



PUBLIC NOTICE POSTING REQUEST OFFICE OF THE LEICESTER TOWN CLERK

ORGANIZATION: Select Board

MEETING: X

PUBLIC HEARING:

DATE: September 27, 2021

TIME: 6:00pm

LOCATION: Select Board Conference Room, 3 Washburn Sq -OR- Virtual (see below)

REQUESTED BY: Kristen L. Forsberg, Assistant Town Administrator

*Agenda packet and associated documents can be found at www.leicesterma.org/bos. This agenda lists all matters anticipated for discussion; some items may be passed over, and other items not listed may be brought up for discussion to the extent permitted by law. Select Board meetings are recorded by LCAC. Any member of the public planning to record the meeting must first notify the Chair. **PLEASE SILENCE ALL CELL PHONES DURING THE MEETING***

<https://global.gotomeeting.com/join/385585877>

(408) 650-3123; Access Code: 385-585-877

CALL TO ORDER/OPENING

1. SCHEDULED ITEMS

- a. 6:00pm - Discussion/Vote EMS Compensation Rates & Fees

2. RESIGNATIONS/APPOINTMENTS

- a. Appointment – DIS Director

3. OTHER BUSINESS

- a. Vote on LHS Becker Field Use Requests

4. MINUTES

- a. September 20, 2021

5. EXECUTIVE SESSION

- a. Conduct strategy sessions in preparation for negotiations with nonunion personnel pursuant to MGL Chapter 30A, Section 21(a)(2) and (7) (Fire Chief)

ADJOURN



2021 EMS Billing Rate Proposal

Leicester EMS Department

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AMBULANCE REIMBURSEMENT RATES

Medicare Fee Schedule

- The Federal Government based upon geographic location sets Medicare rates. Some states, such as Massachusetts may have more than one rate dependent on location within the state.
 - Middlesex County, Norfolk County and Suffolk Counties receive 8.5% more than does the rest of the Commonwealth of Massachusetts.
- Since 2015, the authorized Medicare billing rates for Massachusetts have only increased by approximately 4.5%.
- Last Increased:

Year / Location	BLS Emergency	ALS 1 Emergency	ALS 2	Mileage
2021 (01)	\$ 437.49	\$ 519.52	\$ 751.91	\$ 7.70
2021 (99)	\$ 399.42	\$ 474.31	\$ 686.50	\$ 7.70

(01) Middlesex County, Norfolk County, and Suffolk County Only

(99) All other Massachusetts Counties

Medicaid (MassHealth) Fee Schedule

- Both the Federal Government and participating states governments administer Medicaid. States are not however mandated to participate, but since 1982, all states have been actively participating.
 - In the Commonwealth of Massachusetts Medicaid is also known as Mass Health.
- Since 2008, the authorized Medicaid billing rates for Massachusetts have only increased by approximately 6.9%.
- Last Increased: September 20, 2019

Year	BLS Emergency	ALS 1 Emergency	ALS 2	Specialty Care Transport	Mileage
2020	\$ 252.61	\$ 299.97	\$ 434.17	\$ 513.11	\$ 2.99

Private Fee Schedule

Average Private Fee Schedule - By Massachusetts Fire District

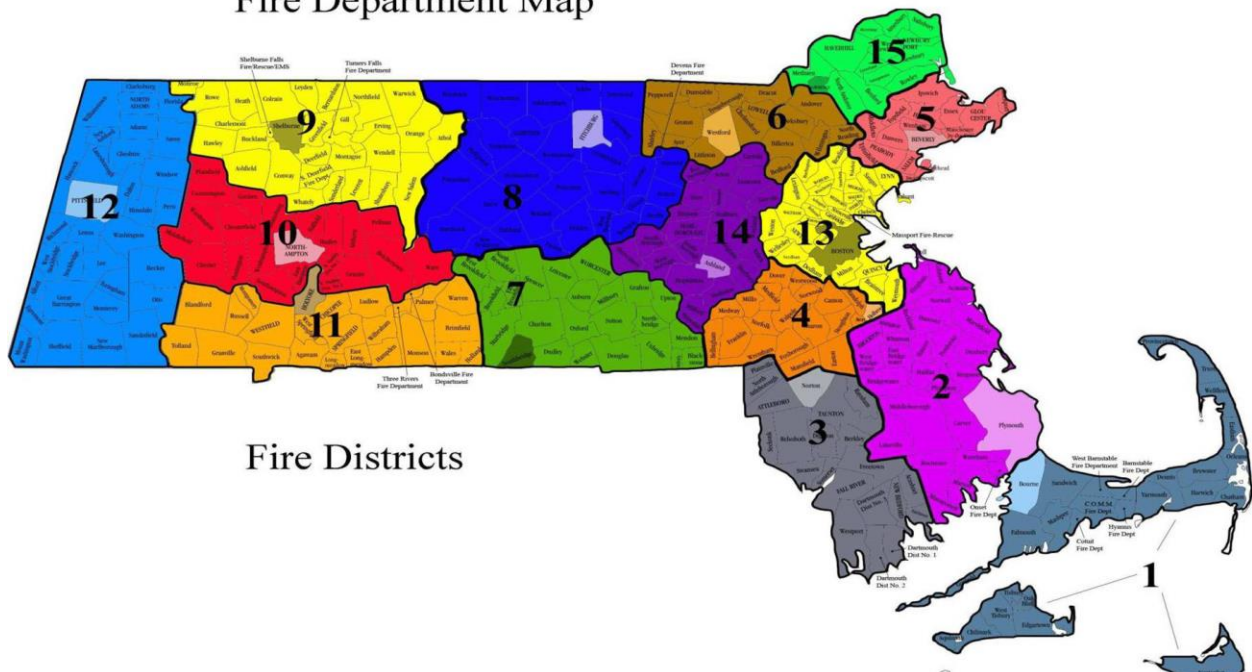
Massachusetts Fire District	# of Departments Reporting	BLS Emergency	ALS 1 Emergency	ALS 2	Mileage
District 1	2	\$ 1,650.00	\$ 2,100.00	\$ 3,000.00	\$ 36.50
District 2	4	\$ 1,600.00	\$ 2,161.25	\$ 2,688.75	\$ 37.00
District 3	2	\$ 1,391.75	\$ 2,155.83	\$ 3,269.38	\$ 32.53
District 4	13	\$ 1,335.35	\$ 1,944.20	\$ 2,904.12	\$ 31.99
District 5	2	\$ 1,325.00	\$ 2,075.00	\$ 2,575.00	\$ 42.50
District 7	6	\$ 1,144.86	\$ 1,594.10	\$ 2,321.69	\$ 22.10
District 8	1	\$ 1,142.63	\$ 1,356.88	\$ 1,963.94	\$ 46.53
District 13	5	\$ 1,558.20	\$ 1,956.82	\$ 2,664.48	\$ 34.27
District 14	15	\$ 1,370.55	\$ 1,784.69	\$ 2,450.73	\$ 33.05
Statewide	50	\$ 1,374.17	\$ 1,875.95	\$ 2,634.93	\$ 32.67

Average Private Itemized Fee Schedule - Statewide

	Extra Attendant	Oxygen	ALS Airway	IV Attempt	IO Attempt	Cardiac Monitor (4-Lead)	Cardiac Monitor (12-Lead)
Statewide	\$ 199.57	\$ 98.21	\$ 233.22	\$ 190.11	\$ 282.84	\$ 306.02	\$ 318.52

* The average private itemized billing rates listed above are based upon information provided by 8 Ambulance Services that itemize bill.

Commonwealth of Massachusetts Department of Fire Services Fire Department Map



AMBULANCE BILLING RATES

Current Leicester EMS Billing Rates

- Current Leicester EMS Billing rates went into effect on July 1, 2018 and have not been updated since that time.

