

FIRE DEPARTMENT	FY2022	FY2022	FY2023	FY2023	FY2024	FY2024	FY2025	FY2026	FY2026	FY2026	Budget Chg	% Chg
	BUDGETED	EXPENDED	BUDGETED	EXPENDED	BUDGETED	EXPENDED	BUDGETED	DEPT REQ	TM REC	FIN COM REC		
Salaries												
5111Regular Salaries	4,860,771	\$ 4,858,618	\$ 5,099,961	\$ 5,036,369	\$ 5,441,470	\$ 5,401,871	\$ 5,766,462	\$ 5,903,893	\$ 5,903,893	\$	\$ 137,430.75	2.38%
5181Training	15,555	23,500	30,000	11,539	30,000	7,493	30,000	35,000	35,000	\$	\$ 5,000.00	16.67%
5130Overtime	827,120	791,660	710,050	682,813	747,900	707,784	822,650	951,206	951,206	\$	\$ 128,556.00	15.63%
5131Uniforms	-	-	-	-	-	-	-	-	-	\$	\$ -	-
5160Terminal Leave	22,900	8,472	99,189	92,294	1,556	1,383	12,052	3,000	3,000	\$	\$ (9,652.00)	-75.11%
Total Salaries	\$ 5,726,946.0	\$ 5,682,250	\$ 5,939,200	\$ 5,822,985	\$ 6,220,926	\$ 6,118,531	\$ 6,631,164	\$ 6,893,999	\$ 6,893,999	\$	\$ 261,934.75	3.95%
Operating												
5210Energy Utilities	80,772	75,016	140,915	127,549	121,460	114,751	108,062	109,045	109,045	\$	\$ 983.00	0.91%
5240Repairs and Maintenance	149,808	144,961	169,903	160,917	165,648	165,613	126,458	132,781	132,781	\$	\$ 6,323.00	5.00%
5285Fire Alarm Maintenance	2,438	730	3,800	6,856	102,290	96,361	1,800	1,800	1,800	\$	\$ -	0.00%
5310Professional Services	41,893	39,488	51,394	49,680	79,331	78,894	84,706	111,115	111,115	\$	\$ 26,409.00	31.18%
5340Communications	13,812	11,899	57,966	56,186	66,358	65,217	14,205	14,205	14,205	\$	\$ -	0.00%
5402Facilities Maintenance	59,628	57,439	38,694	38,429	51,832	51,118	44,459	47,322	47,322	\$	\$ 2,863.00	6.44%
5420Office Supplies	6,396	5,415	7,814	6,712	9,602	9,035	7,700	7,700	7,700	\$	\$ -	0.00%
5422Ambulance Supplies	33,137	32,503	163,066	162,423	49,039	49,038	42,930	45,077	45,077	\$	\$ 2,147.00	5.00%
5424Hose	2,800	2,800	19,270	19,230	19,239	19,239	2,404	2,652	2,652	\$	\$ 152.00	6.08%
5425Hazard	1,000	1,000	500	496	500	500	500	500	500	\$	\$ -	0.00%
5510Grant Match	4,355	4,355	2,842	2,842	17,646	-	-	-	-	\$	\$ -	#DIV/0!
5530Mutual Aid	150	-	150	-	150	-	150	150	150	\$	\$ -	0.00%
5535Ambulance Billing	63,619	63,174	75,754	75,754	80,192	77,982	66,813	69,491	69,491	\$	\$ 2,678.00	4.01%
5580Uniforms	67,663	67,049	83,452	81,721	44,439	43,940	39,500	39,500	39,500	\$	\$ -	0.00%
5702Travel	800	750	800	610	800	171	800	800	800	\$	\$ -	0.00%
5703Dues and Memberships	12,175	8,186	10,694	8,982	9,500	9,265	12,004	12,000	12,000	\$	\$ -	0.00%
5900Staff Development	15,981	11,955	14,248	13,888	14,095	13,873	15,000	15,000	15,000	\$	\$ -	0.00%
5950Unpaid Bills	-	-	-	-	-	-	-	-	-	\$	\$ -	#DIV/0!
Total Operating	\$ 556,127.6	\$ 526,401	\$ 845,262	\$ 811,288	\$ 832,131	\$ 812,654	\$ 567,583	\$ 609,138	\$ 609,138	\$	\$ 41,555.00	7.32%
Capital Outlay												
5833Capital Outlay	-	-	-	-	45,778	45,778	-	-	-	\$	\$ -	0.00%
Total Capital Outlay	-	-	-	-	45,778	45,778	-	-	-	\$	\$ -	0.00%
Total Budget	\$ 6,283,073.6	\$ 6,208,650.9	\$ 6,784,464.2	\$ 6,634,273.0	\$ 7,098,835.0	\$ 6,976,962.9	\$ 7,198,747.0	\$ 7,502,236.7	\$ 7,502,236.7	\$	\$ 303,489.75	4.22%

Position	FY2022	FY2023	FY2024	FY2025	FY2026	FY2026	
	BUDGETED	BUDGETED	BUDGETED	BUDGETED	DEPT REQ	TM REC	FIN COM REC
Fire Chief	1	1	1	1	1	1	1
Deputy Fire Chief	1	1	1	1	1	1	1
Captains	4	4	5	5	5	5	5
Lieutenants	14	14	13	13	13	13	13
Firefighters	36	36	40	40	40	40	40
Secretary	1	1	1	1	1	1	1
Total Staffing	57	57	61	61	61	61	-

