

FIRE DEPARTMENT	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC	FY2022 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	4,335,909	4,335,905	4,536,104	4,451,314	4,596,058	4,590,847	4,713,347	4,661,948	4,661,948	
5181 Training	-	-	-	-	16,500	2,805	24,000	24,000	24,000	
5130 Overtime	622,317	622,317	625,000	615,886	620,000	608,149	621,878	697,740	697,740	
5131 Uniforms	-	-	-	-	-	-	-	-	-	
5160 Terminal Leave	57,099	57,099	218,203	208,316	112,980	112,980	72,265	23,500	23,500	
Total Salaries	5,015,325	5,015,321	5,379,307	5,275,516	5,345,538	5,314,781	5,431,490	5,407,188	5,407,188	
<i>Operating</i>										
5210 Energy Utilities	43,911	43,907	44,258	44,258	51,097	51,013	46,111	67,493	67,493	
5240 Repairs and Maintenance	123,459	123,457	120,383	120,383	120,201	120,175	112,920	114,600	114,600	
5285 Fire Alarm Maintenance	160	160	1,127	1,127	1,800	1,797	1,800	1,800	1,800	
5310 Professional Services	39,445	39,445	37,998	37,998	39,277	39,277	32,697	32,282	32,282	
5340 Communications	9,809	9,809	7,944	7,823	14,997	14,751	7,400	8,780	8,780	
5402 Facilities Maintenance	43,300	43,262	54,838	54,785	50,007	49,366	37,900	38,150	38,150	
5420 Office Supplies	3,390	3,375	8,919	8,831	9,582	9,275	5,700	5,700	5,700	
5422 Ambulance Supplies	31,610	31,609	35,700	35,480	50,886	50,884	35,700	35,700	35,700	
5424 Hose	1,500	1,500	1,500	1,500	1,719	1,719	2,500	2,500	2,500	
5425 Hazmat	-	-	-	-	500	500	500	500	500	
5510 Grant Match	-	-	16,473	16,473	-	-	-	4,355	4,355	
5530 Mutual Aid	-	-	-	-	150	-	150	150	150	
5535 Ambulance Billing	50,000	49,670	53,000	52,410	57,000	56,953	55,000	57,000	57,000	
5580 Uniforms	22,524	22,517	25,802	25,780	40,790	40,304	22,475	48,647	48,647	
5702 Travel	650	650	576	576	800	633	800	800	800	
5703 Dues and Memberships	5,500	5,457	6,282	5,641	6,750	6,750	12,000	12,000	12,000	
5790 Staff Development	9,900	9,898	5,428	5,428	14,750	14,750	15,000	15,000	15,000	
5950 Unpaid Bills	-	-	-	-	-	-	-	-	-	
Total Operating	385,158	384,716	420,228	418,491	460,306	458,147	388,653	445,457	445,457	
<i>Capital Outlay</i>										
5833 Capital Outlay	32,000	32,000	-	-	52,000	52,000	-	-	-	
Total Capital Outlay	32,000	32,000	-	-	52,000	52,000	-	-	-	
Total Budget	5,432,483	5,432,037	5,799,536	5,694,007	5,857,843.90	5,824,928.03	5,820,143	5,852,645	5,852,645	

	FY2018 BUDGETED	FY2019 BUDGETED	FY2020 BUDGETED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC	FY2022 FIN COM REC
Position	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Fire Chief	1	1	1	1	1	1	
Deputy Fire Chief	1	1	1	1	1	1	
Captains	5	5	4	4	5	5	
Lieutenants	13	13	14	14	13	13	
Firefighters	37	37	36	36	36	36	
Secretary	1	1	1	1	1	1	
Total Staffing	58	58	57	57	57	57	-

