

BOARD OF MAYOR AND ALDERMEN

October 4, 2022 at 7:00 PM

Mayor Craig called the meeting to order.

Mayor Craig called for the Pledge of Allegiance, this function being led by Alderman Cavanaugh.

A moment of silence was observed.

The Clerk called the roll.

Present: Aldermen Cavanaugh, Stewart, Long, Fajardo, T. Sapienza, Sharonov, Trisciani, Levasseur, Heath, E. Sapienza, Burkush, Barry, Gamache, George-Kelly

PUBLIC COMMENT

Mayor Craig advised that the purpose of the public comment session is to give residents of Manchester the opportunity to address the Board. All people wishing to speak will have up to three minutes to do so and any comments must be directed to the chair.

Any resident wishing to speak will come forward to the nearest microphone, clearly state their name and address when recognized and give their comments.

Glenn Ouellette, 112 Auburn Street, stated:

I am sorry I didn't make the last meeting. I am still dealing with some health problems. City trails. I love our city trails. I used to walk them a lot before I went to work at Home Depot when I had plenty of time to walk. I don't find them as safe as they used to be and I know we are doing our best to make them safe but what is happening on some of those trails is unacceptable. It is time to have a conversation with the neighborhoods. It is time that we work together with our community and neighbors to make our city safer. Police officers can't be everywhere. They just can't. There are not enough of them. Homelessness crimes are on the rise. On the west side in Ward 12 for example when a 75-year-old lady complains that in the morning she finds a sign written on a piece of paper on her windshield that says if you don't keep your car unlocked we will break your window and some windows have been broken on the west side...it has got to stop. In

fact, this week some of the city's highway property, the stands that say "No Parking" that have a wheel on the bottom have been brought to the property where I live. In the daytime they have a sledge hammer and they tear them apart and sell the wheel for the steel. It has to stop. I have said it before and I will say it again. If someone commits a crime, we cannot say oh poor them. If they keep committing the same crime, they need to get a ticket or get arrested. It is the only way we are going to save our community; by enforcing the laws that we have. We call ourselves a city or a nation of laws and we need to abide by them. This moving of homeless people in the last six years all over the city did not work. They are not only in our 12 wards but they are now in all of our neighborhoods. I support the homeless and want to help them but there are some that you cannot help because they do not want to be helped and they are the ones committing the crime and they are the ones that we need to deal with. As for 95.3 FM, they do not have a lie detector and lie detectors are not wireless so I am hoping that someone in the city will tell them to stop harassing me. I am tired of receiving phone calls that I owe them \$100 for breaking their lie detector that does not exist. It is not funny. Goodnight.

Dam Wright, Manchester stated:

I am tired; very, very tired. I go out most nights and try to help as much as I can for as long as I can and I am just tired of all of this. I am tired of the arguing and the yelling and the fighting whether it is out there or whether it is in here. I am tired of the people getting sick and I am tired of people dying. I am tired of everybody complaining about everything that is going on everywhere. Again, whether it is the folks that come up here or the folks out there on the street. I am tired of the finger pointing and I am tired of all of this. I just want to make things better. I hope that is what we all want and I think that is what we all want. We have a lot to do so I am not going to be any less tired any time soon. We have to deal with the folks that are on the sidewalks and streets right now. They need a place to go. If you want to take care of the biggest possible chunk of the problems that are going on for them and for the other folks in the city, they need a place to go. In downtown alone we have four parks at least dedicated to honoring veterans. How many veterans are sleeping on the sidewalks outside of those parks because they can't sleep anywhere else? They need a place to go. We need a place right now for them to go, especially with the warming station not opening up until December 1. As it

is getting cold out, the shelter is near or at capacity virtually all the time. They are doing rule changes just to try to keep things a little bit lower than the 139. We need to do something about that right away. We need to start making bigger plans for what we are going to do for the entire winter. Hopefully we are not going to just have 50 spots of sitting at tables this year. I hope we can do better than that. I would like to see that and I would like to work on that. I am not so worried about what has come before now. It seems like a really good time right now to try to move forward in a direction that is going to help. We have to help by actually helping not calling cops on people on the sidewalks and talking about being appalled. None of that. We need to help. By the way, I want to thank Alderman Long for coming out and talking with the people and listening to them this past week. That meant a lot to them. I would love to see more of that and would be happy to offer my assistance as a tour guide or liaison and put you in touch with people so you can hear what they have to say. Maybe we can work on that and on some solutions. Thank you.

*On motion of **Alderman Long**, duly seconded by **Alderman T. Sapienza**, it was voted to take all comments under advisement and receive and file any written documentation presented.*

PRESENTATIONS

2. Presentation by the Build Back Better Regional Challenge Coalition.

Mayor Craig stated we have a presentation tonight by the Build Back Better Regional Challenge team. That is the \$44 million that the city received. We have Maureen Toohey from ARMI and Steve Thiel from SNHU.

Maureen Toohey, Deputy Executive Director, Advanced Regenerative Manufacturing Institute (ARMi), stated I am happy to be joined here by Steve Thiel from SNHU. We were asked to come and give you a brief background into the EDA Build Back Better Regional Challenge that the city was just recently awarded. Just by way of background, the Build Back Better Regional Challenge was part of the Economic Development Authority's American Rescue Plan. The main impetus of it was to provide a transformational investment to develop and strengthen regional industry clusters all the

while embracing equitable economic growth, good paying jobs and enhancing U.S. global competitiveness. We put together a coalition that included not only ARMI, but also the City of Manchester, SNHU, the University of NH, the Airport Authority, the Manchester Transportation Authority and the Southern NH Planning Commission. Of the original approximately 150 applications that were put in, there were 60 finalists selected and of those 60 finalists the 21 awardees that are depicted here were selected about a month ago. I wanted to give you a little feel for the way we put our regional coalition together. Because one of the key tenants of the EDA's Build Back Better Regional Coalition was to coalesce around a technology to advance an area. Eventually we selected ARMI's mission of manufacturing the future of bio fabrication. I wanted to include ARMI's mission statement which is to develop a highly diverse competitive, capable and innovative domestic cell, tissue and organ manufacturing ecosystem that will fundamentally change health care for chronic disease and traumatic injury and the trained the ready workforce essential for that ecosystem centered here in Manchester, NH but with national impact. There are a lot of words on this slide but I wanted to say what we are really trying to do and that is to create innovative cell tissue and replacement organ technologies that can cure chronic disease. There are two examples that are listed there. Kidney disease which alone is a \$114 billion a year to the national economy as well as diabetes and its co-morbidities which are \$372 billion per year, as well as the fact that there are hundreds of thousands of patients waiting and unfortunately dying on transplant lists all of the time. So that is ARMI's mission. The city and all of our partners decided to coalesce around that to advance that technology and to create a workforce from the city to enhance it. In addition to creating the coalition, which itself received funding, there were five additional projects. I am going to describe four of them and then Steve will describe the final one. The first one is that as we looked at this industry, what does it take to make Manchester the hub of bio fabrication? The first one is we need a world-class pilot scaled commercial manufacturing facility that can test the innovate technology that ARMI is making and make it for all of the companies that we hope to create here and relocate here to Manchester. That is one of the projects that was funded. Also along with that, workforce is absolutely essential. We could not possibly do what we are trying to do without it and there are two features that relate to workforce. One is, in conjunction with the pilot scaled commercial manufacturing facility is to create a hands-on training facility

where that workforce can come to understand the advanced technology but also use it as a way of inspiring our K-12 students so that they understand that this is a career path for them and to prepare that for them. We also want to insure that we are creating diverse equitable companies to commercialize these technologies. Many of the technologies in the field right now are start-ups. They are a professor and two post docs at a university. They have not really become companies. They do not know how to become companies. So part of the funding is to go and help move them from the lab to a company to use the space and need the workforce that we are trying to develop. We have also been partnering with a number of innovative companies such as Beta Technology because as we make these innovative cell tissue and organ products, although we are working on extending their shelf life, they need to get to the patient that needs them as quickly as possible. Putting in a Vertiport where we can start to test that regional connection around these technologies was essential. Steve I will pass it to you to talk a little further about the workforce aspects.

