

Collective Bargaining Fiscal Impact Statement 45-5-22

Local 2050

International Association of Fire Fighters, AFL-CIO

Proposed Contract Term: 7/1/23 - 6/30/26

| | FY 2024 | FY 2025 | FY 2026 | Totals |
|---|---------------|--------------|--------------|--------------|
| Proposed Salary Changes | | | | |
| Percentage Changes | 1.875 / 1.875 | 2.25 / 2.25 | 2.25 / 2.25 | |
| Salary Costs | 139,206.03 | 211,268.84 | 205,106.96 | 555,581.82 |
| Increase in Rescue Squad Duty Pay (\$14 to \$17) | 10,920.00 | 10,920.00 | 10,920.00 | 32,760.00 |
| Increase in EMTC Pay (\$1,500 to \$1,750) 55 employees | 13,750.00 | 13,750.00 | 13,750.00 | 41,250.00 |
| Increase in Paramedic Pay (\$2,200 to \$2,500) 10 employees | 3,000.00 | 3,000.00 | 3,000.00 | 9,000.00 |
| EMT Basic Pay for Dispatchers \$1,000 - 2 employee | 2,000.00 | 2,000.00 | 2,000.00 | 6,000.00 |
| Headquarter Staff | 14,816.36 | 14,816.36 | - | 29,632.72 |
| | | | | - |
| FICA Costs | 14,052.47 | 19,565.27 | 17,960.44 | 51,578.18 |
| Retirement Contribution | 26,764.31 | 32,945.92 | 34,777.11 | 94,487.34 |
| Total Cost for Salary Increases | 224,509.17 | 308,266.39 | 287,514.50 | 820,290.06 |
| Town Additional Retirement Contribution* | 187,013.00 | 360,240.00 | 539,856.00 | 1,087,109.00 |
| Members Additional Retirement Contribution | (13,108.64) | (13,602.90) | (28,235.27) | (54,946.81) |
| Healthcare Savings - Change in Plan Structure | (53,584.56) | (56,263.79) | (59,076.98) | (168,925.33) |
| Life Insurance Change | (11,730.00) | (12,081.90) | (12,444.36) | (36,256.26) |
| Additional OPEB Contribution | (13,557.59) | (14,085.76) | (29,197.05) | (56,840.40) |
| Savings from Comp Time Change | (200,000.00) | (202,001.04) | (206,001.08) | (608,002.12) |
| Savings from Healthcare Buyback Change (est. 4 members) | (75,300.00) | (79,065.00) | (83,018.25) | (237,383.25) |
| Savings from increased employee healthcare contributions | (27,916.22) | (55,833.11) | (83,750.00) | (167,499.33) |
| Net (Savings) / Cost | 16,325.16 | 235,572.90 | 325,647.52 | 577,545.57 |