

Fire Department

	No of Staff	Tn Admin Recommendations	2005 Dept Requests	2004 Expended 12/30/03	2004 Appropriation	2003 Actual	2002 Actual	2001 Actual	2000 Actual	1999 Actual	1998 Actual
Salaries Management	6.0	\$401,784	\$401,784	\$194,933	\$407,756	\$400,541	\$400,003	\$406,641	\$378,542	\$364,306	\$350,418
Salaries Supervisory	20.0	\$1,027,774	\$1,027,774	\$504,094	\$1,033,328	\$1,099,876	\$1,047,017	\$964,541	\$946,344	\$910,790	\$974,165
Salaries Operational Staff	58.0	\$2,453,113	\$2,453,113	\$1,108,718	\$2,358,833	\$2,266,040	\$2,253,549	\$1,915,644	\$1,767,531	\$1,693,741	\$1,775,407
Salaries Technical/Professional	4.0	\$209,740	\$209,740	\$100,479	\$210,544	\$181,793	\$146,978	\$145,612	\$141,094	\$116,989	\$150,548
Management Additional Comp		\$90,120	\$90,120	\$39,490	\$89,065	\$84,786	\$71,487	\$65,364	\$61,978	\$66,120	\$58,067
Supervisory Additional Comp		\$180,526	\$180,526	\$83,576	\$178,379	\$171,565	\$138,068	\$103,967	\$102,621	\$119,105	\$108,019
Operational Staff Additional Comp		\$402,099	\$402,099	\$166,707	\$390,943	\$343,289	\$325,690	\$225,404	\$211,901	\$239,447	\$195,805
Tech/Prof Additional Comp		\$49,249	\$49,249	\$22,537	\$44,916	\$37,256	\$25,477	\$23,644	\$22,319	\$18,515	\$15,872
<i>Training Overtime</i>											
Management Overtime		\$20,250	\$20,250	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Supervisory Overtime		\$33,750	\$33,750	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Operational Staff Overtime		\$70,875	\$70,875	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tech/Prof Overtime		\$10,125	\$10,125	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<i>Regular Overtime</i>											
Management Overtime		\$39,750	\$39,750	\$36,134	\$99,000	\$55,513	\$50,583	\$51,471	\$40,244	\$39,909	\$37,722
Supervisory Overtime		\$66,250	\$66,250	\$88,181	\$127,000	\$136,213	\$74,902	\$210,304	\$193,087	\$182,664	\$185,708
Operational Staff Overtime		\$139,125	\$139,125	\$167,674	\$364,000	\$257,994	\$177,394	\$391,347	\$342,230	\$325,103	\$358,652
Tech/Prof Overtime		\$19,875	\$19,875	\$21,586	\$59,000	\$25,583	\$18,940	\$47,004	\$27,183	\$17,427	\$12,853
Sick Leave Buy Back		\$30,000	\$30,000	\$0	\$0	\$0	\$0	\$21,008	\$7,344	\$44,144	\$21,472
PERSONAL SERVICES	88.0	\$5,244,405	\$5,244,405	\$2,534,110	\$5,362,764	\$5,060,448	\$4,730,088	\$4,571,951	\$4,242,418	\$4,138,259	\$4,244,709
Repairs & Maint Facilities		\$0	\$0	\$0	\$0	\$0	\$270	\$20,296	\$25,888	\$21,336	\$16,086
Repairs & Maint Equipment		\$8,000	\$8,000	\$6,126	\$10,000	\$6,794	\$5,940	\$13,829	\$21,901	\$11,368	\$5,346
Rental of Facilities		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$14,175
Communication Telephone		\$12,000	\$12,000	\$4,539	\$10,000	\$13,666	\$17,845	\$18,567	\$17,594	\$10,141	\$8,251
Laundry Service		\$500	\$500	\$0	\$500	\$144	\$0	\$102	\$49	\$140	\$350
Training & Education		\$8,000	\$8,000	\$5,677	\$8,000	\$7,725	\$7,251	\$8,477	\$7,597	\$15,074	\$13,968
Copy/Mail Center Fees		\$4,800	\$4,800	\$1,538	\$4,800	\$4,571	\$5,456	\$4,854	\$5,468	\$0	\$0
In/Out of State Travel		\$3,500	\$3,500	\$2,070	\$3,500	\$3,364	\$2,395	\$3,494	\$2,944	\$3,385	\$3,500
Repairs & Maint Fire Apparatus		\$14,000	\$14,000	\$4,248	\$14,000	\$14,157	\$9,411	\$14,350	\$14,710	\$18,410	\$11,229
Other Services Miscellaneous		\$2,000	\$2,000	\$1,667	\$2,000	\$4,088	\$3,550	\$1,999	\$1,508	\$2,090	\$2,703
PURCHASE OF SERVICES		\$52,800	\$52,800	\$25,864	\$52,800	\$54,509	\$52,118	\$85,967	\$97,659	\$81,944	\$75,608

