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1	Town/City	Name	Title	County	Total FF - 6688	Fulltime Paid - 1130	Admininstr a-tive Staff Paid - 133.5	Per Diem - 422	Call - 4262	Volunteer - 709	Support Volunteer - 954	EMS Only - 568	FT EMS Pd - 169	Per Diem EMS - 214	Call EMS - 438	Voluntee r EMS - 130	MOAD - 1276	FT Pd	PerDiem	Call	Volunteer
2	Acton	Chief Smith	Fire Chief	York																	
3	Addison	Chief Sheldon Trundy	Fire Chief	Washington	20	0	0	0	20	0	16	0	0	0	0	0	6	0	0	6	0
4	Albion	Chief Andrew Clark	Fire Chief	Kennebec	24	0	0	0	1	23	10	2	0	0	0	2	5				
5	Alexander	Chief Edward Burgess	Fire Chief	Washington	8					8											
6	Alfred	Chief David D. Lord	Fire Chief	York	40	1	1	6	40	0	3	2	1	8	8	0	16	7	1	9	0
7	Allagash	Chief Sean Lizotte	Fire Chief	Aroostook																	
8	Alna	Chief Michael Trask	Fire Chief	Lincoln	22	0	0	0	22	0	0	1	0	0	1	0	0				
9	Alton	Chief Michael Judkins	Fire Chief	Penobscot																	
10	Andover	Chief Robert Dixon	Fire Chief	Oxford	6	0	0	0	0	6	0	2	0	0	0	2	4	0	0	0	4
11	Anson	Chief Jeremy Manzer	Fire Chief	Somerset	27	0	0	0	27	0	0	0	0	0	0	0	0				
12	Appleton	Chief David Stone	Fire Chief	Knox	17	0	0	0	17	0	0	0	0	0	0	0	5	0	0	5	0
13	Arrowsic	Chief Chris Cummings	Fire Chief	Sagadahoc	13	0	0	0	0	13	0	3	0	0	0	3	2	2	0	0	0
14	Arundel	Chief Bruce E. Mullen	Fire Chief	York	53	1	1	26	25	0	0	0	1	26	25	0	53	20	23	10	0
15	Ashland	Chief Donald Bouley	Fire Chief	Aroostook																	
16	Athens	Chief Jamie Stafford	Fire Chief	Somerset																	
17	Auburn	Chief Frank Roma	Fire Chief	Androscoggin	60	60	5	0	0	0	0	0	0	0	0	0	12				
18	Augusta	Chief Roger Audette	Fire Chief	Kennebec	46	44	2	0	0	0	0	0	0	0	0	0	11	0	2	9	0
19	Aurora	Chief Joseph Lacerda	Fire Chief	Hancock																	
20	Baileyville	Chief John McPhee	Fire Chief	Washington	11	0	0	0	11	0	0	0	0	0	0	0	3	0	0	3	0
21	Baldwin	Chief Allan Dolloff	Fire Chief	Cumberland	28	0	0	0	0	28	8	0	0	0	0	0	2	0	0	0	2
22	Bangor	Chief Thomas Higgins	Fire Chief	Penobscot	89	89	3	0	0	0	3	0	0	0	0	0	18	18	0	0	0
23	Bar Harbor	Chief Matthew Bartlett	Fire Chief	Hancock	23	10	0	2	13	0	0	12	10	2	2	0	3	2	0	1	0
24	Baring Plantation	Chief Michael Foggia	Fire Chief	Washington	3	0	0	0	0	3	0	0	0	0	0	0	3	0	0	0	3
25	Bath		Fire Chief	Sagadahoc	22	22	0	0	0	0	0	0	0	0	0	0	7	0	2	5	0
26	Beddington	Chief Mike Loughlin	Fire Chief	Washington																	
27	Belfast	Chief Jim Richards	Fire Chief	Waldo	33	2	0	0	31	0	11	0	0	0	0	0	0				
28	Belgrade	Chief Daniel MacKenzie	Fire Chief	Kennebec																	
29	Belmont		Fire Chief	Waldo	16	0	0	0	16	0	7	1	0	0	1	0	2	0	0	2	0
30	Berwick	Chief Dennis Plante	Fire Chief	York	30	4	1	0	28	0	2	6	3	0	3	0	2	2	0	0	0
31	Bethel	Chief Mike Jodrey	Fire Chief	Oxford	33	0	0	0	33	0	5	0	0	0	0	0	0	0	0	0	0
32	Biddeford	Chief Joseph Warren	Fire Chief	York	63	40	5	0	23	0	0	0	0	0	0	0	19	0	19	0	0
33	Bingham	Laweryson	Fire Chief	Somerset																	
34	Blue Hill	Chief Dennis Robertson	Fire Chief	Hancock	40	0	2	0	40	0	0	0	0	0	0	0	5				
35	Boothbay	Chief Richard Spofford	Fire Chief	Lincoln	40	0	0	0	25	0	15	0	0	0	0	0	0	0	0	0	0
36	Boothbay Harbor	Chief Nicholas Upham	Fire Chief	Lincoln	25	0	0	0	25	0	6	0	0	0	0	0	0	0	0	0	0
37	Bowdoin	Chief Thomas Garrepy	Fire Chief	Sagadahoc	18	0	0	0	0	18	6	8	0	0	0	8	3	1	0	2	0
38	Bowdoinham	Chief Jack Tourtelotte	Fire Chief	Sagadahoc																	
39	Bowerbank	Chief Rodney A Preble	Fire Chief	Piscataquis																	
40	Bradford	Chief Dusty Kelley	Fire Chief	Penobscot																	
41	Bradley	Chief Eric Gifford	Fire Chief	Penobscot	22	0	0	0	22	0	0	0	0	0	0	0	1				

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42	Bremen	Chief Fernald J Poland	Fire Chief	Lincoln	16	0	0	0	16	0	0	4	0	0	4	0	0	0	0	0	0
43	Brewer	Perry Antone	Director	Penobscot	23	18	1	0	5	0	0	23	18	0	5	0	4	2	0	2	0
44	Bridgewater	Chief Troy Bradstreet	Fire Chief	Aroostook																	
45	Bridgton	Chief Glen Garland	Fire Chief	Cumberland																	
46	Bristol	Chief Paul Leeman	Fire Chief	Lincoln	37	0	0	0	37	0	10	3	0	0	3	0	1	0	0	0	1
47	Brooklin	Chief Samuel Friend	Fire Chief	Hancock																	
48	Brooks	Chief Jeffrey Archer	Fire Chief	Waldo	17	0	3	0	16	0	10	0	0	0	0	0	0	0	0	0	0
49	Brooksville	Chief Matthew L Dow	Fire Chief	Hancock																	
50	Brownfield	Perreault Sr	Fire Chief	Oxford																	
51	Brownville	Chief David Preble	Fire Chief	Piscataquis																	
52	Brunswick	Chief Ken Brillant	Fire Chief	Cumberland	48	32	3	0	13	0	0	0	0	0	0	0	29	0	14	15	0
53	Buckfield	Chief Tim Brooks	Fire Chief	Oxford	24	0	0	3	20	0	1	20	1	6	14	0					
54	Bucksport	Chief Craig Bowden	Fire Chief	Hancock	46	4	1	0	27	0	8	6	0	0	6	0	3	0	0	3	0
55	Burlington	Chief John Smith	Fire Chief	Penobscot	12	0	0	0	12	0	6	0	0	0	0	0	1	0	0	1	0
56	Burnham	Chief Lyle H Chadwick	Fire Chief	Waldo																	
57	Buxton	Chief Nathan Schools	Fire Chief	York	83	1	1	22	50	0	12	0	0	0	0	0	31	1	22	8	0
58	Byron	Chief Robert Susbury Jr	Fire Chief	Oxford																	
59	Calais	Chief Robert Posick	Fire Chief	Washington	44	10	2	0	32	0	7	0	0	0	0	0	16	1	0	15	0
60	Cambridge	Chief Robert A Folsom	Fire Chief	Somerset																	
61	Camden	Chief Chris Farley	Fire Chief	Knox	37	3	1	0	31	0	4	0	0	0	0	0	2	1	0	1	0
62	Canaan	Chief Ray Small	Fire Chief	Somerset																	
63	Canton	Chief Shane J Gallant	Fire Chief	Oxford																	
64	Cape Elizabeth	Chief Peter Gleeson	Fire Chief	Cumberland	45	1	0	0	45	0	0	21	0	1	20	0	15	15	0	0	0
65	Caratunk	Chief Vacant	Fire Chief	Somerset																	
66	Caribou	Chief Scott Susi	Fire Chief	Aroostook	42	15	4	3	0	24	2	0	0	0	0	0	7			7	
67	Carmel		Fire Chief	Penobscot	21	1	0	0	20	0	6	3	0	0	3	0	2	1	0	1	0
68	Carrabassett Valley	Chief Courtney Knapp	Fire Chief	Franklin	20	1			19			14									
69	Carthage	Chief Dan Skidgell	Fire Chief	Franklin	10					10											
70	Casco	Chief Jason Moen	Fire Chief	Cumberland	47	0	0	5	16	0	20	6	0	4	14	1	0				
71	Castine	Chief Randy Stearns	Fire Chief	Hancock	30	0	0	0	0	15	15	15	0	0	0	15	8	0	0	2	6
72	Castle Hill	Chief Richard M Wark	Fire Chief	Aroostook	WITH																
73	Chapman	Chief Richard M Wark	Fire Chief	Aroostook	WITH																
74	Charleston	Chief Keith M Prescott	Fire Chief	Penobscot																	
75	Charlotte	Chief Dana Hatton	Fire Chief	Washington	19	0	0	0	0	19	7	0	0	0	0	5	5	0	0	0	5
76	Chebeague Island	Chief Ralph Monroe	Fire Chief	Cumberland	28	0	1	0	28	0	18	8	0	0	8	0	2	2	0	0	0
77	Chelsea	Chief Shawn T Ramage	Fire Chief	Kennebec																	
78	Cherryfield	Jr	Fire Chief	Washington																	
79	Chesterville	Edward H. Hastings IV	Fire Chief	Franklin	27	0	0	0	24	0	3	7	0	0	7	0	1	0	0	0	1
80	China Village	Chief Tim Theriault	Fire Chief	Kennebec	20	0	0	0	0	20	0	0	0	0	0	0	1				
81	Clifton	Chief J G Perry	Fire Chief	Penobscot																	

