

## FY20 Fire Department Budget Narrative

The Fire Department provides a variety of fire suppression, prevention, and inspectional services to the residents and businesses of Tewksbury. An ongoing and growing facet of the Department's mission is to provide emergency medical response and transportation of the sick and injured to the closest appropriate medical facility. This service has been provided in a very cost effective and efficient manner and the Department will continue to operate under that premise.

As a funding priority for the FY20 budget cycle and beyond, I am advocating for sustainable staffing of a second full-time ambulance during the Fire Department day shifts. We are currently utilizing a portion of State Hospital Grant funding to staff a second ambulance Monday through Friday. On a trial basis, a fourteenth member is hired on overtime when all regular members of a day shift are in for the purposes of staffing A2 at the South Fire Station. This provides for a dedicated ambulance at the Center Fire Station and a second dedicated ambulance at the South Fire Station. The North Fire Station maintains the ability to provide a third ambulance when needed with the added benefit of keeping Engine 3 in service during multiple medical events in Town.

There are numerous benefits to the residents and community when two dedicated ambulances are in service. The travel distance for the nearest responding ambulance is reduced. This helps limit the amount of time it takes to get to a patient and also reduces the time emergency lights and sirens are in use. We do not use mutual ambulances for psychiatric medical calls; calls that have been steadily increasing each year. The result is police officers are tied up for sometimes extended periods of time due to the lack of private ambulances available in the area. Medical emergencies are prioritized and psychiatric patients have to wait until a Tewksbury ambulance becomes available for the transport. The division of calls between two dedicated ambulances will reduce the wear and tear on A1 and will also better utilize our rotation EMTs. The availability of a third ambulance on our day shifts will allow for a more appropriate response to both medical and fire related calls. It is not uncommon for the Captain to respond to a medical call to render aid and standby while an engine or ambulance becomes available. A second dedicated ambulance on the day shift will help alleviate these current and ongoing issues.

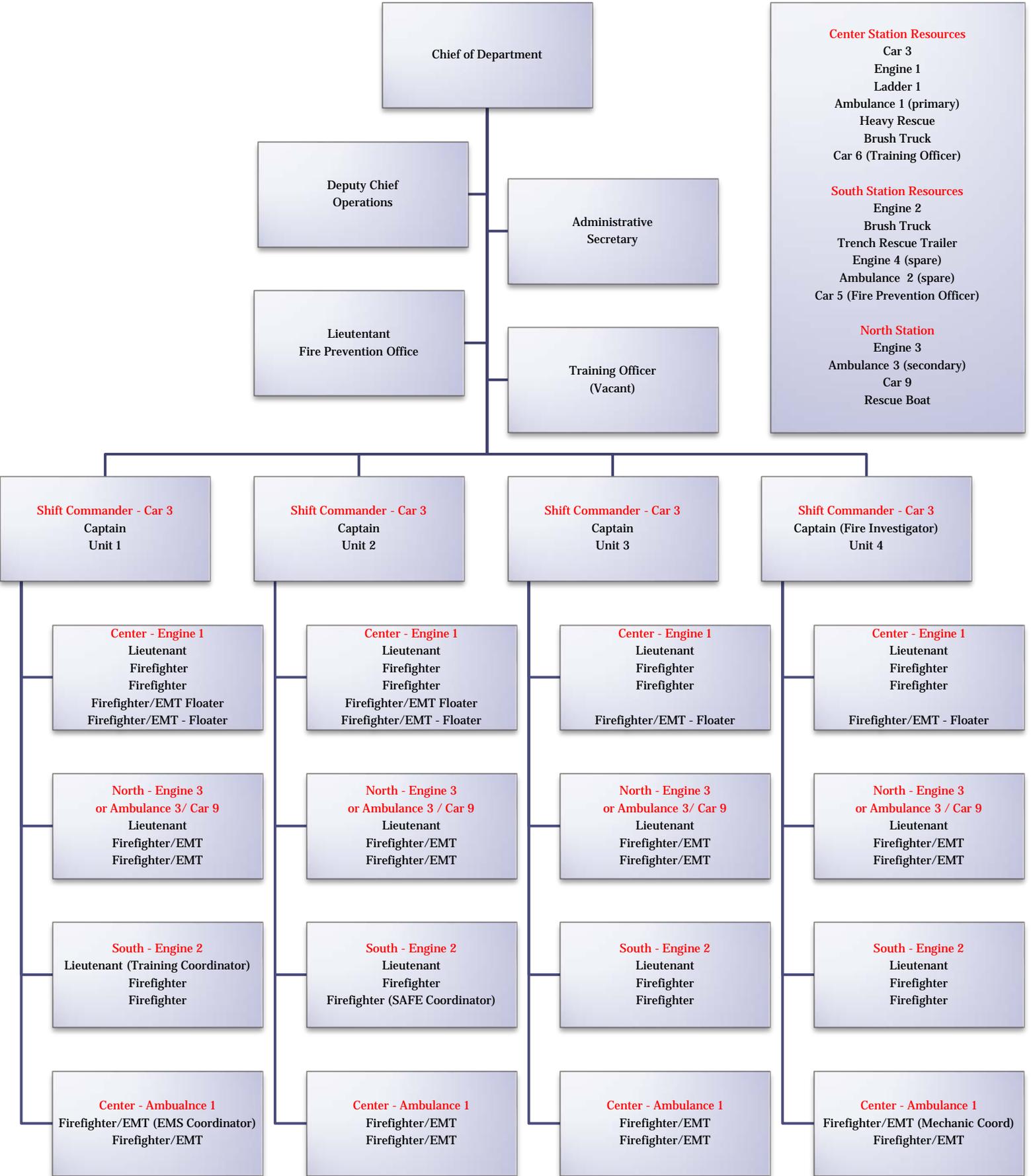
There are several models to achieve this goal. The simplest would be to provide overtime funds staff an additional member on each day shift. A more cost effective and sustainable way would be to hire two additional members to bring each shift to fourteen and only fill to keep the day shift at that compliment; the night shifts would be allowed to drop to twelve. A supplement to the overtime budget may still be needed; however, there would be an offset for not filling for the first two members out on the nightshift. A benefit to the additional staffing model is that when all members are in on night shifts the second primary ambulance is gained.

