

August 17, 2022 Select Board Meeting - Follow up to August 3, 2022 Public Comment  
Regarding Fire Department

*Public Comment:*

“We are understaffed, underpaid and underequipped. We go years without offers or offers of zero during Town negotiations”

*Response:*

**Staffing:** In 2018, Town Administration undertook a Town-wide (excluding School, Airport, Water) staffing study. There were several recommendations pertaining to the Fire Department.

*See Update*

Staffing will undergo a review with the new Chief.

Recruiting and retaining staff is challenging, Town-wide. Town Administration has launched initiatives to address this, including: engagement of a consultant to assist with Succession Planning; and, a town employee housing assistance pilot program, funded with \$1m from the 2022 annual town meeting.

**Compensation:** See attached for the most recent collective bargaining contract terms agreed to between the Town and the Fire Union; additionally, a Town-wide (excluding School) Classification and Compensation Study is underway.

**Equipment:** See link for what has been approved for the Fire Department for capital items & budget items for the past 4 years.

[Recent Investments in the Nantucket Fire Department | Nantucket, MA - Official Website \(nantucket-ma.gov\)](https://www.nantucket-ma.gov/Recent-Investments-in-the-Nantucket-Fire-Department)

# Town and County of Nantucket

## Human Resources Office

**Amanda E. Perry**  
Human Resources Director  
[aperry@nantucket-ma.gov](mailto:aperry@nantucket-ma.gov)

---

**Teodora Stockigt**  
Human Resources Coordinator  
[tstockigt@nantucket-ma.gov](mailto:tstockigt@nantucket-ma.gov)

---

**Anja Durkovic**  
Human Resources Generalist  
[adurkovic@nantucket-ma.gov](mailto:adurkovic@nantucket-ma.gov)



16 Broad Street  
Nantucket, MA 02554  
Fax: (508) 325-7556  
Telephone: (508) 228-7200

Amanda ext. 7308

Teodora ext. 7331

Anja ext. 7328

[www.nantucket-ma.gov](http://www.nantucket-ma.gov)

### IAFF Compensatory Contractual Changes: 7/1/2020 – 6/30/2023

#### Article 25 Wages:

7/1/2020 1.5%

7/1/2021 1.5%

7/1/2022 1.5%

- Base wage increases of 3% effective 7/1/2020 with the elimination of the base step in the wage table;
- New 15 years of service step that is 5% above the 10 years of service step;

**Article 14.2 Education Increments:**

- Increase in the weekly certification pay from \$10.00 to \$15.00 per certification, with a max of 10 certifications per member;

**Article 16 Recall to Duty:**

- Special Third-Party Detail Work rate increased from \$48.00 to \$60.00 per hour, with a minimum of 4 hours;

**American Rescue Plan Act:**

- Members hired prior to January 1, 2022 received a one-time payment of \$2,500;
- All Members receive \$5.00 per hour for each hour worked that involve regular in-person interaction from January 1, 2022 to December 31, 2024, with a maximum payment of \$10,000 per member.

**15 - year Firefighter/EMT with 5 Certifications**

	<b>1/1/2020</b>	<b>7/1/2020</b>	<b>7/1/2022</b>
<b>Base Wage</b>	\$ 76,603.00	\$ 86,611.35	\$ 89,229.18

<b>Longevity (4%)</b>	\$ 3,064.12	\$ 3,464.45	\$ 3,569.17
<b>ARPA</b>	\$ -	\$ -	\$ 12,500.00
<b>Certification Pay (5)</b>	\$ 2,600.00	\$ 3,900.00	\$ 3,900.00







**Total** \$ 82,267.12 \$ 93,975.80 \$ 109,198.35  
**Percentage Increase** 14% 16%

**New Hire Firefighter/EMT with 5 Certifications**






	<b>1/1/2020</b>	<b>7/1/2020</b>	<b>7/1/2022</b>
<b>Base Wage</b>	\$ 57,903.00	\$ 60,534.69	\$ 62,364.35
<b>Longevity (0%)</b>	\$ -	\$ -	\$ -
<b>ARPA</b>	\$ -	\$ -	\$ 10,000.00
<b>Certification Pay (5)</b>	\$ 2,600.00	\$ 3,900.00	\$ 3,900.00

**Total** \$ 60,503.00 \$ 64,434.69 \$ 76,264.35  
**Percentage Increase** 6% 18%

DRAFT STAFFING STUDY RECOMMENDATIONS IMPLEMENTATION PLAN (UPDATE 10/16/19)

REC #	RECOMMENDATION	STATUS	COMMENTS	PRIORITY	PERSON(S) RESPONSIBLE
<b>FIRE</b>		<b>10/16/2019</b>	<b>10/16/2019</b>		
82	Increase shift staffing targets to six firefighters and one captain per shift.		In progress but requires union negotiations and increased budget. Develop a plan to increase shift staffing targets, either by increasing staffing per shift or the creation of an additional power shift	1	Fire Chief
83	Create a Deputy Chief of Training and Administration position and reclassify the current Deputy Chief position into a Deputy Chief of Operations position.		Completed	2	Fire Chief
84	Assign each Captain an area of operations or administrative specialization.		Not begun yet. Requires union negotiations	2	Fire Chief
85	Develop an annual training plan and standardize training across shifts.		In progress. ATP exists but to be updated to reflect ALS.	2	Fire Chief
86	Develop special teams for high angle, confined space, and trench rescue on each operations shift.		In progress. New facility will have proper training area; required negotiations and long-term operational planning.	2	Fire Chief
87	Adopt scheduling requirements and a training policy for on-call firefighters.		Not begun yet. Chief to identify the training needs for on-call firefighters	2	Fire Chief

DRAFT STAFFING STUDY RECOMMENDATIONS IMPLEMENTATION PLAN (UPDATE 10/16/19)

REC #	RECOMMENDATION	STATUS	COMMENTS	PRIORITY	PERSON(S) RESPONSIBLE
88	Establish a quality control program for Emergency Medical Services (EMS).		Department follows state requirement. Department to identify goals for EMS process improvement at local level, if necessary.	2	Fire Chief
89	Develop pre-plans, starting with the major events and the highest-risk properties.		In progress internally and with Town's Hazard Mitigation Plan.	1	Fire Chief
90	Develop a company-based fire prevention program.		Robust plan exists. Recommendation is to develop a plan for shifting some fire prevention responsibilities to firefighters	1	Fire Chief
91	Install mobile data units on fire and EMS apparatus.		Not begun yet. Requires union negotiations	2	Fire Chief
92	Implement a centrally-managed, utilization-based preventative maintenance scheduling process.		Not begun yet. Requires union negotiations; increased funding for positions and equipment and Select Board support.	2	Deputy Chief of Training and Administration; Maintenance Captain; Deputy Chief of Operations