



Burlington Fire Department



136 South Winooski Avenue
Burlington, Vermont 05401-8378
(802) 864-4554 • (802) 658-2700 (TTY)
Business Fax (802) 864-5945 • Central Station Fax (802) 865-5387

MEETING OF THE BURLINGTON FIRE COMMISSION

AGENDA

Wednesday, June 28, 2023
8:30 am

Conference Room
Fire Station #1
136 South Winooski Ave
Burlington, VT 05401

- 1) Special Meeting- BFFA Grievance Hearing
- 2) Expected Executive Session – Commissioners to discuss the hearing

Michael LaChance
Chief Engineer

cc: Fire Commission
All Stations

Union President
Clerk/Treas. Office

Command Staff

AGENDA AVAILABLE IN ALTERNATIVE MEDIA FORMS FOR PEOPLE WITH DISABILITIES. FOR DISABILITY ACCESS INFORMATION CALL THE BURLINGTON FIRE DEPARTMENT AT 864-4552 (TTY # 865-7142).

BURLINGTON FIRE COMMISSION

Minutes of the Meeting

June 28, 2023

Minutes of June 28, 2023 Meeting of the Burlington Fire Commission. The meeting of the Burlington Fire Commission convened at 08:40 hours in person with Commissioners Bond, McLaughlin, Sheehey, Perkinson, and Chapman. Chief Engineer Michael LaChance, Chief Administrative Officer Katherine Schad, BFFA Union President Kyle Blake, BFFA Secretary and Treasurer Philip Edgerley, Director of Human Resources Kerin Durfee, Assistant City Attorney (for representation of the City) Jared Pellerin, Assistant City Attorney (for representation of Commission) Kyle Clauss, and Administrative Assistant Meghan Sweeney were also present.

Special Meeting- BFFA Grievance Hearing

The Burlington Fire Commission gathered to hear from the BFFA Union a grievance regarding the 2022-2025 Contract that speaks to a retention bonus in section 10.5A. The Union interpreted the language to state “The parties will agree on an appropriate distribution system of an annual retention bonuses based on tenure, in a total dollar amount of \$112,000 covering 84 members,” to mean that the first year the bonus is calculated it will be a set scale to equal \$112,000 total and then the scale would be set going forward and at times would be higher or lower based on where membership was at with seniority. President Blake also brought up the fact that the total number of employees this covers doesn’t even make sense as when the contract signed there were an additional three members hired so the amount of the bonus is already reduced per member.

The City agreed to the Union deciding how to appropriate the moneys to equal \$112,000 in a year, or \$336,000 over a period of three years. The City wanted to allow the Union to decide who would benefit greatest from the bonus and wanted to allow them to appropriate money the way they wanted. The language is clear that the amount of the bonus is \$112,000 and if the intent of the Union was to have it say something different then it’s something that can be discussed at the next contract negotiation. Chief Administrative Officer Katherine Schad also explained that the total amount of the bonus was a cap that was given by City Council and Mayor during negotiations. This cap was what they were able to give per year or per year over a three year time.

Executive Session

Commissioner Bond asked for a motion to go into executive session which was made by Commissioner McLaughlin, and seconded by Commissioner Sheehey. Pursuant to Title 1, Section 313 of the Vermont Statutes, upon the affirmative vote a majority of the members present, a motion to go into executive session is carried to discuss matters where general public knowledge would place the Department at a substantial disadvantage. Executive Session started at 09:40. All attendees minus commissioners and Assistant City Attorney Kyle Clauss left the room.

Adjourn

Meeting adjourned at 10:02 AM. Commission will draft up a response to submit.

Burlington Fire Commission
 Wednesday, June 28, 2023 08:30 AM
 136 South Winooski Avenue
 Burlington, VT 05401

SIGN-IN SHEET

NAME	EMAIL
Megan Sweeney	mSweeney@burlingtonvt.gov
Ashley Bond	abond@burlingtonvt.gov
Monica Chapman	mchapman@purple.com
Tate Perkinson	tperkinson@burlingtonvt.gov
Linda Sheehy	Lsheehy@gmail.com
KENIA MCCLANAHAN	KMcClanahan@burlingtonvt.gov
Kyle Blake	KBlake@burlingtonvt.gov
Patricia Edgerley	pedgerley@burlingtonvt.gov
Levin Garfee	
Jared Pellierne	jpellierne@burlingtonvt.gov
Katherine Schad	kschad@burlingtonvt.gov
MIKE LACHANCE	MLachance@burlingtonvt.gov
KYLE CLAUSS	KClauSS@burlingtonvt.gov

BURLINGTON FIRE COMMISSION

Minutes of the Meeting

June 28, 2023

Minutes of June 28, 2023 Meeting of the Burlington Fire Commission. The meeting of the Burlington Fire Commission convened at 08:40 hours in person with Commissioners Bond, McLaughlin, Sheehey, Perkinson, and Chapman. Chief Engineer Michael LaChance, Chief Administrative Officer Katherine Schad, BFFA Union President Kyle Blake, BFFA Secretary and Treasurer Philip Edgerley, Director of Human Resources Kerin Durfee, Assistant City Attorney (for representation of the City) Jared Pellerin, Assistant City Attorney (for representation of Commission) Kyle Clauss, and Administrative Assistant Meghan Sweeney were also present.

Special Meeting- BFFA Grievance Hearing

The Burlington Fire Commission gathered to hear from the BFFA Union a grievance regarding the 2022-2025 Contract that speaks to a retention bonus in section 10.5A. The Union interpreted the language to state “The parties will agree on an appropriate distribution system of an annual retention bonuses based on tenure, in a total dollar amount of \$112,000 covering 84 members,” to mean that the first year the bonus is calculated it will be a set scale to equal \$112,000 total and then the scale would be set going forward and at times would be higher or lower based on where membership was at with seniority. President Blake also brought up the fact that the total number of employees this covers doesn’t even make sense as when the contract signed there were an additional three members hired so the amount of the bonus is already reduced per member.

The City agreed to the Union deciding how to appropriate the moneys to equal \$112,000 in a year, or \$336,000 over a period of three years. The City wanted to allow the Union to decide who would benefit greatest from the bonus and wanted to allow them to appropriate money the way they wanted. The language is clear that the amount of the bonus is \$112,000 and if the intent of the Union was to have it say something different then it’s something that can be discussed at the next Union meeting. Chief Administrative Officer Katherine Schad also explained that the total amount of the bonus was a cap that was given by City Council and Mayor during negotiations. This cap was what they were able to give per year or per year over a three year time.

Executive Session

Commissioner Bond asked for a motion to go into executive session which was made by Commissioner McLaughlin, and seconded by Commissioner Sheehey.

Adjourn

Meeting adjourned at 10:02 AM.