Steve Thiel, Assistance Vice-President of Community Impact, SNHU, stated our project is called The Work & Learn Project. It is a partnership between SNHU, UNH, and MCC as well as many community-based organizations. The simple explanation of this project is to make sure that the neighborhoods most in need of these high paying, family sustaining wages have realistic pathways into the educational and vocational opportunities. The Work & Learn Project includes capacity building grants for community organizations that work with vulnerable populations where trusted relationships are needed. It helps them create workforce pathways. It will include K-12 exposure opportunities within the school district so that students can learn what bio fabrication is and the career opportunities within that industry. It also includes work study opportunities at those three higher education institutions that I mentioned. We also want to look at some of the more structural issues of why these neighborhoods might be traditionally excluded from these industry build-outs, including community technology infrastructure. There is funding to look at things like our public library system, our school district and other sort of community hubs and look at the technology resources available to those individuals as well as the funding to undertake a transportation equity study within Manchester. We will look at the neighborhoods to see if they have realistic opportunities to get to the millyard where these jobs will largely be

located if they don't have a private vehicle. That report will create a number of recommendations in which we can decide how as a city to address those things. We also have transportation vouchers for the bus system for the existing system so that if folks only option to get to these workforce pathways or jobs or educational opportunities is through the bus system, they can do so at no cost if they are partaking of these training opportunities. This will be a close partnership between industry, higher education and community partners. The partners on the right are listed as an example. They are not fully baked into this proposal yet but you have the institutions on the left – SNHU, UNH, MCC creating academic pathways into this industry. You have the industry partners, ARMI and all of the industry partners within their network, and you have these community partners who work with vulnerable populations where trusted relationships are needed. This is going to be an admittedly delicate balance making sure the jobs are ready for the people and the people are ready for the jobs at the same time but that is where this type of investment is so crucial so that we can bridge those gaps and make those early investments. This next slide is a visual overview of the project itself. Again, the project is based around the millyard looking at the next generation of manufacturing taking what was once the textile manufacturing hub in Manchester and turning it into a bio fabrication manufacturing hub, building the workforce around it, connecting to our hospital systems and the health care infrastructure in the city and hopefully creating what is the global hub for bio fabrication right here in our city.

Alderman Stewart stated thank you for the great presentation. The phrase I hear most often associated with this is potential game changer for the city and the region and the country and the world regarding this technology. If it meets the promise it has made, I think that could very well be true. Given that the headquarters are going to be centered here in Manchester I think is great. Also as a result I am glad to hear you talk about equity and making sure that everybody gets to benefit from this game changer that is certainly has the potential to be. Can you speak a little bit more about the community partner capacity building grants as well as the transportation equity study that you mentioned?

Mr. Thiel replied the community grant program has \$2 million of funding attached to it and we intend to deploy that over the first two years of the five-year window that we have to spend these dollars. That is to get these community partners time to build the necessary capacity to build workforce pathways. Again using an example and not to say that this will be a community grant recipient but I think about a partner like My Turn over on the west side that is working with folks who have maybe dropped out of the school district but pursuing their high school credentials or they might be formerly incarcerated but working on job credentials. That organization has the population embedded within it; those trust relationships and people who are actively working to improve their educational workforce and attractiveness. That organization getting the early investment of maybe low hundreds of thousands of dollars to build those capacities out gives them a realistic shot to go to those populations and say you have a place within this bio fabrication industry as well as playing a crucial role in forming the work that we do so making sure that we don't make any sort of decisions on behalf of vulnerabilities without having a voice directly to them. That is certainly important. The transit equity study will be a blend. There are of course organizations in charge of transit within the city. There are federal processes that we must go through. Really what the equity study is hoping to point out is where there might be neighborhood gaps in our bus system and other sort of non-private transportation options and present recommendations for how we can address those things. It will not, by itself, solve those problems nor does the grant have the money itself to sort of undertake all of those initiatives. We would expect that we would maybe come back to the BMA with those recommendations at a future date and invite other stakeholders to that process but hopefully it could result in things like a more equitable bus map and more marketing and outreach around the options that folks have to pursue these jobs within the transit infrastructure that we have. We will undergo that process and that is certainly where an organization like the Southern NH Planning Commission will come into play and where the MTA's coalition partnership will come into play and even the Manchester-Boston Regional Airport connective tissue around transit equity. It is too early to say exactly what it will say but we are hoping to do that in the first year so that it can really inform some of our equity building efforts.

Alderman T. Sapienza stated I saw in your presentation the biofab start-up lab. I am wondering where the production labs will be once we get this off the ground and we get it to commercial scale. Where do we envision the production facilities being? Are they going to be here in Manchester or is that something that could easily be moved out of Manchester?

Ms. Toohey answered certainly the pilot scale manufacturing and commercial scale manufacturing facilities...we envision for the first phase of a company's life when it is going through clinical trials it will be happening in the lab that is being funded as part of this and then we very much hope, because ARMI has a lot of the essential requirements for these companies including really one-of-a-kind deep tissue characterization labs, etc., that the companies when they eventually reach a scale where they are going to be doing their own commercialization will do it in this area and we certainly are committed to that.

Alderman Fajardo stated going back to the transportation equity study; you mentioned Southern NH Planning and MTA. Do you know yet who is going to be leading that study?

Mr. Thiel responded we do not. We are still getting the contractual language around procurement processes and what type of RFP process we need to go through to meet the federal standards so we have not picked a certain agency to lead that work yet.

Alderman Long asked are there any prerequisites to the training other than a high school diploma. Are there any qualifiers that you need to begin the training?

Ms. Toohey replied I can answer it the way it is existing now and we can use that to extrapolate the way it may be. I think this is a field that currently is dominated by PhD's but that is not the way we are going to be able to commercialize this technology. Currently at ARMI we are working on a certificate and training program for non-degree students either mid-career transitioning or for students leaving high school. We have had great success with our original beta program of that. We would love to see that continue. We think there is great potential for it and I think that is the kind of thing, as

well as the need to continue creating degreed students and advance degreed students because I think it is going to take all of those in order to make this a success. There is certainly a bio technician role for non-degreed students.

Mr. Thiel stated when we meant the original sort of job path, it was estimated to be around 60% or 70% or more in the manufacturing technician space ultimately which are non-Masters and non-PhD level roles. It is simply not a realistic option to tell someone who might be formerly unhoused or formerly incarcerated or coming out of a domestic abuse situation to say well just go to school for 12 years and then you can have a job within this space. Certainly we need scientists and PhD's and folks who have had a great deal of education but I think the majority of the jobs we hope to generate within the Work & Learn space are folks who will come to us without a college degree and maybe without even a high school degree. Luckily we have a good number of jobs, at least in projection form, that those folks have realistic options to get to and certainly we think of the Manchester Community College serving many of those from a higher education perspective with their advanced manufacturing program. We hope to have multiple options to folks depending on where they reach us.

Alderman Long stated you caught my attention and I want to thank you for using the term family sustaining wages. That is what we need to look for.

Alderman Levasseur asked what government agencies have oversight over this.

Mr. Thiel answered it is the Commerce Department and the Economic Development Administration within the Commerce Department.

Alderman Levasseur asked this is scientific based and there are no other agencies that have to be watching over all of this. We are talking about stem cells and we are talking about creating limbs. I would imagine that there is going to be quite a bit of government oversight and that leads me to my second question. If there is government oversight from the federal level, is there any state or local oversight over this?

Ms. Toohey replied I think we both thought you meant of this program as a whole which is led by Commerce but any of the products that we are making at ARMI and any of our partner companies...almost all of them are overseen by the Food & Drug Administration. There are a few products that may be overseen by EPA or other entities but for the most part anything that is going in a human body needs to get a marketing authorization from the FDA.

Alderman Levasseur asked what about the ethical considerations for this project. Who is in charge of deciding the ethics?

Ms. Toohey answered the funding under this is mostly creating the foundational aspects of it so the manufacturing facility and the workforce. The Board at ARMI has a very strong interest and a concern about the ethics of this.

Alderman Levasseur stated this is not a private company opening up a building. This is actually the army that is doing this or is this a private organization that is traded on the stock exchange? Who is running this thing?