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	PP10	11/2/1995	\$ 144,844	10.0%	14,484	7.0%	\$ 10,139	12.75%	\$ 20,314	\$ 9,453	\$ 199,234
Paul Guttadauro	2/19/22	Deputy	PP7	4/1/1994	131,096	7.5%	9,832	7.0%	9,177	12.75%	17,968	8,371	176,444
David Carney	7/11/21	Captain	C-2	11/5/1995	91,162	7.5%	6,837	10.0%	9,116	12.75%	12,495	7,447	127,057
Jeff Giasullo	1/5/21	Captain	C-2	11/4/1995	91,162	7.5%	6,837	7.0%	6,381	12.75%	12,495	7,277	124,152
Kenneth Sandberg	7/18/21	Captain	C-2	5/5/2003	88,079	15.0%	13,212	7.0%	6,166	10.00%	10,129	7,321	124,907
Scott Austin	2/5/23	Captain	C-2	11/10/2003	88,079	10.0%	8,808	7.0%	6,166	10.00%	9,689	7,019	119,761
Daniel Sawicki	7/3/2022	Capt - FPO	C-2	7/26/2004	88,079	27.0%	23,781	7.0%	6,166	10.00%	10,129	7,979	136,134
Alan Rosemond	7/1/2020	Lieut. - FTO	L-2	6/12/1995	29,651	19.5%	3,677	7.0%	1,320	12.75%	2,584	1,083	38,315
Peter Bielecki	8/8/21	Lieutenant	L-2	5/4/2014	77,946	0.0%	-	7.0%	5,456	5.50%	4,287	5,460	93,149
Marc Bourdon	8/20/23	Lieutenant	L-2	8/27/2013	77,946	7.5%	5,846	7.0%	5,456	5.50%	4,609	5,844	99,700
Joseph Fortunato	7/25/2021	Lieutenant	L-2	7/9/2001	77,946	15.0%	11,692	7.0%	5,456	10.00%	8,964	6,479	110,537
David Giasullo	1/5/2021	Lieutenant	L-2	9/4/2012	77,946	19.0%	14,810	7.0%	5,456	5.50%	4,930	6,422	109,564
David Karlberg	8/26/2018	Lieutenant	L-2	2/5/2001	77,946	10.0%	7,795	7.0%	5,456	12.75%	9,658	6,291	107,146
Robert Keddie	7/11/2021	Lieutenant	L-2	11/9/2011	77,946	14.0%	10,912	7.0%	5,456	5.50%	4,716	6,166	105,196
Brian Mackey	3/19/2019	Lieutenant	L-2	1/18/2009	77,946	19.0%	14,810	7.0%	5,456	8.50%	7,619	6,589	112,420
Timothy Mancusi	5/1/22	Lieutenant	L-2	6/9/2014	77,946	15.0%	11,692	7.0%	5,456	5.50%	4,930	6,228	106,252
Russell McGlaughlin	11/3/2003	Lieutenant	L-2	8/7/1989	20,997	7.5%	835	7.0%	779	12.75%	1,525	495	24,631
Christina Merrill	5/1/2020	Lieutenant	L-2	11/10/2003	77,946	4.0%	3,118	7.0%	5,456	10.00%	8,028	5,887	100,436
Michael Merrill	9/1/2024	Lieutenant	L-2	1/26/2004	77,946	0.0%	-	7.0%	5,456	10.00%	8,028	5,693	97,124
Derek Welch	8/1/21	Lieutenant	L-2	12/5/2016	77,946	10.0%	7,795	7.0%	5,456	3.00%	2,572	5,838	99,608
Joel Altavesta		Firefighter	P-4	6/9/2014	68,979	10.0%	6,898	7.0%	4,829	5.50%	4,173	5,285	90,163
Shawn Bradley		Firefighter	P-4	7/27/2015	68,979	10.0%	6,898	7.0%	4,829	5.50%	4,173	5,285	90,163
Peter Brekalis		FF/AMB	P-4	1/4/2021	68,979	7.5%	5,173	8.0%	5,518	3.00%	1,117	5,035	85,822
Jacob Brothers		FF/AMB	P-4	8/9/2021	68,979	0.0%	-	8.0%	5,518	0.00%	-	4,638	79,136
Patrick Brothers Jr		FF/AMB	P-4	7/12/2021	68,979	15.0%	10,347	8.0%	5,518	0.00%	-	5,282	90,127
Patrick Brothers		Firefighter	P-4	6/10/1995	71,393	0.0%	-	7.0%	4,998	12.75%	9,376	5,340	91,106
Taylor Brothers		FF/AMB	P-4	2/20/2023	68,979	9.0%	6,208	8.0%	5,518	0.00%	-	5,025	85,730
David Conley		FF/AMB	P-4	2/6/2023	68,979	0.0%	-	8.0%	5,518	0.00%	-	4,638	79,136
Andrew DeMaio		FF/AMB	P-4	8/28/2023	68,979	10.0%	6,898	8.0%	5,518	0.00%	-	5,068	86,463
Joseph Dogherty		FF/AMB	P-4	7/10/2017	68,979	0.0%	-	7.0%	4,829	3.00%	2,069	4,724	80,601
Michael Donovan		FF/AMB	P-4	2/13/2022	68,979	10.0%	6,898	8.0%	5,518	0.00%	-	5,068	86,463
Todd Elliott		Firefighter	P-4	6/26/2006	68,979	0.0%	-	7.0%	4,829	8.50%	5,863	4,960	84,631
Jay Fagone		FF/AMB	P-4	3/23/2020	68,979	15.0%	10,347	8.0%	5,518	3.00%	2,380	5,431	92,655
Paul Farias		FF/AMB	P-4	2/20/2023	68,979	10.0%	6,898	8.0%	5,518	0.00%	-	5,068	86,463
James Fitzpatrick		Firefighter	P-4	11/10/2011	68,979	10.0%	6,898	7.0%	4,829	5.50%	4,173	5,285	90,163
John Fowler		Firefighter	P-4	4/26/2000	68,979	10.0%	6,898	7.0%	4,829	12.75%	9,674	5,627	96,007
Jeffrey Giasullo, Jr		FF/AMB	P-4	7/1/2019	68,979	10.0%	6,898	8.0%	5,518	3.00%	2,276	5,209	88,881
Michael Giasullo		Firefighter	P-4	11/8/2011	68,979	7.5%	5,173	7.0%	4,829	5.50%	4,078	5,171	88,231
William Gosse		Firefighter	P-4	8/4/1998	68,979	0.0%	-	7.0%	4,829	12.75%	9,059	5,159	88,026
Caitlin Halliday		FF/AMB	P-4	2/6/2023	68,979	0.0%	-	8.0%	5,518	0.00%	-	4,638	79,136
Blake Hery		FF/AMB	P-4	8/9/2021	68,979	15.0%	10,347	8.0%	5,518	0.00%	-	5,282	90,127
Justin Hubbard		FF/AMB	P-4	8/13/2018	68,979	7.5%	5,173	8.0%	5,518	3.00%	2,225	5,099	86,994
Daniel Kasprzak		Firefighter	P-4	9/3/2013	68,979	7.5%	5,173	7.0%	4,829	5.50%	4,078	5,171	88,231
Justin Lamoureux		Firefighter	P-4	11/30/2015	68,979	7.5%	5,173	7.0%	4,829	5.50%	3,187	5,109	87,276
Charles Lucia, Jr.		FF/AMB	P-4	8/13/2018	68,979	14.0%	9,657	8.0%	5,518	3.00%	2,276	5,381	91,812
Kyle Maga		FF/AMB	P-3	2/25/2024	66,366	10.0%	6,637	8.0%	5,518	0.00%	-	4,889	83,409
Jason McNamara		FF/AMB	P-4	7/12/2021	68,979	10.0%	6,898	8.0%	5,518	8.50%	6,450	5,469	93,314
Paul Mugford		FF/AMB	P-4	9/13/2021	68,979	5.0%	3,449	8.0%	5,518	0.00%	-	4,853	82,799
John OLeary		Firefighter	P-4	4/2/2017	68,979	7.5%	5,173	7.0%	4,829	3.00%	2,225	5,056	86,261
Christopher Repucci		FF/AMB	P-4	9/13/2021	68,979	10.0%	6,898	8.0%	5,518	0.00%	-	5,068	86,463
Henry Roberts		FF/AMB	P-4	1/6/2020	68,979	10.0%	6,898	8.0%	5,518	3.00%	2,276	5,209	88,881
Peter Smith		Firefighter	P-4	4/3/2017	68,979	10.0%	6,898	7.0%	4,829	3.00%	2,276	5,166	88,148
Jonathen Tammaro		FF/AMB	P-4	7/12/2021	68,979	15.0%	10,347	8.0%	5,518	0.00%	-	5,282	90,127
Branden Tanguay		FF/AMB	P-4	11/15/2021	68,979	0.0%	-	8.0%	5,518	0.00%	-	4,638	79,136

