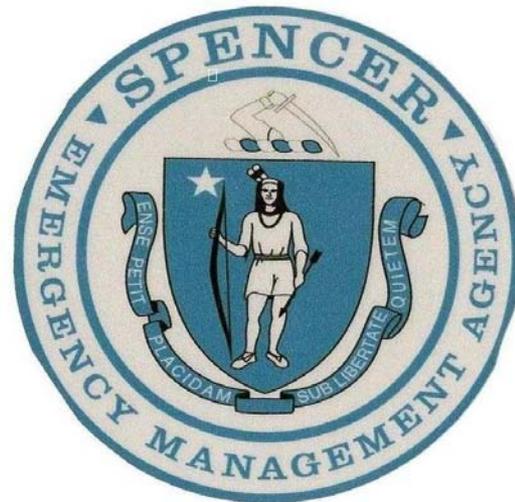


Spencer Fire and Emergency Services



Services Review

History

- 6 Fire Stations in the early existence of the town run by businesses
- Town took over operations in 1831.
- 1880's 2 fire stations, Main St and Cherry St.
- 1973, Present fire station on West Main Street
- Volunteers into the 1970's then paid a Stipend
- 1990's went to a per call basis for pay scale developed by the Personnel Board, Still today
- 2002, First F/T Chief
- 2006 Emergency Management was added.

Salaries

\$215,961

- Currently
 - Fire Chief, contracted, \$80,262.00
 - Deputy Chief, Salary, \$8,578.00
 - SEMA Director of Operations, \$2,208.00
 - P/T Clerk, \$16.90 per hr
 - P/T Custodian, \$12.00 per hr
 - 5 Captains, hourly rate of \$18.04
 - 4 Lieutenants, hourly rate of \$16,71
 - 44 Firefighters, based on years of service
 - 0-6 months, rate of \$9.42
 - 6 months to 5 years, rate of \$12.56
 - 5-10 years, rate of \$13.89
 - 10+, rate of \$15.27

Salaries, cont.

- Deputy Chief in Charge of all trainings, second in command. On call.
- Dir of Operations, in charge of all SEMA operations. On call.

Clerk

- Works 4 days a week 8-2, 24 hrs a week.
 - Phones
 - Handles all walk ins
 - Schedules inspections and issues permits
 - Burning permits weekdays
 - In charge of inventory
 - 21E billing
 - Infection control officer
 - Schedules SAFE programs
 - Payroll
 - CPR instructor
 - Town's NIMS certifications
 - Fire reports
 - Public Information Officer for the Town
 - Will come back after hours to assist with building fires by dispatching.
 - Brings in revenue through permits and billing approximately \$20k annually

Custodian

- Works 5 days 7-10:30 for 18hrs a week.
 - Cleans the station, Annex and Training grounds
 - Mows lawns
 - Snow removal
 - Basic maintenance to all buildings and grounds
 - Back up custodian for the Police Dept.

Salaries cont.

- Captain, lieutenants and firefighters are paid an hourly rate based on:
 - Incidents they respond to, min 1hr.
 - Training, mandated by the department
 - Any outside training or not mandated is voluntary
 - SEMA personnel are volunteers

FD Structure

- Chief works M-F 8a-4p. On call though 24/7 365
- Deputy is on call, 24/7 365.
- 4 companies of Firefighters, approx 10 each
 - Led by a Captain and Lt.
 - One separate Capt for the Rescue, belongs to one company for still alarms
 - One company is “On duty” for still alarms each week.

Responses

- Full alarms:
 - Structure fires, all personnel if available are requested to respond.
 - Any day time calls due to staffing issues, most people work out of town M-F 5am-6pm
- Still alarms M-TH 6p-5a F-M 6p till 5a Monday.
 - These generate a one company response, no less.

