

TOWN OF TEWKSBURY

FIRE DEPARTMENT

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

Date: January 25, 2024
To: Finance Committee, Richard Montuori, Town Manager
From: Joseph W. Kearns, Fire Chief
Cc: Paul Guttadauro Deputy Fire Chief
RE: Budget Memo

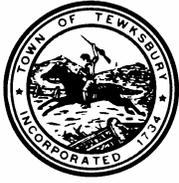
Thank you for the opportunity to highlight some of the statistics dealing with Fire Department responses for both EMS and Fire.

As I have done in the past, I have incorporated the Fire Department trends over the past years; an area of note would be the increase in responses to the State Hospital for both EMS (13.5%) and fire (10.6%). You will notice that there has been an 8% increase in overall responses from CY22 to CY23. I have included statistics that now show the call volume on Saturdays has increased, which was a trend that we discussed last year. With this trend, it makes it more beneficial to have a second ambulance in service 7 days a week.

In the spring of 2023, we hired 4 Firefighter/EMT's, giving us additional manpower. This allowed us to have the second dedicated ambulance in service 7 days a week 7am – 7pm along with whenever there is a full complement of Firefighters available on the night shifts. With this change Engine 3 in North Tewksbury remains available to respond to all emergencies on a more consistent basis.

I have included our vehicle list. I will be providing an updated list as we have now taken delivery of a new 2023 Ford F550 Horton ambulance and a 2023 Pierce Enforcer fire pump which we are in the process of placing in service.

The performance of the members of this department is remarkable. As I finish up my third year as Chief, we continue to grow and adapt to the changes that present themselves to us. I appreciate the support your committee has given us.



TOWN OF TEWKSBURY

FIRE DEPARTMENT

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

November 22, 2023

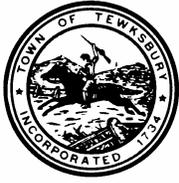
To: Town Manager Richard Montuori
From: Joseph W. Kearns, Fire Chief
Re: FY25 Fire Department budget narrative

Thank you for the opportunity to submit my request for the FY25 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. The increase in the overtime account is to keep the level service of operating the second ambulance.

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. The call volume for calendar year 23 is on pace to surpass that of calendar year 22. We fully expect the call volume for FY25 to surpass FY24. All members of the Tewksbury Fire Department are 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 the FY24 budget, thanks to the support of you, the Finance Committee and the Selectboard we were able to expand the amount of time that the second full-time Ambulance is in service and responding out of the South Fire Station. This was a top goal of mine when I was named Chief in January of 2021 and to be able to offer this service to the residents on a consistent basis 7 days a week 7am -7pm is a great achievement. With this staffing model it allows us to have more manpower at a fire scene, reduce the need for mutual aid ambulances and keeps Engine 3 in service more often, since we use that manpower to cross staff the ambulance that responds out of the North Station. The call volume for medicals continues to rise and the population in North Tewksbury also continues to rise with commercial and residential projects. We will continue to run the two primary ambulances out of the Center Station and South Station while still utilizing the ambulance out of the North Station on less frequent occasions. With this additional staffing there are 14 members assigned to each shift, on the 7am-7pm shifts and we back fill to keep staffing at 14, on nights and weekends we do not replace two members who are out and allow our staffing to go down to 12 per shift. In my opinion this is the operating model we need to continue to staff, and hopefully expand to a 24/7/365 service.

A top priority I would like to see addressed in this budget is to add an additional member to the Fire Prevention office, as Tewksbury continues to grow the need for inspections and plan reviews continue to grow on the commercial and residential sides, we have had one Fire Prevention Officer for a number of years and in my opinion the work load is as such that a second full time body assigned to this office is needed. As we operate right now when the FPO is out the Deputy Fire Chief or the Training officer will cover the office hours. To do this it takes the Deputy away from tasks that he needs to address as the Operations Deputy of this Department, the same holds true for the Fire Training Officer.



TOWN OF TEWKSBURY

FIRE DEPARTMENT

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

We have started utilizing a free service that notifies all businesses in town that they need to have their fire alarm and sprinkler systems tested and provides us the ability to manage all of our buildings fire protection systems from one simple to use dashboard. With this tool we will be notified when follow-up inspections are needed, which will also add to the workload in that office. Cost would be approximately \$76,000.

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 with overtime, 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. Cost \$50,000

Priority number 3 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 of 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 regularly, making herself available while at home for our members to reach out to her with any questions. With the Fire Prevention office now located in the Center Station she also assumed the additional responsibility of handling permits and commercial building questions. This classification change would be an \$848 increase.

Respectfully submitted,

Joseph W. Kearns Fire Chief

FIRE DEPARTMENT	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC	FY2025 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	4,687,608	4,685,084	4,860,771	4,858,618	5,099,961	5,036,369	5,408,970	5,515,474	5,515,474	
5181 Training	10,000	5,812	15,555	23,500	30,000	11,539	30,000	30,000	30,000	
5130 Overtime	723,558	714,916	827,120	791,660	710,050	682,813	672,900	751,650	751,650	
5131 Uniforms	-	-	-	-	-	-	-	-	-	
5160 Terminal Leave	72,265	59,011	23,500	8,472	99,189	92,264	9,056	12,052	12,052	
Total Salaries	5,493,431.0	5,464,823.7	5,726,946.0	5,682,250.0	5,939,200	5,822,985	6,120,926	6,309,176	6,309,176	
<i>Operating</i>										
5210 Energy Utilities	54,830	36,502	80,772	75,016	140,915	127,549	105,047	108,062	108,062	
5240 Repairs and Maintenance	143,591	124,325	149,808	144,961	169,902	160,917	120,063	126,458	126,458	
5285 Fire Alarm Maintenance	2,571	674	2,438	730	7,800	6,856	1,800	1,800	1,800	
5310 Professional Services	46,951	36,369	41,893	39,488	51,394	49,680	80,448	84,706	84,706	
5340 Communications	13,188	8,156	13,812	11,889	57,966	56,186	11,005	14,205	14,205	
5402 Facilities Maintenance	57,869	36,280	59,628	57,439	38,694	38,429	40,490	44,459	44,459	
5420 Office Supplies	7,500	6,634	6,396	5,415	7,814	6,712	7,700	7,700	7,700	
5422 Ambulance Supplies	39,554	30,113	33,137	32,503	163,066	162,425	42,630	42,930	42,930	
5424 Hose	2,500	965	2,500	2,490	19,270	19,239	2,500	2,500	2,500	
5425 Hazmat	500	-	1,000	1,000	500	496	500	500	500	
5510 Grant Match	-	-	4,355	4,355	2,842	2,842	32,561	-	-	
5530 Mutual Aid	150	-	150	-	150	-	150	150	150	
5535 Ambulance Billing	55,000	48,381	63,619	63,174	75,754	75,754	59,000	66,813	66,813	
5580 Uniforms	45,657	32,639	67,663	67,049	83,452	81,721	39,500	39,500	39,500	
5702 Travel	1,391	593	800	750	800	610	800	800	800	
5703 Dues and Memberships	13,187	5,890	12,175	8,186	10,694	8,982	12,000	12,000	12,000	
5790 Staff Development	10,299	8,696	15,981	11,955	14,248	12,888	15,000	15,000	15,000	
5950 Unpaid Bills	-	-	-	-	-	-	-	-	-	
Total Operating	494,738	376,217	556,128	526,401	845,262	811,288	571,194	567,583	567,583	
<i>Capital Outlay</i>										
5833 Capital Outlay	52,000	52,000	-	-	-	-	45,778	-	-	
Total Capital Outlay	52,000	52,000	-	-	-	-	45,778	-	-	
Total Budget	6,040,169	5,893,041	6,283,074	6,208,651	6,784,462	6,634,273	6,737,898	6,876,759	6,876,759	

