

Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting Called By:	Commissioners	Date, Time:	01/06/14, 17:00
Transcribed By:	Kathy Tobine	Place:	Tilton Town Hall, Downstairs Meeting Room, 257 Main Street, Tilton

Commissioner Auger called the meeting to order at 5:05 PM.

Present: Commissioners Paul Auger, Patrick Clark, Les Dolecal; Interim Chief Michael Robinson, Interim Deputy Chief Timothy Joubert, Administrative Assistant Kathy Tobine.

Firefighters Present: FF Dan Leathers,

2014 Budget

Wages & Benefits

Discussion ensued about the step & grade system. There is no labor grade for lieutenant paramedic.

Discussion ensued about the annual salary with a 2.5% step.

Discussion ensued about hiring another firefighter for a fourth shift. Discussion ensued about the Kelly Day position.

Discussion ensued about the overtime.

Discussion ensued about retirement.

Commissioner Clark commented he feels they cannot afford to add another firefighter at this time. Discussion ensued about the cost of benefits. Commissioner Dolecal commented that all the benefits that go along with a firefighter is about 65%. Deputy Joubert commented that everyone understands the cost of the benefits. There are many other factors that would improve the District. The Board decided not to add a fourth shift waiting for the new Chief to come on board.

Commissioner Auger commented that it's a great fire department.

Commissioner Dolecal requested that Chief Robinson and Deputy Joubert continue to work on the reasons for a fourth shift.

Commissioner Clark commented he wants to change the step increases from January to July. Discussion ensued. Commissioner Dolecal stated she would like to go with April 1st.

Chief Robinson asked what the whole package is. Deputy Joubert commented the staff is being penalized for things they have no control over. Chief Robinson commented that at the last meeting the Board asked them to come back with concessions. Deputy Joubert reported that the employees felt going with Harvard Pilgrim was concession enough. Discussion ensued about the health insurance.

FF Leathers commented that stability in insurance and stability in wage will give you a stable body of employees. They go hand in hand.

Chief Robinson summarized all discussions. They talked about the
 2½% pay increase,
 the fourth firefighter and he will try to do a better job next year selling it,
 changing pay raise schedule to April or July,
 increase in health insurance and discussion going back and forth.

Deputy Joubert asked if the proposal on the table was going from January 1st to April 1st for the step increases, getting their 2½% April 1st. Commissioner Clark commented that is one of the pieces.

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Commissioner Dolecal asked about giving each of the staff X number of dollars to go seek their own insurance. Kathy commented that they may run into issues with the Affordable Care Act if they decide to do that. She will have to research it. Discussion ensued. Commissioner Clark commented that might be something to look at next year. We do require employees have insurance.

Deputy Joubert stated he will go back to the firefighters to see if they would be willing to move their step from January 1st to April 1st. He will report back to them at the next meeting.

Nonpublic Session

Commissioner Clark made a motion to into nonpublic session under RSA 91-A:3, II(b) *The hiring of any person as a public employee*. Commissioner Dolecal seconded the motion. A roll call vote was conducted. Motion passed unanimously.

Nonpublic session entered at 7:02 PM.

Public Session

Commissioner Dolecal made a motion to come out of nonpublic session at 7:20 PM. Commissioner Clark seconded the motion and a roll call vote was conducted. The motion passed unanimously.

Public session reconvened at 7:20 PM.

Adjournment

Commissioner Clark made a motion to adjourn. Commissioner Dolecal seconded the motion. There being no discussion, vote was taken. Motion to adjourn passed unanimously.

The meeting adjourned at 7:25 PM.

Respectfully submitted,

Kathy Tobine
Administrative Assistant

Next Meeting Date, Time, Place: 01/08/13 at 18:00. Meeting to be held at Tilton Town Hall, 257 Main Street, Tilton.