Level of Service	Flat Rate Fee
BLS Emergency	\$ 1,200.00
ALS 1 Emergency	\$ 1,900.00
ALS 2	\$ 2,400.00
Mileage	\$ 25.00

Proposed Leicester EMS Billing Rates

- Proposed Leicester EMS Billing rates, if approved by the Selectboard, shall go into effect on October 1, 2021.

Level of Service	Flat Rate Fee	Itemized Rate Fee
BLS Emergency	\$ 1,500.00	
ALS 1 Emergency	\$ 2,000.00	
ALS 2	\$ 3,000.00	
Mileage	\$ 35.00	
Extra Attendant		\$ 200.00
Hazardous Material Waste		\$ 25.00
BLS Routine Supplies		\$ 50.00
BLS Defibrillation Supplies		\$ 200.00
Oxygen		\$ 100.00
ALS Airway		\$ 200.00
ALS Defibrillation Supplies		\$ 200.00
IV Therapy		\$ 175.00
IO Therapy		\$ 200.00
CPAP Mask		\$ 150.00
Cardiac Monitor		\$ 100.00
12-Lead		\$ 125.00

REVENUE PROJECTIONS

Flat Rate Increase and Itemized Rate Implementation Revenue

- It should be noted that the aforementioned proposed EMS Billing Increase(s) will only affect anticipated revenue collected from Private Insurance and Self Pay patients. Medicare & Medicaid Patients will not be affected by the proposed rate change(s).

Fiscal Year	Current Rate(s)		Propose Rate(s)		Rate Difference		
	BLS	ALS	BLS	ALS	BLS	ALS	Difference
FY 21	\$199,504.28	\$169,655.75	\$264,605.67	\$222,748.02	\$65,101.40	\$53,092.27	\$118,193.67
FY 20	\$124,838.55	\$183,396.00	\$165,575.34	\$240,788.16	\$40,736.79	\$57,392.16	\$ 98,128.95
FY 19	\$165,613.50	\$233,707.50	\$219,655.80	\$306,844.20	\$54,042.30	\$73,136.70	\$127,179.00
FY 18	\$165,669.08	\$223,439.50	\$219,729.51	\$293,362.92	\$54,060.44	69,923.42	\$123,983.86
4 Year Average	\$163,906.35	\$202,549.69	\$217,391.58	\$265,935.83	\$53,485.23	\$63,386.14	\$116,871.37

BLS vs ALS Transport Ratio

- The ratio of BLS vs ALS Transports, plays a critical role in EMS revenue collections. ALS Transports are billed at a higher rate than BLS Transports.
- In a retrospective review of the last four (4) Fiscal Years of transport data at Leicester EMS, the BLS vs ALS Transport ratio is an average of 55.1 % BLS Transports and 44.9 % ALS Transports.
 - FY 21 this ratio dropped to 63.7 % BLS Transports and 36.3 % ALS Transports, largely in part due to the lack of Paramedics available to staff the ambulance.
 - Through a combination of resolving the ALS staffing issue(s) as well as increased Education & Training of ALS Providers, it is not unreasonable to expect to see an average ratio of 60 % ALS Transports and 40 % BLS Transports.

Fiscal Year	BLS	ALS
FY 21	63.7%	36.3%
FY 20	50.4%	49.6%
FY 19	51.4%	48.6%
FY 18	52.5%	47.5%
4 Year Average	55.1%	44.9%

- For example, in a review of private insurance billing only - for Fiscal Year 2021 with existing rates, with an average transport of 9 miles the following would have been billed:
 - Actual Ratio: \$ 369,160.03
 - 60 % ALS to 40 % BLS Ratio: \$ 552,900.12

Increase Of: \$ 183,740.09

Collections

- From March 2017 to until August of 2021, Leicester EMS has not sent any eligible EMS revenue to collections.
 - On August 24, 2021 \$416,603.63 was sent to collections.
 - If only 25 % of that is collected (\$ 104,150.90), the Leicester EMS would have recouped approximately \$ 52,075.45.
- It should be noted, that Ambulance Collections should not be relied upon as a regular source of income when preparing a budget.

Timely Completion & Submission of Patient Care Reports (PCRs)

- From March 2017 to until August of 2021, Leicester EMS lost \$ 28,406.09 in potential ambulance revenue as a result of PCRs not being completed and/or submitted for billing in a timely manner (an average of approximately \$ 7,101.52 per year).
- In Fiscal Year 2021, Leicester EMS was reported to have transported 1,227 patients to the hospital, however only 1,151 patients were billed for transports. 76 patients were not billed for treatment and transport to the hospital.
 - Assuming all 76 patients were treated and transported at the BLS Level, this resulted in a potential loss of up to \$ 54,772.33 in ambulance revenue for Fiscal Year 2021.

Fiscal Year 2022 EMS Revenue Projection(s)

- To be conservative, assume Leicester EMS will only perform 997 transports in Fiscal Year 2022 (230 transports less than Fiscal Year 2021):
 - 50 % BLS to 50 % ALS Transport Ratio
 - Increase in EMS Billing Rates
 - Itemized Billing
 - Lowest actual insurance payor mix in last 4 years
 - Medicare - 52.2 %
 - Medicaid - 21.4 %
 - Private Insurance - 18.6 %
 - Self-Pay - 7.5 %
 - Collecting 0 % of Self Pay
- **Projected EMS Collections: \$764,342.93**
 - **80 % of Projected EMS Collections: \$ 611,474.34**

Town of Leicester

[PROPOSED] 2021 Ambulance Fee Schedule

Base Rate & Mileage Charges

Description	Fee
BLS Non-Emergency	\$ 1,250.00
BLS Emergency	\$ 1,500.00
ALS1 Non-Emergency	\$ 1,750.00
ALS1 Emergency	\$ 2,000.00
ALS2	\$ 3,000.00
Specialty Care Transport (SCT)	\$ 4,000.00
Mileage	\$ 35.00

General Charges

Description	Fee
Extra Attendant <i>To be utilized anytime additional manpower is requested to the scene to assist the ambulance.</i>	\$ 200.00
Hazardous Material Waste <i>To be utilized anytime an intervention is performed that creates hazardous waste. (Ex. IV or IO Therapy, ALS Medication administration, or Epi-Pen administration, ect).</i>	\$ 25.00

BLS Charges

Description	Fee
BLS Routine Supplies <i>To be utilized anytime BLS Supplies are utilized. (Ex. Bag-Valve Mask, Oropharyngeal Airway, Nasopharyngeal Airway, Woundcare, Glucometer, C-Spine, ect).</i>	\$ 50.00
BLS Defibrillation Supplies <i>To be utilized anytime an Automatic External Defibrillator is applied to or used on a patient.</i>	\$ 200.00
Oxygen <i>To be utilized anytime oxygen is applied to a patient. (Ex. Nasal Cannula, Non-Rebreather, CPAP, Nebulizer, ect).</i>	\$ 100.00

ALS Charges

Description	Fee
ALS Airway <i>To be utilized anytime an ALS Airway is placed (Endotracheal Tube, King Airway, End-Tidal CO2 Monitoring, ect).</i>	\$ 200.00
ALS Defibrillation Supplies <i>To be utilized anytime Defibrillation or Pacing Pads are applied to or used on a patient.</i>	\$ 200.00
IV Therapy <i>To be utilized anytime Intravenous Therapy is attempted or completed.</i>	\$ 175.00
IO Therapy <i>To be utilized anytime Intraosseous Therapy is attempted or completed.</i>	\$ 200.00
CPAP Mask <i>To be utilized anytime CPAP is attempted or completed.</i>	\$ 150.00
Cardiac Monitor <i>To be utilized anytime a patient is placed on a Cardiac Monitor, 1 to 4 Leads.</i>	\$ 100.00
12-Lead <i>To be utilized anytime a patient has a 12-Lead performed.</i>	\$ 125.00

*With the exception of Mileage, no patient shall be billed more than once per transport for the items listed above. (Ex. 3 IV Attempts gets billed as 1).