Ms. Toohey responded when I say ARMI, I don't mean the military. I am so sorry. We are so used to the acronym that I probably should have stopped and introduced it a little more formerly. The Advanced Regenerative Manufacturing Institute is a not-for-profit coalition. We currently have upwards of 180 members. It is actually government-funded, primarily by the Department of Defense. As that not-for-profit, our mission as I mentioned is to advance the entire industry and our member companies are marketing individual cell tissue and organ technologies.

Alderman E. Sapienza stated out of curiosity, to date has this technology produced any results.

Ms. Toohey replied there are a number of cell tissue and organ constructs that are currently on the market. There is a larger number of products that are in clinical trials. I think there is an awful lot of promise to this technology and there have been some results. I think the key thing is to date this technology has all been fairly handmade in a

lab under a biosafety hood and what ARMI's vision and mission is is to automate this technology to lower the costs and make it so that we can have bio technicians and other non-degreed students helping with this and in fact largely doing the manufacturing. I think we have all seen the promise in recent years. There are companies that are commercializing skin for wounded veterans and bone for replacement technology if someone encountered an IED for example. There are those technologies that are currently available and a great deal that are currently under review by the FDA.

Alderman E. Sapienza stated I heard the word equity so many times I lost count. I don't understand the near obsession with equity. If you are going to do this, go for it. I don't understand why we are so concerned with equity.

Ms. Toohey responded I would be happy to try to answer that question. In order to do this and do it here, we need a workforce that is going to enable that and with the current unemployment, we cannot leave a single citizen behind. I think we are concerned about equity because it is a good thing to be concerned about but also because it is very necessary to make sure we have the workforce that we need.

Mayor Craig stated I am going to have Jodie Nazaka come up. There is a little over \$1 million that is allocated directly to the city and I want her to talk about that.

Jodie Nazaka, Economic Development Director, stated at the beginning of the presentation Maureen touched on the part that this was a coalition led application process. Through the coalitions that were part of this process, each coalition was the lead of several different projects that related to what their specialty was. One of those projects is a governance council that the City of Manchester will be leading. What that is is creating a 501-3C non-profit to kind of head all of this funding. It is \$44 million and that is a lot of money to track and make sure it is all grant funded. The city will be the recipient of just over \$1 million. I believe it is \$1,063,859 and that will go towards the creation of this governance council. The governance council is already in the process of being created and we have already filed the paperwork for that. The city will be the recipient of that and then we will administer the governance of this very large award.

Alderman Long asked so the \$1,063,859 is for the governance council to have somebody transcribe their minutes and provide notifications...

Ms. Nazaka interjected correct. It involves an Executive Director and an administrative support staff person.

Alderman Long asked so we don't have to appropriate that.

Mayor Craig responded we do need to accept the monies so I will be asking for a motion.

Alderman T. Sapienza asked was that grant awarded for this purpose or was it awarded to us and we decided what to do with it.

Ms. Nazaka answered it was a component project of the \$44 million. Each of the coalitions has their own separate funding out of the \$44 million. They are all going through their own process to accept that money, sign the contracts and go through procurement. The only piece that the city is responsible for is this \$1 million that we will receive.

Alderman T. Sapienza asked but we are receiving the \$1 million for this purpose.

Ms. Nazaka replied yes. It was part of our original application for Phase I.

*On motion of **Alderman Long**, duly seconded by **Alderman Trisciani**, it was voted to accept the grant in the amount of \$1,063,859.*

Alderman Levasseur asked who is getting that money. Is it this organization?

Mayor Craig stated it is coming into the city and going toward like Jodie said the NexGen Manchester Resiliency Council. It will be used over the next four years and eight months to fund an Executive Director and a Program Manager who will manage

the \$44 million in funding that is coming for this entire project. That was part of the application.

Alderman Levasseur stated I am sorry if I am not abreast of all of this but is Dean Kamen...doesn't he already have this going on and is this tied together or are these completely separate projects.

Mayor Craig stated ARMI is part of the coalition so yes he is part of this but we are all working together – SNHU, UNH-Manchester, MTA, Airport and Southern NH Planning.

Ms. Nazaka stated we had asked Maureen to give the presentation knowing that most of what this coalition is striving for is in line with what ARMI is doing. It is more than just ARMI. Like mentioned it is SNHU doing workforce creation and working with Ted at the Airport to do pieces over there and MTA. Even though ARMI is a large part of this, this is a city-wide coalition consisting of a bunch of different organizations. The money that the city will be receiving is to essential manage the \$44 million.

CONSENT AGENDA

Accept and Remand Funds

3. Communication from Sharon Wickens, Finance Officer, requesting that the additional appropriation of \$1,714,484.12 in Highway Block Grant funds that the city received on August 15, 2022 be accepted and remanded for the purpose intended.
4. Donation of \$5,000 from the Digital Federal Credit Union to the Fire Department which will be used towards mental health services for staff.

Accept BMA Minutes

5. Minutes from the September 6 BMA and Finance meetings.

Approve Under Supervision of the Department of Highways

6. Pole Petition:
12-0907 Straw Road (3)

Approve Under Supervision of the Department of Highways, subject to funding

7. 50/50 Sidewalk Petitions

Residential:

- 38 Austin Street
- 157 Gingras Avenue
- 253 Lake Avenue
- 393 Ray Street
- 14 Old Wellington Road
- 78 Paquette Avenue
- 253 Myrtle Street
- 265 Myrtle Street
- 274 Ray Street
- 312 Oak Street

Information to be Received and Filed

8. Communication from Sharon Wickens, Finance Officer, regarding the contingency account balance.
9. Communication from Southern NH Planning Commission regarding their transportation-related safety programs.
10. Communication from the Emergency Management Coordinator regarding Winter Sheltering and the Warming Station.

REFERRALS TO COMMITTEES

COMMITTEE ON FINANCE

12. "Amending the FY2023 Community Improvement Program, authorizing and appropriating funds in the amount of Thirteen Thousand Six Hundred Forty Nine Dollars and 33/100 (\$13,649.33) for the FY 2023 CIP 410323 Project Safe Neighborhood."

"Amending the FY2021 & FY 2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Fifteen Thousand Twenty Six Dollars (\$15,026) for the FY2021 CIP 712123 Commercial Mower."

"Amending the FY2021 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Three Thousand Thirty Six Dollars (\$3,036) for the FY2021 CIP 713621 Peterbilt Service Truck."

"Amending the FY2022 & FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of One Hundred Seven Thousand Dollars (\$107,000) for the FY2022 CIP 711822 Auburn Streetscape."

“Amending the FY2022 and FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Seventy Thousand Dollars (\$70,000) for the FY 2023 CIP 610123 Easterseals NH The Way Home-TBRA.”

“Amending the FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Forty Five Thousand One Hundred and Ninety-Five Dollars 76/100 (\$45,195.76) for the FY 2023 CIP 810623 ESG Initiatives .”

“Amending the FY2022 & FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Four Hundred Fifty Thousand Dollars (\$450,000) for the FY2023 CIP 511423 School Parking Lot Rehabilitation.”

REPORTS OF COMMITTEES

COMMITTEE ON ACCOUNTS, ENROLLMENT AND REVENUE ADMINISTRATION

- 13.** Advising that the update on the Revolving Loan Fund has been accepted.
(Unanimous vote with the exception of Aldermen Levasseur and Cavanaugh who were absent)

- 14.** Advising that the Finance Department reports:

- Accounts receivable over 90 days
- Aging report
- Outstanding receivables

have been accepted.

(Unanimous vote with the exception of Aldermen Levasseur and Cavanaugh who were absent)

- 15.** Recommending that Ordinance Amendments:

“Amending Chapter 33: Human Resources of the Code of Ordinances of the City of Manchester by adding Juneteenth as a holiday under §33.075 Holidays.”

“Amending Section 70.40 Towing of the Code of Ordinances of the City of Manchester by increasing the fees associated with vehicles towed without the consent or authorization of the owner/operator of the vehicle.”

ought to pass and be Enrolled.

