

Middleton Fire Department Operational Budget FY26

Priority Request #2 - Deputy Chief

Fire Department Request Priority #2 – Deputy Chief Position

General Information

Funding Package Name *

Deputy Chief Position79

Department *

Fire▼

Description *

The Middleton Fire Department is requesting funding for a Deputy Chief.779

Justification Type

Public Safety Enhancements

Population Growth

Personnel Requests (Add. Pay/Benefits)

Community Enhancement

Justification Details

Assist Fire Chief with various administrative functions.
Help ensure continuity of operations.
Assist with further development of department policies and procedures.
Assist with proposed OSHA Emergency Response Rule.
Assist with fire prevention activities where needed.

227

Expenses 4 ^

Identify each expense item by selecting accounts by Account ID or name from the dropdown. You can also manually add itemizations if needed.

		FY2026		
Expense Items	Account ID	Quantity	Unit Cost	Value
SALARIES & WAGES	0010-2-220-0-1-0...			\$120,000.00
SALARIES & WAGES Itemization 1	0010-2-220-0-1-0...	1	\$120,000.00	\$120,000.00
CLOTHING ALLOWANCE	0010-2-220-0-1-0...			\$1,000.00
CLOTHING ALLOWANCE Itemization 1	0010-2-220-0-1-0...	1	\$1,000.00	\$1,000.00
SPECIAL EXPENSE	0010-2-220-0-1-0...			\$1,500.00
SPECIAL EXPENSE Itemization 1	0010-2-220-0-1-0...	1	\$1,500.00	\$1,500.00
HOSE, GEAR, TIRES, ETC.	0010-2-220-0-1-0...			\$3,000.00
HOSE, GEAR, TIRES, ETC. Itemization 1	0010-2-220-0-1-0...	1	\$3,000.00	\$3,000.00
Totals Expenses				\$125,500.00

Supplemental Budget Request Breakdown

Deputy Chief Position- \$125,500

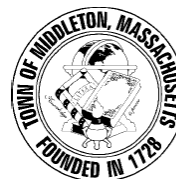
- \$120,000 SALARIES & WAGES
 - This would include base salary and any contractual stipends.
- \$1,000 CLOTHING ALLOWANCE
 - This is based of the amount that any full-time fire department employee receives.
- \$1,500 SPECIAL EXPENSES
 - This would be for a new hire medical exam for the individual that would be hired in open spot caused by promotion.
- \$3,000 HOSE, GEAR, TIRES
 - This would be to purchase new gear the individual that would be hired in open spot caused by promotion.

This breakdown does not include any costs for health insurance for any new employee.



Douglas K. LeColst
Fire Chief

Town of Middleton Fire Headquarters



4 Lake Street, Middleton, MA 01949
Telephone: (978) 774-2466 Fax: (978) 774-0709
www.midfire.com

December 17, 2024

Attached is the supplemental budget request for adding one full-time equivalent position: a Deputy Chief. The key reasons for this proposed position include ensuring Continuity of Operations, compliance with the Occupational Safety and Health Administration (OSHA), and assistance with various functions related to the day-to-day fire department operations.

Ensuring the Continuity of Operations is essential in the fire service. As a 24/7/365 operating department, consistent leadership is paramount. Currently, the Fire Chief is the only non-union full-time member. This can, in certain circumstances, lead to isolation. It is common for a department of our size to have a Deputy Chief to work alongside the Chief of the Department. This need became more evident during the most recent wildland fires that occurred. Adding this position will enable consistent operations within the department and assist in developing a long-term Continuity of Operations plan.

OSHA is proposing significant updates to workplace protections for firefighters and other emergency service personnel, marking the first substantial revision in over 40 years. This new standard aims to update the Fire Brigade Standard established in 1980 and transition it into the Emergency Response Standard. This mandate will require changes all across the aspects of emergency response, including staffing levels, training requirements, apparatus readiness, and the provision of protective clothing and equipment. The Emergency Response Rule also incorporates numerous NFPA standards by reference, thus making them a regulation and not just a best practice standard, which they now are. OSHA has recently completed its public comment period on the standard, with minor adjustments likely being made. The Deputy Chief position would play a significant role in ensuring these requirements are followed. While these changes may lead to an increased budget, this added position will help us proactively implement many of these requirements early, making our approach more cost-effective.