Position	FY2021	FY2022	FY2023	FY2024	FY2025	FY2025	FY2025
	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	40	40	40	
Secretary	1	1	1	1	1	1	
Total Staffing	57	57	57	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	PP9/10	11/2/1995	136,193	10.0%	13,619	6.0%	8,172	12.75%	17,365	8,062	183,411
Paul Guttadauro 2/19/22	Deputy	PP6	4/1/1994	115,924	7.5%	8,694	6.0%	6,955	12.75%	14,780	6,729	153,082
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	7.5%	6,288	6.0%	5,030	12.75%	10,689	6,083	111,925
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	Captain	C-2	11/10/2003	83,835	10.0%	8,384	6.0%	5,030	10.00%	8,384	6,071	111,704
Daniel Sawicki 7/3/2022	Capt - FPO	C-2	7/26/2004	83,835	27.0%	22,636	6.0%	5,030	10.00%	8,384	6,890	126,775
Alan Rosemond 7/1/2020	Leut. - FTO	L-2	6/12/1995	76,787	19.5%	14,974	6.0%	4,607	12.75%	9,790	6,101	112,259
Peter Bielecki 8/8/21	Lieutenant	L-2	3/4/2014	74,190	0.0%	-	6.0%	4,451	5.50%	4,080	4,754	87,475
Marc Bourdon 8/20/23	Lieutenant	L-2	4/1/1994	74,190	7.5%	5,564	6.0%	4,451	5.50%	4,080	5,074	93,359
Patrick Doherty 3/5/2017	Lieutenant	L-2	7/7/1997	8,826	7.5%	662	6.0%	530	12.75%	1,125	464	11,607
Joseph Fortunato 7/25/2021	Lieutenant	L-2	7/9/2001	74,190	15.0%	11,129	6.0%	4,451	10.00%	7,419	5,586	102,775
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	102,381
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%	6,306	5,692	104,735
Timothy Mancusi 5/1/22	Lieutenant	L-2	6/9/2014	74,190	10.0%	7,419	6.0%	4,451	5.50%	4,080	5,181	95,321
Russell McLaughlin 11/3/2003	Lieutenant	L-2	8/7/1989	76,787	7.5%	5,759	6.0%	4,607	12.75%	9,790	5,572	102,515
Christina Merrill 5/1/2020	Lieutenant	L-2	11/10/2003	74,190	4.0%	2,968	6.0%	4,451	10.00%	7,419	5,117	94,145
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
Joel Altavesta 7/25/2021	Firefighter	P-4	6/9/2014	65,655	10.0%	6,566	6.0%	3,939	5.50%	3,611	4,585	84,356
Shawn Bradley 7/27/2015	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 1/4/2021	FF/AMB	P-3	1/4/2021	65,655	7.5%	4,924	7.0%	4,596	0.00%	-	4,320	79,495
Jacob Brothers 8/9/2021	FF/AMB	P-3	8/9/2021	65,655	0.0%	-	7.0%	4,596	0.00%	-	4,037	74,288
Patrick Brothers Jr 7/12/2021	FF/AMB	P-3	7/12/2021	65,655	15.0%	9,848	7.0%	4,596	0.00%	-	4,603	84,702
Patrick Brothers 6/10/1995	Firefighter	P-4	6/10/1995	67,953	0.0%	-	6.0%	4,077	12.75%	8,664	4,638	85,332
Taylor Brothers 2/20/2023	P-3	P-3	2/20/2023	63,168	5.0%	3,158	7.0%	4,596	0.00%	-	4,076	74,998
David Conley 2/6/2023	FF/AMB	P-3	2/6/2023	63,168	0.0%	-	7.0%	4,596	0.00%	-	3,894	71,658
Andrew DeMaio 8/28/2023	FF/AMB	P-3	8/28/2023	63,168	10.0%	6,317	7.0%	4,596	0.00%	-	4,257	78,338
Joseph Doherty 7/10/2017	FF/AMB	P-4	7/10/2017	65,655	0.0%	-	7.0%	4,596	3.00%	1,970	4,151	76,372
Michael Donovan 2/13/2022	FF/AMB	P-3	2/13/2022	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,232
Todd Elliott 6/26/2006	Firefighter	P-4	6/26/2006	65,655	0.0%	-	6.0%	3,939	8.50%	5,581	4,320	79,495
Jay Fagone 3/23/2020	FF/AMB	P-4	3/23/2020	65,655	10.0%	6,566	7.0%	4,596	3.00%	529	4,434	81,780
Paul Farias 2/20/2023	FF/AMB	P-3	2/20/2023	63,168	7.5%	4,738	7.0%	4,596	0.00%	-	4,167	76,669
James Fitzpatrick 11/10/2021	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 4/26/2000	Firefighter	P-4	4/26/2000	65,655	10.0%	6,566	6.0%	3,939	12.75%	6,911	4,763	87,834
Jeffrey Giasullo, Jr 7/1/2019	FF/AMB	P-4	7/1/2019	65,655	10.0%	6,566	7.0%	4,596	3.00%	1,970	4,528	83,315
Michael Giasullo 11/8/2011	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 8/4/1998	Firefighter	P-4	8/4/1998	65,655	0.0%	-	6.0%	3,939	12.75%	8,371	4,481	82,446
Caitlin Halliday 2/6/2023	FF/AMB	P-3	2/6/2023	63,168	0.0%	-	7.0%	4,596	0.00%	-	3,894	71,658
Blake Hery 8/9/2021	FF/AMB	P-4	8/9/2021	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,232
Timothy Holden 4/1/1994	Firefighter	P-4	4/1/1994	65,655	7.5%	4,924	6.0%	3,939	12.75%	8,371	4,764	87,653
Justin Hubbard 8/13/2018	FF/AMB	P-4	8/13/2018	65,655	7.5%	4,924	7.0%	4,596	3.00%	1,970	4,434	81,579
Daniel Kasprzak 9/3/2013	Firefighter	P-4	9/3/2013	65,655	7.5%	4,924	6.0%	3,939	5.50%	3,611	4,490	82,619
Justin Lamoureux 11/30/2015	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. 8/13/2018	FF/AMB	P-4	8/13/2018	65,655	14.0%	9,192	7.0%	4,596	3.00%	1,970	4,679	86,092
Jason McNamara 7/12/2021	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 1/26/2004	Firefighter	P-4	1/26/2004	71,380	0.0%	-	6.0%	4,283	10.00%	7,138	4,759	87,560
Paul Muford 9/13/2021	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 4/2/2017	Firefighter	P-4	4/2/2017	65,655	7.5%	4,924	6.0%	3,939	3.00%	1,970	4,396	80,884
Christopher Repucci 9/13/2021	FF/AMB	P-4	9/13/2021	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,232
Henry Roberts 1/6/2020	FF/AMB	P-4	1/6/2020	65,655	7.5%	4,924	7.0%	4,596	3.00%	951	4,358	80,484
Peter Smith 4/3/2017	Firefighter	P-4	4/3/2017	65,655	10.0%	6,566	6.0%	3,939	3.00%	1,970	4,490	82,620
Jonathon Tammaro 7/12/2021	FF/AMB	P-4	7/12/2021	65,655	15.0%	9,848	7.0%	4,596	0.00%	-	4,603	84,702
Branden Tanguay 11/15/2021	FF/AMB	P-4	11/15/2021	65,655	0.0%	-	7.0%	4,596	0.00%	-	4,037	74,288
Christopher Teixeira 1/16/2017	Firefighter	P-4	1/16/2017	65,655	10.0%	6,566	6.0%	3,939	3.00%	1,970	4,490	82,620
Derek Temmallo 12/4/2017	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 12/1/2014	Firefighter	P-4	12/1/2014	65,655	4.0%	2,626	6.0%	3,939	5.50%	3,058	4,311	79,589
Michael Willey 12/4/2017	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 7/26/2004	Firefighter	P-4	7/26/2004	65,655	0.0%	-	6.0%	3,939	2,600	-	4,149	76,343
Andrew Zampitella 2/20/2023	FF/AMB	P-3	2/20/2023	63,168	15.0%	9,475	7.0%	4,596	0.00%	-	4,439	81,678
Jeanne Martin 1/28/2015	Secretary	PAP-6/10	1/28/2015	70,235	-	-	-	-	-	1,500	-	71,735
Total				4,330,783		371,817.0		274,795		245,938	292,141	5,515,474

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

Overtime: Estimated funds for shift replacements to maintain staffing at 14 members per shift 7:00am-7:00pm throughout the fiscal year. 751,650
 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.
Total 751,650

