

IBPO Town of East Greenwich
CBA 7.1.2022 - 6.30.2025 Fiscal Impact Statement
June 10, 2022

Fiscal Impact Statement				
Final Agreement	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Compensation Proposal:				
Salary	\$2,665,679	\$2,829,275	\$2,917,917	\$3,009,332
Longevity pay	183,433	194,691	202,818	226,372
Bereavement - +1 day	41,010	54,409	56,114	57,872
Subtotal Compensation	\$2,890,122	\$3,078,375	\$3,176,849	\$3,293,576
Cost over Prior Year		\$188,253	\$98,474	\$116,727
Gross Percent Change		6.12%	3.10%	3.54%
Healthcare Premium Coshare:				
Co-share on premium	0	-15,750	-21,000	-21,000
Subtotal Benefits	\$0	-\$15,750	-\$21,000	-\$21,000
Net Contract Cost	\$2,890,122	\$3,062,625	\$3,155,849	\$3,272,576
Net Cost Over Prior Year		\$172,503	\$93,224	\$116,727
Effective Cost		5.63%	2.95%	3.57%
Average Annual Increase				4.05%
Summary - Major Cost Factors				
	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Salary Increase				
COLA	2.00%	3.00%	3.00%	3.00%
FY 2023				
Position Description	Step 1	Step 2 after six months	Step 3 after 1 Year	
Captain	\$ 90,306.40			
Detective Lieutenant	\$ 85,006.48			
Lieutenant	\$ 81,681.26			
Detective Sergeant	\$ 77,900.63			
Sergeant	\$ 74,896.48			
Detective Patrolman	\$ 70,856.98			
Patrol Officer	\$ 60,026.63	\$ 64,074.68	\$ 68,111.72	
Longevity Schedule				
Year 1 - no change				
Year 3 - Eliminate 1st step				
Year 3 - Eliminate flat schedule				
Year 3 - Increase steps by 0.5%				
School and Town Details				
School and Town Detail rate	\$45.00	\$50.00	\$50.00	\$50.00
Dental Coverage				
Increase Annual MAX - \$1500 - \$2000				
Post Employment Healthcare Benefits				
ALL Employees who retire will pay current		\$750	\$1,000	\$1,000
For active employees & will not carry in retirement				

Presented as required by RIGL § 45-5-22 Collective Bargaining Fiscal Impact Statements