



Meeting Posting & Agenda

Details:

Board – Committee – Commission: Fire & EMS Advisory Committee

Meeting Day, Date, Time: November 13, 2012 19:00 to 20:30

Location: Upton Fire and EMS Headquarters

Agenda:

Open Meeting/Review Agenda

RECEIVED

By Kelly A. McElreath at 1:27 pm, Nov 08, 2012

1. Meeting Minutes:

Review & approve previous meeting minutes.

Meeting minutes to be completed by N. Hamed.

2. New Business:

Review & discussion EMS Sub-committee Report - determine next steps.

Review & discussion Compensation Data.

3. Old Business:

Complete Compensation Study Internal Survey Questions.

Establish dates and times for Department wide Compensation Sessions.

Fire & EMS Service and Strategic Plan Discussion.

Fire & EMS Service and Strategic Plans

4. Chief's Report

Other topics not reasonable anticipated by the Chairman 48 hours in advance

Adjournment

48 Hour notice for meetings of Boards and Committees –

Town Clerk must receive your meeting posting, including agenda, by at least 48 hours prior to the meeting.

The 48 hours notice cannot include Saturdays, Sundays or holidays.



Fire & EMS Department

EMS Master & Service Plan Subcommittee

October 24, 2012

The EMS Master & Service Plan Subcommittee hereby submits the following report:

Objective #1: Complete a self-assessment of the Department's Basic Life Support (BLS) EMS service delivery, training, quality assurance (QA) programs and staff participation/performance and **Objective #2:** Complete a self-assessment of the Community's contract and mutual aid Advanced Life Support (ALS) EMS service delivery.

The subcommittee completed an internal survey assessing the perceptions and beliefs of the staff at Upton Fire & EMS regarding the consistency and quality of care provided at the Basic level by Upton and at the ALS level by outside providers. The preliminary results were at a meeting in the fall of 2011 and a full presentation was made to the Advisory Committee on April 23, 2012 (Attachment A). Those perceptions indicated significant areas of concern in consistency and quality of care as well as scheduling problems in EMS. Within the last 6 months, with the addition of new personnel, scheduling issues have been resolved.

Objective #3: Identify all regulatory requirements, standards and recommended guidelines/practices that can be used to define the "Standard of Care" for BLS and ALS EMS Service Delivery for the Town of Upton.

The subcommittee found seven resources to satisfy this requirement:

- Code of Mass. Regulations: 105 CMR 170.000: Emergency Medical Services System
- Mass. General Laws: Chapter 111C: Emergency Medical Services System and Chapter 54: EMS 2000
- Mass. OEMS: Emergency Medical Services Pre-hospital Treatment Protocols Version 10.01 and all updates
- NFPA 1710: (defines standards for career departments)
- NFPA 450: (guidelines for EMS Services and Systems development)
- NFPA 473: (competencies for EMS personnel responding to hazardous materials and WMD incidents)
- NFPA 1221: (alarm handling for EMS)

Objective #4: Define the minimum requirements for OEMS Service Zone Plan implementation requirements for the Town of Upton.

In November 2011, the Fire & EMS Advisory committee removed this task as being outside the scope of this study.



Fire & EMS Department

EMS Master & Service Plan Subcommittee

Objective #5: Define EMS service delivery for the Town of Upton. Service delivery shall be categorized into three categories: minimum; recommended and ideal and Objective #6: Research and evaluate a minimum of three options for Fire & EMS Department transition of delivery from BLS to ALS services. Options shall include the framework and cost impacts to the Town and Taxpayers. The options shall address the impacts of the options on the combination paid-call and career service delivery model utilized by the Fire & EMS Department.

Subcommittee members completed several site visits at other combination departments who made the transition to ALS delivery. These visits, which will provide information useful for recommendations regarding transitions within Upton EMS, were conducted prior to the completion of the analysis of the performance of Upton EMS, due to delays in that analysis. We collected information regarding timelines, staffing, training, and performance. Departments we visited varied in their financial resources and the organizational structure of their fire and EMS delivery. Taken together these sites provide a broad range of options and models to consider for Upton EMS in either BLS or ALS delivery in the future (Attachment B).