Memo



To: Leicester Selectboard
From: Brian D. Kelley, Interim EMS Director
Date: September 1, 2021
Re: Staffing & Salaries

As you are aware, Leicester EMS currently has a critical shortage of Paramedics, resulting in the primary ambulance being staffed at the BLS Level approximately 50 % of the time. The shortage of Paramedics is in large part due to the failure of Leicester EMS to offer competitive wages to prospective Paramedics.

SALARIES & WAGES

- Increase rates effective November 1, 2021 (see attached “Proposed Leicester EMS Hourly Pay Rates – Immediate”). Switch to hourly pay, 24 hours-per day for in station coverage and eliminate overnight in-station stipends. Eliminate quarterly payroll – transition all employees to bi-weekly pay payroll.
 - Employees will need to choose which employment classification they wish to fall under: Part-Time (Benefited), Part-Time (Non-Benefited), Per-Diem or On-Call.
 - Part-Time (Benefited): Required to work two (2) set, 12-hour shifts per week.
 - Part-Time (Non-Benefited): Required to work one (1) set, 12-hour shift per week.
 - Per-Diem (Non-Benefited): Required to work at a minimum two (2), 12-hour shifts per month.
 - On-Call: Not required to work any shifts, but instead will be required to respond to 2nd occurring medical emergencies.
- Re-evaluate EMS Billing Revenue in early 2022 to consider an additional increase (see attached “Proposed Leicester EMS Hourly Pay Rates – FY 23”) to bring our wages to a competitive level.
- To adequately compensate on-call personnel, stipends for responding to 2nd occurring medicals should be increased immediately (see attached “Proposed Leicester EMS Stipend Pay Rate – Immediate”).

STAFFING

Immediately upon approval of salary increase for Fiscal Year 2022, post/advertise jobs for Part-Time and Per-Diem Paramedics at Leicester EMS. Part-Time Paramedics will ideally be used to fill the majority of shifts, with Per-Diem Paramedics being used to fill open shifts.

In the event that we are unable to fill 90+ % of our shifts with a Part-Time or Per-Diem Paramedic following the transition to 24/7 hourly pay, it is probable that one of the scenarios listed below will be necessary to implement effective on or before July 1, 2022.

Scenario 1: Four (4) Full-Time Paramedics

- Hire Four (4) Full-Time Paramedics effective July 1, 2022.
 - 24-Hour Shifts, Rotating 8-day schedule
 - Fill EMT Shifts with Per-Diem (non-benefited) employees.
 - FY23 Salaries & Benefits: \$ 667,600.00 (\$ 275,498.00 increase from FY22)
 - \$84,000.00 in Benefits

Scenario 2: Four (4) Full-Time EMTs & Four (4) Full-Time Paramedics

- Hire Four (4) Full-Time Paramedics and Four (4) Full-Time EMTs effective July 1, 2022.
 - 24-Hour Shifts, Rotating 8-day schedule
 - FY23 Salaries & Benefits: \$ 828,423.20 (\$ 436,321.20 increase from FY 22)
 - \$ 168,000.00 in Benefits

Scenario 3: Seven (7) Part-Time Paramedics (Benefited)

- Hire Fourteen (7) Part-Time (Benefited) Paramedics, effective July 1, 2022.
 - 24-Hour Shifts, rotating 8-day or non-rotating schedule.
 - Fill EMT Shifts with Per-Diem (non-benefited) employees.
 - FY23 Salaries & Benefits: \$ 758,288.70 (\$ 366,186.70 increase from FY 22)
 - \$ 147,000.00 in Benefits

Scenario 4: Three (3) Part-Time Paramedics (Benefited)

- Hire Fourteen (3) Part-Time (Benefited) Paramedics, effective July 1, 2022.
 - 2, 12-Hour Shifts, non-rotating schedule.
 - Fill EMT Shifts with Per-Diem (non-benefited) employees.
 - FY23 Salaries & Benefits: \$ 643,142.70 (\$ 251,040.70 increase from FY 22)
 - \$ 63,000.00 in Benefits

Scenario 5: Fourteen (14) Part-Time Paramedics (Non-Benefited)

- Hire Fourteen (14) Part-Time (Non-Benefited) Paramedics, effective July 1, 2022.
 - 12-Hour Shifts, non-rotating.
 - Fill EMT Shifts with Per-Diem (non-benefited) employees.
 - FY23 Salaries: \$ 556,783.20 (\$ 164,681.20 increase from FY 22)

Scenario 1: Four (4) Full-Time Paramedics

Full-Time Per-Diem

Pay Rate	Paramedic		EMT	
	FY22	FY23	FY22	FY23
Bottom Step	\$ 24.00	\$ 25.00	\$ 17.00	\$ 18.00
Average	\$ 24.20	\$ 25.33	\$ 18.63	\$ 20.49
Top Step	\$ 34.00	\$ 35.00	\$ 22.00	\$ 23.00

Stipend	Cost	Annual Cost
2nd Medical	\$ 175.00	\$ 35,000.00
Holiday Bonus	\$ 75.00	\$ 4,200.00
Storm Bonus	\$ 50.00	\$ 4,000.00

PTO Time	
# Vacation Hours	80
# Personal Hours	96
# Holiday Hours	96
# Sick Hours	96
Total PTO Per Empl:	368

# Per Shift	2
Hours/Day	24
FY 22 Days/Year	241
FY 23Days/Year	365
# FT - P	4
# FT - E	0
# 2nd Medicals	200
# Holiday Bonus (x4)	14
# Storm Bonus (x8)	10
Special Duty	100
FY 22 Salary Budget \$	297,102.00

Cost Category	Bottom Step	
	Fiscal Year 22	Fiscal Year 23
EMT:	\$ 98,328.00	\$ 157,680.00
Paramedic:	\$ 138,816.00	\$ 219,000.00
Benefits:	\$ 84,000.00	\$ 84,000.00
PTO Cov:	\$ 38,640.00	\$ 51,520.00
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,550.00	\$ 2,200.00
Total Cost:	\$ 394,734.00	\$ 557,600.00

* FY 22 Cost Calculated from November 1st to June 30th (241 days)

Additional Funds for FY 22
\$ (97,632.00)

FY23 Salaries Budget *
\$ 667,600.00
* Includes Administrative Assistant & EMS Director Salaries

Cost Category	Average Salary	
	Fiscal Year 22	Fiscal Year 23
EMT:	\$ 107,755.92	\$ 179,492.40
Paramedic:	\$ 139,972.80	\$ 221,890.80
Benefits:	\$ 84,000.00	\$ 84,000.00
PTO Cov:	\$ 38,640.00	\$ 51,520.00
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,550.00	\$ 2,200.00
Total Cost:	\$ 405,318.72	\$ 582,303.20

* FY 22 Cost Calculated from November 1st to June 30th (241 days)

Additional Funds for FY 22
\$ (108,216.72)

FY23 Salaries Budget *
\$ 692,303.20
* Includes Administrative Assistant & EMS Director Salaries

Cost Category	Top Step	
	Fiscal Year 22	Fiscal Year 23
EMT:	\$ 127,248.00	\$ 201,480.00
Paramedic:	\$ 196,656.00	\$ 306,600.00
Benefits:	\$ 84,000.00	\$ 84,000.00
PTO Cov:	\$ 38,640.00	\$ 51,520.00
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,550.00	\$ 2,200.00
Total Cost:	\$ 481,494.00	\$ 689,000.00

* FY 22 Cost Calculated from November 1st to June 30th (241 days)

Additional Funds for FY 22
\$ (184,392.00)

FY23 Salaries Budget *
\$ 799,000.00
* Includes Administrative Assistant & EMS Director Salaries

Scenario 2: Four (4) Full-Time EMTs & Four (4) Full-Time Paramedics

Full-Time

Full-Time

<u>Pay Rate</u>	<u>Paramedic</u>		<u>EMT</u>	
	<u>FY22</u>	<u>FY23</u>	<u>FY22</u>	<u>FY23</u>
Bottom Step	\$ 24.00	\$ 25.00	\$ 18.00	\$ 19.00
Average	\$ 24.20	\$ 25.33	\$ 18.63	\$ 20.49
Top Step	\$ 34.00	\$ 35.00	\$ 28.00	\$ 29.00