Fire Department

	Tn Admin Recommendations	2005 Dept Requests	2004 Expended 12/30/03	2004 Appropriation	2003 Actual	2002 Actual	2001 Actual	2000 Actual	1999 Actual	1998 Actual
Clothing Allowance Mgmt	\$5,700	\$5,700	\$5,700	\$5,700	\$5,700	\$7,045	\$5,700	\$5,700	\$5,700	\$5,709
Clothing Allowance Supervisory	\$12,500	\$12,500	\$13,125	\$12,500	\$13,750	\$24,525	\$11,975	\$12,500	\$12,500	\$12,500
Clothing Allowance Operational Staff	\$32,200	\$32,200	\$29,551	\$30,475	\$31,305	\$26,563	\$29,403	\$28,600	\$26,567	\$25,629
Clothing Allowance Tech/Prof	\$2,400	\$2,400	\$2,400	\$2,400	\$1,775	\$1,775	\$1,775	\$1,775	\$1,775	\$1,775
OTHER SERVICES MISC.	\$52,800	\$52,800	\$50,776	\$51,075	\$52,530	\$59,908	\$48,853	\$48,575	\$46,542	\$45,612
Office Supplies: Stationary	\$5,000	\$5,000	\$1,661	\$5,000	\$4,532	\$3,266	\$4,096	\$5,230	\$4,167	\$3,731
Supplies Computer	\$2,000	\$2,000	\$0	\$2,000	\$1,147	\$1,771	\$1,235	\$991	\$760	\$658
PURCHASED SUPPLIES	\$7,000	\$7,000	\$1,661	\$7,000	\$5,679	\$5,037	\$5,332	\$6,221	\$4,927	\$4,389
Supplies Foam & Hose	\$5,000	\$5,000	\$15	\$5,000	\$2,313	\$5,000	\$4,800	\$4,786	\$3,743	\$2,829
Supplies Ambulance	\$20,000	\$20,000	\$6,629	\$20,000	\$16,083	\$27,049	\$17,411	\$7,698	\$9,357	\$7,913
Supplies Diving Equipment	\$3,500	\$3,500	\$0	\$3,500	\$3,500	\$2,686	\$3,312	\$1,844	\$3,000	\$2,422
Supplies Public Safety	\$8,500	\$8,500	\$4,869	\$20,500	\$7,615	\$15,743	\$22,215	\$13,664	\$7,308	\$10,904
SUPPLIES FIRE	\$37,000	\$37,000	\$11,513	\$49,000	\$29,511	\$50,478	\$47,738	\$27,992	\$23,407	\$24,068
Purchase Ambulance	\$25,000	\$25,000		\$48,408	\$0	\$0	\$0	\$0	\$0	\$0
Other Capital Outlay	\$25,000	\$25,000	\$0	\$48,408	\$0	\$0	\$0	\$0	\$0	\$0
BUDGET TOTAL	\$5,419,005	\$5,419,005	\$2,623,925	\$5,571,047	\$5,202,677	\$4,897,629	\$4,759,840	\$4,422,865	\$4,295,078	\$4,394,385

