

Douglas Fire Committee
Agenda
November 22, 2023

1. Call to Order
2. Declaration of Pecuniary Interest
3. Approval of Agenda
4. Approval of minutes of last Regular Meeting
5. Business from previous meetings
 - Fireworks bylaw
 - Old SCBA's possible selling
 - Covering costs of glasses in facepiece's
 - Dispersal of old equipment-verbal
 - Dry Hydrant on Chris Ruddy RD
6. Correspondence
 - email—Kelly Coughlin Treasurer – Deputy CAO/Clerk (budget)
 - email—Jennifer Charkavi CAO Clerk, offer of Part-Time Employment
 - email—Jennifer Charkavi CAO Clerk, Christmas Party Invitation
7. New Business
 - Chief's Bill's appointment
 - future of fire committee/verbal
8. Fire Chief's Report
 - November report
9. Bills and Accounts
 - October Voucher
10. 2023 Fire Cost Update
11. Budgetary Control Report October 31, 2023
12. Open Discussion
13. Next Meeting—November 22, 2023 7:00 p.m.
14. Adjourn

TOWNSHIP OF ADMASTON/BROMLEY

DOUGLAS FIRE COMMITTEE

Approval of minutes of the September 13,2023

MINUTES

Wednesday October 11, 2023

At 7:00 p.m.

Present were Chair Kevin LeGris and Committee Members Ken Keill, Nathan Harris, Daryl Thom and Fire Chief Bill McHale. Regrets Committee Member Harry Stuart and Deputy Fire Chief Patrick Donohue.

1. Chair Kevin LeGris called the meeting to order at 7:00 p.m.
2. Declaration of Pecuniary Interest –None.

3. Approval of Agenda
Moved by Daryl Thom and seconded by Nathan Harris

Be it resolved that the agenda for October 11, 2023 meeting be approved

Carried

4. Approval of Minutes of the September 13, 2023 meeting
Moved by Ken Keill and seconded by Nathan Harris

Be it resolved that the minutes of the September 13, 2023 meeting be approved as read.

Carried

5. Business arising from previous meetings
GENERATOR UPDATE—Propane is hooked up. Full instructions on how generator preforms has been received.

BUILDING UPDATE—Nothing to report.

OLD EQUIPMENT—Chief Bill is trying to contact fire fighters without boarders but not getting any response. Now waiting on A. J. Stone to contact him with other contacts.

6. CORRESPONDENSE
An email from Kelly Coughlin Treasurer-Deputy CAO/Clerk regarding the 2024 budget was received. The attachments were discussed in great length but due to errors and many questions the committee did not attempt to complete any part of the budget.

7. NEW BUSINESS

DRY HYDRANT AT DOUGLAS—this dry hydrant is out of commission until the next time the water level is lowered. This is the most used dry hydrant of all that have been installed. The fire committee would like to see it repaired sooner than later. It was discussed that the hydrant be built on dry land and moved into place. This solution would require a team of divers. The new dry hydrant on Chris Ruddy Road is installed but not fully working yet. Chief Bill expected it to be completed by October 14, 2023.

SMOKE DETECTORS—The application for free smoke detectors from Kiddie Smoke Alarms did not prove successful. Chief Bill reached out to the local Canadian Tire Store in Pembroke and received fifty packages of two battery operated smoke/carbon detectors. There are currently thirty-seven homes in Admaston/Bromley without electricity and in need of battery operated smoke/carbon detectors.

FIRE WORKS BY-LAW—Both Chief Bill and Chairman Kevin felt the by-law was very wordy and not what is required. The committee members are going to take the by-law home and bring back suggestions to the next meeting.

8. FIRE CHIEF'S REPORT

Fire Chief Bill gave a report on the SCBA's and the final training required before they can go into service. Moved by Daryl Thom and seconded by Ken Keill

Be it resolved that the fire chief's report dated October 11, 2023 be accepted as presented

Carried

9. BILLS AND ACCOUNTS

The payment voucher as received. The treasury department has requested the secretary to close off the voucher at the end of each month to make for a shortened outstanding cheque list when balancing the bank.