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 **\$ 6,309,176**

FISCAL YEAR 2025													
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	PP9/10	11/2/1995	136,193	10.0%	13,619	6.0%	8,172	12.75%	17,365	8,062	183,411
Paul Guttadauro	2/19/22	Deputy	PP6	4/1/1994	115,924	7.5%	8,694	6.0%	6,955	12.75%	14,780	6,729	153,082
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	7.5%	6,288	6.0%	5,030	12.75%	10,689	6,083	111,925
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	Captain	C-2	11/10/2003	83,835	10.0%	8,384	6.0%	5,030	10.00%	8,384	6,071	111,704
Daniel Sawicki	7/3/2022	Capt - FPO	C-2	7/26/2004	83,835	27.0%	22,636	6.0%	5,030	10.00%	8,384	6,890	126,775
Alan Rosemond	7/1/2020	Lieut. - FTO	L-2	6/12/1995	76,787	19.5%	14,974	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%	4,080	4,754	87,475
Marc Bourdon	8/20/23	Lieutenant	L-2	4/1/1994	74,190	7.5%	5,564	6.0%	4,451	5.50%	4,080	5,074	93,359
Patrick Doherty	3/5/2017	Lieutenant	L-2	7/7/1997	8,826	7.5%	662	6.0%	530	12.75%	1,125	464	11,607
Joseph Fortunato	7/25/2021	Lieutenant	L-2	7/9/2001	74,190	15.0%	11,129	6.0%	4,451	10.00%	7,419	5,586	102,775
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	102,381
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%	6,306	5,692	104,735
Timothy Mancusi	5/1/22	Lieutenant	L-2	6/9/2014	74,190	10.0%	7,419	6.0%	4,451	5.50%	4,080	5,181	95,321
Russell McLaughlin	11/3/2003	Lieutenant	L-2	8/7/1989	76,787	7.5%	5,759	6.0%	4,607	12.75%	9,790	5,572	102,515
Christina Merrill	5/1/2020	Lieutenant	L-2	11/10/2003	74,190	4.0%	2,968	6.0%	4,451	10.00%	7,419	5,117	94,145
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
Joel Altavesta		Firefighter	P-4	6/9/2014	65,655	10.0%	6,566	6.0%	3,939	5.50%	3,611	4,585	84,356
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	79,495
Jacob Brothers		FF/AMB	P-3	8/9/2021	65,655	0.0%	-	7.0%	4,596	0.00%	-	4,037	74,288
Patrick Brothers Jr		FF/AMB	P-3	7/12/2021	65,655	15.0%	9,848	7.0%	4,596	0.00%	-	4,603	84,702
Patrick Brothers		Firefighter	P-4	6/10/1995	67,953	0.0%	-	6.0%	4,077	12.75%	8,664	4,638	85,332
Taylor Brothers		FF/AMB	P-3	2/20/2023	63,168	5.0%	3,158	7.0%	4,596	0.00%	-	4,076	74,998
David Conley		FF/AMB	P-3	2/6/2023	63,168	0.0%	-	7.0%	4,596	0.00%	-	3,894	71,658
Andrew DeMaio		FF/AMB	P-3	8/28/2023	63,168	10.0%	6,317	7.0%	4,596	0.00%	-	4,257	78,338
Joseph Dogherty		FF/AMB	P-4	7/10/2017	65,655	0.0%	-	7.0%	4,596	3.00%	1,970	4,151	76,372
Michael Donovan		FF/AMB	P-3	2/13/2022	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,232
Todd Elliott		Firefighter	P-4	6/26/2006	65,655	0.0%	-	6.0%	3,939	8.50%	5,581	4,320	79,495
Jay Fagone		FF/AMB	P-4	3/23/2020	65,655	10.0%	6,566	7.0%	4,596	3.00%	529	4,434	81,780
Paul Farias		FF/AMB	P-3	2/20/2023	63,168	7.5%	4,738	7.0%	4,596	0.00%	-	4,167	76,669
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	10.0%	6,566	6.0%	3,939	12.75%	6,911	4,763	87,834
Jeffrey Giasullo, Jr		FF/AMB	P-4	7/1/2019	65,655	10.0%	6,566	7.0%	4,596	3.00%	1,970	4,528	83,315
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%	8,371	4,481	82,446
Caitlin Halliday		FF/AMB	P-3	2/6/2023	63,168	0.0%	-	7.0%	4,596	0.00%	-	3,894	71,658
Blake Hery		FF/AMB	P-4	8/9/2021	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,232
Timothy Holden		Firefighter	P-4	4/1/1994	65,655	7.5%	4,924	6.0%	3,939	12.75%	8,371	4,764	87,653
Justin Hubbard		FF/AMB	P-4	8/13/2018	65,655	7.5%	4,924	7.0%	4,596	3.00%	1,970	4,434	81,579
Daniel Kasprzak		Firefighter	P-4	9/3/2013	65,655	7.5%	4,924	6.0%	3,939	5.50%	3,611	4,490	82,619
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%	1,970	4,679	86,092
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	71,380	0.0%	-	6.0%	4,283	10.00%	7,138	4,759	87,560
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		Firefighter	P-4	4/2/2017	65,655	7.5%	4,924	6.0%	3,939	3.00%	1,970	4,396	80,884
Christopher Repucci		FF/AMB	P-4	9/13/2021	65,655	10.0%	6,566	7.0%	4,596	0.00%	-	4,415	81,232
Henry Roberts		FF/AMB	P-4	1/6/2020	65,655	7.5%	4,924	7.0%	4,596	3.00%	951	4,358	80,484
Peter Smith		Firefighter	P-4	4/3/2017	65,655	10.0%	6,566	6.0%	3,939	3.00%	1,970	4,490	82,620
Jonathen Tammaro		FF/AMB	P-4	7/12/2021	65,655	15.0%	9,848	7.0%	4,596	0.00%	-	4,603	84,702
Branden Tanguay		FF/AMB	P-4	11/15/2021	65,655	0.0%	-	7.0%	4,596	0.00%	-	4,037	74,288
Christopher Teixeira		Firefighter	P-4	1/16/2017	65,655	10.0%	6,566	6.0%	3,939	3.00%	1,970	4,490	82,620
Derek Temmalo		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

Name / Promotion	Position	Step	Hire/Step	Base Salary	Education/Specialist		EMT Stipend		Longevity		Holiday Pay	Total Salary
					%	Pay	%	Pay	%	PAY		
Tyler Welch	Firefighter	P-4	12/1/2014	65,655	4.0%	2,626	6.0%	3,939	5.50%	3,058	4,311	79,589
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
Andrew Zampitella	FF/AMB	P-3	2/20/2023	63,168	15.0%	9,475	7.0%	4,596	0.00%	-	4,439	81,678
Jeanne Martin	Secretary	PAP-6/10	1/28/2015	70,235						1,500		71,735
Total				4,330,783		371,817.0		274,795		245,938	292,141	5,515,474
Training Reimbursement: Contractually obligated off-duty Fire Academy training reimbursement.											Total	30,000
Overtime: Estimated funds for shift replacements to maintain staffing at 14 members per shift 7:00am-7:00pm throughout the fiscal year.												751,650
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.												
											Total	751,650
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

**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	111,856	7.5%	8,389	6.0%	6,711	12.75%	14,262	6,493	147,711
David Carney	7/1/21	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	L2-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	7/1/2021	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		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
Jonathon 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-4	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
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
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
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
Jeanne Martin		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. **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 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	7/11/21	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 McLaughlin	11/3/2003	Lieutenant	L-2	8/7/1989	72,558	7.5%	5,442	6.0%	4,353	3.700	3,700	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	P-4/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 Dogherty		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	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 Mueford		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 Temmalo		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	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	54,040	3.0%	2,841	7.0%	4,495	0.00%	-	3,717	65,094
New Hire					35,835	5.0%	2,841	7.0%	4,495	0.00%	-	3,717	46,889
New Hire					35,835	5.0%	2,841	7.0%	4,495	0.00%	-	3,717	46,889
New Hire					35,835	5.0%	2,841	7.0%	4,495	0.00%	-	3,717	46,889
New Hire					35,835	5.0%	2,841	7.0%	4,495	0.00%	-	3,717	46,889
Jeanne Martin		Secretary	PAP-7/10	1/28/2015	68,690	-	-	-	-	-	1,000	-	69,690
Total					4,065,752		285,885.8		268,937		204,842	274,544	5,099,961