Full alarms

- Structure Fires
- Aircraft crashes
- Railway incidents
- Witnessed explosions
- Fire alarm at Lincoln Hill Manor, assisted Living facility
- Motor Vehicle fire either in a garage or near a building.
- Searches as requested
- Lightning Strike on a building
- Smoke in a building

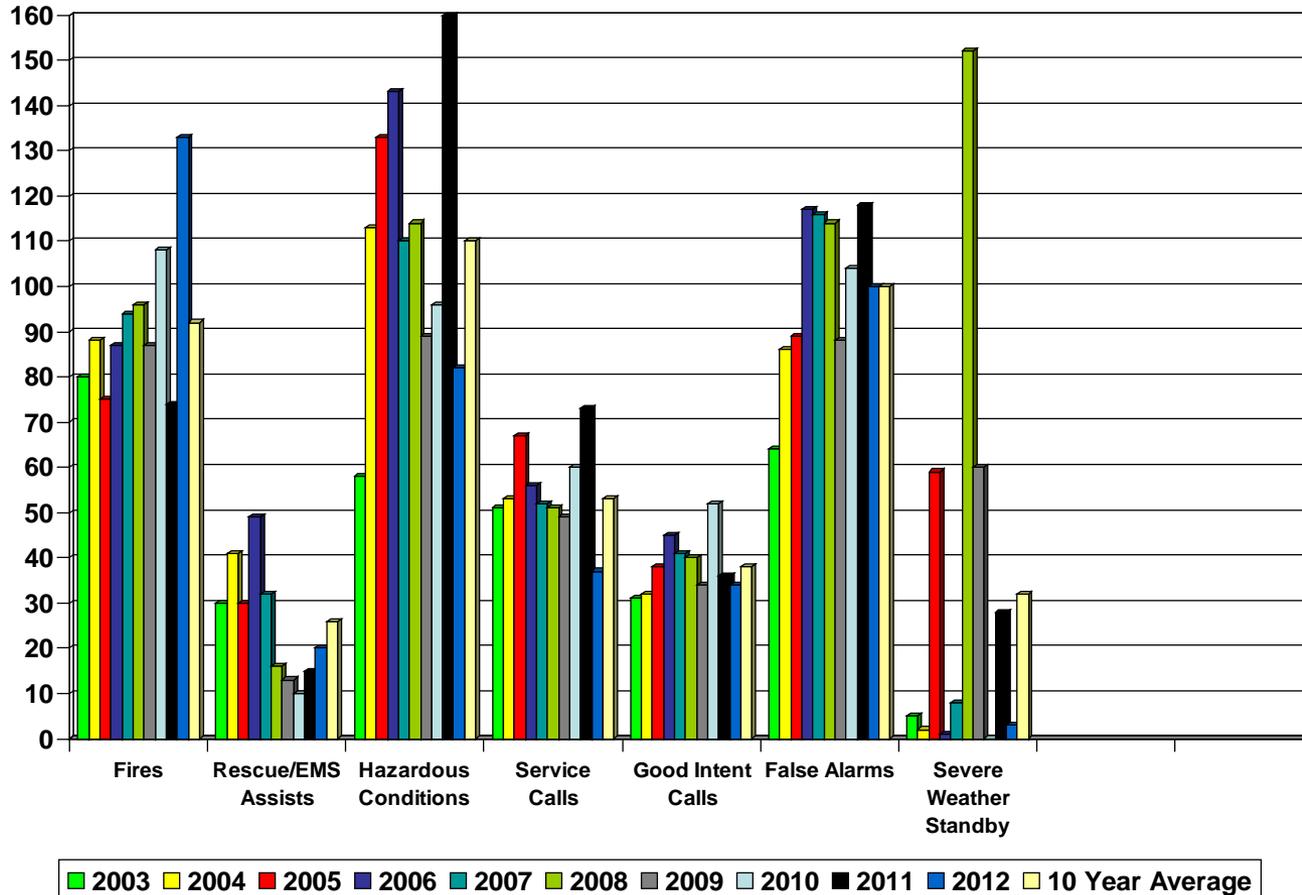
Still alarms

- Bomb threat
- Brush fires
- Motor vehicle collisions
- Motor vehicle fires
- Haz mat incidents
- Fire alarms
- CO alarms
- Gas/fluid spills
- Natural Gas/propane odor
- Mutual aid requests
- Outside smoke invests
- Power line down
- Life Flight landing zone
- Water/Electrical emergency in a home
- Lighting assistance
- Illegal burning
- Outside or unwitnessed explosions

Still alarms, cont.