Moved by Nathan Harris and seconded by Ken Keill

Be it resolved that the payment voucher dated September 30, 2023 in the amount of \$11,516.29 be paid.

Carried

10. 2023 FIRE COST UPDATE

The wage costs for 2023 to date were reviewed.

11. BUDGETARY CONTROL REPORT September 30, 2023

The figures were reviewed.

12. OPEN DISCUSSION

Chief Bill gave a demonstration of the new SCBA and pointed out many of the advantages. He will give the same demonstration at a future council meeting after discussing it with CAO Jennifer.

13. NEXT MEETING

November 22, 2023 at the Douglas Fire Hall at 7:00 p.m.

14. ADJOURN

Moved by Daryl Thom and seconded by Nathan Harris

Be it resolved that the meeting of October 11, 2023 be adjourned at 8:59 p.m.

Carried

Mayor Donohue and Council extend an invitation to our Annual Admaston/Bromley Township Christmas Dinner in appreciation of the excellent level of service and dedication demonstrated by Township Staff and Committee/Board Members.

When: Friday, December 15, 2023

Meet & Greet 6 – 7 p.m.

Dinner at 7:00 p.m.



Where: Horton Community Centre – 1005 Castleford Rd., Renfrew

Spouses and Partners are most welcome but the cost of their meal (\$20.00) is the responsibility of each staff or committee member

Please notify with your acceptance or regrets and number attending before Thursday December 7th, 2023

Phone 613-432-2885 or email info@admastonbromley.com

This enjoyable and social event of Admaston/Bromley Council, Staff, Committee Members and Guests joining together emphasizes and reinforces OUR commitment to working together in HARMONY and RESPECT.

Douglas Fire Committee
Fire Chief Report
November 16, 2023

Date	Men	Hrs	Where	What
Oct 8	03	09	Practice	Weekend truck checks
Oct 10	01	03		Clean fire hall
Oct 10	06	12		Faulty alarm in basement
Oct 15	03	09	Practice	Weekend truck checks
Oct 16	14	28	Practice	Tested new dry hydrant/SCBA certs.
Oct 17	01	07		Fire safety presentation at school
Oct 19/20	03	10	Practice	DZ-test/council meeting
Oct 21	01	02	Practice	SCBA on line testing/truck maintenance
Oct 21	01	08	Practice	Dry hydrant maintenance
Oct 22	02	04	Practice	Weekend truck checks
Oct 23	01	03		Clean fire hall
Oct 23	12	24	Practice	SCBA training
Oct 27	17	81		House fire
Oct 28	01	03		Clean fire hall
Oct 28	01	01	Practice	Weekend truck checks
Oct 29	03	06		Faulty alarm
Oct 30	11	22	Practice	Pans on trucks/cleaned old SCBA
Oct 30	02	12	Practice	DZ practice/test
Oct	01	20	Practice	School visit/budget/meetings
Nov 1	01	03		Clean fire hall
Nov 2	04	04		Smell of propane
Nov 5	04	08	Practice	Weekend truck checks
Nov 5	06	12		Stump on fire
Nov 6	01	03		Clean fire hall
Nov 12	02	04	Practice	Weekend truck checks
Nov 13	01	04	Practice	DZ Road Test
Nov 13	04	08	Practice	Wash trucks/discuss tests