First year cost estimate for new firefighter/EMT:

\$5,775	Uniforms, safety equipment, and gear.
\$62,928	Salary related costs.
<u>\$18,878</u>	Benefits related costs.
\$87,581	Total first year costs for one new employee.

Respectfully Submitted,  
Chief Hazel

# TEWKSBURY FIRE DEPARTMENT



**Tewksbury Fire Department  
Vehicle List**

Vehicle ID#	Call Sign	Vehicle Type	Vehicle Year - Make - Model	VIN #	Vehicle Registration	Special Notes	Mileage as of 11/30/18	Eng. Hrs as of 11/30/18	Condition	Vehicle Year	Replace	Service Years Left
48	E-1	Engine	2018 Pierce Enforcer	4P1BAAFF1KA019779	MFD573	purchased 11/2018	1,397	52	new	2019	2039	
90	E-2	Engine	2008 Pierce Velocity	4P1CV01F88A009090	MF5701	purchased 7/2014 (Texas)	46,340	5,224	good	2008	2028	10
23	E-3	Engine	2010 Seagrave Marauder II	1F9EU28T3ACST2065	MF5782		63,700	5,512	good	2010	2030	12
91	E-4	Engine	2008 Pierce Velocity	4P1CV01F88A009091	MF6406	purchased 7/2014 (Texas)	52,973	5,375	good	2008	2023	5
31	T-6	Pickup	2001 Ford F-350	1FTSF31F91EA81046	MF2749		43,231		fair	2001	2011	-7
32	T-7	Brush Engine	2008 Ford 550	1FDAF57R48ED37964	MF1242	plow, South	6,437		very good	2008	2023	5
42	T-8	Pickup	2016 Ford F-350	1FTRF3B63GEA75877	MFA850	plow, Center 60mo/60Kwarr	5,706	499	very good	2016	2026	8
46	T-9	Pickup-Utility	2017 Ford F-350 Utility Body	1FDRF3B62HEE66743	MFB836	plow, North 60mo/60Kwarr	597	52	very good	2017	2027	
45	L-1	Ladder	2017 Pierce Enforcer 107	4P1BCAFF2HA017168	MF5552	see contract warranty	5,301	826	very good	2017	2042	24
33	R-1	Rescue	2000 International 4900	1HTSDADN7YH219580	MF4416		13,041	1,689	good	1999	2019	1
47	A-1	Ambulance	2018 Ford E450 Horton Ambulance	1FDXE4FSXJDC07789	MFC762	60mo./60K Warranty	24,623	1,346	very good	2018	2024	6
40	A-2	Ambulance	2013 Ford E450 Horton Ambulance	1FDXE4FS9DDB18512	MFB284	60mo./60K Warranty	100,612	6,215	fair	2013	2019	1
43	A-3	Ambulance	2016 Ford E450 Horton Ambulance	1FDXE4FS2GDC16589	MFB417	60mo./60K Warranty	85,398	5,447	good	2016	2022	4
49	C-1	Car	2018 Ford Explorer (Chief)	1FM5K8D86JGC56100	8PB817	60mo./60K Warranty	2,798		new	2018	2028	10
39	C-2	Car	2013 Ford Interceptor Sedan (Deputy)	1FAHP2M8XDG150825	2RWK50	60mo./60K Warranty	59,663		very good	2013	2023	5
44	C-3	Car	2017 Ford Explorer (Command)	1FM5K8AR9HGA27966	MFB107	60mo./60K Warranty	27,012		very good	2017	2022	4
27	C-4	Car	2006 Ford Explorer (Fire Investigator)	1FMEU73816ZA22187	8557EA	(white)	112,668		fair	2006	2016	-2
37	C-5	Car	2011 Ford Expedition (Fire Prevention)	1FMJU1G58BEF48961	MF9036	(white)	65,925		good	2011	2021	3
38	C-6	Car	2006 Ford Explorer (Training Officer)	1FMEU73836UB62724	MFA683	old police vehicle (red)	143,214		fair	2006	2016	-2
35	TRAILER	Trailer	2007 Trench Rescue Trailer	5JXCE20248E168918	MF4560							
36	BOAT	Boat	2005 Rescue Boat	Serial #: aa380002m								
		Trailer	Boat Trailer	12EAAAKA35A012039								
		Motor	Boat Motor	Serial #: 1b095058								
						Calendar Year	2018					
REV.11-30-18												
			<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							