<u>Stipend</u>	<u>Cost</u>	<u>Annual Cost</u>
2nd Medical	\$ 175.00	\$ 35,000.00
Holiday Bonus	\$ 75.00	\$ 4,200.00
Storm Bonus	\$ 50.00	\$ 4,000.00

<u>PTO Time</u>	
# Vacation Hours	80
# Personal Hours	96
# Holiday Hours	96
# Sick Hours	96
Total PTO Per Empl:	368

<u># Per Shift</u>	2
<u>Hours/Day</u>	24
<u>FY 22 Days/Year</u>	241
<u>FY 23Days/Year</u>	365
<u># FT - P</u>	4
<u># FT - E</u>	4
<u># 2nd Medicals</u>	200
<u># Holiday Bonus (x4)</u>	14
<u># Storm Bonus (x8)</u>	10
<u>Special Duty</u>	100
<u>FY 22 Salary Budget</u>	\$ 297,102.00

<u>Cost Category</u>	<u>Bottom Step</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 104,112.00	\$ 166,440.00
Paramedic:	\$ 138,816.00	\$ 219,000.00
Benefits:	\$ 168,000.00	\$ 168,000.00
PTO Cov:	\$ 77,280.00	\$ 103,040.00
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,550.00	\$ 2,800.00
Total Cost:	\$ 523,158.00	\$ 702,480.00

** FY 22 Cost Calculated from November 1st to June 30th (241 days)*

Additional Funds for FY 22
\$ (226,056.00)

FY23 Salaries Budget *
\$ 812,480.00
<i>* Includes Administrative Assistant & EMS Director Salaries</i>

<u>Cost Category</u>	<u>Average Salary</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 107,755.92	\$ 179,492.40
Paramedic:	\$ 139,972.80	\$ 221,890.80
Benefits:	\$ 168,000.00	\$ 168,000.00
PTO Cov:	\$ 77,280.00	\$ 103,040.00
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,550.00	\$ 2,800.00
Total Cost:	\$ 527,958.72	\$ 718,423.20

** FY 22 Cost Calculated from November 1st to June 30th (241 days)*

Additional Funds for FY 22
\$ (230,856.72)

FY23 Salaries Budget *
\$ 828,423.20
<i>* Includes Administrative Assistant & EMS Director Salaries</i>

<u>Cost Category</u>	<u>Top Step</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 161,952.00	\$ 254,040.00
Paramedic:	\$ 196,656.00	\$ 306,600.00
Benefits:	\$ 168,000.00	\$ 168,000.00
PTO Cov:	\$ 77,280.00	\$ 103,040.00
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,550.00	\$ 2,800.00
Total Cost:	\$ 638,838.00	\$ 877,680.00

** FY 22 Cost Calculated from November 1st to June 30th (241 days)*

Additional Funds for FY 22
\$ (341,736.00)

FY23 Salaries Budget *
\$ 987,680.00
<i>* Includes Administrative Assistant & EMS Director Salaries</i>

Scenario 3:Seven (7) Part-Time Paramedics (Benfited)

Part-Time

Per-Diem

<u>Pay Rate</u>	<u>Paramedic</u>		<u>EMT</u>	
	<u>FY22</u>	<u>FY23</u>	<u>FY22</u>	<u>FY23</u>
Bottom Step	\$ 23.00	\$ 24.00	\$ 17.00	\$ 18.00
Average	\$ 24.20	\$ 25.33	\$ 18.63	\$ 20.49
Top Step	\$ 28.00	\$ 29.00	\$ 22.00	\$ 23.00

<u>Stipend</u>	<u>Cost</u>	<u>Annual Cost</u>
2nd Medical	\$ 175.00	\$ 35,000.00
Holiday Bonus	\$ 75.00	\$ 4,200.00
Storm Bonus	\$ 50.00	\$ 4,000.00

<u>PTO Time</u>	
# Vacation Hours	60
# Personal Hours	22.5
# Holiday Hours	96
# Sick Hours	90
Total PTO Per Empl:	268.5

<u># Per Shift</u>	2
<u>Hours/Day</u>	24
<u>FY 22 Days/Year</u>	241
<u>FY 23Days/Year</u>	365
<u># PT - P</u>	7
<u># PT - E</u>	0
<u># 2nd Medicals</u>	200
<u># Holiday Bonus (x4)</u>	14
<u># Storm Bonus (x8)</u>	10
<u>Special Duty</u>	100
<u>FY 22 Salary Budget</u>	\$ 297,102.00

<u>Cost Category</u>	<u>Bottom Step</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 98,328.00	\$ 157,680.00
Paramedic:	\$ 133,032.00	\$ 210,240.00
Benefits:	\$ 147,000.00	\$ 147,000.00
PTO Cov:	\$ 40,879.13	\$ 54,505.50
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,100.00	\$ 2,200.00
Total Cost:	\$ 453,739.13	\$ 614,825.50
<i>* FY 22 Cost Calculated from November 1st to June 30th (241 days)</i>		

Additional Funds for FY 22
\$ (156,637.13)

FY23 Salaries Budget *
\$ 724,825.50
<i>* Includes Administrative Assistant & EMS Director Salaries</i>

<u>Cost Category</u>	<u>Average Salary</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 107,755.92	\$ 179,492.40
Paramedic:	\$ 139,972.80	\$ 221,890.80
Benefits:	\$ 147,000.00	\$ 147,000.00
PTO Cov:	\$ 40,879.13	\$ 54,505.50
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,100.00	\$ 2,200.00
Total Cost:	\$ 470,107.85	\$ 648,288.70
<i>* FY 22 Cost Calculated from November 1st to June 30th (241 days)</i>		

Additional Funds for FY 22
\$ (173,005.85)

FY23 Salaries Budget *
\$ 758,288.70
<i>* Includes Administrative Assistant & EMS Director Salaries</i>

<u>Cost Category</u>	<u>Top Step</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 127,248.00	\$ 201,480.00
Paramedic:	\$ 161,952.00	\$ 254,040.00
Benefits:	\$ 147,000.00	\$ 147,000.00
PTO Cov:	\$ 40,879.13	\$ 54,505.50
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,100.00	\$ 2,200.00
Total Cost:	\$ 511,579.13	\$ 702,425.50
<i>* FY 22 Cost Calculated from November 1st to June 30th (241 days)</i>		

Additional Funds for FY 22
\$ (214,477.13)

FY23 Salaries Budget *
\$ 812,425.50
<i>* Includes Administrative Assistant & EMS Director Salaries</i>

Scenario 4: Three (3) Part-Time Paramedics (Benfited)

Part-Time

Per-Diem

<u>Pay Rate</u>	<u>Paramedic</u>		<u>EMT</u>	
	<u>FY22</u>	<u>FY23</u>	<u>FY22</u>	<u>FY23</u>
Bottom Step	\$ 23.00	\$ 24.00	\$ 17.00	\$ 18.00
Average	\$ 24.20	\$ 25.33	\$ 18.63	\$ 20.49
Top Step	\$ 28.00	\$ 29.00	\$ 22.00	\$ 23.00

<u>Stipend</u>	<u>Cost</u>	<u>Annual Cost</u>
2nd Medical	\$ 175.00	\$ 35,000.00
Holiday Bonus	\$ 75.00	\$ 4,200.00
Storm Bonus	\$ 50.00	\$ 4,000.00

<u>PTO Time</u>	
# Vacation Hours	60
# Personal Hours	22.5
# Holiday Hours	96
# Sick Hours	90
Total PTO Per Empl:	268.5

<u># Per Shift</u>	2
<u>Hours/Day</u>	24
<u>FY 22 Days/Year</u>	241
<u>FY 23Days/Year</u>	365
<u># PT - P</u>	3
<u># PT - E</u>	0
<u># 2nd Medicals</u>	200
<u># Holiday Bonus (x4)</u>	14
<u># Storm Bonus (x8)</u>	10
<u>Special Duty</u>	100
<u>FY 22 Salary Budget</u>	\$ 297,102.00