TOWN OF NATICK
EMPLOYEE JOB/PAY

Note: Fiscal 2003 Earnings DO NOT include Paid Details

Emp. #	Employee Name	Actual FY'03 Earnings	Budgetary FY'04 Scheduled Earnings	Pay Type	Level	Step	Rate weeks)	Hours	Amount	Funding (52.2 Wks) FY 2005	Total Appropriation	Longevity	EMS Pay	Water Rescue	Fire Prevention	Training	Holiday Pay	In-Service Training Pay	Education Incentive Pay	Standby Pay	Education Reimb	Total Add'l Comp	Total Appropriation	Clothing Allowance
Management																								
Chief																								
743	Brien, James M.	\$97,944.95	\$104,230.07	BASE	M4	Perf	52.2	40	1,640.44	85,630.97		3,425.24	2,568.93				3,608.97	2,710.84				12,313.98		950.00
680	Sabourin, Gene C.	\$87,668.57	\$76,469.59	BASE	H1	2	52.2	42	1,219.00	63,631.80		2,545.27	1,908.95				4,022.70	2,700.00		1,400.00		12,576.92		950.00
1128	Connelly, Edward J.	\$87,476.68	\$78,385.86	BASE	H1	2	52.2	42	1,219.00	63,631.80		2,545.27	1,908.95				4,022.70	2,700.00	1,908.95	1,400.00		14,485.87		950.00
1130	Slattery, Michael J.	\$90,658.96	\$78,385.86	BASE	H1	2	52.2	42	1,219.00	63,631.80		2,545.27	1,908.95				4,022.70	2,700.00	1,908.95	1,400.00		14,485.87		950.00
2460	White, Richard A.	\$93,422.79	\$84,795.90	BASE	H1	2	52.2	42	1,219.00	63,631.80		2,545.27	5,726.86				4,022.70	2,700.00	3,181.59	1,400.00		19,576.42		950.00
1131	Tota, Paul F.	\$73,059.95	\$66,914.89	BASE	H1	1	26.4	40	1,143.00	30,175.20		1,207.01	905.26			2,000.00	2,057.40	2,700.00	1,508.76	700.00		11,078.43		950.00
			\$489,182.17	BASE	H1	2	25.8	40	1,219.00	31,450.20		1,258.01	943.51				1,828.50		1,572.51			5,602.53		
											\$401,783.57												\$90,120.02	
Supervisory																								
Captain																								
739	DeVito, Paul W.	\$69,482.39	\$63,642.93	BASE	H6	2	52.2	42	1,058.00	55,227.60		2,209.10	1,932.97	552.28			3,491.40					8,185.75		625.00
1129	Mitchell, Roy E.	\$64,800.32	\$66,914.89	BASE	H6	2	52.2	42	1,058.00	55,227.60		2,209.10	1,932.97	552.28			3,491.40		2,761.38		500.00	11,447.13		625.00
2459	Lamont, Robert W.	\$68,663.42	\$66,137.70	BASE	H6	2	52.2	42	1,058.00	55,227.60		1,656.83	4,970.48	552.28			3,491.40					10,670.99		625.00
2694	Arena, Jr., Salvatore	\$70,266.18	\$57,364.36	BASE	H3	2	26.4	42	1,026.00	27,086.40		812.59	948.02	270.86			1,846.80					3,878.27		625.00
				BASE	H3	2	25.8	42	1,058.00	27,296.40		818.89	955.37	272.96			1,587.00					3,634.22		
3140	Lentini, Michael P.	\$65,041.07	\$64,697.32	BASE	H6	2	52.2	42	1,058.00	55,227.60		1,193.42	1,932.97	552.28			3,491.40		1,656.83		500.00	9,326.90		625.00
Lieutenants																								
726	Fosberg, Dennis E.	\$64,751.16	\$56,103.84	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66		502.16			3,174.60					5,685.42		625.00