Absent the requisite information regarding the actual staffing, response times, and services delivered here in Upton, we are unable to make recommendations regarding the delivery of ALS-level care by the Upton Fire & EMS Dept. The primary prerequisite is the determination that Upton EMS today delivers consistent, high-quality Basic level EMS care. We are unable to determine the consistency and quality of care provided today as we have yet to receive the data that has been requested from the department on numerous occasions beginning in August 2011.

With consistent, accurate data entry, and qualified data management, analysis, and reporting, a department possesses the tools necessary to manage, audit, and improve its performance. Such data has been made readily available by other departments during our site visits, within moments of our request. The systems are in place in Upton for the same types of data collection and performance management. However, to benefit from the tools, personnel must possess the knowledge, skills, abilities, and willingness to ensure the proper procedures are followed, data integrity is maintained, and reporting is timely, accurate, and relevant.

The previous Upton EMS performance management tool (Firehouse) appeared to be have been poorly maintained, not well understood, and had not been in use for performance management in the existing BLS level system. The committee recommends that the Upton Fire & EMS Dept. fully train a minimum of four personnel in the setup, maintenance, and use of the new Image Trend performance management system available in the department, as of October 1, 2012. It is further our recommendation that periodic audits of the data in the system are completed to ensure accurate and consistent data capture.



Fire & EMS Department

EMS Master & Service Plan Subcommittee

When the previous recommendations have been completed, the committee believes that the necessary information to complete the current study will then be available, not just for the study, but also to ensure that there is consistent, high-quality BLS care delivered by Upton EMS.

Lastly, the subcommittee recommends that further study by this body be suspended effective receipt this report, and that the Advisory Committee consider reactivation only after completion of the aforementioned recommendations.

Attachments:

- A. Powerpoint slides presented to the Advisory Committee on April 23, 2012
- B. Site-visit data collected by subcommittee members

Fire & EMS Department

EMS Master and Service Plan Subcommittee

Interim Update

23 April 2012

Overview

- Task of the Subcommittee
- Comments by Subcommittee Members
- Questions



Tasks Assigned to the Subcommittee

- Self-Assessment of BLS service delivery
- Self-Assessment of ALS service delivery
- Identify Sources to be used to define “Standard of Care”
- Define requirements for OEMS Service Zone Plan implementation in Upton
- Define EMS service delivery for the Town
- Evaluate options for BLS-to-ALS transition



Task 1 – BLS Self-Assessment – Part 1

(internal staff survey; subsections 1-3)

Subsection	Average Score (percent of highest value) ----- desired value	Notes regarding wide range of responses of significance (>4 points)	Subcategory not reaching desired value	Comments
Overall Quality	4.39 (63%) ----- >4	Significant variation	16.7 %	Uneven distribution of calls among EMTs is a concern
Consistency of BLS service delivery	5.04 (72%) >4	Fairly good agreement	0.0 %	Most consistent weekdays, declining overnight, again weeknights, and least consistent on weekends
Training	4.20 (60%) ----- >4	Significant variation	33.3 %	Requests for driver and re-supply training, general support for preceptor program

Task 1 – BLS Self-Assessment – Part 1

(internal staff survey; subsections 4-7)

Subsection	Average Score (percent of highest value) <hr/> desired value	Notes regarding wide range of responses of significance (>4 points)	Subcategory not reaching desired value	Comments
Scheduling	<u>4.07 (58%)</u> >4	Significant variation	40.0 %	Greatest concern with weekend scheduling, then evenings, then overnights, and lastly days
Duty / Response	4.82 (69%) >4	Significant variation	20.0 %	Inconsistency of EMS staffing; general support for requiring # of shifts to receive stipend
Administration	<u>4.46 (64%)</u> >4	Significant variation	42.9 %	Need for clearer chain of command, fairness, ensuring field care, staffing, and response



Task 1 – BLS Self-Assessment – Part 1

(comparison by EMT-only & all respondents; subsections 1-3)

Subsection	Average Score (percent) FF/EMT and EMT only	Average Score (percent) all respondents	Notes regarding any significant effect of including non-EMTs in assessment	Subcategory not reaching desired value	Comments
Overall Quality	4.35 (62%)	4.39 (63%)	No significant change	66.7 %	Significant increase in subcategories not reaching desired value
Consistency of BLS service delivery	4.95 (71%)	5.04 (72%)	No significant change	0.0 %	No change

