



Milton Fire-Rescue

2023 Proposed Warrant Articles



Hire One New Full-Time Firefighter/EMT

- Article 13: Hire one (1) New Firefighter. Shall the Town raise and appropriate the sum of \$52,500 for the purpose of hiring up to one (1) full-time career firefighter/EMT for the final six months of 2023, in order to offset a portion of the current per-diem staff and assist in providing ambulance and fire coverage twenty-four hours a day, seven days a week. This amount includes all salary, benefits, retirement, and health insurance. The potential increase to the operating budget for 2024 would be \$105,000. If passed, this amount would be added to the town's operating budget after 2023. (Majority Vote Required)



What does this cost include?

- 48 hours of straight time each week
- Estimated 26 hours of overtime each month
- Holiday Pay
- Mandatory enrollment in NHRS at 32.99% of salary
- Cost for health insurance
- Cost of Medicare



History

- First full-time employee hired in 1999 and second full-timer added in 2007
- Station was staffed Monday-Friday 8am to 4pm
- Starting in 2009 all increased on-duty hours covered from the ambulance revolving fund
- The station has been staffed with 2 people 24/7 since March of 2020
- It is no longer sustainable to cover these hours with only 2 full-time employees



Facts

- In the last 10 years we have seen a 67% reduction in volunteer and off duty response
- 25% increase in call volume during the same period
- The department responded to an average of 896 calls over the last 3 years





Why now when we have made it work?

- Help control overtime costs and employee burnout
- 2021-1261 hours of overtime worked between 2 employees
- 2022-1346 hours of overtime worked between 2 employees (1170 hours covered by one employee due to vacancy for 6+ months)
- Total 2022 overtime cost with benefits was about \$62,000
- Not sustainable for our 2 full-time employees to cover these hours



Why not per-diem?

- Currently have a pool of 18 per-diem employees who cover up to 24 hours each week
- 10 shifts or 240 available hours to be covered by pool of per-diem employees
- All per-diem employees have other full-time jobs most working in public safety
- Per-diem employees often not available due to commitments with full-time employment or family needs
 - At least 25 shifts went unfilled the second half of 2022
- It is no longer sustainable to cover this many hours with per-diem employees



Why not from the Revolving Account?

- Revenue has remained stagnant averaging \$200,000 for several years
- Costs continue to rise to operate the ambulance
- All staffing increases for the last 10 years have been absorbed by the revolving account
- 2022 Per-diem payroll for shift coverage was estimated at \$292,000
- Adding a full-time position into the budget will assist in preserving a balance in the revolving account



Milton Fire Rescue Staffing Shortfalls 1JUL22 - 30NOV22

Date	# of Open Slots	Unavailable	PD Call Out	FT Call out	Covered By		Uncovered
					Per-Diem	Full-timer	
7/1/22	1	0600 - 1800				X	
7/3/22	1	0600 - 0600					X
7/8/22	1	0600 - 0600				X	
7/9/22	1	1800 - 0600					X
7/10/22	1	0600 - 0600				X	
7/18/22	1		0600 - 0600		X		
7/19/22	1	0600 - 0600				X	
7/23/22	1	0600 - 1800				X	
7/24/22	1		0600 - 0600		X		
7/25/22	1			0600 - 0600	DAY		NIGHT
8/13/22	1		2300 - 0600				X
8/14/22	1		0600 - 0600		PARTIAL		
8/15/22	1		0600 - 0600				X
8/19/22	1		0600 - 0600			X	
8/24/22	1		0600 - 1800			X	
8/26/22	1	0600 - 0600				X	
8/29/22	1		0600 - 0600				X
8/31/22	1		1800 - 0600				X
9/2/22	1	1800 - 0600					X
9/3/22	1	0600 - 0600				X	
9/4/22	1	0600 - 0600					X
9/7/22	1	0600 - 0600	1800 - 0600				X
9/10/22	1	0600 - 0600				X	
9/11/22	1		0600 - 1800				X
9/18/22	1	0600 - 0600				X	
9/23/22	1		0600 - 0600				X
9/24/22	1		0600 - 0600				X
9/25/22	1	1800 - 0600				X	
10/4/22	1	0600 - 1800				X	
10/7/22	2	0600 - 1800					X
10/8/22	1		0600 - 0600		PARTIAL		
10/10/22	1	1300 - 0600					X
10/14/22	1	0600 - 0600				X	
10/15/22	1	1800 - 0600					X
10/29/22	1		0600 - 0600				X
10/30/22	2	1800 - 0600	0600 - 0600		0600-2000		2000-0600
11/9/22	1	0600 - 1800				X	
11/13/22	1	0600 - 0600				NIGHT	DAY
11/18/22	2	0600 - 1800	0600 - 0600			DAY	0600-0600
11/20/22	1	0600 - 1800					X
11/22/22	1	1600 - 0600					1600-0600
11/25/22	2	0600 - 0600			NIGHT	DAY	0600-0600