Douglas Fire Department

2023 Fire Costs

Month	Fire	Practice	Standby Fees	Total Mthly Costs
	Rate/Hr	Rate/Hr	Rate/Wk	
	0.00	0.00	0.00	
January	277	250	4	
Total Cost	5822.37	7165.40	1200.00	14,187.77
February	94	106	4	
Total Cost	3,041.58	3,367.00	1200.00	7,608.58
March	100	136	4	
Total Cost	3,228.78	4985.89	1200.00	9,414.67
April	82	230	5	
Total Cost	2,769.25	8065.51	1500.00	12,334.76
May	74	274	4	
Total Cost	2452.40	7408.26	1200.00	11,060.66
June	194	150	4	
Total Cost	6261.88	5101.01	1200.00	12,562.89
July	167	166	5	
Total Cost	5484.11	5616.61	1500.00	12,600.72
August	102	142	4	
Total Cost	3381.30	4611.01	1200.00	9,192.31
September	30	127	5	
Total Cost	976.34	4326.75	1200.00	6,503.09
October	102	218	4	
Total Cost	3368.46	7708.90	1200.00	12,277.36
November	0	0	4	
Total Cost	0.00	0.00	1200.00	1,200.00
December	36	48	4	
Total Cost	1175.48	2760.16	1200.00	5,135.64
Total Hours	1258	1847		
Total Cost	37961.95	\$ 61,116.50	\$15,900.00	\$ 114,078.45

Douglas Fire Department
Budgetary Control Report
As of October 31, 2023

	Current	Year to Date	Budget	Variance
REVENUES				
Fire Levy		95,000.00	257,477.00	(162,477.00)
Standby Fees		3,750.00	7,500.00	(3,750.00)
Investment Income		1,033.84	380.00	653.84
Fire Calls		7,220.36	8,258.00	(1,037.64)
Fire-Miscellaneous		210.00		210.00
Fire-Transfer from Reserve			20,000.00	(20,000.00)
TOTAL REVENUES:	0.00	107,214.20	293,615.00	(186,400.80)

EXPENDITURES

Fire Employment Costs				
Fire Wages		80,627.14	110,000.00	29,372.86
Fire Support Wages			1,500.00	1,500.00
Fire-CPP			20.00	20.00
Fire-EI			110.00	110.00
Fire-Insurance/Shirts	4,002.12	4,002.12		(4,002.12)
Fire-WSIB			9,000.00	9,000.00
Fire-EHT			1,800.00	1,800.00
Total Fire Employment Costs:	4,002.12	84,629.26	122,430.00	37,800.74

Overhead				
Prevention		3,339.94	5,100.00	1,760.06
Licenses		573.26	520.00	(53.26)
Grounds & Building		1,392.13	3,000.00	1,607.87
Insurance/Shirts	(5,125.15)	15,029.30	17,920.00	2,890.70
Total Overhead:	(5,125.15)	20,334.63	26,540.00	6,205.37

Vehicle				
Fuel		2,376.05	6,000.00	3,623.95
Equipment Maintenance	(4,002.12)	3,728.84	10,900.00	7,171.16
Vehicle Maintenance		8,188.04	13,800.00	5,611.96
Mileage-Fire			3,000.00	3,000.00
Equipment (New)		20,790.01	39,200.00	18,409.99
Transfer to Reserves - Vehicles			25,000.00	25,000.00
SCBA's			189,000.00	189,000.00
Total Vehicle:	(4,002.12)	35,082.94	286,900.00	251,817.06

Douglas Fire Department
Budgetary Control Report
As of October 31, 2023

	Current	Year to Date	Budget	Variance
Utilities				
Hydro-Fire		926.82	3,000.00	2,073.18
Heat		7,074.29	10,500.00	3,425.71
Total Utilities:	0.00	8,001.11	13,500.00	5,498.89
Miscellaneous				
Fire Fighters Certification Course Cost			5,000.00	5,000.00
Office & Sundry			1,000.00	1,000.00
Food		326.85	1,000.00	673.15
Christmas Dinner			1,500.00	1,500.00
HST		5,547.84		(5,547.84)
Health & Safety	135.34	7,236.37	11,700.00	4,463.63
Mutual Aid		100.00	125.00	25.00
Hall Supplies			100.00	100.00
Equipment Rental			2,000.00	2,000.00
Extrication			2,500.00	2,500.00
Total Miscellaneous:	135.34	13,211.06	24,925.00	11,713.94
Communication				
Telephone		3,430.86	5,900.00	2,469.14
Dispatch			650.00	650.00
Internet			540.00	540.00
Fluent IMS			1,200.00	1,200.00
Total Communication:	0.00	3,430.86	8,290.00	4,859.14
TOTAL EXPENDITURES:	(4,989.81)	164,689.86	482,585.00	317,895.14
SURPLUS	4,989.81	(57,475.66)	(188,970.00)	131,494.34

