

REVISED - BOARD OF MAYOR AND ALDERMEN

December 5, 2023 at 7:00 PM

Mayor Craig called the meeting to order in joint session with the Library Trustees.

Mayor Craig called for the Pledge of Allegiance; this function being led by Alderman Stewart.

A moment of silence was observed with Mayor Craig asking that everyone keep the Nakos Family in their thoughts and prayers. She also acknowledged that December 7 is Pearl Harbor Day, which commemorates the infamous attack on the United States Naval Base in Hawaii in 1941 where 2,403 people lost their lives. This day serves as a reminder of the sacrifices made by our service members and the significant impact it had on shaping world events during World War II.

The Clerk called the roll.

Present: Aldermen Cavanaugh, Stewart, Long, T. Sapienza, Fajardo, Kantor, Trisciani, Levasseur, Heath, E. Sapienza, Burkush, Barry, Gamache

Library Trustees Vanessa Blais, Patricia Cornell, Robert Lord, Martha Rossignol, Kendall Snow

Absent: Alderman George-Kelly, Library Trustee Israel Piedra

Mayor Craig advised that nominations are in order to reappoint Vanessa Blais and Martha Rossignol, terms to expire October 2030, and appoint Eleanor Dahar to replace Joanne Barret who resigned, term to expire October 2025.

*On motion of **Alderman Long**, duly seconded by **Alderman Trisciani**, it was voted to close nominations.*

Mayor Craig advised that unless the Board desires to suspend the rules, the nominations will layover until the next meeting.

*There being no further business to come before the joint session, on motion of **Alderman Heath**, duly seconded by **Alderman Barry**, it was voted to adjourn.*

Mayor Craig called the regular meeting of the Board of Mayor and Aldermen to order.

The Clerk called the roll.

Present: Aldermen Cavanaugh, Stewart, Long, T. Sapienza, Fajardo, Kantor,
Trisciani, Levasseur, Heath, E. Sapienza, Burkush, Barry, and Gamache

Absent: Alderman 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.

John Bisson, 117 Shepherd Road, stated:

I am an attorney in Manchester and have been for 30 years. I practice law with John Cronin in the law firm of Cronin, Bisson & Zalinsky. You are voting tonight on a nominee for the Zoning Board of Adjustment and I hope you all take that responsibility seriously as that is a critical role. Manchester is going through significant changes. Just like when the mills sat idle for years and our zoning ordinance wasn't quite ready for it, the Zoning Board needs to be aware of the changes that are going on in our city and fairly and impartially apply our ordinances. We are seeing that transition on South Elm. We have a beautiful building at the end of the street now that is a mixed-use development. The Lemay Jewelry Store is on the cusp of opening. The Citizen's Bank building is a gem. All of that was done because of the Zoning Board of Adjustment. None of these projects would have happened without that. It should not be a political body. It should be beyond political partisan politics. Republicans, Democrats, Libertarians and anybody should come to the ZBA. If they want to help Manchester, they should be welcomed. They shouldn't have to worry about a partisan mix on the ZBA and that is why I am here as you consider that nomination. When I learned about the nomination last week, I personally reached out to a number of you. The reason?

Under the guise of the nominee when she was running for Mayor, a defamatory post was posted on Facebook against John Cronin, my partner. The post personally attacked him, a distinguished attorney and land use advocate in Manchester. His reputation is beyond reproach and if I had to share his resume, I would go on longer than the three minutes that I have. When I reached out last week, I was attacked. Why was I bringing this up now? What business did I have of raising this issue? No one expressed outrage on behalf of the city. No one offered to get to the bottom of it. Instead, I was left to figure it out on my own. Between Tuesday and Friday, nothing happened. At the urging of some of you on the Board, I met with the nominee. Again, no expression of outrage. My integrity was challenged. Why didn't I reach out to her directly? I had done something wrong reporting it as I did. I obtained a release that would be acceptable to Facebook that would have allowed me to get to the source of the problem. That was rejected because she wanted to review it with her attorney and I haven't heard back. I am here because the ZBA is not a political quagmire and it should not be. It is a destination for people that need to get relief and nothing more. I am being told that someone hacked that Facebook page for no reason other than to defame my partner. That defies logic. It makes no sense. As an attorney, I am trained to probe and ask questions and determine how to present information. John Cronin had nothing to do with this. I am here because if that is true, that person should not be on the Zoning Board of Adjustment. I ask you to vote for the best candidate. Please step away from your role as Democrats, Republicans or what have you and make the best choice and not the politically comfortable choice. Please vote your conscious and not your politics.

Rich Girard, 283 Orange Street, stated:

Before you vote to approve the school board's request for nearly \$300 million in new debt tonight, there are some things that you should know. The MGT facilities study that I referenced at the last meeting was presented to the school board on May 19, 2021. Here is the agenda. Page 37 of that agenda lists every school's suitability score, condition score and technology score along with renovation estimates. While Superintendent Gillis says Wilson must close because of its condition, both Smyth Road and Gossler Park had much lower scores. If Wilson is at a crisis point, why aren't Smyth and Gossler which respectively would cost \$1.3 million and \$1 million more to

renovate than Wilson's \$3.5 million? Also from page 37, it would cost \$49 million to renovate every elementary and middle school in the city. That is \$30 million less than you are being asked to spend on an unnecessary new elementary school. Beech has had \$2.2 million in renovations done, including a new roof and HVAC system in the last three years and \$6.2 million in renovations in the last 10. Wilson is at a mere \$615,000 in repair work done over the last 11 years, almost \$400,000 of which went to replace its boiler. Using the functional capacity numbers presented on page 50 and the district's current enrollment numbers, Hillside has 277 vacant seats, McLaughlin 316, Parkside 192 and Southside 366. Using the enrollment projections found on pages 129-132, in 2030 Hillside will have 196 vacant seats, McLaughlin 235, Parkside 192 and Southside 385. These projected numbers include 5th grades which are not currently at Hillside or McLaughlin. A note on Parkside, its enrollment has already sunk to the 2030 projection. Given this, what is the justification for spending over \$200 million to build additions onto middle schools that already have 1,100 empty seats? With respect to Phase II, the mayor and the school district say that what was presented was a hypothetical new school at a generic site with no cost estimates yet the proposed new elementary school would be built in Sheridan-Emmett Park, enabling both the new high school plans presented to the school board to demolish the current Beech Street School. One demolished JFK to rework the layout of the new high school and the other built around it. The almost \$400 million price tag came from those site presentations, as did \$21 million in new debt services, which is in addition to the \$18 million for Phase I. That \$39 million in new debt payments is \$12 million more than the city pays in debt service today combined with the schools and it is \$9 million more than you spent on the Police Department and almost double what you spend on the Fire Department. You owe it to the taxpayers to ask these questions and more, to get the data and to cause those who are making the ask to justify their proposals. It is because you are not experts that these questions need to be asked. Failing to do so is an abdication of the responsibility that comes with the power to tax and spend.

Sue Hannan, 13 Sundown Drive, Derry, stated:

I work in the school district and I am the President of the Manchester Education Association. First of all, I want to say thank you very much for consideration of all of the contracts coming before you tonight from the school district. This was a lot of work on

everybody's part. It was a true collaboration. It was an understanding of the need to make sure that our district could put together a quality budget in enough time to be able to put forth hiring at a crucial time when we need to have it early rather than later. We have been living in the later for a very long time and we tend to lose out on a lot of the candidates who know that they are either leaving the school district that they are in or they are graduating soon from college and making those applications. If we have our contracts set, that will make it so that they know for three years the contract is all set. It is very attractive and it is competitive finally. We haven't been in the word competitive for a very long time. I want to thank you for considering all of the contracts. All of them do very well for everyone that works in the district and it is a much necessary thing for our people to be recognized and recognized well. I do want to also give my support to the facilities plan. We as educators have had long conversations about what is coming and what are the possibilities. The possibilities are not something we have had to be able to ever think of before. It gives us a new way of thinking and some hopes and dreams that we really didn't have in the past. Where I come from in Maine, they just built a brand-new high school and at first everybody was like oh it is costing so much money but when they realized the value of a new school and they realized the value of how it makes the educators and the students feel like wow you are really worth something and education in our city is really important...that was a huge message to be sent out. I want you to really think about that because some of the information you just heard was a little bit on the old side. Some of the new information that has come out, especially the condition of Wilson School...there is a lot to learn in that kind of area. That was actually going to be the first school that Dr. Goldhardt closed but Hallsville became more of an emergency situation and now Wilson is at that point. I just wanted to clarify that. Thank you very much and have a good evening.

Glenn Ouellette, 112 Auburn Street, stated:

Today I had someone drive me around the old schools in the neighborhood that are no longer schools. Some are offices but most of them are apartment buildings. It is funny that when we sell the old schools, we sell them for a lot less than what they are worth. The developers redo them and 30 years later they are still being operated legally as apartments. If we did that to our millyard, where would we be today? Some of those schools had been there for a long time, yes, but they can be repaired. We have an

attitude in this city that we wait until the system is completely broken. Do you remember Central High School when the furnaces didn't work and windows were broken before it finally got fixed? In 2023, the school district did spend millions of dollars to do repairs that were badly needed. We need to continue that. I am not against building new schools but not when the student enrollment is going down and not when we can repair them for a lot less. My biggest complaint is as I said two weeks ago and that was when you spent all of that money at Beech Street School. That was one of the last schools where you put the walls back in and no longer an open system. You put a new roof and all of that stuff. That is millions and now we are going to be tearing it down. Where was the long-term plan? That is what bothers me. Where was the long-term plan and why do we spend tens of millions of dollars on buildings that we plan on actually tearing down the road? All I ask is that you be careful because this is the taxpayers' money. We are a growing city and that is a good thing. When I heard the Governor last week say that we needed 60,000 homes just to get back on top, that only tells me one thing. That didn't happen yesterday. It has been long coming and we have been ignoring it as a state. Let's not make the same mistake in the city as the state did. The last thing I want to say is we say it is dark outside on Elm Street. It is. It is not as light as it should be for a downtown but look at Hanover Street. If we put those lights in those trees, the bright lights, it would not only beautify the downtown but it would also make the city so bright that you will have a lot less crime and be a lot safer walking down the street and that is at a very minimal cost. Thank you and have a good night.

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

PRESENTATION

2. Update from members of Manchester Proud.

Barry Brensinger, Manchester Proud, stated with me tonight is Aimee Kereage, Manchester Proud's Community Partnership's Director. It is a pleasure to be here tonight and I would like to start tonight with a few words of appreciation for all that you do for our city and for your support of Manchester Proud. I want to specifically call out

those of you who have taken the time to participate in our work groups. That has been much appreciated. Manchester from our perspective faces a time of interesting and great opportunity. Our social, cultural, recreational life is returning following the pandemic. There are new businesses emerging with the potential to quite literally change life as we know it and lift our economy to new levels. Our public schools are being set on a course to enable us to seize those opportunities by providing next generations with knowledge, talents, confidence and the capacity for critical and creative thinking needed to compete and thrive. Before we give you an update on Manchester Proud's current work, I want to share a few thoughts about our ultimate purpose. Who or what is this Manchester Proud? It is nothing more, as I have said to you recently, or less than citizens of Manchester - community, business, school leaders, teachers, parents, students, retirees and more, all proud to call Manchester home and all of whom understand the critical role of our public schools and the quality of all aspects of life in our city and who have come together simply to say to our school leaders and elected officials, we are here to help you make our public schools great for all of Manchester. Our mission reads "Manchester Proud builds community engagement and partnerships with the Manchester school district to champion student success and make exceptional public schools." The operative words in that statement being engagement and partnerships, both of which we believe are needed to make and maintain exceptional public schools. What fuels our passion? By any objective measure, we believe our public schools are Manchester's most vital community asset. Our public schools are where we send 90% of our kids every day to make their futures and ours. Statistically across the country, there is a clear and direct correlation between thriving communities and the quality of their public schools. Just a couple of words about what we are not. We are not political. We welcome anyone and everyone in Manchester to join us with one simple provision; a champion of Manchester Proud must believe in and support our public schools. That is the common bond that we all share. We do not have a specific policy agenda. We promote community engagement so that policies established by our school leaders and board can best be informed by voices in our community. Since the Board of School Committee's adoption of its strategic plan in 2020, Manchester Proud has developed productive working relationships with the district and community partners to expedite the implementation of the plan because we believe when it comes to making great schools for our students and families and when it

comes to realizing Manchester's best future, sooner is far better than later. Our council has recently conducted its own strategic planning to ensure Manchester Proud's continued effectiveness. During that planning process, we had conversations with many community leaders, elected officials and we certainly consulted with Dr. Gillis, our Superintendent, regarding how we can be most helpful to her and the district. Our council deliberated and chose to double-down on two key areas of opportunity – community communications and engagement and school to community partnerships and career pathways. If you recall the words in our mission statement, engagement and partnerships, you will notice that there is a clear and intentional alignment between our mission and the work we do every day. You are already familiar with our big annual event, CelebratED and the state of MSD. What we would like to do for the next few minutes is have Aimee bring you up-to-date on our other current initiatives.