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82	Clinton	Chief Gary Petley	Fire Chief	Kennebec	22	4	0	0	18	0	0	3	0	0	3	0	6	2	0	4	0
83	Columbia	Chief Cecil Gray	Fire Chief	Washington	10	0	0	0	0	10	0	0	0	0	0	0	2				
84	Columbia Falls	Chief David W. Perham	Fire Chief	Washington	7	0	1	0	6	0	0	0	0	0	0	0	2	0	0	2	0
85	Cooper	Chief David Timpe	Fire Chief	Washington																	
86	Corinna	Chief Leslie Bolstridge	Fire Chief	Penobscot																	
87	Corinth	Chief Scott Bragdon	Fire Chief	Penobscot	33	1	0	0	30	0	0	2	2	0	0	0	5	4	0	0	1
88	Cornish	Chief Scott Pingree	Fire Chief	York	25	0	0	0	25	0	0	0	0	0	0	0	1				
89	Cornville	Hogate	Fire Chief	Somerset	8	0	0	0	0	4	4	0	0	0	0	0	3	0	0	3	0
90	Cranberry Isles			Hancock																	
91	Cumberland	Chief Daniel R. Small	Fire Chief	Cumberland	98	2	1	19	36	0	25	2	0	0	2	0	32				
92	Cundy's Harbor	Chief Benjamin J Wallace	Fire Chief	Cumberland																	
93	Cushing	Chief Arthur T. Kiskila	Fire Chief	Knox	22	0	0	0	22	0	8	12	0	0	12	0	12	0	0	12	0
94	Cutler	Chief Glenroy Wood Sr	Fire Chief	Washington																	
95	Damariscotta	Chief John Roberts	Fire Chief	Lincoln	30	0	0	0	30	0	13	0	0	0	0	0	1	1	0	0	0
96	Danforth	Chief Eric Young	Fire Chief	Washington																	
97	Deblois	Chief John Campbell	Fire Chief	Washington																	
98	Dedham	Chief Craig Shane	Fire Chief	Hancock	15	0	0	0	10	0	5	0	0	0	0	0	0				
99	Deer Isle	Chief Brent S Morey	Fire Chief	Hancock																	
100	Denmark	Chief Kenneth Richardson	Fire Chief	Oxford																	
101	Dennysville	Chief Samuel Seavey	Fire Chief	Washington																	
102	Detroit	Chief Donald C Chute	Fire Chief	Somerset	24	0	0	0	2	18	5	3	0	0	0	3	6	0	0	6	0
103	Dexter	Chief Barry L Deering	Fire Chief	Penobscot																	
104	Dixfield	Chief Scott R Dennett	Fire Chief	Oxford	16	0	0	0	15	1	10	0	0	0	0	0	2	2	0	0	0
105	Dixmont	Chief James Dunivan	Fire Chief	Penobscot																	
106	Dover-Foxcroft	Chief Joseph R Guyotte	Fire Chief	Piscataquis	36	0	0	0	36	0	1	4	0	0	4	0	0				
107	Dresden	Chief Steve Lilly	Fire Chief	Lincoln	20	0	0	0	0	0	0	0	0	0	0	0	0				
108	Durham	Chief William J St. Michel	Fire Chief	Androscoggin	40	1	2	0	35	0	5	6	0	0	6	0	8	5	0	3	0
109	Eagle Lake	Chief Shawn Madore	Fire Chief	Aroostook																	
110	East Machias	Jr	Fire Chief	Washington	15	0	0	0	15	0	0	0	0	0	0	0	3				
111	East Millinocket	Chief Les Brown	Fire Chief	Penobscot	24	2	1	4	18	0	3	7	0	7	0	0	3	0	0	3	0
112	Eastbrook	Chief Frederick McNeil	Fire Chief	Hancock	4	0	0	0	2	2	0	0	0	0	0	0	0				
113	Easton	White	Fire Chief	Aroostook	28	0	0	1	27	0	0	0	0	0	0	0	0				
114	Eastport	Chief Richard Clark	Fire Chief	Washington																	
115	Eddington	Chief James Ellis	Fire Chief	Penobscot	25	1	0	0	24	0	4	4	0	0	0	0	4	0	0	4	0
116	Edgecomb	Chief Roy D Potter	Fire Chief	Lincoln	15	0	0	0	15	0	7	0	0	0	0	0	0				
117	Eliot	Chief Jay Muzeroll	Fire Chief	York	45	0	3	0	45	0	10	0	0	0	0	0	4	4	0	0	0
118	Ellsworth	Chief Richard Tupper	Fire Chief	Hancock	26	12	1	0	12	0	2	0	0	0	0	0	5	1	1	0	3
119	Enfield	Fire	Fire Chief	Penobscot																	

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120	Etna	Chief Shawn Ryder	Fire Chief	Penobscot																	
121	Eustis	Chief Sprague Wise	Fire Chief	Franklin	17							1									
122	Exeter			Penobscot																	
123	Fairfield	Chief Duane M Bickford	Fire Chief	Somerset	33	7	1	0	26	0	0	1	0	0	1	0	3	1	0	2	0
124	Falmouth	Chief Howard F Rice Jr	Fire Chief	Cumberland																	
125	Farmingdale	Chief Dana Mealey	Fire Chief	Kennebec	20	0	0	0	20	0	10	0	0	0	0	0	2	1	0	1	0
126	Farmington	Chief Terry S Bell Sr	Fire Chief	Franklin	30	1	0	3	27	0	0	4	0	0	0	0	2	0	0	2	0
127	Fayette	Chief Marty J Maxwell	Fire Chief	Kennebec																	
128	Fort Fairfield	Chief Michael Jalbert	Fire Chief	Aroostook	26	1	0	0	23	0	2	0	0	0	0	0	4	2	2	0	0
129	Fort Kent	Chief Edward Endee	Fire Chief	Aroostook	30	0	0	0	30	0	0	0	0	0	0	0	2	1	1	0	0
130	Frankfort Village	Chief Jeffery R. Anderson	Fire Chief	Waldo	14	0	0	0	0	14	0	0	0	0	0	0	0				
131	Franklin	Chief Robert W Grindle	Fire Chief	Hancock	15	0	0	0	0	15	6	0	0	0	0	0	1	0	0	0	1
132	Freedom	Waterman	Fire Chief	Waldo	22	0	0	0	0	22	12	0	0	0	0	0	4	0	0	0	4
133	Freeport	Chief Darrel G Fournier	Fire Chief	Cumberland	60	5	2	40	20	0	6	2	0	2	0	0	30	0	20	10	0
134	Frenchboro	Lenfestey	Fire Chief	Hancock																	
135	Frenchville	Chief Michael Michaud	Fire Chief	Aroostook																	
136	Friendship	Chief Kevin Benner	Fire Chief	Knox	15	0	0	0	15	0	0	0	0	0	0	0	0				
137	Frye Island	Chief Steve Persson	Fire Chief	Cumberland																	
138	Fryeburg	Chief Richard Sheaff	Fire Chief	Oxford	35	0	1	0	35	0	20	0	0	0	0	0	0				
139	Gardiner	Chief Rick Cody	Fire Chief	Kennebec	14	14	1	0	7	0	0	0	0	0	0	0					
140	Garland	Chief Henry Burrill	Fire Chief	Penobscot																	
141	Georgetown	Chief Lawrence Mann	Fire Chief	Sagadahoc																	
142	Gilead	Chief Kenneth Cole	Fire Chief	Oxford																	
143	Glenburn	Chief David A Braley	Fire Chief	Penobscot																	
144	Lyman and Dayton)	Chief Roger Hooper	Fire Chief	York	40	4	1	10	33	0	3	0	0	0	0	0	19	7	7	1	4
145	Gorham	Lefebvre	Fire Chief	Cumberland	100	12	2	1	85	0	12	4	0	0	0	0	20				
146	Gouldsboro	Chief Robert E Harmon	Fire Chief	Hancock	18	0	0	0	15	0	3	0	0	0	0	0	2	0	0	0	2
147	Grand Isle	Chief Gary A Campbell	Fire Chief	Aroostook																	
148	Plantation	Chief Thomas Williams	Fire Chief	Washington																	
149	Gray	Chief Galen R Morrison	Chief/Deputy	Cumberland	32	1	2	0	26	0	5	0	2	4	8	0	2				
150	Greenbush	Chief Donald Burr	Fire Chief	Penobscot	19	0	0	0	19	0	0	3	0	0	3	0	2				
151	Greene	Chief Bruce W. Sanford	Fire Chief	Androscoggin																	
152	Greenville	Chief Gavin Oelschegel	Fire Chief	Piscataquis																	
153	Greenwood	Chief Albert O Curtis Jr	Fire Chief	Oxford																	
154	Gulliford	Chief Allen Emerson	Fire Chief	Piscataquis	32	0	0	0	32	0	0	0	0	0	0	0	0				
155	Hallowell	Chief Michael F Grant	Fire Chief	Kennebec																	
156	Hampden	Chief Joseph Rogers	Fire Chief	Penobscot	29	9	1	0	20	0	0	0	0	0	0	0	3	0	0	3	0
157	Hancock	Chief Christopher Holmes	Fire Chief	Hancock	25	0	0	0	0	25	0	8	0	0	0	8	1	0	0	0	1
158	Harmony	Chief Onie Lougee	Fire Chief	Somerset																	

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159	Harpswell Neck	Chief Frank True	Fire Chief	Cumberland																	
160	Harrington	Chief David P Baldwin	Fire Chief	Washington																	
161	Harrison	Chief Scott C Andrews	Fire Chief	Cumberland																	
162	Hartland	Chief Donald Neal	Fire Chief	Somerset																	
163	Haynesville	Malone	Fire Chief	Aroostook																	
164	Hebron	Chief James E Trundy	Fire Chief	Oxford																	
165	Hermon	Chief Ray F Pipes	Fire Chief	Penobscot	32	2	0	0	30	0	1	0	0	0	0	0	12				
166	Hiram	Siracuse	Fire Chief	Oxford	15	0	0	0	0	15	10	0	0	0	0	0					
167	Hodgdon	Jr	Fire Chief	Aroostook																	
168	Holden	Chief Ryan Davis	Fire Chief	Penobscot	20	3	0	4	12	0	1	0	0	0	0	0	8	3	1	4	0
169	Hollis	Chief Jason Johnson	Fire Chief	York	38	1	0	0	37	0	10	8	0	0	8	0	19	0	0	19	0
170	Hope	Chief Clarence Keller	Fire Chief	Knox	20	0	0	0	9	0	11	0	0	0	0	0	0				
171	Houlton	Chief Milton Cone	Fire Chief	Aroostook	30	8	0	0	22	0	0	0	0	0	0	0	4	0	0	4	0
172	Howland	Jr	Fire Chief	Penobscot																	
173	Hudson	Chief Michael Simmons	Fire Chief	Penobscot																	
174	Indian Township	Chief Roger Brown	Fire Chief	Washington																	
175	Industry	Chief Joseph E Paradis Jr	Fire Chief	Franklin	7				7			3									
176	Island Falls	Chief Joshua McNally	Fire Chief	Aroostook																	
177	Isle Au Haut	Chief Ellard Taylor	Fire Chief	Knox																	
178	Islesboro	Chief Murton E Durkee	Fire Chief	Waldo	18	0	0	0	15	0	3	0	0	0	0	0	0				
179	Islesford			Hancock																	
180	River	Chief William Jarvis	Fire Chief	Somerset	15	0	0	0	15	0	0	0	0	0	0	0	0				
181	Jackson	Chief Donald S Nickerson Sr	Fire Chief	Waldo																	
182	Jay	Chief Mike Booker	Fire Chief	Franklin	38				38			9									
183	Jefferson	Chief Walter A Morris	Fire Chief	Lincoln	24	0	0	0	0	24	6	3	0	0	0	3	0				
184	Jonesboro	Schoppee	Fire Chief	Washington																	
185	Jonesport	Chief Boyde Crowley	Fire Chief	Washington																	
186	Kenduskeag	Chief Jonathan Seifert	Fire Chief	Penobscot																	
187	Kennebunk	Chief Stephen W Nichols Sr	Fire Chief	York	61	2	4	27	61	0	0	11	0	11	11	0	32				
188	Kennebunkport	Chief Allan K Moir	Fire Chief	York	70	0	1	0	70	0	0	0	0	0	0	0	12	0	0	12	0
189	Kezar Falls			York																	
190	Kingfield	Chief Charles G Twitchell	Fire Chief	Franklin	18				18			6									
191	Kingman	Chief Leo J Moody	Fire Chief	Penobscot																	
192	Kittery	Chief David O'Brien	Fire Chief	York	47	1	1	0	46	0	6	0	0	0	0	0	7	0	0	7	0
193	Knox	Chief Matthew Shaw	Fire Chief	Waldo																	
194	LaGrange	Chief Joseph Baker	Fire Chief	Penobscot																	
195	Lake View Plantation	Chief Stanley L Reed	Fire Chief	Piscataquis																	
196	Lamoine	Chief George F Smith	Fire Chief	Hancock	28	0	0	0	15	0	13	0	0	0	0	0	2	0	0	2	0