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		
Christopher Teixeira	Firefighter	P-4	1/16/2017	68,979	15.0%	10,347	7.0%	4,829	3.00%	2,380	5,388	91,922
Derek Temmallo	FF/AMB	P-4	12/4/2017	68,979	10.0%	6,898	8.0%	5,518	3.00%	2,276	5,209	88,881
Tyler Welch	Firefighter	P-4	12/1/2014	68,979	4.0%	2,759	7.0%	4,829	5.50%	3,794	5,003	85,364
Michael Willey	FF/AMB	P-4	12/4/2017	68,979	15.0%	10,347	8.0%	5,518	3.00%	2,380	5,431	92,655
Daniel Yost	Firefighter	P-4	7/26/2004	68,979	0.0%	-	7.0%	4,829	0.00%	3,100	4,788	81,696
William Giasullo	FF/AMB	P-3	9/9/2024	66,366	7.5%	4,977	8.0%	5,518	0.00%	-	4,785	81,647
New Hire (Mcglauflin)	FF/AMB	P-2	12/31/1899	53,085	7.5%	3,981	8.0%	4,757	0.00%	-	4,122	65,945
New Hire (Rosemond)	FF/AMB	P-2	12/31/1899	53,085	7.5%	3,981	8.0%	4,757	0.00%	-	4,122	65,945
Jeanne Martin	Secretary	PAP-6/10	1/28/2015	73,791	0.0%	-	0.00	-	0.0%	2,200	-	75,991
Total				\$ 4,493,077		\$ 401,217		\$ 334,805		\$ 263,005	\$ 335,798	\$ 5,903,893

FIRE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED

Name / Promotion	Position	Step	Hire/Step	Base Salary	Education/Specialist % Pay	EMT Stipend % Pay	Longevity % PAY	Holiday Pay	Total Salary
Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement.									Total \$ 35,000
Overtime: Estimated funds for shift replacements to maintain staffing at 14 members per shift 7:00am-7:00pm throughout the fiscal year. Estimated funds for shift replacements to maintain staffing at 12 members per shift 7:00am-7:00am throughout the fiscal year. Based on average time usage beyond contractually obligated time off and average past incident response.									\$ 951,206
									Total \$ 951,206
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). Vacation leave buyback for retiring member									\$ 3,000
									Sub Total \$ 3,000
									Total \$ 3,000
TOTAL SALARIES									\$ 6,893,099

FISCAL YEAR 2026

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			
Joseph Kearns	1/5/2021	Chief	PP10	11/2/1995	144,844	10.0%	14,484	7.0%	10,139	12.75%	20,314	9,453	199,234
Paul Guttadauro	2/19/22	Deputy	PP7	4/1/1994	131,096	7.5%	9,832	7.0%	9,177	12.75%	17,968	8,371	176,444
David Carney	7/11/21	Captain	C-2	11/5/1995	91,162	7.5%	6,837	10.0%	9,116	12.75%	12,495	7,447	127,057
Jeff Giasullo	1/5/21	Captain	C-2	11/4/1995	91,162	7.5%	6,837	7.0%	6,381	12.75%	12,495	7,277	124,152
Kenneth Sandberg	7/18/21	Captain	C-2	5/5/2003	88,079	15.0%	13,212	7.0%	6,166	10.00%	10,129	7,321	124,907
Scott Austin	2/5/23	Captain	C-2	11/10/2003	88,079	10.0%	8,808	7.0%	6,166	10.00%	9,689	7,019	119,761
Daniel Sawicki	7/3/2022	Capt - FPO	C-2	7/26/2004	88,079	27.0%	23,781	7.0%	6,166	10.00%	10,129	7,979	136,134
Alan Rosemond	7/1/2020	Lieut. - FTO	L-2	6/12/1995	29,651	19.5%	3,677	7.0%	1,320	12.75%	2,584	1,083	38,315
Peter Bielecki	8/8/21	Lieutenant	L-2	5/4/2014	77,946	0.0%	-	7.0%	5,456	5.50%	4,287	5,460	93,149
Marc Bourdon	8/20/23	Lieutenant	L-2	8/27/2013	77,946	7.5%	5,846	7.0%	5,456	5.50%	4,609	5,844	99,700
Joseph Fortunato	7/25/2021	Lieutenant	L-2	7/9/2001	77,946	15.0%	11,692	7.0%	5,456	10.00%	8,964	6,479	110,537
David Giasullo	1/5/2021	Lieutenant	L-2	9/4/2012	77,946	19.0%	14,810	7.0%	5,456	5.50%	4,930	6,422	109,564
David Karlberg	8/26/2018	Lieutenant	L-2	2/5/2001	77,946	10.0%	7,795	7.0%	5,456	12.75%	9,658	6,291	107,146
Robert Keddie	7/11/2021	Lieutenant	L-2	11/9/2011	77,946	14.0%	10,912	7.0%	5,456	5.50%	4,716	6,166	105,196
Brian Mackey	3/19/2019	Lieutenant	L-2	1/18/2009	77,946	19.0%	14,810	7.0%	5,456	8.50%	7,619	6,589	112,420
Timothy Mancusi	5/1/22	Lieutenant	L-2	6/9/2014	77,946	15.0%	11,692	7.0%	5,456	5.50%	4,930	6,228	106,252
Russell McGlaughlin	11/3/2003	Lieutenant	L-2	8/7/1989	20,997	7.5%	835	7.0%	779	12.75%	1,525	495	24,631
Christina Merrill	5/1/2020	Lieutenant	L-2	11/10/2003	77,946	4.0%	3,118	7.0%	5,456	10.00%	8,028	5,887	100,436
Michael Merrill	9/1/2024	Lieutenant	L-2	1/26/2004	77,946	0.0%	-	7.0%	5,456	10.00%	8,028	5,693	97,124
Derek Welch	8/1/21	Lieutenant	L-2	12/5/2016	77,946	10.0%	7,795	7.0%	5,456	3.00%	2,572	5,838	99,608
Joel Altavesta		Firefighter	P-4	6/9/2014	68,979	10.0%	6,898	7.0%	4,829	5.50%	4,173	5,285	90,163
Shawn Bradley		Firefighter	P-4	7/27/2015	68,979	10.0%	6,898	7.0%	4,829	5.50%	4,173	5,285	90,163
Peter Brekalis		FF/AMB	P-4	1/4/2021	68,979	7.5%	5,173	8.0%	5,518	3.00%	1,117	5,035	85,822
Jacob Brothers		FF/AMB	P-4	8/9/2021	68,979	0.0%	-	8.0%	5,518	0.00%	-	4,638	79,136
Patrick Brothers Jr		FF/AMB	P-4	7/12/2021	68,979	15.0%	10,347	8.0%	5,518	0.00%	-	5,282	90,127
Patrick Brothers		Firefighter	P-4	6/10/1995	71,393	0.0%	-	7.0%	4,998	12.75%	9,376	5,340	91,106
Taylor Brothers		FF/AMB	P-4	2/20/2023	68,979	9.0%	6,208	8.0%	5,518	0.00%	-	5,025	85,730
David Conley		FF/AMB	P-4	2/6/2023	68,979	0.0%	-	8.0%	5,518	0.00%	-	4,638	79,136
Andrew DeMaio		FF/AMB	P-4	8/28/2023	68,979	10.0%	6,898	8.0%	5,518	0.00%	-	5,068	86,463
Joseph Dogherty		FF/AMB	P-4	7/10/2017	68,979	0.0%	-	7.0%	4,829	3.00%	2,069	4,724	80,601
Michael Donovan		FF/AMB	P-4	2/13/2022	68,979	10.0%	6,898	8.0%	5,518	0.00%	-	5,068	86,463
Todd Elliott		Firefighter	P-4	6/26/2006	68,979	0.0%	-	7.0%	4,829	8.50%	5,863	4,960	84,631
Jay Fagone		FF/AMB	P-4	3/23/2020	68,979	15.0%	10,347	8.0%	5,518	3.00%	2,380	5,431	92,655
Paul Farias		FF/AMB	P-4	2/20/2023	68,979	10.0%	6,898	8.0%	5,518	0.00%	-	5,068	86,463
James Fitzpatrick		Firefighter	P-4	11/10/2011	68,979	10.0%	6,898	7.0%	4,829	5.50%	4,173	5,285	90,163
John Fowler		Firefighter	P-4	4/26/2000	68,979	10.0%	6,898	7.0%	4,829	12.75%	9,674	5,627	96,007
Jeffrey Giasullo, Jr		FF/AMB	P-4	7/1/2019	68,979	10.0%	6,898	8.0%	5,518	3.00%	2,276	5,209	88,881
Michael Giasullo		Firefighter	P-4	11/8/2011	68,979	7.5%	5,173	7.0%	4,829	5.50%	4,078	5,171	88,231
William Gosse		Firefighter	P-4	8/4/1998	68,979	0.0%	-	7.0%	4,829	12.75%	9,059	5,159	88,026
Caitlin Halliday		FF/AMB	P-4	2/6/2023	68,979	0.0%	-	8.0%	5,518	0.00%	-	4,638	79,136
Blake Hery		FF/AMB	P-4	8/9/2021	68,979	15.0%	10,347	8.0%	5,518	0.00%	-	5,282	90,127
Justin Hubbard		FF/AMB	P-4	8/13/2018	68,979	7.5%	5,173	8.0%	5,518	3.00%	2,225	5,099	86,994
Daniel Kasprzak		Firefighter	P-4	9/3/2013	68,979	7.5%	5,173	7.0%	4,829	5.50%	4,078	5,171	88,231
Justin Lamoureux		Firefighter	P-4	11/30/2015	68,979	7.5%	5,173	7.0%	4,829	5.50%	3,187	5,109	87,276
Charles Lucia, Jr.		FF/AMB	P-4	8/13/2018	68,979	14.0%	9,657	8.0%	5,518	3.00%	2,276	5,381	91,812
Kyle Maga		FF/AMB	P-3	2/25/2024	66,366	10.0%	6,637	8.0%	5,518	0.00%	-	4,889	83,409
Jason McNamara		FF/AMB	P-4	7/12/2021	68,979	10.0%	6,898	8.0%	5,518	8.50%	6,450	5,469	93,314