(Unanimous vote with the exception of Aldermen Levasseur and Cavanaugh who were absent)

COMMITTEE ON COMMUNITY IMPROVEMENT

16. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$13,649.33 for CIP 410323 Project Safe Neighborhood be approved.
(Unanimous vote with the exception of Alderman Cavanaugh who was absent)
17. Recommending that the Amending Resolution and Budget Authorizations providing for the transfer and expenditure of funds in the amount of \$450,000 for CIP 511423 School Parking Lot Rehabilitation be approved.
(Unanimous vote with the exception of Alderman Cavanaugh who was absent)
18. Recommending that the Amending Resolution and Budget Authorizations providing for the transfer and expenditure of funds in the amount of \$70,000 for CIP 610123 Easterseals NH The Way Home-Tenant Based Rental Assistance be approved.
(Unanimous vote with the exception of Alderman Cavanaugh who was absent)
19. Recommending that the Amending Resolution and Budget Authorizations providing for the transfer and expenditure of funds in the amount of \$107,000 for CIP 711822 Auburn Streetscape be approved.
(Unanimous vote with the exception of Alderman Cavanaugh who was absent)
20. Recommending that the Amending Resolution and Budget Authorizations providing for the transfer and expenditure of funds in the amount of \$45,195.76 for CIP 810623 ESG Initiatives be approved.
(Unanimous vote with the exception of Alderman Cavanaugh who was absent)
21. Recommending that the Amending Resolution and Budget Authorizations providing for the transfer and expenditure of funds in the amount of \$3,036 for CIP 713621 Peterbilt Service Truck be approved.
(Unanimous vote with the exception of Alderman Cavanaugh who was absent)
22. Recommending that the Amending Resolution and Budget Authorizations providing for the transfer and expenditure of funds in the amount of \$15,026 for CIP 712123 Commercial Mower be approved.
(Unanimous vote with the exception of Alderman Cavanaugh who was absent)
23. Recommending that the request from Jeff Belanger, Planning & Community Development Director, to extend various CIP projects through June 30, 2023 be approved.
(Unanimous vote with the exception of Alderman Cavanaugh who was absent)

COMMITTEE ON HUMAN RESOURCES/INSURANCE

COMMITTEE ON LANDS AND BUILDINGS

25. Recommending that with regards to the request to purchase city-owned property located at 896 Goffs Falls Road (Tax Map 871, Lot 4), the Assessor's recommendation be accepted and that City staff be allowed to negotiate the price

and report back to the committee at a future date.
(*Unanimous vote*)

26. Recommending that the offer from Raymond St. Jean to forfeit ownership of a parcel of land located on Groveland Avenue (Tax Map 492, Lot 11) to the city be approved contingent on Margaret St. Jean signing off on the forfeiture.

The Committee also requests that the Tax Collector make Mr. & Mrs. St. Jean aware of the actual tax amount.
(*Unanimous vote*)

COMMITTEE ON PUBLIC SAFETY, HEALTH AND TRAFFIC

27. Recommending that the following traffic regulations be approved:

NO PARKING ANYTIME

On Arnold Street, north side, from S Main Street to Boynton Street

Alderman Barry

On Hanover Street, south side, from Gertrude Street to a point 100 feet east

Alderman Fajardo

CROSSWALK

On Beech Hill Ave at Bradley Street, west side

Alderman Burkush

(*Unanimous vote with the exception of Alderman Sharonov who was absent*)

28. Recommending that the request from Liza Schoedinger to use the southeast corner of the Arms Lot for DEKA's ARMI BioFabUSA Fall Meeting from October 25, 2022 through October 27, 2022 be approved.

(*Unanimous vote with the exception of Alderman Sharonov who was absent*)

29. Advising that they have received and filed Items 1 and 3 of the request from Brad Pernaw on behalf of The Common Man Roadside located at 451 Commercial Street.

(*Unanimous vote with the exception of Alderman Sharonov who was absent*)

HAVING READ THE CONSENT AGENDA, ON MOTION OF **ALDERMAN CAVANAUGH**, DULY SECONDED BY **ALDERMAN GEORGE-KELLY**, THE CONSENT AGENDA WAS APPROVED.

Information to be Received and Filed

11. Update on Homelessness and SUD Initiatives.

Alderman Trisciani stated I know this is under receive and file, however, in going through it I just want to mention that although I appreciate that all of the departments are coming together and working together on a solution and how we are going to manage the Homeless Director position, I really do feel strongly that a position should

not be reporting to our Planning & Community Development Department. I understand that there is a concern that Planning & Community Development will be managing a portion of the funding and grants but this is also something they do for many departments across the city and that alone to me doesn't have enough substance to it to create that as the reporting structure. I think also given the work of the Director of Homelessness Initiatives, it needs to be a peer level to all of the departments that he or she will be working with to come up with solutions. I feel that it should be an independent department of the city.

Alderman Levasseur asked who drafted this document.

Mayor Craig answered my office drafted it in collaboration with a number of departments.

Alderman Levasseur stated it was well done. I didn't see if it came out of the Mayor's Office or it was Health or whatever. The only thing I wish we could have done is the \$250,000 that is going to be going to each county of that \$5 million, it would have been nice if the counties had all put their money into one big pot and then they could have had a location where they could have done a warming station instead of it always being us. So we are going to get...we already have things set up but we are only getting \$250,000...

Mayor Craig interjected when you say we I just want to clarify that.

Alderman Levasseur responded Manchester is getting...

Alderman Cavanaugh interjected no Hillsborough County is getting \$250,000.

Alderman Levasseur replied they are getting another \$250,000 correct.

Mayor Craig answered no. Hillsborough County is getting \$250,000 and that is dictated by the state.

Alderman Levasseur responded I understand that.

Mayor Craig stated the whole amount of \$250,000 is coming to Hillsborough County.

Alderman Levasseur stated I thought it was being split by the counties and they were all getting a piece of that pie.

Mayor Craig stated they are getting a piece of the \$1 million. There is a total of \$5 million that was approved. As stated here, FIT is receiving just under \$1 million and that is only going to operations so they are not increasing capacity and I think it is really important to note that it is going to operations only. Then there is another \$1 million that is being divided among the counties in the state and Hillsborough is getting \$250,000 of which whoever applies for these funds needs to basically care for all of the communities in the county.

Alderman Levasseur stated right and my point is that out of that \$1 million that they are going to divide, they should have put it all together and created their own location. What is \$1 million divided by all of these counties going to do? We know what the costs are.

Mayor Craig stated I totally agree with you. That is why I wanted all of you to understand that this is not a lot of money coming into the entire Hillsborough County.

Alderman Levasseur stated and we get the burden of it.

Mayor Craig replied correct.

Alderman Levasseur stated I don't know who made the decision at the state level to give the counties this extra money or whatever or what they are going to do with it. I would like to see how that money is being spent, especially since we are the ones...I don't really want us to be getting all of the money. It would be nice if somebody else got \$1 million and did some work for once on this. As far as the drafting of the letter, I don't know who takes credit for it but it was very well done.

Mayor Craig responded thank you.

Alderman Levasseur stated I am not sure that I am happy about the Senior Center being a warming station. I thought maybe there was an opportunity for another location.

*On motion of **Alderman Long**, duly seconded by **Alderman Fajardo**, it was voted to receive and file.*

REPORTS OF COMMITTEES

COMMITTEE ON HUMAN RESOURCES

- 24.** Recommending that the request from the Board of School Committee to increase the yearly stipend of elected school board members from \$2,000 to \$4,000 a year effective January 2, 2024 be approved.

The Committee also requested that representatives from the school district be available at the next BMA meeting on October 4 to answer any questions that aldermen may have.
(Unanimous vote)

Alderman Cavanaugh stated this item came before the HR Committee last month. It was a request from the school department and there was no one there at the meeting to discuss it. We did pass it and wanted to support what they are looking for. I have had some discussions that it may not be right. If it is right the way it is, I am fine on passing it tonight. I see Chairman O'Connell and Superintendent Gillis here if one or both of them want to speak to this.

