

## Narrative

### Town of Natick Fire Department

#### I. Main Purpose of the Department

Provide the citizens of Natick with quality, professional emergency fire control, emergency medical care, disaster mitigation, life rescue and day to day service response.

#### II. Recent Developments

- We are now in the process of interviewing two firefighter/ paramedics which will bring our paramedic staff up to four per shift.
- We are in the process of developing specifications for the replacement of the Ladder Truck and Engine # 3 (located at the Oak Street Fire Station).
- All personnel recently completed their CPR recertification.

#### III. Current Challenges

- Maintaining awareness and readiness regarding the threat of terrorism, including the possible use of weapons of mass destruction (chemical, biological or radiological attacks). This in turn creates the need for training in structural collapse, confined space rescue and decontamination.

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#### IV. Significant Proposed Changes for the Upcoming Fiscal Year and Budget Impact

- We intend to maintain a staff of 88 employees and also request capital funding for the replacement of the communication vehicle (the "boom truck") and possible Car 4 (Fire Prevention).

#### V. On the Horizon

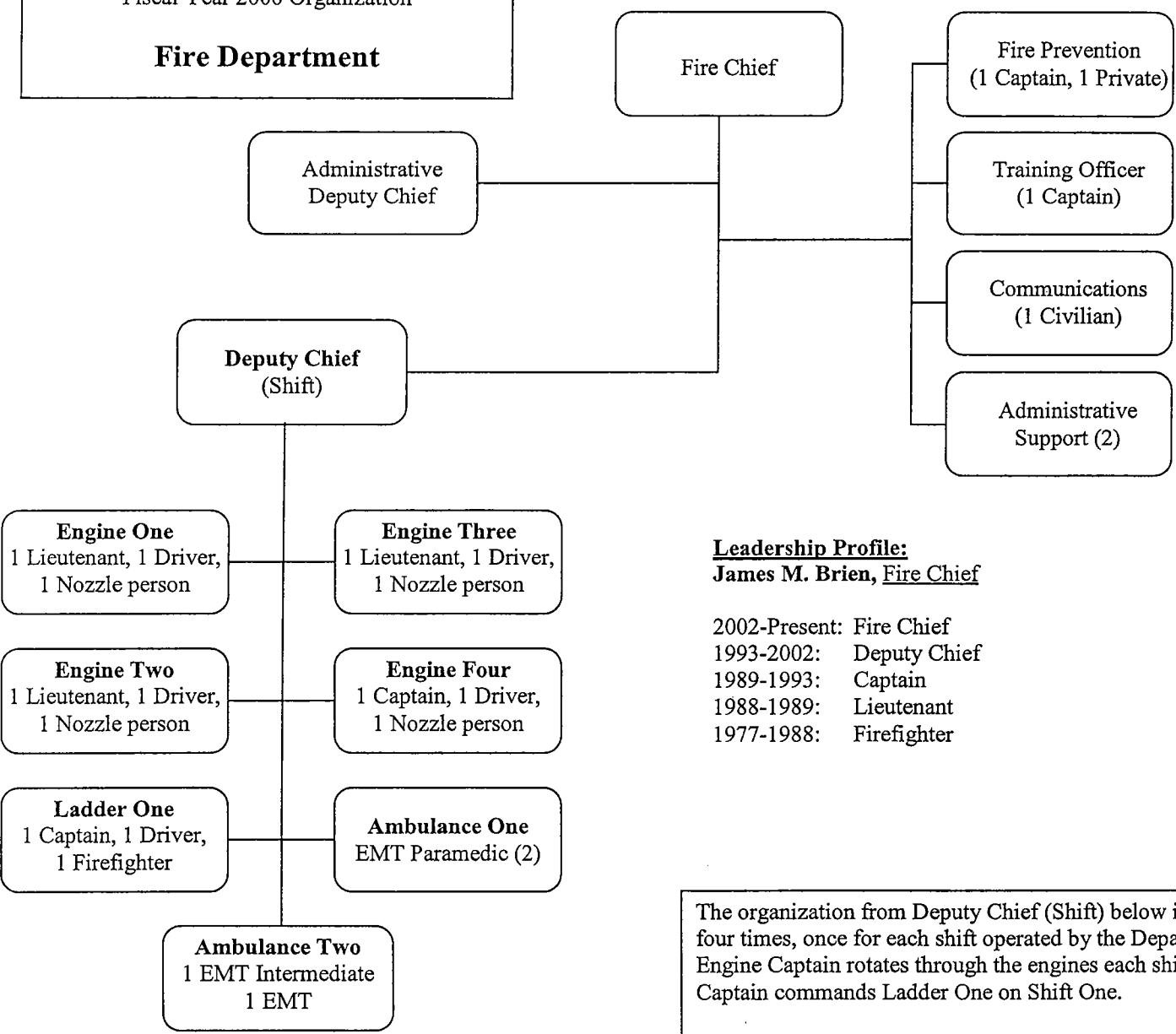
Capital equipment purchases that I strongly recommend in the next three years include:

- portable radio replacement (30-35 radios) at a cost of \$1,100 each (\$33,000 to \$38,500 total);
- firefighter turnout gear should be replaced in two years. These are comprised of bunker coats and pants which cost approximately \$1,600.00 per set (\$136,000 for all 85 sets).
- Additional development, including the possible expansion of the Mall, possible construction of residential towers at the Mall, the proposed construction of a residential tower at the Cloverleaf Mall and a possible 300 new units being built on South Main Street will place an added burden on the Natick Fire Department. Sixty percent of our approximately 4,500 calls for service each year are medically related. This service area is expected to be impacted most significantly.