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197	Lebanon	Chief Blaine Wood	Fire Chief	York	32	0	0	0	32	0	3	0	0	0	0	0	12	0	0	12	0
198	Lee	Chief Jay L Crocker	Fire Chief	Penobscot																	
199	Leeds	Chief Glenn J Holt	Fire Chief	Androscoggin																	
200	Levant	Chief Eric Strout	Fire Chief	Penobscot																	
201	Lewiston	Chief Paul Leclair	Fire Chief	Androscoggin	68	68	6	0	0	0	0	0	0	0	0	0					
202	Liberty	Gillespie	Fire Chief	Waldo																	
203	Limerick	Chief Roland C Lepage Jr	Fire Chief	York	25	1		0	7	18	15	0	1	0	15	0	11				
204	Limestone	Chief Paul Durepo	Fire Chief	Aroostook																	
205	Limington		Fire Chief	York	37	0	1	8	0	29	0	29	1	8	0	29	10	3	7	0	0
206	Lincoln	Mr. Daniel Summers	Director	Penobscot	25	7	0.5	0	15	3	3	0	0	0	0	0					
207	Lincoln Plantation	Chief Warren Bennett	Fire Chief	Oxford																	
208	Lincolnville	Hazen	Fire Chief	Waldo																	
209	Linneus	Chief John Folsom	Fire Chief	Aroostook																	
210	Lisbon	Chief Sean Galipeau	Fire Chief	Androscoggin	48	1	1	0	47	0	4	0	0	0	0	0	12	0	0	12	0
211	Litchfield	Chief Stanley Labbe	Fire Chief	Kennebec																	
212	Littleton	Chief Dwight Cowperthwaite	Fire Chief	Aroostook																	
213	Livermore	Castonguay	Fire Chief	Androscoggin	18	0	0	0	18	0	0	0	0	0	0	0	3	1	0	0	2
214	Livermore Falls	Chief Gerard Pineau	Fire Chief	Androscoggin																	
215	Long Island	Chief Coleman Clarke	Fire Chief	Cumberland	23	0	0	0	20	1	2	8	0	0	8	0	0				
216	Lovell	Chief Mark S Moulton	Fire Chief	Oxford	34	0	0	0	16	0	18	0	0	0	0	0	3	0	0	0	3
217	Lowell	Chief Richard Smart	Fire Chief	Penobscot																	
218	Lubec	Chief Robert Hood	Fire Chief	Washington																	
219	Machias	Chief Joey R Dennison	Fire Chief	Washington																	
220	Machiasport	Chief David E Nielsen	Fire Chief	Washington																	
221	Madawaska	Chief James Soucy	Fire Chief	Aroostook	52	0	0	0	48	0	4	0	0	0	0	0	0				
222	Madison	Chief Roger W Lightbody Sr	Fire Chief	Somerset	29	0	0	0	29	0	0	0	0	0	0	0	0	8	0	1	0
223	Magalloway Plantation	Chief Roy Edwards	Fire Chief	Oxford																	
224	Manchester	Chief Allan Hewey	Fire Chief	Kennebec																	
225	Mapleton	Chief Richard M Wark	Fire Chief	Aroostook	25	0	0	0	25	0	1	0	0	0	0	0	10	0	0	10	0
226	Mariaville	Chief Scott J Baron	Fire Chief	Hancock	16	0	0	0	0	16	13	5	0	0	0	5	1	0	0	0	1
227	Mars Hill	Chief Darroll S Wilson	Fire Chief	Aroostook																	
228	Marshfield	Chief Daniel Bowker	Fire Chief	Washington																	
229	Masardis	Sherman	Fire Chief	Aroostook																	
230	Matinicus Island	Chief Robert Young	Fire Chief	Knox																	
231	Mattawamkeag	Acting Chief Mike Coombs	Fire Chief	Penobscot																	
232	Mechanic Falls	Sturtevant III	Fire Chief	Androscoggin	28	0	0	0	28	0	0	4	0	0	4	0	7	1	2	4	0
233	Meddybemps	Winchester	Fire Chief	Washington																	
234	Medway	Chief Brian Maclaughlin	Fire Chief	Penobscot	17	0	0	0	17	0	7	0	0	0	0	0	5	0	0	5	0

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235	Mexico	Chief Gary W Wentzell	Fire Chief	Oxford																	
236	Milbridge	Chief Peter Sawyer	Fire Chief	Washington																	
237	Milford	Chief Christopher Matson	Fire Chief	Penobscot	32	1	1	0	31	0	5	0	0	0	0	0	18	0	0	18	0
238	Millinocket	Deputy Chief Thomas Malcom	Deputy Fire Chief	Penobscot	47	7	0	0	25	0	15	0	0	0	0	0	8	0	0	8	0
239	Milo	Chief David Preble	Fire Chief	Piscataquis																	
240	Minot	Campbell		Androscoggin																	
241	Monhegan Island	Chief Matthew J Weber	Fire Chief	Lincoln																	
242	Monmouth	Chief Daniel V. Roy, Jr.	Fire Chief	Kennebec	49	0	0	0	36	13	3	0	0	0	0	0	5	1	1	0	3
243	Monroe	Clements	Fire Chief	Waldo																	
244	Monson	Chief Eric A Melia	Fire Chief	Piscataquis																	
245	Monticello	Chief Morris J Pinette	Fire Chief	Aroostook																	
246	Montville	Chief John C York	Fire Chief	Waldo																	
247	Morrill	Chief Patrick D Scribner	Fire Chief	Waldo																	
248	Mount Chase	Chief Craig E Hill	Fire Chief	Penobscot	5	0	0	0	5	0	0	0	0	0	0	0	0				
249	Mount Desert	Chief Michael Bender	Fire Chief	Hancock	20	2	0	0	18	0	11	0	0	0	0	0	2	1	0	0	1
250	Mount Vernon	Chief Dana L Dunn	Fire Chief	Kennebec	18	0	1	0	18	0	10	8	0	0	8	0	0				
251	Naples	Chief Christopher D Pond	Fire Chief	Cumberland																	
252	New Gloucester	Chief Gary J Sacco	Chief	Cumberland	30	1	0	0	29	0	0	12	0	3	12	0	2	2	0	0	0
253	New Portland	Chief Jethro Poulin III	Fire Chief	Somerset																	
254	New Sharon	Chief Roger Foster	Fire Chief	Franklin	15					15		6									
255	New Vineyard	Chief Douglas P Churchill	Fire Chief	Franklin	14					14											
256	Newburgh	Chief Glen Williamson	Fire Chief	Penobscot	17	0	0	0	17	0	8	0	0	0	0	0	2	0	0	2	0
257	Newcastle	Jr	Fire Chief	Lincoln	25	1	0	0	24	0	0	0	0	0	0	0	1	0	1	0	0
258	Newfield	Chief David Neville	Fire Chief	York	25	0	1	0	0	25	5	0	0	0	0	0	0				
259	Newport	Chief Jeffrey Chretien	Fire Chief	Penobscot																	
260	Newry	Chief Bruce S Pierce	Fire Chief	Oxford	13	0	0	0	13	0	0	0	0	0	0	0	13	0	0	13	0
261	Nobleboro	Chief Ryan A Gallagher	Chief	Lincoln	16	0	0	0	16	0	0	0	0	0	0	0	0	0	0	0	0
262	Norridgewock	Chief David Jones	Fire Chief	Somerset	19	0	0	0	19	0	0	0	0	0	0	0	3				
263	North Anson			Somerset																	
264	North Berwick	Chief Brian Gosselin	Fire Chief	York	25		6		25								5			5	
265	North Fryeburg			Oxford																	
266	North Haven	Chief Forrest Sprague	Fire Chief	Knox	18	0	0	0	7	11	13	0	0	0	0	0	0				
267	North Lakes	Chief Darren R Woods	Fire Chief	Aroostook	37	1	1	0	3	0	2	0	0	0	0	0	6	0	0	6	0
268	North Yarmouth	Chief Clark Baston	Fire Chief	Cumberland	50	1	0	0	50	0	8	15	0	0	15	0	3				
269	Northfield	Chief Fire Chief Vacant	Fire Chief	Washington																	
270	Northport	Chief Paul Rooney	Fire Chief	Waldo	24	0	0	0	24	0	18	0	0	0	0	0	3	0	0	3	0
271	Norway	Chief Dennis W Yates	Fire Chief	Oxford	12	1	0	0	13	0	37	0	0	0	0	0	3	0	3	0	0
272	Oakfield	Chief Joseph White	Fire Chief	Aroostook																	

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273	Oakland	Chief David Coughlin	Fire Chief	Kennebec	23	1	0	1	23	0	4	2	0	0	2	0	8	5	2	1	0
274	Ogunquit	Chief Mark O'Brien	Fire Chief	York	25	9	0	0	16	0	4	0	0	0	0	0	9	0	3	2	4
275	Old Orchard Beach	Chief John A Glass	Fire Chief	York	42	12	2	0	30	0	0	18	0	18	0	0	3				
276	Old Town	Chief Steven O'Malley	Fire Chief	Penobscot	19	19	1	0	0	0	0	19	19	0	0	0	0				
277	Orland	Chief John Gray	Fire Chief	Hancock																	
278	Orono	II	Fire Chief	Penobscot	17	17	1	0	0	0	5	0	0	0	0	0	4	0	0	4	0
279	Orrington	Chief Michael Spencer	Fire Chief	Penobscot	24	2	1	0	22	0	0	0	0	0	22	0	4				
280	Orrs-Bailey Island	Chief Walter Johnson	Fire Chief	Cumberland																	
281	Osborn	Chief Allen Shorey	Selectmen	Hancock																	
282	Otisfield	Chief Michael Hooker	Fire Chief	Oxford																	
283	Owls Head	Chief Frank Ross III	Fire Chief	Knox	20	0	0	0	20	0	14	0	0	0	0	0	5	1	0	4	0
284	Oxford	Chief Scott G Hunter	Fire Chief	Oxford																	
285	Palermo	Chief Michael York	Fire Chief	Waldo																	
286	Palmyra	Contract with Newport Fire	Fire Chief	Somerset																	
287	Paris	Chief Bradley Frost Sr	Fire Chief	Oxford	40	0	1	15	36	0	5	13	11	5	0	0	15	4	5	6	0
288	Parsonsfield	Chief Kenneth Burbank	Fire Chief	Oxford																	
289	Passadumkeag	Chief Brent Faloon	Fire Chief	Penobscot																	
290	Patten	Chief John P Roy	Fire Chief	Penobscot																	
291	Pembroke	Sr	Fire Chief	Washington																	
292	Penobscot	Chief Dennis B Robertson	Fire Chief	Hancock	25	0	1	0	25	0	10	0	0	0	0	0	0	0	0	0	0
293	Penobscot Indian Nation	CLOSED: Contract with Old Town	Fire Chief	Penobscot																	
294	Perry	Chief Paula Frost	Fire Chief	Washington																	
295	Peru	Chief William E Hussey	Fire Chief	Oxford	18	0	0	0	18	10	8	0	0	0	0	0	1	1	0	0	0
296	Phillips	Chief James L Gould	Fire Chief	Franklin	20	0	0	0	20	0	0	0	0	0	0	0	0				
297	Phippsburg	Chief James Totman	Fire Chief	Sagadahoc																	
298	Pittsfield	Chief Bernard C Williams	Fire Chief	Somerset	19	0	0	0	0	0	5	0	0	0	0	0	7	1	0	5	1
299	Pittston	Chief Jason Farris	Fire Chief	Kennebec																	
300	Pleasant Point	Chief Ralph Dana	Fire Chief	Washington																	
301	Plantation	Robinson	Fire Chief	Somerset	6	0	0	0	6	0	12	0	0	0	0	0	0				
302	Plymouth	Chief George Dean	Fire Chief	Penobscot	24	0	0	0	24	0	10	4	0	0	4	0	2	0	0	2	0
303	Poland	Chief Mark Bosse	Fire Chief	Androscoggin	25	4	1	0	21	0	0	0	0	0	0	0	6	0	0	6	0
304	Portage Lake	Chief David Bolstridge	Fire Chief	Aroostook	9	0	0	0	5	4	0	0	0	0	0	0	0				
305	Porter	Chief Kenneth A Burbank	Fire Chief	Oxford																	
306	Portland	Chief David Jackson	Fire Chief	Cumberland	232	232	3	0	0	20	4	1	1	0	0	0					
307	Pownal	Chief Jesse A Peters	Fire Chief	Cumberland	12	0	1	0	12	0	8	1	0	0	1	0	1				
308	Presque Isle	Chief Darrell K White	Fire Chief	Aroostook	43	12	1	8	26	0	2	0	0	0	0	0	9				
309	Princeton	Chief Tony Ramsdell	Fire Chief	Washington																	