Task 1 – BLS Self-Assessment – Part 1

(comparison by EMT-only & all respondents; subsections 4-7)

Subsection	Average Score (percent) FF/EMT and EMT only	Average Score (percent) all respondents	Notes regarding any significant effect of including non-EMTs in assessment	Subcategories not reaching desired value	Comments
Scheduling	4.07 (58%)	4.07 (58%)	double checked for accuracy	40.0 %	Change to subcategories, not to number of them
Duty / Response	4.83 (69%)	4.82 (69%)	No significant change	27.3 %	Increase in subcategories not reaching desired value
Administration	4.55 (65%)	4.46 (64%)	No significant change	42.9 %	No change
EMT Satisfaction		1.91 (64%) Scale: 1-3		50.0 %	n/a – only surveyed FF/EMT and EMTs



Task 1 – BLS Self-Assessment – Part 2

(BLS delivery data evaluation)

Required: Reports from the Upton Fire/EMS Database
for years 2007-2011

- Response times for Upton BLS by shift
- On-Scene times for Upton BLS by shift
- Response rates by individual EMT
- Transport data: BLS vs. ALS
- Billing and Collection rates
- Quality Assurance tools and results

Will help to complete Task #6



Task 2 – ALS Mutual Aid Assessment

(all respondents)

Subsection	Average Score (percent of highest value)	Desired Value	Notes regarding wide range of responses of significance (>4 points)	Subcategory not reaching desired value	Comments
ALS provider quality	4.82 (69%)	> 4	1 private and 1 municipal provider had significant variation of assessment by respondents	7.1 %	Concern that one ALS provider does not meet quality standards
ALS Use by Upton BLS	4.20 (60 %)	> 4	Significant variation of assessment by respondents	16.7 %	Concern that Upton BLS is over-reliant on ALS

Required: Reports from the Upton Fire/EMS Database
for years 2007-2011 (will also help toward Task #6)

- Availability of ALS by provider
- On-Scene times for ALS by provider
- Billing agreements (we do not have mutual aid agreements)

Task 2 – ALS Mutual Aid Assessment

(comparison by EMT-only & all respondents)

Subsection	Average Score (percent) FF/EMT and EMT only	Average Score (percent) all respondents	Notes regarding any significant effect of including non-EMTs in assessment	Subcategory not reaching desired value	Comments
ALS provider quality	4.35 (62%)	4.82 (69%)	Notable change	21.4 %	Significant Increase in subcategories not reaching desired value
ALS Use by Upton BLS	4.95 (71%)	4.20 (60 %)	Significant change	50.0 %	Significant increase in number of subcategories not reaching desired value



Task 3 – Identify Sources to be used to define “Standard of Care”

- *Sources for Regulatory Requirements and Service Delivery Standards*
 - MGL Ch 111C: EMS System
 - 105 CMR 170.000: EMS System
 - OEMS: Pre-hospital Treatment Protocols Version 10.01 and all updates
 - NFPA Standards 450, 473, 1221, 1710

Task 4 – OEMS Service Zone Plan

“Define requirements for OEMS Service Zone Plan implementation in Upton”

- Task removed by the Advisory Committee as being outside the scope of this study (11/2001)



Task 5 - Define EMS for the Town of Upton

- Define minimum, recommended, and ideal service delivery for the Town
 - Can only be pursued after a complete, full definition of the delivery that now exists
- Plan to complete external survey to define expectations of the citizens of Upton
- Once these definitions exist, they can be used in the development of a Service Zone Plan



Task 6 – Transition Options from BLS to ALS

- Pre-requisites identified:
 - Must complete current definition of BLS service delivery for the Town before developing definition of ALS service delivery
 - Must complete remaining site visits to aid in defining ALS service delivery definition and transitional options

Outside Research in Progress

- Site Visits – in progress
- Departments:
 - Ashburnham -- completed
 - Dudley
 - Granby
 - Holden
 - Hopedale -- completed
 - Paxton
 - Sterling -- completed
 - Uxbridge
 - West Barnstable
 - Westminster -- completed



Comments by Subcommittee Members



Summary

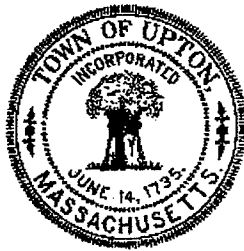
- Tasks Assigned

Questions?