James O'Connell, BOSC Chair, stated as you are aware, the Board of School Committee eliminated its health insurance. Currently, the BOSC members receive \$2,000 as an annual stipend and the proposal was to make it equal with the Board of Mayor and Aldermen. The issue tonight is that at the time we sent you the notification, the BOSC was under the impression that the aldermen received \$4,000 per year. If in fact the aldermen receive \$5,000 per year, the BOSC would seek to get an equal amount. The choice tonight as I see it would be, if I could be so bold as to suggest...we would like somebody on this Board to propose that the amount be changed from \$4,000

to \$5,000 per person for a net increase of \$14,000. The alternative would be to table this item tonight and send it back to the BOSC to come back with a proposal for \$5,000. It just seems to me that that is a step that shouldn't be necessary if you folks are agreeable to do the \$5,000 tonight.

Alderman Cavanaugh asked what is the best route. Should I refer it back to HR so we can have some time to discuss it? We have over a year.

Mr. O'Connell replied yes the effect of any decision wouldn't take effect until the next Board of School Committee in a year and a half or so from now. So it wouldn't affect the current board.

*On motion of **Alderman Cavanaugh**, duly seconded by **Alderman E. Sapienza**, it was voted to refer the item back to the HR Committee.*

REGULAR BUSINESS

- 30.** Communication from Jean Mugabo advising the Board of his resignation from the Housing Commission.

*On motion of **Alderman Long**, duly seconded by **Alderman Stewart**, it was voted to approve with regret.*

- 31.** Nominations:
Office of Youth Services
Gloria Mukendi as a regular member to replace Hassan Essa, term to expire January 1, 2024
Karen Meteyer as a regular member, term to expire January 1, 2025
Police Commission
Gene Brown as a regular member, term to expire September 15, 2025
(Note: Pursuant to Rule 20 of the Board of Mayor and Aldermen, these nominations will layover to the next meeting of the Board.)

- 32.** Confirmation of Ryan Cashin as the Fire Chief.

*On motion of **Alderman Burkush**, duly seconded by **Alderman Trisciani**, it was voted to confirm the nomination.*

Mayor Craig stated congratulations. Ryan, you have certainly hit the ground running and I appreciate all that you have done. I bet this guy is looking down with a nice smile tonight.

33. Confirmations:

Zoning Board of Adjustment

Nick Taylor as an alternate member to replace Anne Ketterer, term to expire 3/1/2024

Talia Burghard as an alternate member to replace Guy Guerra, term to expire 3/1/2023

Office of Youth Services Board

Katrina Ealy as a regular member, term to expire 1/1/2025

MHRA Board of Commissioners

Tom Hickman as a regular member to replace Jared Landry, term to expire 12/31/2026

MDC Board of Directors

Steven Scheiner as a regular member to replace Alex Walker, term to expire 3/11/2024

Highway Commission

Amber Cannan as a regular member, term to expire 1/15/2023

*On motion of **Alderman Long**, duly seconded by **Alderman Cavanaugh**, it was voted to confirm the nominations as presented.*

34. Report(s) of the Committee on Community Improvement, if available.

The Committee on Community Improvement respectfully recommends, after due and careful consideration, that the request from the Planning & Community Development Director to apply for grants from the InvestNH Municipal Demolition Program be approved.

On motion of **Alderman Burkush**, duly seconded by **Alderman E. Sapienza**, it was voted to accept the report and adopt its recommendation.

The Committee on Community Improvement respectfully recommends, after due and careful consideration, that the request from the Planning & Community Development Director to apply for a Healthy Homes Production Grant from HUD in an amount not to exceed \$2 million be approved.

*On motion of **Alderman Stewart**, duly seconded by **Alderman Trisciani**, it was voted to accept the report and adopt its recommendation.*

The Committee on Community Improvement respectfully recommends, after due and careful consideration, that the request from the Interim Fire Chief to use up to \$600,000 in impact fees for the construction of the new Station 9 at 575 Calef Road be approved.

*On motion of **Alderman Burkush**, duly seconded by **Alderman Barry**, it was voted to accept the report and adopt its recommendation.*

*On motion of **Alderman T. Sapienza**, duly seconded by **Alderman Barry**, it was voted to recess the meeting to allow the Committee on Finance to meet.*

Mayor Craig called the meeting back to order.

37. Report(s) of the Committee on Finance, if available.

The Committee on Finance respectfully recommends, after due and careful consideration, that the Resolutions:

“Amending the FY2023 Community Improvement Program, authorizing and appropriating funds in the amount of Thirteen Thousand Six Hundred Forty Nine Dollars and 33/100 (\$13,649.33) for the CIP 410323 Project Safe Neighborhood.”

“Amending the FY2021 & FY 2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Fifteen Thousand Twenty Six Dollars (\$15,026) for CIP 712123 Commercial Mower.”

“Amending the FY2021 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Three Thousand Thirty Six Dollars (\$3,036) for CIP 713621 Peterbilt Service Truck.”

“Amending the FY2022 & FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of One Hundred Seven Thousand Dollars (\$107,000) for CIP 711822 Auburn Streetscape.”

“Amending the FY2022 and FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Seventy Thousand Dollars (\$70,000) for CIP 610123 Easterseals NH The Way Home-TBRA.”

“Amending the FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Forty Five Thousand One Hundred and Ninety-Five Dollars 76/100 (\$45,195.76) for CIP 810623 ESG Initiatives .”

“Amending the FY2022 & FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Four Hundred Fifty Thousand Dollars (\$450,000) for CIP 511423 School Parking Lot Rehabilitation.”

ought to pass and be Enrolled.

*On motion of **Alderman Heath**, duly seconded by **Alderman Cavanaugh**, it was voted to accept the report and adopt its recommendation.*

38. Report(s) of the Committee on Human Resources/Insurance, if available.

The Committee on Human Resources/Insurance respectfully recommends, after due and careful consideration, that the request from the HR Director to change the Medicare Supplemental Plan for retirees age 65+ be approved.

*On motion of **Alderman Barry**, duly seconded by **Alderman Gamache**, it was voted to accept the report and adopt its recommendation.*

The Committee on Human Resources/Insurance respectfully recommends, after due and careful consideration, that the request from Robert Gagne, Assessor, to approve a Grade 20, Step 4 (\$61,875.46) starting salary for the newly promoted Residential Assessor retroactive to August 29 be approved.

*On motion of **Alderman Cavanaugh**, duly seconded by **Alderman Long**, it was voted to accept the report and adopt its recommendation.*

39. Report(s) of the Committee on Public Safety, Health & Traffic, if available.

The Committee on Public Safety, Health & Traffic respectfully recommends, after due and careful consideration, that the request that the request from Kristen Clarke, Traffic Engineer, for approval of an agreement between the City and Trinity High School for the installation and maintenance of a rectangular rapid flashing beacon at the intersection of Bridge Street and Highland Street, as well as fencing along the northern side of Bridge Street be approved.

Alderman Stewart moved to accept the report and adopt its recommendation.

Alderman Fajardo duly seconded the motion.

Alderman T. Sapienza stated I am very disappointed to see this here. For one thing, I don't know who negotiated this but the diocese puts in \$8,200 and we put in \$12,500

and we do the design and the hiring and the installation coordination and then we have the pleasure of doing all the maintenance and being responsible for it into the future? This is like the worst deal I have ever seen. Another question I have about it is what if the price tag goes over \$20,700? Who is going to pay the rest of the money? Probably me and this Board right? Why would we even ask them for the \$8,200? How about if they pay the \$20,000? I mean I am sure there are plenty of public schools that could use a new crosswalk and a flashing sign right Mr. O'Connell and Ms. Gillis? Wouldn't you like to have that for your school? This is a private school with a ton of money.

Tim Clougherty, Public Works Director, stated I would be happy to speak to the issue. We were approached...I wasn't personally involved in the discussions but from what I understand the price is a firm price. It is for the safety of pedestrians on Bridge Street as well as Mammoth Road. It is as simple as that. Were we approached by the diocese? Yes, but there are also other pedestrians that cross the road in both locations so we see it being a public benefit and it is a safety issue. It is really up to the Board on whether you want to move forward with this or not.