Regarding day-to-day operations, the department continues to face challenges in meeting its daily administrative responsibilities. The Chief of the Department would typically carry out specific tasks, such as creating and editing policies and procedures, processing grant applications, and administrating, directing, and coordinating fire department activities. Having a Deputy Chief position would help reduce some of these responsibilities and allow the Chief to focus on specific tasks better. Furthermore, the Deputy Chief could assist with fire prevention activities and answering emergency calls when needed.

While this specific request for a deputy chief position differs from a previous request for a fire prevention officer, I still maintain that there is sufficient justification for this position. The recent wildland fires combined with the proposed OSHA changes have forced me to shift focus toward the Deputy Chief position instead of the Fire Prevention Officer.

Thank you in advance for considering the step forward for the fire department and the community.

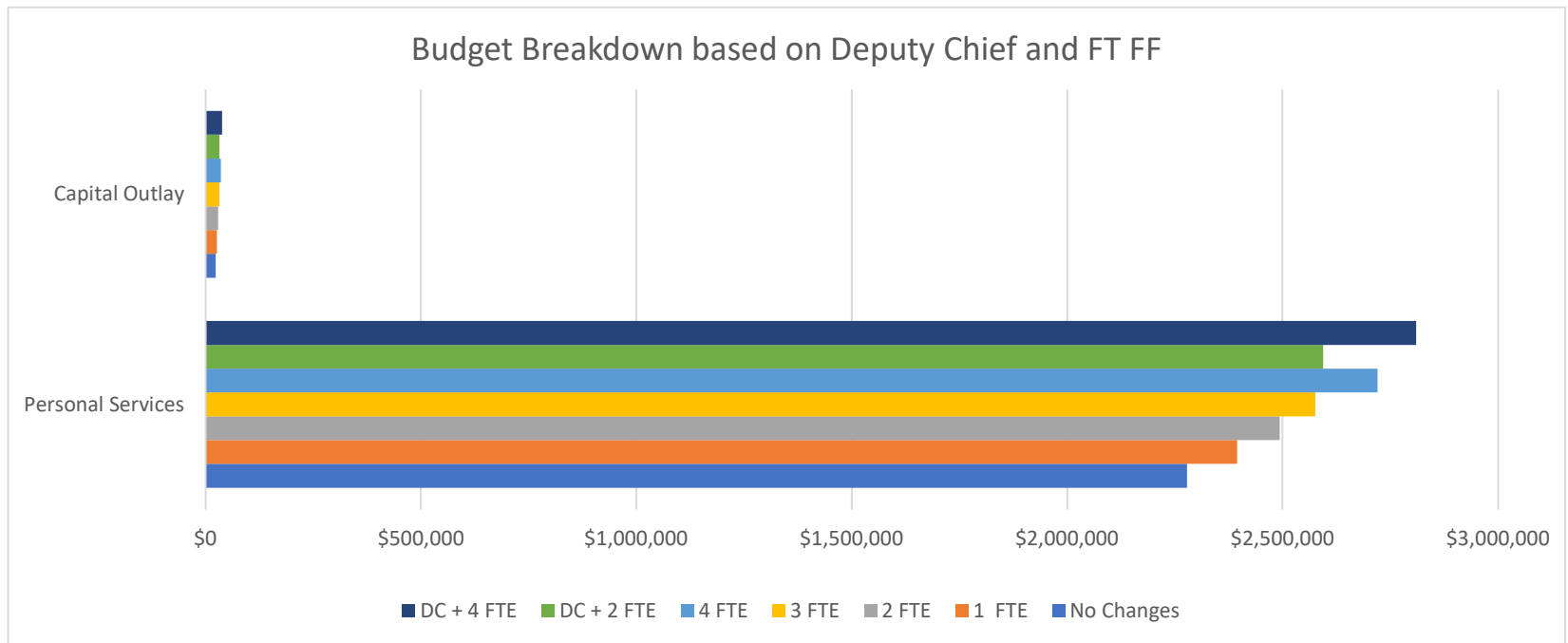
Respectfully submitted,

A handwritten signature in black ink, appearing to read "Douglas K. LeColst", with a stylized flourish at the end.

