

TOWN OF TEWKSBURY

FIRE DEPARTMENT

984 Main Street
TEWKSBURY, MASSACHUSETTS 01876
Joseph Kearns, Chief of Department
Phone (978) 640-4410

November 18, 2022

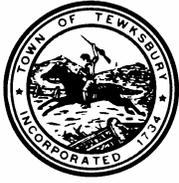
To: Town Manager Richard Montuori
From: Joseph W. Kearns, Fire Chief
Re: FY24 Fire Department budget narrative

Thank you for the opportunity to submit my request for the FY24 budget. Following your budget message, I kept a level service budget, showing contractually obligated increases in salaries and increases in operating, as the overall cost for supplies has increased. Any new items that were included are needed due to the opening of the new Center Fire Station.

The Tewksbury Fire Department provides a wide array of services for the residents and visitors to Tewksbury. They include fire suppression, hazardous material responses, responses to motor vehicle accidents, assisting residents and business owners with a wide range of assistance. Other services include fire prevention and inspectional services to ensure compliance, this is done with new construction and existing buildings. The area that continues to grow is the medical service we provide. We do this through having an entire department certified at the basic EMT level, while responding to calls with ambulances and fire engines. This department does an unbelievable job in providing care in a professional and compassionate way. They transport the sick and injured to the closest appropriate facility.

In this budget, we were finally able to achieve the goal that was set several years ago, prior to my tenure as Chief, but that I continued to pursue, and that was to establish a more sustainable way to have our second full time ambulance in service more frequently. This allows us to provide the residents a better service on a couple different levels. We can provide medical transport without calling for a mutual aid ambulance as often, and it also keeps Engine 3 in North Tewksbury fully open more often, since we use that manpower to cross staff the ambulance that responds out of the North Station. The call volume for medicals continue to rise and the population in North Tewksbury also continues to rise with commercial and residential projects. We will run the two primary ambulances out of the Center Station and South Station while still utilizing the ambulance out of the North on less frequent occasions. With this additional staffing there will be 14 members assigned to each shift, on Monday through Friday 7am-7pm we will back fill to keep staffing at 14, on nights and weekends we could possibly not replace members who are out and allow our staffing to go down to 12 per shift.

A priority I would like to see addressed in this budget is to adjust the pay scale for my Administrative Secretary. She reached the top step of her pay scale last fiscal year, and I would like to have her classification changed to PRRB grade 7 Executive Assistant. There are many reasons to justify this reclassification but to list a few; in many other departments they will have someone who is their payroll person, another who is their accounts payable/receivable person, another to handle any records requests. In our Department, Ms. Martin deals with all these fields for me. She works tirelessly and does an outstanding job; she has been asked to and has assisted other departments as they have brought on new people to help with their training. While serving in her position, she has also been instrumental in keeping our SAFE program running, while helping with scheduling and volunteering her time at events. Ms. Martin works well past her required hours on numerous occasions, making herself available while at home for our members to reach out to her with any questions. This classification change would be an \$848 increase.



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My next priority is to increase our training and staff development. We have appointed a training officer who has been doing an outstanding job of bringing in outside resources for us at no cost to the Town, but we also have training evolutions that are conducted with the engine company in service which means if a call for an emergency comes in, they need to stop training and respond to the call. Ideally, if we could backfill, each engine company's crew would be taken out of service while they train. This would provide for a more consistent, safer training environment. Not all training sessions would require this.

Finally, the third budget priority I would have is trying to improve on and advance with technology our portable and mobile radio systems. We need to start a preventive maintenance program that will include the purchasing of new batteries and charging systems for our portable radios. We also need to ensure all our radios have the most up to date software. The radios and batteries we got through a grant are approaching 5 years old and we need to phase in replacements.

Respectfully submitted

Joseph W. Kearns Fire Chief

FIRE DEPARTMENT	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC	FY2024 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	4,596,058	4,590,847	4,687,608	4,685,084	4,860,771	4,858,618	5,205,154	5,408,970	5,408,970	
5181 Training	16,500	2,805	10,000	5,812	15,555	23,500	30,000	30,000	30,000	
5130 Overtime	620,000	608,149	723,558	714,916	827,120	791,660	655,550	672,900	672,900	
5131 Uniforms	-	-	-	-	-	-	-	-	-	
5160 Terminal Leave	112,980	112,980	72,265	59,011	23,500	8,472	92,989	9,056	9,056	
Total Salaries	5,345,538.0	5,314,780.8	5,493,431.0	5,464,823.7	5,726,946.0	5,682,250.0	5,983,693.5	6,120,926	6,120,926	
<i>Operating</i>										
5210 Energy Utilities	51,097	37,772	54,830	36,502	80,772	75,016	68,735	105,047	105,047	
5240 Repairs and Maintenance	120,201	114,504	143,591	124,325	149,808	144,961	114,600	120,063	120,063	
5285 Fire Alarm Maintenance	1,800	1,026	2,571	674	2,438	730	1,800	1,800	1,800	
5310 Professional Services	39,277	30,173	46,951	36,369	41,893	39,488	63,697	62,608	62,608	
5340 Communications	14,997	14,335	13,188	8,156	13,812	11,889	9,605	11,005	11,005	
5402 Facilities Maintenance	50,007	42,765	57,869	36,280	59,628	57,439	38,150	40,490	40,490	
5420 Office Supplies	9,582	7,475	7,500	6,634	6,396	5,415	7,700	7,700	7,700	
5422 Ambulance Supplies	50,886	47,030	39,554	30,113	33,137	32,503	40,500	42,630	42,630	
5424 Hose	1,719	1,719	2,500	965	2,500	2,490	2,500	2,500	2,500	
5425 Hazmat	500	500	500	-	1,000	1,000	500	500	500	
5510 Grant Match	-	-	-	-	4,355	4,355	-	6,011	6,011	
5530 Mutual Aid	150	-	150	-	150	-	150	150	150	
5535 Ambulance Billing	57,000	56,953	55,000	48,381	63,619	63,174	57,000	59,000	59,000	
5580 Uniforms	40,790	27,622	45,657	32,639	67,663	67,049	65,249	39,500	39,500	
5702 Travel	800	42	1,391	593	800	750	800	800	800	
5703 Dues and Memberships	6,750	5,563	13,187	5,890	12,175	8,186	12,000	12,000	12,000	
5790 Staff Development	14,750	13,451	10,299	8,696	15,981	11,955	15,000	15,000	15,000	
5950 Unpaid Bills	-	-	-	-	-	-	-	-	-	
Total Operating	460,306	400,931	494,738	376,217	556,128	526,401	497,986	526,804	526,804	
<i>Capital Outlay</i>										
5833 Capital Outlay	52,000	-	52,000	52,000	-	-	-	-	-	
Total Capital Outlay	52,000	-	52,000	52,000	-	-	-	-	-	
Total Budget	5,857,844	5,715,711	6,040,169	5,893,041	6,283,073.55	6,208,650.90	6,481,679	6,647,730	6,647,730	