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** 710,050

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 84,189
Sub Total 99,189
Total 99,189

TOTAL SALARIES \$ **5,939,200**

DESCRIPTION/DETAIL

FIRE OPERATING

5210 Energy Utilities

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
54,830	36,502	80,772	75,016	140,915	127,549	105,047	108,062	108,062
	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.	14,985	3,234		2,810				
Center 8600 sq.								
New Center Station 22204 sq.	48,210	14,000		11,000				The costs for the 1
Catamount Microwave	1,780							
Center Generator		645		310				
Pole PD 258	1,201							
	71,740.00	20,102.00	-	16,220.00	108,062.00		108,062	108,062

DESCRIPTION/DETAIL

FIRE OPERATING

5240 Repairs and Maintenance

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
143,591	124,325	149,808	144,961	169,902	160,917	120,063	126,458	126,458

Vehicle & Equipment Preventative Maintenance & Repairs - vendor parts, labor, and shipping charges. Engines, ladder truck, Rescue, ambulances, and brush truck are maintained by outside vendors. Cars, SUVs, and pick up trucks are maintained by DPW Fleet Maintenance Division.	99,723	99,723
Equipment Preventative Maintenance & Repairs - includes radios, powered and non-powered equipment, and safety and evaluative equipment.	11,080	11,080
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.	2,500	2,500
State Vehicle Inspections - annual truck and car inspections.	2,300	2,300
Auto Part Supplies - for miscellaneous auto maintenance repairs.	2,500	2,500
Ground Ladder Testing - annual testing to meet NFPA 1932 standard.	1,250	1,250
Pump & Ladder Certifications Annual ISO & NFPA fire engine pump testing and certification (\$350 per engine).	3,105	3,105

DESCRIPTION/DETAIL

FIRE OPERATING

5285 Fire Alarm Maintenance

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
2,571	674	2,438	730	7,800	6,856	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

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
46,951	36,369	41,893	39,488	51,394	49,680	80,448	84,706	84,706

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. 5,702 5,702

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 replacemnt.

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). 1,400 1,400
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. 9,150 9,150

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. 2,120 2,120

EMS Continuous Quality Improvement Program - annual service agreement with third party firm 5,500 5,500
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. 10,704 10,704

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

Assessment Center: For Captains exam. 8,000 8,000

IT Contracts: Computer programs for Fire Investigators and overtime tracking system 8,900 8,900

Stryker Power-Pro XT MTS stretcher: PM contract ofr stretchers 10,840 10,840

Total 5310 Professional Services: **84,706 84,706**

DESCRIPTION/DETAIL

FIRE OPERATING

5340 Communications

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
13,188	8,156	13,812	11,889	57,966	56,186	11,005	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
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 - proگرامing and repair expenses.	5,000	5,000
<i>Total 5340 Communications:</i>	14,205	14,205

5402 Facilities Maintenance, Repairs, and Supplies

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
57,869	36,280	59,628	57,439	38,694	38,429	40,490	44,459	44,459

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	3,900
Emergency HVAC Repairs - basic repairs for all stations.	3,100	3,100
Emergency Generator Maintenance - 4 units including Ames Hill communications site.	1,200	1,200
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.	3,259	3,259
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.	5,500	5,500
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.	5,700	5,700
Doors at South and North Stations are aging, causing needed parts replacements.(springs)		
Appliance Replacement & Repairs - for all stations.	2,600	2,600
Inspection Fees - State inspection fee for pressure vessels in stations.	200	200
Fire Alarm, Sprinkler System, Elevator Yearly inspections: Center Station	1,700	1,700
<i>Total 5402 Maintenance Supplies:</i>	44,459	44,459

DESCRIPTION/DETAIL

FIRE OPERATING

5420 Office Supplies

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
7,500	6,634	6,396	5,415	7,814	6,712	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

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
39,554	30,113	33,137	32,503	163,066	162,425	42,630	42,930	42,930

Ambulance equipment and supplies

42,930

42,930

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

42,930

DESCRIPTION/DETAIL

FIRE OPERATING

5424 Hose

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
2,500	965	2,500	2,490	19,270	19,239	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

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
500	-	1,000	1,000	500	496	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

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
-	-	4,355	4,355	2,842	2,842	32,561	-	-

Total 5513 Grant Match: - -

DESCRIPTION/DETAIL

FIRE OPERATING

5530 Mutual Aid

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 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

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
55,000	48,381	63,619	63,174	75,754	75,754	59,000	66,813	66,813

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

66,813 66,813

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:

66,813 66,813

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

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
45,657	32,639	67,663	67,049	83,452	81,721	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

5702 Travel

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
1,391	593	800	750	800	610	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

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
13,187	5,890	12,175	8,186	10,694	8,982	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

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
10,299	8,696	15,981	11,955	14,248	12,888	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

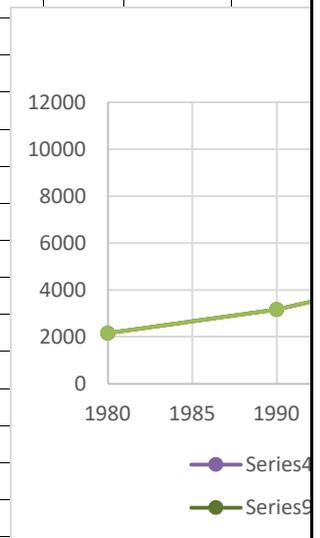
FIRE OUTLAY

5805 Capital Outlay

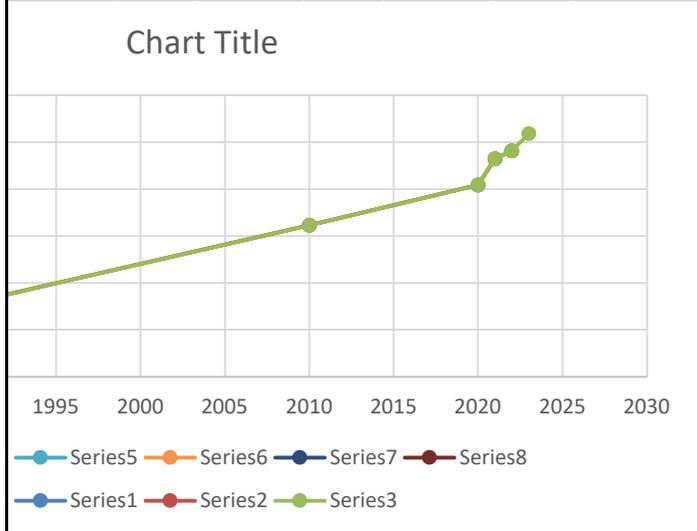
FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
52,000	52,000	-	-	-	-	45,778	-	-

Total 5805 Capital Outlay: - -

Incident Analysis	2023	inc/dec	2022	inc/dec	2021	inc/dec	2020	inc/dec	2019
Fire/Explosion	65	-20	85	19	66	-8	89	15	74
Overpressure/Rupture	0	-2	2	1	1	0	1	0	1
Rescue Calls including Medical Assist	3,342	152	3,190	185	3,005	418	2,586	-323	2,909
Hazardous Condition	87	-3	90	23	67	-27	94	-17	111
Service Calls	1,098	224	874	-138	1,012	161	851	-112	963
Good Intent Calls	408	-12	420	62	358	42	314	-79	393
False Calls	595	108	487	-19	506	-25	531	-6	537
Severe Weather/Natural Disaster	31	29	2	0	2	1	1	-2	3
Special Type/Complaint	8	1	7	-15	22	-7	29	6	23
Undetermined	1	-4	5	-5	10				
Ambulance Calls	4,740	273	4,467	196	4,271	558	3,681	-235	3,916
Department Responses	10,375	746	9,629	309	9,320	1,101	8,177	-753	8,930
Permits & Inspections	3,206	-196	3,402	655	2,747	21	2,726	880	1,846
Department Responses	Total	Diff	Total	%inc/dec					
1980	2,161		2,161						
1990	3,160	999	3,160						
2008	5,998	2,838	5,998						
2009	6,115	117	6,115	2%					
2010	6,454	339	6,454	6%					
2011	6,701	247	6,701	4%					
2012	6,630	-71	6,630	-1%					
2013	7,009	379	7,009	6%					
2014	7,565	556	7,565	8%					
2015	7,896	331	7,896	4%					
2016	8,135	239	8,135	3%					
2017	8,531	396	8,531	5%					
2018	8,609	78	8,609	1%					
2019	8,930	321	8,930	4%					
2020	8,177	-753	8,177	-8%					
2021	9,288	1,111	9,288	14%					
2022	9,629	341	9,624	4%					
2023	10,375	746	10,360	8%					