**FISCAL YEAR 2025
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	PP9/10	11/2/1995	141,311	10.0%	14,131	6.5%	9,185	12.75%	19,819	9,187	193,633
Paul Guttadauro	2/19/22	Deputy	PP7	4/1/1994	124,768	7.5%	9,358	6.5%	8,110	12.75%	17,101	7,936	167,273
David Carney	7/11/21	Captain	C-2	11/5/1995	88,938	7.5%	6,670	9.5%	8,449	12.75%	12,190	7,238	123,485
Jeff Giasullo	1/5/21	Captain	C-2	11/4/1995	88,938	7.5%	6,670	6.5%	5,781	12.75%	12,190	7,072	120,651
Kenneth Sandberg	7/18/21	Captain	C-2	5/5/2003	85,931	15.0%	12,890	6.5%	5,586	10.00%	9,882	7,116	121,404
Scott Austin	2/5/23	Captain	C-2	11/10/2003	85,931	10.0%	8,593	6.5%	5,586	10.00%	9,452	6,821	116,383
Daniel Sawicki	7/3/2022	Capt - FPO	C-2	7/26/2004	85,931	27.0%	23,201	6.5%	5,586	10.00%	9,882	7,758	132,357
Alan Rosemond	7/1/2020	Lieut. - FTO	L-2	6/12/1995	78,707	19.5%	15,348	6.5%	5,116	12.75%	10,788	6,846	116,804
Peter Bielecki	8/8/21	Lieutenant	L-2	5/4/2014	76,045	0.0%	-	6.5%	4,943	5.50%	4,182	5,303	90,473
Marc Bourdon	8/20/23	Lieutenant	L-2	8/27/2013	76,045	7.5%	5,703	6.5%	4,943	5.50%	4,496	5,677	96,865
Patrick Doherty	3/5/2017	Lieutenant	L-2	7/7/1997	9,047	7.5%	678	6.5%	588	12.75%	1,240	719	12,272
Joseph Fortunato	7/25/2021	Lieutenant	L-2	7/9/2001	76,045	15.0%	11,407	6.5%	4,943	10.00%	8,745	6,297	107,437
David Giasullo	1/5/2021	Lieutenant	L-2	9/4/2012	76,045	19.0%	14,449	6.5%	4,943	5.50%	4,810	6,241	106,487
David Karlberg	8/26/2018	Lieutenant	L-2	2/5/2001	76,045	10.0%	7,604	6.5%	4,943	10.00%	8,365	6,037	122,527
Robert Keddie	7/11/2021	Lieutenant	L-2	11/9/2011	76,045	14.0%	10,646	6.5%	4,943	5.50%	4,601	5,992	102,226
Brian Mackey	3/19/2019	Lieutenant	L-2	1/18/2009	76,045	19.0%	14,449	6.5%	4,943	8.50%	7,433	6,405	109,274
Timothy Mancusi	5/1/2022	Lieutenant	L-2	6/9/2014	76,045	10.0%	7,604	6.5%	4,943	5.50%	4,601	5,802	98,995
Russell McGlaughlin	11/3/2003	Lieutenant	L-2	8/7/1989	78,707	7.5%	5,903	6.5%	5,116	12.75%	10,788	6,258	106,771
Christina Merrill	5/1/2020	Lieutenant	L-2	11/10/2003	76,045	4.0%	3,042	6.5%	4,943	10.00%	7,833	5,719	97,581
Michael Merrill	9/1/2024	Lieutenant	P-4	1/26/2004	73,165	0.0%	-	6.5%	4,756	10.00%	7,536	5,321	90,777
Derek Welch	8/1/2021	Lieutenant	L-2	12/5/2016	76,045	10.0%	7,604	6.5%	4,943	3.00%	2,509	5,672	96,774
Joel Altavesta		Firefighter	P-4	6/9/2014	67,296	10.0%	6,730	6.5%	4,374	5.50%	4,071	5,135	87,606
Shawn Bradley		Firefighter	P-4	7/27/2015	67,296	10.0%	6,730	6.5%	4,374	3.00%	2,221	5,020	85,641
Peter Brekalis		FF/AMB	P-3	1/4/2021	67,296	7.5%	5,047	7.5%	5,047	0.00%	-	4,818	82,209
Jacob Brothers		FF/AMB	P-3	8/9/2021	67,296	0.0%	-	7.5%	5,047	0.00%	-	4,504	76,848
Patrick Brothers Jr		FF/AMB	P-3	7/12/2021	67,296	15.0%	10,094	7.5%	5,047	0.00%	-	5,133	87,571
Patrick Brothers		Firefighter	P-4	6/10/1995	69,652	0.0%	-	6.5%	4,527	12.75%	9,147	5,188	88,514
Taylor Brothers		FF/AMB	P-3	2/20/2023	64,747	5.0%	3,237	7.5%	5,047	0.00%	-	4,547	77,579
David Conley		FF/AMB	P-3	2/6/2023	64,747	0.0%	-	7.5%	5,047	0.00%	-	4,345	74,140
Andrew DeMaio		FF/AMB	P-3	8/28/2023	64,747	10.0%	6,475	7.5%	5,047	0.00%	-	4,749	81,018
Joseph Dogherty		FF/AMB	P-4	7/10/2017	67,296	0.0%	-	7.5%	5,047	3.00%	2,019	4,630	78,992
Michael Donovan		FF/AMB	P-3	2/13/2022	67,296	10.0%	6,730	7.5%	5,047	0.00%	-	4,923	83,996
Todd Elliott		Firefighter	P-4	6/26/2006	67,296	0.0%	-	6.5%	4,374	8.50%	5,720	4,818	82,209
Jay Fagone		FF/AMB	P-4	3/23/2020	67,296	10.0%	6,730	7.5%	5,047	3.00%	2,221	5,061	86,355
Paul Farias		FF/AMB	P-3	2/20/2023	64,747	10.0%	6,475	7.5%	5,047	0.00%	-	4,749	81,018
James Fitzpatrick		Firefighter	P-4	11/10/2011	67,296	10.0%	6,730	6.5%	4,374	5.50%	4,071	5,135	87,606
John Fowler		Firefighter	P-4	4/26/2000	67,296	10.0%	6,730	6.5%	4,374	12.75%	9,438	5,469	93,307
Jeffrey Giasullo, Jr		FF/AMB	P-4	7/1/2019	67,296	10.0%	6,730	7.5%	5,047	3.00%	2,221	5,061	86,355
Michael Giasullo		Firefighter	P-4	11/8/2011	67,296	7.5%	5,047	6.5%	4,374	5.50%	3,979	5,024	85,721
William Gosse		Firefighter	P-4	8/4/1998	67,296	0.0%	-	6.5%	4,374	12.75%	8,838	5,012	85,521
Caitlin Halliday		FF/AMB	P-3	2/6/2023	64,747	0.0%	-	7.5%	5,047	0.00%	-	4,345	74,140
Blake Hery		FF/AMB	P-4	8/9/2021	67,296	10.0%	6,730	7.5%	5,047	0.00%	-	4,923	83,996
Timothy Holden		Firefighter	P-4	4/1/1994	12,892	7.5%	967	6.5%	4,374	12.75%	1,767	1,245	21,245
Justin Hubbard		FF/AMB	P-4	8/13/2018	67,296	7.5%	5,047	7.5%	5,047	3.00%	2,170	4,954	84,515
Daniel Kasprzak		Firefighter	P-4	9/3/2013	67,296	7.5%	5,047	6.5%	4,374	5.50%	3,979	5,024	85,721
Justin Lamoureux		Firefighter	P-4	11/30/2015	67,296	7.5%	5,047	6.5%	4,374	3.00%	2,170	4,912	83,800
Charles Lucia, Jr.		FF/AMB	P-4	8/13/2018	67,296	14.0%	9,421	7.5%	5,047	3.00%	2,221	5,229	89,215
Jason McNamara		FF/AMB	P-4	7/12/2021	67,296	10.0%	6,730	7.5%	5,047	8.50%	6,292	5,315	90,680
Paul Mugford		FF/AMB	P-4	9/13/2021	67,296	5.0%	3,365	7.5%	5,047	0.00%	-	4,714	80,422
John OLeary		Firefighter	P-4	4/2/2017	67,296	7.5%	5,047	6.5%	4,374	3.00%	2,170	4,912	83,800
Christopher Repucci		FF/AMB	P-4	9/13/2021	67,296	10.0%	6,730	7.5%	5,047	0.00%	-	4,923	83,996