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310	Prospect	Chief Tim Terry	Fire Chief	Waldo	8	0	0	0	1	7	2	0	0	0	0	0	0				
311	Randolph	Chief Ronald A Cunningham	Fire Chief	Kennebec																	
312	Rangeley	Chief Tim Pellerin	Fire Chief	Franklin	26	1			25			6									
313	Raymond	Chief Bruce D. Tupper	Fire Chief	Cumberland	40	5	1	0	34	0	0	31	0	0	31	0	8	3	3	2	0
314	Readfield	Chief Lee Mank	Fire Chief	Kennebec																	
315	Reed Plantation			Aroostook																	
316	Richmond	Chief Matthew Roberge	Fire Chief	Sagadahoc																	
317	Robbinston	Chief Robert J Merrill	Fire Chief	Washington																	
318	Rockland	Interim Chief Adam Micell	Interim Fire Chief	Knox	32	16	0	0	14	0	5	2	2	0	0	0	11				
319	Rockport	Chief Jason Peasley	Fire Chief	Knox																	
320	Rockwood			Somerset																	
321	Rome			Kennebec																	
322	Roxbury	Chief Raymond Carver	Fire Chief	Oxford																	
323	Rumford	Chief Robert Chase	Fire Chief	Oxford	34	10	0	0	18	0	6	0	0	0	0	0	11	4	0	7	0
324	Sabattus	Chief Marc A. Veilleux	Fire Chief	Androscoggin	30	0	0	5	30	0	0	10	0	0	0	10	8	2	1	1	4
325	Saco	Chief John L Duross	Fire Chief	York	79	32	3	0	44	0	0	0	0	0	0	0	18	14	0	4	0
326	Saint Agatha	Castonguay	Fire Chief	Aroostook																	
327	Saint Albans	Chief Brian R Crocker	Fire Chief	Somerset																	
328	Saint Francis	Chief Fernando Harvey Jr	Fire Chief	Aroostook																	
329	Saint George	Chief Timothy Polky	Fire Chief	Knox	25	0	0	0	25	0	5	8	2	3	3	0	4	1	3	0	0
330	Salem Township	Chief Steven W. Viles, Sr.	Fire Chief	Franklin	10					10											
331	Sanford	Chief Steve Benotti	Fire Chief	York	65	40	5	0	18	0	2	0	0	0	0	0	14	0	14	0	0
332	Sangerville	Chief Jeff Wiley Sr.	Fire Chief	Piscataquis																	
333	Scarborough	Thurlow	Fire Chief	Cumberland	187	23	2	89	75	0	31	0	21	70	23	0	47				
334	Searsmont	Chief James Ames	Fire Chief	Waldo																	
335	Searsport	Chief Andrew Webster	Fire Chief	Waldo																	
336	Sebago	Chief Kenneth Littlefield	Fire Chief	Cumberland																	
337	Sebec	Chief Christopher M Knowles	Fire Chief	Piscataquis																	
338	Seboeis Plantation	Chief Jason Helms	Fire Chief	Penobscot																	
339	Sedgwick	Chief David Carter	Fire Chief	Hancock																	
340	Shapleigh	Chief Duane Romano	Fire Chief	York																	
341	Shapleigh	Chief Lanny S Sirois Jr	Fire Chief	York																	
342	Sherman	Chief Ricky D Long	Fire Chief	Aroostook	15	0	0	0	15	0	0	0	0	0	0	0	0				
343	Shirley	Mr Jeff Mace	Selectperson	Piscataquis																	
344	Sidney	Chief Richard Jandreau Jr	Fire Chief	Kennebec																	
345	Skowhegan	Chief Winton Keene	Fire Chief	Somerset	26	8	0	0	19	0	0	0	0	0	0	0	14				
346	Smithfield	Chief Michael Moore	Fire Chief	Somerset																	

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347	Solon	Chief Ronald A Brown	Fire Chief	Somerset	14	0	0	0	14	0	5	14	0	0	0	0					
348	Somerville	Chief Mike Dostie	Fire Chief	Lincoln	15	0	0	0	0	15	15	0	0	0	0	0	2	0	0	0	2
349	Sorrento	Chief Joey C Clark	Fire Chief	Hancock																	
350	South Berwick	Chief George Gorman	Fire Chief	York	38	0	0	0	38	0	0	0	0	0	0	0	0				
351	South Bristol	Chief Robert Milchell	Fire Chief	Lincoln																	
352	South Hiram			Oxford																	
353	South Portland	Chief Kevin Guimond	Fire Chief	Cumberland	110	61	5	0	49	0	0	0	66	0	0	0	32	0	8	24	0
354	South Thomaston	Chief Bryan T Calderwood	Fire Chief	Knox	16	0	0	0	16	0	5	0	0	0	0	0	16	0	16	0	0
355	Southport	Chief Gerald L Gamage	Fire Chief	Lincoln																	
356	Southwest Harbor	Chief Samuel T Chisholm	Fire Chief	Hancock																	
357	Springfield	Chief James White	Fire Chief	Penobscot																	
358	Stacyville	Jr	Fire Chief	Penobscot																	
359	Standish	Chief Brent J Libby	Fire Chief	Cumberland	56	0	2	2	54	0	20	8	0	2	67	0	44				
360	Starks	Chief Julie L Costigan	Fire Chief	Somerset																	
361	Stetson	Chief Kim R Tracy	Fire Chief	Penobscot	10	0	0	0	10	0	7	0	0	0	0	0	0				
362	Steuben	Chief Adelbert W Pinkham	Fire Chief	Washington																	
363	Stockholm	Chief Jeffrey Page	Fire Chief	Aroostook	12	0	0	0	0	9	3	2	0	0	0	2	0				
364	Stockton Springs	Chief Harry E Patterson Jr	Fire Chief	Waldo	35	0	0	0	35	0	16	0	0	0	0	0	3	0	0	3	0
365	Stoneham	Chief Gregory C Fox	Fire Chief	Oxford																	
366	Stonington	Chief Phillip D Thompson	Fire Chief	Hancock																	
367	Strong	Chief Duayne Boyd	Fire Chief	Franklin	12	0	0	0	12	0	3	0	0	0	0	0	1	0	1	0	0
368	Sullivan	Chief Michael Hiser	Fire Chief	Hancock																	
369	Sumner	Chief Robert Stewart	Fire Chief	Oxford																	
370	Surry	Chief Jeffrey Grantham	Fire Chief	Hancock																	
371	Swans Island	Chief Robert K Gardner	Fire Chief	Hancock																	
372	Sweden	Chief James Willey	Fire Chief	Oxford																	
373	Temple	Chief David True	Fire Chief	Franklin	11	0	0	0	0	11	5	0	0	0	0	0	0				
374	Thomaston	Chief Michael Leo	Fire Chief	Knox	28	0	0	0	28	0	4	0	0	0	0	0	8	4	0	4	0
375	Thorndike	Chief George Russell	Fire Chief	Waldo																	
376	Togus			Kennebec																	
377	Topsfield	Chief Steven Rhoades	Fire Chief	Washington																	
378	Topsham	Chief Brian Stockdale	Fire Chief	Sagadahoc	46	2	0	29	44	0	4	0	0	0	0	0	17				
379	Tremont	Chief Wayne C Patton	Fire Chief	Hancock																	
380	Trenton	Chief Steve Corson	Fire Chief	Hancock																	
381	Troy	Chief David Ramee	Fire Chief	Waldo																	
382	Turner	Chief Michael Arsenault	Fire Chief	Androscoggin																	
383	Union	Chief Kevin Soule	Fire Chief	Knox																	

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384	Unity	Chief David Smith	Fire Chief	Waldo																	
385	Van Buren	Chief Dana Violette	Fire Chief	Aroostook	34	0	0	0	34	0	0	0	0	0	0	0	0				
386	Vanceboro	Chief Curtis B Scott	Fire Chief	Washington																	
387	Vassalboro	Chief Eric Rowe	Fire Chief	Kennebec																	
388	Veazie	Chief Mark Leonard	Fire Chief	Penobscot	11	2	0	0	9	0	0	5	2	0	3	0					
389	Verona Island	Charles Grindle	Fire Chief	Hancock	with																
390	Vienna	Chief Steve Lilley	Fire Chief	Kennebec	16	0	0	0	16	0	0	0	0	0	0	0	3				
391	Vinalhaven	Chief Marc Candage	Fire Chief	Knox	27	1	0	0	26	0	0	0	0	0	0	0	0				
392	Waldo	Chief Jacob Hepner	Fire Chief	Waldo																	
393	Waldoboro	Chief Paul T Smeltzer	Fire Chief	Lincoln	30	0	0	0	30	0	0	0	0	0	0	0	1	1	0	0	0
394	Wales	Chief Anthony R Siderio Sr	Fire Chief	Androscoggin	30	0	1	0	0	29	0	0	0	0	0	5	5	0	0	5	0
395	Waltham	Chief Robert Butler	Fire Chief	Hancock																	
396	Warren	Jr	Fire Chief	Knox	42	1	0	0	41	0	8	0	0	14	5	0	3				
397	Washburn	Chief Troy D Heald	Fire Chief	Aroostook																	
398	Washington	Chief Thomas Johnston	Fire Chief	Knox	15	0	0	0	0	15	5	0	0	0	0	0	0				
399	Waterboro	Chief Matthew S Bors	Fire Chief	York	43	5	1	0	38	0	0	0	0	14	0	0	14				
400	Waterford	Chief Adrien L Morin	Fire Chief	Oxford																	
401	Waterville	Lafountain	Fire Chief	Kennebec	50	15	2	0	35	0	1	0	0	0	0	0	10	5	0	5	0
402	Wayne	Chief James Welch	Fire Chief	Kennebec																	
403	Webster Plantation	Chief Hazen Jipson Sr	Fire Chief	Penobscot																	
404	Weeks Mills	Chief Tom Stephenson	Fire Chief	Kennebec	20	0	0	0	0	20	4	3	0	0	0	3	2				
405	Weld	Chief Corey Hutchinson	Fire Chief	Franklin	12					12		1									
406	Wellington	Chief Vaughn Bussell	Fire Chief	Piscataquis	9	0	1	0	9	0	4	0	0	0	0	0	1	0	0	0	1
407	Wells	Chief Daniel M Moore	Fire Chief	York	38	9	2	0	28	0	6	0	0	0	0	0	5	4	0	1	0
408	Wesley	Chief Richard Zielinski	Fire Chief	Washington																	
409	West Bath		Fire Chief	Sagadahoc	30	0	0	0	30	0	0	3	0	0	13	0	4				
410	West Forks	Chief Edward Hanson	Fire Chief	Somerset	20	0	0	0	0	20	0	1	0	0	0	1	20	0	0	0	20
411	West Frankfort	Chief Roy Stone	Fire Chief	Waldo																	
412	West Gardiner	Stackpole	Fire Chief	Kennebec	25	0	0	0	0	23	0	0	0	0	0	0	3	2	1		
413	West Paris	Chief Norman P St. Pierre	Fire Chief	Oxford																	
414	Westbrook	Chief Michael Pardue	Fire Chief	Cumberland	59	31	2	13	13	0	0	0	0	0	0	0	28				
415	Westport Island	Chief Bob Mooney	Fire Chief	Lincoln																	
416	Whitefield	Chief Tim Pellerin	Fire Chief	Lincoln																	
417	Whiting	Chief Craig L Smith	Fire Chief	Washington																	
418	Whitneyville	Chief David Daniels	Fire Chief	Washington																	
419	Wilton	Chief Birdell Dunham III	Fire Chief	Franklin	21	0	0	0	21	0	0	2	0	0	0	0	0				
420	Windham	Hammond	Fire Chief	Cumberland	69	4	2	43	69	0	0	0	0	0	0	0	52				
421	Windsor	Chief Arthur C Strout	Fire Chief	Kennebec	22	0	0	0	0	22	0	0	0	0	0	0	2	0	0	0	2
422	Winslow	Lafountain	Fire Chief	Kennebec	35	6	1	0	29	0	3	0	0	0	0	0	5	0	0	5	0

	A	B	C	D	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
1	Town/City	Name	Title	County	Total FF - 6688	Fulltime Paid - 1130	Admininstr a-tive Staff Paid - 133.5	Per Diem - 422	Call - 4262	Volunteer - 709	Support Volunteer - 954	EMS Only - 568	FT EMS Pd - 169	Per Diem EMS - 214	Call EMS - 438	Voluntee r EMS - 130	MOAD - 1276	FT Pd	PerDiem	Call	Volunteer
423	Winter Harbor	Chief Jeffrey D Alley Jr	Fire Chief	Hancock																	
424	Winterport	Chief Thomas A Doe	Fire Chief	Waldo																	
425	Winthrop	Chief Daniel S Brooks	Fire Chief	Kennebec	24	0	0	0	24	0	0	0	0	0	0	0	1				
426	Wiscasset	Chief Timothy J. Merry	Fire Chief	Lincoln																	
427	Woodstock	Chief Geffrey V Inman	Fire Chief	Oxford	12	0	0	2	12	0	4	3	0	0	3	0	3				
428	Woolwich		Fire Chief	Sagadahoc	29	0	7	0	29	0	2	17	0	0	17	0	2	2	0	0	0
429	Yarmouth	Fairbanks	Fire Chief	Cumberland	75	2	1	22	50	0	5	6	2	6	0	0	24				
430	York	Chief Christopher Balentine	Fire Chief	York	56	3	1	9	43	0	13	28	3	0	0	25	6	4	0	2	0
431																					
432		TOTALS			6688	1130	133.5	422	4262	709	954	568	169	214	438	130	1276				