734	Franciose, Joseph T.	\$65,745.28	\$57,868.15	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66	1,757.57	502.16			3,174.60					7,442.99		625.00
741	VanTassel, William E.	\$62,075.85	\$56,103.84	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66		502.16			3,174.60					5,685.42		625.00
740	Aries, Michael L.	\$69,596.28	\$62,652.89	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66	4,519.48	502.16			3,174.60		1,506.49		500.00	12,211.39		625.00
742	Parsons, Gary N.	\$62,968.54	\$58,116.10	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66		502.16			3,174.60		1,506.49		500.00	7,691.91		625.00
1552	Fahey, James	\$64,276.85	\$56,103.84	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66		502.16			3,174.60		1,506.49		500.00	7,691.91		625.00
1841	Forance, Thomas E.	\$66,876.35	\$63,661.07	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66	4,519.48	502.16			3,174.60		2,510.82		500.00	13,215.72		625.00
1839	Arena, Jr., James V.	\$62,620.92	\$58,368.15	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66	1,757.57	502.16			3,174.60				500.00	7,942.99		625.00
1948	Custodio, Kenneth	\$63,949.20	\$59,526.40	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66	1,757.57	502.16			3,174.60				500.00	9,449.48		625.00
1983	Conlon, Michael E.	\$58,323.39	\$57,398.70	BASE	H3	2	52.2	42	962.00	50,216.40		2,008.66	1,757.57	502.16			3,174.60		1,506.49		500.00	7,442.99		625.00
2779	Mahoney, Jr., Walter D.	\$64,555.31	\$60,384.50	BASE	H3	2	52.2	42	962.00	50,216.40		1,506.49	1,757.57	502.16			3,174.60				500.00	8,947.31		625.00
2807	Connelly, Mark J.	\$66,594.27	\$59,050.27	BASE	H3	2	52.2	42	962.00	50,216.40		1,506.49	1,757.57	502.16			3,174.60		2,510.82		500.00	9,951.64		625.00
2811	Mathews, Daniel A.	\$71,184.19	\$61,823.65	BASE	H3	2	52.2	42	962.00	50,216.40		1,506.49	4,519.48	502.16			3,174.60		1,506.49		500.00	8,947.31		625.00
3136	Smith, James J.	\$60,488.37	\$58,872.24	BASE	H3	2	52.2	42	962.00	50,216.40		1,098.60	1,757.57	502.16			3,174.60		1,506.49		500.00	11,709.22		625.00
41260	Rothman, Eugene I.	\$57,356.70	\$53,329.03	BASE	H1	7	26.4	42	933.00	24,631.20			3,078.90	246.31			1,679.40		1,506.49		500.00	8,539.42		625.00
				BASE	H1	8	25.8	42	962.00	24,819.60			3,102.45	248.20			1,443.00		738.94		500.00	6,243.55		625.00
			\$1,198,119.87								\$1,027,773.60											5,538.24		\$180,526.37
Operational																								
Office Staff																								
2140	Arena-Myers, Donna M.	\$49,515.80	\$40,728.80	BASE	B6	5	52.2	37.5	762.00	39,776.40		350.00							500.00			850.00		
3590	Leone, Nancy A.	\$33,512.40	\$34,636.40	BASE	B4	5	52.2	37.5	681.00	35,548.20												0.00		