**FISCAL YEAR 2025
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		
Henry Roberts	FF/AMB	P-4	1/6/2020	67,296	10.0%	6,730	7.5%	5,047	3.00%	2,221	5,061	86,355
Peter Smith	Firefighter	P-4	4/3/2017	67,296	10.0%	6,730	6.5%	4,374	3.00%	2,221	5,020	85,641
Jonathen Tammaro	FF/AMB	P-4	7/12/2021	67,296	15.0%	10,094	7.5%	5,047	0.00%	-	5,133	87,571
Branden Tanguay	FF/AMB	P-4	11/15/2021	67,296	0.0%	-	7.5%	5,047	0.00%	-	4,504	76,848
Christopher Teixeira	Firefighter	P-4	1/16/2017	67,296	10.0%	6,730	6.5%	4,374	3.00%	2,221	5,020	85,641
Derek Temmallo	FF/AMB	P-4	12/4/2017	67,296	7.5%	5,047	7.5%	5,047	3.00%	2,170	4,954	84,515
Tyler Welch	Firefighter	P-4	12/1/2014	67,296	4.0%	2,692	6.5%	4,374	5.50%	3,701	4,860	82,924
Michael Willey	FF/AMB	P-4	12/4/2017	67,296	15.0%	10,094	7.5%	5,047	3.00%	2,322	5,277	90,037
Daniel Yost	Firefighter	P-4	7/26/2004	67,296	0.0%	-	6.5%	4,374		3,100	4,655	79,426
William Giasullo	FF/AMB	P-2	9/1/2024	60,077	7.5%	4,506	7.5%	5,047	0.00%	-	4,335	73,965
Kyle Maga	FF/AMB	P-2	2/25/2024	60,077	10.0%	6,008	7.5%	5,047	0.00%		4,430	75,562

**FISCAL YEAR 2025
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		
Jeanne Martin	Secretary	PAP-6/10	1/28/2015	71,991				-		1,800		73,791
Total				4,453,729		382,195.9		309,607		272,915	328,482	5,766,462

Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement.	Total	30,000
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Overtime: Estimated funds for shift replacements to maintain staffing at 14 members per shift 7:00am-7:00pm throughout the fiscal year. Estimated funds for shift replacements to maintain staffing at 12 members per shift 7:00am-7:00am throughout the fiscal year. Based on average time usage beyond contractually obligated time off and average past incident response.	822,650
Total	822,650

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).	2,766
Vacation leave buyback for retiring member	9,286
Sub Total	12,052
Total	12,052

TOTAL SALARIES	\$ 6,631,164
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**FISCAL YEAR 2024
FIRE DEPARTMENT SALARY INFORMATION**