From Maine Municipal Association –

March 2015 Firefighter Compensation Survey

Town	Pop.	Compensation
Standish*	9,874	Hourly wage while on call or training, rates vary depending on skill level.
Wells*	9,589	Monthly payments; members are paid hourly range from $8-$16 based on training levels per call with minimum of 1 hour plus their training & activity is based on a point system which varies monthly from $4-$12 a point. This depends on how much activity we have for the month.
Cape Elizabeth*	9,015	Paid FT FC, per diems for rescue; call hourly pay for VFFs.
Lisbon*	9,009	FTFC: $66,082; Officers paid stipends ranging from $1887-$4080 and are paid per diem on a points system based on calls.
Topsham*	8,784	Varied system pays Call/VFFs by events, calls, training or special duty. No stipend or regular pay.
Old Orchard Beach*	8,624	Currently $1,200 stipend. The town is proposing in FY16 to pay an hourly rate of $12.
Caribou*	8,189	$10/hr paid weekly
Winslow*	7,794	Quarterly stipend for calls, training and events attended.
Farmington*	7,760	Avg. $15.49/hr. per call plus annual stipend of $280 ea.
Ellsworth*	7,741	Avg. $13.92/hr.
South Berwick*	7,220	Chief: $25,000/yr. EMS budget: $85,500
Fairfield*	6,735	Call FFs are paid per hour based on experience, length of service; lieutenants & captains paid additional stipend.
Belfast*	6,668	Hourly rate per call.
Eliot*	6,204	Chief: $34/hr PT at 25 hrs.; two Deputies get $900 annual stipend; Call FFs get $10/hr.
Houlton*	6,123	VFFs: stipends; Chief is salaried.
Lebanon	6,031	Currently a point stipend per call; working on a per hour budget for part time coverage.
Gardiner*	5,800	Approx. $12/hr.

Town	Pop.	Compensation
Turner*	5,734	FC/AFC: $2,100 stipend each; VFFs: $10/hr for call time; Rescue (3 reg FTEs), Chief: $45,000/yr. 2 others: $15/hr. Other rescue staff per diem rates depending on licensure range: $13-$15/hr.
Bar Harbor*	5,235	call FF: $8.56/hr.
Bridgton*	5,210	call FF: $13/hr.
Lincoln*	5,085	FTFF: $14.87 x 53 hrs. & 3 O/T hours per week. Call FFs: per hr/call range $8-12 per hr. pd. Bi-annually.
Waldoboro*	5,075	FF: $12.90/hr per call w/2 hr. minimum. EMS: 3 FTEs receive hrly. Rate plus MEPERS.
Madison*	4,855	Semi-annual stipends for officers, per call, per hour.
Jay*	4,851	Range of $8.50-$10.50/hr. based on calls, training, meetings. Officers paid stipends between $300-$8,000 depending on position.
Warren*	4,751	FC: $32,450 yr.; EMA Dir: $3,605 yr.; Asst. Chief: $2,160 stipend; VFFs: $15/hr per call. Ambulance Dir & Asst: $4,650 ea. Stipend; Per diem EMT/paramedic: avg. $15/hr.; Drivers: $12.50/hr.
North Berwick*	4,576	$10 per call; officers paid monthly stipend in addition to per call; EMS per diem based on level of training; Paramedics: $180 per shift and $140 for EMTs.
China*	4,328	none
Sidney	4,208	$13/call; $7.50/training; $13/station check; $10/hr. for fire permitting.
Monmouth*	4,104	$9.48/hr. per call; stipends for Chief and some officers.
Fort Kent*	4,097	$10/hr. calls only, $0 for training; Officers receive an additional $250 stipend; FC receives $5,500 stipend.
Winterport*	3,757	$10/hr.
Litchfield*	3,624	Stipend only for FC & Rescue Director.
North Yarmouth*	3,565	From $8.75 - $11/hr.
Kennebunkport*	3,474	On-call/VFF: $12.87-$14/hr. Officers receive annual stipend on top of that pay for training and actual call time. Full time fire administrator receives 40 hr. pay plus health & retirement benefits.

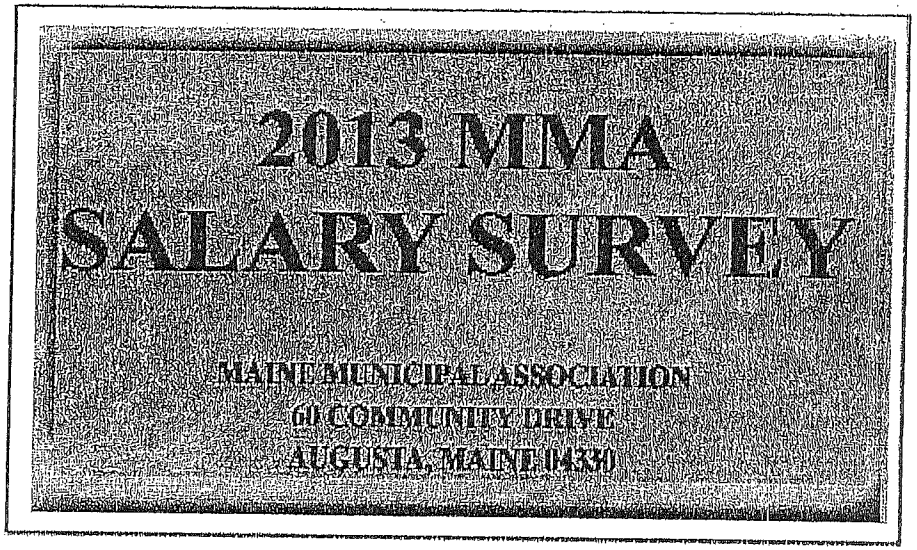
Town	Pop.	Compensation
Newport*	3,275	All PTFFs: per hr. wage from $9.25-$12 w/min. 2 hr call out paid semi-annually. FTFF (1): $15/hr. plus benefits incl. MEPERS.
Livermore Falls*	3,187	Annual stipends for Chief & officers, plus hrly. Rate per call.
Calais*	3,123	$8/hr.
Boothbay Harbor*	3,120	FF: $11.25/hr. based on calls; EMA: stipend $3,000.
Mechanic Falls*	3,031	$9.50/hr. when called out.
Alfred	3,019	FF - paramedics per call per hour range from $15.10-$21.70; Per hour station coverage: $13-$18 depending on licensing.
Bowdoinham*	2,889	Semi-annual stipend based on number of calls, trainings, etc. usually $300-$600.
Castle Hill, Chapman & Mapleton*	2,841	Annual stipend FC: $10,573; Asst. FC: $7,389; VFFs share annual stipend of $30,188 based on calls paid quarterly.
Bristol	2,755	$10/hr paid semi-annually.
Pittston	2,666	Stipends: $31,000 budget
Minot	2,607	Stipends at end of year based on per call basis range $400-$500.
St. George*	2,591	Stipends: FC:$3600; Dep. Chief: $3000; 2 Asst. Chiefs: $2400; FF paid $10-12/hr.
Windsor*	2,575	VFFs & EMTs $10/call
Dixfield*	2,550	Annual stipends
Anson	2,511	Annual stipend pd. Based on number of calls & meeting hours attended. Chief has annual wage based on PT position.
Leeds	2,326	Annual Stipends: FC: $2,500; Asst. Chiefs: $400 ea.; Dispatch: $150 ea.
Whitefield	2,300	Fire & Rescue chiefs paid fixed annual stipends. Vffs & chiefs split $15,000 stipend based on number of calls/trainings.
Canaan	2,275	None.
Union*	2,259	$10/hr.
Machias*	2,221	FTFF: (2) $49,000/yr. they work 72 hrs. one week, then 96 hrs. the next.
Damariscotta*	2,218	$10/hr. calls & training; Chief $6,000 ann. stipend, Deputy Chief: $4,000; 1st Asst.: $2,300; pumper foreman: $2,300; 3 officers: $500 ea. Total budget: $42,650.
Lincolnville	2,164	$7.50 per call

Town	Pop.	Compensation
Buckfield*	2,009	Ranges from $8.67-$18/hr.
St. Albans*	2,005	Chief stipend: $3,000; Deputy Chief stipend: $750; ff: $7.50 per call/hr.
Veazie*	1,919	Paid per call
Parsonsfield	1,898	None. Kezar Falls FD receives an annual town meeting approved contribution.
Hartland*	1,782	None.
Newcastle	1,752	EMA Director: $850/yr.; On-call pay varies based on level of training but more are at $15/hr. ceiling.
Sebago*	1,719	EMS paid per diems, FF paid per call/training.
Greenville*	1,646	25 member VFD with associated non-transporting EMS First Responder Service. FF: $10/hr for calls & training. Officers get annual stipend based on rank. Chief gets $3,000 stipend plus $10/hr for calls & training.
Nobleboro	1,643	Hourly wage paid semi-annually on per hour basis.
Brownfield	1,597	$100 annually for ff; chief: $150 weekly
South Thomaston	1,558	FF: $11.69/hr; EMS drivers: $11/hr; Basics: $12/hr; Advanced: $13/hr; Paramedics: $13/hr.
Waterford	1,553	no data.
Baldwin	1,525	FF per hr. by call paid annually.
Guilford*	1,521	Minimum wage for calls/training, plus stipends for officers from $1,000 to $100.
Baileyville*	1,521	FF: $700 semi-annually if certified by Chief as having participated in trainings/calls; $800 for lieutenant; $900 for captain; $1,000 Asst. Chief; $2,400 Chief. EMS contracted out.
Northport	1,520	paid per call
Porter	1,498	No data.
Mars Hill*	1,493	Per call.
Trenton	1,481	no data.
Hebron	1,416	no data.
New Sharon	1,407	$175 per year
Searsmont	1,392	$10/hr when called out. Chief: $6,500. salary.
Milbridge*	1,353	based on calls and trainings/meetings.
Medway	1,349	no data.
Sangerville*	1,343	no data.

Town	Pop.	Compensation
Eastport*	1,331	FC: $5,000 stipend; Asst. FC: $2,500 stipend. VFF paid per call based on number of calls.
Brownville*	1,250	$10/hr.
Howland*	1,241	FF: $13/hr. while on call. EMS: $2.50/hr. plus $15 - $30 depending on licensing level during calls.
Cherryfield	1,232	No data.
Wayne*	1,189	Town Fire Dept: Volunteer. Stipends: Chief Officers (Chief, Deputy and Asst.): $2,000/yr.; Active duty FFs: $500/yr. EMS contracted at $9,512.
Dixmont	1,181	They are a 501 (c)3 so they are not municipal employees. All volunteer (including rescue squad), no compensation. Fire Chief gets $1,500 annual stipend.
Denmark*	1,148	Stipend of $15/call only.
Fayette*	1,140	Per call/hour & annual stipend depending on position.
Frenchville*	1,087	no data.
Solon	1,053	VFFs: $10/hr when responding to a call.
Montville	1,032	VFF: $10/hr. we have no EMS.
Troy	1,030	None.
Phillips*	1,028	Volunteer Chief gets $5,000 stipend; VFF receive min. wage rate per hour.
Harrington	1,004	No data.
Monroe	890	None.
Perry	889	$12,000 stipend split among vff based on number of calls
Sherman*	848	$8/hr.
Pembroke	840	None.
Bremen	806	FF/EMS: $15/hr. training & calls.
Carrabassett Valley*	781	Part of regional EMS; call FFs: $10/hr. w/3 hr. min. ($30 per call) plus paid for training. Entire PT call budget is $30,000/yr.
St. Agatha*	747	$10/hr./call for FFs, we have no EMS, volunteer dept.
Westport Island	718	Our fire dept. & EMS are completely volunteer as a 501(c 3) and we raise $ at the town meeting for the department; donations from property tax payers plus barbeques.
Prospect	709	none

Town	Pop.	Compensation
Vienna	570	$10/hr, plus small annual stipends for Chief and Assistants.
Columbia	560	Expenses only when responding to calls or attending training.
Carthage	560	FC annual stipend: $1,000; all others non paid.
Somerville	548	None.
Wallagrass*	546	None provided, contract out to other towns.
Marshfield	518	Funds provided to VFD to annually pay stipends of $1,000 to Chief; VFFs: $100.
Winter Harbor*	516	Annual stipends: FC: $750; AFC: $500; qualified EMT: $250.
Cambridge	462	None.
Arrowsic	427	Chief and deputy get stipends.
Springfield	409	FC: $2,200/yr. FF: nothing, but we have an article on town meeting warrant for $15/hr. at calls for fully certified members.
North Haven	355	Small stipends only
Newry	329	VFF: $12/hr. per meeting; $15/hr. per call. Stipends: FC: $5,000; Asst. Chief: $3,000; Captain: $2,500; Safety Officer: $850; Training Officer: $850; Sec./treas: $1,500.
Dallas Plantation	309	N/A - no fire dept. or EMS
Vanceboro	140	30 year FC paid $1,800 stipend annually. 8 VFF:$600/yr.
Frenchboro	61	FC: $1,000 annual stipend; FF: $500 annual stipend.

