

**Fire  
Department  
Budget  
FY2025**



# Fire Department FY2025

ACCOUNTS FOR:		FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
FIRE DEPARTMENT	DEPT	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01220-51000	FIRE - SALARY	81,480.15	263,765.53	115,834.20	299,041.00	304,177.83	5,136.83	1.72%
01220-51100	FIRE DEPT WAGES	1,487,049.76	1,339,284.69	524,072.66	1,335,455.00	1,482,156.97	146,701.97	10.99%
01220-51300	FIRE DEPT-OVERTIME	244,114.11	453,076.39	140,979.02	500,961.00	549,805.06	48,844.06	9.75%
01220-52000	FIRE SERVICES	56,297.89	72,209.07	19,885.34	56,056.00	62,206.76	6,150.76	10.97%
01220-53020	FIRE OSHA SERVICES	0.00	2,337.12	1,030.97	12,173.00	12,173.00	0.00	0.00%
01220-54000	FIRE SUPPLIES	82,232.33	33,823.06	8,948.38	46,664.00	46,195.00	(469.00)	-1.01%
01220-54100	FIRE CLOTHING ALLOWANCE	0.00	18,181.27	7,235.22	0.00	0.00	0.00	0.00%
01220-57000	FIRE OTHER CHARGES & EXPENSES	18,670.29	29,044.07	1,734.80	34,135.00	37,610.35	3,475.35	10.18%
01220-58000	FIRE TURN OUT GEAR	2,647.96	0.00	0.00	5,000.00	5,000.00	0.00	0.00%
								0.00%
01220-58100	FIRE EQUIPMENT (One-Time Purchase)	0.00	2,335.27	858.80	0.00	0.00	0.00	0.00%
TOTAL	FIRE DEPARTMENT	1,972,492.49	2,214,056.47	820,579.39	2,289,485.00	2,499,324.97	209,839.97	9.17%

# Budget Drivers for FY2025

- **Contractual obligations:**
  - Steps & COLA 2%
  - Increased Educational Pay
  - Increased Training
- **Call Department Wage Adjustment**
- **SAFER Grant ending February 2025**

# Education:

- The town supports continued and higher education to offset the reduction in years of service caused by retirements.
- Currently 15 out of 20 employees have completed some level of higher education
- Associate Degrees – 4 completed, 2 in Progress
- Bachelor's Degrees – 5 completed, 1 in progress
- Master's Degrees – 8 completed, 2 in progress

# Call Department Wage Adjustment

- No step change since 2012
- Nonunion COLA only annually
- Current wages

Probationary Firefighter	\$15.00
Call Firefighter	\$20.24
Senior Firefighter	\$20.49
Call Lieutenant	\$20.76
Call Captain	\$21.05

Probationary adjusted to \$18.00 all other increased by \$1.00

Completely updated wage scale to be developed and presented in FY26

# SAFER Grant Timeline:

- **2010** – Internal evaluation of need for additional staffing begins
- 2013 – 1<sup>st</sup> SAFER application submitted FY2012 grant
- 2016 – Bargained use of per diem firefighters
- 2019 – Bargained side letter for establishing a grant committee
- 2020 – 2<sup>nd</sup> SAFER application submitted FY2019 grant
- 2021 – 3<sup>rd</sup> SAFER application submitted FY2020 grant
- 2021 – Grant was awarded \$992,680
- **2021** – Selectboard voted to accept grant

# **SAFER Grant Review Process:**

3-Step Process, highly competitive and is focused on improving a fire department's ability to meet NFPA standards

- **Step 1:** Electronic Scoring reviews submitted elements NFIRS Statistics, Population, Budget, & Turnout Statistics
- **Step 2:** Application is independently reviewed by 3 Fire Service Experts and scored based on its own merits against established criteria and is not compared to other applications.
  1. Clarity of the proposed project
  2. Financial need
  3. Impact the grant would have on daily operations if awarded
- **Step 3:** Technical review by FEMA

# **FY2020 SAFER Grant**

- \$355 million in funding available
- 1,354 applications submitted totaling \$2,025,960,147 in requests
- 202 grants were awarded
  - Hiring of firefighters 91 awards \$315, 051,650
  - Recruitment and Retention 111 awards of \$39,948,350
- **Ayer was awarded \$992,680 as part of the 10 awards of 1<sup>st</sup> round**



# SAFER Budget

Object Class	First Year	Second Year	Third Year	Total
Personnel	\$237,600.00	\$261,600.00	\$304,320.00	\$803,520.00
Fringe benefits	\$60,000.00	\$63,000.00	\$66,160.00	\$189,160.00
Period of Performace Febuary 12, 2022 - Febuary 11, 2025				\$992,680.00