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	PP8/9	11/2/1995	132,740	10.0%	13,274	6.0%	7,964	12.75%	16,925	7,841	178,745
Paul Guttadauro	2/19/22	Deputy	PP5	4/1/1994	115,771	7.5%	8,683	6.0%	6,946	12.75%	14,761	6,493	152,653
David Carney	7/11/21	Captain	C-2	11/5/1995	86,769	7.5%	6,508	9.0%	7,809	12.75%	11,063	6,227	118,377
Jeff Giasullo	1/5/21	Captain	C-2	11/4/1995	86,769	5.0%	4,338	6.0%	5,206	12.75%	11,063	5,962	113,340
Kenneth Sandberg	7/18/21	Captain	C-2	5/5/2003	83,835	15.0%	12,575	6.0%	5,030	10.00%	8,384	6,312	116,136
Scott Austin	2/5/23	Lieut-Capt	L-2/C-1	11/10/2003	82,247	10.0%	8,224	6.0%	4,935	10.00%	8,224	5,846	109,476
Daniel Sawicki	7/3/2022	Capt - FPO	C-2	7/26/2004	83,835	22.0%	18,444	6.0%	5,030	8.50%	7,126	6,577	121,012
Alan Rosemond	7/1/2020	Lieut. - FTO	L-2	6/12/1995	79,475	19.5%	15,498	6.0%	4,768	12.75%	10,133	6,101	115,975
Peter Bielecki	8/8/21	Lieutenant	L-2	5/4/2014	74,190	0.0%	-	6.0%	4,451	5.50%	2,588	4,656	85,886
Patrick Doherty	3/5/2017	Lieutenant	L-2	7/7/1997	76,787	7.5%	5,759	6.0%	4,607	12.75%	9,790	5,383	102,327
Joseph Fortunato	7/25/2021	Lieutenant	L-2	7/9/2001	74,190	10.0%	7,419	6.0%	4,451	10.00%	7,419	5,372	98,852
David Giasullo	1/5/2021	Lieutenant	L-2	9/4/2012	74,190	19.0%	14,096	6.0%	4,451	5.50%	4,080	5,564	102,382
David Karlberg	8/26/2018	Lieutenant	L-2	2/5/2001	74,190	10.0%	7,419	6.0%	4,451	10.00%	7,419	5,372	98,851
Robert Keddie	7/11/2021	Lieutenant	L-2	11/9/2011	74,190	14.0%	10,387	6.0%	4,451	5.50%	4,080	5,351	98,459
Brian Mackey	3/19/2019	Lieutenant	L-2	1/18/2009	74,190	19.0%	14,096	6.0%	4,451	8.50%	5,146	5,607	103,491
Timothy Mancusi	5/1/22	Lieutenant	L-2	6/9/2014	74,190	10.0%	7,419	6.0%	4,451	5.50%	2,332	5,074	93,466
Russell McGlaughlin	11/3/2003	Lieutenant	L-2	8/7/1989	76,787	7.5%	5,759	6.0%	4,607		3,700	5,221	96,075
Christina Merrill	5/1/2020	Lieutenant	L-2	11/10/2003	74,190	4.0%	2,968	6.0%	4,451	10.00%	7,014	5,101	93,723
Derek Welch	8/1/21	Lieutenant	L-2	12/5/2016	74,190	10.0%	7,419	6.0%	4,451	3.00%	2,226	5,074	93,360
Timothy Holden	3/1/23	Lieutenant	L1-2	4/1/1994	74,992	7.5%	5,624	6.0%	4,500	12.75%	9,562	5,230	99,908
Joel Altavesta		Firefighter	P-4	6/9/2014	65,655	10.0%	6,566	6.0%	3,939	5.50%	2,102	4,490	82,752
Marc Bourdon		Firefighter	P-4	9/3/2013	65,655	7.5%	4,924	6.0%	3,939	5.50%	3,385	4,482	82,386
Shawn Bradley		Firefighter	P-4	7/27/2015	65,655	10.0%	6,566	6.0%	3,939	3.00%	1,970	4,490	82,620
Peter Brekalis		FF/AMB	P-3	1/4/2021	65,655	7.5%	4,924	7.0%	4,596	0.00%	-	4,320	79,496
Jacob Brothers		FF/AMB	P-3	8/9/2021	65,655	0.0%	-	7.0%	4,596	0.00%	-	4,037	74,289
Patrick Brothers Jr		FF/AMB	P-3	7/12/2021	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,232
Patrick Brothers		Firefighter	P-4	6/10/1995	65,655	0.0%	-	6.0%	3,939		3,700	4,212	77,506
Joseph Dogherty		FF/AMB	P-4	7/10/2017	65,655	0.0%	-	7.0%	4,596	3.00%	1,970	4,151	76,371
Michael Donovan		FF/AMB	P-3	2/13/2022	63,168	10.0%	6,317	7.0%	4,596	0.00%	-	4,257	78,338
Todd Elliott		Firefighter	P-4	6/26/2006	65,655	0.0%	-	6.0%	3,939		2,600	4,149	76,343
Jay Fagone		FF/AMB	P-4	3/23/2020	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,232
James Fitzpatrick		Firefighter	P-4	11/10/2021	65,655	10.0%	6,566	6.0%	3,939	5.50%	3,611	4,585	84,356
John Fowler		Firefighter	P-4	4/26/2000	65,655	0.0%	-	6.0%	3,939	10.00%	6,565	4,377	80,536
Jeffrey Giasullo, Jr		FF/AMB	P-4	7/1/2019	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,232
Michael Giasullo		Firefighter	P-4	11/8/2011	65,655	7.5%	4,924	6.0%	3,939	5.50%	3,611	4,490	82,619
William Gosse		Firefighter	P-4	8/4/1998	65,655	0.0%	-	6.0%	3,939	12.75%	8,191	4,472	82,257
Blake Hery		FF/AMB	P-4	8/9/2021	65,655	9.0%	5,909	7.0%	4,596	0.00%	-	4,377	80,537
Justin Hubbard		FF/AMB	P-4	8/13/2018	65,655	5.0%	3,283	7.0%	4,596	3.00%	1,736	4,330	79,599
Daniel Kasprzak		Firefighter	P-4	9/3/2013	65,655	7.5%	4,924	6.0%	3,939	5.50%	3,322	4,482	82,322
Justin Lamoureux		Firefighter	P-4	11/30/2015	65,655	7.5%	4,924	6.0%	3,939	3.00%	1,970	4,396	80,884
Charles Lucia, Jr.		FF/AMB	P-4	8/13/2018	65,655	14.0%	9,192	7.0%	4,596	3.00%	1,781	4,669	85,893
Jason McNamara		FF/AMB	P-4	7/12/2021	65,655	10.0%	6,566	7.0%	4,596	8.50%	5,581	4,735	87,133
Michael Merrill		Firefighter	P-4	1/26/2004	65,655	0.0%	-	6.0%	3,939	10.00%	5,996	4,335	79,924
Paul Mugford		FF/AMB	P-4	9/13/2021	65,655	5.0%	3,283	7.0%	4,596	0.00%	-	4,226	77,760
John OLeary		FF/AMB	P-4	4/2/2017	65,655	7.5%	4,924	7.0%	4,596	3.00%	1,970	4,434	81,578
Christopher Repucci		FF/AMB	P-4	9/13/2021	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,231
Henry Roberts		FF/AMB	P-4	1/6/2020	65,655	7.5%	4,924	7.0%	4,596	0.00%	-	4,320	79,495
Peter Smith		FF/AMB	P-4	4/3/2017	65,655	5.0%	3,283	7.0%	4,596	3.00%	1,970	4,339	79,843
Jonathen Tammaro		FF/AMB	P-4	7/12/2021	65,655	5.0%	3,283	7.0%	4,596	0.00%	-	4,226	77,760
Branden Tanguay		FF/AMB	P-	11/15/2021	65,655	0.0%	-	7.0%	4,596	0.00%	-	4,037	74,288
Christopher Teixeira		FF/AMB	P-4	1/16/2017	65,655	7.5%	4,924	7.0%	4,596	3.00%	1,970	4,434	81,579