Reserves

Capital Asset Purchases

Unfunded Capital Investment

Total Year End Adjusted Surplus

2024 FIRE BUDGET - DRAFT

Updated: 1/02/27/2023

	2021 BUDGET	2021 ACTUAL	2022 BUDGET	2022 ACTUAL	2023 BUDGET	2023 ACTUAL YTD	2024 BUDGET	Comments
REVENUE								
Fire Levy	(175,998.00)	(60,000.00)	(190,020.00)	(190,020.00)	(190,020.00)	(257,447.00)	(45,000.00)	
Fire - Standby Fees - NAW	(7,500.00)	(3,750.00)	(7,500.00)	(7,500.00)	(7,500.00)	(3,750.00)	(3,750.00)	
Fire - Investment Income	(438.00)	(438.44)	(975.00)	(988.75)	(980.00)	(653.10)	(653.10)	
Fire - Cante	(6,789.00)	(7,610.00)	(8,812.00)	(10,303.54)	(8,258.00)	(210.00)	(210.00)	
Fire - Miscellaneous	-	(1,955.00)	-	(5,467.60)	(20,000.00)	-	-	
Fire - Transfer from Reserves	(9,358.00)	-	(9,358.00)	-	-	-	-	
Fire - Surplus / Deficit	-	-	-	-	-	-	-	
Fire - Proceeds from Capital Lease	-	-	-	-	-	-	-	
TOTAL REVENUE	(199,183.00)	(63,633.44)	(216,065.00)	(213,987.10)	(189,000.00)	(482,585.00)	(49,543.10)	
EXPENDITURES								
Fire - Administration Costs								
Fire - Wages	84,000.00		90,000.00	90,660.99	110,000.00	57,408.34	81,930.09	Linked to Salary Cost tab
Fire - Benefits							4,650.86	Linked to Salary Cost tab
CPP	20.00		20.00	665.02	20.00			
E	60.00		60.00	102.09	110.00			
WSIB	5,300.00		6,700.00	7,264.48	9,000.00			
EHT	1,200.00		1,200.00	1,492.61	1,800.00			
Fire - Christmas Bonus				1,440.00				
Fire - Standby							16,200.00	based on 2022 remuneration - need to add VP to this or consider just including it in wages. I like to have it split out so we know how much we are actually paying for standby
Fire - Office Supplies	1,000.00	374.00	1,000.00	771.14	1,000.00		1,200.00	A - see attached schedule for detail
Fire - Computer Supplies								B - see attached schedule for detail
Fire - IT Services							500.00	swandb777
Fire - Miscellaneous Supplies							480.00	\$40/month for Fire Chief
Fire - Cell Phone							1,000.00	
Fire - Food	1,000.00	720.00	1,000.00	295.29	1,000.00	250.39		
Fire - Christmas Dinner	3,000.00	8,733.93	1,500.00	-	1,500.00	2,075.76	1,500.00	
Fire - HST								
Fire - Health & Safety	9,500.00	1,674.22	12,000.00	5,306.82	11,700.00	4,929.25	2,500.00	broken out to different GL accis in 2024
Fire - Postage/Freight / Delivery	1,500.00	-	1,500.00	2,318.79	3,000.00		3,000.00	
Fire - Mileage								
Fire - Courses & Training	18,500.00	1,111.72	4,100.00	7,384.20	5,100.00	2,705.52		C - see attached schedule for detail
Fire - Radio Licenses	500.00	519.11	520.00	536.74	520.00	675.00	600.00	D - see attached schedule for detail
Fire - Radio Repairs / maintenance		9,963.00		5,037.00			1,000.00	E - see attached schedule for detail
Fire - Membership Dues							1,500.00	F - see attached schedule for detail
Fire - Uniforms				4,000.17			4,000.00	
Fire - Medical Expenses								
Fire - Mutual Aid	125.00		125.00	588.40	125.00	100.00	1,000.00	was Fire Chief basco / now part of memberships / dues per call basis (est. \$20/call alerting) - increase for 2024
Fire - Dispatch	650.00	539.56	650.00	1,219.36	1,200.00		1,400.00	
Fire - Fleet MMS	1,200.00	1,119.36	1,200.00	1,219.36	1,200.00		36,323.04	SOBA payments by term (Jan 2024 to Dec 2026)
Fire - Loan Principle Repayment							25,000.00	
Fire - Trf to Reserves - Building							50,000.00	
Fire - Trf to Reserves - Vehicle / Equipment						25,000.00		
Fire - Amortization - Building				1,147.00				
Fire - Amortization - Vehicles				16,513.00				
Fire - Amortization - Equipment				4,610.00				
Total Employment Costs	127,656.00	24,764.90	121,676.00	161,274.31	176,725.00	68,044.26	232,444.01	