Position	FY2020	FY2021	FY2022	FY2023	FY2024	FY2024	FY2024
	BUDGETED	BUDGETED	BUDGETED	BUDGETED	DEPT REQ	TM REC	FIN COM REC
	FTE						
Fire Chief	1	1	1	1	1	1	
Deputy Fire Chief	1	1	1	1	1	1	
Captains	4	4	5	5	5	5	
Lieutenants	14	14	13	13	13	13	
Firefighters	36	36	36	36	40	40	
Secretary	1	1	1	1	1	1	
Total Staffing	57	57	57	57	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	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	111,856	7.5%	8,389	6.0%	6,711	12.75%	14,262	6,493	147,711
David Carney	7/11/21	Captain	C-2	11/5/1995	83,835	7.5%	6,288	9.0%	7,545	12.75%	10,689	6,227	114,584
Jeff Giasullo	1/5/21	Captain	C-2	11/4/1995	83,835	5.0%	4,192	6.0%	5,030	12.75%	10,689	5,962	109,708
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	76,787	19.5%	14,973	6.0%	4,607	12.75%	9,790	6,101	112,259
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	74,190	7.5%	5,564	6.0%	4,451	12.75%	9,459	5,383	99,049
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 McLaughlin	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	72,457	7.5%	5,435	6.0%	4,347	12.75%	9,238	5,230	96,707
Joel Altavesta	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	FF/AMB	P-3	8/9/2021	65,655	0.0%	-	7.0%	4,596	0.00%	-	4,037	74,289
Patrick Brothers Jr	5/1/22	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	5/1/22	Firefighter	P-4	6/10/1995	65,655	0.0%	-	6.0%	3,939	-	3,700	4,212	77,506
Joseph Doherty	5/1/22	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	5/1/22	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	5/1/22	Firefighter	P-4	6/26/2006	65,655	0.0%	-	6.0%	3,939	-	2,600	4,149	76,343
Jay Fagone	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	Firefighter	P-4	8/4/1998	65,655	0.0%	-	6.0%	3,939	12.75%	8,191	4,472	82,257
Blake Hery	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	Firefighter	P-4	1/26/2004	65,655	0.0%	-	6.0%	3,939	10.00%	5,996	4,335	79,924
Paul Muford	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	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	5/1/22	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
Jonathon Tammaro	5/1/22	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	5/1/22	FF/AMB	P-	11/15/2021	65,655	0.0%	-	7.0%	4,596	0.00%	-	4,037	74,288
Christopher Teixeira	5/1/22	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	5/1/22	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	5/1/22	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 Willev	5/1/22	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	5/1/22	Firefighter	P-4	7/26/2004	65,655	0.0%	-	6.0%	3,939	-	2,600	4,149	76,343
New Hire (Keddie)	5/1/22	FF/AMB	P-2	2/23/2023	58,612	7.5%	4,396	7.0%	4,596	0.00%	-	3,885	71,489
New Hire	5/1/22	FF/AMB	P-2	2/1/2023	58,612	5.0%	2,931	7.0%	4,596	0.00%	-	3,801	69,940
New Hire	5/1/22	FF/AMB	P-2	2/1/2023	58,612	5.0%	2,931	7.0%	4,596	0.00%	-	3,801	69,940
New Hire	5/1/22	FF/AMB	P-2	2/1/2023	58,612	5.0%	2,931	7.0%	4,596	0.00%	-	3,801	69,940
Jeanne Martin	5/1/22	Secretary	PAP-6/10	1/28/2015	70,235	-	-	-	-	-	1,000	-	71,235
Total					4,288,850		334,326.1		274,962		224,299	286,533	5,408,970

Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement. **Total** 30,000

Overtime: Estimated funds for shift replacements to maintain staffing at 12 members per shift throughout the fiscal year. Based on average time usage beyond contractually obligated time off and average past incident response. Five members anticipated to attend Mass Fire Academy Recruit Training Program. 672,900

Total 672,900

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). 9,056

Sub Total 9,056

Total 9,056

TOTAL SALARIES **\$ 6,120,926**

FISCAL YEAR 2024													
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	PP8/9	11/2/1995	132,740	10.0%	13,274	6.0%	7,964	12.75%	16,925	7,841	178,745
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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	72,457	7.5%	5,435	6.0%	4,347	12.75%	9,238	5,230	96,707
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	58,612	7.5%	4,396	7.0%	4,596	0.00%	-	3,885	71,489
New Hire		FF/AMB	P-2	2/1/2023	58,612	5.0%	2,931	7.0%	4,596	0.00%	-	3,801	69,940