TOWN OF NATICK
EMPLOYEE JOB/PAY

Note: Fiscal 2003 Earnings DO NOT include Paid Details

Emp. #	Employee Name	Actual FY'03 Earnings	Budgetary FY'04 Scheduled Earnings	Pay Type	Level	Step	Rate weeks)	Hours	Amount	Funding (52.2 Wks) FY 2005	Total Appropriation	Longevity	EMS Pay	Water Rescue	Fire Prevention	Training	Holiday Pay	In-Service Training Pay	Education Incentive Pay	Standby Pay	Education Reimb	Total Add'l Comp	Total Appropriation	Clothing Allowance	
Firefighters																									
718	Arena, John F.	\$49,440.26	\$49,222.08	BASE	H1	8	52.2	42	844.00	44,056.80		1,762.27		440.57			2,785.20					4,988.04		575.00	
735	McParland, Gerard F.	\$54,823.77	\$50,769.98	BASE	H1	8	52.2	42	844.00	44,056.80		1,762.27	1,541.99	440.57			2,785.20					6,530.03		575.00	
1132	McAuley, Steven M.	\$56,222.69	\$51,269.98	BASE	H1	8	52.2	42	844.00	44,056.80		1,762.27	1,541.99	440.57			2,785.20				500.00	7,030.03		575.00	
1840	Doucette, Gary	\$51,780.17	\$49,222.08	BASE	H1	8	52.2	42	844.00	44,056.80		1,762.27		440.57			2,785.20					4,988.04		575.00	
1982	Linton, Thomas	\$56,751.17	\$48,818.66	BASE	H1	8	52.2	42	844.00	44,056.80		1,762.27		440.57			2,785.20					4,988.04		575.00	
2185	Melchiorri, Rocky	\$56,724.95	\$50,327.73	BASE	H1	8	52.2	42	844.00	44,056.80		1,762.27	1,541.99	440.57			2,785.20					6,530.03		575.00	
2412	Spencer, Thomas G.	\$59,657.06	\$53,260.13	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	3,965.11	440.57			2,785.20				500.00	9,012.58		575.00	
2693	Wedgeworth, Johnny J.	\$50,507.21	\$50,327.73	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	1,541.99	440.57			2,785.20					6,089.46		575.00	
2780	Perryman, Michael B.	\$57,363.56	\$50,327.73	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	1,541.99	440.57			2,785.20					6,089.46		575.00	
2777	Carney, Peter E.	\$54,642.09	\$54,586.90	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	3,965.11	440.57			2,785.20		1,321.70		500.00	10,334.28		575.00	
2778	Hartwell, Daniel F.	\$57,111.30	\$54,586.90	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	3,965.11	440.57			2,785.20		1,321.70		500.00	10,334.28		575.00	
2808	Haigis, Michael T.	\$57,218.50	\$52,474.85	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	3,965.11	440.57			2,785.20					8,512.58		575.00	
2809	Headley, Grantley A.	\$56,187.80	\$50,041.55	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	1,541.99	440.57			2,785.20					6,089.46		575.00	
2810	Hladick, Martin S.	\$57,899.21	\$47,542.45	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	1,541.99	440.57			2,785.20				500.00	7,911.16		575.00	
2990	Black, James L.	\$53,393.99	\$50,385.47	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	1,541.99	440.57			2,785.20		1,321.70		500.00	6,589.46		575.00	
2989	Alberghini, William P.	\$58,029.53	\$50,385.47	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	1,541.99	440.57			2,785.20		1,321.70		500.00	6,589.46		575.00	
3137	Sticka, William T.	\$55,744.86	\$49,885.47	BASE	H1	8	52.2	42	844.00	44,056.80		1,321.70	1,541.99	440.57			2,785.20					6,089.46		575.00	
3501	Quilty, Michael J.	\$59,741.99	\$54,127.66	BASE	H1	8	52.2	42	844.00	44,056.80		881.14	3,965.11	440.57			2,785.20		2,202.84		500.00	10,774.86		575.00	
3502	Arena, Stephen L.	\$49,970.02	\$49,868.59	BASE	H1	8	52.2	42	844.00	44,056.80		881.14	1,541.99	440.57			2,785.20					5,648.90		575.00	
3504	Biagi, Jr., Ronald	\$54,961.20	\$51,695.36	BASE	H1	8	52.2	42	844.00	44,056.80		881.14	1,541.99	440.57			2,785.20		1,321.70		500.00	7,470.60		575.00	
3506	Adams, Richard C.	\$53,377.93	\$49,868.59	BASE	H1	8	52.2	42	844.00	44,056.80		881.14	1,541.99	440.57			2,785.20					5,648.90		575.00	