<b>FIRE DEPARTMENT</b>	<b>FY2016 BUDGETED</b>	<b>FY2016 EXPENDED</b>	<b>FY2017 BUDGETED</b>	<b>FY2017 EXPENDED</b>	<b>FY2018 BUDGETED</b>	<b>FY2018 EXPENDED</b>	<b>FY2019 BUDGETED</b>	<b>FY2020 DEPT REQ</b>	<b>FY2020 TM REC</b>	<b>FY2020 FIN COM REC</b>
<i>Salaries</i>										
5111 Regular Salaries	3,953,108	3,949,343	4,148,738	4,140,171	4,335,909	4,335,905	4,548,083	4,711,775	4,711,775	
5181 Training	-	-	-	-	-	-	-	26,500	26,500	
5130 Overtime	501,000	466,074	630,073	630,071	622,317	622,317	620,000	645,000	620,000	
5131 Uniforms	45,900	45,900	-	-	-	-	-	-	-	
5160 Terminal Leave	62,328	59,542	250,222	250,222	57,099	57,099	149,663	97,263	44,263	
<b>Total Salaries</b>	<b>4,562,336</b>	<b>4,520,860</b>	<b>5,029,033</b>	<b>5,020,463</b>	<b>5,015,325</b>	<b>5,015,321</b>	<b>5,317,746</b>	<b>5,480,538</b>	<b>5,402,538</b>	
<i>Operating</i>										
5210 Energy Utilities	36,901	36,901	36,840	36,840	43,911	43,907	44,767	46,111	46,111	
5240 Repairs and Maintenance	102,250	102,250	104,674	104,669	123,459	123,457	105,150	112,920	112,920	
5285 Fire Alarm Maintenance	160	160	469	469	160	160	1,545	1,800	1,800	
5310 Professional Services	9,083	9,083	31,765	31,765	39,445	39,445	30,100	30,740	30,740	
5340 Communications	46,590	46,590	28,161	28,161	9,809	9,809	7,320	12,897	12,897	
5402 Facilities Maintenance	37,932	37,890	43,941	43,941	43,300	43,262	36,050	37,800	37,800	
5420 Office Supplies	2,654	2,654	4,196	4,196	3,390	3,375	5,700	5,700	5,700	
5422 Ambulance Supplies	23,746	23,725	27,755	27,755	31,610	31,609	35,700	35,700	35,700	
5424 Hose	-	-	45	45	1,500	1,500	2,000	2,500	2,500	
5425 Hazmat	-	-	-	-	-	-	500	500	500	
5510 Grant Match	-	-	-	-	-	-	16,473	-	-	
5530 Mutual Aid	96	96	-	-	-	-	150	150	150	
5535 Ambulance Billing	49,895	49,895	49,255	49,255	50,000	49,670	53,000	55,000	55,000	
5580 Uniforms	2,382	2,382	39,989	39,989	22,524	22,517	20,045	29,550	29,550	
5702 Travel	500	500	500	364	650	650	800	800	800	
5703 Dues and Memberships	7,945	7,945	8,170	8,170	5,500	5,457	10,250	11,250	11,250	
5790 Staff Development	4,367	4,367	6,869	6,869	9,900	9,898	14,650	14,750	14,750	
5950 Unpaid Bills			-	-	-	-				
<b>Total Operating</b>	<b>324,500</b>	<b>324,437</b>	<b>382,629</b>	<b>382,487</b>	<b>385,158</b>	<b>384,716</b>	<b>384,200</b>	<b>398,168</b>	<b>398,168</b>	
<i>Capital Outlay</i>										
5833 Capital Outlay	-	-	72,252	72,251	32,000	32,000	-	-	-	
<b>Total Capital Outlay</b>	<b>-</b>	<b>-</b>	<b>72,252</b>	<b>72,251</b>	<b>32,000</b>	<b>32,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>Total Budget</b>	<b>4,886,836</b>	<b>4,845,297</b>	<b>5,483,914</b>	<b>5,475,202</b>	<b>5,432,483</b>	<b>5,432,037</b>	<b>5,701,946</b>	<b>5,878,706</b>	<b>5,800,706</b>	

	<b>FY2016 BUDGETED</b>	<b>FY2017 BUDGETED</b>	<b>FY2018 BUDGETED</b>	<b>FY2019 BUDGETED</b>	<b>FY2020 DEPT REQ</b>	<b>FY2020 TM REC</b>	<b>FY2020 FIN COM REC</b>
<b>Position</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>
Fire Chief	1	1	1	1	1	1	
Deputy Fire Chief	1	1	1	1	1	1	
Captains	4	5	5	5	5	5	
Lieutenants	13	12	13	13	13	13	
Firefighters	36	36	37	37	37	37	
Secretary	1	1	1	1	1	1	
<b>Total Staffing</b>	<b>56</b>	<b>56</b>	<b>58</b>	<b>58</b>	<b>58</b>	<b>58</b>	<b>-</b>

**FISCAL YEAR 2020  
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			
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	3/11/1987	76,696	11.5%	8,820	6.0%	4,602	15.00%	11,504	5,354	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	67,873	7.5%	5,090	6.0%	4,072		3,000	4,216	84,252
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 McGlaughlin	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 Bourdon		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 Levy, 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 Mancusi		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 Temmallo		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

**FISCAL YEAR 2020  
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		
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	7/1/2019	51,706	7.5%	3,878	7.0%	4,204	0.00%	-	3,140	62,928
New Hire (for Lt. retirement)	FF/AMB	P-1/2	4/13/2020	11,443	0.0%	-	7.0%	801	0.00%	-	517	12,761
Leap Year Salary Adjustment												20,305
<b>Total</b>				<b>3,757,510</b>		<b>245,519.3</b>		<b>236,222</b>		<b>222,847</b>	<b>229,372</b>	<b>4,711,775</b>

<b>Training Reimbursement:</b> Contractually obligated off-duty Fire Academy training reimbursement.	<b>Total</b>	26,500
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<b>Overtime:</b> 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
<b>Total</b>	620,000

<b>Uniforms:</b> 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.	-
<b>Total</b>	-

<b>Contractually Obligated Sick Leave Incentive Programs (pay-only conversion based on current CBA)</b>	27,263
<b>Terminal Leave</b> 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	44,263

**FISCAL YEAR 2020  
FIRE DEPARTMENT SALARY INFORMATION BUDGET REQUEST**

Name / Promotion	Position	Step	Hire/Step	Base Salary	Education/Specialist		EMT Stipend		Longevity		Holiday Pay	Total Salary	
					%	Pay	%	Pay	%	PAY			
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	3/11/1987	76,696	11.5%	8,820	6.0%	4,602	15.00%	11,504	5,354	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	67,873	7.5%	5,090	6.0%	4,072		3,000	4,216	84,252
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 McGlaughlin	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 Bourdon		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 Doherty		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 Levy, 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 Mancusi		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

Name / Promotion	Position	Step	Hire/Step	Base Salary	Education/Specialist		EMT Stipend		Longevity		Holiday Pay	Total Salary
					%	Pay	%	Pay	%	PAY		
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 Temmallo	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	7/1/2019	51,706	7.5%	3,878	7.0%	4,204	0.00%	-	3,140	62,928
New Hire (for Lt. retirement)	FF/AMB	P-1/2	4/13/2020	11,443	0.0%	-	7.0%	801	0.00%	-	517	12,761
Leap Year Salary Adjustment												20,305
<b>Total</b>				<b>3,757,510</b>		<b>245,519.3</b>		<b>236,222</b>		<b>222,847</b>	<b>229,372</b>	<b>4,711,775</b>