Note: average rates for Head Librarian for population groups 5,000-9,999 and 3,500-4,999 have been corrected.



				Point System - Pool of $ to be divided based on participation.			[Flat Rate per call, per training, etc.]
Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
Mapleton	Aroostook	1,923	Fire Lieutenant	350.00			
Buckfield	Oxford	1,900	Fire Lieutenant	330.00			
Saint Albans	Somerset	1,826	Fire Lieutenant				7.50
Lamoine	Hancock	1,659	Fire Lieutenant	400.00			
West Paris	Oxford	1,630	Fire Lieutenant			12.25	
Baileyville	Washington	1,558	Fire Lieutenant	1,600.00			
South Thomaston	Knox	1,530	Fire Lieutenant			11.49	
Sebago	Cumberland	1,520	Fire Lieutenant	386.25			
Northport	Waldo	1,510	Fire Lieutenant				7.50
Trenton	Hancock	1,449	Fire Lieutenant			7.50	
Guilford	Piscataquis	1,441	Fire Lieutenant	100.00		7.50	
Woodstock	Oxford	1,382	Fire Lieutenant	500.00			11.00
Sangerville	Piscataquis	1,277	Fire Lieutenant	50.00		8.00	
Easton	Aroostook	1,209	Fire Lieutenant	100.00			
Winter Harbor	Hancock	964	Fire Lieutenant	250.00			
Alton	Penobscot	837	Fire Lieutenant			8.00	
Saint Agatha	Aroostook	786	Fire Lieutenant			10.00	
North Haven	Knox	405	Fire Lieutenant	500.00			
Gilead	Oxford	175	Fire Lieutenant			10.00	
Portland	Cumberland	63,061	Firefighter		48,984.00		
Lewiston	Androscoggin	35,942	Firefighter		47,779.00		
South Portland	Cumberland	24,344	Firefighter			20.48	
Auburn	Androscoggin	22,765	Firefighter		48,129.00		
Sanford	York	21,559	Firefighter			20.17	
Biddeford	York	21,276	Firefighter			22.12	

Fire & EMS

Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
				Point System - Pool of $ to be divided based on participation.			[Flat Rate per call, per training, etc.]
Scarborough	Cumberland	18,835	Firefighter			14.60	
Augusta	Kennebec	18,400	Firefighter			17.50	
Saco	York	17,878	Firefighter	1,009.00		11.96	60.00
Windham	Cumberland	16,846	Firefighter			15.68	
Waterville	Kennebec	15,777	Firefighter			13.72	
Gorham	Cumberland	15,738	Firefighter			13.32	
York	York	13,865	Firefighter			20.66	
Orono	Penobscot	9,947	Firefighter		38,549.00		
Topsham	Sagadahoc	9,854	Firefighter			13.00	
Standish	Cumberland	9,828	Firefighter			13.93	
Lisbon	Androscoggin	9,769	Firefighter	1,850.00			
Wells	York	9,742	Firefighter		50,907.00		
Old Orchard Beach	York	9,406	Firefighter		41,807.48		
Presque Isle	Aroostook	9,241	Firefighter			13.01	
Cape Elizabeth	Cumberland	8,984	Firefighter			12.44	
Freeport	Cumberland	8,270	Firefighter			12.94	
Buxton	York	8,188	Firefighter			11.47	
Winslow	Kennebec	7,775	Firefighter			9.13	
Berwick	York	7,630	Firefighter			17.97	
Cumberland	Cumberland	7,586	Firefighter			13.84	
Gray	Cumberland	7,573	Firefighter				10.50
Rockland	Knox	7,385	Firefighter		41,420.00		
South Berwick	York	7,150	Firefighter			12.27	
Ellsworth	Hancock	7,015	Firefighter			14.51	
Fairfield	Somerset	6,764	Firefighter			15.38	
Belfast	Waldo	6,653	Firefighter			16.60	
Houlton	Aroostook	6,236	Firefighter			13.79	
Rumford	Oxford	6,192	Firefighter			14.04	

Point System - Pool of $ to be divided based on participation.

[Flat Rate per call, per training, etc.]

Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
Gardiner	Kennebec	6,093	Firefighter	4,264.00		13.20	
Poland	Androscoggin	5,353	Firefighter			13.52	
Camden	Knox	5,259	Firefighter			15.78	
Lincoln	Penobscot	5,227	Firefighter			14.80	
Bridgton	Cumberland	5,215	Firefighter			11.00	
Bar Harbor	Hancock	5,126	Firefighter			16.12	
Hermon	Penobscot	5,094	Firefighter			11.56	
Waldoboro	Lincoln	5,092	Firefighter			12.90	
Paris	Oxford	4,918	Firefighter			11.67	
Jay	Franklin	4,836	Firefighter				10.25
Sabattus	Androscoggin	4,808	Firefighter	500.00			
North Berwick	York	4,778	Firefighter				12.50
Madison	Somerset	4,556	Firefighter				10.00
Glenburn	Penobscot	4,526	Firefighter	Point System			
Vassalboro	Kennebec	4,472	Firefighter				8.00
Millinocket	Penobscot	4,248	Firefighter			16.25	
Greene	Androscoggin	4,227	Firefighter	1,184.00			
Fort Kent	Aroostook	4,186	Firefighter	Point System			
Arundel	York	3,993	Firefighter			13.50	
Monmouth	Kennebec	3,941	Firefighter			9.11	
Durham	Androscoggin	3,856	Firefighter			10.68	
Wiscasset	Lincoln	3,750	Firefighter			10.00	
Dexter	Penobscot	3,705	Firefighter			9.00	
Rockport	Knox	3,523	Firefighter			11.61	
Richmond	Sagadahoc	3,440	Firefighter			9.00	
Livermore Falls	Androscoggin	3,315	Firefighter			9.00	
Thomaston	Knox	3,293	Firefighter			9.89	
Mechanic Falls	Androscoggin	3,227	Firefighter			9.00	

Fire & EMS

Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
				Point System - Pool of $ to be divided based on particlpation.			[Flat Rate per call, per training, etc.]
Boothbay	Lincoln	3,214	Firefighter			11.30	
Fryeburg	Oxford	3,190	Firefighter			9.00	
Newport	Penobscot	3,121	Firefighter			11.00	
Woolwich	Sagadahoc	2,968	Firefighter				11.00
Alfred	York	2,882	Firefighter		36,443.00	15.57	
Bowdoinham	Sagadahoc	2,806	Firefighter	450.00			
Bristol	Lincoln	2,752	Firefighter			12.00	
Minot	Androscoggin	2,643	Firefighter				10.00
Bethel	Oxford	2,616	Firefighter			10.50	
Dixfield	Oxford	2,582	Firefighter				20.00
Readfield	Kennebec	2,555	Firefighter			9.50	
Anson	Somerset	2,548	Firefighter			9.00	
Manchester	Kennebec	2,532	Firefighter			8.00	
Hallowell	Kennebec	2,442	Firefighter				9.00
Acton	York	2,375	Firefighter				7.00
Limestone	Aroostook	2,350	Firefighter	10,368.00			
Windsor	Kennebec	2,350	Firefighter				10.00
Union	Knox	2,326	Firefighter			10.00	
Boothbay Harbor	Lincoln	2,262	Firefighter			10.10	
Phippsburg	Sagadahoc	2,200	Firefighter			12.00	
Livermore	Androscoggin	2,174	Firefighter			8.00	
Mount Desert	Hancock	2,159	Firefighter		34,278.00		
Unity	Waldo	1,996	Firefighter			8.00	
Gouldsboro	Hancock	1,996	Firefighter				10.00
Randolph	Kennebec	1,963	Firefighter			8.00	
Southwest Harbor	Hancock	1,930	Firefighter				12.00
Buckfield	Oxford	1,900	Firefighter			9.60	
Saint Albans	Somerset	1,826	Firefighter				7.50

Point System - Pool of $ to be divided based on participation.

[Flat Rate per call, per training, etc.]

Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
East Millinocket	Penobscot	1,727	Firefighter			15.89	
Nobleboro	Lincoln	1,686	Firefighter			10.00	
Greenville	Piscataquis	1,678	Firefighter			10.00	
Pownal	Cumberland	1,668	Firefighter			8.25	8.25
Lamoine	Hancock	1,659	Firefighter	300.00			
West Paris	Oxford	1,630	Firefighter			10.25	
Baileyville	Washington	1,558	Firefighter	1,400.00			
Stockton Springs	Waldo	1,546	Firefighter		27,000.00		
South Thomaston	Knox	1,530	Firefighter			11.49	
Sebago	Cumberland	1,520	Firefighter			11.25	
Northport	Waldo	1,510	Firefighter				7.50
Wales	Androscoggin	1,492	Firefighter	25.00			
Medway	Penobscot	1,486	Firefighter				12.00
Eastport	Washington	1,468	Firefighter	13,500.00			
Dedham	Hancock	1,465	Firefighter			9.25	
Greenbush	Penobscot	1,459	Firefighter	600.00			
Mars Hill	Aroostook	1,455	Firefighter	Point System			
Trenton	Hancock	1,449	Firefighter			7.50	
Guilford	Piscataquis	1,441	Firefighter			7.50	
Lubec	Washington	1,439	Firefighter	Point System			
Brownfield	Oxford	1,423	Firefighter	Point System			
Woodstock	Oxford	1,382	Firefighter				11.00
Sangerville	Piscataquis	1,277	Firefighter			8.00	
Chesterville	Franklin	1,271	Firefighter				6.00
Easton	Aroostook	1,209	Firefighter				25.13
Ogunquit	York	1,208	Firefighter			12.00	
Strong	Franklin	1,206	Firefighter			9.50	
Frenchville	Aroostook	1,171	Firefighter			8.00	

Fire & EMS

				Point System - Pool of $ to be divided based on participation.			[Flat Rate per call, per training, etc.]
Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
Denmark	Oxford	1,103	Firefighter				15.00
Canton	Oxford	1,101	Firefighter	Point System			
Rome	Kennebec	1,101	Firefighter			10.00	
Brooks	Waldo	1,086	Firefighter	300.00			
Phillips	Franklin	1,033	Firefighter			7.50	
Solon	Somerset	1,009	Firefighter			10.00	
Smithfield	Somerset	952	Firefighter	250.00			
Belmont	Waldo	928	Firefighter				10.00
South Bristol	Lincoln	872	Firefighter			15.00	
Lee	Penobscot	851	Firefighter			10.00	
Alton	Penobscot	837	Firefighter			7.50	
Thorndike	Waldo	791	Firefighter	200.00			
Saint Agatha	Aroostook	786	Firefighter			10.00	
Mattawamkeag	Penobscot	775	Firefighter				9.00
Island Falls	Aroostook	747	Firefighter			7.50	
Eustis	Franklin	726	Firefighter			11.00	
Jackman	Somerset	708	Firefighter			8.00	
Alna	Lincoln	670	Firefighter			12.00	
Jonesboro	Washington	635	Firefighter	Point System			
Vienna	Kennebec	595	Firefighter			10.00	
Roxbury	Oxford	391	Firefighter			8.00	
Weld	Franklin	379	Firefighter			15.00	
Newry	Oxford	367	Firefighter			11.00	
Gilead	Oxford	175	Firefighter			10.00	
Seboeis Plantation	Penobscot	43	Firefighter			12.00	