FY2006 Budget Presentation

Trends in Major Departmental Activities by Fiscal Year						
Activities	2001	2002	2003	2004	Approved 2005	Proposed 2006
1 Emergency Medical Services	2,496	2,561	2,574	2,590	2,600 (est)	2,600 (est)
2 Structure Fires	49	26	11	11	16 (three year avg)	16 (2002-2004 avg)
3 Other Calls for Service	2,128	1,797	1,768	1,715	1,700 (est)	1,700 (est)

# Fire Department



### Leadership Profile:

**James M. Brien, Fire Chief**

- 2002-Present: Fire Chief
- 1993-2002: Deputy Chief
- 1989-1993: Captain
- 1988-1989: Lieutenant
- 1977-1988: Firefighter

The organization from Deputy Chief (Shift) below is repeated four times, once for each shift operated by the Department. The Engine Captain rotates through the engines each shift and a Captain commands Ladder One on Shift One.

## Fire Department

	<b>No of Staff</b>	Tn Admin Recommendations	2006 Dept Requests	2005 Expended 12/31/04	2005 Appropriated	2004 Actual	2003 Actual	2002 Actual	2001 Actual
Salaries Management	<b>6.0</b>	424,307.18	424,307.18	194,666.36	409,587.17	429,946.87	400,540.97	400,002.92	406,640.52
Salaries Supervisory	<b>20.0</b>	1,081,332.41	1,081,332.41	496,733.80	1,034,764.32	1,058,899.19	1,099,875.92	1,047,017.40	964,541.20
Salaries Operational Staff	<b>58.0</b>	2,587,372.62	2,587,372.62	1,154,606.26	2,527,396.18	2,320,337.16	2,266,040.31	2,253,548.60	1,915,643.85
Salaries Technical/Professional	<b>4.0</b>	220,420.24	220,420.24	101,359.33	215,044.16	208,936.80	181,792.80	146,978.00	145,611.70
Management Additional Comp		103,888.95	103,888.95	39,023.20	98,041.16	87,900.29	84,785.83	71,486.97	65,364.23
Supervisory Additional Comp		224,281.76	224,281.76	94,709.83	187,861.66	183,909.04	171,565.11	138,068.30	103,966.70
Operational Staff Additional Comp		468,240.88	468,240.88	185,486.98	402,099.00	370,036.79	343,289.17	325,690.03	225,404.20
Tech/Prof Additional Comp		52,722.52	52,722.52	23,189.04	53,076.10	46,748.69	37,255.65	25,476.66	23,644.20
<i>Training Overtime</i>									
Management Overtime		22,325.63	22,325.63	3,969.45	20,250.00	0.00	0.00	0.00	0.00
Supervisory Overtime		37,209.38	37,209.38	7,692.75	33,750.00	0.00	0.00	0.00	0.00
Operational Staff Overtime		78,139.69	78,139.69	24,958.66	70,875.00	0.00	0.00	0.00	0.00
Tech/Prof Overtime		11,162.81	11,162.81	3,746.24	10,125.00	0.00	0.00	0.00	0.00
<i>Regular Overtime</i>									
Management Overtime		43,824.38	43,824.38	23,080.11	39,750.00	60,843.79	55,512.96	50,583.15	51,471.22
Supervisory Overtime		73,040.63	73,040.63	42,294.51	66,250.00	144,886.53	136,212.98	74,902.36	210,303.52
Operational Staff Overtime		165,024.97	165,024.97	108,433.92	149,682.52	291,867.77	257,993.66	177,394.17	391,347.31
Tech/Prof Overtime		21,912.19	21,912.19	13,748.71	19,875.00	34,958.86	25,582.98	18,939.57	47,003.91
Sick/Vacation Buy Back		57,756.79	57,756.79	30,772.16	30,000.00	0.00	0.00	0.00	21,008.48
<b>PERSONAL SERVICES</b>	<b>88.0</b>	<b>5,672,963.01</b>	<b>5,672,963.01</b>	<b>2,548,471.31</b>	<b>5,368,427.27</b>	<b>5,239,271.78</b>	<b>5,060,448.34</b>	<b>4,730,088.13</b>	<b>4,571,951.04</b>
Repairs & Maint Facilities		0.00	0.00	0.00	0.00	0.00	0.00	270.48	20,295.51
Repairs & Maint Equipment		10,000.00	10,000.00	2,661.95	8,000.00	10,011.86	6,794.46	5,939.59	13,828.93
Communication Telephone		10,000.00	10,000.00	4,874.20	12,000.00	10,152.31	13,665.94	17,844.84	18,566.93
Laundry Service		500.00	500.00	0.00	500.00	70.00	144.00	0.00	102.00
Training & Education		8,000.00	8,000.00	6,275.57	16,000.00	10,049.43	7,725.20	7,250.85	8,476.58
Copy/Mail Center Fees		4,800.00	4,800.00	1,710.50	4,800.00	3,271.26	4,570.82	5,455.77	4,853.58
In/Out of State Travel		1,000.00	1,000.00	2,185.00	3,500.00	2,261.00	3,363.56	2,394.97	3,494.16
Dues/Subscriptions		3,500.00	3,500.00	0.00	0.00	0.00	0.00	0.00	0.00
Fire Apparatus Equipment		14,000.00	14,000.00	1,045.01	14,000.00	11,148.11	14,156.95	9,410.88	14,350.38
Other Services Miscellaneous		3,500.00	3,500.00	2,154.03	2,000.00	3,284.77	4,088.37	3,550.40	1,999.15
<b>PURCHASE OF SERVICES</b>		<b>55,300.00</b>	<b>55,300.00</b>	<b>20,906.26</b>	<b>60,800.00</b>	<b>50,248.74</b>	<b>54,509.30</b>	<b>52,117.78</b>	<b>85,967.22</b>