<u>Bottom Step</u>		
<u>Cost Category</u>	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 98,328.00	\$ 157,680.00
Paramedic:	\$ 133,032.00	\$ 210,240.00
Benefits:	\$ 63,000.00	\$ 63,000.00
PTO Cov:	\$ 17,519.63	\$ 23,359.50
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,100.00	\$ 2,200.00
Total Cost:	\$ 346,379.63	\$ 499,679.50

** FY 22 Cost Calculated from November 1st to June 30th (241 days)*

<u>Additional Funds for FY 22</u>	
\$	(49,277.63)

<u>FY23 Salaries Budget *</u>	
\$	609,679.50
<i>* Includes Administrative Assistant & EMS Director Salaries</i>	

<u>Average Salary</u>		
<u>Cost Category</u>	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 107,755.92	\$ 179,492.40
Paramedic:	\$ 139,972.80	\$ 221,890.80
Benefits:	\$ 63,000.00	\$ 63,000.00
PTO Cov:	\$ 17,519.63	\$ 23,359.50
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,100.00	\$ 2,200.00
Total Cost:	\$ 362,748.35	\$ 533,142.70

** FY 22 Cost Calculated from November 1st to June 30th (241 days)*

<u>Additional Funds for FY 22</u>	
\$	(65,646.35)

<u>FY23 Salaries Budget *</u>	
\$	643,142.70
<i>* Includes Administrative Assistant & EMS Director Salaries</i>	

<u>Top Step</u>		
<u>Cost Category</u>	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 127,248.00	\$ 201,480.00
Paramedic:	\$ 161,952.00	\$ 254,040.00
Benefits:	\$ 63,000.00	\$ 63,000.00
PTO Cov:	\$ 17,519.63	\$ 23,359.50
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,100.00	\$ 2,200.00
Total Cost:	\$ 404,219.63	\$ 587,279.50

** FY 22 Cost Calculated from November 1st to June 30th (241 days)*

<u>Additional Funds for FY 22</u>	
\$	(107,117.63)

<u>FY23 Salaries Budget *</u>	
\$	697,279.50
<i>* Includes Administrative Assistant & EMS Director Salaries</i>	

Scenario 5: Fourteen (14) Part-Time Paramedics (Non-Benefit)

Part-Time Per-Diem

<u>Pay Rate</u>	<u>Paramedic</u>		<u>EMT</u>	
	<u>FY22</u>	<u>FY23</u>	<u>FY22</u>	<u>FY23</u>
Bottom Step	\$ 23.00	\$ 24.00	\$ 17.00	\$ 18.00
Average	\$ 24.20	\$ 25.33	\$ 18.63	\$ 20.49
Top Step	\$ 28.00	\$ 29.00	\$ 22.00	\$ 23.00

<u>Stipend</u>	<u>Cost</u>	<u>Annual Cost</u>
2nd Medical	\$ 175.00	\$ 35,000.00
Holiday Bonus	\$ 75.00	\$ 4,200.00
Storm Bonus	\$ 50.00	\$ 4,000.00

<u>PTO Time</u>	
# Vacation Hours	0
# Personal Hours	0
# Holiday Hours	0
# Sick Hours	0
Total PTO Per Empl:	0

<u># Per Shift</u>	2
<u>Hours/Day</u>	24
<u>FY 22 Days/Year</u>	241
<u>FY 23Days/Year</u>	365
<u># PT - P</u>	4
<u># PT - E</u>	0
<u># 2nd Medicals</u>	200
<u># Holiday Bonus (x4)</u>	14
<u># Storm Bonus (x8)</u>	10
<u>Special Duty</u>	100
<u>FY 22 Salary Budget</u>	\$ 297,102.00

<u>Cost Category</u>	<u>Bottom Step</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 98,328.00	\$ 157,680.00
Paramedic:	\$ 133,032.00	\$ 210,240.00
Benefits:	\$ -	\$ -
PTO Cov:	\$ -	\$ -
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,100.00	\$ 2,200.00
Total Cost:	\$ 265,860.00	\$ 413,320.00

* FY 22 Cost Calculated from November 1st to June 30th (241 days)

<u>Additional Funds for FY 22</u>
\$ 31,242.00

<u>FY23 Salaries Budget *</u>
\$ 523,320.00
* Includes Administrative Assistant & EMS Director Salaries

<u>Cost Category</u>	<u>Average Salary</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 107,755.92	\$ 179,492.40
Paramedic:	\$ 139,972.80	\$ 221,890.80
Benefits:	\$ -	\$ -
PTO Cov:	\$ -	\$ -
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,100.00	\$ 2,200.00
Total Cost:	\$ 282,228.72	\$ 446,783.20

* FY 22 Cost Calculated from November 1st to June 30th (241 days)

<u>Additional Funds for FY 22</u>
\$ 14,873.28

<u>FY23 Salaries Budget *</u>
\$ 556,783.20
* Includes Administrative Assistant & EMS Director Salaries

<u>Cost Category</u>	<u>Top Step</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 127,248.00	\$ 201,480.00
Paramedic:	\$ 161,952.00	\$ 254,040.00
Benefits:	\$ -	\$ -
PTO Cov:	\$ -	\$ -
Stipends:	\$ 32,400.00	\$ 43,200.00
Special Duty:	\$ 2,100.00	\$ 2,200.00
Total Cost:	\$ 323,700.00	\$ 500,920.00

* FY 22 Cost Calculated from November 1st to June 30th (241 days)

<u>Additional Funds for FY 22</u>
\$ (26,598.00)

<u>FY23 Salaries Budget *</u>
\$ 610,920.00
* Includes Administrative Assistant & EMS Director Salaries

Current Pay Rate Cost Projection

Per-Diem

Per-Diem

<u>Pay Rate</u>	<u>Paramedic</u>		<u>EMT</u>	
	<u>FY22</u>	<u>FY23</u>	<u>FY22</u>	<u>FY23</u>
Average	\$ 20.72	\$ -	\$ 17.94	\$ -
Night Stipend	\$ 180.00		\$ 120.00	

<u>Stipend</u>	<u>Cost</u>	<u>Annual Cost</u>
2nd Medical	\$ 100.00	\$ 20,000.00
Holiday Bonus	\$ -	\$ -
Storm Bonus	\$ -	\$ -

<u>PTO Time</u>	
# Vacation Hours	0
# Personal Hours	0
# Holiday Hours	0
# Sick Hours	0
Total PTO Per Empl:	0

<u># Per Shift</u>	2
<u>Hours/Day</u>	12
<u>FY 22 Days/Year</u>	365
<u>FY 22 Nights/Year</u>	365
<u># FT - P</u>	0
<u># FT - E</u>	0
<u># 2nd Medicals</u>	200
<u># Holiday Bonus (x4)</u>	0
<u># Storm Bonus (x8)</u>	14
<u>Special Duty</u>	0
<u>FY 22 Salary Budget</u>	\$ 392,102.00

<u>Cost Category</u>	<u>Average Salary</u>	
	<u>Fiscal Year 22</u>	<u>Fiscal Year 23</u>
EMT:	\$ 122,377.20	\$ -
Paramedic:	\$ 156,453.60	\$ -
Benefits:	\$ -	\$ -
PTO Cov:	\$ -	\$ -
Stipends:	\$ 20,000.00	\$ -
Special Duty:	\$ -	\$ -
Assistant:	\$ 49,200.00	\$ -
EMS Director	\$ 43,359.68	\$ -
Total Cost:	\$ 391,390.48	\$ -