Aimee Kereage, Manchester Proud Community Partnership Director, stated I have been in this role for a little over two years. Part of the work that we are focusing on...our colleague Lauren who couldn't be here tonight who is a proud graduate of the Manchester School District, leads our communications work. She is focused on streamlining our communications, aligning it with the district and helping to lift the voices of the community in celebrating all of the wonderful things that are happening across our district and in our community. By bringing together community partners and other resources that are doing great work, we are able to lift those voices up and spread word throughout the community. We are currently convening folks together to look at how we communicate and how best we can communicate with our families and our partners across the community. We are also working on updating our website and Manchester Proud Compass. As many of you are aware, we do have the Compass which is a one-stop resource portal for all things that are Manchester specifically associated with the school district but also for all community members to look for resources that are located right here in our community that are accessible. It identifies things such as transportation and cost so that community members can really look right to this resource to find out what might be available that they could really access for themselves and for their families. Leading to the work that I focus on, I have served in this role as I said for a little over two years. In this role, I am the bridge between community partners and the Manchester School District. We foster relationships and connections knowing

that the work is always evolving because the needs of our community are always evolving. I would like to share some of the highlights that we have been working on most recently. The partnership network work group is a key part of this work. It brings together key stakeholders who are invested in the work of creating strategic relationships between community partners and the Manchester School District. This work group is made up of representatives from across the community in different sectors including businesses, non-profit organizations and the school community. Together, we have defined and implemented a process for partnering with our schools that is clear and accessible while retaining the flexibility that it needed to accommodate the changing needs. Next is career connected learning. Among our key goals is to create career awareness and job opportunities for our students while enabling the workforce development of our business partners. Working closely with the school district, we have established a flexible program for businesses to engage with the district providing students with opportunities to learn about and begin to experience career opportunities right here in Manchester. These relationships focus on exploring careers to build a future workforce and citizens of Manchester. We are actively involving multiple businesses to create these opportunities for students and to expose families to potential employers. We have also organized a series of industry recognized credential conferences which is actually pictured right here with the students that attended it. It was over April vacation last year. During this conference, our students obtained credentials helpful to job entry such as CPR and customer service modules. The event concluded with a job fair where five local employers met with students to discuss summer jobs and potential careers. We have also introduced fire safety sessions where students use a fire extinguisher simulator, which is pretty exciting, and learn about fire-related careers such as firefighting and EMT. Additionally, we have offered safe food handling, Serve Safe, sessions to students. These conferences have been held during vacation weeks, after school and on Saturdays to really be able to work with as many students as possible and we have them planned for the upcoming year as well. Finally, we have our community schools' work. Last week, the Manchester School District was awarded the Federal Community Schools Grant bringing \$2.5 million into the community over the next five years. This grant is the first of its kind to be awarded in NH. Manchester Proud played a key role as the convener of the community partners and worked with the district on this successful application. This

partnership with the district sets the stage for the successful further development of the community school's model marking a significant milestone for the community. We are committed to partnering with and supporting the work of the Manchester School District. We believe that community partnerships are crucial to meeting the needs of 21st century learners and providing opportunities for all students. The recent award of the federal community school's grant is a testament to the power of community and schools working together to achieve excellence and equity for all learners.

Mr. Brensinger stated I apologize for the graphics in the slide. I think there is a communication challenge between our computer and yours. I began my notes by declaring this to be a time of opportunity for Manchester. Seizing opportunity requires that we have the courage to make consequential decisions. Our district is implementing its strategic plan to grow our learners, grow our educators and our system; a plan that is leading to enhanced teaching and learning and opportunities for current and future Manchester students. Simultaneously as you well know, the district is developing a rationale plan to bring our school facilities up to 21st century standards; standards I might add that are already in progress or in many cases achieved by surrounding communities. It is largely true that people become what they value and work to achieve. Consider a star athlete who must train, a teacher who first educates him or herself, musicians who practice relentlessly, a carpenter or plumber who apprentice or an elected official who takes the time to knock on 1,000 doors to learn what is of value to his or her constituents. Success is achieved through commitment and investment and the same is true for our city. To realize the ultimate success of Manchester's current and future generations, we must continue to invest in ourselves. We would argue that our schools are the best investment we can make because an investment in our schools is compounded through the betterment of every other aspect of life in Manchester. When we invest in our schools, we invest in our workforce, our businesses, our economy, our capacity as a community to make good life choices that impact our health and safety. We invest in the rich diversity of our cultures, which has always been a source of strength and pride for Manchester and we invest in our civic engagement and governance. Thank you for your pride in our city and for your leadership as we progress toward our future. Thank you and I would be happy to answer any questions.

Alderman Long stated thank you both. I want to thank your organization for all that you do without using taxpayer dollars and for absolutely getting the taxpayers and citizens of Manchester involved. I know I have been to a few forums and saw plenty of parents with kids in a public school. Are there currently opportunities for parents of kids in public schools to be involved with this process?

Mr. Brensinger replied absolutely and we would welcome and encourage anyone in the city to visit our website. There are opportunities there to sign-up and become engaged in the work. I appreciate you asking the question.

Alderman Levasseur stated Mr. Brensinger you have been around a long time in the City of Manchester. When I started in 1999, I believe you were there when we built the civic center and you were there when I think you helped design the riverwalk that never got built unfortunately or fortunately. I think at the time it was \$3 million and it went to \$24 million so I had to vote against it. I believe you were probably part of the expansion of the high schools.

Mr. Brensinger responded we were.

Alderman Levasseur stated you just made the statement that it is time to make consequential decisions. I remember at the time I came out very hard against the expansion of the high schools. Twenty-four years later, we are looking at tearing down one or two of them after spending \$105 million, not including interest, on the expansion of those high schools. I think we are rushing this project through. I think we should be taking a lot more time in decision-making. We just heard there is a study out there that shows there is going to be fewer kids going into our middle schools and obviously fewer kids going into our elementary schools. When you look back at that decision that was made 22 years ago by a Board who were promised all sorts of platitudes about how we were going to have a massive birth increase and a much bigger city with a bigger population and more kids in our schools, all that whole time Bedford was banging the drum from far away and you could see the smoke signals if you had a brain and you had some glasses or you could just look in the sky and see them...everybody knew at that time it was a bad decision and that was a very consequential decision that was

made. Twenty years later they want to tear down or get rid of two high schools. We spent \$110 million on the renovations, we didn't even build a new one and now we are here today and we are going to be voting on bonding for a building that literally had no public hearings. The presentation that was supposed to be...

Mayor Craig interjected this is Manchester Proud.

Alderman Levasseur stated right but he is talking about buildings and everything to do with those schools and they are probably the biggest influence on that school district that I have seen since I have been doing this.

Mayor Craig asked do you have a question.

Alderman Levasseur responded yes. Why it is consequential at this time and it was consequential at that time? Do you really think we should be expanding schools? Look back at the history of Manchester and the expansion of those high schools. Would you have gone through with that proposal knowing what you know now?

Mr. Brensinger answered I was there. When that \$120 million was spent, it was spent almost exclusively on deferred projects and deferred maintenance that hadn't been taken care of for some time. Honestly, we were fairly explicitly told that the project was not about teaching and learning or enhancing educational environments for our kids. It was about bringing those buildings up to safe current building standards. What the current project is about is taking our facilities and moving them forward into the 21st century so that our teachers and students can compete in an extraordinarily competitive world. I would also like to put an end to the fallacy that by renovating our schools we can do this project for dramatically less than the proposed budget. As someone who has been in the business for 45 years, I can tell you that it is not inherently less expensive to renovate than it is to build new, particularly if the objective is to reprogram the facilities to current standards. It is not simply about repairing doors and windows and bricks and new finishes, this is about recreating our school facilities as a tool to service our students, our teachers and our community. That requires a significant transformation in many of the buildings and it will never be less expensive to do that. If

we don't do something today, we will lose our ability to compete and we will be having this same conversation 10 or 20 years from now when the price is \$1 billion instead of \$300 million. Thank you for asking the question.

Alderman Levasseur replied I disagree with you. Those were expansions of those high schools. It was not only to upgrade the heating and air conditioning systems and the roofs. They were expansions of massive amounts of square feet and that is what we are going to do here with this project. As somebody who was there at that time, if they had put out a bid and said give us a number for new and give us a number for renovation and we had those two numbers in front of us...if renovations are so bad why have we renovated City Hall? It looks good now. We had an extension because there was the courthouse there. Look what they did with Ash Street School. They didn't want it anymore. It was renovated and it is one of the centerpieces of this area down here. I don't buy this non-renovation criteria. If we would have been able to get the school board to at least ask what the price would have been for renovation and what they could accomplish with those renovations, we would be able to compare apples and apples but we can only compare apples to nothing right now.

Alderman T. Sapienza stated thank you for that accurate answer. I appreciate everything that you do.

Alderman Levasseur stated that was not an accurate answer.

Mayor Craig stated I want to thank you as well. Manchester Proud started about six years ago and the goal was to engage our community and engage non-profits and businesses because there was a belief that quality public schools lead to a thriving community. I absolutely believe that and you have provided tremendous guidance and value to our school district. I truly want to thank you for all that you have done. You have given so much of your time, Barry, and your leadership has been transformational for our district and I want to thank you for that.

Alderman E. Sapienza stated thank you for the presentation. Under the three high school model that is being proposed, it looks like one of the high schools is going to be eliminated. Which one do you think it should be?

Mr. Brensinger responded that is not for me to say.

Alderman E. Sapienza stated well you are an architect. Okay thank you.

3. Update on the Manchester Police Athletic League's CHOICES Program.

John Rainville, Executive Director, Manchester Police Athletic League, stated I am joined this evening by Jayna Stevens who is our Director Emeritus and currently a volunteer social worker with MPAL and to my right is Evenor Pineda who is our Intervention Programming Coordinator. Let me give a quick overview of what the Police Athletic League is, how we came to be and how we got to where we are now doing intervention work in the City of Manchester and then I will turn it over to my colleague to share more detail about some of the current programming. First of all, we are a 501-C3 non-profit organization independent. We are bounded to strengthening the community by providing free programs for school age youth and fostering positive relationships with the Police Department. We operate at the Michael Briggs Community Center at the corner of Beech Street and Lake Avenue. We offer athletic programming including boxing, Aikido, wrestling, baton twirling and skateboarding. We do enrichment programming such as cooking classes and school vacation programs. We also do intervention programming including a girl's empowerment class, juvenile court diversion and now the futures and choices program that you will hear a little bit more about tonight. We were organized in 1992 completely by volunteers and we have always depended heavily on volunteers to run programming to this day. In 2004, the Police Department assigned a full-time officer to support the operations at MPAL, which has been a tremendous asset. We do have one officer who builds relationships with families and kids each and every day in our facility. Until 2017, that one officer with the Board of Directors, did manage the entire operation and at that time growth necessitated hiring on a full-time civilian staff person and that is when Jayna joined us as the Director of Operations & Development. She has grown the program to where we

are today with six full-time staff members and that has really expanded our capacity to serve youth and create programs that really meet specific needs in the community. One of those needs is juvenile court diversion, which is a program designed to keep juvenile offenders out of the court system and connect them with services and set them on the right path and keep them out of trouble in the future. Up until 2017, the city's Office of Youth Services was offering a juvenile court diversion program in the city. At that time, there was a statewide effort to establish accredited juvenile court diversion programs. There is a network statewide that operated those. The previous director of OYS met with them and the leadership decided it wasn't the best fit to meet some of the standards of the accreditation program and it was suggested that the Police Athletic League might be a place to find juvenile court diversion to be housed. We were approached and had the conversations and then we partnered with the youth council out of Nashua, which was running Nashua's accredited program at the time to develop a program in Manchester that would meet the accreditation standards and operate that to this day. That really began our involvement in intervention programming for youth. At this point, I will turn it over to Jayna to talk a little bit about how we got deeper into this.