Alderman Stewart stated this is actually something that Alderman Fajardo and I have been working on and far from being a bad deal, I think it is a pretty good deal and I am pretty proud of it and I will tell you why. One, there is a significant safety issue at this area at the top of Bridge Street at the intersection of Highland Street. As many of you who drive on Bridge Street can attest, you are coming over that hill particularly in the morning with the sun and in the afternoon with the sun and it creates some blind spots. There have been lots of close calls with students almost getting hit as well as everyone else. This is something that I would argue is necessary for safety reasons period. The fact that we are getting any private money and the city doesn't have to front the full cost, I think, is a great deal for the taxpayers. As the Director mentioned, the price is firm. We have the quotes that are good to go and correct me if I am wrong, Tim, but the city's portion of this is coming from a CIP program that is related to Trinity and Derryfield Park that has already been approved. I think it benefits not just Trinity students but actually they will be in the minority of those who will benefit. Yes, there are some who park in the Derryfield parking lot who have to cross Bridge Street south will get it as will students from south of Bridge Street going to Hillside and anyone from south of Bridge

Street that wants to use Derryfield Park and the nursing home there as well. The way I see it, it is a pretty good deal.

Alderman Barry stated I agree with Alderman Stewart. He pretty much said what I was going to say with an addition that even though it is a private school these kids and families associated with Trinity, a lot of them, live in the City of Manchester. First and foremost, it is a safety issue. I know when people call me in ward 10 or send me emails regarding signs or crosswalks or whatever, the first thing that comes to mind is it is a safety issue and if it is then it is like a no brainer. It is not about the cost but about the safety. Alderman Stewart is right that we could be footing the whole bill but we are getting some help from Trinity and the diocese.

Alderman Fajardo stated I have one point of clarification. They didn't approach us. We approached them.

Alderman T. Sapienza stated so what I am hearing is the \$8,200 that they are giving us is the money that we already gave them so they are giving it back to us. Thank you.

Mayor Craig stated I do hope that they remember this partnership in other projects that we have coming forward.

Mayor Craig called for a vote. *The motion carried with Alderman T. Sapienza being duly recorded in opposition.*

The Committee on Public Safety, Health and Traffic respectfully recommends, after due and careful consideration that the request from Mark Gomez, Chief of Parks, Recreation & Cemetery, for approval of an ordinance amendment regarding prohibited behavior in parks be referred to the Committee on Bills on Second Reading for technical review.

*On motion of **Alderman Long**, duly seconded by **Alderman Stewart**, it was voted to accept the report and adopt its recommendation.*

The Committee on Public Safety, Health and Traffic respectfully recommends, after due and careful consideration, that the request from Doreen Desmarias, Able-NH, to

use a portion of the Arms Lot for their Disability Justice Festival scheduled for October 15, 2022 be approved.

*On motion of **Alderman Long**, duly seconded by **Alderman Heath**, it was voted to accept the report and adopt its recommendation.*

- 40.** Communication from the Board of School Committee requesting a supplemental appropriation in the amount of \$3,230,310.

***Alderman Long** moved to refer to the Committee on Finance and a public hearing to be held on October 18, 2022. **Alderman E. Sapienza** duly seconded the motion.*

Alderman Levasseur stated point of order. When we approved the teacher's contract I made a motion that this money was to be approved. Does it have to go to a public hearing?

Mayor Craig answered yes it does.

Alderman Levasseur stated so it was approved originally.

Mayor Craig stated right and I am assuming it is going to be approved again.

***Mayor Craig** called for a vote. There being none opposed, the motion carried.*

- 41.** Communication from Marc Pinard on behalf of The Edge Apartments, LLC and its affiliate, Brady Sullivan Properties, LLC requesting approval of a Facility Encroachment Agreement between Manchester Water Works and Boston and Maine Corporation, as well as the related Indemnity Agreement.

***Alderman Long** moved to approve. **Alderman Burkush** duly seconded the motion.*

Mayor Craig called for a vote. The motion carried with Alderman E. Sapienza abstaining.

42. Resolutions:

“Amending the FY2023 Community Improvement Program, authorizing and appropriating funds in the amount of Thirteen Thousand Six Hundred Forty Nine Dollars and 33/100 (\$13,649.33) for the FY 2023 CIP 410323 Project Safe Neighborhood.”

“Amending the FY2021 & FY 2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Fifteen Thousand Twenty Six Dollars (\$15,026) for the FY2021 CIP 712123 Commercial Mower.”

“Amending the FY2021 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Three Thousand Thirty Six Dollars (\$3,036) for the FY2021 CIP 713621 Peterbilt Service Truck.”

“Amending the FY2022 & FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of One Hundred Seven Thousand Dollars (\$107,000) for the FY2022 CIP 711822 Auburn Streetscape.”

“Amending the FY2022 and FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Seventy Thousand Dollars (\$70,000) for the FY 2023 CIP 610123 Easterseals NH The Way Home-TBRA.”

“Amending the FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Forty Five Thousand One Hundred and Ninety-Five Dollars 76/100 (\$45,195.76) for the FY 2023 CIP 810623 ESG Initiatives .”

“Amending the FY2022 & FY2023 Community Improvement Program, authorizing and appropriating and transferring funds in the amount of Four Hundred Fifty Thousand Dollars (\$450,000) for the FY2023 CIP 511423 School Parking Lot Rehabilitation.”

*On motion of **Alderman Long**, duly seconded by **Alderman Cavanaugh**, it was voted to waive the reading by titles only.*

*On motion of **Alderman Long**, duly seconded by **Alderman Heath**, it was voted that the Resolutions be Enrolled.*

43. Ordinance Amendments:

“Amending Chapter 33: Human Resources of the Code of Ordinances of the City of Manchester by adding Juneteenth as a holiday under §33.075 Holidays.”

“Amending Section 70.40 Towing of the Code of Ordinances of the City of Manchester by increasing the fees associated with vehicles towed without the

*On motion of **Alderman Trisciani**, duly seconded by **Alderman T. Sapienza**, it was voted to waive the reading by titles only.*

*Having had their final reading by title only, on motion of **Alderman Cavanaugh**, duly seconded by **Alderman Sharonov**, the ordinances were Ordained.*

NEW BUSINESS

Alderman E. Sapienza stated regarding the third party that we are going to be bringing in regarding the RFP to refine the Yarger Decker pay scale, I have a couple of questions. I would like some clarification on where we currently stand because my research tells me that we have one Yarger Decker pay scale currently and I am hearing that we lack equity. I don't understand how we lack equity if we have one scale. Beyond that, I think the Board needs to get an idea of where we want to go with this. As has been mentioned, the more we know going forward the less money we will have to spend on the consulting. In other words, what I am trying to avoid is going into this surrendering to this third party without a better understanding of where we want to go.

Ms. Drabik stated with regard to the Yarger Decker scale, it is my understanding that when it was first conceived it was one scale for all city employees regardless of position or union. Over time and during the course of union negotiations, different Yarger Deckers if you will have been established for different unions. We now have I believe five or six actual scales with some having applicability only to certain unions. With regard to where we stand in the process, in the few weeks that I have been here I have taken steps to get going on this. I have met with my team to brainstorm where we start. I have contacted several HR counterparts in municipalities across the state who have recently done compensation studies to pick their brains about their process and what their results yielded. I have solicited input from the mayor, department heads and other

stakeholders and I have interviewed two potential what I am calling sub-consultants who are essentially folks who are certified compensation consultants and experts in the industry. I am by no means an expert in the compensation industry and I want to insure that we do this right. I would like to enter into a contract which we can under the ordinance for professional services under \$25,000. I don't anticipate that it would cost anywhere near that for one of these experts to help us craft the RFP and conduct the RFP process to insure that we are putting the right parameters around this study to make sure that we get what we need. I want to do this right. I am hoping to do that and enter into that contract in the next couple of weeks and then get going on this and put together a committee made up of various stakeholders so we are all on the same page as the study goes forward.

Alderman Levasseur stated you just came from Londonderry. How did they do it over there?

Ms. Drabik responded we had an entirely different system in Londonderry. We just had salary bands for positions, as well as step scales as a result of union negotiations. It wasn't a big classification system like the one the city has in place.

Alderman Levasseur asked how many employees are over there.

Ms. Drabik answered about 200.

