

CONWAY VILLAGE FIRE DISTRICT  
COMMISSIONERS' MEETING  
Thursday January 6, 2022, 5:00 P.M.  
Admin Building Meeting Room

Meeting was called to order at 5:00 P.M.

Commissioners present: Steve Bamsey, and Mike Digregorio, Tom Buco was absent.  
Staff present: Chief Solomon, Amy Snow, Municipal Bookkeeper, Superintendent Vallieres

FIRE CHIEFS' BUSINESS

The Chief is requesting a pay increase for call/per-diem staff to raise incentive and encourage trainings. (See attached.) 2021 ended with a total of 1,440 calls. Discussion ensued. **Mr. Bamsey made a motion to amend the labor grade as presented by the Fire Chief, effective January 10<sup>th</sup>, 2022. Seconded by Mr. Digregorio. Motion passed 2-0-0.**

SUPERINTENENT'S BUSINESS

Bruno started with a follow up video of Main Street after project completion. Then a second, before and after video of the I/I. Discussion ensued.

Bruno put forward the question, why do we bill quarterly? Perhaps we should bill monthly? Amy offered an explanation including a past poll for monthly bills that ended with a negative result, increased costs, and current procedure. Discussion ensued.

BOOKKEEPERS BUSINESS

Amy reviewed the November abatements. (See attached.) There were no December abatements.

ADMINISTRATIVE BUSINESS

**Mr. Bamsey made a motion to ratify a., though c., seconded by Mr. Digregorio.**

- a. Ratify Weekly Payroll Manifest and sign checks for week ending 1/2/22
- b. Ratify Monthly Payroll Manifest and sign checks for month ending 12/31/21
- c. Ratify A/P Manifest dated 1/5/22 and sign checks dated 1/7/22

Discussion:

Garage door maintenance on the Administration building and the treatment plant.  
\$91,000.00 - New Hampshire Municipal Bond bank

**Motion passed 2-0-0.**

**Mr. Bamsey made a motion to approve the chief's timesheets for weeks ending 1/2/21, seconded by Mr. Digregorio. Motion passed 2-0-0.**

**Mr. Bamsey made a motion to approve the meeting minutes dated 12/30/21. Seconded by Mr. Digregorio. Motion passed 2-0-0.**

The next meeting will be Thursday, January 13, 2022, at 5:00 P.M.

There being no further business to come before the Board, meeting was adjourned without objection at 6:45 P.M.

Respectfully submitted,  
Lisa Chisholm, Office Assistant

**Labor Grades**

**Job Title**

Probationary Call Firefighter

**Base Labor Grade**

GS 1 *Step 0*

Call Firefighter (Must have FF I, ICS 100, 200, 700)

GS 5

Career Firefighter/ EMT (FF II, Driver/ Operator, SWR Ops)

GS 10

Career Firefighter/ AEMT (FF II, Driver/ Operator, SWR Ops)

GS 13

Career Firefighter/ Paramedic (FF II, Driver/ Operator, SWR Ops)

GS 16

**Call Incentives:**

**Certification**

**Labor Grade Addition**

Driver/ Operator

1

EMT

1 (2)

AEMT

3 (5)

Paramedic

6 (8)

Lieutenant

1

Captain

2

Deputy Chief

4

Swift Water Operations

1

Swift Water Technician

1

Firefighter II

1

**Career Incentives:**

**Certification**

**Labor Grade Addition**

Lieutenant

1

Captain

2

Swift Water Technician

1

Inspector I

1

Inspector II

1

Haz Mat Technician

1

Labor grade incentives are cumulative. Add them to the appropriate base labor grade to calculate individual pay rate.

**Cost of Living Adjustments**

The entire pay grid may be adjusted periodically as the budget allows and the Commissioners approve. COLA changes effect all employees.