Inc/Dec	2018	Inc/Dec	2017	Inc/Dec	2016	Inc/Dec	2015	Inc/Dec	2014		
-14	88	7	81	-10	91	1	90	6	84		
0	1	0	1	-3	4	3	1	-7	8		
13	2,896	-76	2,972	180	2,792	29	2,763	168	2,595		
-35	146	51	95	-8	103	-8	111	11	100		
85	878	-52	930	7	923	41	882	111	771		
59	334	116	218	-26	244	3	241	16	225		
37	500	53	447	-28	475	-10	485	39	446		
-2	5	2	3	2	1	-3	4	2	2		
11	12	2	10	-16	26	-5	31	9	22		
167	3,749	-25	3,774	298	3,476	188	3,288	-24	3,312		
321	8,609	78	8,531	396	8,135	239	7,896				
-550	2,396	3	2,393	-95	2,488	227	2,261				

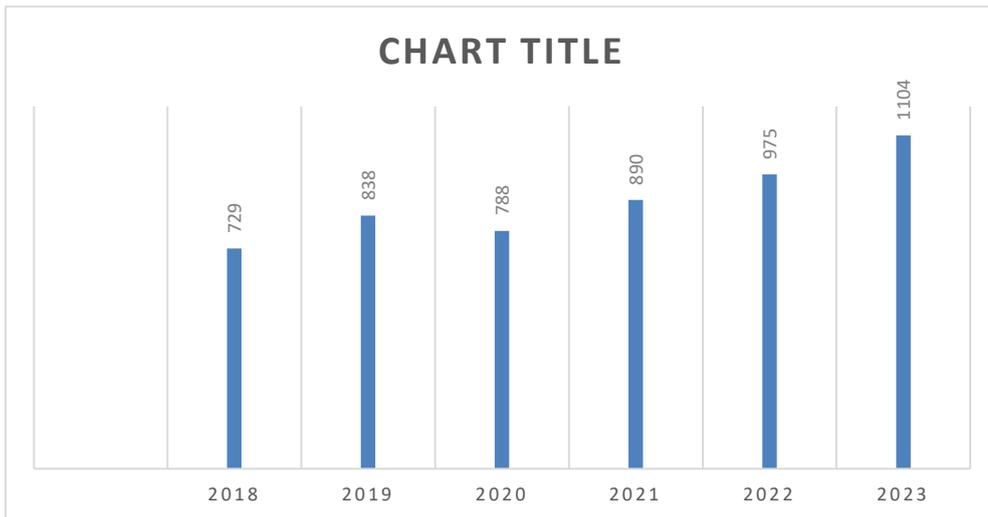


EMS Runs Per Nursing Type Facility

	2017	2018	2019	2020	2021	2022	2023
Heatherwood	119	111	104	127	101	104	98
Blaire House	148	138	131	96	130	135	222
Bayberry at Emerald Court	124	111	162	113	214	184	144
Wood Haven (2580 Main)	57	35	39	44	83	2	0
Tewksbury State Hospital	309	334	402	408	362	550	640
Total	757	729	838	788	890	975	1,104

Mutual Aid EMS Runs

	2017	2018	2019	2020	2021	2022	2023
Mutual Aid In	101	100	106	64	115	138	95
Mutual Aid Out	121	120	130	105	114	126	223

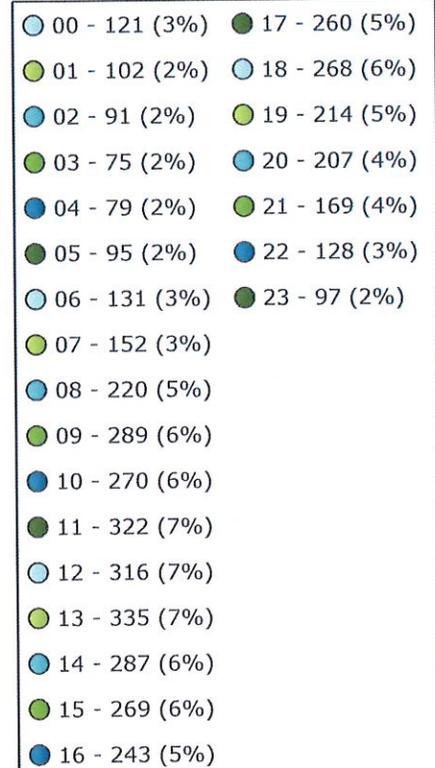
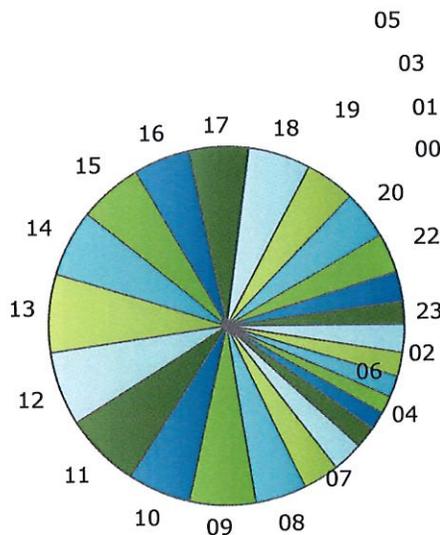


Incident Time - Call Hour

Incident Count (top 40)



Incident Count (top 40)

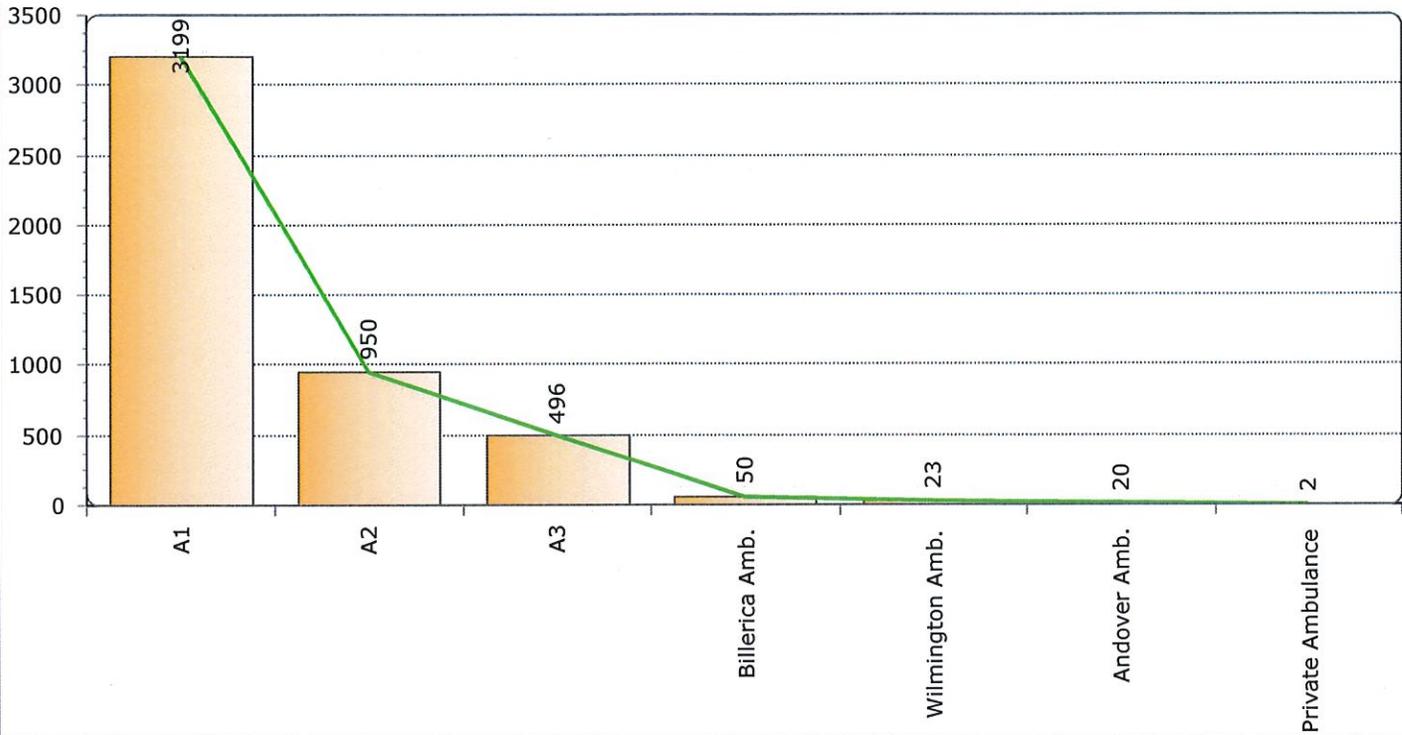


00	121
01	102
02	91
03	75
04	79
05	95
06	131
07	152
08	220
09	289
10	270
11	322
12	316
13	335
14	287
15	269
16	243
17	260
18	268
19	214
20	207
21	169
22	128
23	97