**FISCAL YEAR 2023
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	PP7/8	11/2/1995	126,698	10.0%	12,669	6.0%	7,602	12.25%	15,520	7,455	169,944
Paul Guttadauro	2/19/22	Deputy	PP5/6	4/1/1994	109,547	7.5%	8,216	6.0%	6,573	12.25%	13,420	6,316	144,072
David Carney	7/1/21	Captain	C-1/2	11/5/1995	81,919	7.5%	6,144	9.0%	7,373	12.25%	10,035	6,048	111,518
Jeff Giasullo	1/5/21	Captain	C-2	11/4/1995	81,990	3.0%	2,460	6.0%	4,919	12.25%	10,044	5,713	105,127
Scott Keddie	12/18/2016	Captain	C-2	3/11/1987	50,576	11.5%	5,816	6.0%	3,035	15.00%	7,586	4,683	71,696
Kenneth Sandberg	7/18/21	Captain	C-1/2	5/5/2003	81,871	9.0%	7,368	6.0%	4,912	9.75%	7,982	5,860	107,994
Scott Austin	2/5/23	Lieut-Capt	L-2/C-1	11/10/2003	74,982	10.0%	7,498	6.0%	4,499	8.25%	6,186	5,294	98,459
Daniel Sawicki	12/18/2016	Lieut. - FPO	L-2	7/26/2004	72,558	21.5%	15,237	6.0%	4,353	5.50%	5,986	5,640	103,774
Alan Rosemond	7/1/2020	Lieut. - FTO	L-2	6/12/1995	72,558	19.5%	14,149	6.0%	4,353	12.25%	8,888	5,744	105,693
Peter Bielecki	8/8/21	Lieutenant	L-1/2	5/4/2014	72,284	0.0%	-	6.0%	4,337	3.00%	2,169	4,531	83,321
Patrick Doherty	3/5/2017	Lieutenant	L-2	7/7/1997	72,558	7.5%	5,442	6.0%	4,353	12.25%	8,888	5,244	96,485
Joseph Fortunato	7/25/2021	Lieutenant	L-1/2	7/9/2001	72,389	10.0%	7,239	6.0%	4,343	9.75%	7,058	5,227	96,257
David Giasullo	1/5/2021	Lieutenant	L-2	9/4/2012	72,558	19.0%	13,786	6.0%	4,353	5.50%	3,991	5,442	100,130
David Karlberg	8/26/2018	Lieutenant	L-2	2/5/2001	72,558	10.0%	7,256	6.0%	4,353	9.75%	7,074	5,244	96,485
Robert Keddie	7/1/2021	Lieutenant	L-1/2	11/9/2011	72,495	10.0%	7,249	6.0%	4,350	5.50%	3,987	5,051	93,132
Brian Mackey	3/19/2019	Lieutenant	L-2	1/18/2009	72,558	19.0%	13,786	6.0%	4,353	5.50%	3,991	5,442	100,130
Russell McGlaughlin	11/3/2003	Lieutenant	L-2	8/7/1989	72,558	7.5%	5,442	6.0%	4,353	3.700	4,946	4,946	90,999
Christina Merrill	5/1/2020	Lieutenant	L-2	11/10/2003	72,558	4.0%	2,902	6.0%	4,353	8.25%	5,986	4,931	90,731
Derek Welch	8/1/21	Lieutenant	L-1/2	12/5/2016	72,337	10.0%	7,234	6.0%	4,340	3.00%	2,170	4,947	91,028
Timothy Holden	2/13/22	Lieutenant	L-1/2	4/1/1994	70,862	7.5%	5,315	6.0%	4,252	12.25%	8,681	5,095	94,204
Timothy Mancusi	2/5/23	FF/Lieut	P4/L-1	6/9/2014	66,355	10.0%	6,636	6.0%	3,981	3.00%	1,991	4,089	83,052
Joel Altavesta		Firefighter	P-4	6/9/2014	64,211	10.0%	6,421	6.0%	3,853	3.00%	1,926	4,391	80,802
Marc Bourdon		FF/AMB	P-4	9/3/2013	64,211	7.5%	4,816	6.0%	3,853	3.00%	1,926	4,299	79,104
Shawn Bradley		FF/AMB	P-4	7/27/2015	64,211	10.0%	6,421	7.0%	4,495	3.00%	1,926	4,428	81,481
Peter Brekalis		FF/AMB	P-3	1/4/2021	61,778	0.0%	-	7.0%	4,495	0.00%	-	3,809	70,081
Jacob Brothers		FF/AMB	P-3	8/9/2021	61,778	0.0%	-	7.0%	4,495	0.00%	-	3,809	70,081
Patrick Brothers Jr		FF/AMB	P-3	7/12/2021	61,778	7.5%	4,633	7.0%	4,495	0.00%	-	4,075	74,981
Patrick Brothers		Firefighter	P-4	6/10/1995	64,211	0.0%	-	6.0%	3,853	3.700	4,124	75,887	
Joseph Doherty		FF/AMB	P-4	7/10/2017	64,211	0.0%	-	7.0%	4,495	3.00%	1,926	4,059	74,691
Todd Elliott		Firefighter	P-4	6/26/2006	64,211	0.0%	-	6.0%	3,853	2.600	2,600	4,061	74,724
Jay Fagone		FF/AMB	P-4	3/23/2020	64,211	9.0%	5,779	7.0%	4,495	0.00%	-	4,281	78,765
James Fitzpatrick		Firefighter	P-4	11/10/2021	64,211	10.0%	6,421	6.0%	3,853	5.50%	3,532	4,484	82,499
John Fowler		Firefighter	P-4	4/26/2000	64,211	0.0%	-	6.0%	3,853	9.75%	6,261	4,271	78,595
Jeffrey Giasullo, Jr		FF/AMB	P-4	7/1/2019	64,211	7.5%	4,816	7.0%	4,495	0.00%	-	4,225	77,747
Michael Giasullo		Firefighter	P-4	11/8/2011	64,211	7.5%	4,816	6.0%	3,853	5.50%	3,532	4,391	80,802
William Gosse		Firefighter	P-4	8/4/1998	64,211	0.0%	-	6.0%	3,853	9.75%	6,261	4,271	78,596
Blake Hery		FF/AMB	P-3	8/9/2021	61,778	7.5%	4,633	7.0%	4,495	0.00%	-	4,075	74,981
Justin Hubbard		FF/AMB	P-4	8/13/2018	64,211	0.0%	-	7.0%	4,495	0.00%	-	3,949	72,654
Daniel Kasprzak		Firefighter	P-4	9/3/2013	64,211	7.5%	4,816	6.0%	3,853	3.00%	1,926	4,299	79,104
Justin Lamoureux		FF/AMB	P-4	11/30/2015	64,211	7.5%	4,816	7.0%	4,495	3.00%	1,926	4,336	79,783
Charles Lucia, Jr.		FF/AMB	P-4	8/13/2018	64,211	10.0%	6,421	7.0%	4,495	0.00%	-	4,318	79,444
Jason McNamara		FF/AMB	P-3	7/12/2021	61,778	10.0%	6,178	7.0%	4,495	5.50%	3,398	4,359	80,208
Michael Merrill		Firefighter	P-4	1/26/2004	64,211	0.0%	-	6.0%	3,853	8.25%	5,297	4,216	77,577
Paul Mugford		FF/AMB	P-3	9/13/2021	61,778	0.0%	-	7.0%	4,495	0.00%	-	3,809	70,081
John OLeary		FF/AMB	P-4	4/2/2017	64,211	7.5%	4,816	7.0%	4,495	3.00%	1,926	4,336	79,784
Christopher Repucci		FF/AMB	P-3	9/13/2021	61,778	9.0%	5,560	7.0%	4,495	0.00%	-	4,128	75,961
Henry Roberts		FF/AMB	P-4	1/6/2020	64,211	7.5%	4,816	7.0%	4,495	0.00%	-	4,225	77,747
Peter Smith		FF/AMB	P-4	4/3/2017	64,211	5.0%	3,211	7.0%	4,495	3.00%	1,926	4,244	78,086
Jonathon Tammaro		FF/AMB	P-3	7/12/2021	61,778	0.0%	-	7.0%	4,495	0.00%	-	3,809	70,081
Branden Tanguay		FF/AMB	P-3	11/15/2021	61,778	0.0%	-	7.0%	4,495	0.00%	-	3,809	70,081
Christopher Teixeira		FF/AMB	P-4	1/16/2017	64,211	7.5%	4,816	7.0%	4,495	3.00%	1,926	4,336	79,784
Derek Temmallo		FF/AMB	P-4	12/4/2017	64,211	7.5%	4,816	7.0%	4,495	3.00%	959	4,281	78,761
Tyler Welch		Firefighter	P-4	12/1/2014	64,211	0.0%	-	6.0%	3,853	3.00%	1,926	4,022	74,012
Michael Willey		FF/AMB	P-4	12/4/2017	64,211	15.0%	9,632	7.0%	4,495	3.00%	1,107	4,557	84,002
Daniel Yost		Firefighter	P-4	7/26/2004	64,211	0.0%	-	6.0%	3,853	2.600	2,600	4,061	74,724
New Hire (Keddie)		FF/AMB	P-1	1/23/2023	23,650	5.0%	1,183	7.0%	1,998	0.00%	-	867	27,698
New Hire (Vasas)		FF/AMB	P-2	2/13/2022	56,834	3.0%	2,841	7.0%	4,495	0.00%	-	3,717	67,888
New Hire					56,834	5.0%	2,841	7.0%	4,495	0.00%	-	3,717	67,888
New Hire					56,834	5.0%	2,841	7.0%	4,495	0.00%	-	3,717	67,888
New Hire					56,834	5.0%	2,841	7.0%	4,495	0.00%	-	3,717	67,888
Captain Upgrade and Ed Incentives													18,404
Jeanne Martin		Secretary	PAP-7/10	1/28/2015	68,690		-				1,000		69,690
Total					4,152,541		285,885.8		268,937		204,842	274,544	5,205,154

Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement. **Total** 30,000

Overtime: Estimated funds for shift replacements to maintain staffing at 12 members per shift throughout the fiscal year. Based on average time usage beyond contractually obligated time off and average past incident response. Three members anticipated to attend Mass Fire Academy Recruit Training Program. **Total** 655,550

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). 15,000

Contractually obligated Terminal Leave for retirement of Scott Keddie 77,989

Sub Total 92,989

Total 92,989

**FISCAL YEAR 2022
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 Keams	1/5/2021	Chief	PP6/7	11/2/1995	121,040	10.0%	12,104	6.0%	8,473	11.25%	15,735	6,470	163,822
Albert Vasas	7/11/2011	Deputy	PP7	8/7/1989	78,193	7.5%	7,819	6.0%	5,474	11.25%	8,797	4,451	104,734
Michael Callahan	3/1/2005	Captain	C-4	3/13/1989	7,949	7.5%	596	6.0%	477		354	539	9,916
David Carney	7/11/21	Captain	C-2/3	11/5/1995	74,377	7.5%	5,578	9.0%	6,694	11.75%	8,739	5,482	100,870
Jeff Giasullo	1/5/21	Captain	C-3	11/4/1995	77,148	3.0%	2,314	6.0%	4,629	11.75%	9,065	5,354	98,510
Scott Keddie	12/18/2016	Captain-FTO	C-4	3/11/1987	82,993	23.5%	19,503	6.0%	4,980	15.00%	12,449	6,892	126,817
Gary Kerr	2/1/2014	Captain	C-4	12/1/1988	11,129	7.5%	835	6.0%	668	15.00%	1,669	822	15,123
Kenneth Sandberg	7/18/21	Captain	C-2/3	5/5/2003	74,377	9.0%	6,694	6.0%	4,463	8.00%	5,950	5,258	96,741
Patrick Doherty	3/5/2017	Captain	C-2/3	7/7/1997	74,377	7.5%	5,578	6.0%	4,463	9.50%	7,066	5,258	96,741
Daniel Sawicki	12/18/2016	Lieut. - FPO	L-4	7/26/2004	70,961	19.5%	13,837	6.0%	4,258	5.50%	3,903	5,342	98,302
Paul Guttauro	7/9/2004	Train Officer Lt.	L-4	4/1/1994	90,980	19.5%	13,837	6.0%	4,258	11.75%	8,338	5,108	122,521
Scott Austin	7/22/2018	Lieutenant	L-4	11/10/2003	70,961	10.0%	7,096	6.0%	4,258	7.75%	5,499	5,047	92,861
Peter Bielecki	2/16/2022	Lieutenant	L-2	5/4/2014	62,990	0.0%	-	6.0%	3,779	3.00%	1,890	3,946	72,605
James Fitzpatrick	8/8/2021	Lieutenant	L-2/3	11/10/2011	66,770	10.0%	6,582	6.0%	3,949	5.50%	3,620	4,596	85,518
Joseph Fortunato	7/18/2021	Lieutenant	L-2/3	7/9/2001	66,770	10.0%	6,582	6.0%	3,949	8.00%	5,266	4,691	87,258
David Giasullo	1/5/2021	Lieutenant	L-3	9/4/2012	68,273	19.0%	12,972	6.0%	4,096	3.00%	2,048	5,022	92,411
Timothy Holden	1/5/2021	Lieutenant	L-3	4/1/1994	68,273	7.5%	5,120	6.0%	4,096	11.75%	8,022	4,914	90,426
Brian Hurley	3/20/2005	Lieutenant	L-4	8/7/1989	9,849	0.0%	-	6.0%	591	11.75%	1,157	667	12,264
David Karlberg	8/26/2018	Lieutenant	L-4	2/5/2001	70,961	10.0%	7,096	6.0%	4,258	9.50%	6,741	5,118	94,175
Robert Keddie	7/11/2021	Lieutenant	L-2/3	11/9/2011	66,770	10.0%	6,582	6.0%	3,949	5.50%	3,620	4,596	85,518
Brian Mackey	3/19/2019	Lieutenant	L-4	1/18/2009	70,961	19.0%	13,483	6.0%	4,258	5.50%	3,903	5,322	97,927
Russell McLaughlin	11/3/2003	Lieutenant	L-4	8/7/1989	81,786	7.5%	6,134	6.0%	4,907	3.70%	3,700	5,548	102,075
Christina Merrill	5/1/2020	Lieutenant	L-4	11/10/2003	70,961	4.0%	2,838	6.0%	4,258	8.00%	5,677	4,812	88,547
Alan Rosemond	7/1/2020	Lieutenant	L-4	6/12/1995	70,961	7.5%	5,322	6.0%	4,258	9.50%	6,741	5,016	92,299
Derek Welch		Lieutenant	P-1	12/5/2016	66,770	7.5%	5,008	7.0%	4,674	3.00%	2,003	4,336	82,791
Joel Alvesta		FF/AMB	P-4	6/9/2014	62,798	14.0%	8,792	7.0%	4,396	3.00%	1,884	4,241	82,344