**FISCAL YEAR 2022
FIRE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED**

Name / Promotion	Position	Step	Hire/Step	Base Salary	Education/Specialist		EMT Stipend		Longevity		Holiday Pay	Total Salary	
					%	Pay	%	Pay	%	PAY			
Joseph Kearns	1/5/2021	Chief	PP6/7	11/2/1995	118,377	10.0%	11,838	6.0%	7,103	11.25%	13,317	6,327	156,962
Albert Vasas	7/11/2011	Deputy	PP7	8/7/1989	74,165	7.5%	5,562	6.0%	4,450	11.25%	8,344	4,353	96,873
Michael Callahan	3/1/2005	Captain	C-4	3/13/1989	7,775	7.5%	583	6.0%	466		354	458	9,636
David Carney	7/1/21	Captain	C-2/3	11/5/1995	72,740	7.5%	5,455	9.0%	6,547	11.25%	8,183	4,878	97,803
Jeff Giasullo	1/5/21	Captain	C-3	11/4/1995	75,451	3.0%	2,264	6.0%	4,527	11.25%	8,488	4,780	95,509
Scott Keddie	12/18/2016	Captain-FTO	C-4	3/11/1987	81,166	23.5%	19,072	6.0%	4,870	15.00%	12,175	6,178	123,461
Gary Kerr	2/1/2014	Captain	C-4	12/1/1988	10,884	7.5%	816	6.0%	653	15.00%	1,633	499	14,486
Kenneth Sandberg	7/18/21	Captain	C-2/3	5/5/2003	72,740	9.0%	6,547	6.0%	4,364	7.75%	5,637	4,687	93,975
Patrick Doherty	3/5/2017	Captain	C-2/3	7/7/1997	72,740	7.5%	5,456	6.0%	4,364	9.25%	6,728	4,687	93,975
Daniel Sawicki	12/18/2016	Lieut. - FPO	L-4	7/26/2004	69,400	19.5%	13,533	6.0%	4,164	5.50%	3,817	4,790	95,703
Paul Guttadauro	7/9/2004	Lieutenant	L-4	4/1/1994	69,400	7.5%	5,205	6.0%	4,164	11.25%	7,807	4,561	91,137
Scott Austin	7/22/2018	Lieutenant	L-4	11/10/2003	69,400	10.0%	6,940	6.0%	3,685	7.75%	5,378	4,499	89,902
Peter Bielecki	2/16/2022	Lieutenant	L-2	5/4/2014	61,604	0.0%	-	6.0%	4,096	3.00%	1,848	3,559	71,107
James Fitzpatrick	8/8/2021	Lieutenant	L-2/3	11/10/2011	64,372	10.0%	6,437	6.0%	3,862	5.50%	3,540	4,106	82,317
Joseph Fortunato	7/18/2021	Lieutenant	L-2/3	7/9/2001	64,372	10.0%	6,437	6.0%	3,862	7.75%	4,989	4,182	83,841
David Giasullo	1/5/2021	Lieutenant	L-3	9/4/2012	66,770	19.0%	12,686	6.0%	4,006	3.00%	2,003	4,503	89,969
Timothy Holden	1/5/2021	Lieutenant	L-3	4/1/1994	66,770	7.5%	5,008	6.0%	4,006	11.25%	7,512	4,388	87,684
Brian Hurley	3/20/2005	Lieutenant	L-4	8/7/1989	9,632	0.0%	-	6.0%	578	11.25%	1,084	403	11,697
David Karlberg	8/26/2018	Lieutenant	L-4	2/5/2001	69,400	10.0%	6,940	6.0%	4,164	9.25%	6,419	4,579	91,502
Robert Keddie	7/11/2021	Lieutenant	L-2/3	11/9/2011	64,372	10.0%	6,437	6.0%	3,862	5.50%	3,540	4,106	82,317
Brian Mackey	3/19/2019	Lieutenant	L-4	1/18/2009	69,400	19.0%	13,186	6.0%	4,164	5.50%	3,817	4,771	95,338
Russell McGlaughlin	11/3/2003	Lieutenant	L-4	8/7/1989	79,987	7.5%	5,999	6.0%	4,799		3,700	4,675	99,160
Christina Merrill	5/1/2020	Lieutenant	L-4	11/10/2003	69,400	4.0%	2,776	6.0%	4,164	7.75%	5,378	4,305	86,023
Alan Rosemond	7/1/2020	Lieutenant	L-4	6/12/1995	69,400	7.5%	5,205	6.0%	4,164	9.25%	6,419	4,488	89,676
Joel Altavesta		FF/AMB	P-4	6/9/2014	61,416	14.0%	8,598	7.0%	4,299	3.00%	1,842	4,012	80,168
Marc Bourdon		FF/AMB	P-4	9/3/2013	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Shawn Bradley		FF/AMB	P-4	7/27/2015	61,416	10.0%	6,142	7.0%	4,299	3.00%	1,842	3,883	77,581
Peter Brekalis		FF/AMB	P-2	1/4/2021	54,827	5.0%	2,741	7.0%	4,299	0.00%	-	3,259	65,127
Patrick Brothers		Firefighter	P-4	1/4/2021	61,416	0.0%	-	7.0%	3,685		3,100	3,593	71,794
Joseph Doherty		FF/AMB	P-4	7/10/2017	61,416	0.0%	-	7.0%	4,299	0.00%	-	3,462	69,177
Todd Elliott		Firefighter	P-4	6/26/2006	61,416	0.0%	-	6.0%	3,685		2,600	3,567	71,267
Jay Fagone		FF/AMB	P-3	3/23/2020	39,089	5.0%	2,954	7.0%	4,299	0.00%	-	3,495	69,837
John Fowler		Firefighter	P-4	4/26/2000	61,416	0.0%	-	6.0%	3,685	9.25%	5,681	3,729	74,511
Jeffrey Giasullo, Jr		FF/AMB	P-4	7/1/2019	61,416	5.0%	3,071	7.0%	4,299	0.00%	-	3,624	72,409
Michael Giasullo		Firefighter	P-4	11/8/2011	61,416	7.5%	4,606	6.0%	3,685	5.50%	3,378	3,850	76,935
William Gosse		Firefighter	P-4	8/4/1998	61,416	0.0%	-	6.0%	3,685	9.25%	5,681	3,729	74,511
Justin Hubbard		FF/AMB	P-4	8/13/2018	61,416	0.0%	-	7.0%	4,299	0.00%	-	3,462	69,177
Daniel Kasprzak		FF/AMB	P-4	9/3/2013	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Justin Lamoureux		FF/AMB	P-4	11/30/2015	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
David Levy, Jr.		Firefighter	P-4	4/1/1997	61,416	0.0%	-	6.0%	3,685	9.25%	5,681	3,729	74,511
Charles Lucia, Jr.		FF/AMB	P-4	8/13/2018	61,416	10.0%	6,142	7.0%	4,299	0.00%	-	3,786	75,642
Timothy Mancusi		FF/AMB	P-4	6/9/2014	61,416	10.0%	6,142	7.0%	4,299	3.00%	1,842	3,883	77,581
Michael Merrill		Firefighter	P-4	1/26/2004	61,416	0.0%	-	6.0%	3,685	7.75%	4,760	3,680	73,541
John OLeary		FF/AMB	P-4	4/2/2017	61,416	0.0%	-	7.0%	4,299	0.00%	1,842	3,559	71,116
Henry Roberts		FF/AMB	P-3	1/6/2020	59,089	7.5%	4,432	7.0%	4,299	0.00%	-	3,573	71,392
Daniel Sitar		Firefighter	P-4	3/13/1987	9,742	0.0%	-	6.0%	585	15.00%	1,461	368	12,156
Daniel Small		Firefighter	P-4	4/17/1988	14,613	0.0%	-	0.0%	-	15.00%	2,192	711	17,516
Peter Smith		FF/AMB	P-4	4/3/2017	61,416	5.0%	3,071	7.0%	4,299	0.00%	1,842	3,721	74,349
Joseph Sodergren		FF/AMB	P-4	8/13/2018	61,416	9.0%	5,527	7.0%	4,299	0.00%	-	3,753	74,995
Steven Spencer		Firefighter	P-4	10/7/2002	61,416	5.0%	3,071	6.0%	3,685	7.75%	4,760	3,842	76,773
Christopher Teixeira		FF/AMB	P-4	1/16/2017	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Derek Temmallo		FF/AMB	P-4	12/4/2017	61,416	5.0%	3,071	7.0%	4,299	0.00%	-	3,624	72,409
Derek Welch		FF/AMB	P-4	12/5/2016	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Tyler Welch		FF/AMB	P-4	12/1/2014	61,416	0.0%	-	7.0%	4,299	3.00%	1,842	3,559	71,116
Michael Willey		FF/AMB	P-4	12/4/2017	61,416	15.0%	9,212	7.0%	4,299	0.00%	-	3,947	78,874
Daniel Yost		Firefighter	P-4	7/26/2004	61,416	0.0%	-	6.0%	3,685		2,600	3,567	71,267
New Hire (Callahan)		FF/AMB	P-1/2	1/4/2021	52,794	5.0%	2,640	7.0%	4,299	0.00%	-	2,844	62,577
New Hire (Kerr)		FF/AMB	P-1/2	1/4/2021	52,794	0.0%	-	7.0%	4,299	0.00%	-	2,719	59,812
New Hire (Hurley)		FF/AMB	P-1/2	1/4/2021	50,694	0.0%	-	7.0%	4,134	0.00%	-	2,719	57,547
New Hire (Sitar)		FF/AMB	P-1/2	1/4/2021	50,694	0.0%	-	7.0%	4,134	0.00%	-	2,719	57,547
New Hire (Small)		FF/AMB	P-1/2	1/4/2021	45,442	5.0%	2,272	7.0%	3,723	0.00%	-	2,719	54,155
New Hire (Vasas)		FF/AMB	P-1	1/4/2021	20,671	3.0%	620	7.0%	1,746	0.00%	-	815	23,852
Jeanne Martin		Secretary	PAP-8	1/28/2015	69,843						1,000		70,843
Total					3,748,229		251,723.0		241,451		195,274	225,271	4,661,948

Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement.	Total	24,000
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Overtime: Estimated funds for shift replacements to maintain staffing at 12 members per shift throughout the fiscal year. Based on average time usage beyond contractually obligated time off and average past incident response. Six members anticipated to attend Mass Fire Academy Recruit Training Program.	697,740
Total	697,740

Uniforms: Uniform allowance added to base pay for existing members of Department; individual members responsible for purchase and maintenance of uniforms and dress uniforms after initial purchase by Department.	-
Total	-

Contractually obligated Sick Leave Incentive Programs (pay-only conversion based on current CBA).	23,500
Contractually obligated Terminal Leave for retirements of Chief Michael Hazel, Capt Gary Kerr, Capt Michael Callahan, FF Daniel Sitar, FF Daniel Small	-
Sub Total	23,500

