

Collective Bargaining Fiscal Impact Statement 45-5-22

Smithfield Local 2050

International Association of Fire Fighters, AFL-CIO

Proposed Contract Term: 7/1/19 - 6/30/22

	FY 2020	FY 2021	FY 2022	Totals
Cost Savings and Member Contributions				
Estimated Members declining Healthcare with Buyback Increase	(69,244.08)	(71,321.40)	(73,461.04)	
Attendance Incentive - Estimated Overtime Savings	(60,000.00)	(60,000.00)	(60,000.00)	
Vacation Time Incentive - Estimated Overtime Savings	(42,000.00)	(42,000.00)	(42,000.00)	
Additional Employee Healthcare Contribution		(11,375.00)	(21,875.00)	
OPEB Contribution 1%		(46,081.69)	(48,073.98)	
	(171,244.08)	(230,778.09)	(245,410.02)	(647,432.20)
Proposed Salary Increases				
Percentage Increase	0%	0%	2.50%	2.75%
Salary Increase Costs	-	190,965.20	209,190.41	
Increase in Paramedic Pay (\$2,000 to \$2,200) 8 employees	-	1,600.00	1,600.00	
Increase in Rescue Squad Pay (\$12 to \$14)	-	6,552.00	6,552.00	
Increase in EMTC Pay (\$1,400 to \$1,500) 53 employees	-	5,300.00	5,300.00	
Increase in Uniform Allowance (\$1,125 to \$1,275) 65 employees	-	9,750.00	9,750.00	
Increase in Dispatcher Uniform Allowance (\$650 to \$700) 4 employees	-	200.00	200.00	
EMS Captain to rank of Deputy Chief EMS	-	6,137.06	6,321.20	
Dispatcher to position of Fire Alarm Supervisor	-	2,890.92	2,991.24	
Attendance Incentive	21,600.00	21,600.00	21,600.00	
FICA Costs	1,652.40	18,742.13	20,158.12	
Retirement Contribution	-	37,064.61	40,495.00	
Total Cost for Salary Increases	23,252.40	300,801.93	324,157.97	648,212.30
Additional Town Contributions				
Additional Pension Fund Trust	-	46,081.69	48,073.98	
Increase Delta Dental Rider	2,157.96	2,157.96	2,157.96	
Buy Back Increase for Existing Members	1,000.00	1,000.00	1,000.00	
Buy Back Cost for Estimated Members declining Healthcare	9,000.00	9,000.00	9,000.00	
	12,157.96	58,239.65	60,231.94	130,629.55
Net (Savings) / Cost	(135,833.72)	128,263.48	138,979.89	131,409.65