Marc Bourdon		FF/AMB	P-4	9/3/2013	62,798	7.5%	4,710	7.0%	4,396	3.00%	1,884	4,241	78,028
Shawn Bradley		FF/AMB	P-4	7/27/2015	62,798	10.0%	6,280	7.0%	4,396	3.00%	1,884	4,331	79,688
Peter Brekalis		FF/AMB	P-2	1/4/2021	56,061	5.0%	2,803	7.0%	3,924	0.00%	-	3,608	66,396
Patrick Brothers		Firefighter	P-4	6/10/1995	62,798	0.0%	-	6.0%	3,768		3,100	4,004	73,669
Joseph Doherty		FF/AMB	P-4	7/10/2017	62,798	0.0%	-	7.0%	4,396	0.00%	-	3,862	71,055
Todd Elliott		Firefighter	P-4	6/26/2006	62,798	0.0%	-	6.0%	3,768		2,600	3,975	73,140
Jay Fagone		FF/AMB	P-3	3/23/2020	60,418	5.0%	3,021	7.0%	4,396	0.00%	-	3,899	71,734
John Fowler		Firefighter	P-4	4/26/2000	62,798	0.0%	-	6.0%	3,768	9.50%	5,966	4,168	76,700
Jeffrey Giasullo, Jr		FF/AMB	P-4	7/1/2019	62,798	5.0%	3,140	7.0%	4,396	0.00%	-	4,042	74,375
Michael Giasullo		Firefighter	P-4	11/8/2011	62,798	7.5%	4,710	6.0%	3,768	5.50%	3,454	4,295	79,024
William Gosse		Firefighter	P-4	8/4/1998	62,798	0.0%	-	6.0%	3,768	9.50%	5,966	4,168	76,700
Justin Hubbard		FF/AMB	P-4	8/13/2018	62,798	0.0%	-	7.0%	4,396	0.00%	-	3,862	71,055
Daniel Kasprzak		FF/AMB	P-4	9/3/2013	62,798	7.5%	4,710	7.0%	4,396	3.00%	1,884	4,241	78,028
Justin Lamoureux		FF/AMB	P-4	11/30/2015	62,798	7.5%	4,710	7.0%	4,396	3.00%	1,884	4,241	78,028
David Lasy, Jr.		Firefighter	P-4	4/1/1997	62,798	0.0%	-	6.0%	3,768	9.50%	5,966	4,168	76,700
Charles Lucia, Jr.		FF/AMB	P-4	8/13/2018	62,798	10.0%	6,280	7.0%	4,396	0.00%	-	4,223	77,696
Timothy Mancusi		FF/AMB	P-4	6/9/2014	62,798	10.0%	6,280	7.0%	4,396	3.00%	1,884	4,331	79,688
Michael Merrill		Firefighter	P-4	1/26/2004	62,798	0.0%	-	6.0%	3,768	8.00%	5,024	4,114	75,704
John OLeary		FF/AMB	P-4	4/2/2017	62,798	0.0%	-	7.0%	4,396	0.00%	1,842	3,968	73,003
Henry Roberts		FF/AMB	P-3	1/6/2020	60,418	7.5%	4,531	7.0%	4,396	0.00%	-	3,985	73,331
Daniel Sitar		Firefighter	P-4	3/13/1987	9,961	0.0%	-	6.0%	598	15.00%	1,494	693	12,745
Daniel Small		Firefighter	P-4	4/17/1988	14,942	0.0%	-	0.0%	-	15.00%	2,241	988	18,170
Peter Smith		FF/AMB	P-4	4/3/2017	62,798	5.0%	3,140	7.0%	4,396	0.00%	1,842	4,148	76,324
Joseph Sodergren		FF/AMB	P-4	8/13/2018	62,798	9.0%	5,652	7.0%	4,396	0.00%	-	4,187	77,032
Steven Spencer		Firefighter	P-4	10/7/2002	62,798	5.0%	3,140	6.0%	3,768	8.00%	5,024	4,295	79,024
Christopher Teixeira		FF/AMB	P-4	1/16/2017	62,798	7.5%	4,710	7.0%	4,396	3.00%	1,884	4,241	78,028
Derek Temmallo		FF/AMB	P-4	12/4/2017	62,798	5.0%	3,140	7.0%	4,396	0.00%	-	4,042	74,375
Tyler Welch		FF/AMB	P-4	12/1/2014	62,798	0.0%	-	7.0%	4,396	3.00%	1,884	3,970	73,047
Michael Willev		FF/AMB	P-4	12/4/2017	62,798	15.0%	9,420	7.0%	4,396	0.00%	-	4,403	81,016
Daniel Yost		Firefighter	P-4	7/26/2004	62,798	0.0%	-	6.0%	3,768		2,600	3,975	73,140
New Hire (Callahan)		FF/AMB	P-1/2	1/4/2021	53,982	5.0%	2,699	7.0%	4,396	0.00%	-	3,510	64,587
New Hire (Kerr)		FF/AMB	P-1/2	1/4/2021	53,982	0.0%	-	7.0%	4,396	0.00%	-	3,355	61,733
New Hire (Hurley)		FF/AMB	P-1/2	1/4/2021	51,834	0.0%	-	7.0%	4,396	0.00%	-	3,232	59,462
New Hire (Sitar)		FF/AMB	P-1/2	1/4/2021	51,834	0.0%	-	7.0%	4,396	0.00%	-	3,232	59,462
New Hire (Small)		FF/AMB	P-1/2	1/4/2021	46,464	5.0%	2,323	7.0%	4,396	0.00%	-	3,057	56,240
New Hire (Vasas)		FF/AMB	P-1	1/4/2021	46,464	3.0%	654	7.0%	4,396	0.00%	-	1,504	52,998
Jeanne Martin		Secretary	PAP-7/9	1/28/2015	65,533						1,000		66,533
Total					3,881,213		268,335.4		252,442		205,144	253,636	4,860,771

Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement. **Total** 15,555

Overtime: Estimated funds for shift replacements to maintain staffing at 12 members per shift throughout the fiscal year. Based on average time usage beyond contractually obligated time off and average past incident response. Six members anticipated to attend Mass Fire Academy Recruit Training Program. 827,120

Total 827,120

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

Total -

Contractually obligated Sick Leave Incentive Programs (pay-only conversion based on current CBA). 23,500

Contractually obligated Terminal Leave for retirements of Chief Michael Hazel, Capt Gary Kerr, Capt Michael Callahan, FF Daniel Sitar, FF Daniel Small -

Sub Total 23,500

Total 23,500

TOTAL SALARIES **\$ 5,726,946.00**

DESCRIPTION/DETAIL

FIRE OPERATING

5210 Energy Utilities

	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
	51,097	37,772	54,830	36,502	80,772	75,016	68,735	105,047	105,047
		National Grid Electric	National Grid Gas	Constellation Electric	Direct Energy Gas				
North 3736 sq.		5,564	2,223		2,100				Both North and S Comes in one bil
South 7480 sq.		15,104	2,010		2,550				
Center 8600 sq.									
New Center Station 22204 sq.	55,000		8,410		8,150				The costs for the 1
Catamount Microwave		1,780							
Center Generator			645		310				
Pole PD 258		1,201							
		78,649.00	13,288.00	-	13,110.00	105,047.00		105,047	105,047

DESCRIPTION/DETAIL

FIRE OPERATING

5240 Repairs and Maintenance

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
120,201	114,504	143,591	124,325	149,808	144,961	114,600	120,063	120,063

Vehicle & Equipment Preventative Maintenance & Repairs - vendor parts, labor, and shipping charges. 94,737 94,737
 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. 10,526 10,526

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

Vehicle Inspection Software - annual license fee for computerized fleet maintenance software program. 2,000 2,000

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

Auto Part Supplies - for miscellaneous auto maintenance repairs. 2,300 2,300

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

Pump & Ladder Certifications 2,950 2,950
 Annual ISO & NFPA fire engine pump testing and certification (\$350 per engine).

DESCRIPTION/DETAIL

FIRE OPERATING

5285 Fire Alarm Maintenance

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
1,800	1,026	2,571	674	2,438	730	1,800	1,800	1,800

Municipal fire alarm system maintenance

Replacement radio box batteries for Town buildings.