Jayna Stevens stated I am the retired Operations & Development Director for PAL and currently serve as a volunteer in the Futures & Choices Program. Futures is a program that was born in early 2020 in response to having learned that a few former MPAL kids were making gang-related videos. The Futures Program is an extension of our justice work and it is a skills and mentoring program designed to build relationships and drive home the skills for success. The idea behind it was to build skills such as communication, conflict resolution, leadership, emotion regulation and effective decision-making in a unique and experiential and engaging way. So, we have dinner every Wednesday night with up to 20 youth. We drive home the same skills every week but the methods that we use to teach those skills varies. One of the strategies we decided to use to teach effective decision making was to invite formerly incarcerated adults to come share their stories with the kids. They have the sole ability to quickly gain credibility and build relationships with our youth. Recognizing that, we have now moved to have one employee and three volunteers involved with our Futures Program. Back in January of this year, the state rolled out what is called a Probation Transformation. That is a push to keep kids out of the juvenile justice system. That

push was quickly realized by our programming and what was once a 65-75 youth per year program for diversion is now on track to see 150. In addition, the intensity of kid that was presenting was much higher. So, the dynamic of connecting adults with lived experience and youth provided particularly impactful back in March when our group was referred 12 kids, all at once, after the Central High School riot. These kids affiliated with different groups so to maintain safety and to gain buy-in from the kids, we decided to have our mentors start doing one-on-one work with them before they ever entered the group setting so we could see the relationships start to build. We quickly saw that the youth were buying in because they started to come in early and stay late from group and sometimes even waited in line to speak with our mentors. However, just as the relationships started to blossom, the three-month contract for diversion for these kids was up and it was clear to us that three months was not enough for a mentoring program. We needed to build a long-term program. We also knew that we needed to have capacity to outreach to youth and be a consistent presence for these kids, both in program and in the community. We created a new program to further extend the justice work and capitalize on the trusting relationships being built in our Futures Program. My co-facilitator, Evenor, is going to share that program with you.

Evenor Pineda stated I am the Intervention Program Coordinator at MPAL. First, I would like to thank you for approving the position that I now have. I would like to say that I believe this will be an investment you will see returns on very, very quickly. The genesis of CHOICES...let me start by how I got involved with the program. I was released from prison three and a half years ago. A connection was made by one of the corrections officers who ended up becoming a parole officer and he is now our Chief PPO with Jayna Stevens and I was invited to be a guest speaker and share my story with the youth involved with Futures. I was invited repeatedly and eventually I was invited to come just every week. They said hey you can come and hang out with the kids and I was welcomed so I did. I showed up and I never missed a week. Eventually I was offered a part-time position. So, I was hired part-time and continued my work weekly with the Futures Program. I also began volunteering for the Court Diversion Panel and I continue to do that today. That allowed me to see the kids when they first come in and kind of build that relationship from the beginning and then have a familiar face when they show up to court. As Jayna had mentioned, we saw that there was a

great need to go beyond just the one-hour weekly programs with the kids. After three months, it is just not enough time to build that relationship or continue the relationship with the kids. For many of them there is still no buy-in and even though we felt we were getting a little piece, it was just too late. The contract was up and unfortunately, we kind of lost them. We thought that we needed something a little more comprehensive that also kind of frees me from just meeting with the kids weekly in the building. We started discussing and exploring some ideas of what this program might look like; something more comprehensive. We came up with the name CHOICES basically because we offer the kids just our lived experiences knowing that...me personally I went to YDSU and I was at YDC and I was a Valley Street Jail and unfortunately did a lengthy prison sentence at the state prison. I bounced back from that and I share that story with these kids and try to build with them and get down on their level from a whole different angle because the adults in their lives always come from an authoritative point of view. For years, I struggled with authority so who better to kind of mediate that relationship with them and make them understand where the adults in their life are coming from but also keeping it genuine with them and speaking their language and showing that consistently I am there on a weekly basis and that I care. When we were talking about the concept for CHOICES, we decided on four pillars with one being education but not in a formal way. Education as in debunking the myths that these young people have when it comes to street culture to gang culture. They are barraged on social media and on TV thinking that it is simple and easy and they can bounce back and this is what happens but that is not the reality. Also, the mentorship piece and just being there and being present and listening and being genuine with the kids. There is also the mediation portion which again is staying that middleman when it comes to talking about problems at school. Some of these kids are already on probation so sometimes it is with their probation officer and definitely with the adults in their lives. There are also community connections. While we are building these relationships with these kids, we are able to identify deeper needs; some things that they would never admit to or some things that they are afraid to admit to or just some things they might not be aware of that we are able to identify and then seek out in the community the experts that can address those issues with these young people. That also allows us to make the process of connecting to these community resources smoother because in most cases these families have had difficulty making those connections so we try to help them with the relationships we

already have with community partners. The CHOICES Program has steadily been progressing. I got hired full-time as of September 1 and started meeting with the kids one-on-one that were already involved with the Future Program; kids that were maybe having difficulty in a group setting. I kind of pulled them aside and talked to them one-on-one in private. They got to open up and build that rapport. Again, just being able to identify some of the needs that they have and how we could help them address those. Historically, Futures has been primarily a referral source for court diversion but we have expanded that with CHOICES. We are getting a lot of buy-in from our community partners. We have the school resource officers that are making referrals. We even have school counselors. We have other community partners that are saying I have a kid that I am having difficulties with and maybe you can make that connection with them so we are accepting those other avenues for referral services; even just in-house. It is just something that now they know there is a program in existence at PAL...historically everybody thinks of PAL as just wrestling, Aikido, boxing and those types of things but then they are like wait there is something else and I am having problems so you have those side conversations and then we have a means to address that. Also, prosecutors give us referrals. In this time, we have also been able to build upon existing partnerships with community partners and expand on those. Some of those are My Turn, the YMCA, the Boys & Girls Club, OYS, and the Manchester School District. We actually had a meeting with Superintendent Gillis or we have a pending meeting with her so we can outline an MOU and define what that looks like working with the kids at the schools. Also, we are in discussions with DCYF. We are in discussions with them and have met with them. They are very open to us offering our services there and we have a meeting this month with Director Fletcher to discuss that. CHOICES is very fluid. As we see needs, we address them and one of the biggest glaring needs that we recognized was the parent piece. That is something that was missing. So as much as we worked with the kids and were able to help them build skills to better navigate some of the landmines in their lives whether it be at home or at school, we are seeing that the adults in their lives don't benefit from those same opportunities of education, of programming, etc. Recognizing that, we have reached out to community partners Amoskeag Health and Waypoint to discuss what it would look like to address that issue and provide programming for parents. Some of those might be in the form of a support group or a parent café. Also, we are exploring a career exploration night which is just

something that we want to be able to offer our kids to plant those seeds for something beyond what they might have already experienced at home. I don't want to downplay anything but to dream bigger and give them something tangible to visit like a college campus or professionals. We have them come in just to plant those seeds and make them think beyond what they already have experienced in their lives.

Mr. Rainville stated I will wrap up by pointing out that you do have a handout with a chart that sort of summarizes juvenile court diversion, Futures and CHOICES to see the three different types of intervention programming we are doing, what the referral sources are and how those programs work. If you have a chance to digest some of that and formulate questions based on that, you can reach out to us at MPAL at any time. We would be happy to talk or set-up a meeting with anybody to discuss the work that we are doing. We are three months in with CHOICES now and look forward to being back in a year to report out on the success that we have had growing this program. So far, we have been blown away by the reception that we have received by every community partner that we talked with. The common thread seems to be there is such a need for this type of work so we are excited that people are excited and we look forward to doing some amazing things over the coming year.

Alderman Long stated thank you for your work. We are ahead of the curve. I talked to Director Fletcher with DCYF and they want to do this; the state wants to do this instead of sending kids out of state or to facilities. We are way ahead of the curve and I appreciate that. I am on the Advisory Board for DCYF and I asked how many diversion programs the City of Manchester has and I was waiting to hear 10, 11 or 12 but we have one, MPAL. Your presence is absolutely needed. You touched on it a little bit but I want to dig in a little more on funding. Where are you with funding? When do you need funding? Are you anticipating growing this program? Serving on this Board for 14 years, I always thought we are not addressing youth but we are spending plenty of money on the adults. Let's address the youth and maybe we won't have to spend that much money when they become adults. So, pay now or pay later is the scenario. With respect to funding, where is that at?

Mr. Rainville stated we started with our Futures Program as an independent non-profit and did the fundraising for that independently with small foundation grants, service club grants, and the proceeds from our special events. That is how we cobbled together the start of this. We have been super fortunate to be able to expand into the CHOICES arena with support that the Police Department was able to arrange through some ARPA funds. That gives us a year of pilot program to build the program and establish some other connections. In the interim, we have been investigating multiple funding streams and having conversations both at the state level and locally to figure out if there is a pathway to sustain this program beyond this first year. Again, the reception has been very positive. We have definitely gotten some good feedback from the state's Juvenile Justice Reform Committee and they have asked us for more information. We are hoping that is going to lead to a request for proposal, which could be a significant boost in benefitting that program. That is where we are at. We are comfortable for the year working with Evenor. We would love to be able to triple the resources that we are putting into this project right now. He is one guy and he is getting calls from a lot of different directions. He has brought on a team of other volunteers that soon will be ready to step into the role that he has taken with us. If we found an immediate funding source to triple that program, we would jump on it because I think there is a need there and it would enhance our capability to deliver the program.

Alderman Long stated so there was \$100,000 that came for this pilot program. When does that expire?

Mr. Rainville responded September 2024.

Alderman Long asked at your nice receptions, has anyone handed you a check.

Mr. Rainville answered not yet.

Alderman Long asked but you are looking at that.

Mr. Rainville responded yes, we are seeking invitations to submit proposals, meeting with potential donors and talking to a number of different organizations. We met with

the United Way to see if there are avenues with them. Between the United Way, some private foundations and hopefully some state funding, those are our cost prospects at this point.

Alderman Long stated I know you mentioned 150 participants. Was that just through diversion.

Ms. Stevens replied yes.

Alderman Long asked with the right funding, do you see Manchester needing this or else a lot of kids are going to fall through the cracks.

Mr. Rainville answered absolutely. Evenor can speak to some of the referrals he has already received from people in the community who are saying yes, we need this now.

Alderman Long stated for the record, I am not a big authority guy myself.

Alderman Barry stated just going back to when MPAL was just PAL, it was an athletic league. They were teaching kids how to box and play lacrosse and other sports. To see how much it has expanded is just awesome. Your presentation today was great and I am glad you came before us. You certainly opened my eyes. As far as you go, Mr. Pineda, I think the city made the right choice and a great investment so keep it up.

Mr. Pineda responded thank you very much.

Alderman Kantor stated I just want to say that it was amazing to meet you, Evenor and Jayna and Holly a few weeks ago. It is just unbelievable the impact you are already making. I was very touched hearing about it and this was an amazing presentation. Thank you for everything you are doing.

Mayor Craig stated I also wanted to thank you for coming before us and giving an overview. Evenor, I want to commend you. Thank you for sharing your story. Your energy is obvious and I can see why you are making these connections with young

adults. We are pleased that you are with the city and thank you for all that you are doing.

CONSENT AGENDA

Accept and Remand Funds

4. Donation of a \$1,000 stipend received by Elaine Michaud, Health Department Chief Strategist, to the Health Department Food Pantry.

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

5. Green Streets Tree Canopy Program
 - 351 Orange Street (1) Right-of-Way
 - 77 Gilford Street (1) Private Property
 - 86 Prospect Street (2) Right-of-Way
 - 96 Walnut Street (2) Private Property
 - 87 Boynton Street (2) Private Property
 - 432 Hanover Street (1) Private Property
 - 43 Abbott Street (1) Private Property
 - 23 Hubbard Street (2) Private Property
 - 263 Hanover Street (2) Private Property
 - 346 Walnut Street (1) Right-of-Way
6. 50/50 Sidewalk Petitions
Residential:
 - 111 W. Adams Street

Information to be Received and Filed

7. Communication from Comcast regarding service price increases.

REFERRALS TO COMMITTEES

COMMITTEE ON FINANCE

8. Resolutions:

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Four Thousand Seven Hundred Ninety Six Dollars and Four Cents (\$4,796.04) for the FY2024 CIP 212124 Oral Health Program."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Fifty Thousand Dollars (\$50,000) for the FY2024 CIP 212224 School Based Dental Program - Medicaid."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Three Thousand Seven Hundred Fifty Dollars (\$3,750) for the FY2024 CIP 212824 Rotary Club Award - Manchester Youth Council."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Nine Hundred Ninety-Nine Thousand Six Hundred Eighteen Dollars (\$999,618) for the FY2024 CIP 411324 STOP School Violence Grant."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Forty Thousand Dollars (\$40,000) for the FY2024 CIP 411424 Intelligence Liaison Officer Program."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Fifteen Thousand Four Hundred Thirty-Two Dollars and Ten Cents (\$15,432.10) for the FY2024 CIP 411524 SWAT Search and Rescue Equipment."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Five Hundred Thirty Seven Thousand and One Hundred and Twenty Four Dollars (\$537,124) for the FY2024 CIP 411624 Smart Policing Initiative."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Two Hundred Fifty Four Thousand Six Hundred Ninety Five Dollars (\$254,695) for the FY2024 CIP 411724 Justice Assistance Grant."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Ninety Three Thousand Dollars (\$93,000) for the FY2024 CIP 411824 STOP Violence Against Women."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Six Hundred Thirty Five Thousand Seven Hundred Fifteen Dollars (\$635,715) for the FY2024 CIP 411924 2023 Hazmat Allocation, FY2024 412024 2023 Hazardous Substance Detection, and FY2024 CIP 412124 2023 Infrastructure/Crowded Places Hardening."