Alderman Long asked will we have an opportunity to review the RFP. Does the RFP need our approval or did we already approve you to go out for an RFP?

Ms. Drabik replied to be honest I am not sure. I think in authorizing the money to do it that we could go forward but I would be happy, as always, to bring it before the HR Committee and then the BMA if that is what you would like.

Alderman Long stated yes I think that would suffice. I don't know if anyone is going to object to that.

Alderman Cavanaugh stated the HR Committee met today and we talked about that. We hope to get something moving by next month if the department has time. We would like to move this as quickly as possible.

Alderman T. Sapienza asked what is the hurry. This has been on the table since I got here over eight years ago. What I really wanted to speak to was we talked about equity and the same type of job in different departments. It shouldn't be too difficult to put together a list of what types of jobs we are talking about that are equal across different departments. I can think of clerk and maybe equipment operator but I can't think of too many other ones. How long is that list? I would like to see it. I think that should be one of the first things we produce.

Ms. Drabik answered there are now 447 classifications or job titles across the city. There are some, for example, like a clerk or equipment operator and everyone who falls within that title of course is in that pay grade but over time there have been a number of reclassifications to different job titles. If you think of it like a tree, you have branches sticking out all over the place and there may no longer be that equity across various departments of the city.

Alderman T. Sapienza replied right but what I am saying is we know what types of jobs we want equity in right. I just gave you two examples – clerks and equipment operators. Clearly a fireman is unique and a policeman is unique and a Water Treatment Plant operator is unique. I think we should make a list of the positions that we think can be grouped together.

Ms. Drabik stated right and that would be a component of the system. Any good compensation study has two phases – a classification phase to review all of the various job classifications and group them as you are suggesting and then the compensation phase where you look at what the market bears for those positions across municipalities of comparable sizes in our region, etc.

Alderman T. Sapienza stated well we have already done it once right. We need a consultant to help us group all the clerks and all of the equipment operators and a consultant to tell us that other groups are unique?

Ms. Drabik responded I think it is an addition to the grouping as we are talking about loosely. There are things like reviewing the classifications. A lot of them haven't been updated over time. When you do that, I think then you will have a better understanding of similar situated jobs within the city than what we have right now because of the fact that over time we have gone from I don't even know how many we started with when Yarger Decker was originally established over 20 years ago to almost 450.

Alderman Levasseur stated I guess I will start with one question. What is the goal of all of this?

Ms. Drabik answered I think there are a couple of goals. One is to get a pay system in place that is equitable and can work for us over time meaning it can be flexible and there is a mechanism to keep it current as market conditions change. Secondly, to evaluate what our city employees are paid versus the market.

Mayor Craig stated what is happening at HR right now in every committee meeting, and there a number of them tabled and Alderman Cavanaugh can talk to this but we have department heads, and it has been going on for probably the last year or to, that are asking for pay upgrades for their employees. With those changes that have been adopted, there is an imbalance now with positions across the city. We also know that there have been significant changes in Yarger Decker from politicians who have sat in these seats over the many, many years. We need a pay scale that is going to attract and retain employees in the City of Manchester.

Alderman Levasseur replied you said it will give us the flexibility that we don't have. I think the argument is our system is too flexible because it has been so flexible that there have been a lot of changes and whatever.

Mayor Craig responded but it is not because of flexibility that there have been changes. There have been votes in this Chamber that have made changes to Yarger Decker and, therefore, there are inequities from department to department.

Alderman Levasseur stated right and we just had a Vice-Chairman of the School Board come here and tell us that they are worth the same amount as we are. There could be one hell of an argument that their job could be tougher than ours and ours could be tougher than theirs. Who is going to make that decision? We have to make a decision based on...I don't know what they do or how many calls they get every month or how many meetings they have.

Mayor Craig stated they are not taking insurance anymore.

Alderman Levasseur replied that is fine but we are we going to throw those in and the aldermen positions and the elected positions and the mayor's positions.

Mayor Craig responded no we are not employees.

Alderman Levasseur stated the mayor is an employee of the city. My point is that whatever you come up with, again, we are bringing someone from the outside that is going to come in and tell us what we already know or don't know or we should learn. Again, we are just paying someone else that is going to come in and we are going to say okay because you are a professional from wherever and you guys know the market better...that is what happened with Yarger Decker. They hired a couple of people to come in and they sold us on this system and now we are all saying that it doesn't work.

Mayor Craig replied because there were changes made over the years. When Yarger Decker was first started, I bet it was applicable to the City of Manchester but because of the many changes over the years, it is not a pay scale that represents the current market and at some point we need to fix things here. We have already taken a vote.

Alderman Levasseur responded I understand but the thing is you are going to bring in a new system that what, is going to be inflexible with no changes being able to be made.

Mayor Craig stated there will be a committee put together to work on a pay scale and I do think that as elected officials we need to think long and hard about not making changes to the pay scale that is put in.

Alderman Levasseur stated I have seen a lot of city jobs being posted. How many are being filled?

Ms. Drabik answered I don't have a statistic on that. I think it varies by department and by position. For example, it is very difficult to hire engineers right now. It may be easier to hire an administrative assistant. I can tell you that anecdotally what I have been told is that we are getting less applicants than we have previously gotten but that is the case across every industry.

Alderman Levasseur stated well you can get less applications but are you getting people to fill the positions. Are our positions being filled?

Mayor Craig stated I think that in every department in the City of Manchester there are vacancies.

Alderman Levasseur stated there have always been vacancies. These departments run off of vacancies.

Mayor Craig responded not as many as there are now.

Alderman Levasseur stated it is going to change.

Alderman Cavanaugh stated I do agree with you, alderman, that they don't have to deal with what we have to deal with. You are right. The thing we have talked about in every budget season that I have been here is that Yarger Decker has to be changed and looked at. This Board voted to appropriate that money to get the study going. The study can come back and we can say no but I can tell you what is going on in the HR Committee now and they are coming in more and more and that is these

reclassifications. I asked the department heads who were at tonight's meeting how many more will there be after the vote we had in committee and five or six raised their hands. I think there will be five or six reclassifications coming from each department. It is going to keep on going. I don't think it is fair to do one offs. I think we should do a blanket and have this company come in and study it and if we are way off then it is up to us to say yes or no.

Alderman Levasseur stated you are arguing against your own selves. You are actually arguing that we are flexible and that is what a good company is supposed to be able to do. It is supposed to be able to be flexible and change with the times. Mr. Gagne just came in tonight and asked for a salary and step increase for a position based on what? Based on equitable pay and the market and based on the fact that they aren't getting applications. We have already been a very flexible group here. I don't know how many people have come in front of us and asked us for a step increase or a position change and it has been denied. Again, I don't know why we need to recreate it. It is already there. Again, if there are problems they should be the ones coming to the HR Committee and saying this is what we need. The police have done it many times over the past 15 years. They said look we are losing guys and if we give them a bonus to stay 20 years they will stay. So we gave them those things. We have always been flexible and I don't understand how you can go to a different system that is going to be better or worse than the one we have. We are very flexible here.

Alderman Burkush stated I would like the Fire Department to come up and explain where we are on the Station 9 project if that is okay.

Alderman E. Sapienza stated I have another question on the topic at hand. I don't have the minutes in front of me but I believe the RFP is to have the consultant look at the scale. That is what it was for, the scale, not regrouping. They are two different things.

Mayor Craig stated the RFP is going to be coming before the committee.

Alderman E. Sapienza stated okay but again as long as we all understand. The RFP was just for the scale, that's it. It wasn't to have them come in and talk about grouping.

Mayor Craig stated I don't believe that is correct.

Alderman E. Sapienza stated that is how I remember it but I don't have the minutes in front of me. When I say that there is currently one scale, the reason I say that is because that is what I was told when I did my research. I didn't just pull that out of thin air. I did my research and I put the effort in. I was told that we currently have one Yarger Decker pay scale and that is where I got that from. If we have five or six I want to see them.

Alderman T. Sapienza stated I was going to say ask to see them. That is a pretty simple request.

Alderman E. Sapienza stated can I have those at your convenience.

Ms. Drabik replied sure.