2024 FIRE BUDGET - DRAFT

Updated: 10/27/2023

	2021 BUDGET	2021 ACTUAL	2022 BUDGET	2022 ACTUAL	2023 BUDGET	2023 ACTUAL YTD	2024 BUDGET	Comments
Fire - Truck 2 - Insurance		2,374.00		272.00		-	2,000.00	
Fire - Truck 2 - Repairs / Maintenance								tyres
Fire - Truck 2 - Clear Diesel Fuel		2,374.00		272.00		-	2,000.00	
Total Vehicle Costs								
Truck 4 - 1998 Freightliner								
Fire - Truck 2 - Insurance		1,196.00		1,338.00		3,075.00	2,500.00	
Fire - Truck 2 - Repairs / Maintenance								
Fire - Truck 2 - Clear Diesel Fuel		1,196.00		1,338.00		3,075.00	2,500.00	
Total Vehicle Costs								
TOTAL EXPENDITURES	200,671.00	86,404.21	212,666.00	233,583.48	481,086.00	124,618.45	368,644.01	
SURPLUS / (DEFICIT)	(1,368.00)	(21,870.77)	3,800.00	(19,596.38)	1,500.00	(75,075.35)	(368,644.01)	

Budget 2024 - DRAFT
 Fire Department - Additional Information

Schedule A: Computer Supplies

Vendor	Item	2021	2022	2023	2024
	Desktop		\$ 1,507		
	Laptop				
	Monitor				
Total Cost		\$ -	\$ 1,507	\$ -	\$ -

Schedule B: IT Services

Vendor	Item	2021	2022	2023	2024
Total Cost		\$ -	\$ -	\$ -	\$ -

Schedule C: Courses and Training

Name of Participant	Activity	2021	2022	2023	2024
officers	Fire Service Leadership Course			\$ 1,638	
5 members	huntsville and toronto conferences				
FF 1020	regional training centres/ outside courses	\$ 723		\$ 996	
department	fit (health safety for breathing air)	\$ 740		\$ 1,275	
recruits	Z endorsement		\$ 1,750		
H&S					
Total Cost		\$ 1,463	\$ 1,750	\$ 3,879	\$ -

Mandatory Training - has to be a certified outside organization every second year

Schedule D: Fire Prevention

Vendor	Item	2021	2022	2023	2024
	Fire Prevention			\$ 465	
	Smoke Alarm Program				
	Miscellaneous				
	50,000 credit for Burn Permits advertising				
Total Cost		\$ -	\$ -	\$ 465	\$ -

donated by CT in 2024
(est. \$75/month)

Schedule E: Memberships

Vendor	Item	2021	2022	2023	2024
	Ontario Association of Fire Chiefs				
	Canadian Association of Fire Chiefs				
	Renfrew County Fire Chiefs Assoc	\$ 150	\$ 150	\$ 150	\$ 150
	Ontario Municipal Fire Prevention Officer Association				
Total Cost		\$ 150	\$ 150	\$ 150	\$ 150