EMERGENCY MEDICAL SERVICES DEPARTMENT

Town of Upton

Brian F. Kemp - Director
508-529-3421
Email: bkemp.ems@upton.ma.us



Massachusetts

20 CHURCH STREET
P.O. BOX 453
UPTON, MASSACHUSETTS 01568

July 1, 2011
To: Chief Goodale
From Brian Kemp
Subject: FY 2012 EMS Compensation Schedules

Compensation: Call EMTs transport to Milford Hospital	\$39.70
Other Hospitals	\$50.14
Call EMTs assist at scene or refusal	\$26.11
Call EMTs hourly wage	\$14.62
Compensation: Career FF/EMT transport to Milford	\$75.24
Other Hospitals	\$75.24
Career Staff assist at scene or refusal	\$75.24
Career Staff hourly wage	\$25.08
Compensation: Financial Asst/EMT transport to Milford	\$74.07
Other Hospitals	\$74.07
Assist at scene or refusal	\$74.07
Hourly wage	\$24.69

Duty Night and On-Call Hourly Compensation

Duty Night from 9:00 PM to 6:00 AM \$26.11

Hourly on-call: 5:00 PM to 9:00 PM
7:00 AM to 5:00 PM Sat Sun & Holidays \$8.35

In addition EMT's are paid for calls they respond to.

Annual Training Stipend \$600.00

EMTs must have EMT certification, CPR and valid operators license.

EMTs must be active member of Department as defined in

Upton EMS Policies and Procedures 2.0 Compensation to receive Training Stipend.

EMT's who were sponsored through the EMT class by Upton EMS are not entitled to receive a Training Stipend for the first year of service.

Meeting Attendance is paid per meeting attended \$20.00

Active EMTs are reimbursed \$75.00 per year for the \$150.00 cost incurred for EMT certification every 2 years.

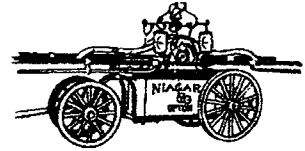
WE GO WHEN DUTY CALLS™



FIRE DEPARTMENT

Town of Upton, Massachusetts

20 CHURCH STREET, P.O. BOX 453
UPTON, MASSACHUSETTS 01568-1535



AARON GOODALE – CHIEF
RICHARD J. HENDERSON SR. – DEPUTY CHIEF
MICHAEL J. MARCHAND – ASSISTANT CHIEF

BUSINESS: 508.529.3421
DISPATCHER: 508.529.3200
FAX: 508.529.1015

October 4, 2011
To: Chief Goodale
From: Barbara Harris
Subject: FY2012 Fire Compensation Schedule

Compensation: (2 hour minimum)

Deputy Chief	\$13.60/hr
Asst. Chief	\$13.60
Captain	\$13.08
Lieutenant	\$13.08
Firefighter	\$12.56
Probationary FF	\$10.46

Career FF/EMT Compensation: (2 hour minimum)

FF/EMT	\$37.62
--------	---------

Annual Training Stipend:

Deputy Chief	\$9971.23
Assistant Chief	\$9543.76
Captain	\$4546.57
Lieutenant	\$4009.90
Firefighter	\$2104.94
Firefighter / EMT	\$2104.94

Meeting Attendance:

TOWN OF LITTLETON FIRE DEPARTMENT
20 FOSTER ST
LITTLETON, MA 01460
 978-540-2302 fax 978-952-2359
 www.Littletonfire.org



The Littleton Fire Department is conducting a survey of nearby and comparable departments. The Primary goal is to assess pay rates and stipends for on-call and fulltime employees. If you are willing, please answer the questions below. Thank you in advance for your help.

