

## Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting Called By:	Commissioners	Date, Time:	August 17, 2010 at 17:37
Transcribed By:	Kathy Tobine	Place:	Tilton School, new Academic Building, School Street, 2 <sup>nd</sup> Floor, Room 213, Tilton

Commissioner Gallant called the work session to order at 5:37 PM.

Present: Commissioners Paul Auger, Pat Clark and Tom Gallant; Chief Stephen Carrier, Captain Brad Ober and Administrative Assistant Kathy Tobine.

### Minutes

#### June 8<sup>th</sup>

Commissioner Gallant read the minutes of the meeting of June 8<sup>th</sup> aloud. Commissioner Auger made a motion to accept the minutes as read. Commissioner Clark seconded the motion. There being no discussion, vote was taken. Minutes were accepted unanimously.

### Wage & Benefit Study

#### Wages

It was previously agreed to look at the option of Step and Grade.

Commissioner Gallant recommended they look at the Step & Grade spreadsheets and isolate where our people are relative to that spreadsheet. Then to compare where they are now to where they would fall on the spreadsheet. Discussion ensued with Kathy providing the closest step on the spreadsheet for employees. On the 48 hour week we have three EMT-I's who have been here two years that make less than Labor Grade 4 Step 1 of \$15.00 per hour, one at Labor Grade 4 Step 2 who has been here 3 years, one at Labor Grade 4 Step 3 who has been here 4 years, two at Labor Grade 4 Step 5 who have been here 6 years; one Lieutenant EMT-I at Labor Grade 6 Step 5 who has been here 8 years; one Captain EMT-P at Labor Grade 7 Step 3 who has been here 5 years, one Captain EMT-I at Labor Grade 7 Step 5 who has been here 7 years and one Captain EMT-P at Labor Grade 7 Step 6 who has been here 13 years. These are the closest steps. They are all making less than the step they were plugged into. Commissioner Clark would like this information on a spreadsheet.

Commissioner Clark would like to know what the cost impact to bring them up to their proper step before they proceed. We are talking about going before the voters and doing what is right for the voters and the men at the same time. He's curious to see what the cost impact would be to bring them up to their pay grade and proper step level. Commissioner Gallant feels we have to say yes we are going to go forward with this wage schedule or we're not going to. Commissioner Clark feels they have to see the numbers. Discussion ensued.

Captain Ober brought up that there needs to be a Labor Grade added for a FF/EMT-P. On page 27 there is a Captain/EMT-P but not a FF/EMT-P. Discussion ensued. Captain Ober is to work with Chief Carrier and Kathy to come up with this.

Discussion ensued on the 40 hour week positions. We have one Administrative Assistant at Labor Grade 3 Step 3 who has been here 2 years; one Captain/Fire Prevention Officer at Labor Grade 8 Step 4 who has been here five years and the Chief at Labor Grade 11 Step 17. Again, these are the closest steps to what is currently being paid. They are all making less than the step they were plugged into.

#### Insurance

Undated information was provided as the Commissioners requested. Commissioner Clark stated the Matthew Thornton coverage between our department and Franklin are the same. The

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difference between our department and Franklin is that our single is \$742 and theirs is \$513. Their 2-Person is \$1,027 and ours is \$1,448. Their Family is \$1,387 and ours is \$1,955. The difference between our department and most departments is that our department only pays for the single unless they are grandfathered in. There is a big difference in buy out plans. The average buy out is about \$3,500 where we are at \$1,000, Belmont is at \$1,000 and Pelham doesn't have any. The advantage we have is that those that do get coverage at the single level we pay 100%. All but one other department, Franklin pays 100%, have an employer/employee split of any where from 90%/10% employer/employee down to 80/20. He would personally like to see that we get coverage for 2-person and Family worked in. We can play around how to pay for that by going to an employer/employee split.

Commissioner Gallant read the conclusion of the analysis.

Commissioner Clark stated they could also increase the buyout plan.

Deductibles and co-pays were discussed. The buyout was discussed. It was felt that if it was more attractive you would get more employees to take that option.

It was decided to get quotes from other carriers for comparison.

Captain Ober stated that everyone is willing to go to split so everyone can get insurance. The buyout should be graduated. He brought up the towns of Tilton and Northfield. The staff feels that the same tax pool provides this coverage for other employees, why not us. The entire staff would like a more competitive benefits package. We have a couple of employees that are actively seeking employment elsewhere.

Commissioner Clark asked what we would lose if we pulled out of LGC. Chief Carrier went on to explain about the suit LGC is involved in.

It was decided we need to go out to bid on the health insurance. Commissioner Gallant recommends that a committee be put together to put the insurance out to bid. It was agreed that Commissioner Gallant and Kathy to work on this. Commissioner Clark stated that the employer/employee split, the co-pay, the deductible, the buy-out and working it into a plan all agree they should offer for single, 2-Person and Family. The yearly maximum benefit is just for dental. Commissioner Gallant asked who the carriers are for the towns. Captain Ober replied that the Town of Northfield offers School Care at Cigna. The Town of Tilton offers a Matthew Thornton Blue but the employee has the option to upgrade to JYMC.

Commissioner Clark made a motion that Commissioner Gallant work with Kathy to come up with competitive bids for health and dental insurance from LGC and two other carriers looking at all the variables they have talked about tonight and keeping in mind input other people had provided. Commissioner Auger seconded the motion. There being no further discussion, vote taken. All were in favor.

Non-Public

Commissioner Auger made a motion to go into non-public Session per RSA 91-A:3, II(a). Commissioner Clark seconded the motion. There being no discussion, roll call vote was taken: Pat Clark, yes; Paul Auger, yes; Tom Gallant, yes.

At 6:34 PM they have gone out of public session into non-public session.

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There being no further items to come before them in non-public session Commissioner Clark made a motion to go out of non-public session at 7:18 PM. Commissioner Auger seconded the motion. Roll call vote was taken: Pat Clark, yes; Paul Auger, yes; Tom Gallant, yes.

At 7:18 PM they are back in public session.

Commissioner Clark made a motion to seal the minutes of the non-public meeting until such time when the situation has been resolved. Commissioner Auger seconded the motion. There being no discussion, roll call vote was taken: Paul Auger, yes; Pat Clark, yes; Tom Gallant, yes.

Chief Stephen M. Carrier's Resignation

Commissioner Gallant made a motion to formally accept the resignation of Chief Stephen M. Carrier. They wish him well in the future. Commissioner Auger seconded the motion. There being no discussion, vote was taken. The resignation was accepted unanimously with great regret.

Adjournment

Commissioner Clark made a motion to adjourn. Commissioner Auger seconded the motion. There being no discussion, vote was taken. Vote was unanimous.

The meeting adjourned at 19:20 PM.

Respectfully submitted,

Kathy Tobine  
Administrative Assistant

**Next Meeting Date, Time, Place:** August 19, 2010 at 18:00. Meeting to be held at Tilton School, new Academic Building, School Street, 2<sup>nd</sup> Floor, Room 213, Tilton.