Schedule F: Uniforms

Vendor	Item	2021	2022	2023	2024
	Station wear		\$ 5,397		\$ 4,000
Total Cost		\$ -	\$ 5,397	\$ -	\$ 4,000

\$500/suit (pants, shirt, tie, crest) x 8

Schedule I: Douglas Fire Hall Building Maintenance

Vendor	Item	2021	2022	2023	2024
	Routine Maintenance	\$ 491	\$ 134	\$ 312	\$ 500
	Generic	\$ 1,330	\$ 1,260	\$ 1,200	\$ 1,500
	Grass cutting	\$ 917	\$ 1,140	\$ 980	\$ 1,200
	Snow Removal				
Total Cost		\$ 2,738	\$ 2,534	\$ 2,492	\$ 3,700

maintenance/yr



Jennifer Charkavi

9:51 AM (41
minutes ago)

to Bill, me

Cathy: Please also add to your Fire Committee Agenda that Fire Chief McHale has been offered Part-Time Employment as Fire Chief for the Township of Admaston/Bromley. Staff realized that due to the increase in hours required by the Fire Chief that Part-Time employment was required. Thank you, Jennifer

DEPT	EMPLOYEE	35 OR 40 RATE	HRLY RATE	HOURS	BASE CALCULATED DATA				INCLUDED IN SAL			TOTAL BENEFITS COST							TOTAL SALARY & BENEFIT COST TO DEPT
					TOTAL BASE SALARY	VACATION COSTS TO DEPT	STAT PAY TO DEPT	%IN LIEU OF BENEFITS	TOTAL SALARY COST TO DEPT	CPP	EI	EHT	MSIB	EFAP	TOTAL BENEFIT COST				
FIRE	Bill McHale	3	\$ 42.93	268.00	\$ 11,505	\$ 690	-	-	\$ 12,196	\$ -	\$ -	\$ 238	\$ 398.79	\$ -	\$ 637	\$ 12,832			
FIRE	Patrick Donohue	3	\$ 36.00	203.00	\$ 7,308	\$ 439	-	-	\$ 7,746	\$ -	\$ -	\$ 151	\$ 253.31	\$ -	\$ 404	\$ 8,151			
FIRE	Ben Harris	3	\$ 29.11	100.00	\$ 2,911	\$ 175	-	-	\$ 3,086	\$ -	\$ -	\$ 80	\$ 100.90	\$ -	\$ 161	\$ 3,247			
FIRE	Lawrence Lemay	3	\$ 29.11	212.00	\$ 6,171	\$ 370	-	-	\$ 6,542	\$ -	\$ -	\$ 128	\$ 213.91	\$ -	\$ 341	\$ 6,883			
FIRE	Mike McIntyre	3	\$ 29.11	72.00	\$ 2,096	\$ 126	-	-	\$ 2,222	\$ -	\$ -	\$ 43	\$ 72.65	\$ -	\$ 116	\$ 2,338			
FIRE	Darren Rowan	3	\$ 29.11	68.00	\$ 2,009	\$ 121	-	-	\$ 2,129	\$ -	\$ -	\$ 42	\$ 69.62	\$ -	\$ 111	\$ 2,240			
FIRE	Patrick Rowan	3	\$ 29.11	237.00	\$ 6,899	\$ 414	-	-	\$ 7,313	\$ -	\$ -	\$ 143	\$ 239.14	\$ -	\$ 382	\$ 7,695			
FIRE	Ron Sallee	3	\$ 29.11	109.00	\$ 3,173	\$ 190	-	-	\$ 3,363	\$ -	\$ -	\$ 66	\$ 109.98	\$ -	\$ 176	\$ 3,539			