## Fire Department

	Tn Admin Recommendations	2006 Dept Requests	2005 Expended 12/31/04	2005 Appropriated	2004 Actual	2003 Actual	2002 Actual	2001 Actual
Clothing Allowance Mgmt	5,700.00	5,700.00	6,325.00	5,700.00	5,700.00	5,700.00	7,045.00	5,700.00
Clothing Allowance Supervisory	12,500.00	12,500.00	11,875.00	12,500.00	13,125.00	13,750.00	24,525.00	11,975.00
Clothing Allowance Operational Staff	32,200.00	32,200.00	32,250.00	32,200.00	29,766.25	31,304.80	26,562.65	29,402.50
Clothing Allowance Tech/Prof	2,400.00	2,400.00	1,775.00	2,400.00	2,400.00	1,775.00	1,775.00	1,775.00
<b>OTHER SERVICES MISC.</b>	<b>52,800.00</b>	<b>52,800.00</b>	<b>52,225.00</b>	<b>52,800.00</b>	<b>50,991.25</b>	<b>52,529.80</b>	<b>59,907.65</b>	<b>48,852.50</b>
Office Supplies: Stationary	5,000.00	5,000.00	2,260.70	5,000.00	4,796.72	4,532.35	3,265.79	4,096.45
Supplies Computer	2,000.00	2,000.00	280.38	2,000.00	501.56	1,146.77	1,771.37	1,235.05
<b>PURCHASED SUPPLIES</b>	<b>7,000.00</b>	<b>7,000.00</b>	<b>2,541.08</b>	<b>7,000.00</b>	<b>5,298.28</b>	<b>5,679.12</b>	<b>5,037.16</b>	<b>5,331.50</b>
Supplies Foam & Hose	3,500.00	3,500.00	0.00	5,000.00	15.28	2,312.88	5,000.00	4,800.00
Supplies Ambulance	20,000.00	20,000.00	9,996.29	20,000.00	18,981.13	16,083.09	27,049.02	17,411.15
Supplies Diving Equipment	4,500.00	4,500.00	3,092.04	3,500.00	3,500.00	3,499.65	2,685.78	3,311.61
Supplies Public Safety	12,000.00	12,000.00	4,186.13	8,500.00	14,433.21	7,615.14	15,743.22	22,214.79
<b>SUPPLIES FIRE</b>	<b>40,000.00</b>	<b>40,000.00</b>	<b>17,274.46</b>	<b>37,000.00</b>	<b>36,929.62</b>	<b>29,510.76</b>	<b>50,478.02</b>	<b>47,737.55</b>
Purchase Ambulance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fire Dept (Grant Matching Funds)	0.00	0.00	0.00	0.00	22,600.00	0.00	0.00	0.00
<b>Other Capital Outlay</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>22,600.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>BUDGET TOTAL</b>	<b>\$5,828,063.01</b>	<b>\$5,828,063.01</b>	<b>\$2,641,418.11</b>	<b>\$5,526,027.27</b>	<b>\$5,405,339.67</b>	<b>\$5,202,677.32</b>	<b>\$4,897,628.74</b>	<b>\$4,759,839.81</b>