Fire & EMS

Municipality	County	Pop.	Position	Stipend (Point System - Pool of $ to be divided based on participation.)	Salary	Hourly Rate	Per Call [Flat Rate per call, per training, etc.]
Scarborough	Cumberland	18,835	EMS Director		73,031.40		
Saco	York	17,878	EMS Director	2,619.00			
Topsham	Sagadahoc	9,854	EMS Director			28.63	
Cape Elizabeth	Cumberland	8,984	EMS Director			14.99	
Cumberland	Cumberland	7,586	EMS Director		44,880.00		
Gray	Cumberland	7,573	EMS Director			18.27	10.50
Turner	Androscoggin	5,404	EMS Director	1,100.00			
Waldoboro	Lincoln	5,092	EMS Director		47,132.80		
Jay	Franklin	4,836	EMS Director	1,500.00			
Madawaska	Aroostook	4,345	EMS Director		53,690.00		
Sidney	Kennebec	4,046	EMS Director	1,500.00		13.00	
Limington	York	3,898	EMS Director	1,500.00			
Wiscasset	Lincoln	3,750	EMS Director			16.63	
Thomaston	Knox	3,293	EMS Director	7,573.51			
Belgrade	Kennebec	3,272	EMS Director				14.12
Mechanic Falls	Androscoggin	3,227	EMS Director	1,500.00		11.25	
Alfred	York	2,882	EMS Director	10,583.00			
Bowdoinham	Sagadahoc	2,806	EMS Director	5,304.00			
Bristol	Lincoln	2,752	EMS Director	3,000.00		12.00	
Searsport	Waldo	2,699	EMS Director		40,575.00		
Minot	Androscoggin	2,643	EMS Director				10.00
Bethel	Oxford	2,616	EMS Director	4,750.00			
Manchester	Kennebec	2,532	EMS Director	500.00			
Windsor	Kennebec	2,350	EMS Director	2,000.00			
Union	Knox	2,326	EMS Director	4,000.00			
Whitefield	Lincoln	2,267	EMS Director	2,700.00			
Phippsburg	Sagadahoc	2,200	EMS Director	525.00			
Leeds	Androscoggin	2,086	EMS Director	1,000.00			

Fire & EMS

Municipality	County	Pop.	Position	Stipend (Point System - Pool of $ to be divided based on participation.)	Salary	Hourly Rate	Per Call [Flat Rate per call, per training, etc.]
Gouldsboro	Hancock	1,996	EMS Director	2,203.00			
Southwest Harbor	Hancock	1,930	EMS Director	750.00			
Stockton Springs	Waldo	1,546	EMS Director	28,250.00			
South Thomaston	Knox	1,530	EMS Director	2,750.00		11.49	
Sebago	Cumberland	1,520	EMS Director	4,727.70			
Newburgh	Penobscot	1,511	EMS Director	1,000.00			
Northport	Waldo	1,510	EMS Director				7.50
Trenton	Hancock	1,449	EMS Director			7.50	
Ashland	Aroostook	1,445	EMS Director			16.02	
Guilford	Piscataquis	1,441	EMS Director			7.50	
Hope	Knox	1,428	EMS Director	1,500.00			
Vinalhaven	Knox	1,334	EMS Director		22,763.00	13.50	
Howland	Penobscot	1,284	EMS Director	3,750.00			
Rome	Kennebec	1,101	EMS Director	500.00		10.00	
Brooks	Waldo	1,086	EMS Director	500.00			
Belmont	Waldo	928	EMS Director	350.00			
South Bristol	Lincoln	872	EMS Director	1,100.00		15.00	
Lee	Penobscot	851	EMS Director			10.00	
Island Falls	Aroostook	747	EMS Director	5,000.00		19.00	
Alna	Lincoln	670	EMS Director	300.00			
North Haven	Knox	405	EMS Director	2,600.00			
Sweden	Oxford	364	EMS Director	1,092.00			
Portland	Cumberland	63,061	Paramedic		50,076.00		
South Portland	Cumberland	24,344	Paramedic			22.12	
Brunswick	Cumberland	21,928	Paramedic			21.82	
Sanford	York	21,559	Paramedic			21.75	

Point System - Pool of $ to be divided based on participation.

[Flat Rate per call, per training, etc.]

Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
Biddeford	York	21,276	Paramedic			22.84	
Scarborough	Cumberland	18,835	Paramedic		45,571.89		
Saco	York	17,878	Paramedic		46,383.00		
Windham	Cumberland	16,846	Paramedic		42,678.00		
Gorham	Cumberland	15,738	Paramedic			21.73	
Orono	Penobscot	9,947	Paramedic		44,966.00		
Standish	Cumberland	9,828	Paramedic			13.93	
Cape Elizabeth	Cumberland	8,984	Paramedic				73.54
Freeport	Cumberland	8,270	Paramedic			19.45	
Buxton	York	8,188	Paramedic			18.12	
Caribou	Aroostook	8,043	Paramedic		42,824.00		
Cumberland	Cumberland	7,586	Paramedic			17.85	
Gray	Cumberland	7,573	Paramedic			17.06	10.50
Rockland	Knox	7,385	Paramedic		34,430.00		
Belfast	Waldo	6,653	Paramedic			20.17	
Houlton	Aroostook	6,236	Paramedic			13.75	
Poland	Androscoggin	5,353	Paramedic			18.78	
Bar Harbor	Hancock	5,126	Paramedic			16.57	
Waldoboro	Lincoln	5,092	Paramedic			17.69	
Paris	Oxford	4,918	Paramedic			11.67	
Madawaska	Aroostook	4,345	Paramedic		38,477.00		
Sidney	Kennebec	4,046	Paramedic			13.00	
Arundel	York	3,993	Paramedic			13.50	
Limington	York	3,898	Paramedic			17.00	
Wiscasset	Lincoln	3,750	Paramedic			13.50	
Thomaston	Knox	3,293	Paramedic			13.89	
Mechanic Falls	Androscoggin	3,227	Paramedic			11.25	
Newport	Penobscot	3,121	Paramedic			11.00	

Fire & EMS

Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
				Point System - Pool of $ to be divided based on participation.			[Flat Rate per call, per training, etc.]
Woolwich	Sagadahoc	2,968	Paramedic				13.00
Alfred	York	2,882	Paramedic				14.82
Limerick	York	2,738	Paramedic		39,832.00		
Searsport	Waldo	2,699	Paramedic				12.00
Bethel	Oxford	2,616	Paramedic			15.91	
Union	Knox	2,326	Paramedic			13.00	
Buckfield	Oxford	1,900	Paramedic			15.00	
South Thomaston	Knox	1,530	Paramedic			13.00	
Sebago	Cumberland	1,520	Paramedic			15.67	
Ashland	Aroostook	1,445	Paramedic			12.00	
Howland	Penobscot	1,284	Paramedic			25.00	
Chesterville	Franklin	1,271	Paramedic				6.00
Cushing	Knox	1,270	Paramedic			14.00	
Ogunquit	York	1,208	Paramedic		51,367.00		
South Portland	Cumberland	24,344	EMT			20.39	
Brunswick	Cumberland	21,928	EMT			18.18	
Scarborough	Cumberland	18,835	EMT			15.90	
Saco	York	17,878	EMT		44,211.00		
Gorham	Cumberland	15,738	EMT			19.26	
Topsham	Sagadahoc	9,854	EMT			13.00	
Standish	Cumberland	9,828	EMT			12.21	
Cape Elizabeth	Cumberland	8,984	EMT				38.87
Freeport	Cumberland	8,270	EMT			13.23	
Buxton	York	8,188	EMT			13.46	
Berwick	York	7,630	EMT			10.65	
Cumberland	Cumberland	7,586	EMT			15.56	

Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
				Point System - Pool of $ to be divided based on participation.			[Flat Rate per call, per training, etc.]
Gray	Cumberland	7,573	EMT			12.26	10.50
Belfast	Waldo	6,653	EMT			17.51/1st Hr then 13.77	
Turner	Androscoggin	5,404	EMT			15.51	
Bar Harbor	Hancock	5,126	EMT			16.42	
Waldoboro	Lincoln	5,092	EMT			15.11	
Paris	Oxford	4,918	EMT			11.67	
Madawaska	Aroostook	4,345	EMT		28,577.00		
Sidney	Kennebec	4,046	EMT			13.00	
Limington	York	3,898	EMT			12.00	
Wiscasset	Lincoln	3,750	EMT			11.50	
Thomaston	Knox	3,293	EMT			12.29	
Mechanic Falls	Androscoggin	3,227	EMT			9.75	
Newport	Penobscot	3,121	EMT		27,957.00		
Woolwich	Sagadahoc	2,968	EMT				12.00
Alfred	York	2,882	EMT				12.01
Limerick	York	2,738	EMT				20.00
Searsport	Waldo	2,699	EMT				10.00
Minot	Androscoggin	2,643	EMT				10.00
Bethel	Oxford	2,616	EMT			10.61	
Windsor	Kennebec	2,350	EMT				10.00
Union	Knox	2,326	EMT			11.00	
Buckfield	Oxford	1,900	EMT			10.00	
East Millinocket	Penobscot	1,727	EMT			12.00	
South Thomaston	Knox	1,530	EMT			11.83	
Sebago	Cumberland	1,520	EMT			13.25	
Northport	Waldo	1,510	EMT				7.50

Fire & EMS

Municipality	County	Pop.	Position	Stipend	Salary	Hourly Rate	Per Call
				Point System - Pool of $ to be divided based on participation.			[Flat Rate per call, per training, etc.]
Ashland	Aroostook	1,445	EMT			7.50	
Vinalhaven	Knox	1,334	EMT			11.36	15.50
Howland	Penobscot	1,284	EMT			15.00	
Chesterville	Franklin	1,271	EMT				6.00
Cushing	Knox	1,270	EMT			12.00	
Ogunquit	York	1,208	EMT		53,352.00		
Rome	Kennebec	1,101	EMT			10.00	
Winter Harbor	Hancock	964	EMT	250.00			
Mattawamkeag	Penobscot	775	EMT				13.00
Island Falls	Aroostook	747	EMT			16.15	
North Haven	Knox	405	EMT	5,800.00			25.00

Fire Engineering

FIREFIGHTER RECRUITMENT AND RETENTION IDEAS YOU CAN USE

10/01/2004

BY WALTER A. MORRIS

Rockland County, New York, like many areas throughout the nation, has felt the impact of the declining number of men and women volunteering for the fire and emergency medical services. The county's 26 all-volunteer fire departments protect 285,000 residents in an area located about 40 miles northwest of New York City. These departments face the same recruitment and retention limitations identified in national fire service studies: a more mobile society, more demands on time, both parents working, other involvements, demanding training standards, and an increasing number of alarms. Five years ago, recruit and advanced fire training classes were regularly canceled because of lack of enrollment.

Through the effective use of a strong mutual-aid system, Rock-land's volunteer firefighters continue to mitigate large fires, haz-mat incidents, and other emergencies. Volunteer fire service and EMS leaders applied the mutual-aid concept to the recruitment and retention issue, setting up several interdisciplinary committees to define the recruitment and retention problems and propose and execute high-yield solutions countywide.

They established the Rockland County Creative Approach to Fire Protection Committee, a group of fire service leaders whose specific purpose was to focus solely on recruitment and retention. According to its mission statement, the group's purpose is "to cultivate the public's awareness, respect, appreciation, and support of the volunteer emergency services." The committee meets monthly; all county fire and EMS organizations are represented. It works with local government boards and businesses to promote the volunteer emergency services. Since it was apparent that many residents and business owners were unaware that volunteers staff the county's emergency services, the committee developed an aggressive marketing strategy and

registered as a 501 (c) (3) corporation to allow it to accept tax-deductible contributions.

The committee collected data to demonstrate the financial benefits of maintaining effective volunteer emergency services in the county. Although respect and appreciation for volunteers is wonderful, the bottom line should always be grounded in sound financial management. The fire protection committee surveyed fire departments, ambulance corps, municipalities, and corporations for data in important areas such as membership, taxes, and insurance costs. Once it established sound financial reasons that justified the volunteer services, it examined the personal motivation of volunteers, asking them to explain why they chose to volunteer so that it could target and focus our recruitment efforts.