Douglas K. LeColst
Chief of Department

Addition of Full-Time Firefighters Plus Deputy Chief Position

	No Changes	1 FTE	2 FTE	3 FTE	4 FTE	DC + 2 FTE	DC + 4 FTE
Personal Services	\$2,278,287	\$ 2,394,677	\$2,493,040	\$2,575,997	\$2,720,151	\$2,593,921	\$2,810,352
Capital Outlay	\$23,500	\$26,500	\$29,500	\$32,500	\$35,500	\$32,500	\$38,500
	\$2,301,787	\$2,421,177	\$2,522,540	\$2,608,497	\$2,755,651	\$2,626,421	\$2,848,852
Difference		\$119,390	\$220,753	\$306,710	\$453,864	\$324,634	\$547,065
Total		\$119,390	\$220,753	\$306,710	\$453,864	\$324,634	\$547,065



OSHA EMERGENCY RESPONSE STANDARD

Frequently Asked Questions



WHAT IS THE OSHA EMERGENCY RESPONSE STANDARD (ERS)?

The proposed ERS rule efforts began in 2007 and is intended to replace OSHA's existing Fire Brigades standard, 29 CFR 1910.156, which primarily covers only fire fighters employed by private industry to respond to on-site incidents.

The current Fire Brigade Standard has only had minor updates in the 43 years since it was published.

The focus of the proposed ERS is to provide basic workplace protections for workers who respond to emergencies as part of their regularly assigned duties. At present, there are virtually no federal regulations to ensure fire fighters' safety on the job.

WHAT ARE THE COMPONENTS OF THE ERS?

- The scope of the proposed rule is significantly larger than the previous standard, which only applied to privately employed Workplace Emergency Response Employees (WEREs) who provided only on-site firefighting services. The expanded scope also will apply to Emergency Service Organizations (ESOs), which include public and municipal fire departments within states with OSHA-approved state plans.
- OSHA would require both WEREs and ESOs to comply with the relevant portions of the NFPA and ANSI/ISEA standards. In other provisions, OSHA would require WEREs and ESOs to provide the equivalent to some NFPA standards.
- The updated Emergency Response Standard expands on previously established OSHA standards and proposes additional requirements to several areas including, but not limited to:
 - Requirements for ESOs to develop emergency response plans based on community risk assessments and identify required resources and deployment strategies for various types of emergency incidents.
 - OSHA proposes requiring ESOs to include employee representatives in the development of these assessments and plans.

- Establishes baselines for medical and physical evaluations of ESO and WERE members.
- Requires access to behavioral health resources.
- Provides guidelines for staffing levels, without requiring minimum staffing levels.
- Establishes minimum training requirements.
- Establishes minimum guidelines for vehicle inspection and maintenance programs.
- Establishes guidelines for PPE requirements.
- Establishes requirements for after-action reviews with a requirement for employee representation involvement.

WHO IS IMPACTED BY THE UPDATED ERS?

OSHA-approved state plans that cover both private and state/local government workers. These states are required to follow the OSHA ERS:

Alaska	Michigan	Tennessee
Arizona	Minnesota	Utah
California	Nevada	Vermont
Hawaii	New Mexico	Virginia
Indiana	North Carolina	Washington
Iowa	Oregon	Wyoming
Kentucky	Puerto Rico	
Maryland	South Carolina	

These states are required to follow the OSHA ERS or adopt a state regulation that is at least as effective as the OSHA regulation. Six additional states and one U.S. territory (Virgin Islands) have OSHA-approved state plans that cover state and local government workers only:

Connecticut	Massachusetts	Virgin Islands
Illinois	New Jersey	
Maine	New York	

WHAT CAN YOU DO ABOUT THE ERS?

The IAFF is compiling comments on the updated standard to ensure IAFF members have the most comprehensive protections. All locals impacted are encouraged to submit comments by the deadline.