<b>Training Reimbursement:</b> Contractually obligated off-duty Fire Academy training reimbursement.	<b>Total</b>	26,500
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<b>Overtime:</b> 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.	645,000
<b>Total</b>	645,000

<b>Uniforms:</b> 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.	-
<b>Total</b>	-

<b>Contractually Obligated Sick Leave Incentive Programs (pay-only conversion based on current CBA)</b>	27,263
<b>Terminal Leave</b> 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	97,263
<b>Total</b>	<b>97,263</b>

**FISCAL YEAR 2019  
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	7/11/2011	Chief	PAP-9	4/17/1988	124,571	7.5%	9,343	6.0%	7,474	15.00%	18,686	6,772	166,846
Albert Vasas	7/11/2011	Deputy	PAP-4	8/7/1989	97,783	7.5%	7,334	6.0%	5,867	9.75%	9,534	4,945	125,463
Michael Callahan	3/1/2005	Captain	C-4	3/13/1989	77,634	7.5%	5,626	6.0%	4,501		3,500	4,826	96,086
James Giasullo	8/9/2015	Captain	C-4	4/17/1988	27,097	0.0%	-	6.0%	1,626	15.00%	3,807	903	33,433
Gary Kerr	2/1/2014	Captain	C-4	12/1/1988	77,634	7.5%	5,823	6.0%	4,500	15.00%	11,645	5,267	104,868
Scott Keddie	12/18/2016	Captain	C-4	3/11/1987	75,008	11.5%	8,626	6.0%	4,500	15.00%	11,251	5,091	104,477
Jon Viscione	7/11/2011	Train. Captain	C-4	8/18/1985	77,634	19.5%	15,139	6.0%	4,658	15.00%	11,645	5,768	114,844
Scott Austin	7/15/2018	Lieutenant	L-3	11/10/2003	66,379	10.0%	6,638	6.0%	3,983	6.25%	3,856	4,245	85,101
William Brothers	7/9/2004	Lieutenant	L-4	4/28/1997	66,379	7.5%	4,978	6.0%	3,983		2,900	4,138	82,378
Robert Calistro	7/15/2002	Lieutenant	L-4	4/17/1988	68,702	7.5%	5,153	6.0%	4,122	15.00%	10,305	4,669	92,951
David Carney	8/30/2009	Lieutenant	C-3	11/1/1995	69,501	7.5%	5,213	9.0%	6,255	7.75%	4,079	4,517	89,565
Patrick Doherty	3/5/2017	Lieutenant	L-4	7/7/1997	64,647	7.5%	4,849	6.0%	3,879	7.75%	5,010	4,145	82,529
Jeffrey Giasullo	7/9/2004	Lieutenant	L-4	11/6/1995	66,379	3.0%	1,991	6.0%	3,983	7.75%	5,144	4,098	81,595
Donald Greer	11/3/2003	Lieutenant	L-4	7/1/1986	8,950	7.5%	671	6.0%	537	15.00%	1,343	410	11,911
Paul Guttadauro	7/9/2004	Lieutenant	L-4	4/1/1994	66,379	7.5%	4,978	6.0%	3,983	7.50%	5,144	4,248	84,732
Brian Hurler	3/20/2005	Lieutenant	L-4	8/7/1989	66,379	0.0%	-	6.0%	3,983	9.75%	6,472	4,063	80,897
Joseph Kearns	8/9/2015	Lieutenant	L-4	11/2/1995	66,379	10.0%	6,638	6.0%	3,983	9.75%	6,472	4,414	87,886
Russell McGlaughlin	11/3/2003	Lieutenant	L-4	8/7/1989	66,379	11.5%	7,634	6.0%	3,983		3,500	4,164	85,659
Kenneth Sandberg	2/1/2014	Lieutenant	L-4	5/5/2003	66,379	11.5%	7,634	6.0%	3,983	6.00%	4,149	4,335	86,479
Daniel Sawicki	12/18/2016	FFO Lieut.	L-4	7/26/2004	66,379	19.5%	12,944	6.0%	3,983	4.00%	2,655	4,508	90,469
Joel Altavesta		FF/AMB	P-4	6/9/2014	58,743	10.0%	5,874	7.0%	4,112		-	3,635	72,364
Peter Bielecki		FF/AMB	P-4	5/4/2014	58,743	0.0%	-	7.0%	4,112		-	3,324	66,179
Marc Bourdon		FF/AMB	P-4	9/3/2013	58,743	7.5%	4,406	7.0%	4,112	3.00%	1,762	3,650	72,673
Shawn Bradley		FF/AMB	P-4	7/27/2015	58,743	10.0%	5,874	7.0%	4,112		-	3,635	72,364
Patrick Brothers		Firefighter	P-4	6/10/1995	58,743	0.0%	-	6.0%	3,525		2,900	3,446	68,614