Town: Littleton Population 8924

Area served (Sq Mi) 16.4 Number of stations 1

Run Volume (2010) Fire: 586 EMS 749 MVC 113 Total: 1448

Run Volume (2009) Fire: 419 EMS 758 MVC 140 Total: 1317

Number of on-call/volunteer personnel		Number of Fulltime Personnel	
Deputy Chief or other chief level	<u>2</u>	Deputy Chief	<u>0</u>
Captain	<u>2</u>	Captain	<u>1</u>
Lieutenant	<u>4</u>	Lieutenant	<u>0</u>
FF/EMT	<u>10</u>	FF/EMT	<u>4</u>
Firefighter	<u>9</u>	Fire Prevention	<u>1</u>
EMT	<u>9</u>		
On-call		Fulltime	
Call back minimum (hrs)	<u>2</u>	Call back minimum (hrs)	<u>2</u>
Hrs covered by on-call only	<u>6p-6a</u>	Hrs Station(s) staffed	<u>6a-6p</u>
Standby rates		Shifts worked	
EMT's	<u>4.00</u>	<u>FirePrev + Captain 8-4, M-F</u>	
Officer	<u>4.00</u>	<u>2 shifts, 2 person 6-6, 4x4</u>	

Hourly Pay Rates

Additional lines have been provided if there are multiple steps for each job level.

Notes

On-call	
Deputy Chief or other chief level	
15.02 - 16.28	
Captain	
14.81	step 1
15.06	step 2
15.31	3
15.56	4
15.78	5
Lieutenant	
14.03	Steps 1
14.28	2
14.53	3
14.79	4
15.04	5
FF/EMT	
12.12	1
12.37	2
12.63	3
12.88	4
13.13	5
Firefighter	
11.88	
12.13	
12.38	
12.64	
12.89	
EMT	
11.88	
12.13	
12.38	
12.64	
12.89	

Fulltime	
Deputy Chief	
N/A	
Captain	
28.06	
Lieutenant	
N/A	
FF/EMT-B	
21.27	
22.23	4 yrs
23.18	5 yrs
FF/EMT-P	
+\$2000 stipend	
Fire Prevention (if different)	
23.82	

TOWN	Base Pay	Call Additional Pay	Firefighter FF / EMT	Pay w/ FF I/II-EMT&EMTP	Performance Evaluations	Merit-based Increases	Years of Service Increases	Formal Training rec'd
Duxbury	9.00-15.00		9.00-16.00	9.00-17.00 (10+yr)	YES	YES	No	Yes, same as regular FF
Whitman	\$12.57		\$13.20	\$20.00	quarterly drills	No	No	Ply. City Fire Rescue
Kingston	\$19.17 1st hr.	15.42 ea. add'l hr.			No	No	No	Our Fire Department
Hingham	None	N/A	N/A		No			Local - One per week
Halifax	See attached	Pay Schedule			No		Step Increase ea.yr.	
Sandwich	None	N/A	N/A					
Franklin	None	N/A	N/A					
No. Andover	None	N/A	N/A		Yes	No	No	
Brookfield	\$9.13		\$13.72	\$19.95	No	No	No	In house
Leverett	\$16.13	COLA	none	none	Yes	No	COLA only	In house
Carlsle	?	COLA	yes	yes	Informal	No		Local - One per week
Groveland	\$14.88		\$15.88	\$16.88	No	1.5% FY'12	\$3 ea. 5 yrs.	In house
Hopedale	\$2,254 annual	see attached			No	No		Local and State
Longmeadow	\$9.00	\$11.00 for one			No	No	No	Inter-department
Natick	None	N/A	N/A		No	No	No	

Competitive Set Communities: Bourne, Falmouth, Hanover, Hingham, Martlehead, Marshfield, Plymouth, Sandwich, Scituate, Westwood

HOPEDALE CALL FIREFIGHTERS ASSOCIATION CONTRACT

This agreement entered into by the Town of Hopedale, hereinafter referred to as the "Employer", and the Hopedale Call Firefighters Association, has, as its purpose, the promotion of harmonious relations between the establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE 1: RECOGNITION

In accordance with the provisions of Chapter 149, Section G, H, and I, of the Massachusetts General Laws, the Town of Hopedale recognizes the Hopedale Call Firefighter's Association as the sole and exclusive bargaining agent for all call firefighters and excluding all permanent firefighters, the Chief, and all other employees of the Town of Hopedale.