Surplus/Defecit \$ 711.52

Proposed Leicester EMS Hourly Pay Rates - FY23

Yrs of Service	Full Time			Part Time/Per-Diem			On-Call		
	EMT	AEMT	Paramedic	EMT	AEMT	Paramedic	EMT	AEMT	Paramedic
0	\$ 19.00	\$ 22.00	\$ 25.00	\$ 18.00	\$ 21.00	\$ 24.00	\$ 14.50	\$ 17.50	\$ 20.50
1	\$ 19.50	\$ 22.50	\$ 25.50	\$ 18.25	\$ 21.25	\$ 24.25	\$ 14.50	\$ 17.50	\$ 20.50
2	\$ 20.00	\$ 23.00	\$ 26.00	\$ 18.50	\$ 21.50	\$ 24.50	\$ 14.50	\$ 17.50	\$ 20.50
3	\$ 20.50	\$ 23.50	\$ 26.50	\$ 18.75	\$ 21.75	\$ 24.75	\$ 14.50	\$ 17.50	\$ 20.50
4	\$ 21.00	\$ 24.00	\$ 27.00	\$ 19.00	\$ 22.00	\$ 25.00	\$ 14.50	\$ 17.50	\$ 20.50
5	\$ 21.50	\$ 24.50	\$ 27.50	\$ 19.25	\$ 22.25	\$ 25.25	\$ 14.50	\$ 17.50	\$ 20.50
6	\$ 22.00	\$ 25.00	\$ 28.00	\$ 19.50	\$ 22.50	\$ 25.50	\$ 14.50	\$ 17.50	\$ 20.50
7	\$ 22.50	\$ 25.50	\$ 28.50	\$ 19.75	\$ 22.75	\$ 25.75	\$ 14.50	\$ 17.50	\$ 20.50
8	\$ 23.00	\$ 26.00	\$ 29.00	\$ 20.00	\$ 23.00	\$ 26.00	\$ 14.50	\$ 17.50	\$ 20.50
9	\$ 23.50	\$ 26.50	\$ 29.50	\$ 20.25	\$ 23.25	\$ 26.25	\$ 14.50	\$ 17.50	\$ 20.50
10	\$ 24.00	\$ 27.00	\$ 30.00	\$ 20.50	\$ 23.50	\$ 26.50	\$ 14.50	\$ 17.50	\$ 20.50
11	\$ 24.50	\$ 27.50	\$ 30.50	\$ 20.75	\$ 23.75	\$ 26.75	\$ 14.50	\$ 17.50	\$ 20.50
12	\$ 25.00	\$ 28.00	\$ 31.00	\$ 21.00	\$ 24.00	\$ 27.00	\$ 14.50	\$ 17.50	\$ 20.50
13	\$ 25.50	\$ 28.50	\$ 31.50	\$ 21.25	\$ 24.25	\$ 27.25	\$ 14.50	\$ 17.50	\$ 20.50
14	\$ 26.00	\$ 29.00	\$ 32.00	\$ 21.50	\$ 24.50	\$ 27.50	\$ 14.50	\$ 17.50	\$ 20.50
15	\$ 26.50	\$ 29.50	\$ 32.50	\$ 21.75	\$ 24.75	\$ 27.75	\$ 14.50	\$ 17.50	\$ 20.50
16	\$ 27.00	\$ 30.00	\$ 33.00	\$ 22.00	\$ 25.00	\$ 28.00	\$ 14.50	\$ 17.50	\$ 20.50
17	\$ 27.50	\$ 30.50	\$ 33.50	\$ 22.25	\$ 25.25	\$ 28.25	\$ 14.50	\$ 17.50	\$ 20.50
18	\$ 28.00	\$ 31.00	\$ 34.00	\$ 22.50	\$ 25.50	\$ 28.50	\$ 14.50	\$ 17.50	\$ 20.50
19	\$ 28.50	\$ 31.50	\$ 34.50	\$ 22.75	\$ 25.75	\$ 28.75	\$ 14.50	\$ 17.50	\$ 20.50
20	\$ 29.00	\$ 32.00	\$ 35.00	\$ 23.00	\$ 26.00	\$ 29.00	\$ 14.50	\$ 17.50	\$ 20.50

FT = 2, 24 Hr Shifts / Wk

PT = 1, 12 Hr Shift min / Wk

On-Call = 0 Hrs of Shift Work / Mo

PD = 24 Hrs of Shift Work / Mo

<u>Emp Stat</u>	<u>Anl Raise</u>
FT	\$ 0.50
PT/PD	\$ 0.25

Proposed Leicester EMS Stipend Pay Rates - FY23

** All Stipends to be paid out bi-weekly.*

2nd & Subsequent Occuring Medicals:

Transport:

Driver / BLS Tech: \$ 75.00

ALS Tech: \$ 100.00

Refusal or Treat & Transfer Care:

Driver / BLS Tech: \$ 75.00

ALS Tech: \$ 100.00

Assist on Scene and/or Cancellation Enroute:

Driver & Tech: \$ 25.00

Leicester Public Schools:

Sports Details: \$150.00 per game

Extra / "Bonus" Stipends:

Holiday: \$ 75.00 per 12 hour shift

Storm: \$ 50.00 per 12 hour shift

Proposed Leicester EMS Hourly Pay Rates - Immediate

Yrs of Service	Full Time			Part Time/Per-Diem			On-Call		
	EMT	AEMT	Paramedic	EMT	AEMT	Paramedic	EMT	AEMT	Paramedic
0	\$ 18.00	\$ 21.00	\$ 24.00	\$ 17.00	\$ 20.00	\$ 23.00	\$ 13.50	\$ 14.50	\$ 15.50
1	\$ 18.50	\$ 21.50	\$ 24.50	\$ 17.25	\$ 20.25	\$ 23.25	\$ 13.50	\$ 14.50	\$ 15.50
2	\$ 19.00	\$ 22.00	\$ 25.00	\$ 17.50	\$ 20.50	\$ 23.50	\$ 13.50	\$ 14.50	\$ 15.50
3	\$ 19.50	\$ 22.50	\$ 25.50	\$ 17.75	\$ 20.75	\$ 23.75	\$ 13.50	\$ 14.50	\$ 15.50
4	\$ 20.00	\$ 23.00	\$ 26.00	\$ 18.00	\$ 21.00	\$ 24.00	\$ 13.50	\$ 14.50	\$ 15.50
5	\$ 20.50	\$ 23.50	\$ 26.50	\$ 18.25	\$ 21.25	\$ 24.25	\$ 13.50	\$ 14.50	\$ 15.50
6	\$ 21.00	\$ 24.00	\$ 27.00	\$ 18.50	\$ 21.50	\$ 24.50	\$ 13.50	\$ 14.50	\$ 15.50
7	\$ 21.50	\$ 24.50	\$ 27.50	\$ 18.75	\$ 21.75	\$ 24.75	\$ 13.50	\$ 14.50	\$ 15.50
8	\$ 22.00	\$ 25.00	\$ 28.00	\$ 19.00	\$ 22.00	\$ 25.00	\$ 13.50	\$ 14.50	\$ 15.50
9	\$ 22.50	\$ 25.50	\$ 28.50	\$ 19.25	\$ 22.25	\$ 25.25	\$ 13.50	\$ 14.50	\$ 15.50
10	\$ 23.00	\$ 26.00	\$ 29.00	\$ 19.50	\$ 22.50	\$ 25.50	\$ 13.50	\$ 14.50	\$ 15.50
11	\$ 23.50	\$ 26.50	\$ 29.50	\$ 19.75	\$ 22.75	\$ 25.75	\$ 13.50	\$ 14.50	\$ 15.50
12	\$ 24.00	\$ 27.00	\$ 30.00	\$ 20.00	\$ 23.00	\$ 26.00	\$ 13.50	\$ 14.50	\$ 15.50
13	\$ 24.50	\$ 27.50	\$ 30.50	\$ 20.25	\$ 23.25	\$ 26.25	\$ 13.50	\$ 14.50	\$ 15.50
14	\$ 25.00	\$ 28.00	\$ 31.00	\$ 20.50	\$ 23.50	\$ 26.50	\$ 13.50	\$ 14.50	\$ 15.50
15	\$ 25.50	\$ 28.50	\$ 31.50	\$ 20.75	\$ 23.75	\$ 26.75	\$ 13.50	\$ 14.50	\$ 15.50
16	\$ 26.00	\$ 29.00	\$ 32.00	\$ 21.00	\$ 24.00	\$ 27.00	\$ 13.50	\$ 14.50	\$ 15.50
17	\$ 26.50	\$ 29.50	\$ 32.50	\$ 21.25	\$ 24.25	\$ 27.25	\$ 13.50	\$ 14.50	\$ 15.50
18	\$ 27.00	\$ 30.00	\$ 33.00	\$ 21.50	\$ 24.50	\$ 27.50	\$ 13.50	\$ 14.50	\$ 15.50
19	\$ 27.50	\$ 30.50	\$ 33.50	\$ 21.75	\$ 24.75	\$ 27.75	\$ 13.50	\$ 14.50	\$ 15.50
20	\$ 28.00	\$ 31.00	\$ 34.00	\$ 22.00	\$ 25.00	\$ 28.00	\$ 13.50	\$ 14.50	\$ 15.50