TOWN OF NATICK  
EMPLOYEE JOB/PAY

Emp. #	Employee Name Management	Actual FY' 04 Earnings	Budgetary FY'05 Earnings	Pay Type	Level	Step	Rate (weeks)	Hours	Amount	Funding (52.2 Wks) FY 2006	Total Appropriation	Longevity	EMS Pay	Water Rescue	Fire Prevention	Stipends train/stby para. Cor.	Holiday Pay	In-Service Training Pay	Education Incentive Pay	Standby Pay	Education Reimbursement	Total Add'l Comp	Total Appropriation	Clothing Allowance	
743	Brien, James M.	\$98,320.22	\$101,217.42	BASE			52.2	40	1,723.49	89,966.18		4,498.31	2,698.99				3,791.68	3,000.00				13,988.98		950.00	
680	Sabourin, Gene C.	\$88,600.07	\$78,588.34	BASE	H1	2	52.2	42	1,281.00	66,868.20		3,343.41	2,006.05				4,227.30	3,000.00		1,671.71	500.00	14,748.47		950.00	
1128	Connelly, Edward J.	\$90,220.72	\$80,544.27	BASE	H1	2	52.2	42	1,281.00	66,868.20		3,343.41	2,006.05				4,227.30	3,000.00	2,006.05	1,671.71	500.00	16,754.52		950.00	
1130	Slattery, Michael J.	\$92,653.41	\$80,544.27	BASE	H1	2	52.2	42	1,281.00	66,868.20		3,343.41	2,006.05				4,227.30	3,000.00	2,006.05	1,671.71	500.00	16,754.52		950.00	
1131	Tota, Paul F.	\$79,606.47	\$80,736.47	BASE	H1	2	52.2	40	1,281.00	66,868.20		3,343.41	2,006.05			2,000.00	4,227.30	3,000.00	3,343.41	1,671.71	500.00	20,091.88		950.00	
2460	White, Richard A.	\$97,756.96	\$85,666.14	BASE	H1	2	43.2	42	1,281.00	55,339.20		2,213.57	6,018.14				4,227.30	3,000.00	3,343.41	1,671.71	500.00	20,974.13		950.00	
				BASE	H2	2	9.0	42	1,281.00	11,529.00		576.45										576.45			
											\$424,307.18												\$103,888.95		
	Supervisory Captains:																								
739	DeVito, Paul W.	\$66,359.35	\$65,871.49	BASE	H6	2	52.2	42	1,111.96	58,044.31		2,902.22	2,031.55	870.66			3,669.47				800.00	10,273.90		625.00	
2458	Franciose, Jr., Rocco	\$76,253.77	\$69,684.62	BASE	H6	2	43.2	40	1,111.96	48,036.67		1,441.10	2,031.55	870.66			3,669.47		1,741.33		800.00	10,554.11		625.00	
				BASE	H7	2	9.0	40	1,111.96	10,007.64		400.31										400.31			
2459	Lamont, Robert W.	\$66,287.59	\$64,738.91	BASE	H6	2	43.2	40	1,111.96	48,036.67		1,441.10	5,223.99	870.66			3,669.47				800.00	12,005.22		625.00	
				BASE	H6	2	9	42	1,111.96	10,007.64		400.31										400.31			
3140	Lentini, Michael P.	\$700,662.87	\$66,371.49	BASE	H6	2	52.2	42	1,111.96	58,044.31		1,741.33	2,031.55	870.66			3,669.47		1,741.33		800.00	10,854.34		625.00	
11299	Mitchell, Roy E.	\$66,562.35	\$69,202.92	BASE	H6	2	52.2	42	1,111.96	58,044.31		2,902.22	2,031.55	870.66			3,669.47		2,902.22		800.00	13,176.12		625.00	
	Lieutenants:																								