**FISCAL YEAR 2022
FIRE DEPARTMENT SALARY INFORMATION BUDGET REQUEST**

Name / Promotion	Position	Step	Hire/Step	Education/Specialist		EMT Stipend		Longevity		Holiday Pay	Total Salary		
				Base Salary	%	Pay	%	Pay	%			PAY	
Joseph Kearns	1/5/2021	Chief	PP6/7	11/2/1995	118,377	10.0%	11,838	6.0%	7,103	11.25%	13,317	6,327	156,962
Albert Vasas	7/1/2011	Deputy	PP7	8/7/1989	74,165	7.5%	5,562	6.0%	4,450	11.25%	8,344	4,353	96,873
Michael Callahan	3/1/2005	Captain	C-4	3/13/1989	7,775	7.5%	583	6.0%	466		354	458	9,636
David Carney	7/11/21	Captain	C-2/3	11/5/1995	72,740	7.5%	5,455	9.0%	6,547	11.25%	8,183	4,878	97,803
Jeff Giasullo	1/5/21	Captain	C-3	11/4/1995	75,451	3.0%	2,264	6.0%	4,527	11.25%	8,488	4,780	95,509
Scott Keddie	12/18/2016	Captain-FTO	C-4	3/11/1987	81,166	23.5%	19,072	6.0%	4,870	15.00%	12,175	6,178	123,461
Gary Kerr	2/1/2014	Captain	C-4	12/1/1988	10,884	7.5%	816	6.0%	653	15.00%	1,633	499	14,486
Kenneth Sandberg	7/18/21	Captain	C-2/3	5/5/2003	72,740	9.0%	6,547	6.0%	4,364	7.75%	5,637	4,687	93,975
Patrick Doherty	3/5/2017	Captain	C-2/3	7/7/1997	72,740	7.5%	5,456	6.0%	4,364	9.25%	6,728	4,687	93,975
Daniel Sawicki	12/18/2016	Lieut. - FPO	L-4	7/26/2004	69,400	19.5%	13,533	6.0%	4,164	5.50%	3,817	4,790	95,703
Paul Guttadauro	7/9/2004	Lieutenant	L-4	4/1/1994	69,400	7.5%	5,205	6.0%	4,164	11.25%	7,807	4,561	91,137
Scott Austin	7/22/2018	Lieutenant	L-4	11/10/2003	69,400	10.0%	6,940	6.0%	3,685	7.75%	5,378	4,499	89,902
Peter Bielecki	2/16/2022	Lieutenant	L-2	5/4/2014	61,604	0.0%	-	6.0%	4,096	3.00%	1,848	3,559	71,107
James Fitzpatrick	8/8/2021	Lieutenant	L-2/3	11/10/2011	64,372	10.0%	6,437	6.0%	3,862	5.50%	3,540	4,106	82,317
Joseph Fortunato	7/18/2021	Lieutenant	L-2/3	7/9/2001	64,372	10.0%	6,437	6.0%	3,862	7.75%	4,989	4,182	83,841
David Giasullo	1/5/2021	Lieutenant	L-3	9/4/2012	66,770	19.0%	12,686	6.0%	4,006	3.00%	2,003	4,503	89,969
Timothy Holden	1/5/2021	Lieutenant	L-3	4/1/1994	66,770	7.5%	5,008	6.0%	4,006	11.25%	7,512	4,388	87,684
Brian Hurley	3/20/2005	Lieutenant	L-4	8/7/1989	9,632	0.0%	-	6.0%	578	11.25%	1,084	403	11,697
David Karlberg	8/26/2018	Lieutenant	L-4	2/5/2001	69,400	10.0%	6,940	6.0%	4,164	9.25%	6,419	4,579	91,502
Robert Keddie	7/11/2021	Lieutenant	L-2/3	11/9/2011	64,372	10.0%	6,437	6.0%	3,862	5.50%	3,540	4,106	82,317
Brian Mackey	3/19/2019	Lieutenant	L-4	1/18/2009	69,400	19.0%	13,186	6.0%	4,164	5.50%	3,817	4,771	95,338
Russell McGlaughlin	11/3/2003	Lieutenant	L-4	8/7/1989	79,987	7.5%	5,999	6.0%	4,799		3,700	4,675	99,160
Christina Merrill	5/1/2020	Lieutenant	L-4	11/10/2003	69,400	4.0%	2,776	6.0%	4,164	7.75%	5,378	4,305	86,023
Alan Rosemond	7/1/2020	Lieutenant	L-4	6/12/1995	69,400	7.5%	5,205	6.0%	4,164	9.25%	6,419	4,488	89,676
Joel Altavesta		FF/AMB	P-4	6/9/2014	61,416	14.0%	8,598	7.0%	4,299	3.00%	1,842	4,012	80,168
Marc Bourdon		FF/AMB	P-4	9/3/2013	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Shawn Bradley		FF/AMB	P-4	7/27/2015	61,416	10.0%	6,142	7.0%	4,299	3.00%	1,842	3,883	77,581
Peter Brekalis		FF/AMB	P-2	1/4/2021	54,827	5.0%	2,741	7.0%	4,299	0.00%	-	3,259	65,127
Patrick Brothers		Firefighter	P-4	6/10/1995	61,416	0.0%	-	6.0%	3,685		3,100	3,593	71,794
Joseph Dogherty		FF/AMB	P-4	7/10/2017	61,416	0.0%	-	7.0%	4,299	0.00%	-	3,462	69,177
Todd Elliott		Firefighter	P-4	6/26/2006	61,416	0.0%	-	6.0%	3,685		2,600	3,567	71,267
Jay Fagone		FF/AMB	P-3	3/23/2020	59,089	5.0%	2,954	7.0%	4,299	0.00%	-	3,495	69,837
John Fowler		Firefighter	P-4	4/26/2000	61,416	0.0%	-	6.0%	3,685	9.25%	5,681	3,729	74,511
Jeffrey Giasullo, Jr		FF/AMB	P-4	7/1/2019	61,416	5.0%	3,071	7.0%	4,299	0.00%	-	3,624	72,409
Michael Giasullo		Firefighter	P-4	11/8/2011	61,416	7.5%	4,606	6.0%	3,685	5.50%	3,378	3,850	76,935
William Gosse		Firefighter	P-4	8/4/1998	61,416	0.0%	-	6.0%	3,685	9.25%	5,681	3,729	74,511
Justin Hubbard		FF/AMB	P-4	8/13/2018	61,416	0.0%	-	7.0%	4,299	0.00%	-	3,462	69,177
Daniel Kasprzak		FF/AMB	P-4	9/3/2013	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Justin Lamoureux		FF/AMB	P-4	11/30/2015	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
David Levy, Jr.		Firefighter	P-4	4/1/1997	61,416	0.0%	-	6.0%	3,685	9.25%	5,681	3,729	74,511
Charles Lucia, Jr.		FF/AMB	P-4	8/13/2018	61,416	10.0%	6,142	7.0%	4,299	0.00%	-	3,786	75,642
Timothy Mancusi		FF/AMB	P-4	6/9/2014	61,416	10.0%	6,142	7.0%	4,299	3.00%	1,842	3,883	77,581
Michael Merrill		Firefighter	P-4	1/26/2004	61,416	0.0%	-	6.0%	3,685	7.75%	4,760	3,680	73,541
John OLeary		FF/AMB	P-4	4/2/2017	61,416	0.0%	-	7.0%	4,299	0.00%	1,842	3,559	71,116
Henry Roberts		FF/AMB	P-3	1/6/2020	59,089	7.5%	4,432	7.0%	4,299	0.00%	-	3,573	71,392
Daniel Sitar		Firefighter	P-4	3/13/1987	9,742	0.0%	-	6.0%	585	15.00%	1,461	368	12,156
Daniel Small		Firefighter	P-4	4/17/1988	14,613	0.0%	-	0.0%	-	15.00%	2,192	711	17,516
Peter Smith		FF/AMB	P-4	4/3/2017	61,416	5.0%	3,071	7.0%	4,299	0.00%	1,842	3,721	74,349
Joseph Sodergren		FF/AMB	P-4	8/13/2018	61,416	9.0%	5,527	7.0%	4,299	0.00%	-	3,753	74,995
Steven Spencer		Firefighter	P-4	10/7/2002	61,416	5.0%	3,071	6.0%	3,685	7.75%	4,760	3,842	76,773
Christopher Teixeira		FF/AMB	P-4	1/16/2017	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Derek Temmalo		FF/AMB	P-4	12/4/2017	61,416	5.0%	3,071	7.0%	4,299	0.00%	-	3,624	72,409
Derek Welch		FF/AMB	P-4	12/5/2016	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Tyler Welch		FF/AMB	P-4	12/1/2014	61,416	0.0%	-	7.0%	4,299	3.00%	1,842	3,559	71,116
Michael Willey		FF/AMB	P-4	12/4/2017	61,416	15.0%	9,212	7.0%	4,299	0.00%	-	3,947	78,874
Daniel Yost		Firefighter	P-4	7/26/2004	61,416	0.0%	-	6.0%	3,685		2,600	3,567	71,267
New Hire (Callahan)		FF/AMB	P-1/2	1/4/2021	52,794	5.0%	2,640	7.0%	4,299	0.00%	-	2,844	62,577
New Hire (Kerr)		FF/AMB	P-1/2	1/4/2021	52,794	0.0%	-	7.0%	4,299	0.00%	-	2,719	59,812

Name / Promotion	Position	Step	Hire/Step	Education/Specialist		EMT Stipend		Longevity		Holiday Pay	Total Salary
				Base Salary	%	Pay	%	Pay	%		
New Hire (Hurley)	FF/AMB	P-1/2	1/4/2021	50,694	0.0%	-	7.0%	4,134	0.00%	2,719	57,547
New Hire (Sitar)	FF/AMB	P-1/2	1/4/2021	50,694	0.0%	-	7.0%	4,134	0.00%	2,719	57,547
New Hire (Small)	FF/AMB	P-1/2	1/4/2021	45,442	5.0%	2,272	7.0%	3,723	0.00%	2,719	54,155
New Hire (Vasas)	FF/AMB	P-1	1/4/2021	20,671	3.0%	620	7.0%	1,746	0.00%	815	23,852
Jeanne Martin	Secretary	PAP-8	1/28/2015	69,843						1,000	70,843
Total				3,748,229		251,723.0		241,451		195,274	4,661,948
	Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement.										
										Total	24,000
	Overtime:	Estimated funds for shift replacements to maintain staffing at 12 members per shift throughout the fiscal year.									
		Based on average time usage beyond contractually obligated time off and average past incident response.									
		Six members anticipated to attend Mass Fire Academy Recruit Training Program.									
										Total	697,740
	Uniforms:	Uniform allowance added to base pay for existing members of Department; individual members responsible for purchase and maintenance of uniforms and dress uniforms after initial purchase by Department.									
											-
										Total	-
	Contractually obligated Sick Leave Incentive Programs (pay-only conversion based on current CBA).										
											23,500
	Contractually obligated Terminal Leave for retirements of Chief Michael Hazel, Capt Gary Kerr, Capt Michael Callahan, FF Daniel Sitar, FF Daniel Small										
											-
										Sub Total	23,500

