restart the sessions. I think you all have the memo on that with Jody. I had hoped to do that earlier, but because of her and our schedules was unable to get that process started for another couple of weeks. I do want to spend some time with each of the committees talking about a couple of things that came up during those discussions in the last term and how we make some progress on those. I think specifically in this committee there are some organizational issues that we need to look at and also some personnel issues. One of the issues that came up in a general sense there was to have a consistent approach to our labor negotiations and to our compensation. I think one of the things the Board is missing is adequate information on where our compensation stands versus the rest of the public and private sector for similar jobs. I think we need

to take a look at that so that we can understand whether we are paying too much, too little or the right amount for some of our positions and use that in the future when we go out to look at personnel actions that come before the Board.

I also because this Board generally handles organization issues in the ordinances, one of the other major items that came up again and again in our discussions would in part belong to this committee to investigate, and that was the creation of a facilities department. I think nothing has underscored the need for that as much as some of the debate we have had in the last month regarding the maintenance of some of our city facilities or the lack thereof and the fact that we find ourselves surprised by things that we ought easily to know about in advance and be able to plan for so that we don't have to scrimp at the last minute and try to figure out where we can steal money from to pay for an unanticipated maintenance expense.

Tonight would be fine if you have any – I would like some feedback from the committee on how you would like to proceed with doing that. The only things that I am concerned about is that in the past when we have started this, and I think we, have started it twice on the Board, there has not been a consistent process to follow through with the results and to make sure that the next step happened in each case. We had some great discussions at the Board level, we referred them to the committees, and had 1-2 discussions at the committee level and then basically dropped things. What I don't want to see is I don't want to see that part happen. It is my intent to focus most of my energy on making sure that we follow through on those things. I would like to understand from the committee's perspective how you would like to organize the work to get to that. I would be more than happy to listen, to suggestions about how people would like to do that. I have had some discussions with Alderman Tollner about doing basically facilitated sessions where Alderman Tollner would facilitate and I have offered to serve as scribe given that we have both participated in these exercises a lot in the past. I think that might work at the committee level. We can get Jody to come and facilitate committee meetings. I would like to figure out a way to do that without incurring costs for what we do at the committees so we could reserve the funds we have to pay for the consultant to the higher level purpose. I do intent, when our budget goes in this year, to have money in there for the continuation of that process, but I would like to try and minimize the amount that requires.

Chairman Tollner

I will just build on what Alderman McCarthy just said – I think if people have an opportunity to go back and look at that list and put your Personnel/Administrative Affairs Committee hat on and come up with 5 or 6 of the major topics that each of us think that we would like to discuss or prioritize as we move forward in the very early portion of this term – I agree with him that on a number of occasions we did brainstorm and we reached a certain level and it didn't come to fruition. We did take care of a couple of items, but the good example he brought up was the facilitation manager or position. I think that is something we have thrown around for quite some time. I am not sure the committee was prepared to come and discuss this tonight. The one thing is when you prioritize you have a number of large items and you have so many items for discussion you really can't move forward because you are trying to attack 15 or 20 items. I have always found that works very well if you pick 3-5 and focus on them and as a committee we will agree those should be the top 3-4 items that we want to pursue. That will probably be more effective and we will probably get to the result that we want to and that is act on those and make sure that we see that process through to its

conclusion.

Alderman Johnson

I know I am not on this committee – I wasn't on Planning & Economic Development when I went to their meeting either, but when I was on the Board of Education we had an action item list. It worked very well. As you finished each action you marked it complete and it went on the completed list, and if you ever needed to go back you had an active list and you had the completed list. Sometimes people mentioned that on the Board of Education – never had a plan of action – they did because for 2 years when I sat on that board every full board meeting we went through that action list to make sure it was completed or the date it should be completed, when do we anticipate it to be completed, and it worked well because it was a check and balance on issues/concerns that you had open that need to be done. Unless you organize and you have a checklist of some kind you never get done and it keeps staying on top. I think probably the best thing is you take maybe the top 5-10 issues that you want, put it on the list, and prioritize from the most important to the least important and that is how you work your way.

Alderman McCarthy

I agree wholeheartedly. I think we need to lay out some work plans. The Planning & Economic Development Committee actually looked at that the other night and has come up with a set of initial investigations to do, which there is a work plan for at this point. I would like to see that happen with each of the committees and understand what needs to get done when in order to achieve some results with some of these items and be able to move forward with them.

Chairman Tollner

Are there any other comments?

ADJOURNMENT

MOTION BY ALDERMAN GAGE TO ADJOURN

MOTION CARRIED

The meeting was declared closed at 8:45 p.m.

Alderman Richard D. LaRose _____
Committee Clerk