FT = 2, 24 Hr Shifts / Wk

PT = 1, 12 Hr Shift min / Wk
PD = 24 Hrs of Shift Work / Mo

On-Call = 0 Hrs of Shift Work / Mo

<u>Emp Stat</u>	<u>Anl Raise</u>
FT	\$ 0.50
PT/PD	\$ 0.25

Proposed Leicester EMS Stipend Pay Rates - Immediate

** All Stipends to be paid out bi-weekly.*

2nd & Subsequent Occuring Medicals:

Transport:

Driver / BLS Tech: \$ 75.00

ALS Tech: \$ 100.00

Refusal or Treat & Transfer Care:

Driver / BLS Tech: \$ 75.00

ALS Tech: \$ 100.00

Assist on Scene and/or Cancellation Enroute:

Driver & Tech: \$ 25.00

Leicester Public Schools:

Sports Details: \$150.00 per game

Extra / "Bonus" Stipends:

Holiday: \$ 75.00 per 12 hour shift

Storm: \$ 50.00 per 12 hour shift

Rank	Last Name	First Name	Date of Certification	# of Years of Service
EMT	Bennett	Adriana	2020	1
EMT	Calamare	Anthony	2006	15
EMT	Elshakhs	Benen	2017	4
EMT	Carlson	Benjamin	2021	0
EMT	Wilson	Cheryl	1984	37
EMT	Dalton	Drew	2019	2
EMT	Seiser	Eli	2018	3
EMT	Montiverdi	Eric	2021	0
EMT	Patel	Harsh	2018	3
EMT	Clark	Jeffrey	2018	3
EMT	Franklin	Jennifer	1999	22
EMT	Kennedy	John	2018	3
EMT	Pike	Justin	2005	16
EMT	Doane	Karl	2019	2
EMT	Mullins	Kate	2011	10
EMT	McDowell	Koury	2009	12
EMT	Mastromatteo	Kris	2008	13
EMT	Maldonado	Kyle	2020	1
EMT	Cooney	Megan	2015	6
EMT	Dube	Molly	2014	7
EMT	Alstrom	Patrick	2011	10
EMT	Shea	Patrick	2020	1
EMT	Pepin	Paul	2019	2
EMT	Wilson	Robert	1978	43
EMT	Murphy	Ryan	2020	1
EMT	Seaver	Sarah	2017	4
EMT	Jefferson	Tyler	2018	3
EMT	Phillips	Zach	2021	0

Current Rate	Proposed Rate FY 22	Pay Raise
\$ 16.86	\$ 17.00	\$ 0.14
\$ 19.96	\$ 20.75	\$ 0.79
\$ 17.20	\$ 18.00	\$ 0.80
\$ 16.86	\$ 17.00	\$ 0.14
\$ 21.81	\$ 22.00	\$ 0.19
\$ 17.20	\$ 17.50	\$ 0.30
\$ 17.20	\$ 17.75	\$ 0.55
\$ 16.86	\$ 17.00	\$ 0.14
\$ 16.86	\$ 17.75	\$ 0.89
\$ 16.86	\$ 17.75	\$ 0.89
\$ 20.55	\$ 22.00	\$ 1.45
\$ 18.35	\$ 17.75	\$ (0.60)
\$ 17.99	\$ 21.00	\$ 3.01
\$ 17.20	\$ 17.50	\$ 0.30
\$ 18.80	\$ 19.50	\$ 0.70
\$ 18.80	\$ 20.00	\$ 1.20
\$ 18.35	\$ 20.25	\$ 1.90
\$ 17.20	\$ 17.50	\$ 0.30
\$ 18.35	\$ 18.50	\$ 0.15
\$ 18.35	\$ 18.75	\$ 0.40
\$ 18.80	\$ 19.50	\$ 0.70
\$ 17.20	\$ 17.25	\$ 0.05
\$ 17.20	\$ 17.50	\$ 0.30
\$ 18.80	\$ 22.00	\$ 3.20
\$ 16.86	\$ 17.25	\$ 0.39
\$ 17.99	\$ 18.00	\$ 0.01
\$ 16.86	\$ 17.75	\$ 0.89
\$ 16.86	\$ 17.00	\$ 0.14

Current Rate	Proposed Rate FY 22	Pay Raise
\$ 17.94	\$ 18.63	\$ 0.69

of EMTs 28 Average Hourly Rate

2021 Current Year

FY 22 Rate	Proposed FY 23 Rate	Pay Raise
\$ 17.00	\$ 18.90	\$ 1.90
\$ 20.75	\$ 23.10	\$ 2.35
\$ 18.00	\$ 19.80	\$ 1.80
\$ 17.00	\$ 18.60	\$ 1.60
\$ 22.00	\$ 24.00	\$ 2.00
\$ 17.50	\$ 19.20	\$ 1.70
\$ 17.75	\$ 19.50	\$ 1.75
\$ 17.00	\$ 18.60	\$ 1.60
\$ 17.75	\$ 19.50	\$ 1.75
\$ 17.75	\$ 19.50	\$ 1.75
\$ 22.00	\$ 24.00	\$ 2.00
\$ 17.75	\$ 19.50	\$ 1.75
\$ 21.00	\$ 23.40	\$ 2.40
\$ 17.50	\$ 19.20	\$ 1.70
\$ 19.50	\$ 21.60	\$ 2.10
\$ 20.00	\$ 22.20	\$ 2.20
\$ 20.25	\$ 22.50	\$ 2.25
\$ 17.50	\$ 18.90	\$ 1.40
\$ 18.50	\$ 20.40	\$ 1.90
\$ 18.75	\$ 20.70	\$ 1.95
\$ 19.50	\$ 21.60	\$ 2.10
\$ 17.25	\$ 18.90	\$ 1.65
\$ 17.50	\$ 19.20	\$ 1.70
\$ 22.00	\$ 24.00	\$ 2.00
\$ 17.25	\$ 18.90	\$ 1.65
\$ 18.00	\$ 19.80	\$ 1.80
\$ 17.75	\$ 19.50	\$ 1.75
\$ 17.00	\$ 18.60	\$ 1.60

FY 22 Rate	Proposed FY 23 Rate	Pay Raise
\$ 18.63	\$ 20.49	\$ 1.86

Rank	Last Name	First Name	Date of Certification	# of Years of Service
Interim EMS Director	Kelley	Brian	2012	9
Paramedic	Harrington	Alex	2018	3
Paramedic	Trifone	Anthony	2010	11
Paramedic	Kulalowski	Caitlyn	2011	10
Paramedic	Montiverdi	Christopher	1991	30
Paramedic	Plante	Colleen	2013	8
Paramedic	Parkinson	Jeremy	2011	10
Paramedic	Kuchinski	Joe	1993	28
Paramedic	Franklin	Michael	2006	15
Paramedic	Plante	Pamela	2009	12
Paramedic	Latino	Paul	2018	3
Paramedic	Normandin	Paul	1991	30
Paramedic	Fitzgerald	Robert	2010	11
Paramedic	Mastromatteo	Ryan	2013	8
Paramedic	Plante	Ryan	2012	9
Paramedic	Wilson	Mark	1979	42

