

**CITY OF LACONIA
CITY MANAGER'S OFFICE**
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MEMO

TO: MAYOR MIKE BORDES & MEMBERS OF THE CITY COUNCIL

FROM: KIRK BEATTIE, CITY MANAGER

DATE: January 26, 2026

RE: WAGE & COMPENSATION PLAN

In accordance with the authority outlined in Section 6:02 of the Laconia City Charter and Section 1.4 of the City's Classification and Compensation Plan, I am submitting the following amendments to the City's Wage and Compensation Plan. The amendments will automatically take effect unless vetoed by a majority vote of the City Council within thirty (30) days of January 26, 2026. The amendments are as follows:

WAGE AMENDMENTS:

1. Eliminating the position of HR Administrator from grade 18
2. Amending the position of Assistant Finance Director to Assistant Finance Director/HR Administrator.
3. Adding the position of Finance Clerk II to grade 16H
4. Amending Payroll/Personnel Assistant title to Payroll/Benefits Specialist and moving from grade 12H to grade 15H