Call/ Per-Deim Staff that routineley take shifts

Name	EMS Level	Current Pay Rate	New Rate
Broughton-Bossong	Paramedic	\$ 14.28	\$ 18.36
Croce	EMT	\$ 13.60	\$ 14.54
Dukehart	Paramedic	\$ 18.77	\$ 20.07
Greenblatt	EMT	\$ 14.15	\$ 15.57
Legare	AEMT	\$ 14.85	\$ 17.31
Odell	AEMT	\$ 14.15	\$ 16.81
Remington	Paramedic	\$ 17.87	\$ 20.07
Richardson	EMT	\$ 17.34	\$ 18.91
Smith	AEMT	\$ 16.35	\$ 18.91
Solomon	EMT	\$ 14.15	\$ 15.57

Jan 10<sup>th</sup>

## Conway Fire Department Pay Plan 2022

Purpose: To encourage recruitment and retention of staff by defining base pay and incentive pay for Career Staff, Call Staff, and Per-Diem Staff; to encourage employees to take specific training by incentivizing those certifications.

### General Schedule Pay Scale

Labor Grade	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5
25	\$ 26.18	\$ 26.97	\$ 27.78	\$ 28.62	\$ 29.47	\$ 30.35
24	\$ 25.42	\$ 26.18	\$ 26.97	\$ 27.78	\$ 28.62	\$ 29.47
23	\$ 24.68	\$ 25.42	\$ 26.18	\$ 26.97	\$ 27.78	\$ 28.62
22	\$ 23.97	\$ 24.68	\$ 25.42	\$ 26.18	\$ 26.97	\$ 27.78
21	\$ 23.26	\$ 23.97	\$ 24.68	\$ 25.42	\$ 26.18	\$ 26.97
20	\$ 22.59	\$ 23.26	\$ 23.97	\$ 24.68	\$ 25.42	\$ 26.18
19	\$ 21.93	\$ 22.59	\$ 23.26	\$ 23.97	\$ 24.68	\$ 25.42
18	\$ 21.29	\$ 21.93	\$ 22.59	\$ 23.26	\$ 23.97	\$ 24.68
17	\$ 20.67	\$ 21.29	\$ 21.93	\$ 22.59	\$ 23.26	\$ 23.97
16	\$ 20.07	\$ 20.67	\$ 21.29	\$ 21.93	\$ 22.59	\$ 23.26
15	\$ 19.48	\$ 20.06	\$ 20.67	\$ 21.29	\$ 21.93	\$ 22.59
14	\$ 18.91	\$ 19.48	\$ 20.07	\$ 20.67	\$ 21.29	\$ 21.93
13	\$ 18.36	\$ 18.91	\$ 19.48	\$ 20.07	\$ 20.67	\$ 21.29
12	\$ 17.83	\$ 18.36	\$ 18.92	\$ 19.48	\$ 20.07	\$ 20.67
11	\$ 17.31	\$ 17.83	\$ 18.36	\$ 18.91	\$ 19.48	\$ 20.07
10	\$ 16.81	\$ 17.30	\$ 17.83	\$ 18.36	\$ 18.91	\$ 19.48
9	\$ 15.73	\$ 16.20	\$ 16.68	\$ 17.19	\$ 17.70	\$ 18.23
8	\$ 15.13	\$ 15.57	\$ 16.04	\$ 16.53	\$ 17.02	\$ 17.54
7	\$ 14.54	\$ 14.98	\$ 15.43	\$ 15.89	\$ 16.37	\$ 16.86
6	\$ 13.98	\$ 14.40	\$ 14.83	\$ 15.28	\$ 15.74	\$ 16.21
5	\$ 13.45	\$ 13.85	\$ 14.26	\$ 14.69	\$ 15.14	\$ 15.59
4	\$ 12.85	\$ 13.23	\$ 13.62	\$ 14.04	\$ 14.47	\$ 14.89
3	\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.50	\$ 13.90	\$ 14.32
2	\$ 11.76	\$ 12.12	\$ 12.48	\$ 12.85	\$ 13.24	\$ 13.64
1	\$ 11.20	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.62	\$ 12.99

#### Step Increases.

Step increases are NOT automatic. For call staff, the primary determinant is level of participation with the department. For Career staff, step increases are based on performance reviews.

1/6/22  
minutes

November

1/11     \$949.16 Paul Richardson - bulk water 44,230 gallons  
           \$97.68 Diguosinski - betterment fee approved 11/4  
           \$1.54 Engels - should not have been assessed  
           \$11.59 Szetella             paid on before close of business

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\$1,059.97