726	Fosberg, Dennis E.	\$66,907.99	\$58,080.86	BASE	H3	2	52.2	42	1,010.87	52,767.41		2,638.37		791.51			3,335.87				800.00	7,565.75		625.00	
740	Aries, Michael L.	\$71,229.59	\$61,927.07	BASE	H3	2	52.2	42	1,010.87	52,767.41		2,638.37	4,749.07	791.51			3,335.87		1,583.02		800.00	13,897.84		625.00	
742	Parsons, Gary N.	\$63,483.93	\$60,125.27	BASE	H3	2	52.2	42	1,010.87	52,767.41		2,638.37		791.51			3,335.87		1,583.02		800.00	9,148.77		625.00	
1552	Fahey, James	\$66,600.81	\$58,080.86	BASE	H3	2	24	42	1,010.87	24,260.88		970.44		791.51			3,335.87				800.00	5,897.82		625.00	
				BASE	H4	2	28.2	42	1,010.87	28,506.53		1,425.33										1,425.33			
1839	Arena, Jr., James V.	\$67,037.84	\$60,382.67	BASE	H3	2	52.2	42	1,010.87	52,767.41		2,110.70	1,846.86	791.51			3,335.87		1,583.02		800.00	10,467.96		625.00	
1841	Forance, Thomas E.	\$72,426.26	\$65,788.09	BASE	H3	2	52.2	42	1,010.87	52,767.41		2,110.70	4,749.07	791.51			3,335.87		2,638.37		800.00	14,425.52		625.00	
1948	Custodio, Kenneth	\$65,714.34	\$61,927.07	BASE	H3	2	52.2	42	1,010.87	52,767.41		2,110.70	1,846.86	791.51			3,335.87		1,583.02		800.00	10,467.96		625.00	
1983	Conlon, Michael E.	\$61,247.90	\$59,882.67	BASE	H3	2	52.2	42	1,010.87	52,767.41		2,110.70	1,846.86	791.51			3,335.87				800.00	8,884.94		625.00	
2779	Mahoney, Jr., Walter D.	\$68,045.07	\$61,927.07	BASE	H3	2	52.2	42	1,010.87	52,767.41		1,583.02	1,846.86	791.51			3,335.87		2,638.37		800.00	10,995.63		625.00	
2807	Connelly, Mark J.	\$71,763.22	\$60,859.56	BASE	H3	2	52.2	42	1,010.87	52,767.41		1,583.02	1,846.86	791.51			3,335.87		2,638.37		800.00	10,995.63		625.00	
2811	Mathews, Daniel A.	\$75,142.04	\$63,690.96	BASE	H3	2	52.2	42	1,010.87	52,767.41		1,583.02	4,749.07	791.51			3,335.87		1,586.02		800.00	12,845.49		625.00	
3136	Smith, James J.	\$62,176.95	\$60,382.67	BASE	H3	2	52.2	42	1,010.87	52,767.41		1,583.02	1,846.86	791.51			3,335.87		1,586.02		800.00	9,943.28		625.00	
3801	Dow, Daniel J.	\$60,084.26	\$54,605.09	BASE	H3	2	46.2	42	1,010.87	46,702.19		934.04	1,634.58	700.53			3,032.61		3,736.18			10,037.94			
				BASE	H2	2	6.0	42	980.54	5,883.24		117.66	205.91	88.25			294.16		470.66		800.00	1,976.64		625.00	
3802	Levey, Jr., Kenneth E.	\$63,032.04	\$56,551.26	BASE	H2	2	7.2	42	980.54	7,059.89		141.20	882.49	105.90		2,000.00	294.16				800.00	4,223.75		625.00	
				BASE	H3	2	45.0	42	1,010.87	45,489.15		909.78	5,686.14	682.34			3,032.61					10,310.87			
41260	Rothman, Eugene I.	\$65,704.53	\$63,019.37	BASE	H2	1	52.2	42	1,010.87	52,767.41			6,595.93	791.51			3,335.87		1,583.02		800.00	13,106.33		625.00	
											\$1,081,332.41												\$224,281.76		