Current Rate	Proposed Rate FY 22	Pay Raise
\$ 24.19	\$ 25.25	\$ 1.06
\$ 20.05	\$ 23.75	\$ 3.70
\$ 21.48	\$ 25.75	\$ 4.27
\$ 21.91	\$ 25.50	\$ 3.59
\$ 22.89	\$ 28.00	\$ 5.11
\$ 21.91	\$ 25.00	\$ 3.09
\$ 20.05	\$ 25.50	\$ 5.45
\$ 24.19	\$ 28.00	\$ 3.81
\$ 23.27	\$ 26.75	\$ 3.48
\$ 21.91	\$ 26.00	\$ 4.09
\$ 20.05	\$ 23.75	\$ 3.70
\$ 24.67	\$ 28.00	\$ 3.33
\$ 21.48	\$ 25.75	\$ 4.27
\$ 21.48	\$ 25.00	\$ 3.52
\$ 21.91	\$ 25.25	\$ 3.34
\$ 23.39	\$ 28.00	\$ 4.61

FY 22 Rate	Proposed FY 23 Rate	Pay Raise
\$ 25.25	\$ 26.50	\$ 1.25
\$ 23.75	\$ 25.00	\$ 1.25
\$ 25.75	\$ 27.00	\$ 1.25
\$ 25.50	\$ 26.75	\$ 1.25
\$ 28.00	\$ 29.00	\$ 1.00
\$ 25.00	\$ 26.25	\$ 1.25
\$ 25.50	\$ 26.75	\$ 1.25
\$ 28.00	\$ 29.00	\$ 1.00
\$ 26.75	\$ 28.00	\$ 1.25
\$ 26.00	\$ 27.25	\$ 1.25
\$ 23.75	\$ 25.00	\$ 1.25
\$ 28.00	\$ 29.00	\$ 1.00
\$ 25.75	\$ 27.00	\$ 1.25
\$ 25.00	\$ 26.25	\$ 1.25
\$ 25.25	\$ 26.50	\$ 1.25
\$ 28.00	\$ 29.00	\$ 1.00

Current Rate	Proposed Rate FY 22	Pay Raise
\$ 20.72	\$ 24.20	\$ 3.78

FY 22 Rate	Proposed FY 23 Rate	Pay Raise
\$ 24.20	\$ 25.33	\$ 1.19

of Paramedics16Average Hourly Rate

2021Current Year

Becker Field Use

Previous Events

- 9/2 – Varsity Football Scrimmage 2:30-5:30pm
- 9/7 – Girls Soccer 4:30-7pm
- 9/17 – Varsity and JV Field Hockey 3-6pm

Approved Events

- 9/24 – Varsity Boys Soccer – 6-9pm
- 10/4 (pending outcome of Becker vote)

Requested Events

- 10/4 – 2:30-6:30pm for Varsity & JV Field Hockey
- 11/26 – 8:30am-1:00pm for Varsity Football

**SELECT BOARD MEETING MINUTES
SEPTEMBER 20, 2021 AT 6:00PM
TOWN HALL, SELECT BOARD CONFERENCE ROOM**

CALL TO ORDER/OPENING

Chair Antanavica called the meeting to order at 6:00pm. Chair Rick Antanavica, Vice-Chair John Shocik, Second Vice-Chair Herb Duggan Jr., Selectman Allen Phillips, Town Administrator David Genereux and Assistant Town Administrator Kristen Forsberg were in attendance. Selectwoman Dianna Provencher was absent.

1. SCHEDULED ITEMS

2. PUBLIC COMMENT PERIOD

No members of the public provided comment

3. REPORTS & ANNOUNCEMENTS

a. Student Liaison Reports

The Student Liaisons provided updates from the Leicester Public Schools.

b. Town Administrator Report

The Town Administrator presented highlights from his written report.

c. Select Board Reports

The Select Board discussed various topics including the meat raffle this Saturday at the CV Legion, avoiding car report scams, the Becker Special Election tomorrow, the very successful Harvest Fair this past weekend, forming committees to discuss the future of Becker, the successful Special Town Meeting about Becker College last week and signing up for Hearts for Heat for winter fuel assistance.

d. Proclamation – Declare October as AVM Awareness Month

Jacki Gallant, Youth Ambassador for The AVM and Aneurysm Foundation (TAAF), presented a request to declare October as AVM Awareness Month.

Motion 092021-1d: A motion was made by Mr. Phillips and seconded by Mr. Shocik to proclaim the month of October as AVM Awareness Month. Motion carries: 4:0:0.

4. RESIGNATIONS & APPOINTMENTS

a. Resignation – Advisory Committee – Doug Small

Motion 092021-4a: A motion was made by Mr. Shocik and seconded by Mr. Phillips to accept the resignation of Doug Small from the Advisory Committee. Motion carries: 4:0:0

b. Appointment – Regional Health Officer – Tim Newton

Motion 092021-4b: A motion was made by Mr. Phillips and seconded by Mr. Shocik to appoint Tim Newton to the position of Regional Health Officer. Roll call: 4:0:0

c. Appointment – PT Senior Driver – Joseph Shiavone

Motion 092021-4c: A motion was made by Mr. Shocik and seconded by Mr. Phillips to appoint Joseph Shiavone to the position of Part Time Van Driver for the Senior Center. Motion carries: 4:0:0

d. **Appointment – Arts Council – Ann Edgington**

Motion 092021-4d: A motion was made by Mr. Phillips and seconded by Mr. Duggan to appoint Ann Edgington to the Arts Council. Motion carries: 4:0:0

5. OTHER BUSINESS

a. **Discussion/Vote on Fall Special Town Meeting Warrant Articles**

Mr. Genereux gave a brief overview of the revised warrant which added a \$15,000 stormwater article for \$15K to pay for State mandated MS4 permitting and an amendment to the zoning map to rezone two parcels from Residential 2 to Business.

b. **Discuss Public Safety Radio Project**

Chief Antanavica provided an update on the public safety radio project. Last year the Town received a grant to install radios in the Town's cruisers, fire trucks and ambulances which will tie into mutual aid and dispatch. The radios are currently being installed in the cruisers and will be installed in the fire trucks next. The radios currently in the cruisers will be repurposed and given to the highway department. This system will make for a safer community as all public safety departments will be able to communicate with one another. Chief noted the radios are very easy to operate and come already programmed with detailed instructions.

c. **Discussion/Vote – Potential ARPA state-funded projects**

Mr. Genereux discussed a request from Senator Moore to provide potential projects for State ARPA funding. Funding is only available for one time expenses, not recurring costs. The potential projects discussed were the Becker purchase, water/sewer debt and upgrades, hillcrest reconstruction, Greenville pond dam spillway upgrades, replacing the culvert at Paxton and Marshall Streets and repairing the retention ponds at the Fire & EMS HQ.

6. MINUTES

a. **August 30, 2021**

b. **September 13, 2021**

Motion 092021-6a&b: A motion was made by Mr. Phillips and seconded by Mr. Shocik to approve the minutes of August 30, 2021 and September 13, 2021. Motion carries: 4:0:0

Motion 092021-7: A motion to adjourn was made by Mr. Shocik and seconded by Mr. Duggan at 7:06pm. Motion carries: 4:0:0

Executive Session Motion

Board Member 1

I move to go into Executive Session pursuant to MGL Chapter 30A, Section 21(a), exception #2, to conduct strategy sessions in preparation for negotiations with nonunion personnel – Fire Chief.

The Board will reconvene in open session only for the purpose of adjournment.

Board Member 2

Second

Chairperson

To discuss these matters in open session would compromise the position of the Town, the Chair so declares.

VOTE BY ROLL CALL