FIRE	Deak Black	3	\$ 23.44	52.00	\$ 1,219	\$ 73	-	-	\$ 1,292	\$ -	\$ -	\$ 25	\$ 42.25	\$ -	\$ 67	\$ 1,359			
FIRE	Ryan Buzzell	3	\$ 23.44	118.00	\$ 2,768	\$ 166	-	-	\$ 2,932	\$ -	\$ -	\$ 57	\$ 95.87	\$ -	\$ 153	\$ 3,085			
FIRE	Jeff Cull	3	\$ 23.44	41.00	\$ 961	\$ 58	-	-	\$ 1,019	\$ -	\$ -	\$ 20	\$ 33.31	\$ -	\$ 53	\$ 1,072			
FIRE	Scott Dick	3	\$ 23.44	53.00	\$ 1,242	\$ 75	-	-	\$ 1,317	\$ -	\$ -	\$ 26	\$ 43.06	\$ -	\$ 69	\$ 1,386			
FIRE	Brandon English	3	\$ 23.44	35.00	\$ 820	\$ 49	-	-	\$ 870	\$ -	\$ -	\$ 17	\$ 28.44	\$ -	\$ 45	\$ 915			
FIRE	Kyle Kitchaw	3	\$ 23.44	161.00	\$ 3,774	\$ 151	-	-	\$ 3,925	\$ -	\$ -	\$ 77	\$ 128.34	\$ -	\$ 205	\$ 4,130			
FIRE	Dennis McEachen	3	\$ 23.44	139.00	\$ 3,258	\$ 195	-	-	\$ 3,454	\$ -	\$ -	\$ 67	\$ 112.93	\$ -	\$ 180	\$ 3,634			
FIRE	Mark McEachen	3	\$ 23.44	38.00	\$ 891	\$ 53	-	-	\$ 944	\$ -	\$ -	\$ 18	\$ 30.87	\$ -	\$ 49	\$ 993			
FIRE	Liam McHale	3	\$ 23.44	137.00	\$ 3,211	\$ 193	-	-	\$ 3,404	\$ -	\$ -	\$ 66	\$ 111.31	\$ -	\$ 178	\$ 3,582			
FIRE	MJ McHale	3	\$ 23.44	82.00	\$ 1,922	\$ 115	-	-	\$ 2,037	\$ -	\$ -	\$ 40	\$ 66.62	\$ -	\$ 108	\$ 2,144			
FIRE	Bailey McIntyre	3	\$ 23.44	101.00	\$ 2,367	\$ 95	-	-	\$ 2,462	\$ -	\$ -	\$ 48	\$ 80.51	\$ -	\$ 129	\$ 2,591			
FIRE	Hayden Mc Intyre	3	\$ 23.44	43.00	\$ 1,008	\$ 40	-	-	\$ 1,048	\$ -	\$ -	\$ 20	\$ 34.28	\$ -	\$ 55	\$ 1,103			
FIRE	Gerard Rowan	3	\$ 23.44	72.00	\$ 1,688	\$ 101	-	-	\$ 1,789	\$ -	\$ -	\$ 35	\$ 58.50	\$ -	\$ 93	\$ 1,882			
FIRE	Chris Way	3	\$ 23.44	79.00	\$ 1,862	\$ 111	-	-	\$ 1,963	\$ -	\$ -	\$ 38	\$ 64.19	\$ -	\$ 102	\$ 2,065			
FIRE	Ryan Donohue	3	\$ 23.44	23.00	\$ 539	\$ 22	-	-	\$ 561	\$ -	\$ -	\$ 11	\$ 18.33	\$ -	\$ 29	\$ 590			
FIRE	VFF 1	3	\$ 23.44	23.00	\$ 539	\$ 22	-	-	\$ 561	\$ -	\$ -	\$ 11	\$ 18.33	\$ -	\$ 29	\$ 590			
FIRE	VFF 2	3	\$ 23.44	23.00	\$ 539	\$ 22	-	-	\$ 561	\$ -	\$ -	\$ 11	\$ 18.33	\$ -	\$ 29	\$ 590			
FIRE	Cathy Dale	2	\$ 21.93	260.00	\$ 5,702	\$ 342	-	-	\$ 7,196	\$ 219.93	\$ 164.22	\$ 140	\$ 235.32	\$ -	\$ 760	\$ 7,958			
END	END	END	END	END	END	END	END	END	END	END	END	END	END	END	END	END			
					76,370.73	4,408.90	263.16		81,930.09	219.93	164.22	1,597.64	2,679.09	-	4,660.88	86,590.97			