OSHA EMERGENCY RESPONSE STANDARD

Frequently Asked Questions



COMMENTING

The OSHA Emergency Response proposed rule has been officially published in the Federal Register. Use the QR code to view:



View the Standard

Public comments in response to this proposed rule **must be submitted by June 21, 2024.**

Comments can be submitted to the Emergency Response Docket. Use the QR code to view:



Submit your
comments here

HOW TO COMMENT

- **Comment box:** can upload full comments text or identify local or organization and that you are submitting comments.
- **What is your comment about:** Proposed Rules
- **Upload file:** Feel free to upload PDF version of comments and any attachments.
- **Email:** provide a valid email address
- **Tell us about yourself:** Identify if you are an individual (single person is author) or submitting on behalf of an organization (a company, organization, or agency)

WHAT DOES THE IAFF NEED FROM YOU FOR THE ERS?

The IAFF is developing technical comments on the updated standard to ensure IAFF members have the most comprehensive protections. We need affiliates to submit anecdotal comments illustrating the need for the updated regulations within the standard.

ADDITIONAL QUESTIONS

For questions related to the regulatory process or accessing, reviewing, and submitting the proposed regulations, please email IAFF Government Affairs Director Evan Davis at edavis@iaff.org.

For questions on specific regulations and applications, email IAFF Health and Safety Director Sean DeCrane at sdecrane@iaff.org.



IAFF Summary – Proposed OSHA Regulations

Below are generalized summaries of each subsection¹ in the proposed regulation 1910.156:

- **Subsection C: Organization of the WERT, and Establishment of the ERP and Emergency Service Capability**
 - The proposed rule requires Workplace Emergency Response Teams² (WERT) to develop and implement Emergency Response Plans (ERPs) for emergency response scenarios to which members may potentially respond. These plans are designed to provide a planned response to reduce injuries to the responding members. This is designated for private-sector members.
 - **IAFF currently supports the intent of this subsection.**
- **Subsection D: ESO Establishment of ERP and Emergency Service Capability**
 - The proposed rule requires Emergency Service Organizations³ (ESO) to develop and implement Emergency Response Plans (ERPs) for emergency response scenarios to which members may potentially respond. This is designed to provide a planned response to reduce injuries to the responding members. This is designated for the public sector members.
 - **IAFF currently supports the intent of this subsection.**
- **Subsection E: Team Member and Responder Participation**
 - The proposed rule would require ESOs and WERTs to include member representatives in the development and implementation of the ERP. This is a significant improvement in current practices and provides a seat at the table for employee representatives in developing the response plans.
 - **IAFF strongly supports the intent of this subsection.**

¹ Section 5 of the NPRM for the Emergency Response Rule refers to each subsection as a paragraph.

² Workplace Emergency Response Team (WERT): OSHA defines this term as a team of dual-role employees who perform “collateral duty to their regular daily work assignments, respond to emergency incidents to provide service(s) such as firefighting, EMS, and technical search and rescue at the employer’s facility.”

³ Emergency Service Organization (ESO): OSHA defines this term as “employers that provide emergency service(s) as a primary function of the organization, or the employees perform emergency service(s) as a primary duty for the employer.”

- **Subsection F: WERT and ESO Risk Management Plan**
 - The proposed rule will require Workplace Emergency Response Employers⁴ (WERE) and ESOs to develop and implement a written comprehensive risk management plan based on the community needs, department capabilities, training provided, PPE, vehicles, infection control, and other measures. This process will identify where ESOs and WEREs are not meeting operational expectations and develop a reasonable timeline for implementation to meet the needs of the community.
 - **IAFF currently supports the intent of this subsection.**
- **Subsection G: Medical and Physical Requirements**
 - The proposed rule is the most controversial for WEREs, ESOs, and fire service organizations. Many important requirements for annual physicals, medical monitoring, physical fitness services, mental health services, medical screenings, and physical fitness programs exist, but there are concerns about implementation details. The IAFF is evaluating the full impact of the proposed requirements and potential alternative approaches.
 - **The IAFF supports the intent but will submit comments offering alternative language.**
- **Subsection H: Training**
 - The proposed rule would establish minimum training requirements for basic fire fighter qualifications, officer training and qualifications, technical and hazardous materials qualifications, wildfire response, and marine fire response by land-based fire fighters. The rule would also require levels of continuous training to maintain member proficiency.
 - **The IAFF currently supports the intent of this subsection.**
- **Subsection I: WERE Facility Preparedness**
 - The proposed rule would require WEREs to provide for the safety of the members at the station facility, including designated decontamination areas, limiting contaminated PPE access, smoke alarms, sprinklers, and proper adapters.
 - **The IAFF currently supports the intent of this subsection.**

