

Estimated impact of proposed OSHA regulations to Windsor, ME

168 weekly hours (24/7)
 40 full-time employee working hours per week
 4.2 employees needed

6 employees minimum to cover for leave

	Firefighter	Fire Chief	Office Associate		
City of Augusta	23.75	39.83	17.68		
Fire Fighter Salary in Presque Isle, ME Salary.com	22.13	39.42	14.57		
Welcome to the City of Bangor, Maine - Fire Fighter/EMT (bangormaine.gov)	26.23	41.28	16.91		
Jobs • Firefighter/EMT (Per Diem) (westbrookmaine.com)	25.58	43.99	18.16		
Jobs • Firefighter/EMT (brunswickme.org)	25.00	43.77	19.21		
Fire Chief Salary in Portland, Maine Salary.com	22.69	44.78	18.57		
Fire Chief Salary in Biddeford, Maine Salary.com	20.22	44.57	17.15		
	23.66	42.52	17.46	current avg	FY2024
	24.37	43.80	17.99	3% COLA	FY2025
year of implementation	25.10	45.11	18.53	3% COLA	FY2026

Estimated rates for Town of Windsor

# hours	Salary	Regular Retirement	FICA/Medicare	Paid Family and Medical Leave	Workers Comp annual fee	Health Insurance	Dental Insurance	Estimated Annual Payroll cost
	25.10	5.00%	7.65%	1.00%		1,243.00	43.79	
2080	52,204.13	2,610.21	3,993.62	522.04	5,517.98	14,916.00	525.48	80,289
104	3,915.31	195.77	299.52	39.15	413.85			4,864
								85,153
								6
								510,918 (6) Firefighters
# hours	Salary	Regular Retirement	FICA/Medicare	Paid Family and Medical Leave	Workers Comp annual fee	Health Insurance	Dental Insurance	Estimated Annual Payroll cost
	45.11	5.00%	7.65%	1.00%		1,243.00	43.79	
2080	93,830.54	4,691.53	7,178.04	938.31	9,917.89	14,916.00	525.48	131,998 Fire Chief
# hours	Salary	Regular Retirement	FICA/Medicare	Paid Family and Medical Leave	Workers Comp annual fee	Health Insurance	Dental Insurance	Estimated Annual Payroll cost
	18.53	5.00%	7.65%	1.00%		1,243.00	43.79	
2080	38,539.10	1,926.96	2,948.24	385.39	1,926.96	14,916.00	525.48	61,168 Office Associate
								704,084 Total

These estimated payroll costs do not include other employer paid benefits such as Life Insurance, Educational incentives, sign-on bonuses, Stipends, Longevity, etc. Employers are not obligated to pay for such employee benefit expenses, however, they may need to offer these type costs to be competitive, retain or entice firefighters.

60 x 60, two story building additions/modifications:

- (1) bathroom
- (2) showers
- (4) sleeping quarters
- PPE room
- physical fitness room
- Chief Office
- Office Associate office
- groundwork, plumbing/heating, elec., etc.

600,000