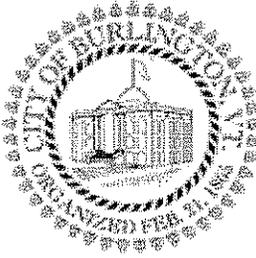


**Office of
the Mayor
Burlington,
Vermont**



Bob Kiss
Mayor
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Fax: (802) 865-7270
TDD: (802) 865-7142

MEMO

Date: February 17, 2011

To: Board of Finance

From: Bob Kiss, Mayor

Re: Starting Salary Recommendation/Burlington Chief Engineer

Board of Finance Members:

The appointment of Seth Lasker as the new Chief Engineer of the Burlington Fire Department was approved at the last Burlington City Council meeting. As Mayor I am recommending that Seth's salary for this position start at Step 4 of the Chief's salary range based on the job requirements and the strength of his experience.

Minimum qualifications are a bachelor's degree and 10 years of experience, or an equivalent combination of education and experience. Seth has a high school diploma and 22 years of experience. His combination of education and experience to meet minimums is a high school diploma and 18 years of experience. This leaves 4 years of additional experience to apply to the Step process. Steps are a two to one ratio—giving Seth two additional steps—placing him at Step 3 set at \$85,944.99.

But further, based on 2 semesters of coursework at Champlain College and substantial education & training participation in 22 years of service, I am requesting that Seth be placed instead at Step 4 of the Fire Chief Scale to start, or \$87,491.99.

In addition, I would also like to reserve the opportunity to recommend a two step increase in the Fire Chief's pay scale upon his completion of an academic degree pursued while serving the City of Burlington as Chief Engineer.

Please contact me with any questions.



CITY OF BURLINGTON

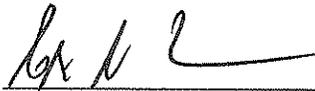
CLERK/TREASURER'S OFFICE

I, Seth S. Lasker, do solemnly swear/affirm that I will faithfully execute the office (duty or trust) of

CHIEF ENGINEER, BURLINGTON FIRE DEPARTMENT

to the best of my judgment and ability according to law. So

help me God/Under the pains and penalties of perjury.



STATE OF VERMONT }
 }
COUNTY OF CHITTENDEN } ss.

Subscribed and sworn/affirmed to before me at Burlington

in said County, this 14th day of FEBRUARY

A.D. 2011.