**FISCAL YEAR 2021
FIRE DEPARTMENT SALARY INFORMATION**

Name / Promotion	Position	Step	Hire/Step	Base Salary	Education/Specialist		EMT Stipend		Longevity		Holiday Pay	Total Salary	
					%	Pay	%	Pay	%	PAY			
Michael Hazel	7/1/2011	Chief	PAP10	4/17/1988	71,596	7.5%	5,369	6.0%	4,296	15.00%	10,739	4,600	96,600
New Fire Chief	11/1/2020	Chief	PAP	11/1/2020	23,529	10.0%	1,852	6.0%	1,111	11.25%	2,084	512	29,088
Albert Vasas	7/1/2011	Deputy	PAP5	8/7/1989	108,439	7.5%	8,132	6.0%	6,506	11.25%	12,199	5,701	140,977
Michael Callahan	3/1/2005	Captain	C-1	3/1/1989	81,166	7.5%	5,882	6.0%	4,870		3,700	5,037	100,655
Joseph Kearns	9/30/2018	Captain	C-1	11/2/1995	78,422	10.0%	7,842	6.0%	4,705	11.25%	8,822	5,257	105,049
Gary Kerr	2/1/2014	Captain	C-4	12/1/1988	81,166	7.5%	6,087	6.0%	4,870	15.00%	12,175	5,494	109,792
Scott Keddle	12/18/2016	Captain	C-4	3/11/1987	81,166	11.5%	9,333	6.0%	4,870	15.00%	12,175	5,665	113,209
Daniel Sawicki	12/18/2016	Lieut. - FPO	L-4	7/26/2004	69,400	19.5%	13,533	6.0%	4,164	5.50%	3,817	4,790	95,703
Paul Gutadauro	7/9/2004	Lieut. - FTO	L-4	4/1/1994	69,400	19.5%	13,533	6.0%	4,164	9.25%	6,419	4,927	98,443
Scott Austin	7/22/2018	Lieutenant	L-4	11/10/2003	69,400	10.0%	6,940	6.0%	3,685	7.75%	5,378	4,499	89,902
David Carney	8/30/2009	Lieutenant	L-4	11/1/1995	69,400	7.5%	5,205	9.0%	6,246	9.25%	7,302	4,651	92,804
Patrick Doherty	3/5/2017	Lieutenant	L-4	7/7/1997	69,400	7.5%	5,205	6.0%	4,164	9.25%	6,419	4,488	89,676
Jeffrey Giasullo	7/9/2004	Lieutenant	L-4	11/6/1995	70,538	3.0%	2,116	6.0%	4,232	9.25%	7,430	4,436	88,752
Brian Hurlley	3/20/2005	Lieutenant	L-4	8/7/1989	69,400	0.0%	-	6.0%	4,310	11.25%	8,081	4,436	86,227
David Karlberg	8/26/2018	Lieutenant	L-4	2/5/2001	69,400	10.0%	6,940	6.0%	4,164	7.75%	6,419	4,540	91,463
Brian Mackey	3/19/2019	Lieutenant	L-4	1/18/2009	69,400	14.0%	13,186	7.0%	4,299	5.50%	3,817	4,778	95,480
Russell McLaughlin	11/3/2003	Lieutenant	L-4	8/7/1989	69,400	7.5%	5,205	6.0%	4,164		3,700	4,345	86,813
Christina Merrill	3/1/2020	Lieutenant	L-2/3	11/10/2003	65,202	4.0%	2,608	6.0%	3,912	7.75%	3,053	4,060	80,855
Alan Rosemond	7/1/2020	Lieutenant	L-2/3	6/12/1995	64,854	7.5%	4,864	6.0%	3,891	9.25%	5,999	4,233	83,841
Kenneth Sandberg	2/1/2014	Lieutenant	L-4	5/8/2003	69,400	7.5%	5,205	6.0%	4,164	7.75%	5,378	4,579	88,726
Joel Altavesta		FF/AMB	P-4	6/9/2014	61,416	14.0%	8,598	7.0%	4,299	3.00%	1,842	3,883	80,038
Peter Bielecki		FF/AMB	P-4	5/4/2014	61,416	0.0%	-	7.0%	4,299	3.00%	1,842	3,559	71,116
Marc Bourdon		FF/AMB	P-4	9/3/2013	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Shawn Bradley		FF/AMB	P-4	7/27/2015	61,416	10.0%	6,142	7.0%	4,299	3.00%	1,842	3,883	77,581
Patrick Brothers		Firefighter	P-4	6/10/1995	61,416	0.0%	-	6.0%	3,685		3,100	3,593	71,794
Joseph Dogherty		FF/AMB	P-4	7/10/2017	61,416	0.0%	-	7.0%	4,299	0.00%	-	3,462	69,177
Todd Elliott		Firefighter	P-4	6/26/2006	61,416	0.0%	-	6.0%	4,299		2,600	3,567	71,881
Jay Fagone		FF/AMB	P-1/2	3/23/2020	53,923	5.0%	2,696	7.0%	4,299	0.00%	-	3,220	64,139
James Fitzpatrick		Firefighter	P-4	11/10/2011	61,416	10.0%	6,142	7.0%	4,299	3.00%	1,842	3,883	77,581
Joseph Fortunato		Firefighter	P-4	7/9/2001	61,416	10.0%	6,142	6.0%	3,685	7.75%	4,760	4,004	80,006
John Fowler		Firefighter	P-4	4/26/2000	61,416	0.0%	-	6.0%	3,685	9.25%	5,681	3,729	74,511
David Giasullo		FF/AMB	P-4	9/4/2012	62,423	19.0%	10,258	7.0%	3,969	3.00%	1,873	4,110	82,632
Michael Giasullo		Firefighter	P-4	11/8/2011	61,416	7.5%	4,606	7.0%	3,685	3.00%	1,842	3,769	75,319
Jeffrey Giasullo, Jr		FF/AMB	P-3	7/1/2019	59,089		-		4,136	0.00%	-	3,331	66,556
William Gosse		Firefighter	P-4	8/4/1998	61,416	0.0%	-	6.0%	3,685	9.25%	5,681	3,729	74,511
Timothy Holden		Firefighter	P-4	4/1/1994	61,416	7.5%	4,606	6.0%	3,685	9.25%	5,681	3,972	79,359
Justin Hubbard		FF/AMB	P-4	8/13/2018	61,416	0.0%	-	7.0%	4,299	0.00%	-	3,462	69,177
Daniel Kasprzak		FF/AMB	P-4	9/3/2013	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Robert Keddle		FF/AMB	P-4	11/9/2011	61,416	7.5%	4,606	7.0%	4,299	3.00%	1,842	3,802	75,965
Justin Lamoureux		FF/AMB	P-4	11/30/2015	61,416	7.5%	4,606	7.0%	3,685	0.00%	1,842	3,725	75,274
David Levv, Jr.		Firefighter	P-4	4/1/1997	61,416	0.0%	-	6.0%	3,685	9.25%	5,681	3,729	74,511
Charles Lucia, Jr.		FF/AMB	P-4	8/13/2018	61,416	7.5%	4,606	7.0%	4,299	0.00%	-	3,786	75,642
Timothy Mancusi		FF/AMB	P-4	6/9/2014	61,416	10.0%	6,142	7.0%	4,299	3.00%	1,842	3,883	77,581
Michael Merrill		Firefighter	P-4	1/26/2004	61,416	0.0%	-	6.0%	3,685	7.75%	4,760	3,680	73,541
John OLeary		FF/AMB	P-4	4/2/2017	61,416	0.0%	-	7.0%	4,299	0.00%	-	3,462	69,177
Henry Roberts		FF/AMB	P-1/2	1/6/2020	54,752	7.5%	4,106	7.0%	4,299	0.00%	-	3,263	66,420
Daniel Star		Firefighter	P-4	3/13/1987	61,416	5.0%	3,178	6.0%	3,814	15.00%	9,535	4,219	82,161
Daniel Small		Firefighter	P-4	4/17/1988	61,416	0.0%	-	0.0%	-	15.00%	9,212	3,721	74,349
Peter Smith		FF/AMB	P-4	4/3/2017	61,416	5.0%	3,071	7.0%	4,299	0.00%	-	3,624	72,409
Joseph Sodergren		FF/AMB	P-4	8/13/2018	61,416	7.5%	4,606	7.0%	4,299	0.00%	-	3,705	74,026
Steven Spencer		Firefighter	P-4	10/7/2002	61,416	5.0%	3,071	6.0%	3,685	7.75%	4,760	3,842	76,773
Christopher Teixeira		FF/AMB	P-4	1/16/2017	61,416	7.5%	4,606	7.0%	4,299	0.00%	-	3,705	74,026
Derek Tenmallo		FF/AMB	P-4	12/4/2017	61,416	0.0%	3,071	7.0%	4,299	0.00%	-	3,624	72,409
Derek Welch		FF/AMB	P-4	12/5/2016	61,416	7.5%	4,606	7.0%	4,299	0.00%	-	3,705	74,026
Tyler Welch		FF/AMB	P-4	12/1/2014	61,416	0.0%	-	7.0%	4,299	3.00%	1,842	3,559	71,116
Michael Willev		FF/AMB	P-4	12/4/2017	61,416	10.0%	6,142	7.0%	4,299	0.00%	-	3,947	78,874
Daniel Yost		Firefighter	P-4	7/26/2004	61,416	0.0%	-	6.0%	3,685		2,600	3,567	71,267
New Hire		FF/AMB	P-1/2	3/23/2020	36,964	5.0%	1,848	7.0%	3,064	0.00%	-	2,232	44,108
Jeanne Martin		Secretary	PAP-8	1/28/2015	57,347		-		-		1,000	-	58,347
Total					3,771,292		250,308.9		236,885		224,299	230,562	4,713,347

Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement. **Total** 24,000

Overtime: Estimated funds for shift replacements to maintain staffing at 12 members per shift throughout the fiscal year. Based on average time usage beyond contractually obligated time off and average past incident response. Two members anticipated to attend Mass Fire Academy Recruit Training Program. **Total** 621,878

Uniforms: Uniform allowance added to base pay for existing members of Department; individual members responsible for purchase and maintenance of uniforms and dress uniforms after initial purchase by Department. **Total** -

Contractually Obligated Sick Leave Incentive Programs (pay-only conversion based on current CBA) 38,404

Terminal Leave Notice of Retirement given by Chief Michael Hazel effective 01/05/2022. 33,861

Sub Total 72,265

Total 72,265

TOTAL SALARIES \$ 5,431,490

**FISCAL YEAR 2020
FIRE DEPARTMENT SALARY INFORMATION**

Name / Promotion	Position	Step	Hire/Step	Base Salary	Education/Specialist Pay	EMT Stipend %	Longevity %	Holiday Pay	Total Salary				
Michael Hazel	7/11/2011	Chief	PAP10	4/17/1988	130,539	7.5%	9,790	6.0%	7,832	15.00%	19,581	7,069	174,812
Albert Vasas	7/11/2011	Deputy	PAP4	8/7/1989	103,483	7.5%	7,761	6.0%	6,209	10.50%	10,866	5,407	133,726
Michael Callahan	3/1/2005	Captain	C-4	3/13/1989	79,380	7.5%	5,752	6.0%	4,763		3,600	4,925	98,420
Joseph Kearns	9/30/2018	Captain	C-4	11/2/1995	76,696	10.0%	7,670	6.0%	4,602	10.50%	8,053	5,111	102,132
Gary Kerr	2/1/2014	Captain	C-4	12/1/1988	79,380	7.5%	5,954	6.0%	4,763	15.00%	11,907	5,373	107,377
Scott Keddie	12/18/2016	Captain	C-4	3/1/1987	76,696	11.5%	8,220	6.0%	4,602	15.00%	11,504	5,284	106,976
Daniel Sawicki	12/18/2016	Lieut. - FPO	L-4	7/26/2004	67,873	19.5%	13,235	6.0%	4,072	4.75%	3,224	4,657	93,062
Paul Guttadauro	7/9/2004	Lieut. - FTO	L-4	4/1/1994	67,873	19.5%	13,235	6.0%	4,072	8.50%	5,769	4,791	95,741
Scott Austin	7/22/2018	Lieutenant	L-4	11/10/2003	67,873	10.0%	6,787	6.0%	4,072	7.00%	4,751	4,373	87,857
William Brothers	7/9/2004	Lieutenant	L-4	4/28/1997	50,873	7.5%	3,815	6.0%	3,052		3,000	3,788	64,528
Robert Calistro	7/15/2002	Lieutenant	L-4	4/17/1988	56,791	7.5%	4,259	6.0%	3,407	15.00%	8,519	4,323	77,299
David Carney	8/30/2009	Lieutenant	L-4	11/1/1995	67,873	7.5%	5,090	9.0%	6,109	8.50%	5,769	4,470	89,311
Patrick Doherty	3/5/2017	Lieutenant	L-4	7/7/1997	67,873	7.5%	5,090	6.0%	4,072	8.50%	5,769	4,362	87,167
Jeffrey Giasullo	7/9/2004	Lieutenant	L-4	11/6/1995	67,873	3.0%	2,036	6.0%	4,072	8.50%	5,769	4,201	83,952
Brian Hurley	3/20/2005	Lieutenant	L-4	8/7/1989	70,248	0.0%	-	6.0%	4,215	10.50%	7,376	4,311	86,150
David Karlberg	8/26/2018	Lieut. - Prov.	L-4	2/5/2001	67,873	10.0%	6,787	6.0%	4,072	7.00%	4,751	4,398	87,882
Russell McLaughlin	11/3/2003	Lieutenant	L-4	8/7/1989	67,873	7.5%	5,090	6.0%	4,072		3,600	4,248	84,884
Christina Merrill	7/1/2019	Lieutenant	L-2/3	11/10/2003	62,955	4.0%	2,612	6.0%	3,918	7.00%	4,571	3,893	77,949
Alan Rosemond	9/30/2018	Lieut. - Prov.	L-4	6/12/1995	67,873	7.5%	5,090	6.0%	4,072	8.50%	5,769	4,362	87,167
Kenneth Sandberg	2/1/2014	Lieutenant	L-4	5/5/2003	67,873	11.5%	7,805	6.0%	4,072	7.00%	4,751	4,452	88,954
Joel Altavesta		FF/AMB	P-4	6/9/2014	60,064	10.0%	6,006	7.0%	4,204	3.00%	1,802	3,797	75,874
Peter Bielecki		FF/AMB	P-4	5/4/2014	60,064	0.0%	-	7.0%	4,204	3.00%	1,802	3,481	69,551
Marc Brandon		FF/AMB	P-4	9/3/2013	60,064	7.5%	4,505	7.0%	4,204	3.00%	1,802	3,718	74,293
Shawn Bradley		FF/AMB	P-4	7/27/2015	60,064	10.0%	6,006	7.0%	4,204		-	3,702	73,977
Patrick Brothers		Firefighter	P-4	6/10/1995	60,064	0.0%	-	6.0%	3,604		3,000	3,512	70,180
Joseph Dogherty		FF/AMB	P-4	7/10/2017	60,064	0.0%	-	7.0%	4,204		-	3,386	67,654
Todd Elliott		Firefighter	P-4	6/26/2006	60,064	0.0%	-	6.0%	3,604		2,000	3,460	69,128
James Fitzpatrick		FF/AMB	P-4	11/10/2011	60,064	10.0%	6,006	7.0%	4,204	3.00%	1,802	3,797	75,874
Joseph Fortunato		Firefighter	P-4	7/9/2001	60,064	10.0%	6,006	6.0%	3,604	7.00%	4,204	3,892	77,771
John Fowler		Firefighter	P-4	4/26/2000	60,064	0.0%	-	6.0%	3,604	8.50%	5,105	4,082	72,855
David Giasullo		FF/AMB	P-4	9/4/2012	60,064	19.0%	11,412	7.0%	4,204	3.00%	1,802	4,082	81,565
Michael Giasullo		FF/AMB	P-4	11/8/2011	60,064	7.5%	4,505	7.0%	4,204	3.00%	1,802	3,718	74,293
William Gosse		Firefighter	P-4	8/4/1998	60,064	0.0%	-	6.0%	3,604	8.50%	5,105	3,623	72,396
Timothy Holden		Firefighter	P-4	4/1/1994	60,064	7.5%	4,505	6.0%	3,604	8.50%	5,105	3,860	77,138
Justin Hubbard		FF/AMB	P-2/3	8/13/2018	55,712	0.0%	-	7.0%	4,204	0.00%	-	3,166	63,082
Daniel Kasprzak		FF/AMB	P-4	9/3/2013	60,064	7.5%	4,505	7.0%	4,204	3.00%	1,802	3,718	74,293
Robert Keddie		FF/AMB	P-4	11/9/2011	60,064	7.5%	4,505	7.0%	4,204	3.00%	1,802	3,718	74,293
Justin Lamoureux		FF/AMB	P-4	11/30/2015	60,064	7.5%	4,505	7.0%	4,204	0.00%	-	3,623	72,396
David Levvy, Jr.		Firefighter	P-4	4/1/1997	60,064	0.0%	-	6.0%	3,604	8.50%	5,105	3,623	72,396
Charles Lucia, Jr.		FF/AMB	P-3	8/13/2018	57,789	7.5%	4,334	7.0%	4,204	0.00%	-	3,494	69,821
Brian Mackey		FF/AMB	P-4	1/18/2009	60,064	14.0%	8,409	7.0%	4,204	4.75%	2,853	3,979	79,509
Timothy Manausi		FF/AMB	P-4	6/9/2014	60,064	10.0%	6,006	7.0%	4,204	3.00%	1,802	3,797	75,874
Michael Merrill		Firefighter	P-4	1/26/2004	60,064	0.0%	-	6.0%	3,604	7.00%	4,204	3,576	71,448
Thomas Murphy		Firefighter	P-4	7/26/2004	60,064	5.0%	3,003	6.0%	3,604	7.00%	4,204	3,734	74,610
John OLeary		FF/AMB	P-3	4/2/2017	60,064	0.0%	-	7.0%	4,204	0.00%	-	3,386	67,654
Daniel Sitar		Firefighter	P-4	3/13/1987	62,166	5.0%	3,108	6.0%	3,730	15.00%	9,325	4,126	82,455
Daniel Small		Firefighter	P-4	4/17/1988	60,064	0.0%	-	0.0%	-	15.00%	9,010	3,639	72,713
Peter Smith		FF/AMB	P-4	4/3/2017	60,064	5.0%	3,003	7.0%	4,204	0.00%	-	3,544	70,816
Joseph Sodergren		FF/AMB	P-3	8/13/2018	57,789	7.5%	4,334	7.0%	4,204	0.00%	-	3,494	69,821
Steven Spencer		Firefighter	P-4	10/7/2002	60,064	5.0%	3,003	6.0%	3,604	7.00%	4,204	3,734	74,610
Christopher Teixeira		FF/AMB	P-4	1/16/2017	60,064	7.5%	4,505	7.0%	4,204	0.00%	-	3,623	72,396
Derek Temmalo		FF/AMB	P-4	12/4/2017	60,064	0.0%	-	7.0%	4,204	0.00%	-	3,386	67,654
Derek Welch		FF/AMB	P-4	12/5/2016	60,064	7.5%	4,505	7.0%	4,204	0.00%	-	3,323	72,096
Tyler Welch		FF/AMB	P-4	12/1/2014	60,064	0.0%	-	7.0%	4,204	3.00%	1,802	3,438	69,508
Michael Willey		FF/AMB	P-4	12/4/2017	60,064	10.0%	6,006	7.0%	4,204	0.00%	-	3,702	73,977
Daniel Yost		Firefighter	P-4	7/26/2004	60,064	0.0%	-	6.0%	3,604		2,500	3,486	69,654
Jeanne Martin		Secretary	PAP-7	1/28/2015	56,085		1,000		-		-	-	57,085
New Hire (for FPO retirement)		FF/AMB	P-1/2										
New Hire (for LT retirement)		FF/AMB	P-1/2										
Leap Year Salary Adjustment													
Total					3,677,361		240,366.4		230,197		222,847	225,287	4,596,058

Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement.	Total	16,500
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Overtime: Estimated funds for shift replacements to maintain staffing at 12 members per shift throughout the fiscal year. Based on average time usage beyond contractually obligated time off and average past incident response. Three members anticipated to attend Mass Fire Academy Recruit Training Program. One current member will be unavailable due to extended military commitment.	620,000
Total	620,000

Uniforms: Uniform allowance added to base pay for existing members of Department; individual members responsible for purchase and maintenance of uniforms and dress uniforms after initial purchase by Department.	-
Total	-

Contractually Obligated Sick Leave Incentive Programs (pay-only conversion based on current CBA)	95,980
Terminal Leave Notice of Retirement given by Lt. Robert Calistro effective 04/30/2020. 53,000	-
Notice of Retirement given by Chief Michael Hazel effective 01/05/2021.	17,000
Sub Total	112,980
Total	112,980

TOTAL SALARIES	\$ 5,345,538
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DESCRIPTION/DETAIL

FIRE OPERATING

5210 Energy Utilities

	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
	43,911	43,907	44,258	44,258	51,097	51,013	46,111	67,493	67,493
		National Grid Electric	National Grid Gas	Constellation Electric	Direct Energy Gas				
North 3736 sq.		2,553	2,023	2,723	2,714				
South 7480 sq.		9,480	2,082	8,938	2,620				
Center 8600 sq.			4,856		6,530				
New Center Station		5,000	5,000	5,000	5,000				
Catamount Microwave		1,620							
Center Generator			167		24				
Pole PD 258		1,163							
		19,816.00	14,128.00	16,661.00	16,888.00	67,493.00		67,493	67,493

DESCRIPTION/DETAIL

FIRE OPERATING

5240 Repairs and Maintenance

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
123,459	123,457	120,383	120,383	120,201	120,175	112,920	114,600	114,600

Vehicle & Equipment Preventative Maintenance & Repairs - vendor parts, labor, and shipping charges. Engines, ladder truck, Rescue, ambulances, and brush truck are maintained by outside vendors. Cars, SUVs, and pick up trucks are maintained by DPW Fleet Maintenance Division.	90,000	90,000
Equipment Preventative Maintenance & Repairs - includes radios, powered and non-powered equipment, and safety and evaluative equipment.	10,000	10,000
Firefighting Foam - for use on engines for modern fuel loads.	4,000	4,000
Vehicle Inspection Software - annual license fee for computerized fleet maintenance software program.	2,000	2,000
State Vehicle Inspections - annual truck and car inspections.	2,300	2,300
Auto Part Supplies - for miscellaneous auto maintenance repairs.	2,300	2,300
Ground Ladder Testing - annual testing to meet NFPA 1932 standard.	1,250	1,250
Pump & Ladder Certifications Annual ISO & NFPA fire engine pump testing and certification (\$350 per engine).	2,750	2,750

DESCRIPTION/DETAIL

FIRE OPERATING

5285 Fire Alarm Maintenance

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
160	160	1,127	1,127	1,800	1,797	1,800	1,800	1,800

Municipal fire alarm system maintenance

Replacement radio box batteries for Town buildings.

Thermal paper for Vision 21 fire alarm monitoring panels at Dispatch Center and Center Fire Station.

Annual inspection, testing, and cleaning of two Vision-21 fire alarm receivers (Center Fire & 911 Dispatch).

1,800 1,800

Total 5255 Fire Alarm Maintenance: 1,800 1,800

DESCRIPTION/DETAIL

FIRE OPERATING

5310 Professional Services

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
39,445	39,445	37,998	37,998	39,277	39,277	32,697	32,282	32,282

Medical and New Employee Screenings - new hires and current employees for return to work exams as needed. 3,500 3,500

Occupational Health - Firefighter Bi-Annual Physical Exam as required by CBA.

Annual SCBA flow testing and PASS maintenance and repairs per NFPA 1851 & 1981. 4,000 4,000
 CO meter (4) calibration gas and sensor replacement, thermal imager (3) maintenance and testing,
 Radiation meter (4) calibration and testing, hydrogen cyanide meter (1) maintenance and testing.

Hydraulic Extrication Tool Maintenance - required annual maintenance and testing. 4,500 4,500
 (4 Engines, Ladder 1, Rescue 1 onboard edraulic and hydraulic rescue tools.)

Medical Waste Disposal - in conjunction with Board of Health, \$95 per box (12 boxes per year). 1,200 1,200
 includes sharps disposal taken from residents, Police Department, and Board of Health.