Joseph Dogherty		FF/AMB	P-3	7/10/2017	55,138	0.0%	-	7.0%	4,012		-	3,133	62,283
Todd Elliott		Firefighter	P-4	6/26/2006	58,743	0.0%	-	6.0%	3,525		1,900	3,425	67,593
James Fitzpatrick		FF/AMB	P-4	11/10/2011	58,743	10.0%	5,874	7.0%	4,112	3.00%	1,762	3,728	74,220
Joseph Fortunato		Firefighter	P4/L1	7/9/2001	63,076	10.0%	6,308	6.0%	3,785	6.25%	3,942	4,099	81,209
John Fowler		Firefighter	P-4	4/26/2000	58,743	0.0%	-	6.0%	3,525	6.25%	3,671	3,487	69,426
David Giasullo		FF/AMB	P-4	9/4/2012	58,743	19.0%	11,161	7.0%	4,112	3.00%	1,762	4,007	79,785
Michael Giasullo		FF/AMB	P-4	11/8/2011	58,743	7.5%	4,406	7.0%	4,112	3.00%	1,762	3,650	72,673
William Gosse		Firefighter	P-4	8/4/1998	58,743	0.0%	-	6.0%	3,525	6.25%	4,434	3,530	70,232
Timothy Holden		Firefighter	P-4	4/1/1994	58,743	7.5%	4,406	6.0%	3,525	7.75%	4,553	3,767	74,993
David Karlberg		Firefighter	P4/L1	2/5/2001	63,076	10.0%	6,308	6.0%	3,785	6.25%	3,942	4,099	81,209
Daniel Kasprzak		FF/AMB	P-4	9/3/2013	58,743	7.5%	4,406	7.0%	4,112	3.00%	1,762	3,642	72,665
Robert Keddie		FF/AMB	P-4	11/9/2011	58,743	10.0%	5,874	7.0%	4,112	3.00%	1,762	3,642	74,134
Justin Lamoureux		FF/AMB	P-4	11/30/2015	58,743	7.5%	4,406	7.0%	4,112		-	3,557	70,818
David Levy, Jr.		Firefighter	P-4	4/1/1997	58,743	0.0%	-	6.0%	3,525	7.75%	4,553	3,526	70,346
Brian Mackey		FF/AMB	P-4	1/18/2009	58,743	10.0%	5,874	7.0%	4,112	4.00%	2,350	3,759	74,838
Timothy Mancusi		FF/AMB	P-4	6/9/2014	58,743	10.0%	5,874	7.0%	4,112		-	3,635	72,364
Christina Merrill		Firefighter	P-4	11/10/2003	58,743	4.0%	2,350	6.0%	3,525	6.25%	3,214	3,484	71,315
Michael Merrill		Firefighter	P-4	1/26/2004	58,743	0.0%	-	6.0%	3,525	6.25%	3,214	3,468	68,950
Thomas Murphy		Firefighter	P-4	7/26/2004	58,743	5.0%	2,937	6.0%	3,525	4.00%	2,350	3,464	71,018
John O'Leary		FF/AMB	P-3	4/2/2017	56,517	0.0%	-	7.0%	4,112		-	3,206	63,835
Alan Rosemond		Firefighter	P-4	6/12/1995	58,743	7.5%	4,406	6.0%	3,525	7.75%	4,553	3,767	74,993
Daniel Sitar		Firefighter	P-4	3/13/1987	58,743	5.0%	2,937	6.0%	3,525	15.00%	8,811	3,914	77,930
Daniel Small		Firefighter	P-4	4/17/1988	58,743	0.0%	-	0.0%	-	15.00%	8,811	3,573	71,127
Peter Smith		FF/AMB	P-3	4/3/2017	56,517	0.0%	-	7.0%	4,112		-	3,206	63,835
Steven Spencer		Firefighter	P-4	10/7/2002	58,743	5.0%	2,937	6.0%	3,525	6.00%	3,671	3,642	72,518
Christopher Teixeira		FF/AMB	P-3	1/16/2017	56,517	7.5%	4,239	7.0%	4,012		-	3,133	67,901
Derek Temmallo		FF/AMB	P-3	12/4/2017	56,517	7.5%	4,239	7.0%	4,112		-	3,206	68,074
Derek Welch		FF/AMB	P-4	12/5/2016	58,743	7.5%	4,406	7.0%	4,112		-	3,031	70,292
Tyler Welch		FF/AMB	P-4	12/1/2014	58,743	0.0%	-	7.0%	4,112		-	3,324	66,179
Michael Willey		FF/AMB	P-3	12/4/2017	56,517	10.0%	5,652	7.0%	4,012		-	3,505	69,686
Daniel Yost		Firefighter	P-4	7/26/2004	58,743	0.0%	-	6.0%	3,525		1,900	3,295	67,463
New Hire (vacancy)		FF/AMB	P-1/2	8/13/2018	38,971	0.0%	-	7.0%	3,638		-	2,592	45,201
New Hire (vacancy)		FF/AMB	P-1/2	8/13/2018	38,971	5.0%	1,949	7.0%	3,638		-	2,989	47,547
New Hire (for Captain Giasullo)		FF/AMB	P-1/2	8/13/2018	38,971	5.0%	1,949	7.0%	3,638		-	2,989	47,547
Jeanne Martin		Secretary	PAP-7	1/28/2015	53,523	-	-	-	-	-	-	-	53,523