ARTICLE 2:

SECTION 1: MANAGEMENT RIGHTS

During the term hereof this document is the complete Agreement between the parties covering all mandatory subjects of discussion. The parties agree that the relations between them shall be governed by this Agreement only and that except as directly modified by express language in a specific provision of the agreement, all rights and powers that it has or may hereinafter be granted by law in managing the Department and directing the working force are retained by the Town in its sole discretion and are not subject to the grievance procedures herein. All matters not dealt with herein shall be treated as having been brought up and disposed of and the Board of Selectmen shall not be under any obligation to discuss or negotiate any modifications or additions to this Agreement during the term hereof. If the parties mutually agree to alter or add to the Agreement, such change will not be effective until reduced to writing and duly executed by the respective representatives of both parties.

SECTION 2: MANAGEMENT

Management shall include the Board of Selectmen, the Fire Chief, and all officers of the Hopedale Fire Department above the rank of Captain. No member of management shall be a member of the Hopedale Call Firefighters Association.

SECTION 3: OFFICERS OF THE ASSOCIATION

The employer recognizes the officers of the Association elected in accordance with the Association's By-Laws as the official agent of the Association. The Association shall keep the employer informed as to the identity of its officers.

ARTICLE 3: NO STRIKE CLAUSE

The association on its own behalf and on behalf of each of the employees that it represents, hereby agrees and covenants that, during the term of this agreement, it will not authorize, approve, participate in or in any way encourage any strike, work stoppage, slowdown or the withholding of services, for the employer, the Town of Hopedale.

Nothing in the preceding paragraph shall authorize the Association at the termination of this contract to engage or encourage any strike, work stoppage, slowdown or withholding of services from the employer unless specifically provided by the law to do so.

Grand Total \$71,934 \$73,491 \$75,087 \$76,719 \$78,382 \$80,732

GRADE 14 **Step 1** **Step 2** **Step 3** **Step 4** **Step 5** **Step 6**
From: \$73,970 \$75,478 \$77,020 \$78,593 \$80,196 \$82,601
To: \$75,080 \$76,611 \$78,176 \$79,772 \$81,399 \$83,841

Grade "U"
Unclassified

**Administrative
and Clerical**

Registrar of Voters	From	\$11.81	To	\$11.99
Election Workers	From	\$11.35	To	\$11.52
Assessing Lister	From	\$11.32	To	\$11.49
Water Inspector	From	\$32.47	To	\$32.96
Veterans Agent	From	\$9,027	To	\$9,163
Veterans Service Officer	From	\$1,044	To	\$1,060
Assistant Building Inspector	From	\$1,883	To	\$1,912

Fire Department

Call Deputy Chief	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
From:	\$18.75	\$19.96	\$21.24	\$21.93	\$23.32	\$24.03
To:	\$19.03	\$20.26	\$21.56	\$22.26	\$23.67	\$24.39
Call Captain	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
From:	\$16.66	\$17.63	\$18.67	\$19.75	\$20.88	\$21.52
To:	\$16.91	\$17.89	\$18.95	\$20.05	\$21.19	\$21.84
Call Firefighter	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
From:	\$15.14	\$16.16	\$16.78	\$17.66	\$18.60	\$19.15
To:	\$15.37	\$16.40	\$17.03	\$17.92	\$18.88	\$19.44
Call EMT-A	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>		
From:	\$18.05	\$18.81	\$19.59	\$20.19		
To:	\$18.32	\$19.09	\$19.88	\$20.49		



DUXBURY FIRE DEPARTMENT

Post Office Box 2824
DUXBURY, MASSACHUSETTS 02331
Phone (781) 934-5693
Fax (781) 934-6530
www.duxburyFIRE.com

Kevin M. Nord
Chief of Department

Christopher West
Deputy Chief - Operations

September 7, 2011

For: Richard MacDonald, Town Manager

Re: Proposed Recall Firefighters hourly pay scale list:

Effective 10/1/11

Call Firefighter:	0 to 1 year:	\$ 9.00 per hour
	1 to 5 years:	\$ 11.00 per hour
	5 to 10 years:	\$ 13.00 per hour
	10 + years:	\$ 15.00 per hour

