



RUTHANNE FULLER
MAYOR

City of Newton, Massachusetts
Office of the Mayor

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April 26, 2023

Honorable City Council
Newton City Hall
1000 Commonwealth Avenue
Newton Centre, MA 02459

Dear Councilors:

I respectfully submit a docket item to your Honorable Council requesting authorization to appropriate and expend the sum of \$1,500,000 from June 30, 2022 Certified Free Cash to Acct # 0121022-513010 Fire Rescue Overtime.

As you will see in the attached request from Chief Gentile, several factors contributed to this shortfall in Overtime funds, including that the department will incur more than \$400,000 for "Injured On Duty Expenses," and over \$50,000 for special leave and vacation buy backs for retirements.

Thank you for your consideration of this matter.

Sincerely,

Ruthanne Fuller
Mayor

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2023 APR 28 PM 12:43
CITY CLERK
NEWTON, MA. 02459



Gregory J. Gentile
Chief

CITY OF NEWTON, MASSACHUSETTS
FIRE DEPARTMENT HEADQUARTERS
1164 Centre Street, Newton Center, MA 02459-1584
Chief: (617) 796-2210 Fire Prevention: (617) 796-2230
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Ruthanne Fuller
Mayor

April 24, 2023

Maureen Lemieux
CFO, City of Newton
1000 Commonwealth Ave
Newton, MA 02459

Maureen,

I respectfully request to docket funding of \$1,500,000 to cover overtime costs for the Fire Department for the remainder of Fiscal Year 2023.

Fire Department overtime consists of two categories: overtime created by emergencies and overtime created by staffing vacancies. Overtime created by emergencies represents a small amount of our overall overtime budget. These occur when emergencies occur such as fires, hazardous environment emergencies (HazMat) and rescues. Overtime created by staffing vacancies represents the majority of the Department's overtime expenses.

The Department has strict minimum staffing rules included in the collective bargaining agreement. These minimums include a period of the year in which our minimum staffing per engine company increases for three months. When all our budgeted full-time employees are in place and report to work, we do not have any overtime expenses. When a firefighter is on any type of leave, this creates a shortfall for that shift and requires us to fill that vacancy with overtime. Types of leave that an employee may be on include: sick leave (both long term and short term), vacation leave, administrative leave, and injury leave.

Currently we have 11 full time firefighter vacancies within the Department. In recent years, it can take up to 14 months before a recruit is hired, fully trained, and is available for minimum staffing levels. We have eight recruits in fire academies as of today and have recently begun the hiring process for additional employees in the coming months. These 11 full time vacancies create a staffing shortfall within the shift, and those are filled using employees on overtime.

Thank you for your consideration to this matter.

Greg Gentile
Chief of Department