"Amending the FY2022, FY2023 and FY2024 Community Improvement Program, authorizing, appropriating, and transferring funds in the amount of Two Hundred Ninety Thousand Four Hundred and Forty One Dollars (\$290,441) for the FY2024 CIP 510424 Park Playground Replacement and Retrofitting."

"Amending the FY2023 Community Improvement Program, authorizing and appropriating funds in the amount of Two Hundred Forty Thousand Dollars (\$240,000) for the FY2023 CIP 610923 Family Place First Floor Renovation Project."

"Amending the FY2022 and FY2024 Community Improvement Program, authorizing, appropriating, and transferring funds in the amount of Seven Hundred Thousand Dollars (\$700,000) for the FY2022 CIP 711222 CSO Optimization/Controls."

"Amending the FY2016, FY2019 and FY2024 Community Improvement Program, authorizing, appropriating and transferring funds in the amount of One Million One Hundred Seventeen Thousand and Seventy One Dollars and Ten Cents (\$1,117,071.10) for the FY2019 CIP 710819 WWTP Emergency Power Upgrade - Study, Design and Construction and FY2024 CIP 710524 CMOM C-6 Study, Design & Construction."

"Amending the FY2021, FY2022, FY2023 and FY2024 Community Improvement Program, authorizing, appropriating and transferring funds in the amount of Six Hundred Sixty-Six Thousand Four Hundred Twenty-Two Dollars and Eighty-Nine Cents (\$666,422.89) for FY2023 CIP 710723 CMOM Study, Design & Construction - Sewer Bond and FY2024 CIP 710524 CMOM C-6 Study, Design & Construction."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Ten Thousand Dollars (\$10,000) for the FY2024 CIP 810224 Document Preservation Project."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Five Dollars and Sixty-Four Cents (\$5.64) for the FY2024 CIP 810524 Planning and Administration."

REPORTS OF COMMITTEES

COMMITTEE ON ACCOUNTS, ENROLLMENT AND REVENUE ADMINISTRATION

9. Advising that the Monthly Financial Report (unaudited) for the first four months of fiscal year 2024 has been accepted.
(*Unanimous vote*)
10. Advising that the Finance Department reports:
 - Accounts receivable over 90 days
 - Aging report
 - Outstanding receivableshave been accepted.
(*Unanimous vote*)
11. Advising that the update on the Revolving Loan Fund has been accepted.
(*Unanimous vote*)

12. Recommending that the request from the Finance Department for approval of a Petty Cash Policy be approved.
(Unanimous vote)
13. Advising that the Finance Department's request to authorize write-offs for identified first quarter receivables has been accepted.
(Unanimous vote)

COMMITTEE ON COMMUNITY IMPROVEMENT

14. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$4,796.04 for CIP 212124 Oral Health Program be approved.
(Unanimous vote)
15. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$50,000 for CIP 212224 School Based Dental Program - Medicaid be approved.
(Unanimous vote)
16. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$3,750 for CIP 212824 Rotary Club Award - Manchester Youth Council be approved.
(Unanimous vote)
17. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$999,618 for CIP 411324 STOP School Violence Grant be approved.
(Unanimous vote)
18. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$40,000 for CIP 411424 Intelligence Liaison Officer Program be approved.
(Unanimous vote)
19. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$15,432.10 for CIP 411524 SWAT Search and Rescue Equipment be approved.
(Unanimous vote)
20. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$537,124 for CIP 411624 Smart Policing Initiative be approved.
(Unanimous vote)

21. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$254,695 for CIP 411724 Justice Assistance Grant be approved.
(Unanimous vote)
22. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$93,000 for CIP 411824 STOP Violence Against Women be approved.
(Unanimous vote)
23. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$635,715 for CIP 411924 2023 Hazmat Allocation, CIP 412024 2023 Hazardous Substance Detection, and CIP 412124 2023 Infrastructure/Crowded Places Hardening be approved.
(Unanimous vote)
24. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$290,441 for CIP 510424 Park Playground Replacement and Retrofitting be approved.
(Unanimous vote)
25. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$240,000 for CIP 610923 Family Place First Floor Renovation Project be approved.
(Unanimous vote)
26. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$700,000 for CIP 711222 CSO Optimization/Controls be approved.
(Unanimous vote)
27. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$1,117,071.10 for CIP 710819 WWTP Emergency Power Upgrade - Study, Design & Construction and CIP 710524 CMOM C-6 Study, Design & Construction be approved.
(Unanimous vote)
28. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$666,422.89 for CIP 710723 CMOM Study, Design & Construction - Sewer Bond and CIP 710524 CMOM C-6 Study, Design & Construction be approved.
(Unanimous vote)
29. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$10,000 for CIP 810224 Document Preservation Project be approved.
(Unanimous vote)

30. Recommending that the Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$5.64 for CIP 810524 Planning and Administration be approved.
(Unanimous vote)
31. Recommending that the request from the New Hampshire Musculoskeletal Institute for supplemental CEAG funding in the amount of \$9,727.60 be approved.
(Unanimous vote)
32. Recommending that the request from the Highway Chief Engineer for various CIP project extensions be approved.
(Unanimous vote)
33. Recommending that the request from the Police Department Business Service Officer to adjust line-items in CIP 410122 ARPA - Law Enforcement Support for Violent Crime Reduction/Prevention be approved.
(Unanimous vote)
34. Recommending that the request from the Planning & Community Development Director for a revision of CIP 610823 Residences at 351 Chestnut Street (Merrimack St. Parcel) to adjust \$240,000 from HOME funds to HOME-ARP funds in the "Other" budget line-item be approved.
(Unanimous vote)
35. Recommending that the request from the Human Resources Director for line-item adjustments to CIP 810924 Compensation Study be approved.
(Unanimous vote)
36. Recommending that the summary of abatement requests submitted by the Chief Engineer be approved.
(Unanimous vote)
37. Recommending that the request from the Central Fleet Services Director for authorization to issue a request for proposals and enter into a contract to purchase a Fire Department ladder truck to replace Truck 7 in the 2025-2026 MER be approved.
(Unanimous vote)

COMMITTEE ON HUMAN RESOURCES/INSURANCE

- 38.** Recommending that the request from the Director of the Office of Youth Services for the following changes to his complement:
- Addition of one (1) newly created Youth Services Public School Programs Manager, grade 20;
 - Elimination of one (1) vacant Youth Services Outreach Worker, grade 13;
 - Revision of the existing class specification for the Youth Development Coach, grade 18
- be approved.
(Unanimous vote)

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

REPORTS OF COMMITTEES

COMMITTEE ON HUMAN RESOURCES/INSURANCE

- 39.** Recommending that the request from the Water Works Director for stand-by pay on the same terms and conditions as is provided to those in the Water Works union for the following non-affiliated exempt positions:
- Distribution Operations Superintendent, grade 21
 - Water Distribution Manager, grade 21
 - Water Works Senior Supervisor, grade 18
- be approved.
(Unanimous vote)

Alderman E. Sapienza stated I am looking at this report regarding standby pay on the same terms and conditions as provided to those in the Water Works union. It basically lists three management positions. I don't understand why those in management would be receiving standby pay. When someone gets promoted to upper management, that is because of their professionalism and dedication to duty. I don't see why they would need standby pay.

Phil Croasdale, Water Works Director, stated hopefully you had a chance to read the letter that was submitted with the request.

Alderman E. Sapienza responded no I didn't read it. I read the committee report.

Mr. Croasdale stated in a nutshell, I would just like to say that the three positions in question are senior supervisors and all I am requesting is that they get the same standby pay or callback pay as the workers in the field in the union. The number one argument that I have for this is that we are asking people to stay home and telling them they have to make themselves available and if you get called at 1 AM, you have to respond. With the union, they receive standby pay so someone is there that can respond to a leak or another emergency. Since 1960, standby pay has been given to all employees that were called to be available to respond to leaks. In 1982, when the union was formed, that practice was continued on for all of the non-affiliated supervisors to today. Basically, to me, it is a fairness issue. If you are paying people to be available to respond to a leak, the supervisors should get the same standby pay to be available to respond to a leak. The second argument is that we basically have five supervisors that fulfill this role. The three listed here are our most senior supervisors. Combined I think I wrote the they have 90-95 years of experience. We look at it like if we don't offer the supervisors standby pay, I can't justify telling them they have to be available if they are called up at say 2 AM in the middle of January to respond to an emergency. I suppose I can as the Director. I can tell them they have to respond but they don't have to answer their phone if I do that. I know that the people would respond but in certain situations I can't expect them to respond to the emergency if they are not compensated.

Alderman E. Sapienza stated well these most senior supervisors that are listed here, I want to thank them for their level of professionalism and dedication to duty.

Mr. Croasdale stated I apologize for insinuating that they wouldn't respond to the call. I know these three people and they would respond to the call.

Alderman E. Sapienza stated I am sure they would and when one gets promoted through the ranks and into upper management, certain responsibilities go along with that. Like I said, I want to thank them for their professionalism but senior management doesn't need standby pay in my opinion.

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

Alderman Levasseur stated so you are saying that the management guys are going to get treated the same way as the union guys correct as far as the pay goes.

Mr. Croasdale responded as far as what they are receiving, it is call back pay.

Alderman Levasseur asked do the unions get the same type of benefits...is there anything different between the union and management as far as time, hours or pay. Are there any differences between management and union members? I don't know what the pay differences are. Are the union guys making as much as the management guys? I don't know if you think that is relevant or not but I am just asking.

Mr. Croasdale responded certainly union positions are paid more than some of our management or non-affiliated positions.

Alderman Levasseur asked so the union guys that are at that level are on standby pay also.

Mr. Croasdale answered this refers to our construction crews.

Alderman Levasseur asked why are the upper management necessary to be on-call. Why can't the union guys handle that job? Is there a different level of responsibility?

Mr. Croasdale responded a standby crew is five people. It is the four on the crew and the supervisor. You have two laborers, an operator, a foreman and the supervisor.

Alderman Levasseur asked and the supervisor is one of these three guys.

Mr. Croasdale replied yes.

Alderman Levasseur asked if the union guys are called out to work when they are on-call, do they just get standby pay or do they also get overtime.

Mr. Croasdale answered they get overtime.

Alderman Levasseur asked so they are getting overtime and they are also getting standby pay.

Mr. Croasdale answered yes. We have five standby crews. We work in a five-week cycle. So, seven days a month, each crew will get standby pay or callback pay. They receive callback pay for one week every five weeks.

Alderman Levasseur asked whether they are called in or not.

Mr. Croasdale replied correct. They make themselves available. The thing you have to understand that I am sure you understand is that we are asking people to be at home. Leaks can happen at any time so it behooves us to make sure we have somebody available that will come in and fix the problem. Back in 1960, it was established at Water Works and continues today that we would pay people to stay at home. They have to respond within 30 minutes and make themselves available to answer the phone.

Alderman Levasseur asked does the standby pay get added into when they are filing for their pension also. Does it count towards salary?

Mr. Croasdale responded yes. It is added to their pay.

Alderman Levasseur asked did you know that the Fire Department got rid of their third alarm pay and it took us a long time to get rid of that and this is basically on par with that. The Fire guys got rid of it but they get overtime. Your Water Works do get overtime when they are on call and your upper management I am sure is well over the \$100,000 salary mark.

Mr. Croasdale replied I can't speak for the Fire Department. All I can say is the Fire Department has 24/7 coverage. The firehouses are open...

Mayor Craig interjected this is a contract situation.

Alderman Levasseur stated I understand but we had a request from the Police Department asking for standby pay even though they get overtime when they get called in. They wanted that overtime pay and that overtime pay was an extra \$1,250 per employee. If we are going to do this for one and we got one department to get rid of it and now we are going to do it for another one, it seems like it is something that has to be consistent for everybody. I think Alderman Barry backed down the police officers who wanted their overtime pay so if we give this to you guys now the Police are going to come back and ask us for it and then Fire will come back and say what the heck you guys are getting this extra standby pay. In order to be consistent, we either have to consistently give it to everybody or consistently not give it to everybody. Do they get time and a half when they are called in?

Mr. Croasdale answered yes.

Alderman Levasseur stated so they only get the time and a half if they get called in right whereas they get the standby pay if they don't get called in.

Mr. Croasdale replied yes they get the standby pay regardless.

Alderman Levasseur asked how much is the standby pay. Is it same for the union as it would be for management?

Mr. Croasdale answered yes. It is \$37.50/day. That is less than one hour of pay.