VAN SWYCH

Call Firefighter EMT:	0 to 1 year:	\$ 9.00 per hour
	1 to 5 years:	\$ 12.00 per hour
	5 to 10 years:	\$ 15.00 per hour
	10 + years:	\$ 17.00 per hour

14 - N MORRIS
16 - J CHANDLER

Call Firefighter EMT-Paramedic:	0 to 1 year:	\$ 9.00 per hour
	1 to 5 years:	\$ 13.00 per hour
	5 to 10 years:	\$ 16.00 per hour
	10 + years:	\$ 18.00 per hour

15 - D RAPPAPORT
17 -

Sincerely,

Kevin M. Nord
Chief of Department

9/9/11
Richard approves with performance OCT /
evaluation annually with elig. for
merit increases of 7%.

3 CH



Editor [Sean O'Donnell](#) sean.odonnell@patch.com



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Holliston Firefighters Request \$214,000 Stipend Increase

Last night the Selectmen had a discussion with Fire Chief Michael Cassidy about an increase to firefighter stipends.

By [Sean O'Donnell](#) | [Email the author](#) | October 4, 2012

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Related Topics: [Firefighter Stipends](#), [Holliston Board of Selectmen](#), [Holliston Police and Fire](#), and [Local Government](#)

Fire Chief Michael Cassidy presented the case for a stipend increase to the [Board of Selectmen](#) last night. His point was that for all of the time firefighters spend on call and in training they deserve a higher stipend amount.

"In order to maintain our staffing model, we need a compensation package which reflects the sacrifices these professionals make throughout the year," Cassidy said. "Even with the proposed increase, our personnel costs would still be a fraction of the costs of other nearby departments, while providing many times more coverage and true surge capacity."

The proposed increase he spoke about worked out to roughly \$1 per hour each firefighter is on call, calculated out the chief said the total increase would be \$214,000 per year.

Cassidy also brought up previous increases in stipends the firefighters had received in 2007 and 2008 saying that the plan was for the increases to continue at least one more year.

Several firefighters were in attendance including Lieutenant Mark Heavner who spoke up in support of the increased stipends.

"The Fire Department is long overdue for this," Heavner said. "This is something we negotiated with a previous board and for whatever reason we did not get."

While the selectmen agreed that the firefighters perform their duty, the form of an increase was called in to question.

One option that the Selectmen presented was a lower increase to the stipends combined with an increase to the hourly rate the firefighters make while responding to calls.

In addition the board discussed putting some of the money toward post-employment benefits such as life insurance and healthcare premiums of retired firefighters.

"The issue is if and when and how we can do this so that it is fair for everyone," Selectman Jay Leary said.

Discussions are continuing between the Selectmen and the Fire Department. The Finance Committee is also involved in the discussion to figure out what they believe is the best way to compensate the firefighters for their work. There is a meeting scheduled at the fire station to discuss the issue further on Oct. 15 at 9 p.m.

What do you think? Should firefighters be given the money based on their general responsibilities such as being on call and attending training, or should the increase be focused more on time spent responding to incidents and looking toward the future. Share your opinion in the comments.

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3 Comments

Jim Smith

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9:32 am on Thursday, October 4, 2012

I think the Holliston Fire Department needs to move forward and hire full time academy trained firefighters. The town should be staffed 24-7 with firefighters that can immediately respond to a medical or fire call. This is the only town in the area that has a call department only. To get back in topic I believe the firefighters are deserving of the raise

Reply

Sean Irr

Flag as inappropriate

4:45 pm on Thursday, October 4, 2012

Jim, you should get your facts straight before you post. Holliston is NOT the only full call dept in the area. And as for academy trained. Most of the dept is academy trained!!

Scott deGanne

Flag as inappropriate

3:53 pm on Thursday, October 4, 2012

I appreciate the support of the fire department but would like to clarify some things . Most firefighters are academy trained. They took the classes after their regular jobs night's and weekends for most of a year without pay. Plus we maintain a three man crew on twelve hour shifts for the ambulance and may not be at the station but are committed to town during the shift. Plus if you look at the other full time departments they staff 3 or 4 people to a shift if called out they respond with one truck and rely on mutual aid. Holliston responds with four engines a ladder and rescue with a response of twenty plus.

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