<b>Total</b>					<b>3,645,687</b>		<b>240,259.3</b>		<b>230,007</b>		<b>210,440</b>	<b>221,690</b>	<b>4,548,083</b>
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<b>Temporary Part-Time:</b>													<b>Total</b>	-
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<b>Overtime:</b>	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. One member anticipated to attend Mass Fire Academy Recruit Training Program.													620,000
<b>Total</b>														620,000

<b>Uniforms:</b>	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.													-
<b>Total</b>														-

<b>Contractually Obligated Sick Leave Incentive Programs (pay-only conversion based on current CBA)</b>														79,003
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<b>Terminal Leave</b>	Notice of Retirement given by Captain James Giasullo, Jr. effective 10/01/2018.													55,000
	Notice of Retirement given by Chief Michael Hazel effective 01/05/2021.													15,660

FISCAL YEAR 2018

Name / Promotion	Position	Step	Hire/Step	Education/Specialist		EMT Stipend		Longevity		Holiday Pay	Total Salary		
				Base Salary	%	Pay	%	Pay	%			PAY	
Michael Hazel	7/1/2011	Chief	PAP-8	4/17/1988	114,550	7.5%	8,591	6.0%	6,873	15.00%	17,182	153,400	
Albert Vasas	7/11/2011	Deputy	PAP-3	8/7/1989	93,073	7.5%	6,981	6.0%	5,584	9.50%	8,842	119,305	
Michael Callahan	3/1/2005	Captain	C-4	3/13/1989	72,938	7.5%	5,470	6.0%	4,376		3,400	90,725	
James Giasullo	8/9/2015	Captain	C-4	4/17/1988	72,938	0.0%	-	6.0%	4,376	15.00%	10,941	92,905	
Gary Kerr	2/1/2014	Captain	C-4	12/1/1988	72,938	7.5%	5,470	6.0%	4,376	15.00%	10,941	98,663	
Scott Keddie	12/18/2016	Captain	C-4	3/1/1987	72,938	11.5%	8,388	6.0%	4,376	15.00%	10,941	101,155	
Jon Viscione	7/11/2011	Captain	C-4	8/18/1985	75,491	19.5%	14,721	6.0%	4,529	15.00%	11,324	111,653	
William Brothers	7/9/2004	Lieutenant	L-4	4/28/1997	64,647	7.5%	4,848	6.0%	3,879		2,850	80,240	
Robert Calistro	7/15/2002	Lieutenant	L-4	4/17/1988	64,647	7.5%	4,848	6.0%	3,879	15.00%	9,697	87,448	
David Carney	8/30/2009	Lieutenant	L-4	11/1/1995	64,647	7.5%	4,848	6.0%	3,879		2,850	80,342	
Jeffrey Giasullo	7/9/2004	Lieutenant	L-4	11/6/1995	64,647	1.5%	970	6.0%	3,879		2,850	76,157	
Donald Greer	11/3/2003	Lieutenant	L-4	7/1/1986	64,647	7.5%	4,848	6.0%	3,879	15.00%	9,697	87,448	
Paul Guttadauro	7/9/2004	Lieutenant	L-4	4/1/1994	64,647	7.5%	4,848	6.0%	3,879	7.50%	4,848	82,343	
Brian Hurley	3/20/2005	Lieutenant	L-4	8/7/1989	64,647	0.0%	-	6.0%	3,879		3,400	75,715	
Joseph Kearns	8/9/2015	Lieutenant	L-4	11/2/1995	64,647	10.0%	6,465	6.0%	3,879		3,400	82,520	
Russell McGlaughlin	11/3/2003	Lieutenant	L-4	8/7/1989	64,647	11.5%	7,434	6.0%	3,879		3,400	83,541	
Timothy Niven	11/21/1991	Lieutenant	L-4	1/30/1985	66,909	7.5%	5,018	6.0%	4,015	15.00%	10,036	90,508	
Kenneth Sandberg	2/1/2014	Lieutenant	L-4	5/5/2003	64,647	11.5%	7,434	6.0%	3,879	6.00%	3,879	84,045	
Daniel Sawicki	12/18/2016	Lieutenant	L-4	7/26/2004	64,647	5.0%	3,232	6.0%	3,879		1,800	77,035	
Joel Altavesta		Firefighter	P-4	6/9/2014	57,310	9.0%	5,158	7.0%	4,012		0	3,503	69,982
Scott Austin		Firefighter	P-4	11/10/2003	57,310	10.0%	5,731	6.0%	3,439		1,800	3,628	71,907
Peter Bielecki		Firefighter	P-4	5/4/2014	57,310	0.0%	-	7.0%	4,012		0	3,231	64,552
Marc Bourdon		Firefighter	P-4	9/3/2013	57,310	5.0%	2,865	7.0%	4,012		0	3,382	67,569
Shawn Bradlev		Firefighter	P-3	7/27/2015	57,310	10.0%	5,731	7.0%	4,012		0	3,533	70,585
Patrick Brothers		Firefighter	P-4	6/10/1995	57,310	0.0%	-	6.0%	3,439		2,850	3,351	66,949
Joseph Doherty		Firefighter	P-4	7/1/1986	57,310	7.5%	4,298	6.0%	3,439	15.00%	8,596	4,016	77,659
Patrick Doherty		Firefighter	P-4	4/1/1997	57,310	7.5%	4,298	6.0%	3,439		2,850	3,577	71,474
Todd Elliott		Firefighter	P-4	6/26/2006	57,310	0.0%	-	7.0%	4,012		1,800	3,326	66,447
James Fitzpatrick		Firefighter	P-4	11/10/2011	57,310	10.0%	5,731	7.0%	4,012	2.75%	1,576	3,616	72,244
Joseph Fortunato		Firefighter	P-4	7/9/2001	57,310	10.0%	5,731	6.0%	3,439		2,300	3,624	72,403
John Fowler		Firefighter	P-4	4/26/2000	57,310	0.0%	-	7.0%	4,012	6.00%	3,439	3,412	68,172
Michael Frazier		Firefighter	P-3	12/4/2016	55,139	7.5%	4,135	7.0%	4,012		0	3,117	66,403
David Giasullo		Firefighter	P-4	9/4/2012	57,310	13.0%	7,450	7.0%	4,012	2.75%	1,576	3,706	74,054
Michael Giasullo		Firefighter	P-4	11/8/2011	57,310	7.5%	4,298	7.0%	4,012	2.75%	1,576	3,540	70,736
William Gosse		Firefighter	P-4	8/4/1998	57,310	0.0%	-	6.0%	3,439		2,300	3,322	66,370
Timothy Holden		Firefighter	P-4	4/1/1994	57,310	7.5%	4,298	6.0%	3,439		2,850	3,577	71,474
Christian Irving		Firefighter	P-4	5/5/2014	57,310	5.0%	2,865	7.0%	4,012		0	3,382	67,569
David Karlberg		Firefighter	P-4	2/5/2001	57,310	10.0%	5,731	6.0%	3,439		2,300	3,624	72,403
Daniel Kasprzak		Firefighter	P-4	9/3/2013	57,310	7.5%	4,298	7.0%	4,012		0	3,457	69,077
Robert Keddie		Firefighter	P-4	11/9/2011	57,310	7.5%	4,298	7.0%	4,012	2.75%	1,576	3,540	70,736
Justin Lamoureux		Firefighter	P-4	11/30/2015	57,310	5.0%	2,865	7.0%	4,012		0	3,382	67,569
David Levy JR		Firefighter	P-4	4/1/1997	57,310	0.0%	-	6.0%	3,439	7.50%	4,298	3,427	68,474
Brian Mackey		Firefighter	P-4	1/18/2009	57,310	9.0%	5,158	7.0%	4,012	2.75%	1,576	3,586	71,641
Timothy Mancusi		Firefighter	P-4	6/9/2014	57,310	10.0%	5,731	6.0%	3,439		0	3,533	70,012
Christina Merrill		Firefighter	P-4	11/10/2003	57,310	4.0%	2,292	6.0%	3,439	3.75%	2,149	3,435	68,625
Michael Merrill		Firefighter	P-4	1/26/2004	57,310	0.0%	-	7.0%	4,012	3.75%	2,149	3,344	66,815
Thomas Murphy		Firefighter	P-4	7/26/2004	57,310	1.5%	860	7.0%	4,012	3.75%	2,149	3,390	67,720
Alan Rosemond		Firefighter	P-4	6/12/1995	57,310	7.5%	4,298	6.0%	3,439		2,850	3,577	71,474
Daniel Sitar		Firefighter	P-4	3/13/1987	57,310	0.0%	-	6.0%	3,439	15.00%	8,596	3,654	72,999
Daniel Small		Firefighter	P-4	4/17/1988	57,310	0.0%	-	0.0%	-	15.00%	8,596	3,472	69,378
Steven Spencer		Firefighter	P-4	10/7/2002	57,310	5.0%	2,865	6.0%	3,439	6.00%	3,439	3,533	70,585
Christopher Teixeira		Firefighter	P-2	1/16/2017	51,162	7.5%	3,837	7.0%	4,012		0	3,108	62,119
Derek Welch		Firefighter	P-3	12/5/2016	55,139	7.5%	4,135	7.0%	4,012		0	3,117	66,403
Tyler Welch		Firefighter	P-4	12/1/2014	57,310	0.0%	-	7.0%	4,012		0	3,231	64,552
Daniel Yost		Firefighter	P-4	7/26/2004	57,310	0.0%	-	7.0%	4,012		1,800	3,326	66,447
Jeanne Martin		Secretary	PAP-6	1/28/2015	50,942		-					50,942	
Training Officer (New Position)		Lieutenant	L-4	7/1/2017	36,236	0.0%	-	6.0%	-		-	-	36,236
<b>Total</b>					<b>3,492,728</b>		<b>213,378.6</b>		<b>213,560</b>		<b>207,270</b>	<b>208,973</b>	<b>4,335,909</b>