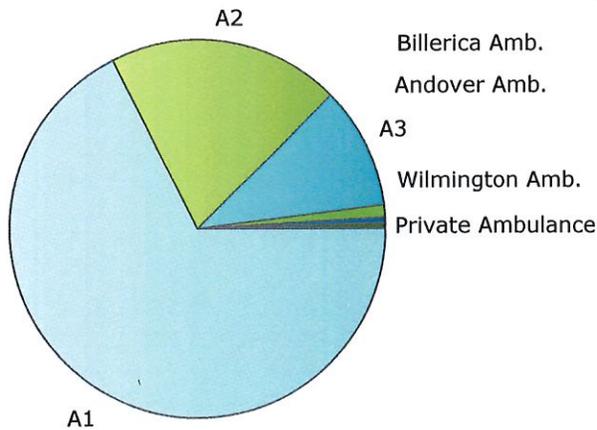
Date From >= 1/1/2023 + Date To < 1/1/2024 + Status = Active

Incident Response - Vehicle

Incident Count (top 40)



Incident Count (top 40)



●	A1 - 3199 (67%)
●	A2 - 950 (20%)
●	A3 - 496 (10%)
●	Billerica Amb. - 50 (1%)
●	Wilmington Amb. - 23 (0%)
●	Andover Amb. - 20 (0%)
●	Private Ambulance - 2 (0%)

Tewksbury Fire Department	4740
A1	3199
A2	950
A3	496
Andover Amb.	20
Billerica Amb.	50
Private Ambulance	2
Wilmington Amb.	23

Date From >= 1/1/2023 + Date To < 1/1/2024 + Status = Active

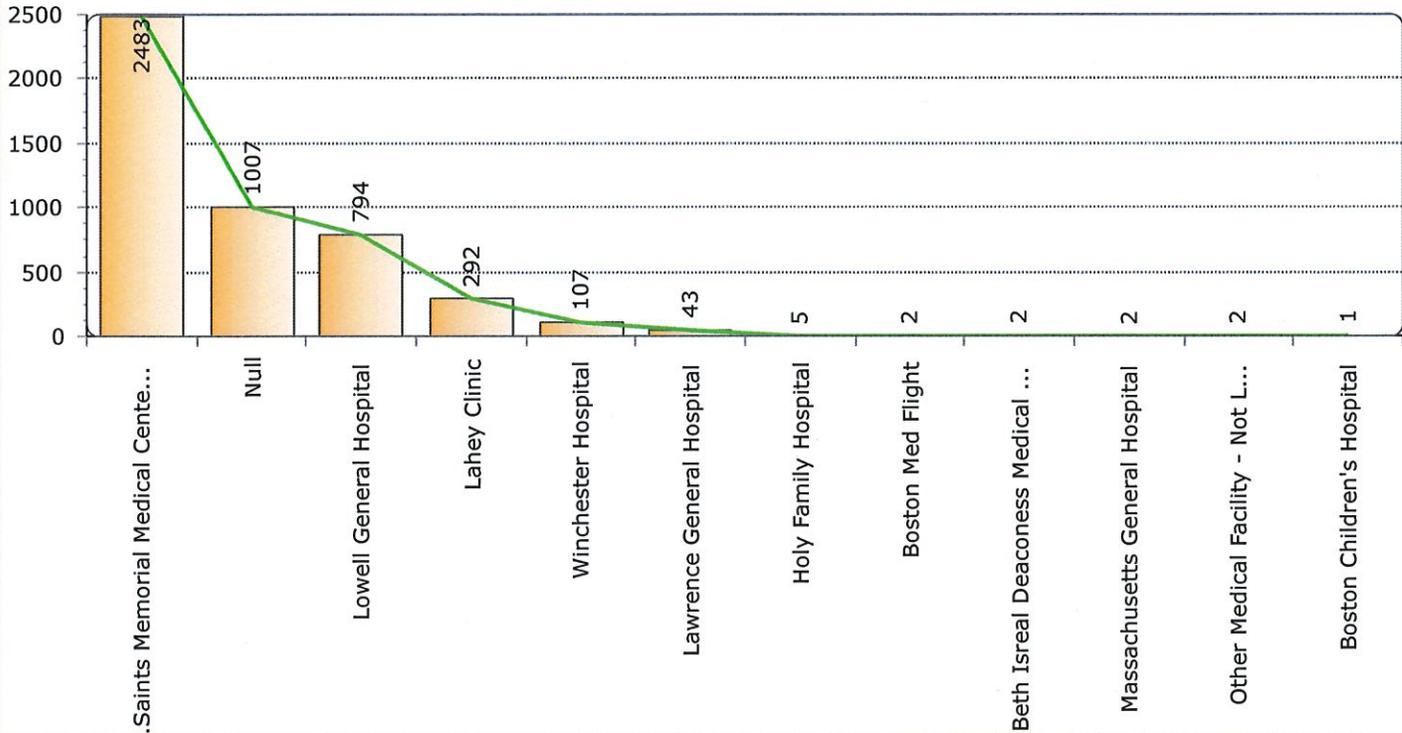
Incident Type Category Breakdown

<u>Incident Type Category</u>	<u>Occurrences</u>	<u>Percentage</u>
[100-199] Fire/Explosion	65	1.2
[200-299] Overpressure Rupture	0	0.0
[300-399] Rescue Call	3342	59.3
[400-499] Hazardous Condition	87	1.5
[500-599] Service Call	1098	19.5
[600-699] Good Intent Call	408	7.2
[700-799] False Call	595	10.6
[800-899] Severe Weather/Natural Disaster	31	0.6
[900-999] Special Type/Complaint	8	0.1
Undetermined	1	0.0
TOTAL	5635	100.0

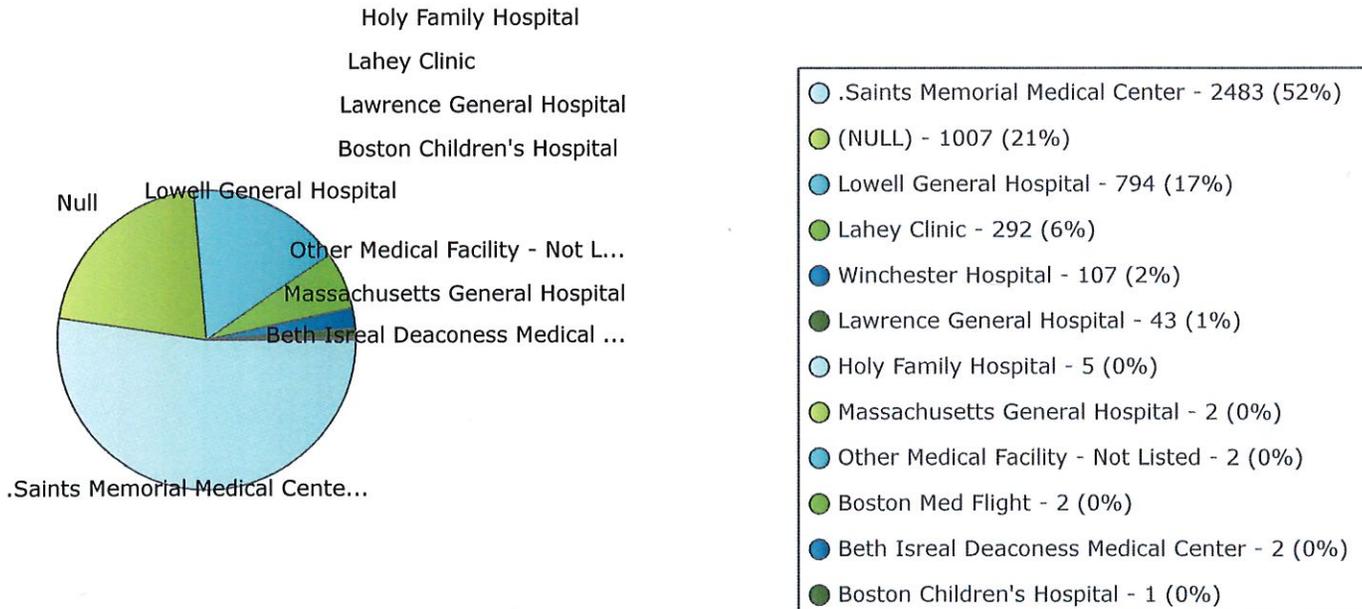
For Districts: All
For Situations: All
For Jurisdictions: All
For Street(s): All
For Location: All

