

**City of Cortland
Fire Department**



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TO: Susan Feiszli, Mayor
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Brian Tobin, Councilman Ward 4
Dan Quail, Councilman Ward 5
Mark Leonard, Councilman Ward 6
Linda Ferguson, Councilperson Ward 7
Tom Michales, Councilman Ward 8

FROM: Charles Glover, Fire Chief

DATE: June 8, 2010

RE: Request to lift hiring freeze to replace Firefighters

I am respectfully requesting permission to lift the hiring freeze to replace Firefighters who have or will have retired and to backfill an open position resulting from the promotion of the Assistant Fire Chief.

The promotion of an Assistant Fire Chief leaves one Firefighter slot vacant. We had a senior Firefighter retire as of May 29th, 2010. I have received a letter indicating that a captain has filed with the NYS Retirement System and will retire as of June 24, 2010.

I am requesting at this time, permission to lift the freeze, in order to replace these three positions. These positions are already funded in the 2010 General Fund Budget. We will see savings from the difference in salary of the entry level salaries as compared to the higher paid positions vacated of approximately \$90,000.00 in 2010. (See table on next page)

I am also anticipating that another Firefighter will retire in August, as well as an additional Firefighter and Captain before the end of the year. This will also present savings in salary for 2010 with replacement Firefighters hired at starting salaries.

Therefore, I am requesting permission to fill the three openings we have at present and the three future vacancies as they occur

within the next few months with your approval at this time. The replacements would not be hired prior to official retirement date of those who do retire.

We will seek Firefighters from the Civil Service list that already have the required Basic Training Certification in order to further save costs associated with the training and applicable overtime costs for shift coverage. There are a limited number of available and desirable candidates who have this certification. An additional consideration, should we not have certified candidates to opt for, would be to hire replacements prior to actual retirement of those who are expected in the next few months. If this is possible we would need to notify the NYS Fire Academy prior to June 21, 2010 for a listing of registrations for CFD. The Basic Firefighter Training course is running from July 25th through October 7th.

Table of Salary Comparisons and Savings

Position	Reason vacated/ Replacement	2010 Salary	2010 Salary to date of vacated position	Replacement Salary through 12/31/2010	2010 Savings of budgeted amount
Assistant Chief	Retired	\$70,412.00 /yr	\$5,665.00	\$44,322.00 ¹	\$20,425.00
Senior Firefighter	Transferred to Codes	\$57,417.00 /yr	\$17,819.00	\$20,882.00 ²	\$18,716.00
Senior Firefighter	Retired	\$57,417.00 /yr	\$22,878.00	\$16,966.00 ^{3,5}	\$17,573.00
Captain	Retired	\$62,625.00 /yr	\$29,754.00	\$30,878.00 ⁴ @ Entry Capt. Salary	\$1,993.00
7 Yr Firefighter	Promoted to A/C	\$53,367.00 /yr	\$17,530.00	\$16,966.00 ⁵ Entry FF	\$18,871.00
Senior Firefighter	Promoted to Capt.	\$57,417.00 /yr	\$27,278.00	\$16,966.00 ⁵ Entry FF	\$13,173.00
Entry level Firefighter	N/A	\$34,064.00 /yr	N/A	N/A	N/A

1 Position was vacant from 2/1/2010 through 4/19/2010

2 Hired a Firefighter to replace one transferring to codes pursuant to Common Council approval in April

3 Assumes Firefighter start date of 6/24/2010

4 Savings are from difference in promoted FF salary at lower first year Capt. pay rate

5 These are the positions that have been vacated and requesting to lift freeze to fill now

I wish to thank you in advance for your consideration and as always, I remain available to answer any questions or to discuss concerns you may have regarding these requests.