

IAFF 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	\$3,447,667	\$3,606,102	\$3,753,562	\$3,906,927	
Longevity pay	219,963	230,796	298,088	316,240	
Holiday pay	253,074	286,762	296,799	307,187	
Subtotal Compensation	\$3,920,704	\$4,123,660	\$4,348,449	\$4,530,354	
Cost over Prior Year		\$202,956	\$224,789	\$181,905	
Gross Percent Change		4.92%	5.17%	4.02%	
Healthcare Premium Coshare:					
Co-share on premium	0	-3,400	-6,500	-13,000	
Subtotal Benefits	\$3,920,704	\$4,120,260	\$4,341,949	\$4,517,354	
Protection of Employees:					
Eliminate Cleaning Contract	40,000	-40,000	20,000	0	
Subtotal Operating	\$40,000	-\$40,000	\$20,000	\$0	
Net Contract Cost	\$3,960,704	\$4,080,260	\$4,361,949	\$4,517,354	
Net Cost Over Prior Year		\$119,556	\$281,689	\$155,405	
Effective Cost		2.93%	6.46%	3.44%	
Average Annual Increase				4.28%	
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 First Yr	Step 3 after 2 Years	Step 4 after 3 Years	Step 5 after 5 Years
Captain	35.90				
Lieutenant	32.64				
Fire Fighter	23.65	27.51	29.61		
Fire Marshall	27.13	32.30	34.99		
Chief's Administrative Assistant	20.17	20.17	21.53	23.72	26.08
Longevity Schedule					
Year 1 - no change					
Year 2 - Eliminate 1st step					
Year 2 - Eliminate flat schedule					
Year 2 - Increase steps by 1%					
Dental Coverage					
Increase Annual MAX - \$1500 - \$2000					
Post Employment Healthcare Benefits					
ALL Employees who retire will pay current FY 22 rate No direct co-share in this contract term		\$500	\$750	\$1,000	