

# CITY OF OGDENSBURG, NEW YORK

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CITY HALL • 330 FORD STREET • OGDENSBURG, NY 13669



Office of City Manager Stephen Jellie  
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315-393-6100

April 6, 2022

IAFF Local 1799  
Attn: Jason Bouchard, President  
718 Ford Street  
Ogdensburg, NY 13669

President Bouchard:

Effective 1 April 2022, the City will reduce the Hazard Pay amount to \$3 per member based on current staffing levels and the impossibility to increase staffing levels so as to assign 6 members per work group in the near future. CBA Article 18(c) provides that “[t]he additional \$3 per hour will not be paid until the start date of the first available Recruit Training Course, following a reduction in assigned shift members.”

The current Civil Service list has no candidates and the City will not have a new Firefighter candidate list until sometime in September or October, 2022. As such, there are no firefighters who are scheduled to attend the “first available Recruit Training Course, following this reduction in assigned shift members.”

The City remains ready, willing and able to bargain over the impact of this decision on your membership. In addition, the City remains committed to resolving the pending staffing matter entirely and immediately. The City’s previous offer sent to you 25 February 2022 as an alternative to continued litigation and arbitration remains on the table for negotiation and, although you initially rejected it swiftly, I ask you to thoughtfully reconsider and work collectively with the City toward a solution that will cease the unnecessary legal expense to taxpayers and IAFF Local 1799 members.

The City’s offer affords IAFF Local 1799 all the critical safety factors for the public and your members that you have stated on many occasions is your priority.

If IAFF Local 1799 continues to reject this proposal, I must ask, what are your intentions?

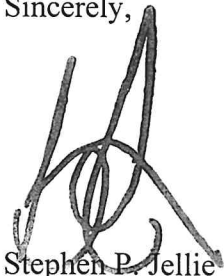
**City Offer - In exchange for the organizational changes and CBA tweaks noted below, the City will (a) maintain the minimum staffing level at 4 Firefighters for 2022; and (b) once enough new personnel graduate from the first available Fire Academy in 2023, increase the minimum staffing level to 5 Firefighters for 2023-25 and maintain 20 work shift positions for the balance of the CBA term.**

**To make this increased staffing model work, the following changes are needed:**

- 1. Realizing the City has the statutory right to abolish positions - modify the FD organizational structure in the CBA to 1-Chief (a non-bargaining unit position), 1-Deputy Chief (a non-bargaining unit position), 4 Captains, 16 Firefighters for the duration of the current contract.**
- 2. Reduce hazard pay to \$3 per hour for the remainder of 2022 as long as daily minimum staffing does not drop below 4 firefighters.**
- 3. Eliminate hazard pay for 2023-2025 as long as daily minimum staffing does not drop below 5 firefighters.**
- 4. Reduce from two firefighters on scheduled vacation/comp block leave per day to one Firefighter per day.**
- 5. Forego the EMT Stipend for 2022-2025.**

I look forward to hearing from you and meeting at your earliest available opportunity to negotiate the final details and affirming language that will render an end to this matter. The City of Ogdensburg is in the midst of an economic revival and it is incumbent upon all of us to do our very best to accelerate those efforts and to solidify the sustainment of the City's economic strength.

Sincerely,

A handwritten signature in dark ink, appearing to read 'S. Jellie', with a stylized, overlapping loop structure.

Stephen P. Jellie  
City Manager/Fire Chief