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

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

1,800 1,800

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

FIRE OPERATING

5310 Professional Services

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
39,277	30,173	46,951	36,369	41,893	39,488	63,697	62,608	62,608

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

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

Annual SCBA flow testing and PASS maintenance and repairs per NFPA 1851 & 1981. 5,417 5,417

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. 4,500 4,500

(4 Engines, Ladder 1, Rescue 1 onboard edraulic and hydraulic rescue tools.)

Medical Waste Disposal - in conjunction with Board of Health, \$95 per box (12 boxes per year). 1,200 1,200

includes sharps disposal taken from residents, Police Department, and Board of Health.

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

Ambulance Reporting Software - annual software license for ambulance medical documentation and reporting. 8,170 8,170

Air Compressor Maintenance for SCBA - semi-annual air quality testing and maintenance. 2,100 2,100

Chest Compression System - annual maintenance agreement for service and support of three units. 1,520 1,520

EMS Continuous Quality Improvement Program - annual service agreement with third party firm 5,000 5,000

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.

Lexipol - Policy manual with daily training bulletins and supplemental publication service for fire operations procedures. 9,911 9,911

Johnson Controls : HVAC at new center station PM 9,290 9,290

Assessment Center: For Captains exam. 9,000 9,000

Total 5310 Professional Services: **62,608 62,608**

DESCRIPTION/DETAIL

FIRE OPERATING

5340 Communications

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
14,997	14,335	13,188	8,156	13,812	11,889	9,605	11,005	11,005

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)	5,561	5,561
Verizon Connect Fleet - annual vehicle locator software license for nine emergency vehicles.	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
Portable Radios - programing and repair expenses.	2,000	2,000
<i>Total 5340 Communications:</i>	11,005	11,005

5402 Facilities Maintenance, Repairs, and Supplies

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
50,007	42,765	57,869	36,280	59,628	57,439	38,150	40,490	40,490

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 Station HVAC units.	2,900	2,900
Emergency HVAC Repairs - basic repairs for all stations.	2,750	2,750
Emergency Generator Maintenance - 4 units including Ames Hill communications site.	1,140	1,140
Emergency Generator Maintenance - repairs beyond preventative maintenance (parts and labor).	950	950
Annual Fire Extinguisher Maintenance - inspection and recharging of portable fire extinguishers.	1,100	1,100
Diesel Exhaust Filtering - all stations, annual maintenance contract.	3,200	3,200
Diesel Exhaust Filtering - all stations, replacement parts and repairs.	2,500	2,500
Station Supplies - paper products and cleaning supplies for stations, turnout gear, and apparatus.	4,500	4,500
Roof Repairs - ongoing repairs to South Station and North Station roofs.	3,000	3,000
Floor Drain Service - grease trap cleaning in stations and North Station septic maintenance.	1,500	1,500
Backflow Preventer Maintenance - all stations, semi-annual domestic water backflow preventer maintenance.	1,250	1,250
Building Supplies - general supplies & services for facility maintenance.	3,500	3,500
Electrical & Plumbing Services - parts and labor for repairs and maintenance as needed.	3,500	3,500
Garage Doors - preventative maintenance and emergency repairs of commercial overhead doors.	5,000	5,000
Doors at South and North Stations are aging, causing needed parts replacements.(springs)		
Appliance Replacement & Repairs - for all stations.	1,900	1,900
Inspection Fees - State inspection fee for pressure vessels in stations.	200	200
Fire Alarm, Sprinkler System, Elevator Yearly inspections: Center Station	1,600	1,600
<i>Total 5402 Maintenance Supplies:</i>	40,490	40,490

DESCRIPTION/DETAIL

FIRE OPERATING

5420 Office Supplies

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
9,582	7,475	7,500	6,634	6,396	5,415	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
Photocopy Machine - annual maintenance and service contract for two copiers in Center and South stations.	750	750
Departmental Forms - lowest price vendor used to print departmental forms and burning permits.	400	400
Postage - associated postage expenses including return receipts and certified mailings.	550	550
<i>Total 5420 Office Supplies:</i>	7,700	7,700

DESCRIPTION/DETAIL

FIRE OPERATING

5422 Ambulance Supplies

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
50,886	47,030	39,554	30,113	33,137	32,503	40,500	42,630	42,630

Ambulance equipment and supplies

42,630 42,630

Medical oxygen.

Medical supplies for ambulances and engine companies.

State license and inspection fees for ambulances.

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

Epinephrine check and inject supplies for ambulances and engine companies.

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

Defibrillator supplies and replacement batteries for Town owned buildings.

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

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

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

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

Total 5422 Ambulance Supplies: 42,630 42,630

DESCRIPTION/DETAIL

FIRE OPERATING

5424 Hose

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
1,719	1,719	2,500	965	2,500	2,490	2,500	2,500	2,500

Fire Hose and Nozzle Maintenance

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

2,500 2,500

Total 5424 Hose: 2,500 2,500

DESCRIPTION/DETAIL

FIRE OPERATING

5425 Hazmat

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
500	500	500	-	1,000	1,000	500	500	500

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

500 500

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

Total 5425 Hazmat: 500 500

DESCRIPTION/DETAIL

FIRE OPERATING

5513 Grant Match

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
-	-	-	-	4,355	4,355		6,011	6,011

A grant application to train the entire department, for Firefighter Safety and Survival Training per the NFPA 1407 Standard
 This grant request was made through the Federal Assistance to Firefighters Grant Program
 and is intended to expand professional development opportunity and safety for our firefighters.