Alderman Levasseur asked and that is for how many days.

Mr. Croasdale answered seven days.

Alderman Levasseur stated I don't want to sound like a cheapskate. I am just looking at precedent and I am looking at other contracts.

Mr. Croasdale stated this has been going on...standby pay has been in effect since 1960 for all of the employees. All I did was carry it forward for the non-affiliates when they formed the union in 1982 or 1983. It has always been paid out to all of the employees. This practice has continued on until today. I am not requesting it for these employees. These positions have been receiving standby pay. We are just trying to memorialize it because it has gone before every Board, every commission, and every mayor since 1982 when the union was formed. I am asking to memorialize that we are going to continue to treat employees the same for equal service.

Alderman Levasseur responded so they are all getting it. Why does it need to be memorialized?

Mr. Croasdale replied because when Yarger Decker came out...maybe Lisa can explain it.

Lisa Drabik, HR Director, stated essentially in the process of building our new payroll system through Munis, we discovered that these three employees were receiving standby pay. They are otherwise exempt employees and in the city ordinances it does provide that exempt employees don't normally receive standby pay unless it is approved by the BMA. That is why we are here to memorialize the practice that has been going on.

Alderman Levasseur asked so they owe us all of that money for all of the years it wasn't actually part of the Yarger Decker system is what you are saying. It looks to me like they have been getting a nice bonus.

Mr. Croasdale stated I wouldn't consider it a bonus.

Alderman Burkush stated first of all it is not the same as what the police were asking for. They were asking for a flat rate of \$15 or \$25/week. That is not an accurate comparison. When somebody is on standby as the Director said, they have to be available. They can't leave the city and they have to be available to respond. These are first line supervisors. They are not upper level management correct?

Mr. Croasdale responded they have all come up through the ranks.

Alderman Burkush asked but they are first line supervisors and the people out in the street telling the backhoe operators what to do and analyzing where the water mains are. This is supported by the Water Commissioners, management and the HR Director and the HR Committee has approved this.

Alderman E. Sapienza stated it sounds like upper level to me – Distributions Operations Superintendent, Grade 21 and Water Distribution Manager, Grade 21 and Water Works Senior Supervisor, Grade 18. I am looking at historically for years you have labor and you have management. It is known that when you are in labor and you get promoted into management or upper management there are more expectations and certain things you are conceding. You are getting a higher salary and you are conceding certain things like standby pay that your line staff gets. Thank you.

Alderman Levasseur stated I have a question for Ms. Drabik. When it is in the Yarger Decker system that means it is a contract issue that has been negotiated correct?

Ms. Drabik responded I was speaking as to what is provided in the city ordinances that specifies how people move through the system and how we otherwise provide various forms of pay.

Alderman Levasseur stated maybe I am not asking the question right. So, people who get standby pay, it had to have been approved by the aldermen you stated right?

Ms. Drabik replied yes that is what the ordinance specifies.

Alderman Levasseur asked is it approved by us or is it a contract negotiated term or is it just something we can add in even if there is a contract already.

Ms. Drabik answered it is a provision of the union agreement. The folks that we are talking about tonight are non-union employees so they would be governed by the

ordinance. The ordinance specifies that the BMA can approve standby pay for exempt, non-affiliated employees.

Alderman Levasseur stated the reason for my question and I wanted to lay a foundation is if we vote for this today can we then remove it because it is not in the contract.

Ms. Drabik responded yes.

Mayor Craig called for a vote on the motion to accept the report and adopt its recommendation. The motion carried with Aldermen E. Sapienza duly recorded in opposition.

REGULAR BUSINESS

- 40.** Communication from Nadine Miller advising the Board of her resignation as a member of the Heritage Commission effective immediately.

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

- 41.** Communication from Molly Lunn Owen advising the Board of her resignation as a member of the Planning Board, effective December 22, 2023.

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

- 42.** Nominations:

Building Board of Appeals

Jacob Pouliot as regular member to succeed himself term to expire
January 1, 2027

Heritage Commission

Lisa Walsh as an alternate member term to expire July 1, 2025

Patrick Long as an alternate member to replace Nadine Miller, term to expire July
1, 2024

Planning Board

Erin George-Kelly as a regular member to replace Molly Lunn Owen, term to
expire May 1, 2025

*(Note: Pursuant to Rule 23 of the Board of Mayor and Aldermen, these
nominations will layover to the next meeting of the Board.)*

Alderman Cavanaugh moved to nominate Dick Molan to the City Retirement Board, term to expire January 1, 2027. **Alderman Long** duly seconded the nomination. Pursuant to Rule 23 of the Board of Mayor and Aldermen, this nomination will layover to the next meeting of the Board.

43. Confirmations:

Airport Authority

Jeffrey Taylor as a regular member, term to expire March 1, 2024

Arts Commission

Anne Lederhos from an alternate to a regular member, term to expire December 1, 2026

Laura Shea as a regular member, term to expire December 1, 2024

Angelo Mullen as an alternate member, term to expire December 1, 2024

Board of Health

Patricia Anglin as regular member, term to expire July 1, 2026.

Chris Moriarty as regular member, term to expire July 1, 2024.

MHRA Board of Commissioners

David Quinn as a regular member, term to expire December 31, 2028

Board of Trustees of the Trust Fund

Michael Walsh as a regular member, term to expire January 1, 2027

Central Business Service District Board

Michael Craig as a regular member, term to expire May 1, 2024

Judi Window as a regular member, term to expire May 1, 2025

Conduct Board

Roland Martin from an alternate to a regular member, term to expire October 1, 2026

Office of Youth Services Advisory Board

Hamisi Juma as a regular member, term to expire January 1, 2027

Hashira Rodriguez as a regular member, term to expire January 1, 2026

Cady Hickman as a regular member, term to expire January 1, 2027

Glory Mukendi as a regular member, term to expire January 1, 2027

Junior Munzimi as a regular member, term to expire January 1, 2027

Parks & Recreation Commission

Jen Drociak as a regular member, term to expire July 1, 2024

Planning Board

Elyza Agosta as an alternate member, term to expire May 1, 2024

Senior Services Commission

Patricia Anglin as a regular member, term to expire January 1, 2025

Mary Lynn Edwards as a regular member, term to expire January 1, 2027

Sean Parr as a regular member, term to expire January 1, 2027

Water Commission

Liz Kotowski as a regular member, term to expire January 1, 2025

Craig Brown as a regular member, term to expire January 1, 2027

Gary Hamer as a regular member, term to expire January 1, 2027

Highway Commission

Mark McKenzie as a regular member, term to expire January 15, 2027

Kathy Sullivan as a regular member, term to expire January 15, 2027

Heritage Commission

Heidi Hamer as a regular member, term to expire July 1, 2026

John Clayton as a regular member, term to expire July 1, 2026

Zoning Board

June Trisciani as an alternate member, term to expire March 1, 2026

Alderman Long moved to confirm the nominations as presented. **Alderman Fajardo** duly seconded the motion. Mayor Craig called for a vote. The motion carried with Alderman Levasseur abstaining on the Zoning Board confirmation.

44. Communication from JoAnn Ferruolo, Assistant City Clerk, requesting the polling hours for the Presidential Primary Election on January 23, 2024 be set for 6:00AM to 7:00PM.

On motion of **Alderman Long**, duly seconded by **Alderman Cavanaugh**, it was voted to approve the request.

45. Tentative agreements between the Manchester School District and the:
- Association of Federal, State & County Municipal Employees (AFSCME), Local 3912, Paraprofessionals
 - Manchester Educational Association Support Personnel Association (MESPA)
 - Manchester Educational Association (MEA)
 - Directors & Coordinators, Teamsters Local 633
 - Association of Manchester Principals (AMP), Teamsters Local 633

Alderman T. Sapienza moved to ratify and layover. **Alderman Cavanaugh** duly seconded the motion.

Alderman E. Sapienza stated I need to abstain from the MEA contracts so can we separate them and also have discussion.

Matthew Normand, City Clerk, stated we can just record the alderman as abstained. I think Alderman Heath has a conflict also.

Alderman Heath stated I would like to abstain as well for the teacher's contract.

Jennifer Gillis, Superintendent, stated I will first give you an update on what we did. Thank you to all of the bargaining unit and district teams for their collaborative work,

which yielded our ability to reach tentative agreements which received broad board support by the school committee on November 27. This evening I am pleased to present five tentative agreements for our units that have contracts that expire in June 2024. Given that we had five units, AFSCME, MESPA, MEA, Directors & Coordinators and the AMP, we approached this round of negotiations as a whole. We sought to leverage the additional adequacy funding we received. If you recall, we set aside \$13 million for staffing considerations earlier this year. We had the idea at that time that we would need those funds for the consideration for all of our contracts. With those funds we are able to cover these investments with minimal fiscal impact and we offer these contract proposals within the limits of our tax cap budget. Our focus for negotiations was on recruitment and retention. We understood that this was our opportunity to catch up as our starting salaries were starkly lower than surrounding communities. Additionally, we have witnessed over the years some flight as staff members pursue higher salaries in surrounding communities. This is our opportunity to position our district to a place of being competitive in the workforce market. This is particularly important given the workforce shortages we are seeing nationally, within NH and locally. These agreements position our district to be competitive in regard to bolstering staff morale as negotiations were handled swiftly with a focus on getting clarity as quickly as possible for our staff. Once we knew that we had secured the additional adequacy funding, we knew our budget and we moved quickly to provide our staff with the understanding that their contracts are squared away as they ponder decisions such as retirement or seeking employment in another higher paying district. With the completion of these five agreements, we can invest all of our energies in growing our learners for the balance of this school year. With the approval of these TA's, we will position ourselves as we enter the hiring season with contracts well known and clear and here is why that matters. As you know, December is the month in which our team members must decide about retirement. In addition, our hiring season launches just after the new year with marketing and recruitment outreach. The timing of these agreements aligns with both these milestones, which is critical as it is always best done efficiently and early, which is what we have done with all five contracts. This is a critical investment in our most valuable professional assets, our people. I urge you to support all five of these agreements this evening. I will turn it over to Mr. Upton who just wants to give you a quick update on the process we used.

Matt Upton, Negotiator, stated going into the negotiations we had five primary objectives. One was to improve recruitment and retention was another concern. We wanted to keep the costs in the first year within the adequacy that we had reserved for contracts and we wanted to keep the costs down in the second and third year consistent with the projected increase and the cost of living. Lastly, we wanted to increase the number of work days for teachers. We were successful in achieving all five of those objectives. In the packet, there is a document titled highlights for all the contracts. I can go over it just briefly. What we did with regard to the teacher contract is we increased the base from \$42,025 to \$45,000. This had been an objective of the Board of School Committee for a number of years to retain employees and be competitive in the market. These raises or this base rate is comparable to Bedford, Keene and is significantly lower than Concord. You should also be aware that in the last contract cycle, the current year, they received a 2.5% COLA when the Social Security COLA was 8.7%. These employees were significantly behind with regard to the increases in the base. Last year what we did rather than increase the base is we used ESSER funds to provide retention bonuses which go away at the end of this year. That is one of the other reasons why increasing that base that amount was so important. As I indicated, one of our objectives was to increase the number of work days. We were able to increase the number of work days by four. We went from 175 to 179. We were also able to secure some pretty significant savings from prescription drug formularies in our health insurance plan that in FY25 should save about \$300,000. Lastly, we continued our effort to reduce compensated absences in the form of sick leave. The next significant contract is the paraprofessional agreement. I am not sure many of you realize but we still have 80 vacancies for paraprofessionals. We are just not competitive in the current hiring rates. We were able to increase the Para Educator I rate from \$15.45/hour to \$17/hour. That is probably not enough but we are moving in the right direction. The Para Educator II went from \$15.97 to \$17.50. For the BST Trainer positions, it went from \$16.48 to \$18.50. There are also COLA increases in the second and third year which are equal to the teacher's contract at 3%. I will note that the increase in the second and third year is exactly what we did with all the city contracts for COLAs in the second and third year of those agreements. Once again, all of these contracts, and I am not going to keep repeating it, will have prescription drug savings

related to changes in the formulary. This contract, as well as a few others includes incorporating changes that were previously executed Memorandums of Agreement. They weren't part of these negotiations. The Association of Manchester Principals raises are 6%, 4% and 4%. That sounds like a lot but you have to understand that they have no steps. That is their total raise, the 6%, 4% and 4%. So, in comparison to the city contracts which were 4%, 3% and 3%, most of those contracts had steps. These are very comparable to what the city contracts were and are consistent with what we are seeing for CPI. Once again like the teachers, they did not receive sizable increases last year when the Social Security COLA was 8.7%. These employees are behind and that is why we are seeing that 6% in the first year. With regard to the principals, we had a two-tiered salary scale; one for new hires and one for veteran principals. What this had created was a \$10,000-\$14,000 gap between veteran principals and new hire principals. Unfortunately, the new hire principal scale was just no longer competitive with the market so we had to make some adjustments. We increased the positions within the new hire scale by \$3,000 each year. It doesn't get them up to where the veteran scale is by the end of these agreements but it makes some substantial improvement. I would also note that this contract was actually ratified by almost 90% of the principals. Regarding the educational support personnel, these are your secretaries. They were slightly higher than what the city contracts were. It is 6%, 3.5% and 3.5%. This group does have steps. We feel like that .5% added amount in the second year will be offset by savings in health insurance. Lastly, we have the directors and coordinators at 6%, 4% and 4%, which is exactly the same as the principals. These people do not have steps so it is exactly the same arrangement. These are some of the mid-level and upper-level managers and are very important to the operation of the district.