3559	Herring, John F.	\$58,181.21	\$53,945.46	BASE	H1	8	52.2	42	844.00	44,056.80		881.14	3,965.11	440.57			2,785.20		1,321.70		500.00	9,893.72		575.00	
3558	Collins, Christopher P.	\$57,709.89	\$54,829.97	BASE	H1	8	52.2	42	844.00	44,056.80		881.14	3,965.11	440.57			2,785.20		2,202.84		500.00	10,774.86		575.00	
3557	Hladick, Andrew	\$53,095.30	\$49,686.29	BASE	H1	8	52.2	42	844.00	44,056.80		881.14	1,541.99	440.57			2,785.20					5,648.90		575.00	
3800	Dow, Daniel J.	\$57,440.32	\$51,039.01	BASE	H1	8	52.2	42	844.00	44,056.80			1,163.88	332.54			2,785.20		2,660.29		500.00	7,441.91		575.00	
				BASE	H2	8	12.8	42	844.00	10,803.20		216.06	378.11	108.03						864.26			1,566.46		
3802	Reynolds, Thomas G.	\$59,339.97	\$51,433.36	BASE	H1	8	39.4	42	844.00	33,253.60			2,992.82	332.54			2,785.20					6,110.56		575.00	
				BASE	H2	8	12.8	42	844.00	10,803.20		216.06	972.29	108.03									1,296.38		
3801	Levey, Jr., Kenneth E.	\$58,994.02	\$54,981.26	BASE	H1	8	39.4	42	844.00	33,253.60			4,156.70	332.54			2,785.20					9,274.44		575.00	
				BASE	H2	8	12.8	42	844.00	10,803.20		216.06	1,350.40	108.03									1,674.49		
3972	Forrest, Barry A.	\$56,815.27	\$50,827.73	BASE	H1	8	52.2	42	844.00	44,056.80			1,541.99	440.57			2,785.20		1,321.70		500.00	6,589.46		575.00	
41023	Ward, Edward E.	\$35,097.27	\$49,500.96	BASE	H1	8	52.2	42	844.00	44,056.80			1,541.99	440.57			2,785.20				500.00	5,267.76		575.00	
41174	Magliozzi, Robert J.	\$54,387.14	\$52,981.26	BASE	H1	8	52.2	42	844.00	44,056.80			5,507.10	440.57			2,785.20					8,732.87		575.00	
3021	Slattery, Joseph T.	\$56,379.25	\$51,712.24	BASE	H1	8	52.2	42	844.00	44,056.80		881.14	1,541.99	440.57			2,785.20				500.00	6,148.90		575.00	
41258	Fosberg, Derek H.	\$52,505.72	\$51,898.26	BASE	H1	8	52.2	42	844.00	44,056.80			5,507.10	440.57			2,785.20					8,732.87		575.00	
41259	Ferri, Nicholas A.	\$51,644.89	\$47,665.96	BASE	H1	8	52.2	42	844.00	44,056.80			1,541.99	440.57			2,785.20					4,767.76		575.00	
41425	Downing, Ronald A.	\$48,811.01	\$51,958.73	BASE	H1	7	35.4	42	814.00	28,815.60			2,593.40	288.16			2,197.80		864.47		500.00	6,443.83		575.00	
				BASE	H1	8	16.8	42	844.00	14,179.20			1,276.13	141.79			506.40		425.38				2,349.70		
3749	Farquharson, Douglas	\$50,824.30	\$51,938.39	BASE	H1	8	14.4	42	844.00	12,153.60			1,093.82	121.54			2,278.80				500.00	3,994.16		575.00	
				BASE	H1	8	37.8	42	844.00	31,903.20		638.06	2,871.29	319.03			506.40						4,334.78		
41596	Fuller, Douglas F.	\$51,095.51	\$52,981.26	BASE	H1	8	52.2	42	844.00	44,056.80			5,507.10	440.57			2,785.20					8,732.87		575.00	
41604	Austin, John J.	\$44,680.79	\$44,753.07	BASE	H1	6	39.4	42	785.00	30,929.00			1,082.52	309.29			2,119.50		927.87		500.00	4,939.18		575.00	
				BASE	H1	7	12.8	42	814.00	10,419.20			364.67	104.19			488.40						1,269.84		
41603	Smith, Scott A.	\$47,544.21	\$35,753.07	BASE	H1	6	39.4	42	785.00	30,929.00			1,082.52	309.29			2,119.50				500.00	4,011.31		575.00	
				BASE	H1	7	12.8	42	814.00	10,419.20			364.67	104.19			488.40						957.26		
41601	Curley, John L.	\$46,016.20	\$44,753.07	BASE	H1	6	39.4	42	785.00	30,929.00			1,082.52	309.29			2,119.50				500.00	4,011.31		575.00	
				BASE	H1	7	12.8	42	814.00	10,419.20			364.67	104.19			488.40						957.26		
41605	Kelley, Timothy P.	\$48,329.14	\$45,951.45	BASE	H1	6	39.4	42	785.00	30,929.00			1,082.52	309.29			2,119.50		927.87		500.00	4,939.18		575.00	
				BASE	H1	7	12.8	42	814.00	10,419.20			364.67	104.19			488.40						1,269.84		
41602	Mortarelli, Joseph M.	\$47,780.18	\$45,951.45	BASE	H1	6	39.4	42	785.00	30,929.00			1,082.52	309.29			2,119.50		927.87		500.00	4,939.18		575.00	