**Temporary Part-Time:** **Total** -

**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. One member anticipated to attend Mass Fire Academy Recruit Training Program. 622,317

**Total** 622,317

**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)** 57,099

**Terminal Leave** No notice of retirements given for FY18. -

Sub Total 57,099

**Total** 57,099

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5210 Energy Utilities*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
36,901	36,901	36,840	36,840	43,911	43,907	44,767	46,111	46,111
	National Grid Electric	National Grid Gas	Constellation Electric	Direct Energy Gas				
North 3736 sq.	2,479	1,964	2,644	2,635				
South 7480 sq.	9,204	2,021	8,678	2,544				
Center 8600 sq.		4,715		6,340				
Catamount Microwave	1,573							
Center Generator		162		23				
Pole PD 258	1,129							
	14,385.00	8,862.00	11,322.00	11,542.00	46,111.00		46,111	46,111

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5240 Repairs and Maintenance*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
102,250	102,250	104,674	104,669	123,459	123,457	105,150	<b>112,920</b>	<b>112,920</b>

<b>Vehicle &amp; Equipment Preventative Maintenance &amp; Repairs</b> - 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
<b>Equipment Preventative Maintenance &amp; Repairs</b> - includes radios, powered and non-powered equipment, and safety and evaluative equipment.	10,000	10,000
<b>Firefighting Foam</b> - for use on engines for modern fuel loads.	3,000	3,000
<b>Vehicle Inspection Software</b> - annual license fee for computerized fleet maintenance software program.	2,000	2,000
<b>State Vehicle Inspections</b> - annual truck and car inspections.	1,770	1,770
<b>Auto Part Supplies</b> - for miscellaneous auto maintenance repairs.	2,300	2,300
<b>Ground Ladder Testing</b> - annual testing to meet NFPA 1932 standard.	1,100	1,100
<b>Pump &amp; Ladder Certifications</b> Annual ISO & NFPA fire engine pump testing and certification (\$350 per engine).	2,750	2,750

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5285 Fire Alarm Maintenance*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
160	160	469	469	160	160	1,545	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*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
9,083	9,083	31,765	31,765	39,445	39,445	30,100	<b>30,740</b>	<b>30,740</b>

<b>Medical Screenings</b> - new hires and current employees for return to work exams as needed.	2,500	2,500
<b>Occupational Health</b> - Firefighter Bi-Annual Physical Exam as required by CBA.	-	-
<b>Annual SCBA flow testing and PASS maintenance and repairs per NFPA 1851 &amp; 1981.</b> 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.	4,000	4,000
<b>Hydraulic Extrication Tool Maintenance</b> - required annual maintenance and testing. (4 Engines, Ladder 1, Rescue 1 onboard edraulic and hydraulic rescue tools.)	4,500	4,500
<b>Medical Waste Disposal</b> - in conjunction with Board of Health, \$95 per box (12 boxes per year). includes sharps disposal taken from residents, Police Department, and Board of Health.	1,140	1,140
<b>Emergency Traffic Light Preemption</b> - annual maintenance & basic repairs, Fire & Police.	2,500	2,500
<b>TransCOR Information Technologies</b> - annual vehicle locator software license for nine emergency vehicles.	850	850
<b>Ambulance Reporting Software</b> - annual software license for ambulance medical documentation and reporting.	5,350	5,350
<b>Chest Compression System</b> - annual maintenance agreement for service and support of three units.	2,800	2,800

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5340 Communications*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
46,590	46,590	28,161	28,161	9,809	9,809	7,320	12,897	12,897

