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

			Office		
	Firefighter	Fire Chief	Associate		
<u>City of Augusta</u>	23.75	39.83	17.68		
Fire Fighter I 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

				Paid Family				Estimated	
		Regular	FICA/	and Medical	Workers	Health	Dental	Annual	
# hours	Salary	Retirement	Medicare	Leave	Comp	Insurance	Insurance	Payroll cost	
	25.10	5.00%	7.65%	1.00%	annual fee	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
				Paid Family				Estimated	
		Regular	FICA/	and Medical	Workers	Health	Dental	Annual	
# hours	Salary	Retirement	Medicare	Leave	Comp	Insurance	Insurance	Payroll cost	
				1.00%	annual fee	1,243.00	40.70		
	45.11	5.00%	7.65%	1.00%	aiiiiuatiee	1,243.00	43.79		
2080	45.11 93,830.54	5.00 % 4,691.53	7.65 % 7,178.04	938.31	9,917.89	14,916.00	525.48	131,998	Fire Chief
2080						· ·		131,998	Fire Chief
2080						· ·		131,998 Estimated	Fire Chief
2080				938.31		· ·		·	Fire Chief
2080 # hours		4,691.53	7,178.04	938.31 Paid Family	9,917.89	14,916.00	525.48	Estimated	Fire Chief
	93,830.54	4,691.53 Regular	7,178.04	938.31 Paid Family and Medical	9,917.89 Workers	14,916.00 Health	525.48 Dental	Estimated Annual	Fire Chief
	93,830.54 Salary	4,691.53 Regular Retirement	7,178.04 FICA/ Medicare	938.31 Paid Family and Medical Leave	9,917.89 Workers Comp	14,916.00 Health Insurance	525.48 Dental Insurance	Estimated Annual Payroll cost	Fire Chief Office Associate
# hours	93,830.54 Salary 18.53	4,691.53 Regular Retirement 5.00%	7,178.04 FICA/ Medicare 7.65%	938.31 Paid Family and Medical Leave 1.00%	9,917.89 Workers Comp annual fee	14,916.00 Health Insurance 1,243.00	525.48 Dental Insurance 43.79	Estimated Annual Payroll cost	

These estimated payroll costs do not include other employer paid benefits such as Life Insurance, Educational incentives, sign-on bonues, 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