TOWN OF NATICK
EMPLOYEE JOB/PAY

Note: Fiscal 2003 Earnings DO NOT include Paid Details

Emp. #	Employee Name	Actual FY'03 Earnings	Budgetary FY'04 Scheduled Earnings	Pay Type	Level	Step	Rate (weeks)	Hours	Amount	Funding (52.2 Wks) FY 2005	Total Appropriation	Longevity	EMS Pay	Water Rescue	Fire Prevention	Training	Holiday Pay	In-Service Training Pay	Education Incentive Pay	Standby Pay	Education Reimb	Total Add'l Comp	Total Appropriation	Clothing Allowance
41611	Lee, Glynnis	\$50,687.39	\$49,539.61	BASE	H1	7	12.6	42	814.00	10,256.40			1,282.05	102.56			488.40		307.69			2,180.70		
				BASE	H1	6	39.6	42	785.00	31,086.00			3,885.75	310.86			2,119.50		932.58		500.00	7,748.69		575.00
41612	Shearley, Richard F.	\$50,474.02	\$47,841.41	BASE	H1	7	12.6	42	814.00	10,256.40			1,282.05	102.56			488.40		307.69			2,180.70		
				BASE	H1	6	39.6	42	785.00	31,086.00			3,885.75	310.86			2,119.50					6,316.11		575.00
41794	O'Brien-Norris, Keri L.	\$44,696.29	\$47,905.40	BASE	H1	7	12.6	42	814.00	10,256.40			1,282.05	102.56			488.40					1,873.01		
				BASE	H1	6	29.4	42	785.00	23,079.00			2,884.88	230.79			1,648.50		692.37		500.00	5,956.54		575.00
42144	Rankins, Kevin E.	New Hire		BASE	H1	7	22.8	42	814.00	18,559.20			2,319.90	185.59			976.80		556.78			4,039.07		
				BASE	H1	2	2.8	42	667.00	1,867.60			65.37	18.68			200.10				500.00	784.15		575.00
				BASE	H1	3	26.4	42	696.00	18,374.40			643.10	183.74			1,461.60					2,288.44		
42144	Rankins, Kevin E.	New Hire		BASE	H1	4	23.0	42	726.00	16,698.00			584.43	166.98			653.40					1,404.81		
42262	Soltysik, Andrew J.	New Hire		BASE	H1	2	15.2	42	667.00	10,138.40			354.84	101.38			600.30				500.00	1,556.52		575.00
				BASE	H1	3	26.0	42	696.00	18,096.00			633.36	180.96			1,252.80					2,067.12		
				BASE	H1	4	11.0	42	726.00	7,986.00			279.81	79.86			435.60					795.27		
	DiCicco, David T.	New Hire		BASE	H1	2	21.8	42	667.00	14,540.60			508.92	145.41			1,000.50				500.00	2,154.83		575.00
				BASE	H1	3	26.0	42	696.00	18,096.00			633.36	180.96			1,044.00					1,858.32		
				BASE	H1	4	4.4	42	726.00	3,194.40			111.80	31.94			217.80					361.54		
	LiPoma, Victor J.	New Hire		BASE	H1	2	21.8	42	667.00	14,540.60			508.92	145.41			1,000.50				500.00	2,154.83		575.00
				BASE	H1	3	26.0	42	696.00	18,096.00			633.36	180.96			1,044.00					1,858.32		
				BASE	H1	4	4.4	42	726.00	3,194.40			111.80	31.94			217.80					361.54		
	Keefe, Javier S.	New Hire		BASE	H1	2	21.8	42	667.00	14,540.60			508.92	145.41			1,000.50				500.00	2,154.83		575.00
				BASE	H1	3	26.0	42	696.00	18,096.00			633.36	180.96			1,044.00					1,858.32		
				BASE	H1	4	4.4	42	726.00	3,194.40			111.80	31.94			217.80					361.54		
	Mabardy, Nicholas D.	New Hire		BASE	H1	2	21.8	42	667.00	14,540.60			508.92	145.41			1,000.50				500.00	2,154.83		575.00
				BASE	H1	3	26.0	42	696.00	18,096.00			633.36	180.96			1,044.00					1,858.32		
				BASE	H1	4	4.4	42	726.00	3,194.40			111.80	31.94			217.80					361.54		
	Howard, Chad M.	New Hire		BASE	H1	2	21.8	42	667.00	14,540.60			508.92	145.41			1,000.50				500.00	2,154.83		575.00
				BASE	H1	3	26.0	42	696.00	18,096.00			633.36	180.96			1,044.00					1,858.32		
				BASE	H1	4	4.4	42	726.00	3,194.40			111.80	31.94			217.80					361.54		
			\$2,530,496.33																					
											\$2,463,916.40												\$402,099.06	

TOWN OF NATICK
EMPLOYEE JOB/PAY

Note: Fiscal 2003 Earnings DO NOT include Paid Details.

Emp. #	Employee Name	Actual FY'03 Earnings	Budgetary FY' 04 Scheduled Earnings	Pay Type	Level	Step	Rate (weeks)	Hours	Amount	Funding (52.2 Wks) FY 2005	Total Appropriation	Longevity	EMS Pay	Water Rescue	Fire Prevention	Training	Holiday Pay	In-Service Training Pay	Education Incentive Pay	Standby Pay	Education Reimb	Total Add'l Comp	Total Appropriation	Clothing Allowance		
				Technical & Professional																						
2458	Franciose, Jr., Rocco	\$70,553.09	\$67,251.72	BASE	H6	2	52.2	40	1,058.00	55,227.60		1,656.83	1,932.97	552.28	2,000.00		3,491.40		1,656.83		500.00	11,790.31		625.00		
2991	Sheridan, James A.	\$72,810.94	\$70,855.26	BASE	H6	2	52.2	40	1,058.00	55,227.60		1,656.83	4,970.48	552.28		2,000.00	3,491.40		2,761.38		500.00	15,932.37		625.00		
725	Ward, Jr., Eugene E.	\$61,759.88	\$52,769.98	BASE	H1	8	52.2	40	844.00	44,056.80		1,762.27	3,965.11	440.57	2,000.00		2,785.20					10,953.15		575.00		
2223	VanTassel, Gordon D.	\$72,479.22	\$64,581.33	BASE	H7	2	19.4	40	1,058.00	20,525.20		615.76	718.38				1,375.40		1,026.26	2,000.00	500.00	6,235.80		575.00		
2223	VanTassel, Gordon D.			BASE	H7	2	32.8	40	1,058.00	34,702.40		1,388.10	1,214.58						1,735.12			4,337.80				
											\$209,739.60															
		\$4,785,423.85	\$4,473,256.66			GRAND TOTALS				4,103,213.17	\$4,103,213.17	\$91,553.41	\$222,056.16	\$35,600.74	\$4,000.00	\$6,000.00	\$249,387.77	\$16,210.84	\$64,885.96	\$8,300.00	\$24,000.00		\$49,249.43	\$721,994.88	\$52,800.00	