Incident Disposition - Destination Facility

Incident Count (top 40)



Incident Count (top 40)



Tewksbury Fire Department**4740**

	1007
.Saints Memorial Medical Center	2483
Beth Israel Deaconess Medical Center	2
Boston Children's Hospital	1
Boston Med Flight	2
Holy Family Hospital	5
Lahey Clinic	292
Lawrence General Hospital	43
Lowell General Hospital	794
Massachusetts General Hospital	2
Other Medical Facility - Not Listed	2
Winchester Hospital	107

Date From >= 1/1/2023 + Date To < 1/1/2024 + Status = Active

Fire District Breakdown

<u>Fire District</u>	<u>Occurrences</u>	<u>Percentage</u>
Center - North District	2372	42.1
Center - South District	720	12.8
North - Center District	1030	18.3
Out of Town	27	0.5
South - Center District	1486	26.4
TOTAL	5635	100.0

For Districts: All
For Situations: All
For Jurisdictions: All
For Street(s): All
For Location: All

Incidents By Time And Day

	<u>SUN</u>	<u>MON</u>	<u>TUE</u>	<u>WED</u>	<u>THR</u>	<u>FRI</u>	<u>SAT</u>	<u>TOTALS</u>
1 AM	20	9	15	12	21	17	18	112
2 AM	18	9	16	10	23	15	10	101
3 AM	13	15	14	9	7	14	12	84
4 AM	13	12	8	8	12	15	19	87
5 AM	11	15	17	18	15	15	16	107
6 AM	17	36	40	45	37	31	22	228
7 AM	30	32	25	33	43	39	18	220
8 AM	34	53	55	63	49	48	33	335
9 AM	40	48	69	53	58	54	49	371
10 AM	35	63	46	60	45	52	37	338
11 AM	43	66	58	52	57	73	52	401
12 PM	37	46	72	68	39	60	43	365
1 PM	46	43	59	65	58	69	53	393
2 PM	33	49	66	55	51	49	51	354
3 PM	35	50	42	55	47	48	38	315
4 PM	37	47	36	35	41	36	34	266
5 PM	36	49	43	42	43	41	47	301
6 PM	42	33	40	41	34	31	51	272
7 PM	19	40	40	24	37	37	41	238
8 PM	29	27	33	42	36	35	25	227
9 PM	32	24	29	17	23	24	23	172
10 PM	19	20	15	21	26	22	14	137
11 PM	16	9	13	11	8	19	18	94
12 AM	15	19	13	17	17	20	16	117
TOTALS	670	814	864	856	827	864	740	5635
GRAND TOTAL:	5635							

For Districts: All
 For Situations: All
 For Jurisdictions: All
 For Street(s): All
 For Location: All

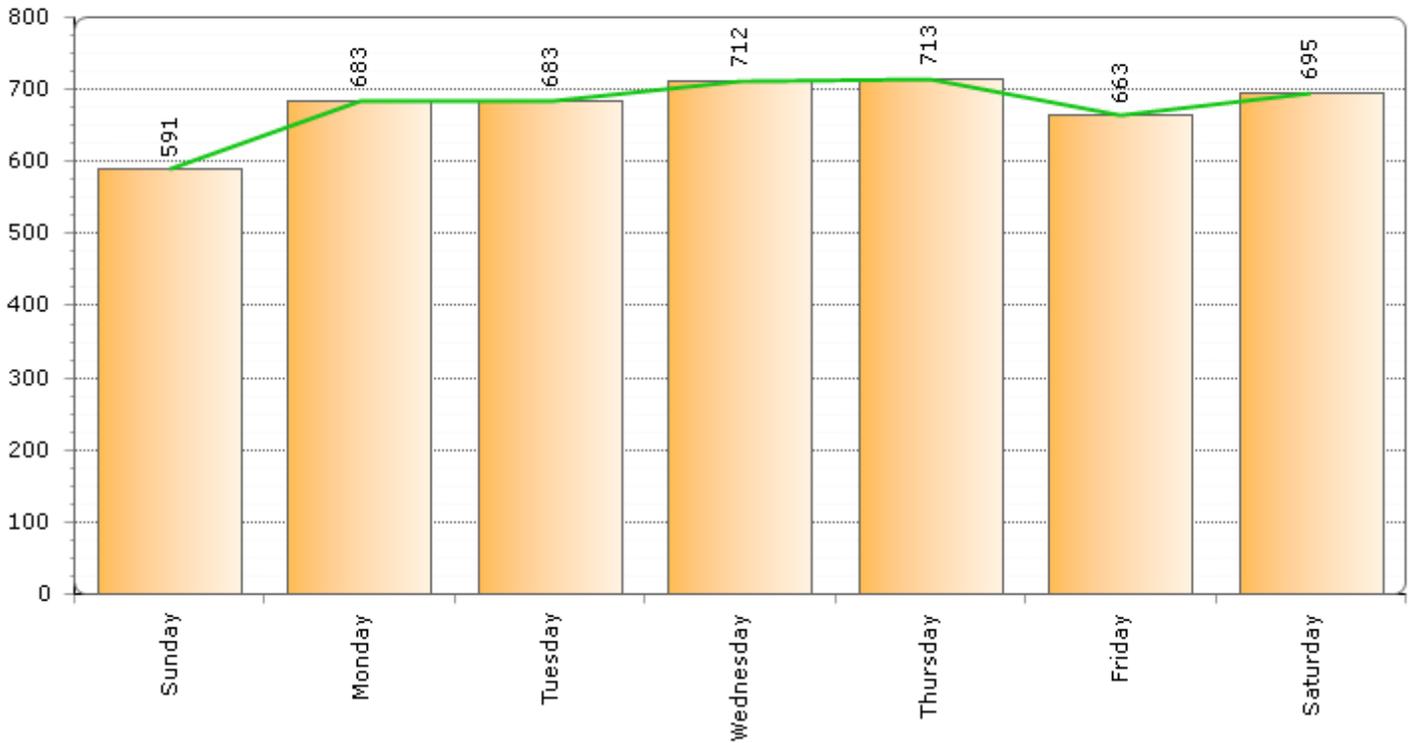
Tewksbury Fire Department		4740
Sunday		591
Monday		683
Tuesday		683
Wednesday		712
Thursday		713
Friday		663
Saturday		695

