

BRISTOL FIRE DEPARTMENT FLSA COMPLIANCE PROPOSAL

January 17, 2022

The Bristol Fire Department responds to an average of 135 calls for service annually. The individual firefighter responds to, on average, 37 calls for service annually (*based on 2017-2021 data*).

OSHA 1910.156 and NFPA 1500:

The employer shall provide training, education, and professional development for all fire department members commensurate with those duties and functions that fire department members are expected to perform.

As a duty function, members shall be responsible to maintain proficiency in their skills and knowledge, and to avail themselves of the professional development provided to the members through department training and education programs.

The Bristol Fire Department recognizes the following functions within the organization. Each firefighter is required to maintain competency/proficiency in their assigned function(s):

- Firefighter
- Exterior Firefighter
- Pumping Apparatus Driver/Operator
- Fire Officer

The following table outlines what it would cost the Town of Bristol if they were to compensate their firefighters for their required training, required equipment/apparatus inspections and required fire station facility duties (e.g., snow removal, cleaning, etc.). This information is based on the following:

- Annual FD calls for service hours: 1,900 (average)
- Annual required training hours: 1,050
- Equipment/apparatus inspections (9 months): 315 hours
- Fire station facility responsibilities (3 months): 105

Personnel (Information based on a 34-person roster)		Rate (VT 2022 Min. Wage)	Unit Cost	Total
Calls-for-Service	56 hrs. per FF	\$12.55 per hr.	\$702.80	\$23,895.20
Training Hours	30 hrs. per FF	\$12.55 per hr.	\$376.50	\$12,801.00
Equipment/Apparatus Inspections	9 hrs. per FF	\$12.55 per hr.	\$112.95	\$3,840.30
Facility Duties	3 hrs. per FF	\$12.55 per hr.	\$37.65	\$1,280.10
Stipend – Chief			\$4,000.00	\$4,000.00
Stipend – Deputy Chief			\$2,500.00	\$2,500.00
Stipend – Assistant Chief			\$2,000.00	\$2,000.00
Stipend – Captain (K-1)			\$750.00	\$750.00
Stipend – Captain (K-2)			\$750.00	\$750.00
Stipend – Lieutenant (K-3)			\$600.00	\$600.00
Stipend – Lieutenant (K-4)			\$600.00	\$600.00
Stipend – Truck Captain (Maintenance Officer)			\$750.00	\$750.00
Stipend – Truck Lieutenant (Maintenance Officer)			\$750.00	\$750.00
Total Labor Budget:				\$54,516.60