Derek Temmallo	FF/AMB	P-4	12/4/2017	65,655	7.5%	4,924	7.0%	4,596	3.00%	1,970	4,434	81,579
Tyler Welch	Firefighter	P-4	12/1/2014	65,655	4.0%	2,626	6.0%	3,939	3.00%	1,970	4,264	78,454
Michael Willey	FF/AMB	P-4	12/4/2017	65,655	15.0%	9,848	7.0%	4,596	3.00%	1,970	4,717	86,786
Daniel Yost	Firefighter	P-4	7/26/2004	65,655	0.0%	-	6.0%	3,939		2,600	4,149	76,343
New Hire (Keddie)	FF/AMB	P-2	2/23/2023	60,599	7.5%	4,396	7.0%	4,596	0.00%	-	3,885	73,476
New Hire	FF/AMB	P-2	2/1/2023	60,599	5.0%	2,931	7.0%	4,596	0.00%	-	3,801	71,927
New Hire	FF/AMB	P-2	2/1/2023	60,599	5.0%	2,931	7.0%	4,596	0.00%	-	3,801	71,927
New Hire	FF/AMB	P-2	2/1/2023	60,599	5.0%	2,931	7.0%	4,596	0.00%	-	3,801	71,927
New Hire	FF/AMB	P-2	2/1/2023	60,599	5.0%	2,931	7.0%	4,596	0.00%	-	3,801	71,927
Jeanne Martin	Secretary	PAP-6/10	1/28/2015	70,235						1,000		71,235

Total				4,316,392		335,895.0		276,106		226,543	286,533	5,441,470
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Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement.	Total	30,000
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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. Five members anticipated to attend Mass Fire Academy Recruit Training Program.	747,900
Total	747,900

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).	1,556
Sub Total	1,556
Total	1,556

TOTAL SALARIES	\$ 6,220,926
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DESCRIPTION/DETAIL

FIRE OPERATING

5210Energy Utilities

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 80,772	\$ 75,016	\$ 140,915	\$ 127,549	\$ 121,460	\$ 114,751	\$ 108,062	\$ 109,045	\$ 109,045

	National Grid Electric	National Grid Gas	Constellation Electric	Direct Energy Gas				
North 3736 sq.	5,564	2,889		2,205				
South 7480 sq.	14,985	3,875		3,150				
Center 8600 sq.								
New Center Station 22204 sq.	48,210	12,232		11,565				
Catamount Microwave	2,014							
Center Generator		645		310				
Pole PD 258	1,401							
	72,174.00	19,641.00	-	17,230.00	109,045.00		109,045	109,045
FY25	71,740.00	20,102.00		16,220.00	108,062.00			
Budget Chg	434.00	(461.00)		1,010.00	983.00			
% Chg	0.60%	-2.29%		6.23%	0.91%			

DESCRIPTION/DETAIL

FIRE OPERATING

5240 Repairs and Maintenance

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 149,808	\$ 144,961	\$ 169,902	\$ 160,917	\$ 165,648	\$ 165,613	\$ 126,458	\$ 132,781	\$ 132,781

Vehicle & Equipment Preventative Maintenance & Repairs - vendor parts, labor, and shipping charges. 99,723 103,522 103,522
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.

Equipment Preventative Maintenance & Repairs - includes radios, powered and non-powered equipment, and safety and evaluative equipment. 11,080 11,634 11,634

Firefighting Foam - for use on engines for modern fuel loads. 4,000 4,000 4,000

Vehicle Inspection Software - annual license fee for computerized fleet maintenance software program. 2,500 2,650 2,650

State Vehicle Inspections - annual truck and car inspections. 2,300 3,250 3,250

Auto Part Supplies - for miscellaneous auto maintenance repairs. 2,500 3,000 3,000

Ground Ladder Testing - annual testing to meet NFPA 1932 standard. 1,250 1,275 1,275

Pump & Ladder Certifications 3,105 3,450 3,450
Annual ISO & NFPA fire engine pump testing and certification (\$350 per engine).

DESCRIPTION/DETAIL

FIRE OPERATING

5285 Fire Alarm Maintenance

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 2,438	\$ 730	\$ 7,800	\$ 6,856	\$ 102,290	\$ 96,361	\$ 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.

1,800 1,800 1,800

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

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

FIRE OPERATING

5310 Professional Services

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 41,893	\$ 39,488	\$ 51,394	\$ 49,680	\$ 79,331	\$ 78,894	\$ 84,706	\$ 111,115	\$ 111,115
Medical and New Employee Screenings - new hires and current employees for return to work exams as needed.						3,500	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.						5,702	5,873	5,873
CO meter (5) calibration gas and sensor replacement, thermal imager (3) maintenance and testing, Radiation meter (4) calibration and testing, hydrogen cyanide meter (5) maintenance and testing. Sensit Gas meters (4) calibration gas and sensor replacement.								
Hydraulic Extrication Tool Maintenance - required annual maintenance and testing. (4 Engines, Ladder 1, Rescue 1 onboard edraulic and hydraulic rescue tools.)						4,500	3,500	3,500
Medical Waste Disposal - in conjunction with Board of Health, \$95 per box (12 boxes per year). includes sharps disposal taken from residents.						1,400	1,400	1,400
Emergency Traffic Light Preemption - annual maintenance & basic repairs, Fire & Police.						3,000	3,000	3,000
Ambulance Reporting Software - annual software license for ambulance medical documentation and report						9,150	14,000	14,000
Fire Reporting Software-Records Management - annual software license for NFIRS reporting							15,000	15,000
Air Compressor Maintenance for SCBA - semi-annual air quality testing and maintenance.						2,100	2,120	2,120
Chest Compression System - annual maintenance agreement for service and support of three units.						2,120	2,350	2,350
EMS Continuous Quality Improvement Program - annual service agreement with third party firm to improve patient care, establish consistency in patient care, identify and fix potential service problems, and comply with Massachusetts regulations relating to medical oversight and quality improvement.						5,500	5,500	5,500
Lexipol - Policy manual with daily training bulletins and supplemental publication service for fire operation						10,704	11,277	11,277
Johnson Controls : HVAC at new center station PM						9,290	9,410	9,410
Assessment Center: For Captains and Deputy Chief exam.						8,000	14,000	14,000
IT Contracts: Computer programs for Fire Investigators and overtime tracking system						8,900	9,345	9,345

Stryker Power-Pro XT MTS stretcher: PM contract ofr stretchers		10,840	10,840	10,840
<i>Total 5310 Professional Services:</i>	\$	84,706	\$ 111,115	111,115

DESCRIPTION/DETAIL

FIRE OPERATING

5340 Communications

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 13,812	\$ 11,889	\$ 57,966	\$ 56,186	\$ 66,358	\$ 65,217	\$ 14,205	\$ 14,205	\$ 14,205

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) 5,761 5,761 5,761

Verizon Connect Fleet - annual vehicle locator software license for nine emergency vehicles. 1,944 1,944 1,944

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

Portable Radios - programing and repair expenses. 5,000 5,000 5,000

Total 5340 Communications: \$ 14,205 \$ 14,205 \$ 14,205

5402Facilities Maintenance, Repairs, and Supplies

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 59,628	\$ 57,439	\$ 38,694	\$ 38,429	\$ 51,832	\$ 51,118	\$ 44,459	\$ 47,322	\$ 47,322

Facility Supplies for 3 Fire Stations.

