

Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting Called By:	Commissioners	Date, Time:	October 5, 2010 at 17:30
Transcribed By:	Kathy Tobine	Place:	Tilton School, new Academic Building, School Street, 2 nd Floor, Room 213, Tilton

Commissioner Gallant called the meeting to order at 5:49 PM.

Present: Commissioners Paul Auger, Pat Clark and Tom Gallant; Interim Chief Mike Robinson, Interim Deputy Chief Brad Ober, Captain David Hall and Administrative Assistant Kathy Tobine.

Commissioner Gallant stated the purpose of this work session is to work on the Wage and Benefit Study.

Staffing Budget Proposal

Commissioner Gallant stated that Captain Hall is here tonight to review his staffing budget proposal.

Captain Hall presented his proposal. His original intent was to give to the proposal to Chief Carrier. The reason it didn't go to him and went to the Commissioners was because Chief Carrier was not here to give to. His intent was to go to the Chief and Deputy to deal with it as necessary. Deputy Ober decided to give it to the Commissioners to review. These are things he feels strongly about.

We are the second busiest fire department in the Lakes Region. We are the only fire department that runs three shifts. That works out to 312 hours per year per man which works out to about seven weeks per year that they work above and beyond other fire departments. His proposal is asking to consider adding another firefighter so we can go to a fourth shift. He believes a full time deputy would create huge operational relief in the department, nothing against Chief Robinson. He feels these are two important positions our department lacks. There is reason departments have full time deputies and run a certain number of staff.

Commissioner Gallant asked if the preparation of the memo was something he took upon himself. Captain Hall replied it was.

Commissioner Gallant asked if given the proposal it will either fly financially or not. Nobody questions a fourth person is needed on shift. Captain Hall clarified it is a fourth shift not fourth person. Commissioner Gallant asked given scenario which would be priority. Captain Hall replied the firefighter. Discussion ensued.

Commissioner Auger asked if he was only asking for one. Captain Hall replied yes and explained. Commissioner Auger asked if making Deputy Ober's position so that all he did was fire prevention would make a difference. Captain Hall replied it would. Discussion ensued.

Commissioner Clark asked Captain Hall what he thought Deputy Ober's response would be. Captain Hall replied he believed Brad would agree with it.

Paul asked what 4th person would do to overtime. He said if it did not decrease overtime he would not agree with it. David replied he didn't know what it would do to overtime. Still have to cover vacation and personal time of new guy. Discussion ensued.

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Captain Hall explained he brought this up now so they can discuss it and figure out what they would like to do. Discussion ensued.

It was decided that Captain Hall will return to the next work session for a round table on this issue.

Minutes

August 23rd

Commissioner Clark made a motion to accept the minutes as printed. Commissioner Auger seconded the motion. There being no discussion, vote was taken. The minutes were accepted unanimously.

August 17th Non-Public

Commissioner Auger made a motion to accept the minutes as printed. Commissioner Clark seconded the motion. There being no discussion, vote was taken. The minutes were accepted unanimously.

Commissioner Auger made a motion to keep the minutes of the August 17th Non-Public Meeting sealed. Commissioner Clark seconded the motion. There being no discussion, vote was taken. Commissioner Auger was for, Commissioners Gallant and Clark against keeping the minutes sealed. There minutes will be released and become public.

September 7th

Commissioner Auger made a motion to accept the minutes as printed. Commissioner Clark seconded the motion. There being no discussion, vote was taken. The minutes were accepted unanimously.

September 7th Non-Public

Commissioner Auger made a motion to accept the minutes as printed. Commissioner Clark seconded the motion. There being no discussion, vote was taken. The minutes were accepted unanimously.

Commissioner Auger made a motion to keep the minutes of the August 17th Non-Public Meeting sealed. Commissioner Clark seconded the motion. Discussion: Commissioner Gallant feels the minutes should stay sealed due to the information here pertaining to employees that should not be released at this time. There being no further discussion, vote was taken. The vote was unanimous to keep minutes sealed.

Health Insurance

Health Care was discussed. Quotes were received from Primex, SchoolCare, Melcher & Prescott and LGC. LGC explained that if the District leaves for medical, we would lose a credit of \$8,473.75 towards the WC and PL. Primex and SchoolCare numbers were not significant enough to go with them due to the loss of discount with LGC. It was decided that LGC and Melcher & Prescott need to quote same coverages for the next work session.

Disability Insurance

It was decided that quotes would be requested from Melcher & Prescott and LGC for Short Term Disability and Long Term Disability.

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Dental Insurance

It was decided that quotes would be requested from Melcher & Prescott and LGC for dental insurance.

Wages

The 2011 salary worksheet with EMT-P at Labor Grade 8 was discussed. Deputy Ober's presented a revised step 2. Step 1 would be the probationary rate. The original step 2 was eliminated and step 3 was moved to step 2. The rest of the scale was then moved ahead one step.

In 2011, January 1st would be the go to step date. The anniversary date would be when employees would advance a step. In 2012, January 1st would be when cost of living adjustments are given with the step advancement on the anniversary date. Discussion ensued.

It was agreed to go with the revised step 2. The impact on the budget will be \$3,329.

Commissioner Clark made a motion that in the overall budget proposal they will go with the revised step 2 with the understanding that it can be revised at a later date. Commissioner Auger seconded the motion. There being no further discussion, vote was taken. Vote was unanimous.

Adjournment

The next work session will be October 26th at 5:30 PM.

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 7:41 PM.

Respectfully submitted,

Kathy Tobine
Administrative Assistant

Next Meeting Date, Time, Place: October 14, 2010 at 18:00. Meeting to be held at Tilton School, new Academic Building, School Street, 2nd Floor, Room 213, Tilton.