Next, the committee initiated a comprehensive study of fire protection in the county to determine how to provide fire protection more cost effectively and to reduce the financial burden on property owners. The committee looked at the Insurance Service Office (ISO) grading and its effect on fire insurance premiums. Tom Torpey, a 15-year veteran volunteer firefighter and an employee of the Ducey Insurance Agency, provided documentation regarding fire insurance premium discounts based on ISO ratings. Improving ISO ratings could reduce property owner fire insurance rates. The fire protection committee hosted a series of ISO requirement workshops and helped each fire department prepare for its ISO survey. Ultimately, all 26 fire departments were able to lower their ISO ratings on average from 5 to 3; some of Rockland's volunteer fire departments now have an ISO rating of 2! As a result, many homeowners and commercial building owners are now saving hundreds of dollars each year in insurance premiums. George Doremus, a former chief of the Tallman (NY) Volunteer Fire Department and a committee member, reported that his homeowner's policy annual premium dropped by more than $100 because of his community's lower ISO rating!

To further demonstrate the financial advantages of a volunteer fire department, the committee conducted comparative studies of volunteer fire departments with similar-size career departments. One study, comparing the all-volunteer New City (NY) Fire Engine Company No. 1 with the career-staffed Hackensack (NJ) Fire Department, revealed that New City's annual operating budget was approximately $3 million less than that of the New Jersey department. A recently released report by the Firemen's Association of the State of New York revealed that the state's volunteer firefighters save New York taxpayers more than $2.9 billion each year.

When the fire protection committee shared this information with county residents, business leaders, and elected officials, many individuals offered to assist the committee. To make these

individuals part of our team, we formed the Committee to Promote Volunteerism in Rockland County Emergency Services, Inc. Organized like an ICS flowchart with assigned duties and responsibilities, the volunteerism subcommittee includes a public information officer and liaisons to other groups such as the county legislature and town and village boards.

PROMOTING VOLUNTEERISM

The volunteerism subcommittee invited the leaders of the 50 largest county businesses to its first activity, the Heroes Breakfast. During this event, held at the county fire training center, the volunteerism group explained how volunteer fire and EMS agencies benefit the community and how they needed financial and other support to maintain their vital services. This single event raised more than $38,000, providing important financial support for projects such as the publication of a brochure designed to educate new residents on the need for more fire service and EMS volunteers. The brochures are distributed to new residents by real estate agents.

Since that event, we have developed a strong relationship with the Rockland Business Association (RBA), which recognized the benefit of supporting volunteerism and thereafter formed the Emergency Service Task Force to help the volunteerism subcommittee. The volunteerism committee and task force members attend each other's monthly meetings. The RBA Task Force support includes setting up booths in local shopping malls to promote volunteerism, offering free legal advice, and funding for continuous marketing campaigns.

Additionally, the RBA has supported our Volunteer Incentive Program (VIP), through which retailers offer local volunteer firefighters and EMS providers discounts (photo 1). The VIP targets businesses younger members patronize, including movie theaters, restaurants, clothing stores, and automobile repair shops.

Business owners could see the bottom line value of such a program and also the satisfaction gained in helping firefighters and EMS workers. We had captured the energy of both financial and personal motivation on a number of different fronts.

Local elected officials have recognized the volunteerism subcommittee's many activities. Rockland County Executive C. Scott Vanderhoef welcomed the business leaders at our Heroes Breakfast and has supported our many activities. The county legislature has created a Recruitment and Retention Intergovernmental Task Force, which recently provided $50,000 in funding for a community college tuition assistance program for volunteer firefighters and other emergency services volunteers.

1 Photos courtesy of author unless other- wise noted.

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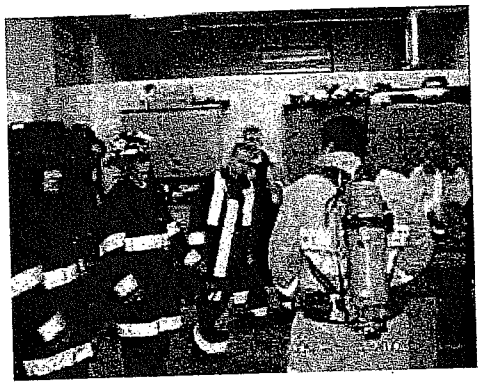

Photos 2, 3 by Frank Hutton.

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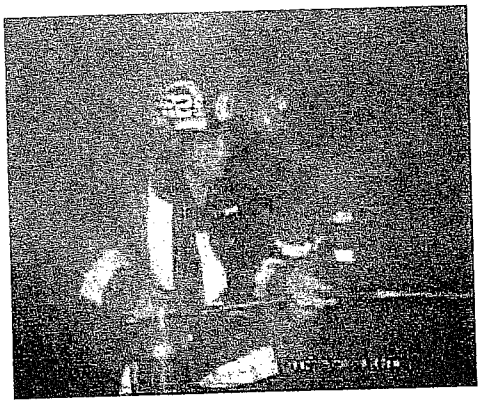

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The volunteerism committee also established the Fire and EMS Youth Academy, open to all Rockland County high school students. The academy, which meets for six evening sessions and one Saturday session, introduces participants to the fire and emergency services. Students are exposed to fire department and ambulance corps operations, and all participants receive basic first aid training and CPR certification. More than 90 percent of the participants indicate that they plan to become volunteer firefighters or EMS providers as a result of the positive experiences provided in the Youth Academy. Many participants go on to join the county Fire Explorer Post.

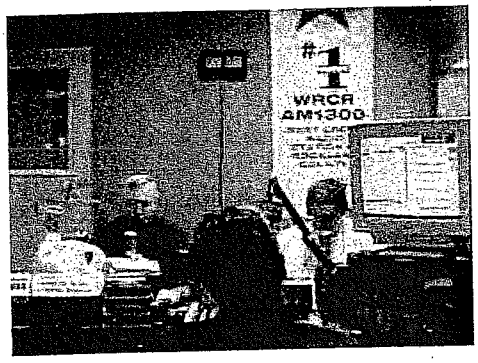
The Rockland County Fire Explorer Post 44, a co-ed collaboration between of the Boy Scouts of America and the Rockland Fire Training Center, has been functioning successfully for more than 10 years. We have maintained an average of 15 active members between the ages of 14 and 17. The Explorers hold two three-hour meetings each month at the training center, each involving a hands-on demonstration or classroom experience. Generally, there is some instruction followed by an opportunity to execute the skills demonstrated.

Fire companies from across the county supply apparatus and equipment with trained firefighters (many of them former Explorers) to assist and coach the boys and girls through evolutions. Safety is a major issue; evolutions are kept within safe limits for these inexperienced but highly motivated, future firefighters. The program has been a source of new members for all departments in Rock-land County (photos 2, 3).

MEDIA INVOLVEMENT

From the beginning, we realized the importance of good media relations and asked representatives of our local newspapers and radio station to share their expertise with us. The Journal News, a local daily newspaper, has continually provided excellent reporting on our activities and editorial support. News reports of major fires and emergencies note that the responders are volunteers, and the media have also provided more exposure for nonemergency events. For example, when the Haverstraw Fire Department held a muster to commemorate its 150th anniversary, several antique apparatus pumped water through the downtown area of the village. The newspaper featured several photographs of this relay operation along with an article detailing the history of the department's volunteer fire service.

A weekly newspaper published a series documenting a reporter's participation in a recruit firefighter training program. The reporter was so impressed by the camaraderie of the volunteer firefighters and their training that he joined his local fire department and soon became one of its most active volunteers.



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This good working relationship with the media resulted in a weekly half-hour program "Who Wants to Be a Volunteer?" co-hosted by Fire Coordinator Gordon Wren, Jr. This provides a regular forum for promoting the volunteer fire and EMS services to more than 20,000 Rockland residents. Veteran firefighter and committee member Frank Hutton operates the controls as residents call in with questions or comments regarding the volunteer emergency services. Topics have included discussions of recent emergencies and fire prevention tips. The response to this program has been very positive, and a local bank underwrites all costs for the program as a public service. Recent programs have focused on the need for affordable housing for volunteers (photo 4).

The many programs that have been implemented have been successful in recruiting volunteers

for Rockland's emergency services. Since this effort began five years ago, every agency has reported significant increases in membership. The most dramatic proof of our success is the fact that nearly all of the training classes at the county fire training center are now full; it's a struggle to offer enough Firefighter I classes to meet the demand. Our most recent Firefighter I class was filled within 24 hours of the distribution of the class announcement.

RETENTION

The fire protection committee is now working on leadership and affordable housing, two issues that will affect the future of the volunteer emergency service in the county. After new members have been recruited, the organization must retain them as productive members. Below are some innovative and successful retention initiatives.

Much of the group's success is the result of defining problems and creating innovative team-oriented solutions based on the local research. This ensured that the programs were targeted to the proper audience. When the group began meeting, we asked, "Why do people volunteer?" According to our research involving all types of volunteers, not just those in the emergency services, the reasons are as follows:

- to help others (97 percent);
- enjoy the work (93 percent);
- like the added responsibility (75 percent); and
- someone they knew asked them (59 percent).

When we polled our volunteer fire and EMS responders on what impelled them to serve, they wanted

- to serve the community;
- to do something different;
- to participate in meaningful, team-oriented activity;
- to use their personal skills;
- to experience the physical and mental challenge;
- to do a special, complicated job; and
- to enjoy the sense of "family."

We designed the brochures, posters, video programs, and other marketing tools with these responses in mind. However, any agency facing the challenge of recruiting and retaining volunteers need not reinvent the wheel. Many excellent resources are available from the United States Fire Administration, the National Volunteer Fire Council, and the International Association of Fire Chiefs. Check with your state and local fire service organizations; many offer practical assistance for recruitment and retention activities.

Recruiting new firefighters is only part of the equation. To maintain an adequate staffing level for your organization, retaining volunteers is equally important. In Rockland County, we are focusing on two major retention issues, leadership and affordable housing.

You need good leaders to retain the volunteers you recruit. Anyone involved in firefighter recruitment and retention should become a student of good leadership; there are no effective organizations with ineffective leaders! Some organizations have implemented effective recruitment programs and have attracted many new members only to have them leave within a few years because their leaders did not provide the training and mentoring new members need.

Among the leadership training programs available is the excellent Volunteer Fire Service Leadership and Administration for the 21st Century program, sponsored by the Volunteer and Combination Section of the International Association of Fire Chiefs. The fire protection committee and the Rockland County Fire Chiefs Association sponsored this seminar for our firefighters. The county fire training center also developed a fire service leadership training program. Fire Department of New York Battalion Chief John Salka recently attended one of our County Fire Chiefs Association meetings to share his leadership lessons and sign copies of his new book First In, Last Out: Leadership Lessons from the New York Fire Department.

Affordable housing is a second major issue the committee is addressing. In the rapidly growing suburbs of New York City, the demand for housing is escalating, and the median price of housing in Rockland County has increased more than 50 percent in the past three years! Property taxes continue to climb, and many long-time residents are moving out of the county. Many young people join their local fire departments or ambulance corps but are forced to resign when they cannot find local affordable housing.

The fire protection committee has developed a partnership with the Rockland Housing Action Coalition, Inc. (RHAC), a not-for-profit agency that develops affordable housing. The RHAC has helped us educate municipal representatives on the need to build or renovate cost-effective homes for volunteers. The committee and the RHAC are also offering financial planning

assistance for emergency service volunteers so they can realize the dream of home ownership.

We are now working with the various town and village governments to make them aware of the volunteers' need for affordable housing. Since the ideal location for affordable housing is near fire stations and ambulance corps headquarters, the fire and EMS agencies in each town are forming their own coalitions to identify possible locations for these affordable housing projects.

In Piermont, New York, the local volunteer fire department now owns a six-unit apartment building (just a block from the fire station) that provides housing for six volunteer firefighters and their families (photo 5). In Nyack, New York, a builder is now constructing a new two-story building that will house a food market on the first floor and apartments for volunteer firefighters on the second; in Orangeburg, New York, some houses on property formerly owned by New York State will soon be renovated and sold to emergency service volunteers.

Successfully recruiting and retaining volunteer firefighters and EMS providers in Rockland County has been accomplished because of the hard work and dedication of many individuals. These innovative leaders realized that we could accomplish more by working together. Remember, mutual aid is not just for emergencies!

WALTER A. MORRIS, a 28-year veteran of the fire service, is the supervisor of training for the Rockland County (NY) Fire Training Center in Pomona, New York, and an adjunct professor at the Rock-land Community College Fire Protection Technology program. Previously, he served as chief of the Monsey (NY) Volunteer Fire Department. Morris has a bachelor's degree in public safety and a master's degree in fire protection management from John Jay College in New York City. He is a member of the National Fire Academy Alumni Association Board of Directors and has instructed at FDIC.

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