Ryan Cashin, Fire Chief, stated first off, thank you all for confirming my nomination today. I am very humbled and excited to be the next Fire Chief of the Manchester Fire Department. Really quick, we want to outline where we are with Station 9 and what is going to happen when it does close down. There are a few people I did want to thank who have been very instrumental in this project. Assistant Chief Lamothe who has been heading this project, Communications Superintendent Chris Blue, Captain Bob Plantier, retired Chief Parent, Eric Krueger and Josh Gagne from Facilities, as well as Daryl and all of his associates from Fulcrum. The fire station is currently over 60 years old. A fire station is the cornerstone of every neighborhood and community and there are 10 stations in the City of Manchester. We are happy to get this project going and Chief Lamothe is going to explain to you how it is going to happen.

Matthew Lamothe, Assistant Fire Chief, stated we are hoping to break ground the week of 10/17 which is a little over two weeks. In order for that to happen, we have to move the crews at Engine 9 out. They are going to move out on Friday, 10/7, which is this coming Friday. The plan all along was to put them at Station 2 on South Main Street.

They have the room and they are close to Engine 9's district, however, the Queen City Bridge is still not completed and not two lanes yet so in the interim we are going to put the firetruck and the crews at Station 7 on Somerville Street. Hopefully that will only be for a short period of time. As far as dispatching goes, we will continue to dispatch Engine 9 as we do now which is a GPS dispatching system so it picks up the closest piece. We will continue to do that with them. Hopefully barring any hiccups in the construction phase, we will be moving into the new fire station in mid-July of next year.

Alderman Burkush stated thank you for your work and I am looking forward to having it started.

Chief Cashin stated there will be a groundbreaking ceremony and you will all be invited.

Alderman Levasseur asked you are going to be done by July 2023.

Assistant Chief Lamothe answered yes that is the plan.

Alderman Stewart stated I have a couple of quick items. As you may know, tonight Yom Kippur started at sundown and I just wanted to let everyone know that Temple Adath Yeshurun in Ward 2 at 152 Prospect Street is continuing its Religious Response to Hunger Campaign. They have done it for 40+ years. This year they are aiming to collect 2,500 lbs. of food which will be donated to Families in Transition. If anyone wants to help out, they will be collecting. You can drop-off non-perishable food items from 9:30 AM until 11:30 AM this Thursday, October 6. I also wanted to let folks know that folks with dogs at 10 AM on Saturday, 10/29 at Livingston Park there will be a Howloween Paw Raid which is a dog costume parade. It will take place at the soccer field at Livingston Park and prizes will be awarded for the best costumes. All well-behaved dogs and their owners and spectators are welcome to take part. While it is free, pre-registration is required for dogs and their owners to receive an assigned number and spot in the parade. People can learn more at my aldermanic Facebook page at [Facebook.com/electWillStewart](https://www.facebook.com/electWillStewart).

Alderman E. Sapienza stated I have a few quick questions for the Police Chief. Any update on ShotSpotter?

Allen Aldenberg, Police Chief, answered yes. The federal funding arrived last Friday. We accepted that money and are currently finalizing the placement of the devices. We are working with DPW on that and are in very good shape. The intent is to have that up and running hopefully in the next 30 days.

Alderman E. Sapienza stated like the presentation earlier with ARMI where technology involves, I know there is some criticism of this. Is it the type of thing where it will improve with use? Are you going to work the bugs out so to speak?

Chief Aldenberg replied we are not the first city in the country to be utilizing ShotSpotter. They have worked out a lot of those kinks. With any technology there are going to be kinks. Thus far with the company they have been very responsive to everything we have asked them and we feel confident in their customer service.

Alderman E. Sapienza responded I am just thinking in response to the critics that maybe in a year from now ShotSpotter will be better than it is now and in two years it will be...how about plug & play where you go the businesses or residents and ask them to use their cameras.

Chief Aldenberg stated that is Fusus and we have made some headway on that as well. We had additional training today at the Police Department to get the system up and running...the users of it. We will be training the midnight shift on the program tonight and over the next two weeks...we already have businesses that have opted into the program.

Alderman Barry stated earlier this summer I received a phone call and an email in reference to some of our veteran markers that are scattered throughout the City of Manchester. If you go on our website and look at the history of those markers, it is pretty interesting if you read the history behind the person it is named after and what war they were involved in and so on. The concern I had was the markers were in pretty

tough condition. You can't read them so this veteran who spent quite a few years in the service told me of his concern. I contacted Mark Gomez and Katie Waldo over at Parks & Recreation and I want to thank them very much for working on this for the last couple of months. I also want to thank Phil Croasdale and Jason Ientile from Water Works. It was perfectly in motion when this person contacted me. Water Works had already taken it upon themselves to take one of the markers and refurbish it unbeknownst to myself or Katie. Mark Gomez did know about it. Katie Waldo is a new addition to the city and what she does is she works on a program called Adopt-A-Site. When we were talking, she thought that having people adopt the markers would be a great kick start to her program and it has been. It has been advertised and Alderman Long and myself and about seven people have already shown interest in adopting one of these markers. What happens is Jason Ientile will go and take down the marker and the city will put in place, if that marker was already adopted, a temporary sign that says this site was adopted by, for example, Alderman Long and then they will put the refurbished marker back up. Jason is doing it and he has all the equipment and the tools. I just want to let the public know that if there is anyone out there, especially if you are a family member of that person...I received three phone calls where the person is related to the person on the marker. They were so happy that we are doing this because it means a lot to them. If there is anyone out there in the city, please look it up on the website and contact Katie Waldo at the Parks & Recreation Department. There is a form you have to fill out. Jason is very meticulous but we are hoping to get those markers refurbished by Veteran's Day.

Mayor Craig stated in my packet, you will see that October is Fire Prevention month and there will be open houses and fire engine demos on October 9 from 1 PM until 3 PM at the nine fire stations. Engine 9 will not be included. Tomorrow we are dedicating a park for Barbara Shaw. It is at 3:30 PM at Brown & Mitchell Park at 229 W. Mitchell Street. If you are available, please join us. For trick or treat dates, we have the city-wide trick or treat on Monday, October 31 from 6 PM until 8 PM and then downtown trick or treat and Fall Festival on Friday, October 28 from 3 PM until 6:30 PM. There will be things at City Hall Plaza, Stanton Hall Plaza and our businesses downtown. It promises to be a fun time. Lastly, the Disability & Justice Parade and Festival will be held on Saturday, October 15 from 12 PM to 3 PM at Arms Park.

TABLED ITEMS

45. Ordinance Amendments:

"Amending Sections 33.025 & 33.026 (Compensation Manager) of the Code of Ordinances of the City of Manchester."

"Amending Sections 33.025 & 33.026 (Human Resources Analyst) of the Code of Ordinances of the City of Manchester."

"Amending Sections 33.024, 33.025 & 33.026 (Project Coordinator) of the Code of Ordinances of the City of Manchester."

"Amending Sections 33.025 & 33.026 (Water Works Director) of the Code of Ordinances of the City of Manchester."

"Amending Sections 33.025 & 33.026 (Water Works Deputy Director-Finance and Administration) of the Code of Ordinances of the City of Manchester."

"Amending Sections 33.025 & 33.026 (Water Works Deputy Director-Water Treatment and Supply) of the Code of Ordinances of the City of Manchester."

"Amending Sections 33.025 & 33.026 (Water Works Deputy Director-Water Distribution) of the Code of Ordinances of the City of Manchester."

These items remained on the table.

Alderman E. Sapienza moved to enter into non-public session pursuant to RSA 91-A:3, II(d) for consideration of property acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community. **Alderman Heath** duly seconded the motion. The motion carried on a unanimous roll call vote.

Mayor Craig called the meeting back to order.

*On motion of **Alderman Heath**, duly seconded by **Alderman Sharonov**, it was voted to seal the minutes.*

*There being no further business, on motion of **Alderman Long**, duly seconded by **Alderman Fajardo**, it was voted to adjourn.*

A True Record. Attest.

A handwritten signature in black ink, appearing to read "Matthew Normand". The signature is fluid and cursive, with a long horizontal stroke at the end.

City Clerk