

CITY OF LACONIA - CITY COUNCIL MEETING
January 9, 2020
7:00 pm
Belknap Mill - 3rd Floor

1. **CALL TO ORDER**

2. **RECORDING SECRETARY**

3. **ROLL CALL**

4. **NOMINATIONS, APPOINTMENTS & ELECTIONS**

4.A. **Election of Mayor Pro Tem**

5. **UNFINISHED BUSINESS**

5.A. **Letter of Agreement between the Firefighter's Union and the City of Laconia**

This item was tabled at the December 23, 2019 Council meeting.

Documents:

[STAFF REPORT - LETTER OF AGREEMENT BETWEEN THE
FIREFIGHTERS UNION AND THE CITY OF LACONIA.PDF](#)
[LETTER OF AGREEMENT WITH UNION FOR HIRING AT HIGHER
STEP.PDF](#)

6. **ADJOURNMENT**

This meeting facility is ADA accessible. Any person with a disability who wishes to attend this public meeting and needs additional accommodations, please contact Cheryl Hebert, Meeting ADA Coordinator, at City Hall by calling (603) 527-1265 at least 72 hours in advance so that the City can make any necessary arrangements.

STAFF REPORT

January 9, 2020

Topic: Letter of Agreement with the Firefighter's Union to allow the Fire Chief to recommend the starting pay for experienced Firefighter AEMT or Paramedic to be up to Firefighter Second Class on Firefighter Wage Scale.

Discussion: Currently all starting firefighters, regardless of their experience level, begin their Laconia Fire career at the probationary firefighter pay rate. This prevents Laconia Fire from attracting experienced personnel to come to work in this department. It is not uncommon for fire departments to have flexibility in their new employee's starting pay as a way to attract qualified and experienced personnel. This is especially true for firefighters who are also paramedics. Hopefully this will allow us to more easily fill our vacancies especially when we need paramedics.

Fiscal Impact: The base pay difference is \$6,202 for AEMT, and \$6,377 for Paramedics above what they would have received in their probationary year. This pay difference, as well as the difference for the next two years before they reach the level they would have without this agreement, will come from the Fire Department budget.

Staff Recommendation: Accept the agreement with the Firefighter's Union and the City as presented.

This report submitted by: Chief Kirk Beattie

Proposed motion:

"I move to approve the attached Letter of Agreement pertaining to the starting pay for experienced firefighters between the City of Laconia and the Laconia Professional Firefighters Association."

LETTER OF AGREEMENT

This Letter of Agreement is made and entered into on this _____ day of December, 2019 by and between the Laconia Professional Firefighters Association, IAFF Local 1153 (Union) and the City of Laconia (City) intending to be bound agree as follows:

The Parties believe that it is in the best interest of the City and the Union to provide for a method to permit lateral transfers of firefighters from other jurisdictions to be hired at a salary level higher than the contractual minimum pay in order that experienced members of the fire service community may be attracted to employment with the Laconia Fire Department under the following conditions:

1. Upon the sole recommendation of the Chief of the Department to hire an applicant who possesses appropriate certification and experience of at least three (3) years as a Firefighter with another fire service jurisdiction and meets the definition of "fire service personnel" defined in RSA 100-A:1, VIII, to the City Personnel Specialist and City Manager. Upon their approval, such prospective employee may be hired up to the Firefighter Second Class pay range as provided in the Collective Bargaining Agreement.

The decision to place an employee within the salary range above is at the discretion of the City and shall not be grievable.

The newly hired employee will serve a nine (9) month probationary period and advance on the pay scale to Firefighter Third Class and thereafter advance on the pay schedule in accordance with the Collective Bargaining Agreement thereafter

2. Although this policy will permit hiring or placement on a salary level in compliance with this Letter of Agreement, years of service with a department other than the Laconia Fire Department will not be credited to years of service as far as seniority within the bargaining unit as it is defined in the Collective Bargaining Agreement and applied with respect to all other matters covered by the Collective Bargaining Agreement.

4. This Letter of Agreement will remain effective until notice by either party is given to the other of its intention to withdraw its agreement.

WHEREFORE, the parties have executed this Agreement on the date set forth above by their authorized agents:

**Laconia Professional Firefighters Association,
IAFF Local 1153**

City of Laconia

By: _____
Jason Griffin, President

By: _____
Scott Myers, City Manager