Superintendent Gillis stated I have one clarification. The days that Matt just referenced from MEA go from 181 to 185.

Alderman E. Sapienza stated thank you for the presentation. With respect to the MEA contract and the four additional days, those are professional development days, correct?

Superintendent Gillis responded yes.

Alderman E. Sapienza asked what was the impetus for that. Was it discovered that the Manchester teachers weren't developing enough professionally?

Superintendent Gillis stated any time we can increase professional development...

Mayor Craig interjected did you recuse yourself from the MEA contract.

Alderman E. Sapienza replied yes. I am not going to vote on it but I have some questions.

City Clerk Normand stated you can't discuss it. That is the rule of this Board. You can't discuss an item if you have a conflict.

Alderman Levasseur stated that is the first time I heard that.

City Clerk Normand responded it is in the rules of the Board.

Alderman Levasseur stated well usually you ask questions and then abstain later. No one has ever abstained ahead of time.

Alderman E. Sapienza stated so the principal's contract is fairly straight forward at 6%, 4% and 4%. With the others, it is not quite as straight forward. Am I correct? There are COLAs and steps, correct?

Mr. Upton responded the Directors & Coordinators are the same as the principals at 6%, 4% and 4%.

Alderman E. Sapienza stated when the general public sees these figures, it is important to know that some of these contracts are, like with the principals, strictly COLAs but others are not; they are COLAs and steps.

Mr. Upton replied not all of them.

Alderman E. Sapienza responded right but some of them.

Mr. Upton stated the only contracts that have steps are the MEA and the MESPA support personnel contract. I don't think the paraprofessionals do.

Superintendent Gillis stated they do not.

Alderman E. Sapienza stated one other thing. In these contracts, if I am not mistaken, as soon as you had a tentative agreement it was made public right? In other words, the confidentiality was gone as soon as you had the tentative agreement. I want to compliment you for that. That is the way it should be. It is not always done that way. This time it was and that is the way it should be. As soon as you have a tentative agreement, make it public. Thank you for doing that.

Alderman Levasseur stated it is amazing how you know those rules so well except the one when it comes to debating me. You are not supposed to debate me. I have a lot of questions. My first question is about adding those four more days to the teacher's contract. Those aren't school teaching days though, right?

Superintendent Gillis responded no they are not.

Alderman Levasseur asked why.

Superintendent Gillis stated we put them in for professional development to start to roll towards an increased complement of days for our teachers. We need more and more professional development, not less.

Alderman Levasseur asked so the four days that you added, is school still open on those days.

Superintendent Gillis answered teachers would be in school but students would not be.

Alderman Levasseur stated so parents have to get daycare and take care of that.

Superintendent Gillis responded correct. We wouldn't have students in school on those days.

Alderman Levasseur stated that is a big burden on parents. I don't want to get into a debate. I just want answers right now. When did negotiations start Matt?

Mr. Upton responded mid-September.

Alderman Levasseur asked was there a school committee that was involved in the negotiations.

Mr. Upton answered no. I certainly met with the BOSC.

Alderman Levasseur asked well the last one that you dealt with went through Girard's committee. You didn't have a committee on these? None of the school board members were involved in any negotiations?

Mr. Upton replied no. In fact, I think the year that Mr. Girard was involved that may have been the first time we had an official committee from the BOSC.

Alderman Levasseur asked so not one school board member was involved in the negotiations.

Mayor Craig responded at the table; no.

Alderman Levasseur asked what does at the table mean.

Mr. Upton stated I went to the BOSC prior to starting negotiations and discussed with them some parameters and we updated them as we were moving along but they weren't at the table face-to-face in the negotiations. Again, the first time I think we did

that was the last time when Mr. Girard had the committee but prior to that we never had school board members at the table.

Alderman Levasseur stated you said you got all five things you wanted. Was the actual request by the unions higher than what you gave them?

Mr. Upton answered absolutely.

Alderman Levasseur asked higher than what these are.

Mr. Upton replied absolutely.

Alderman Levasseur asked on the paras you have 80 vacancies currently.

Superintendent Gillis responded correct.

Alderman Levasseur asked are those budgeted.

Superintendent Gillis answered they are budgeted; however, the vacancies right now are covered by contract service providers so they are not sitting as empty in the budget. Those funds are being expended. Unfortunately, the contracted service providers come at a higher rate than a traditional paraprofessional so we are trying to boost their hourly rate so we can get that contracted service number down.

Alderman Levasseur asked so you don't have 80 hired school employees, you have an outside source that fills those.

Superintendent Gillis replied correct.

Alderman Levasseur asked but you don't have to pay them insurance.

Superintendent Gillis responded right. That would be through the contract we have with their organization.

Alderman Levasseur asked so you are just paying their salaries and saving money on the...

Superintendent Gillis interjected they are paid at a higher rate.

Mayor Craig stated just for clarification because I think it is important, we are not able to hire as many as we need because we are paying an outside consultant more money for the bodies we have and by doing this we will be able to hire paraprofessionals that are desperately needed in the district.

Alderman Levasseur asked how do you know that.

Superintendent Gillis answered the plan right now is as we increase the salaries for the paraprofessionals that we are trying to bring into the district and also retain, we will have that number increase and as that number increases, we can keep drawing down on contract services.

Alderman Levasseur responded I understand that but are you going to be able to get the bodies.

Superintendent Gillis stated our hope is that with the increased salary we will start to see that.

Alderman Levasseur stated okay so they will come over to your side. I was just looking at the amount of surplus that you probably would have but you are saying you are paying outside sources so that answers that question. On the issue of steps, you gave us a sheet for the cost of each of the contracts. On the teacher's contracts are the steps included in that price?

Mr. Upton replied all of the costs are included.

Alderman Levasseur asked and FICA and Medicare and all of that stuff also.

Mr. Upton answered yes all of that stuff.

Alderman Levasseur asked so that is the total cost.

Mr. Upton responded correct.

Alderman Levasseur asked how many retirements will you be looking at in 2024.

Superintendent Gillis answered we don't have a good number and won't have one until we get closer to end of this month. December 31 is when we have to have that number in. That is our drop-dead date however they can continue to retire through the balance of the school year so we don't have that number yet.

Alderman Levasseur asked they can retire up to June 30.

Superintendent Gillis replied they can but then they lose some of their benefits.

Alderman Levasseur asked the 9% won't kick in until July 1 so do you expect there will be more retirements after that or they will stay on.

Superintendent Gillis responded I would hope that with this contract we are putting forward we might see some stay with us and not retire.

Alderman Levasseur stated my last question for now on this is when you put this together, how is it going to affect the budget that will have to be presented in March. I know you have \$20 million slated for the bond and \$15 million...

Superintendent Gillis interjected \$13 million for staff considerations.

Alderman Levasseur asked so out of the \$35 million you would have \$15 left over.

Superintendent Gillis stated we had \$35 million. We had \$20 million for the facilities, \$13 million for staffing considerations, and \$1.5 million for technology.

Alderman Levasseur asked so you have \$8 million for the teachers starting in the July 2024 budget...what is the total cost going to be for the five contracts for the first year. It is \$25 million for three years right so it must be \$8 million a year each year? I am bringing this up for a reason and I am going to get to it.

Karen DeFrancis, Finance Officer, stated it is in your agenda on the third page.

Alderman Levasseur stated I see that but the reason I am asking is were you basing that off a certain tax cap number going forward or did you not take that into consideration at all.

Ms. DeFrancis replied we were looking at the additional adequacy aid that we received, the \$13 million that we had set aside. If you look at the page that is in your agenda, it is \$10.4 million for these five contracts.

Alderman Levasseur asked so you can fund everything you have with the adequacy number coming in not including anything you got within the tax cap money for the budget that will be presented.

Ms. DeFrancis answered assuming that the adequacy number will be the same; yes.

Alderman Levasseur stated well you told me it was going to be the same.

Ms. DeFrancis responded it is the same formula; yes.

Mayor Craig stated I want to clarify one other thing. The professional development days are not taking the place of school calendar days, correct?

Superintendent Gillis answered they are not taking the place of any current school day that we have. What we didn't mention earlier is that we already have the four days in

this year and we were funding those through ESSER so essentially it keeps that complement of professional development days intact.

Alderman Long asked Dr. Gillis are you accessible by phone.

Superintendent Gillis replied all the time.

Alderman Levasseur stated you are also accessible here for us to ask questions too. On the issue of absenteeism, did we get any days back on that?

Mr. Upton responded we have extended the process of measuring absenteeism or sick leave use. The problem has been that for the last three years we had Covid and Covid related issues so it wasn't really an appropriate measuring period. We are going to go through the process of measuring sick leave use starting September 2024 through March 2025 and we will make an assessment. We are going to try to work on messaging first but that process will continue.

Alderman Levasseur asked wasn't that a huge issue in the last contract.

Mr. Upton answered it was and obviously Covid got in the way.

Alderman Levasseur stated the last contract was after Covid.

Mr. Upton replied right but it is very hard to kind of track sick leave and try to look at it as not necessary when we are telling employees to stay home.

Superintendent Gillis stated the last contract hit when we were still coming out of Covid and we had very active Covid protocols that if you were positive there were a set number of days you had to stay home so that definitely skewed our data.

Alderman Levasseur asked are you still at 15 days for absenteeism.

Mr. Upton answered yes that is where it is right now and again, we are going to evaluate it in 2024. I would be glad to report back if that is an issue for the BMA.

Alderman Levasseur stated I would have liked to have voted on these individually or at least be able to...

Mayor Craig interjected there is a motion on the floor to ratify and layover for all five contracts. I will call for a vote. The motion carried with Aldermen E. Sapienza and Heath abstaining from the MEA contract and Alderman Levasseur opposed to all but the paraprofessionals contract.

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

The Committee on Community Improvement respectfully recommends, after due and careful consideration, that the Fire Chief be authorized to request reimbursement from the state for overtime incurred while three employees attended a Trench Rescue Class.

*On motion of **Alderman Burkush**, duly seconded by **Alderman Heath**, 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 Fire Chief be authorized to apply for the following grants:

- FY23 Assistance to Firefighter's Grant in the amount of \$3.5 million with a 10% cost share.
- FY23 Assistance to Firefighter's Grant in the amount of \$50,000 with a 10% cost share.
- 2023 Fire Prevention & Safety Grant in the amount of \$100,000 with a 5% cost share.
- 2023 Building Resilient Infrastructure & Communities Grant in the amount of \$25 million with a 25% cost share.
- FY23 Homeland Security Grant in the amount of \$25,000 with no cost share.

*On motion of **Alderman Cavanaugh**, duly seconded by **Alderman Stewart**, 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 to extend CIP 412322 Homeland Security Grant Hazmat until 8/31/2024 be approved.

*On motion of **Alderman Burkush**, duly seconded by **Alderman Heath**, 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 Amending Resolution and Budget Authorization providing for the acceptance and expenditure of funds in the amount of \$10,000 for CIP 510812 Adopt-A-Site be approved.

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

Alderman Heath duly seconded the motion.

Alderman Stewart stated I would just like to say a quick thank you to Mrs. Vercauteren for this very generous \$10,000 donation that will benefit Prout Park. It is very admirable and I would like to thank her publically for doing that.

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

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

Mayor Craig called the meeting back to order.