The Center Station was opened in 2022

The North Fire Station opened in 1976.

The current South Fire Station opened in 2001.

Preventative HVAC - maintenance contract for North,South & Center Station HVAC units.	3,900	4,450	4,450
Emergency HVAC Repairs - basic repairs for all stations.	3,100	3,600	3,600
Emergency Generator Maintenance - 4 units including Ames Hill communications site.	1,200	1,200	1,200
Emergency Generator Maintenance - repairs beyond preventative maintenance (parts and labor).	950	950	950
Annual Fire Extinguisher Maintenance - inspection and recharging of portable fire extinguishers.	1,100	1,200	1,200
Diesel Exhaust Filtering - all stations, annual maintenance contract.	3,259	3,422	3,422
Diesel Exhaust Filtering - all stations, replacement parts and repairs.	2,500	2,500	2,500
Station Supplies - paper products and cleaning supplies for stations, turnout gear, and apparatus.	5,500	6,000	6,000
Roof Repairs - ongoing repairs to South Station and North Station roofs.	3,000	3,000	3,000
Floor Drain Service - grease trap cleaning in stations and North Station septic maintenance.	1,500	1,500	1,500
Backflow Preventer Maintenance - all stations, semi-annual domestic water backflow preventer maintenar	1,250	1,250	1,250
Building Supplies - general supplies & services for facility maintenance.	3,500	3,500	3,500
Electrical & Plumbing Services - parts and labor for repairs and maintenance as needed.	3,500	3,850	3,850
Garage Doors - preventative maintenance and emergency repairs of commercial overhead doors.	5,700	6,100	6,100
Doors at South and North Stations are aging, causing needed parts replacements.(springs)			
Appliance Replacement & Repairs - for all stations.	2,600	2,600	2,600
Inspection Fees - State inspection fee for pressure vessels in stations.	200	200	200
Fire Alarm, Sprinkler System, Elevator Yearly inspections: Center Station	1,700	2,000	2,000
<i>Total 5402 Maintenance Supplies:</i>	\$ 44,459	\$ 47,322	\$ 47,322

DESCRIPTION/DETAIL

FIRE OPERATING

5420 Office Supplies

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 6,396	\$ 5,415	\$ 7,814	\$ 6,712	\$ 9,602	\$ 9,035	\$ 7,700	\$ 7,700	\$ 7,700

General Office Supplies - lowest price vendor used on an as needed basis for basic office supplies.	6,000	6,000	6,000
Photocopy Machine - annual maintenance and service contract for two copiers in Center and South stations	750	750	750
Departmental Forms - lowest price vendor used to print departmental forms and burning permits.	400	400	400
Postage - associated postage expenses including return receipts and certified mailings.	550	550	550
<i>Total 5420 Office Supplies:</i>	\$ 7,700	\$ 7,700	\$ 7,700

DESCRIPTION/DETAIL

FIRE OPERATING

5422 Ambulance Supplies

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 33,137	\$ 32,503	\$ 163,066	\$ 162,425	\$ 49,039	\$ 49,038	\$ 42,930	\$ 45,077	\$ 45,077

Ambulance equipment and supplies

42,930 45,077 45,077

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)

Total 5422 Ambulance Supplies: \$ 42,930 \$ 45,077 \$ 45,077

DESCRIPTION/DETAIL

FIRE OPERATING

5424Hose

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 2,500	\$ 2,490	\$ 19,270	\$ 19,239	\$ 19,249	\$ 19,249	\$ 2,500	\$ 2,652	\$ 2,652

Fire Hose and Nozzle Maintenance

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

2,500 2,652 2,652

Total 5424 Hose: \$ 2,652 \$ 2,652

DESCRIPTION/DETAIL

FIRE OPERATING

5425 Hazmat

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 1,000	\$ 1,000	\$ 500	\$ 496	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500

Hazardous material mitigation materials and supplies for in Town use.
(motor vehicle accidents, minor tank leaks, disposal fees) 500 500 500

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

Total 5425 Hazmat: \$ 500 \$ 500 \$ 500

DESCRIPTION/DETAIL

FIRE OPERATING

5513 Grant Match

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
4,355	4,355	2,842	2,842	17,646	17,646	-	-	-

Total 5513 Grant Match: - -

DESCRIPTION/DETAIL

FIRE OPERATING

5530 Mutual Aid

FY2022	FY2022	FY2023	FY2023	FY2024	FY2024	FY2025	FY2026	FY2026	Budget Chg	% Chg
BUDGETED	EXPENDED	BUDGETED	EXPENDED	BUDGETED	EXPENDED	BUDGETED	DEPT REQ	TM REC		
\$ 150	\$ -	\$ 150	\$ -	\$ 150	\$ -	\$ 150	\$ 150	\$ 150	-	0.00%

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

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	Budget Chg	% Chg
\$ 63,619	\$ 63,174	\$ 75,754	\$ 75,754	\$ 80,192	\$ 77,982	\$ 66,813	\$ 69,491	\$ 69,491	\$ 2,678	4.01%

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

\$ 69,491 \$ 69,491

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
2021	1,505,048	2,875	523
2022	1,707,205	3,422	499
2023	1,906,271	3,484	548

Total 5535 Ambulance Billing: \$ 69,491 \$ 69,491

Increase transports which will result in increase revenue,
which means we will need to pay the billing company more.

DESCRIPTION/DETAIL

FIRE OPERATING

5580 Uniforms

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 67,663	\$ 67,049	\$ 83,452	\$ 81,721	\$ 44,439	\$ 43,940	\$ 39,500	\$ 39,500	\$ 39,500

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.

39,500

39,500

Total 5580 Uniforms: \$ 39,500 \$ 39,500

DESCRIPTION/DETAIL

FIRE OPERATING

5702Travel

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 800	\$ 750	\$ 800	\$ 610	\$ 800	\$ 171	\$ 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

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 12,175	\$ 8,186	\$ 10,694	\$ 8,982	\$ 9,500	\$ 9,265	\$ 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

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
\$ 15,981	\$ 11,955	\$ 14,248	\$ 12,888	\$ 14,095	\$ 13,873	\$ 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

DESCRIPTION/DETAIL

FIRE OUTLAY

5805 Capital Outlay

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
-	-	-	-	45,778	45,778	-	-	-

Total 5805 Capital Outlay: - -