

## Collective Bargaining Fiscal Impact Statement 45-5-22

Smithfield Local 2050

International Association of Fire Fighters, AFL-CIO

Proposed Contract Term: 7/1/14 - 6/30/16

	FY 2014	FY 2015	FY 2016	Totals
Fire Secretary Position				
Base Salary	45,483.77	46,393.45	47,321.31	
Contribution to Retirement	8,914.82	9,557.05	10,221.40	
FICA	3,479.51	3,549.10	3,620.08	
Healthcare & Dental	20,591.04	21,002.86	21,422.92	
Payment of Union Dues for Position	(700.00)	(700.00)	(700.00)	
Savings from not filling Secretary Position	(77,769.14)	(79,802.45)	(81,885.72)	(239,457.31)
Proposed Salary Increases				
Percentage Increase	3%	2%	2%	
Salary Increase Costs	92,445.83	63,479.47	64,749.06	
FICA Costs	7,072.11	4,856.18	4,953.30	
Retirement Contribution	18,119.38	12,441.98	12,690.82	
Total Cost for Salary Increases	117,637.32	80,777.62	82,393.18	280,808.12
Additional Town Contributions to Pension Fund Trust				
Pension Fund Trust	-	32,374.53	33,022.02	
	-	32,374.53	33,022.02	65,396.55
Net (Savings) / Cost	39,868.18	33,349.70	33,529.48	106,747.36

### Estimated Savings Based on Current Healthcare Rates

#### Long Term Liability Savings - For Employees Hired after 7/1/2013

Current Contract: Retirement after minimum of 20 years	555,958.08
- Employee retires with deferred pension after 20 years of service at age 38	
Proposed Contract: 25 years of service and age 55	(205,910.40)
Employee Co-Share (Current Co-share: \$1,500 per year * 10 years)	(15,000.00)
Total Long Term Liability (Savings) Per New Employee	<u>(335,047.68)</u>