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

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

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Four Thousand Seven Hundred Ninety Six Dollars and Four Cents (\$4,796.04) for the FY2024 CIP 212124 Oral Health Program."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Fifty Thousand Dollars (\$50,000) for the FY2024 CIP 212224 School Based Dental Program - Medicaid."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Three Thousand Seven Hundred Fifty Dollars (\$3,750) for the FY2024 CIP 212824 Rotary Club Award - Manchester Youth Council."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Nine Hundred Ninety-Nine Thousand Six Hundred Eighteen Dollars (\$999,618) for the FY2024 CIP 411324 STOP School Violence Grant."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Forty Thousand Dollars (\$40,000) for the FY2024 CIP 411424 Intelligence Liaison Officer Program."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Fifteen Thousand Four Hundred Thirty-Two Dollars and Ten Cents (\$15,432.10) for the FY2024 CIP 411524 SWAT Search and Rescue Equipment."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Five Hundred Thirty Seven Thousand and One Hundred and Twenty Four Dollars (\$537,124) for the FY2024 CIP 411624 Smart Policing Initiative."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Two Hundred Fifty Four Thousand Six Hundred Ninety Five Dollars (\$254,695) for the FY2024 CIP 411724 Justice Assistance Grant."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Ninety Three Thousand Dollars (\$93,000) for the FY2024 CIP 411824 STOP Violence Against Women."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Six Hundred Thirty Five Thousand Seven Hundred Fifteen Dollars (\$635,715) for the FY2024 CIP 411924 2023 Hazmat Allocation, FY2024 412024 2023 Hazardous Substance Detection, and FY2024 CIP 412124 2023 Infrastructure/Crowded Places Hardening."

"Amending the FY2022, FY2023 and FY2024 Community Improvement Program, authorizing, appropriating, and transferring funds in the amount of Two Hundred Ninety Thousand Four Hundred and Forty One Dollars (\$290,441) for the FY2024 CIP 510424 Park Playground Replacement and Retrofitting."

"Amending the FY2023 Community Improvement Program, authorizing and appropriating funds in the amount of Two Hundred Forty Thousand Dollars (\$240,000) for the FY2023 CIP 610923 Family Place First Floor Renovation Project."

"Amending the FY2022 and FY2024 Community Improvement Program, authorizing, appropriating, and transferring funds in the amount of Seven Hundred Thousand Dollars (\$700,000) for the FY2022 CIP 711222 CSO Optimization/Controls."

"Amending the FY2016, FY2019 and FY2024 Community Improvement Program, authorizing, appropriating and transferring funds in the amount of One Million One Hundred Seventeen Thousand and Seventy One Dollars and Ten Cents (\$1,117,071.10) for the FY2019 CIP 710819 WWTP Emergency Power Upgrade - Study, Design and Construction and FY2024 CIP 710524 CMOM C-6 Study, Design & Construction."

"Amending the FY2021, FY2022, FY2023 and FY2024 Community Improvement Program, authorizing, appropriating and transferring funds in the amount of Six Hundred Sixty-Six Thousand Four Hundred Twenty-Two Dollars and Eighty-Nine Cents (\$666,422.89) for FY2023 CIP 710723 CMOM Study, Design & Construction - Sewer Bond and FY2024 CIP 710524 CMOM C-6 Study, Design & Construction."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Ten Thousand Dollars (\$10,000) for the FY2024 CIP 810224 Document Preservation Project."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Five Dollars and Sixty-Four Cents (\$5.64) for the FY2024 CIP 810524 Planning and Administration."

ought to pass and be Enrolled.

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

50. Report(s) of the Committee on Bills on Second Reading, if available.

The Committee on Bills on Second Reading respectfully recommends, after due and careful consideration, that the following Ordinance Amendment:

"Amending Chapter 38: Procurement Code of the Code of Ordinances of the City of Manchester by adding additional requirements during the prequalification of bidders associated with the procurement of city construction contracts."

ought to pass and be referred to the Committee in Accounts, Enrollment & Revenue Administration.

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

Alderman Stewart duly seconded the motion.

Alderman Levasseur asked how many more steps does this have before it is Ordained.

City Clerk Normand answered it will come to the Committee on Accounts in the third week of December and then either be reported out that same night or wait to be reported out at the next BMA meeting.

Alderman Levasseur asked does a public hearing have to take place.

City Clerk Normand answered no. It is an ordinance. The public has an opportunity to speak at any point during the ordinance process, which is quite lengthy as you know.

Alderman Levasseur asked does anyone know what the cost of this would be. Is there any cost associated with this for any organization that would like to bid on a contract? Is there anyone here from Planning?

Alderman T. Sapienza stated we looked at it in committee and we think it will save the city money in the long run because we will have quality construction by reputable firms.

Alderman Levasseur asked do you know how many companies this affects or what kind of companies this affects.

Jeff Belanger, Planning & Community Development Director, replied with all due respect this isn't really an issue that the Planning Department has been involved in. This is for departments that contract with contractors directly like DPW.

Alderman Levasseur asked would this affect the school district when they are trying to plan for the schools. It is a city ordinance so is it for buildings anywhere in the city even if it is city contracts.

Mr. Belanger answered this is for construction of public infrastructure which is not what the Planning Department does.

Alderman Levasseur stated well you were talking about it at the committee meeting and that is why I am asking you. I thought you were getting questioned. Is this not the ordinance you were talking about?

Mr. Belanger responded no. That was a zoning ordinance.

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

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

There were none.

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

There were none.

53. Resolutions:

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Four Thousand Seven Hundred Ninety Six Dollars and Four Cents (\$4,796.04) for the FY2024 CIP 212124 Oral Health Program."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Fifty Thousand Dollars (\$50,000) for the FY2024 CIP 212224 School Based Dental Program - Medicaid."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Three Thousand Seven Hundred Fifty Dollars (\$3,750) for the FY2024 CIP 212824 Rotary Club Award - Manchester Youth Council."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Nine Hundred Ninety-Nine Thousand Six Hundred Eighteen Dollars (\$999,618) for the FY2024 CIP 411324 STOP School Violence Grant."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Forty Thousand Dollars (\$40,000) for the FY2024 CIP 411424 Intelligence Liaison Officer Program."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Fifteen Thousand Four Hundred Thirty-Two Dollars and Ten Cents (\$15,432.10) for the FY2024 CIP 411524 SWAT Search and Rescue Equipment."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Five Hundred Thirty Seven Thousand and One Hundred and Twenty Four Dollars (\$537,124) for the FY2024 CIP 411624 Smart Policing Initiative."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Two Hundred Fifty Four Thousand Six Hundred Ninety Five Dollars (\$254,695) for the FY2024 CIP 411724 Justice Assistance Grant."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Ninety Three Thousand Dollars (\$93,000) for the FY2024 CIP 411824 STOP Violence Against Women."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Six Hundred Thirty Five Thousand Seven Hundred Fifteen Dollars (\$635,715) for the FY2024 CIP 411924 2023 Hazmat Allocation, FY2024 412024 2023 Hazardous Substance Detection, and FY2024 CIP 412124 2023 Infrastructure/Crowded Places Hardening."

"Amending the FY2022, FY2023 and FY2024 Community Improvement Program, authorizing, appropriating, and transferring funds in the amount of Two Hundred Ninety Thousand Four Hundred and Forty One Dollars (\$290,441) for the FY2024 CIP 510424 Park Playground Replacement and Retrofitting."

"Amending the FY2023 Community Improvement Program, authorizing and appropriating funds in the amount of Two Hundred Forty Thousand Dollars (\$240,000) for the FY2023 CIP 610923 Family Place First Floor Renovation Project."

"Amending the FY2022 and FY2024 Community Improvement Program, authorizing, appropriating, and transferring funds in the amount of Seven Hundred Thousand Dollars (\$700,000) for the FY2022 CIP 711222 CSO Optimization/Controls."

"Amending the FY2016, FY2019 and FY2024 Community Improvement Program, authorizing, appropriating and transferring funds in the amount of One Million One Hundred Seventeen Thousand and Seventy One Dollars and Ten Cents (\$1,117,071.10) for the FY2019 CIP 710819 WWTP Emergency Power Upgrade - Study, Design and Construction and FY2024 CIP 710524 CMOM C-6 Study, Design & Construction."

"Amending the FY2021, FY2022, FY2023 and FY2024 Community Improvement Program, authorizing, appropriating and transferring funds in the amount of Six Hundred Sixty-Six Thousand Four Hundred Twenty-Two Dollars and Eighty-Nine Cents (\$666,422.89) for FY2023 CIP 710723 CMOM Study, Design & Construction - Sewer Bond and FY2024 CIP 710524 CMOM C-6 Study, Design & Construction."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Ten Thousand Dollars (\$10,000) for the FY2024 CIP 810224 Document Preservation Project."

"Amending the FY2024 Community Improvement Program, authorizing and appropriating funds in the amount of Five Dollars and Sixty-Four Cents (\$5.64) for the FY2024 CIP 810524 Planning and Administration."

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

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

54. Bond Resolution:

"Authorizing Bonds, Notes or Lease Purchases in the amount of Two Hundred Ninety Million Dollars (\$290,000,000) for the 2024 CIP 713024 School Facilities Project - Phase I (DPW Facilities-Schools)."

Mayor Craig stated the updated budget authorization should be in front of you.

City Clerk Normand responded that was handed out to the CIP Committee this evening. The Resolution is the same as is before the Board.

***Alderman Levasseur** moved to table. **Alderman E. Sapienza** duly seconded the motion.*

Alderman Levasseur stated the reason I am asking for a motion to table is...

Alderman Long interjected there is no discussion on a motion to table.

Alderman Levasseur stated well I am asking for a reason. We didn't get a presentation.

Mayor Craig stated we got a presentation at the last meeting.

Alderman Levasseur stated the projector broke.

City Clerk Normand stated Alderman T. Sapienza had a question on the motion that was made that referred this and I just wanted to clarify that the bond resolution was referred to the Committee on Finance and back to the Board this evening and any future funding originating from the bond shall not be used for the demolition of JFK Memorial Coliseum or Gill Stadium. I think he wanted to get that on the record this evening.

Alderman T. Sapienza stated right this bond will only be used to facilitate the closing of Wilson School, replace Beech Street School with a new school in the Beech Street area, modular to facilitate the construction, and renovations to the middle schools.

City Clerk Normand stated yes and that was clarified in the CIP Committee on the budget authorization that was approved.

Alderman T. Sapienza stated this has nothing to do with high schools.

Mayor Craig replied correct.

Mayor Craig called for a vote on the motion to table. The motion failed.

Alderman Cavanaugh moved that the Bond Resolution ought to pass and be Enrolled.

Alderman T. Sapienza duly seconded the motion.

Alderman Levasseur stated I have some questions about the process and I want to know how they came up with the numbers. I didn't get an opportunity to do so at the last meeting because we didn't get an actual presentation.

Mayor Craig stated for the record, you got a presentation.

Alderman Levasseur stated I don't remember a public hearing on this either. I want it on the record.

Mayor Craig stated we had a presentation at the school board and we had a presentation in this Chamber.

Alderman Levasseur stated I just want to ask you a couple of questions on how you came to the price. Do you have estimates or anything from anybody? Has there been any engineering or anything for this? My question is because it changed from an elementary school to Wilson and then you are going to add an addition; my understanding is an addition to Beech Street School.

Mayor Craig responded no it is a new school.

Alderman Levasseur asked it is a brand-new school. I didn't hear that because we didn't get a presentation.

Mayor Craig stated well we talked about it at the last meeting. I am sorry you didn't hear it.

Lorraine Finnegan, Architect & Principle at SMMA, stated this is a master plan and as part of the master plan cost estimating was provided. Consigli Construction is part of our team. They have constructed many schools across New England and further down in the nation. They have an office here in Manchester. They provided cost estimates based on our analysis of new construction on the sites, and additions and renovations to the buildings after our team's review. So, architects and engineers walked through all of the buildings, they analyzed the buildings, and we made recommendations. At a master plan level, it is based on a dollar per square feet plus site amenity costs. We do not have architectural engineering drawings. That is the next step after this bonding is approved. The next step is you go into detail drawings and you continue to get cost estimates along the way.

Alderman Levasseur asked when you were given the responsibility of doing this, were you also tasked with any estimates for renovations to any of the schools.

Ms. Finnegan answered yes. We are proposing full renovations to the middle schools.

Alderman Levasseur asked so the proposal was based on some renovations and some...somebody came up with a plan we are going to renovate some and we are going to build a new one. I don't know how that process took effect but were you ever given an opportunity to just do straight renovations?

Ms. Finnegan replied we were never asked to do only renovations or new construction. We were asked to analyze your buildings and make recommendations on how you should move forward with your facilities long-term. We are proposing that you have four middle schools and that you are providing renovations to them. We did not assume that you would be demolishing them and building four new middle schools.

Alderman Levasseur stated Mr. Girard came in and mentioned an MGT study. Is that the same company that is making this proposal for the \$290 million or are they different companies?

Superintendent Gillis responded they are different companies. SMMA who you have before you this evening has all of the previous studies. They have the Matusziewski study and they have the MGT study and they have Davis Demographics. They also have the historical studies that have been done in the city. They synthesized all of that information and came up with the recommendations. We did not say do pure renovations and we didn't say do just additions and we didn't say do just construction. What we asked for was an analysis of where our buildings currently sit and what would be the right next step for each of those buildings. You see before you tonight that you have additions and renovations at the middle schools and you have the new school over at Beech Street and then we will continue to work through the balance of the plan. We did not give a directive that it had to be purely one option or another. We asked for a balance that would be in our best interest.