DEPT	EMPLOYEE	POSITION	EM%	HRS / WK	STATUS	STEP	RATE	PRACTICE HOURS	TOTAL HOURS	VACATION PAY	SXT HOURS	%AGE IN LIEU OF BENEFITS	GROUP	Hourly Rate	CPe	El	EHT	WSSB	ES-AP
FIRE	Bill Michale	Fire Chief	100%	40	VT	1.0	82.0	176.0	288.0	6.0%	-	0.0%	8A	42.83	0	0	1	1	1
FIRE	Patrick Donohue	Deputy Fire Chief	100%	40	VT	1.0	73.0	130.0	203.0	6.0%	-	0.0%	8B	36.00	0	0	1	1	1
FIRE	Ben Harris	Fire Captain	100%	40	VT	1.0	68.0	32.0	100.0	6.0%	-	0.0%	8A	29.11	0	0	1	1	1
FIRE	Lawrence Lemay	Fire Captain	100%	40	VT	1.0	82.0	150.0	218.0	6.0%	-	0.0%	8A	28.11	0	0	1	1	1
FIRE	Mike McInyre	Fire Captain	100%	40	VT	1.0	36.0	37.0	72.0	6.0%	-	0.0%	8A	29.11	0	0	1	1	1
FIRE	Darren Rowan	Fire Captain	100%	40	VT	1.0	50.0	19.0	68.0	6.0%	-	0.0%	8A	28.11	0	0	1	1	1
FIRE	Patrick Rowan	Fire Captain	100%	40	VT	1.0	87.0	140.0	231.0	6.0%	-	0.0%	8A	29.11	0	0	1	1	1
FIRE	Scott Saffie	Fire Captain	100%	40	VT	1.0	81.0	40.0	103.0	6.0%	-	0.0%	8A	28.11	0	0	1	1	1
FIRE	Derek Black	Fire Captain	100%	40	VT	1.0	28.0	24.0	52.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Ryan Buzzell	Fire Captain	100%	40	VT	1.0	53.0	65.0	118.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Jeff Coll	Fire Captain	100%	40	VT	1.0	16.0	23.0	41.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Scott Dick	Fire Captain	100%	40	VT	1.0	40.0	13.0	53.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Brendon English	Fire Captain	100%	40	VT	1.0	31.0	4.0	35.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Bole Kuznow	Fire Captain	100%	40	VT	1.0	85.0	78.0	163.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Dennis MacEachron	Fire Captain	100%	40	VT	1.0	76.0	63.0	139.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Dennis MacEachron	Fire Captain	100%	40	VT	1.0	21.0	17.0	38.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Derek MacEachron	Fire Captain	100%	40	VT	1.0	80.0	57.0	137.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Uam Michale	Fire Captain	100%	40	VT	1.0	55.0	27.0	82.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Ma Michale	Fire Captain	100%	40	VT	1.0	36.0	65.0	101.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Bailey McInyre	Fire Captain	100%	40	VT	1.0	31.0	12.0	43.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Hayden McInyre	Fire Captain	100%	40	VT	1.0	53.0	18.0	71.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Gerard Rowan	Fire Captain	100%	40	VT	1.0	44.0	38.0	82.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Chris Wiy	Fire Captain	100%	40	VT	1.0	44.0	23.0	67.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Ryan Demchus	Fire Captain	100%	40	VT	1.0	-	23.0	23.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	VFF 1	Fire Captain	100%	40	VT	1.0	-	23.0	23.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	VFF 2	Fire Captain	100%	40	VT	1.0	-	23.0	23.0	6.0%	-	0.0%	4A	23.44	0	0	1	1	1
FIRE	Cathy Dale	Fire Secretary	100%	35	PT	1.0	-	-	280.0	6.0%	12.00	14.1%	2A	21.83	1	1	1	1	1