**Phone Equipment** - general repairs for station telephones to keep system operational. 500 500

**Broadview Phone Service** - 25 phones in stations on IP based Town phone system. 5,100 5,100

**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) 4,817 4,817

**Verizon Fax/Ring-down Lines** - fax lines for three fire stations with 911 dial function in each lobby. 1,980 1,980

**Portable Radios** - programing and repair expenses. 500 500

*Total 5340 Communications:* 12,897 12,897

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5402 Facilities Maintenance, Repairs, and Supplies*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
37,932	37,890	43,941	43,941	43,300	43,262	36,050	37,800	37,800

**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.

<b>Preventative HVAC</b> - maintenance contract for North & South Station HVAC units.	2,750	2,750
<b>Emergency HVAC Repairs</b> - basic repairs for all stations.	2,750	2,750
Center Station heating system is antiquated; new Center Fire Station project will resolve this.		
<b>Emergency Generator Maintenance</b> - 4 units including Ames Hill communications site.	850	850
<b>Emergency Generator Maintenance</b> - repairs beyond preventative maintenance (parts and labor).	800	800
<b>Annual Fire Extinguisher Maintenance</b> - inspection and recharging of portable fire extinguishers.	1,000	1,000
<b>Plymovent Diesel Exhaust Filtering</b> - all stations, annual maintenance contract.	3,800	3,800
<b>Plymovent Diesel Exhaust Filtering</b> - all stations, replacement parts and repairs.	2,500	2,500
<b>Station Supplies</b> - paper products and cleaning supplies for stations, turnout gear, and apparatus.	3,500	3,500
<b>Roof Repairs</b> - 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.		
<b>Floor Drain Service</b> - grease trap cleaning in stations and North Station septic maintenance.	1,500	1,500
<b>Backflow Preventer Maintenance</b> - all stations, semi-annual domestic water backflow preventer maintenance.	1,250	1,250
<b>Building Supplies</b> - general supplies & services for facility maintenance.	3,500	3,500
<b>Electrical &amp; Plumbing Services</b> - 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.		
<b>Garage Doors</b> - 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.		
<b>Appliance Replacement &amp; Repairs</b> - for all stations.	1,900	1,900
<b>Inspection Fees</b> - State inspection fee for pressure vessels in stations.	200	200
<i>Total 5402 Maintenance Supplies:</i>	37,800	37,800

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5420 Office Supplies*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
2,654	2,654	4,196	4,196	3,390	3,375	5,700	5,700	5,700

<b>General Office Supplies</b> - lowest price vendor used on an as needed basis for basic office supplies.	4,000	4,000
<b>Photocopy Machine</b> - annual maintenance and service contract for two copiers in Center and South stations.	750	750
<b>Departmental Forms</b> - lowest price vendor used to print departmental forms and burning permits.	400	400
<b>Postage</b> - 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*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
23,746	23,725	27,755	27,755	31,610	31,609	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 pen replacement 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 - year 3 of 4 service and maintenance contract for two devices.

(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*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
-	-	45	45	1,500	1,500	2,000	<b>2,500</b>	<b>2,500</b>

**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*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	<b>FY2020 DEPT REQ</b>	<b>FY2020 TM REC</b>
-	-	-	-	-	-	500	<b>500</b>	<b>500</b>

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*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
-	-	-	-	-	-	16,473	-	-

A grant was applied for to train a minimum of 15 firefighters to level of Fire Officer I. This grant request was made through the Federal Assistance to Firefighters Grant Program and is intended to expand professional development opportunity for our firefighters.

Personnel Cost	\$37,944
Supplies Cost	\$2,280
Instruction Contractual Cost	\$11,400
Indirect Charges	\$720
<b>Total Cost</b>	<b>\$52,344</b>
Federal Share	\$47,568
Town Share	\$4,758

*Total 5513 Grant Match:* - -

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5530 Mutual Aid*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	<b>FY2020 DEPT REQ</b>	<b>FY2020 TM REC</b>
96	96	-	-	-	-	150	<b>150</b>	<b>150</b>

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*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
49,895	49,895	49,255	49,255	50,000	49,670	53,000	55,000	55,000

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

55,000 55,000

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

*Total 5535 Ambulance Billing:* 55,000 55,000

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5580 Uniforms*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
2,382	2,382	39,989	39,989	22,524	22,517	20,045	<b>29,550</b>	<b>29,550</b>

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. 18,000 18,000

New hire (2) structural firefighting turnout and safety gear, MSA mask, initial uniforms, and dress uniform. Two (2) new hires are planned for in FY20 budget period. 11,550 11,550

*Total 5580 Uniforms:* 29,550 29,550

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5702 Travel*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
500	500	500	364	650	650	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*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
7,945	7,945	8,170	8,170	5,500	5,457	10,250	11,250	11,250

Professional journals, training subscriptions, and training resources. 11,250 11,250  
 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:* 11,250 11,250

**DESCRIPTION/DETAIL**

**FIRE OPERATING**

*5790 Staff Development*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
4,367	4,367	6,869	6,869	9,900	9,898	14,650	<b>14,750</b>	<b>14,750</b>

FCAM Professional Development Conference - Chief & Deputy Chief attendance. 14,750 14,750  
 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:* 14,750 14,750

**DESCRIPTION/DETAIL**

**FIRE OUTLAY**

*5805 Capital Outlay*

FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2020 DEPT REQ	FY2020 TM REC
-		72,252	72,251	32,000	32,000	-	-	-

Capital improvement requests made through project/equipment request forms.

These will be reflected in the Towns five year Capital Improvement Plan

FY2020 Replacement of 2013 Ford E-450 Horton Ambulance with new vehicle.

FY2021 Replacement of 2000 International 4900 Rescue Truck with similar vehicle.

FY2022 Renovation of North Fire Station to update living quarters.

FY2023 Renovation of South Fire Station to update living quarters.

*Total 5805 Capital Outlay:*

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-

FY2020 Replacement of 2013 Ford E-450 Horton Ambulance with new vehicle.

240,000

FY2021 Replacement of 2000 International 4900 Rescue Truck with similar vehicle.

90,000

FY2022 Renovation of North Fire Station to update living quarters.

1,250,000

FY2023 Renovation of South Fire Station to update living quarters.

150,000