Emergency Traffic Light Preemption - annual maintenance & basic repairs, Fire & Police. 3,000 3,000

Ambulance Reporting Software - annual software license for ambulance medical documentation and reporting. 7,762 7,762

DESCRIPTION/DETAIL

FIRE OPERATING

5340 Communications

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
9,809	9,809	7,944	7,823	14,997	14,751	7,400	8,780	8,780

Verizon Wireless - vehicle tablet and laptop data connectivity for IMC and AmbuPro software.
(four engines, ladder truck, command vehicle, fire prevention vehicle, and three ambulances) 4,820 4,820

Verizon Connect Fleet - annual vehicle locator software license for nine emergency vehicles. 1,860 1,860

Verizon Fax/Ring-down Lines - fax lines for three fire stations with 911 dial function in each lobby. 1,500 1,500

Portable Radios - programing and repair expenses. 600 600

Total 5340 Communications: 8,780 8,780

DESCRIPTION/DETAIL

FIRE OPERATING

5402 Facilities Maintenance, Repairs, and Supplies

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
43,300	43,262	54,838	54,785	50,007	49,366	37,900	38,150	38,150

Facility Supplies for 3 Fire Stations.

The current Center Fire Station is 51 years old and has been in continuous 24/7 service since 1966.

The North Fire Station opened in 1976.

The current South Fire Station opened in 2001.

Preventative HVAC - maintenance contract for North & South Station HVAC units.	2,750	2,750
Emergency HVAC Repairs - basic repairs for all stations.	2,750	2,750
Center Station heating system is antiquated; new Center Fire Station project will resolve this.		
Emergency Generator Maintenance - 4 units including Ames Hill communications site.	850	850
Emergency Generator Maintenance - repairs beyond preventative maintenance (parts and labor).	950	950
Annual Fire Extinguisher Maintenance - inspection and recharging of portable fire extinguishers.	1,100	1,100
Plymovent Diesel Exhaust Filtering - all stations, annual maintenance contract.	3,900	3,900
Plymovent Diesel Exhaust Filtering - all stations, replacement parts and repairs.	2,500	2,500
Station Supplies - paper products and cleaning supplies for stations, turnout gear, and apparatus.	3,500	3,500
Roof Repairs - ongoing repairs to Center Station and North Station roofs.	3,000	3,000
Center Station roof is overdue for replacement; new Center Station project will resolve this issue.		
Floor Drain Service - grease trap cleaning in stations and North Station septic maintenance.	1,500	1,500
Backflow Preventer Maintenance - all stations, semi-annual domestic water backflow preventer maintenance.	1,250	1,250
Building Supplies - general supplies & services for facility maintenance.	3,500	3,500
Electrical & Plumbing Services - parts and labor for repairs and maintenance as needed.	3,500	3,500
Electrical panels in Center Station are in need of replacement; new Center Station project will resolve this issue.		
Garage Doors - preventative maintenance and emergency repairs of commercial overhead doors.	5,000	5,000
Center Station doors (4) are due for replacement; new Center Station project will resolve this issue.		
Appliance Replacement & Repairs - for all stations.	1,900	1,900
Inspection Fees - State inspection fee for pressure vessels in stations.	200	200

Total 5402 Maintenance Supplies: 38,150 38,150

DESCRIPTION/DETAIL

FIRE OPERATING

5420 Office Supplies

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
3,390	3,375	8,919	8,831	9,582	9,275	5,700	5,700	5,700

General Office Supplies - lowest price vendor used on an as needed basis for basic office supplies.	4,000	4,000
Photocopy Machine - annual maintenance and service contract for two copiers in Center and South stations.	750	750
Departmental Forms - lowest price vendor used to print departmental forms and burning permits.	400	400
Postage - associated postage expenses including return receipts and certified mailings.	550	550
<i>Total 5420 Office Supplies:</i>	5,700	5,700

DESCRIPTION/DETAIL

FIRE OPERATING

5422 Ambulance Supplies

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
31,610	31,609	35,700	35,480	50,886	50,884	35,700	35,700	35,700

Ambulance equipment and supplies

35,700 35,700

Medical oxygen.

Medical supplies for ambulances and engine companies.

State license and inspection fees for ambulances.

Defibrillator supplies including batteries and pads for ambulances & engine companies.

Epinephrine check and inject supplies for ambulances and engine companies.

Naloxone (nasal Narcan) replacement for ambulance and engine companies.

Defibrillator supplies and replacement batteries for Town owned buildings.

Stretcher & EMS Equipment Preventative Maintenance and Certification - semi-annual inspection of stretchers, scoop stretchers, onboard suction, portable suction, and stair chairs.

Stretcher & EMS Equipment - repair, replacement of parts, and labor beyond regular PM as needed.

Lucas Automated CPR Devices - cost of batteries and parts not covered by annual maintenance agreements.

(For Lucas devices to be on all 3 ambulance, 1 additional Lucas was purchased for use on A-2.)

Total 5422 Ambulance Supplies: 35,700 35,700

DESCRIPTION/DETAIL

FIRE OPERATING

5424 Hose

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
1,500	1,500	1,500	1,500	1,719	1,719	2,500	2,500	2,500

Fire Hose and Nozzle Maintenance

To replace worn, damaged fire hose and to maintain fire hose nozzles and related equipment.

2,500 2,500

Total 5424 Hose: 2,500 2,500

DESCRIPTION/DETAIL

FIRE OPERATING

5425 Hazmat

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
-	-	-	-	500	500	500	500	500

Hazardous material mitigation materials and supplies for in Town use.
(motor vehicle accidents, minor tank leaks, disposal fees)

500 500

Tewksbury has three active members on the District 6 Hazardous Materials Response Team.

Total 5425 Hazmat: 500 500

DESCRIPTION/DETAIL

FIRE OPERATING

5513 Grant Match

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
-	-	16,473	16,473	-	-	-	4,355	4,355

A grant application to train a minimum of 15 fire officers and/or firefighters to level of Fire Instructor I. This grant request will be made through the Federal Assistance to Firefighters Grant Program and is intended to expand professional development opportunity for our firefighters.

4,355 4,355

Total Cost \$47,907
 Federal Share \$43,552
 Town Share \$4,355

Total 5513 Grant Match: 4,355 4,355

DESCRIPTION/DETAIL

FIRE OPERATING

5530 Mutual Aid

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
-	-	-	-	150	-	150	150	150

Money to buy food for mutual aid companies that are in-Town for a prolonged period of time.

150 150

Total 5530 Mutual Aid: 150 150

DESCRIPTION/DETAIL

FIRE OPERATING

5535 Ambulance Billing

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
50,000	49,670	53,000	52,410	57,000	56,953	55,000	57,000	57,000

Ambulance billing company fee for collecting ambulance revenue throughout fiscal year.
The Town charges for the ambulance transportation services it provides to the community.

57,000 57,000

FY	Revenue Collected	Actual Transports	Average Collection
2007	646,713	1,780	363
2008	671,266	2,086	322
2009	729,498	1,842	396
2010	828,536	2,010	412
2011	844,864	1,974	428
2012	830,305	2,060	403
2013	910,362	2,199	414
2014	922,608	2,351	392
2015	1,273,075	2,673	476
2016	1,202,681	2,650	454
2017	1,349,306	2,909	464
2018	1,405,644	2,961	475
2019	1,510,665	2,931	515
2020	1,613,522	2,902	556

Total 5535 Ambulance Billing: 57,000 57,000

DESCRIPTION/DETAIL

FIRE OPERATING

5580 Uniforms

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
22,524	22,517	25,802	25,780	40,790	40,304	22,475	48,647	48,647

The Funds in this account will provide for the replacement of worn, damaged, defective, or obsolete protective gear meeting the recommendation of NFPA 1500 and NFPA 1851.	15,000	15,000
New hire (6) turnout gear, safety equipment, initial uniforms, personal scba masks,	33,647	33,647
New hire (6) dress uniforms.	4,875	4,875
<i>Total 5580 Uniforms:</i>	48,647	48,647

DESCRIPTION/DETAIL

FIRE OPERATING

5702 Travel

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
650	650	576	576	800	633	800	800	800

Annual fire investigation training/conference for fire investigator re-certification.
Required to maintain certification as fire investigator.