Total Cost **60,109**
 Federal Share **54,098**
 Town Share **6,011**

Total 5513 Grant Match: 6,011 6,011

DESCRIPTION/DETAIL

FIRE OPERATING

5530 Mutual Aid

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
150	-	150	-	150	-	150	150	150

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

150 150

Total 5530 Mutual Aid: 150 150

DESCRIPTION/DETAIL

FIRE OPERATING

5535 Ambulance Billing

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
57,000	56,953	55,000	48,381	63,619	63,174	57,000	59,000	59,000

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

59,000 59,000

FY	Revenue Collected	Actual Transports	Average Collection
2007	646,713	1,780	363
2008	671,266	2,086	322
2009	729,498	1,842	396
2010	828,536	2,010	412
2011	844,864	1,974	428
2012	830,305	2,060	403
2013	910,362	2,199	414
2014	922,608	2,351	392
2015	1,273,075	2,673	476
2016	1,202,681	2,650	454
2017	1,349,306	2,909	464
2018	1,405,644	2,961	475
2019	1,510,665	2,931	515
2020	1,613,522	2,902	556
2021	1,505,048	2,875	523
2022	1,707,205	3422	499

Total 5535 Ambulance Billing:

59,000 59,000

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

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
40,790	27,622	45,657	32,639	67,663	67,049	65,249	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. 35,000 35,000

New hire dress uniform. 900 900

4 new Hires Dress uniforms 3,600 3,600

Total 5580 Uniforms: 39,500 39,500

DESCRIPTION/DETAIL

FIRE OPERATING

5702 Travel

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
800	42	1,391	593	800	750	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

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
6,750	5,563	13,187	5,890	12,175	8,186	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

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
14,750	13,451	10,299	8,696	15,981	11,955	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

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
52,000	-	52,000	52,000	-	-	-	-	-

Total 5805 Capital Outlay: - -

**Tewksbury Fire Department
Vehicle List**

Rev. 7/9/20

Vehicle ID#	Call Sign	Vehicle Type	Vehicle Year - Make - Model	VIN #	Vehicle Registration	Special Notes	Mileage as of 11/14/22	Eng. Hrs as of 11/14/22	Condition	Vehicle Year	Replace	Service Years Left
48	E-1	Engine	2018 Pierce Enforcer	4P1BAAFF1KA019779	MFD573	purchased 11/2018	35,622	3,746	Very good	2019	2039	16
90	E-2	Engine	2008 Pierce Velocity	4P1CV01F88A009090	MF5701	purchased 7/2014 (Texas)	70,560	7,852	good	2008	2028	5
23	E-3	Engine	2010 Seagrave Marauder II	1F9EU28T3ACST2065	MF5782	Purchased 2009	84,742	7,345	good	2010	2030	7
91	E-4	Engine	2008 Pierce Velocity	4P1CV01F88A009091	MF6406	purchased 7/2014 (Texas)	67,272	2,007	good	2008	2023	0
31	T-6	Pickup	2001 Ford F-350	1FTSF31F91EA81046	MF2749		43,823	N/A	fair	2001	2011	-12
32	T-7	Brush Engine	2008 Ford 550	1FDAF57R48ED37964	MF1242	plow, South	7,832	N/A	very good	2008	2028	5
42	T-8	Pickup	2016 Ford F-350	1FTRF3B63GEA75877	MFA850	plow, Center	10,336	1,022	very good	2016	2031	8
46	T-9	Pickup-Utility	2017 Ford F-350 Utility Body	1FDRF3B62HEE66743	MF8836	plow, North	2,975	371	very good	2017	2027	4
45	L-1	Ladder	2017 Pierce Enforcer 107	4P1BCAFF2HA017168	MF5552	see contract warranty	8,574	1,482	very good	2017	2042	19
33	R-1	Rescue	2000 International 4900	1HTSDADN7YH219580	MF4416		14,089	1,932	Fair	1999	2019	-4
50	A-1	Ambulance	2019 Ford E450 Horton Ambulance	1FDXE4FS6KDCS2889	MFD900	60mo./60K Warranty	116,397	6,400	good	2019	2025	2
43	A-2	Ambulance	2016 Ford E450 Horton Ambulance	1FDXE4FS2GDC16589	MFB417	60mo./60K Warranty	118,224	1,386	Fair	2016	2022	-1
47	A-3	Ambulance	2018 Ford E450 Horton Ambulance	1FDXE4FSXJDC07789	MFC762	60mo./60K Warranty	92,230	5,269	good	2018	2024	1
52	C-1	Car	2021 Ford Explorer (Chief)	1FMSK8DH0MGA52724	3ARL 49	60mo./60K Warranty	14,565	N/A	very good	2021	2036	13
49	C-2	Car	2018 Ford Explorer (Deputy Chief)	1FM5K8D86JGC56100	8PB817	60mo./60K Warranty	32,895	N/A	very good	2018	2028	5
51	C-3	Car	2021 Ford Interceptor (Command)	1FM5K8AB6MGA18333	D729	60mo./60K Warranty	20,646	N/A	very good	2021	2036	15
39	C-4	Car	2013 Ford Interceptor Sedan (Fire Inves	1FAHP2M8XDG150825	2RWK50	60mo./60K Warranty	86,855	N/A	very good	2013	2028	5
44	C-5	Car	2017 Ford Explorer (Fire Prevention)	1FM5K8AR9HGA27966	MFB107	60mo./60K Warranty	61,821	N/A	very good	2017	2027	4
37	C-6	Car	2011 Ford Expedition (Fire Training)	1FMJU1G58BEF48961	MF9036	(white)	82,666	N/A	Fair	2011	2021	-2
35	TRAILER	Trailer	2007 Trench Rescue Trailer	5JXCE20248E168918	MF4560							
53	BOAT	Boat	2021 INMAR Rescue Boat	Serial #: IMG3SA17EZZ1		Model: 380-SRHD-S						
		Trailer	Boat Trailer	12EAAAKA35A012039								
		Motor	Boat Motor	Serial #: 1b095058								
						Calendar Year	2023					
REV.11-14-22												
			<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							