- 2 company responses
 - Motor vehicle collisions with entrapment
 - Any Rescue calls
 - Chimney fires

Incidents



Annual Avg: 92 Fires, 26 Rescue, 10 haz cond, 55 service calls, 38 Good Intent, 100 alarms, 32 severe weather. Total average of calls is 447

Response

- Bare minimum to about everything except for structure fires. 1 company, 1 truck. Avg is 8 FF's responding.
- We can't cut it to no one responding
- We are the catch all dept: No idea who to call, send the Fire Dept.

Training

- Training hours are funded through the Salaries line item.
 - If it's mandatory, we have to pay them
- Cut by \$35k in last 6 years. Down to only 1 training session a month. Not enough.
- All FF's today are trained at the FF I/II level and certified prior to responding to calls. 300 hrs of volunteers time donated to achieve that certification.
- All outside training or extra training, volunteered

Expenses

\$325,385

- Level funded for numerous years
 - Apparatus maint
 - Utilities
 - Testing of Equipment (NFPA standards)
 - Firefighters Disability and death benefit ins.
 - Replacement and repair of equipment
 - Building maint.
 - Now, EMS service contract

2012 Costs per Captia

- \$31

- We are ranked at 268 out of 351 Communities in the Commonwealth
- Low of \$1, Adams, MA
- High of \$364, Chatham, MA

- Source: Department of Revenue 2012

Where we rank with our comparison communities

Community	2010 population	FY 14 Salaries	FY 14 Expenses	FY 14 Total FD Budget	Per Capita	Rank
Spencer *	11,688	\$210,961	\$175,385	\$386,346	\$31	268
Athol ***	11,584	\$1,421,466	\$229,945	\$1,651,411	\$148	92
Charlton ***	12,981	\$1,252,080	\$216,918	\$1,468,998	\$103	166
Dudley ***	11,390	\$572,604	\$154,500	\$727,104	\$45	236
Leicester	10,970	\$133,633	\$76,915	\$210,548	\$20	307
Millbury	13,261	\$342,368	\$97,750	\$440,180	\$48	231
Northbridge ***	15,707	\$1,052,384	\$235,811	\$1,288,195	\$44	230
Oxford ***	13,709	\$836,021	\$169,200	\$1,005,221	N/A	N/A
Palmer **	12,140	N/A	N/A	N/A	N/A	N/A
Ware ***	9,872	\$1,176,589	\$165,228	\$1,341,817	\$82	185
Webster	16,767	\$470,303	\$189,627	\$659,930	N/A	N/A

Staffing in Comparison Communities

Community	Chief		EMD		Deputy/Asst.		Capt.		Lt.		FF	
	F/T	Call	Yes	No	F/T	Call	F/T	Call	F/T	Call	F/T	Call
Spencer	X		X			1		5		4		44
Athol	X		X									
Charlton	X			X	1	1	3		1	3	13	13
Dudley	X		X			1	2			3	5	24
Leicester		X		X		3		3		3		40
Millbury		X		X		3		3		3		45
Northbridge	X				1	1	2		2	2	7	25
Oxford	X		X				3			1	12	25
Palmer	X			X			1		1	3		22
Ware	X			X	1			2	4	2	15	20
Webster	X		X		1	1		2	1	7		46

Inspections/Permits

- Every inspection and/or permits issued are mandated under M.G.L.
 - Smoke/Co detectors
 - Oil burner and or tanks
 - LP Tanks
 - Fire Sprinklers
 - Fire alarms
 - Underground tanks
 - Above and underground tank removals
 - Flammable fuel storage
 - Oil tanker trucks
 - Pickup truck fuel tanks
 - Waste Oil storage
 - Black powder
 - Blasting
 - Open burning
 - Restaurant hood systems
 - Nursing and health care facilities
 - Welding
 - Fireworks
 - Liquor license
 - Building inspections
 - Schools
 - All those to name a few.
- Average of 799 annually over a 10 year average.

Questions?