800 800

Total 5702 Travel: 800 800

DESCRIPTION/DETAIL

FIRE OPERATING

5703 Dues and Memberships

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
5,500	5,457	6,282	5,641	6,750	6,750	12,000	12,000	12,000

Professional journals, training subscriptions, and training resources. 12,000 12,000
 Fire Chiefs Association of MA - Annual membership dues and training sessions, Chief and Deputy.
 IAFC Annual Membership and Company Officer Section Memberships for Chief, Deputy, and Captains.
 Fire Prevention Association of MA - Annual membership dues, includes monthly training sessions.
 Residential and commercial building code and NFPA publications and updates for Fire Prevention Office.
 Plymouth County Bid subscription for fire related equipment purchases.
 Essex County Fire Chiefs Association - Annual membership fee, includes MGL Ch.148A Hearing Officer.
 Fire prevention materials and support for community awareness programs.
 Northeast Emergency medical Services, Inc. - MA Region III EMS Annual Ambulance CMED Assessment
 Fire District 6 Mutual Aid Association annual dues. (Calculated on a per capita basis.)

Total 5703 Dues and Memberships: 12,000 12,000

DESCRIPTION/DETAIL

FIRE OPERATING

5790 Staff Development

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
9,900	9,898	5,428	5,428	14,750	14,750	15,000	15,000	15,000

FCAM Professional Development Conference - Chief & Deputy Chief attendance. 15,000 15,000
 Fire Prevention Association of Massachusetts annual training symposium and monthly seminars.
 Fire Investigation Symposium - Fire Investigator continuing education to maintain certification.
 Department of Fire Services Senior Fire Officer Forums - registration fees for members attending.
 MIIA Training conferences and workshop fees.
 In State educational training - symposium and seminar expenses for hosting and attending.
 Health & Safety Institute - online training program fee for fire and EMS modules for in-service training.
 EMS Training Inc. - in-house monthly training for to meet Medical Control and National EMT requirements.
 S.A.F.E. Public Fire Prevention Educators Training Seminars.
 Fire Officer I - Lieutenant Supervisory Training - Massachusetts Firefighting Academy.
 Fire Officer II - Captain Supervisory Training - Massachusetts Firefighting Academy.
 Fire Officer and Fire Training Officer Development Program

Total 5790 Staff Development: 15,000 15,000



TOWN OF TEWKSBURY

FIRE DEPARTMENT

21 TOWN HALL AVENUE
TEWKSBURY, MASSACHUSETTS 01876

Joseph Kearns, Chief of Department
Phone (978) 640-4410 ~ Fax (978) 640-4415

Date: January 19, 2021
To: Richard Montuori, Town Manager
From: Joseph W. Kearns, Fire Chief
RE: Budget Priority

As a funding priority for the Fire Department for FY22, I am seeking an increase in our overtime budget for the staffing of a second full time ambulance during the day shifts. We have in the past utilized funding from a State Hospital grant through the State budget, although we cannot always depend on that as we found out this current fiscal year.

This funding would allow us to run two dedicated ambulances, one operating out of the Center Fire Station and the second would operate out of the South Fire Station. While still maintaining a third ambulance out of the North Station, this will allow us to keep Engine 3 in service during multiple medical calls in the Town. The division of calls between two dedicated ambulances will allow for more appropriate response for both medical and fire related calls throughout Town.

**Tewksbury Fire Department
Vehicle List**

Rev. 7/9/20

Vehicle ID#	Call Sign	Vehicle Type	Vehicle Year - Make - Model	VIN #	Vehicle Registration	Special Notes	Mileage as of 11/12/20	Eng. Hrs as of 11/12/20	Condition	Vehicle Year	Replace	Service Years Left
48	E-1	Engine	2018 Pierce Enforcer	4P1BAAFF1KA019779	MFD573	purchased 11/2018	17,357	1,770	new	2019	2039	
90	E-2	Engine	2008 Pierce Velocity	4P1CV01F88A009090	MF5701	purchased 7/2014 (Texas)	58,618	6,536	good	2008	2028	10
23	E-3	Engine	2010 Seagrave Marauder II	1F9EU28T3ACST2065	MF5782		74,710	6,471	good	2010	2030	12
91	E-4	Engine	2008 Pierce Velocity	4P1CV01F88A009091	MF6406	purchased 7/2014 (Texas)	60,318	1,206	good	2008	2023	5
31	T-6	Pickup	2001 Ford F-350	1FTSF31F91EA81046	MF2749		43,739		fair	2001	2011	-7
32	T-7	Brush Engine	2008 Ford 550	1FDAF57R48ED37964	MF1242	plow, South	6,865	1,044	very good	2008	2023	5
42	T-8	Pickup	2016 Ford F-350	1FTRF3B63GEA75877	MFA850	plow, Center 60mo/60Kwarr	8,403	790	very good	2016	2026	8
46	T-9	Pickup-Utility	2017 Ford F-350 Utility Body	1FDRF3B62HEE66743	MFB836	plow, North 60mo/60Kwarr	1,294	168	very good	2017	2027	
45	L-1	Ladder	2017 Pierce Enforcer 107	4P1BCAFF2HA017168	MF5552	see contract warranty	6,995	1,149	very good	2017	2042	24
33	R-1	Rescue	2000 International 4900	1HTSDADN7YH219580	MF4416		13,731	1,834	good	1999	2019	1
50	A-1	Ambulance	2019 Ford E450 Horton Ambulance	1FDXE4FS6KDC52889	MFD900	60mo./60K Warranty	36,084	2,032	very good	2019	2025	7
43	A-2	Ambulance	2016 Ford E450 Horton Ambulance	1FDXE4FS2GDC16589	MFB417	60mo./60K Warranty	102,465	6,465	good	2016	2022	4
47	A-3	Ambulance	2018 Ford E450 Horton Ambulance	1FDXE4FSXJDC07789	MFC762	60mo./60K Warranty	68,597	3,895	very good	2018	2024	6
51	C-3 New	Car	2021 Ford Interceptor (Command)									
52	C-2 New	Car	2020 Ford Explorer									
49	C-1	Car	2018 Ford Explorer (Chief)	1FM5K8D86JGC56100	8PB817	60mo./60K Warranty	19,552		very good	2018	2028	10
39	C-2	Car	2013 Ford Interceptor Sedan (Deputy)	1FAHP2M8XDG150825	2RWK50	60mo./60K Warranty			good	2013	2023	5
44	C-3	Car	2017 Ford Explorer (Command)	1FM5K8AR9HGA27966	MFB107	60mo./60K Warranty	50,416		very good	2017	2022	4
27	C-4	Car	2006 Ford Explorer (Fire Investigator)	1FMEU73816ZA22187	8557EA	(white)			poor	2006	2016	-2
37	C-5	Car	2011 Ford Expedition (Fire Prevention)	1FMJU1G58BEF48961	MF9036	(white)	77,102		poor	2011	2021	3
38	C-6	Car	2006 Ford Explorer (Training Officer)	1FMEU73836UB62724	MFA683	old police vehicle (red)	147,880		fair	2006	2016	-2
35	TRAILER	Trailer	2007 Trench Rescue Trailer	5JXCE20248E168918	MF4560							
53	BOAT	Boat	2021 INMAR Rescue Boat	Serial #: IMG3SA17EZZ1		Model: 380-SRHD-S						
		Trailer	Boat Trailer	12EAAAKA35A012039								
		Motor	Boat Motor	Serial #: 1b095058								
						Calendar Year	2018					
REV.11-11-20												
			<u>Replacement Schedule</u>	<u>Reserve Schedule</u>	<u>Maximum</u>	<u>Note</u>						
		Engine	15 years rotating front line service	5 year reserve status	20	NFPA Standard on Automotive Fire Apparatus recommends that apparatus greater than 15 years						
		Ladder	25 years maximum service	no reserve status	25	be placed in reserve status and upgraded to incorporate as many safety features as possible of the						
		Ambulance	4 years rotating front line service	2 year reserve status	6	current fire apparatus standard. The NFPA Standard are not mandatory but do establish a datum point.						
		Heavy Rescue	20 years front line service	no reserve status	20	It is a generally accepted practice that fire apparatus, like all types of mechanical devices, have a						
		Brush Engine	20 years front line service	no reserve status	20	finite life. The length of that life depends on many factors including mileage and engine hours,						
		IC Veh.	5 years front line service	5 year support service	10	workmanship, climate, and terrain. It is not uncommon in the fire service to see apparatus						
		Pickup	10 years front line service	5 year support service	15	with 8 to 10 years of service worn out due to use.						
		Chief Veh.	10 years front line service	5 year support service	15							
		Support Veh.	10 years front line service	no reserve status	10							