

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

Smithfield Lodge No. 17  
 Fraternal Order of Police  
 Proposed Contract Term: 7/1/19 - 6/30/22

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Totals</b>
Cost Savings and Member Contributions				
Attendance Incentive - Estimated Overtime Savings	(31,896.00)	(31,896.00)	(31,896.00)	
Vaction Time Incentive - Estimated Overtime Savings	(21,315.84)	(21,315.84)	(21,315.84)	
Call Back reduced from 4 hours to 3 hours	(2,770.50)	(2,770.50)	(2,770.50)	
Court Time reduced from 4 hours to 3 hours	(10,084.62)	(10,084.62)	(10,084.62)	
Additional Employee HC Contribution from \$1,850 to \$2,000	-	0	(6,000.00)	
	<b>(66,066.96)</b>	<b>(66,066.96)</b>	<b>(72,066.96)</b>	<b>(204,200.88)</b>
Proposed Salary Increases				
Percentage Increase	0 , 0	2.25 , 2.75	2.25 , 2.75	
Attendance Increase Costs	-	115,129.01	119,338.06	
Increase in Clothing Allowance (\$700 to \$1,000)		12,000.00	12,000.00	
Sick Time Incentive	2,300.00	2,300.00	2,300.00	
FICA Costs	175.95	9,901.32	10,223.31	
Retirement Contribution	-	7,621.54	7,900.18	
Total Cost for Salary Increases	<b>2,475.95</b>	<b>146,951.88</b>	<b>151,761.55</b>	<b>301,189.38</b>
Net (Savings) / Cost	<b>(63,591.01)</b>	<b>80,884.92</b>	<b>79,694.59</b>	<b>96,988.50</b>