TOWN OF NATICK  
EMPLOYEE JOB/PAY

Emp. #	Employee Name	Actual FY' 04 Earnings	Budgetary FY'05 Earnings	Pay Type	Level	Step	Rate (weeks)	Hours	Amount	Funding (52.2 Wks) FY 2006	Total Appropriation	Longevity	EMS Pay	Water Rescue	Fire Prevention	Stipends train/stby para. Cor.	Holiday Pay	In-Service Training Pay	Education Incentive Pay	Standby Pay	Education Reimbursement	Total Add'l Comp	Total Appropriation	Clothing Allowance	
2140	Arena-Myers, Donna M.	\$41,792.26	\$41,620.81	BASE	B6	5	52.2	37.5	800.58	41,790.28		835.81													
3590	Leone, Nancy A.	\$34,636.40	\$36,437.17	BASE	B4	5	52.2	37.5	715.48	37,348.06															
718	Arena, John F.	\$50,730.97	\$50,948.33	BASE	H1	8	52.2	42	886.73	46,287.31		2,314.37					2,926.21				800.00	6,734.89		575.00	
1132	McAuley, Steven M.	\$54,534.61	\$53,028.87	BASE	H1	8	52.2	42	886.73	46,287.31		2,314.37	1,620.06				2,926.21				800.00	8,354.95		575.00	
1840	Doucette, Gary	\$53,509.60	\$50,948.33	BASE	H1	8	52.2	42	886.73	46,287.31		1,851.49					2,926.21				800.00	6,272.01		575.00	
1982	Linton, Thomas	\$54,435.93	\$50,948.33	BASE	H1	8	52.2	42	886.73	46,287.31		1,851.49					2,926.21				800.00	6,272.01		575.00	
2185	Melchiorri, Rockey	\$59,464.30	\$52,528.87	BASE	H1	8	52.2	42	886.73	46,287.31		1,851.49	1,620.06				2,926.21				800.00	7,892.07		575.00	
2412	Spencer, Thomas G.	\$63,300.06	\$54,609.41	BASE	H1	8	24.8	42	886.73	21,990.90		659.73	4,165.86				2,926.21				800.00	9,246.11		575.00	
				BASE	H2	8	27.4	42	886.73	24,296.40		971.86												971.86	
2693	Wedgeworth, Johnny J.	\$38,134.36	\$51,625.71	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	1,620.06				2,926.21				800.00	7,429.20		575.00	
2777	Carney, Peter E.	\$56,431.93	\$55,964.16	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	4,165.86				2,926.21		1,388.62		800.00	11,363.62		575.00	
2778	Hartwell, Daniel F.	\$58,590.23	\$55,964.16	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	4,165.86				2,926.21		1,388.62		800.00	11,363.62		575.00	
2780	Perryman, Michael B.	\$58,690.18	\$51,625.71	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	1,620.06				2,926.21				800.00	7,429.20		575.00	
2808	Haigis, Michael T.	\$60,562.44	\$54,109.41	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	4,165.86				2,926.21				800.00	9,975.00		575.00	
2809	Headley, Grantley A.	\$57,289.67	\$51,625.71	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	1,620.06				2,926.21				800.00	7,429.20		575.00	
2810	Hladick, Martin S.	\$60,535.23	\$53,480.45	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	1,620.06				2,926.21				800.00	7,429.20		575.00	
2989	Alberghini, William P.	\$62,634.78	\$53,480.45	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	1,620.06				2,926.21		1,388.62		800.00	8,817.82		575.00	
2990	Black, James L.	\$56,091.25	\$52,125.71	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	1,620.06				2,926.21				800.00	7,429.20		575.00	
3021	Slattery, Joseph T.	\$56,409.06	\$52,125.71	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	1,620.06				2,926.21				800.00	7,429.20		575.00	
3137	Sticka, William T.	\$56,364.77	\$51,625.71	BASE	H1	8	52.2	42	886.73	46,287.31		1,388.62	1,620.06				2,926.21				800.00	7,429.20		575.00	
3501	Quilty, Michael J.	\$64,374.23	\$56,415.74	BASE	H1	8	52.2	42	886.73	46,287.31		925.75	4,165.86				2,926.21		2,314.37		800.00	11,826.50		575.00	
3502	Arena, Stephen L.	\$54,430.23	\$51,174.13	BASE	H1	8	52.2	42	886.73	46,287.31		925.75	1,620.06				2,926.21				800.00	6,966.33		575.00	