⁴ Workplace Emergency Response Employer (WERE): OSHA defines this term as “employers engaged in industries such as manufacturing, processing, and warehousing that have, or establish, a workplace emergency response team.”

- **Subsection J: ESO Facility Preparedness**
 - The proposed rule would require the ESOs to ensure the safety of the members at the station facility, including designated decontamination areas, limiting contaminated PPE access, smoke alarms, sprinklers, and proper adapters.
 - **The IAFF currently supports the intent of this subsection.**
- **Subsection K: Equipment and PPE**
 - The proposed rule requires WEREs and ESOs to provide appropriate PPE for the task assigned. The PPE shall meet current standard requirements specific to the application with several NFPA Standards referenced. The rule would require the removal of PPE that does not meet the minimum standard, but the rule does waive the 10-year retirement requirement found in the NFPA Standard.
 - **The IAFF supports the intent but will submit comments offering alternative language.**
- **Subsection L: Vehicle Preparedness and Operation**
 - The proposed rule establishes requirements for vehicle safety in preparedness, maintenance, upkeep, and inspections and in operations during response, including training, safe handling, and the establishment of Standard Operating Procedures (SOPs).
 - **The IAFF currently supports the intent of this subsection.**
- **Subsection M: WERE Pre-Incident Planning**
 - The proposed rule will require WEREs to identify applications and structures requiring pre-incident plans. The WEREs are then required to develop the plan and provide accessibility to the members. These plans shall be reviewed annually.
 - **The IAFF currently supports the intent of this subsection.**
- **Subsection N: ESO Pre-Incident Plans**
 - The proposed rule will require an ESO to identify structures within the community that require pre-incident plans. These plans shall be developed accounting for contents, processes, structure types, and occupants. They shall be accessible to the responding members.
 - **The IAFF currently supports the intent of this subsection.**
- **Subsection O: Incident Management System**
 - The proposed rule identifies the importance of an Incident Management System (IMS) and will require its implementation on every response to the level required to manage it effectively and safely.
 - **The IAFF currently supports the intent of this subsection.**

- **Subsection P: Emergency Incident Operations**

- The proposed rule is directed at establishing the appropriate Incident Management System and its ability to scale to the size of the incident. It also focuses on the span of control and establishing control zones.
- The rule also identifies areas of concern in structure fires, highlighting the two-in, two-out rule and identifying possible exceptions. It requires adherence to accepted industry standards in implementing SOPs, the use of proper PPE, and the importance of proper communication for all members on the emergency scene.
- **The IAFF supports the intent but will submit comments offering alternative language.**

- **Subsection Q: Standard Operating Procedures**

- The proposed rule will require the development and implementation of SOPs for all identifiable responses and highlight the importance of adherence. The rule also highlights specifics to PPE use, vacant building responses, communications, and mayday events.
- **The IAFF supports the intent but will submit comments offering alternative language.**

- **Subsection R: Post-Incident Analysis**

- The proposed rule will require WEREs and ESOs to promptly conduct a post-incident analysis (PIA) after a significant event, such as large-scale incidents, near-miss incidents, member injuries, or fatalities. The most important requirement, aside from the PIA, is the requirement to include an employee representative in the PIA process.
- **The IAFF currently supports the intent of this subsection.**

- **Subsection S: Program Evaluation**

- The proposed rule will require WEREs and ESOs to evaluate the adequacy of the Emergency Response Plan annually, address deficiencies immediately if identified, and, if that is not possible, develop a written plan that is shared with the employee representative.
- **The IAFF currently supports the intent of this subsection.**