OPERATIONAL OBJECTIVES

<u>Staff</u>	<u>No. Positions</u>
Management	6
Supervisory	20
Operational Staff	58
Tech/Professional	4

Brief Narrative of the Department's Operational Objectives for FY05

In the coming year it is our sincere hope to replace vehicles that have outlived their usefulness, which include Car #1, Ambulance #2 and Engine #3. A coordinated effort with the Water Department to test the towns hydrants should take place during the summer. Pending the approval of grant funding, we would like to begin a home inspection and smoke detector replacement program.

Department: Fire
Fiscal Year 2005

Line Item Explanation

Salaries Management: Salaries for Chief of Department and Five (5) Deputy Chiefs. Four Deputy Chiefs work as Shift Commanders and one (1) Deputy Chief functions in an Administrative capacity working a four day week.

Salaries Supervisory: Salaries for six (5) Captains and fifteen (15) Lieutenants
The Captains function as Station Commanders and the Lieutenants are in command of each individual engine company.

Salaries Operational: Salaries for fifty-six (56) Firefighters and two (2) civilian Administrative positions.

Salaries Technical/Professional: Salaries for one (1) Captain and one (1) Firefighter assigned to Fire Prevention, one (1) Captain assigned to Training Division and salary for one (1) person assigned to Communications Division. Fire Prevention entails plan review, permitting, inspections and Fire Safety Education.
The Supt of Communications position entails:

1. Maintain and oversee the Town's Fire Alarm System, which includes 50 miles cable both above and below ground, 200 master boxes 290 street boxes.
2. Maintains the Town's Traffic Lights.
3. Oversee the operation of the Fire Dept. Radio System.
4. Oversee the operation of the Fire Dept. Compute System.
5. Put up Town's Holiday Decorations and Banners.

Department: Fire
Fiscal Year 2005

Line Item Explanation

Management Additional Comp.
Supervisory Additional Comp.
Operational Additional Comp.
Tech/Prof. Additional Comp.

This includes Holiday Pay and contractual Stipends for Longevity, EMS pay, Water Rescue, Fire Prevention, Training, In-Service Pay, Education Incentive Pay, Stand-By-Pay and Education Re-imbusement.

Overtime: Self Explanatory

Sick Leave Buyback: Contractual item allowing the member to buy back unused sick days upon his/her retirement.

Repair & Maintenance Facilities; D.P.W. (Cory Lovett) now has control of this line item.

Repair & Maintenance Equipment: Supplies and Equipment for Communications Division, which would also include mobile and portable radios.

Rental of Facilities: At one time in FY98 we had to rent a building to house the Aerial Ladder Truck.

Communication Telephone: This includes all phones in the stations, cell phones in Dept. Vehicles and Pagers assigned to Dept. Management Personnel.

Laundry Service: Yearly cleaning of blankets and bedspreads.

Training & Education: Instructor Fees for CPR Re-Certification, fees for Seminars, Conferences, etc. Books, Videos, any instructional materials.

Copy/Mail Center Fees: Fees paid to Icon for printing and copying.

Department: Fire
Fiscal Year 2005

Line Item Explanation

In/Out of State Travel: Department related Travel Expenses and Dues for Membership in various Associations.

Repairs & Maintenance, Fire Apparatus: Any equipment purchased for use on the apparatus including nozzles, valves, SCBA, etc.

Miscellaneous: Usually small items that might be purchased at Home Depot, Town Paint, etc.

Tech & Professional Svs: Civil Defense (last year this was used to purchase tyvek suits and other related items after the anthrax threat).

Clothing Allowance: Contractual item paying a yearly stipend for the purchase and cleaning of uniforms.

Office Supplies- Stationary: Purchase various office supplies, letterhead, etc.

Supplies-Computer: Computer paper, ribbons, cartridges, etc.

Supplies-Foam & Hose: Purchase of AFFF Foam for apparatus and various sizes of hose

Supplies-Ambulance: Replenish Medical supplies used in the day to day operation of both A1 & A2.

Supplies-Diving Equipment: Repair or Replace Equipment used by the Dept. Dive Team.

Supplies-Public Safety: Replacement of any Equipment that is used by Dept. Members, i.e. boots, gloves, helmets, SCBA Facepieces, etc.

Purchase-Ambulance: Article #23 voted at Town Meeting, October 3, 2000.