3504	Biagi, Jr., Ronald	\$56,816.60	\$53,028.87	BASE	H1	8	52.2	42	886.73	46,287.31		925.75	1,620.06				2,926.21		1,388.62		800.00	8,354.95		575.00	
3506	Adams, Richard C.	\$55,947.72	\$51,174.13	BASE	H1	8	52.2	42	886.73	46,287.31		925.75	1,620.06				2,926.21				800.00	6,966.33		575.00	
3557	Hladick, Andrew	\$56,618.64	\$51,174.13	BASE	H1	8	52.2	42	886.73	46,287.31		925.75	1,620.06				2,926.21				800.00	6,966.33		575.00	
3558	Collins, Christopher P.	\$63,213.18	\$56,415.74	BASE	H1	8	52.2	42	886.73	46,287.31		925.75	4,165.86				2,926.21		2,314.37		800.00	11,826.50		575.00	
3559	Herring, John F.	\$60,809.96	\$55,512.57	BASE	H1	8	52.2	42	886.73	46,287.31		925.75	4,165.86				2,926.21		1,388.62		800.00	10,900.75		575.00	
3749	Farquharson, Douglas	\$55,876.78	\$53,908.68	BASE	H1	8	52.2	42	886.73	46,287.31		925.75	4,165.86				2,926.21				800.00	9,512.13		575.00	
3802	Reynolds, Thomas G.	\$60,545.12	\$52,970.72	BASE	H1	8	52.2	42	886.73	46,287.31		925.75	4,165.86				2,926.21				800.00	9,512.13		575.00	
3972	Forrest, Barry A.	\$57,845.90	\$52,125.71	BASE	H1	8	52.2	42	886.73	46,287.31		1,620.06					2,926.21		1,388.62		800.00	7,429.20		575.00	
41023	Ward, Edward E.	\$18,526.66	\$50,770.96	BASE	H1	8	52.2	42	886.73	46,287.31		1,620.06					2,926.21				800.00	6,040.58		575.00	
41174	Magliozzi, Robert J.	\$59,115.08	\$54,335.20	BASE	H1	8	52.2	42	886.73	46,287.31		5,785.91					2,926.21				800.00	10,206.43		575.00	
41258	Fosberg, Derek H.	\$55,893.97	\$54,335.20	BASE	H1	8	52.2	42	886.73	46,287.31		5,785.91					2,926.21				800.00	10,206.43		575.00	
41259	Ferri, Nicholas A.	\$55,179.19	\$50,270.96	BASE	H1	8	52.2	42	886.73	46,287.31		1,620.06					2,926.21				800.00	6,040.58		575.00	
41425	Downing, Ronald A.	\$53,577.15	\$53,311.04	BASE	H1	7	52.2	42	886.73	46,287.31		886.73	4,165.86				2,926.21		1,388.62		800.00	9,975.00		575.00	
41596	Fuller, Douglas F.	\$53,553.98	\$53,232.20	BASE	H1	8	52.2	42	886.73	46,287.31		5,785.91					2,926.21				800.00	10,206.43		575.00	
41601	Curley, John L.	\$49,857.98	\$47,676.96	BASE	H1	6	39.4	42	855.69	33,714.19		1,180.00	505.71				2,310.36				800.00	4,796.07		575.00	
				BASE	H1	7	12.8	42	886.73	11,350.14		397.26	170.25				532.04						1,099.55		
41602	Mortarelli, Joseph M.	\$49,529.72	\$48,948.50	BASE	H1	6	39.4	42	855.69	33,714.19		1,180.00	505.71				2,310.36		1,011.43		800.00	5,807.50		575.00	
				BASE	H1	7	12.8	42	886.73	11,350.14		397.26	170.25				532.04						1,440.05		
41603	Smith, Scott A.	\$52,108.23	\$50,984.65	BASE	H1	6	39.4	42	855.69	33,720.88		1,180.00	505.71				2,310.36		1,011.43		800.00	5,807.50		575.00	
				BASE	H1	7	12.8	42	886.73	11,350.14		397.26	170.25				532.04						1,440.05		
41604	Austin, John J.	\$50,500.69	\$48,948.50	BASE	H1	6	39.4	42	855.69	33,720.88		1,181.23	505.81				2,310.82		1,011.63		800.00	5,809.49		575.00	
				BASE	H1	7	12.8	42	886.73	11,350.14		397.26	170.25				532.04						1,440.05		
41605	Kelley, Timothy P.	\$51,901.05	\$48,948.50	BASE	H1	6	39.4	42	855.69	33,714.19		1,180.00	505.71				2,310.36		1,011.43		800.00	5,807.50		575.00	
				BASE	H1	7	12.8	42	886.73	11,350.14		397.26	170.25				532.04						1,440.05		
41606	Crisafulli, Jr., Samuel S.	\$53,711.01	\$52,756.01	BASE	H1	6	39.6	42	855.69	33,885.32		4,235.67	508.28				2,310.36		1,016.56		800.00	8,870.87		575.00	
				BASE	H1	7	12.6	42	886.73	11,172.80		1,396.60	167.59				532.04		335.18				2,431.41		