Date From >= 1/1/2023 + Date To < 1/1/2024 + Status = Active

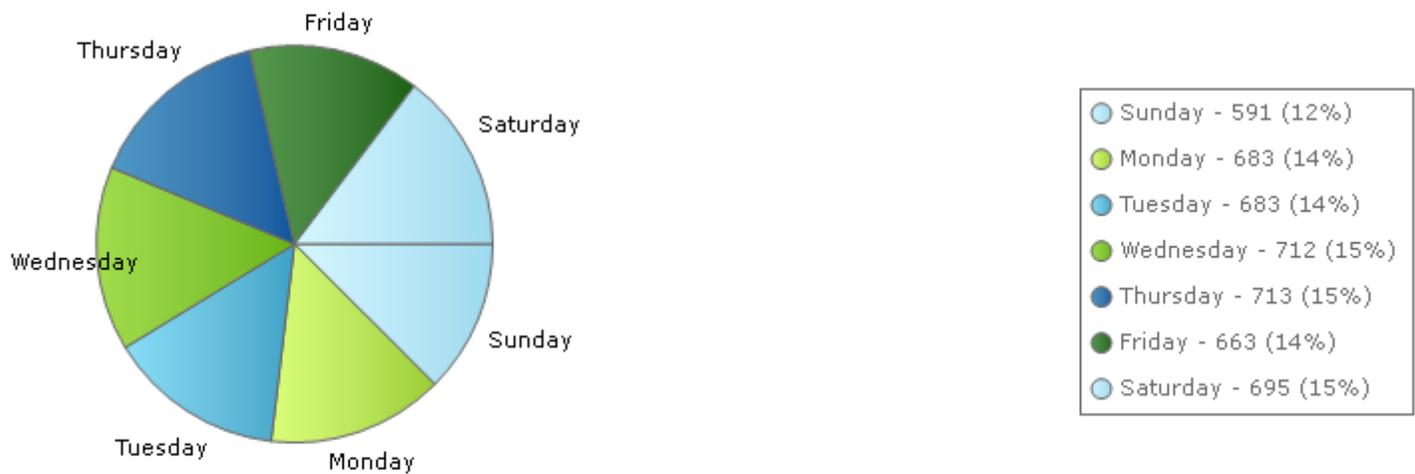
Last Name	First Name	Middle Initial	Job Class Desc	Date of Birth	Date of Hire	Current Age	Years On
Kearns	JOSEPH	W	FIRE CHIEF		11/1/1995	54	29
GUTTADAURO	PAUL	F	FIRE DEPUTY		4/8/1994	56	30
GIASULLO	JEFFREY		FIRE CAPTAIN		11/4/1995	57	29
CARNEY	DAVID	A	FIRE CAPTAIN		11/5/1995	56	29
SANDBERG	KENNETH	J	FIRE CAPTAIN		5/5/2003	47	21
SAWICKI	DANIEL	D	FIRE CAPTAIN		7/26/2004	57	20
MCGLAUFILIN	RUSSELL	J	FIRE LIEUTENANT		8/7/1989	62	35
DOHERTY	PATRICK	S	FIRE LIEUTENANT		7/7/1997	48	27
MACKEY	BRIAN	R	FIRE LIEUTENANT		1/18/2009	34	15
KARLBERG	DAVID	R	FIRE LIEUTENANT		2/5/2001	46	23
MERRILL MORGADO	CHRISTINA	M	FIRE LIEUTENANT		11/10/2003	40	21
ROSEMOND	ALAN	L	FIRE LIEUTENANT		6/12/1995	62	29
FORTUNATO	JOSEPH	C	FIRE LIEUTENANT		7/9/2001	53	23
AUSTIN	SCOTT	D	FIRE LIEUTENANT		11/10/2003	48	21
GIASULLO	DAVID	J	FIRE LIEUTENANT		9/4/2012	34	12
KEDDIE	ROBERT	P	FIRE LIEUTENANT		11/9/2011	36	13
BIELECKI	PETER	J	FIRE LIEUTENANT		5/4/2014	46	10
WELCH	DEREK	W	FIRE LIEUTENANT		12/5/2016	36	8
MANCUSI	TIMOTHY	M	FIRE LIEUTENANT		6/9/2014	46	10
WELCH	DEREK	W	FIRE LIEUTENANT		12/5/2016	36	8
BOURDON	MARC	B	FIRE LIEUTENANT		9/3/2013	42	11
HOLDEN	TIMOTHY	J	FIREFIGHTER		4/11/1994	54	30
BROTHERS	PATRICK	M	FIREFIGHTER		6/12/1995	60	29
GOSSE	WILLIAM	R	FIREFIGHTER		8/24/1998	54	26
FOWLER	JOHN	R	FIREFIGHTER		4/26/2000	57	24
MERRILL	MICHAEL	B	FIREFIGHTER		1/26/2004	48	20
YOST	DANIEL	W	FIREFIGHTER		7/26/2004	51	20
ELLIOTT	TODD	E	FIREFIGHTER		6/26/2006	55	18
GIASULLO	MICHAEL	J	FIREFIGHTER		11/8/2011	38	13
FITZPATRICK	JAMES	E	FIREFIGHTER		11/10/2011	34	13
KASPRZAK	DANIEL	M	FIREFIGHTER		9/3/2013	36	11
WELCH	TYLER	J	FIREFIGHTER		12/1/2014	43	10
ALTAVESTA	JOEL	R	FIREFIGHTER		6/9/2014	33	10
BRADLEY	SHAWN	M	FIREFIGHTER		7/27/2015	33	9
LAMOUREUX	JUSTIN	A	FIREFIGHTER		11/30/2015	35	9
TEIXEIRA	CHRISTOPHER	J	FIREFIGHTER		1/23/2017	35	7
O'LEARY	JOHN	H	FIREFIGHTER		4/2/2017	42	7
SMITH	PETER	C	FIREFIGHTER		4/3/2017	44	7
DOGHERTY	JOSEPH	M	FIREFIGHTER/EMT		7/10/2017	35	7
TEMMALLO	DEREK	C	FIREFIGHTER/EMT		12/3/2017	33	7
WILLEY	MICHAEL	A	FIREFIGHTER/EMT		12/4/2017	34	7
HUBBARD	JUSTIN	A	FIREFIGHTER/EMT		8/13/2018	33	6
LUCIA	CHARLES	A	FIREFIGHTER/EMT		8/13/2018	34	6
GIASULLO	JEFFREY	JR	FIREFIGHTER/EMT		7/1/2019	28	5
ROBERTS	HENRY	W	FIREFIGHTER/EMT		1/13/2020	27	4
FAGONE	JAY	J	FIREFIGHTER/EMT		3/23/2020	37	4
BREKALIS	PETER	C	FIREFIGHTER/EMT		1/4/2021	28	3
BROTHERS JR.	PATRICK	M	FIREFIGHTER/EMT		7/12/2021	25	3
TAMMARO	JONATHAN	R	FIREFIGHTER/EMT		7/12/2021	33	3
MCMAMARA	JASON	R	FIREFIGHTER/EMT		7/12/2021	38	3
HERY	BLAKE	M	FIREFIGHTER/EMT		8/9/2021	28	3
BROTHERS	JACOB	R	FIREFIGHTER/EMT		8/9/2021	36	3
REPUCCI	CHRISTOPHER		FIREFIGHTER/EMT		9/13/2021	25	3
MUGFORD	PAUL	J	FIREFIGHTER/EMT		9/13/2021	30	3
TANGUAY	BRANDEN	M	FIREFIGHTER/EMT		11/15/2021	33	3
DONOVAN	MICHAEL	B	FIREFIGHTER/EMT		3/22/2022	29	2
CONLEY	DAVID	D	FIREFIGHTER/EMT		2/6/2023	33	1
HALLIDAY	CAITLIN	M	FIREFIGHTER/EMT		2/6/2023	31	1
FARIAS	PAUL	M	FIREFIGHTER/EMT		2/20/2023	25	1
BROTHERS	TAYLOR	E	FIREFIGHTER/EMT		2/20/2023	24	1
ZAMPITELLA	ANDREW	W	FIREFIGHTER/EMT		2/20/2023	24	1
DEMAIO	ANDREW	V	FIREFIGHTER/EMT		8/28/2023	33	1
Average Age			Average Years On				
Department	40.1		Department	12.4			
Officers	47.4		Officers	20.2			
Firefighters	44.2		Firefighters	15.5			
FF/EMTs	30.7		FF/EMTs	3.4			
Captains	54.3			Today's Date	1/29/2024		

Incident Date - Incident Date Day

Incident Count (top 40)



Incident Count (top 40)



Tewksbury Fire Department		4740
Sunday		591
Monday		683
Tuesday		683
Wednesday		712
Thursday		713
Friday		663
Saturday		695

Date From >= 1/1/2023 + Date To < 1/1/2024 + Status = Active