

**LACONIA CITY COUNCIL AGENDA  
JANUARY 26, 2026**

**STAFF REPORT  
AGENDA ITEM 21.A.  
PROPOSED AMENDMENT TO THE WAGE AND COMPENSATION PLAN**

**Discussion:** 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 amendment 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 amendment is as follows:

**WAGE AMENDMENTS:**

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

**Fiscal Impact:** Decrease of \$30,000

**Staff Recommendation:** City Manager recommends approving the proposed amendment to the Wage and Compensation Plan as presented.

**This report submitted by:** Kirk Beattie, City Manager

**Proposed motion:**

*"I move to approve the proposed amendment to the Wage and Compensation Plan as presented, which will take effect February 26, 2026".*