TOWN OF NATICK  
EMPLOYEE JOB/PAY

Emp. #	Employee Name	Actual	Budgetary	Pay Type	Level	Step	Rate		Amount	Funding	Total	Longevity	EMS	Water	Fire	Stipends	Holiday	In-Service	Education	Standby	Education	Total	Total	Clothing
		FY' 04	FY'05				(52.2 Wks)	Hours		FY 2006														
41608	Topham, Thomas W.	\$51,996.04	\$50,984.65	BASE	H1	6	39.6	42	855.69	33,885.32			4,235.67	508.28		2,310.36					800.00	7,854.31		575.00
				BASE	H1	7	12.6	42	886.73	11,172.80			1,396.60	167.59		532.04						2,096.23		
41610	Wozny, Christopher	\$56,737.87	\$52,756.01	BASE	H1	6	39.6	42	855.69	33,885.32			4,235.67	508.28		2,310.36		1,016.56			800.00	8,870.87		575.00
				BASE	H1	7	12.6	42	886.73	11,172.80			1,396.60	167.59		532.04		335.18				2,431.41		
41611	Lee, Glynnis	\$55,694.48	\$52,756.01	BASE	H1	6	39.6	42	855.69	33,885.32			4,235.67	508.28		2,310.36		1,016.56			800.00	8,870.87		575.00
				BASE	H1	7	12.6	42	886.73	11,172.80			1,396.60	167.59		532.04		335.18				2,431.41		
41612	Shearley, Richard F.	\$53,276.86	\$50,984.65	BASE	H1	6	39.6	42	855.69	33,885.32			4,235.67	508.28		2,310.36					800.00	7,854.31		575.00
				BASE	H1	7	12.6	42	886.73	11,172.80			1,396.60	167.59		532.04						2,096.23		
41613	Sheridan, Kevin M.	\$49,954.33		BASE	H1	6	39.6	42	855.69	33,885.32			4,235.67	508.28		2,310.36					800.00	7,854.31		575.00
				BASE	H1	7	12.6	42	886.73	11,172.80			1,396.60	167.59		532.04						2,096.23		
41794	O'Brien-Norris, Keri L.	\$49,586.64	\$53,135.55	BASE	H1	6	29.2	42	824.66	24,080.07			3,010.01	361.20		1,979.18		722.40			800.00	6,872.79		575.00
				BASE	H1	7	23	42	855.69	19,680.87			2,460.11	295.21		770.12		590.43				4,115.87		
42144	Rankins, Kevin E.	\$36,970.07	\$42,857.29	BASE	H1	2	2.8	42	762.59	2,135.25			74.73	32.03		228.78					800.00	1,135.54		575.00
				BASE	H1	3	49.4	42	793.62	39,204.83			1,372.17	588.07		2,380.86						4,341.10		
42262	Soltysik, Andrew J.	\$27,914.17	\$41,831.07	BASE	H1	2	15.0	42	762.50	11,437.50			400.31	171.56		686.25					800.00	2,058.12		575.00
				BASE	H1	3	37.2	42	793.62	29,522.66			1,033.29	442.84		1,904.69						3,380.82		
42285	DiCicco, David T.	\$22,222.17	\$41,394.13	BASE	H1	2	21.8	42	762.59	16,624.46			581.86	249.37		1,143.89					800.00	2,775.12		575.00
				BASE	H1	3	30.4	42	793.62	24,126.05			844.41	361.89		1,428.52						2,634.82		
42286	LiPoma, Victor J.	\$22,275.98	\$41,384.13	BASE	H1	2	21.8	42	762.59	16,624.46			581.86	249.37		1,143.89					800.00	2,775.12		575.00
				BASE	H1	3	30.4	42	793.62	24,126.05			844.41	361.89		1,428.52						2,634.82		
42287	Keefe, Javier S.	\$21,293.09	\$41,384.13	BASE	H1	2	21.8	42	762.59	16,624.46			581.86	249.37		1,143.89					800.00	2,775.12		575.00
				BASE	H1	3	30.4	42	793.62	24,126.05			844.41	361.89		1,428.52						2,634.82		
42288	Mabardy, Nicholas D.	\$22,633.75	\$22,633.75	BASE	H1	2	21.8	42	762.59	16,624.46			581.86	249.37		1,143.89					800.00	2,775.12		575.00
				BASE	H1	3	30.4	42	793.62	24,126.05			844.41	361.89		1,428.52						2,634.82		
42289	Howard, Chad M.	\$21,868.71	\$41,384.13	BASE	H1	2	21.8	42	762.59	16,624.46			581.86	249.37		1,143.89					800.00	2,775.12		575.00
				BASE	H1	3	30.4	42	793.62	24,126.05			844.41	361.89		1,428.52						2,634.82		
42459	Caruso, Anthony M.	Vacancy Replcmnt	New Hire	BASE	H1	2	20.0	42	762.59	15,251.80			1,906.48	228.78		915.11						3,050.37		
				BASE	H1	2	26.4	42	731.55	19,312.92			2,414.12	289.69		1,316.79						4,020.60		
				BASE	H1	1	5.8	42	700.51	4,062.96			507.87	60.94		210.15					800.00	1,578.96		575.00
42460	Quigley-Boyla, Tanya M.	Vacancy Replcmnt	New Hire	BASE	H1	1	5.8	42	700.51	4,062.96			507.87	60.94		210.15					800.00	1,578.96		575.00
				BASE	H1	2	26.4	42	731.55	19,312.92			2,414.12	289.69		1,316.79						4,020.60		
				BASE	H1	2	20.0	42	762.59	15,251.80			1,906.48	228.78		915.11						3,050.37		
50000	Vacancy #1	Vacancy Replcmnt	New Hire	BASE	H1	2	26.0	42	731.55	19,020.30			2,377.54	285.30		1,097.33		570.61			800.00	5,130.78		575.00
50000	Vacancy #1	Vacancy Replcmnt	New Hire	BASE	H1	3	26.2	42	762.59	19,979.86			2,497.48	299.70		1,372.66		599.40				4,769.24		
50001	Vacancy #2	Vacancy Replcmnt	New Hire	BASE	H1	2	26.0	42	731.55	19,020.30			2,377.54	285.30		1,097.33		570.61			800.00	5,130.78		575.00
50001	Vacancy #2	Vacancy Replcmnt	New Hire	BASE	H1	3	26.2	42	762.59	19,979.86			2,497.48	299.70		1,372.66		599.40				4,769.24		
										\$2,587,372.62												\$468,240.88		
Technical & Professional																								
2694	Arena, Jr., Salvatore	\$71,213.92	\$63,762.02	BASE	H3	1	52.2	42	1,111.96	58,044.31		1,741.33	2,031.55	870.66	2,000.00		3,669.47				800.00	11,113.01		625.00
2991	Sheridan, James A.	\$79,421.58	\$73,931.77	BASE	H6	2	52.2	40	1,111.96	58,044.31		1,741.33	5,223.99	870.66		2,000.00		2,902.22			800.00	17,207.67		625.00
725	Ward, Jr., Eugene E.	\$63,011.41	\$56,706.14	BASE	H1	8	52.2	40	886.73	46,287.31		2,314.37	4,165.86	694.31	2,000.00		2,926.21				800.00	12,900.75		575.00
2223	VanTassel, Gordon D.	\$74,567.03	\$67,372.17	BASE	H7	2	52.2	40	1,111.96	58,044.31		2,321.77	2,031.55			2,000.00	1,445.55		2,902.22		800.00	11,501.09		575.00
										\$220,420.24												\$52,722.52		
GRAND TOTALS										\$4,313,432.45												\$49,134.11	\$52,800.00	