Alderman Levasseur asked on the issue from the switch where the elementary schools changed locations, that didn't change anything as far as costs because you are doing it on a per square foot basis correct.

Ms. Finnegan responded there were some additional cost considerations because of site cost deltas but that is still within the price that is before you.

Alderman Levasseur asked are you still going to tear down Wilson.

Superintendent Gillis replied no we are not tearing down Wilson. We have to return it back to the city.

Alderman Levasseur asked you are going to renovate it. Okay.

Superintendent Gillis answered no. Wilson goes back to the city.

Mayor Craig stated they are leaving Wilson and that building will be coming back to the city.

Alderman Levasseur asked so they are closing it completely.

Superintendent Gillis responded yes.

Alderman Levasseur stated I don't remember that. My understanding was you were building an elementary school at McDonough.

Superintendent Gillis replied originally.

Alderman Levasseur stated you say you were renovating Wilson.

Mayor Craig responded never.

Alderman Levasseur asked do I have the wrong school.

Mayor Craig asked do you have the packet.

Alderman Levasseur replied it is not in this packet.

Mayor Craig stated you had it two weeks ago.

Superintendent Gillis stated we are going to close Wilson and the students from Wilson will be redistributed in the interim to McDonough and Beech. Modularity will go to those two schools. At the same time, we will be building a new school at the Beech Street location at which time all of Wilson will then converge over at the new Beech Elementary School. Wilson will close and we will no longer have students there.

Alderman Levasseur asked what was the original plan in August.

Superintendent Gillis answered the original plan was to have the relocation of the new school be at McDonough but based on school board feedback, we went back and looked at Beech. The will of the board at that time was to have a location in the center of the city closer to Wilson and not pushed toward McDonough.

Alderman Levasseur stated I thought I saw a lot of debate on Wilson and it being renovated.

Mayor Craig responded never.

Alderman Levasseur asked so everything is going to stay within that \$290 price.

Ms. Finnegan answered for Phase I correct.

Alderman Levasseur asked is that a guarantee.

Ms. Finnegan replied that is what you are authorizing so we have to stay within that price.

Alderman Levasseur asked so we could get something smaller then.

Superintendent Gillis responded you could.

Alderman Levasseur stated you don't want smaller. You want the plan you have in front of us.

Superintendent Gillis stated I want the right plan and I want to make sure the costs are hitting what we need to hit. If they are able to find some efficiency as we go through the plan and they continue to work through all of the things they have to do on their end, that would be a bonus for us. I don't think anybody is going in just thinking we have to spend up to the limit. We are going to be smart about how we go about it.

Mayor Craig called for a vote to Enroll the Bond Resolution. The motion carried with Aldermen Levasseur, E. Sapienza and Kantor being duly recorded in opposition.

55. Ordinances:

"Amending Section 33.024, 33.025, & 33.026 (Engineering Project Manager) of the Code of Ordinances of the City of Manchester."

"Amending Section 33.024, 33.025, & 33.026 (Youth Services Public School Programs Manager) of the Code of Ordinances of the City of Manchester."

"Amending Section 33.024, 33.025, & 33.026 (Youth Development Coach) of the Code of Ordinances of the City of Manchester."

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

On motion of **Alderman Trisciani**, duly seconded by **Alderman Cavanaugh**, it was voted to Ordain.

NEW BUSINESS

Communication from Ryan Cashin, Fire Chief, requesting the use of the building at 351 Chestnut Street for training purposes for the Fire and Police Departments prior to demolition and approval of a revocable license agreement with the owner.

Alderman Cavanaugh asked can we have the Fire and Police Chiefs come up to talk about the revocable license agreement.

Mayor Craig asked do you want to explain what is before the Board.

Allen Aldenberg, Police Chief, stated the Fire Chief provided a memo to explain the type of training that my department and his will be doing at 351 Chestnut Street. We are always seeking out property locations that may be available to the Police Department to conduct training. Different locations are always good and the training that we are looking to conduct is essentially just keeping our operational capabilities fresh from active shooter training to active shooter response to deliberate searching techniques and small time and full team hostage rescue type operations. Again, that is the sole purpose for us getting into 351 Chestnut Street on, I believe, December 17 for one day and one day only. I will let the Fire Chief tell you about his training.

Ryan Cashin, Fire Chief, stated I want to thank the Solicitor's Office for working on this. I spoke with them as well as the lawyers from the Lincoln Group. Everybody kind of pulled this agreement together pretty fast so thank you for that. We are looking to get as much training as we can in there over the next few months. We are going to have people go over to scope out exactly how much training and how far we can go in the building. It is important for us to practice these skills the same as the Police Department – hose line deployment, search & rescue, forceable entry...these are all things we do on a daily basis and we are always looking to find buildings to do so. Ground ladder placement and firefighter self-rescue are also hugely important for us in a commercial building especially. We don't always get those. It is important for us to use these skills and practice in the building. It is close to the Fire Station and it will be a great training opportunity for our members to hone their skills.

*On motion of **Alderman Cavanaugh**, duly seconded by **Alderman Stewart**, it was voted to approve the revocable license agreement.*

Alderman Long stated I am wondering if we can get an update on the Fisher Cats. My understanding is there is a sale that is in the works. Do we need a new contract with the new owners? We have construction ongoing now. Is that staying?

Emily Rice, Solicitor, stated there is a meeting that is scheduled. They provided the notice that is required. I don't think that we have been provided with the buyer's financial assurances yet. It is still a work in progress as I understand it.

Mayor Craig stated they issued a press release today but we are still doing due diligence on the city side.

Alderman Long asked does the city need to approve the sale.

Solicitor Rice answered the city has a 60-day due diligence period during which to evaluate the terms of the deal.

Alderman Long asked and approve the sale.

Solicitor Rice replied we haven't really commenced that as I understand it so the meeting scheduled for next week is one of the first steps.

Mayor Craig stated right to confirm that the new owner can comply with the contract that was in place.

Alderman Long asked but does the BMA need to approve the sale. I thought there was some language like that in the current contract.

Solicitor Rice answered I don't have the full agreement with me but I can get back to you on that.

Alderman T. Sapienza stated you better look at those agreements really carefully. These guys pulled the wool over our eyes too many times. We need to keep a sharp eye on them. Has the clock for the 60 days started ticking?

Solicitor Rice replied yes as of the date that we received the letter which was either early this week or late last week.

Alderman T. Sapienza asked can you send me the agreement and the amendment.

Mayor Craig stated we can share that with the whole Board.

Alderman T. Sapienza stated yes please because these guys need to be watched like hawks. They do not have our best interest at heart.

Alderman Levasseur stated it sounds to me like they already consummated the deal so what does the due diligence period grant us as far as rights.

Solicitor Rice responded I think it is an opportunity for us to do exactly what Alderman T. Sapienza suggested, which is to give the Board an opportunity to take a look at the agreement and the amendments and the terms of the deal. I don't think that we have been provided with all of the information yet. We have simply been put on notice as I understand it.

Alderman Levasseur stated my concern is that whoever is buying it owns a couple of other teams that are part of our division or part of the same league. I think they own the Red Sox over in Portland and they own some other team. I want to know about that particular issue and whether there is a conflict or not. I have been told there is not but I don't know enough about the details. I am really a little upset about the fact...I think this Board voted to give them a few more million and I don't remember the exact date so they could do the fitness room and all of this other stuff. They used our money and now all of the sudden they find a buyer. I think that is a bad look. I would like to see us recoup some of our money. When you are looking at those contract terms, I don't know if there is anything in there that allows us to recoup any of the money that we actually voted...I didn't vote for it but members of this Board voted to bond money. My guess is they probably had to take over the whole contract with the city in the lease correct when they bought it?

Solicitor Rice asked do you mean the new buyer.

Alderman Levasseur answered yes.

Solicitor Rice stated I am not sure what the terms are and I am not sure that even if I knew I could discuss them publically at this point.

Alderman Levasseur stated well you said you got the letter last week.

Solicitor Rice responded correct but it was just a one-page letter.

Alderman Levasseur asked that said what that they sold it.

Solicitor Rice answered correct. It was just giving us the notice required under the agreement.

Alderman Levasseur asked did the deal already go through or is it a deal in the making.

Solicitor Rice replied I don't know what the status of the deal is based on the letter.

Alderman T. Sapienza stated these people that are selling the Fisher Cats are the same people that sat here and told us how much they loved Manchester and how they had no intention of going anywhere and please approve our \$3 million. We should have seen this coming.

Alderman Long stated just for clarification, it was a \$5 million project. Our contract calls for us to pay half and they pay half and that is where we are. That is why my interest is with Tim and how far along that project is and how much money has been spent. I just want to make sure that our \$2.5 million is not out there when the sale goes through. I don't have an update on that and maybe we should get one.

Alderman E. Sapienza stated the idea behind that was this was a mandate from major league baseball for all minor league teams that were affiliated with major league baseball. They were already affiliated with the Toronto Blue Jays so if this new team is affiliated with major league baseball, everything still applies. It is the same idea.

Tim Clougherty, Public Works, asked do you want to know how much work is left to do. Was that the question?

Alderman Long stated well I don't know how this money was appropriated. So, we put in \$2.5 million and Fisher Cats or whatever that company is put in \$2.5 million? I want to know how that money has been appropriated. Has it been appropriated evenly? Did we already expend our \$2.5 million? How does that work?

Mr. Clougherty asked please bear with me while I pull out my notes. The total amount of the agreement was \$5.6 million. The Fisher Cats were responsible for \$2.8 million and these are rough numbers. They represented a certain scope of work to the Board which was approved as part of the agreement. We have been overseeing that work and providing compensation for 50% of the invoices that they have submitted to us to date. There is probably about \$800,000-\$900,000 worth of work yet to be completed. Some of those costs went over the \$5.6 million and we have been working with the Finance Department in order to secure an escrow payment to ensure the city's position relative to the completion of the entire scope of work that was represented to the Board and approved. Does that answer your question?

Alderman Long replied it absolutely does. I appreciate it.

Mayor Craig stated so moving forward the Solicitor is going through the contracts and we have a 60-day period and she will report back to the Board.

Solicitor Rice replied yes, we will and in the meantime my understanding is that the Board is going to get the agreement and the amendment. We will also obviously provide a copy of the notice of intended sale.

Mayor Craig stated I assume that the new entity would be willing to come before this Board if the Board so desires.

Alderman Long asked do you know when the Board will get...I don't want to be on the 55th day and we get something and have three days to straighten something out. Do you know when something will come to the Board? Will it give us 30 days' minimum do you know?

Solicitor Rice stated given that we only have 60 days, yes, I think it would be important for the Board to be informed on a routine basis during that period.

Alderman Levasseur asked so we are going to get a copy of the leases so we can read them and pretend we are lawyers and figure out what it all means. Nobody read the contract in 1995 that said we didn't have to give them the \$2.5 million in the first place. Only I did. Now everybody is going to be Mr. Lawyer here? This is great.

Alderman Trisciani stated I just want to add one thing to the upcoming events. On December 21 at 6 PM in Veteran's Park is the annual vigil for unhoused community members that we have lost in the past year.

Mayor Craig stated you have a packet in front of you. The Governor's Advisory Commission on Intra-Modal Transportation updated their 10-Year Plan. I want to thank city employees, department heads and residents for going and speaking out on the change. They have now restored funding for Exits 6 & 7 projects and they are scheduled to be completed during the 2025-2034 10-Year period. As you recall, they were taken out of the 10-Year plan and not funded. That is a big win. The second annual tree lighting is on Saturday, December 9 at 4:45 PM at City Hall Plaza. There is a Pearl Harbor Remembrance Day this Sunday, December 10, at noon at Arms Park. The judging forms for the holiday lights contest will be available Thursday, 12/7 through Wednesday, 12/20 on the city website.

Alderman Kantor stated I was just wondering what the lawyer who spoke during public comment was referring to. Do you know? He was talking about Atty. John Cronin. Does anyone know what he was referring to?

Mayor Craig asked is he still here. I wouldn't want to speak for him.

Alderman Kantor stated I just know that it is very unacceptable as far as the Facebook stuff that is going on and I personally know what that feels like. I just wanted to know what was going on and since he addressed the Board...I didn't receive anything from anyone in an email form so I guess I will have to reach out to him. No one knows?

Alderman Barry stated in fairness, I do know about it. He did call me and I would want Alderman Trisciani to address it because I think it is important that she does.

Alderman Trisciani stated the only thing I can say right now is there is an active case with the Manchester Police Department and the Cyber Crimes Unit. That is all I am at liberty to say at the present time.

Alderman Kantor stated thank you.

*There being no further business, on motion of **Alderman Cavanaugh**, duly seconded by **Alderman T. Sapienza**, 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