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# **FISCAL IMPACT OF FY2014-FY2016 AND FY2017-FY2019 FIRE DEPARTMENT CONTRACT CHANGES**

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Town Of East Greenwich

August 28, 2016

## **This presentation summarizes the fiscal impact of changes to the FY2014-FY2016 and FY2017-FY2019 contract**

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- The analysis assumes the current number of firefighters and officers by rank and the current seniority of officers
- Contract provisions are analyzed assuming this staffing configuration was in place during each year

## The fiscal impact of implementing the FY2014-FY2016 contract increased from \$124,885 in FY 2014 to \$343,171 in FY 2019

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	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Compensation						
Change Wage And Longevity Pay Schedules; Eliminate ET Incentive Pay	\$529	\$59,074	\$148,854	\$148,854	\$148,854	\$148,854
Vacations						
Change Earned Vacation Schedule For Platoon Firefighters	\$46,098	\$47,013	\$48,429	\$49,271	\$54,456	\$55,547
Increase Sick Leave Hours Earned For Staff Hired After July 1, 2010	\$13,943	\$14,221	\$14,647	\$16,478	\$16,807	\$17,143
Holidays						
Increase Hours Of Holiday Pay From 8.4 To 12	\$52,150	\$53,192	\$54,790	\$57,494	\$58,760	\$59,938
Eliminate Two Half Holidays	(\$10,619)	(\$10,831)	(\$11,156)	(\$11,707)	(\$11,965)	(\$12,204)

**The fiscal impact of implementing the FY2014-FY2016 contract increased from \$124,885 in FY 2014 to \$343,171 in FY 2019 (cont'd)**

	FY 2014	FY 2015	FY2016	FY 2017	FY 2018	FY 2019
Health Care						
Reduce Employee Health Care Contribution		\$27,757	\$27,757	\$27,757	\$27,757	\$27,757
Clothing						
Increase Clothing Allowance	\$7,400	\$25,900	\$25,900	\$25,900	\$25,900	\$25,900
Training						
Increase Pay For Trainee From 75 Percent Of A Probationary Firefighter To 100 Percent Of A Probationary Firefighter	\$3,077	\$3,138	\$3,233	\$3,890	\$3,968	\$4,047
Increase Training From Six Weeks To 12 Weeks	\$12,309	\$12,553	\$12,931	\$15,560	\$15,871	\$16,189
Total Annual Cost Of FY2014-FY2016 Contract	\$124,886	\$232,018	\$325,384	\$333,497	\$340,409	\$343,171

**The cumulative cost of implementing the FY2014-FY2016 contract is \$1.7 million**

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Year	Cumulative Cost
FY 2014	\$124,886
FY 2015	\$356,904
FY 2016	\$682,288
FY 2017	\$1,015,785
FY 2018	\$1,356,193
FY 2019	\$1,699,364

# The fiscal impact of implementing the FY2017-FY2019 contract increased from \$466,909 in FY 2017 to \$951,569 in FY 2019

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	FY 2017	FY 2018	FY 2019
Department Structure And Staffing			
Phase Out Floater Positions And Increase Minimum Staffing Levels	\$141,852.17	\$258,956.91	\$480,369.02
Require 1 Captain And 3 Lieutenants Be Working On Each Platoon	\$77,094.09	\$77,267.83	\$78,758.04
Compensation			
Change Wage And Longevity Schedule	\$143,309.11	\$213,629.08	\$270,735.18
Holiday			
Pay Firefighters Working Holidays Time And A Half	\$52,994.52	\$54,160.92	\$55,246.32
Collateral Dispatch			
Increase Hourly Rates For Collateral Dispatch	\$20,826.13	\$20,828.13	\$20,828.13

**The fiscal impact of implementing the FY2017-FY2019 contract increased from \$466,909 in FY 2017 to \$951,569 in FY 2019 (cont'd)**

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	FY 2017	FY 2018	FY 2019
Overtime			
Allow Firefighters To Earn Compensatory Time In Lieu Of Paid Overtime	\$12,069.95	\$12,069.95	\$12,069.95
Education			
Increase Educational Reimbursement Cap	\$8,000.00	\$8,000.00	\$8,000.00
Bargaining Leave			
Increase The Number Of Firefighters Who Can Receive Leave For Union Business From 2 to 3	\$3,983.00	\$3,983.00	\$3,983.00
Clothing			
Increase Clothing Allowance	\$3,700.00	\$11,100.00	\$18,500.00
Collateral Duties			
Increase Collateral Duty Supervisor Pay From \$26 Per Hour To \$28 Per Hour	\$3,079.65	\$3,079.65	\$3,079.65
<b>Total Annual Cost Of FY2017-FY2019 Contract</b>	<b>\$466,908.62</b>	<b>\$663,075.47</b>	<b>\$951,569.29</b>

**The cumulative cost of implementing the FY2017-FY2019 contract was \$2.1 million**

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Year	Cumulative Cost	
FY 2017	\$466,909	
FY 2018	\$1,129,984	
FY 2019	\$2,081,553	



# When added to FY2013 wage and longevity costs, implementing FY2014-FY2016 and FY2017-FY2019 contracts increased costs from \$2.9 million in FY2013 to \$4.2 million in FY2019

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Compensation							
Estimated Compensation Wage And Longevity Pay Each Year	\$2,930,009	\$2,930,538	\$2,989,083	\$3,078,863	\$3,222,172	\$3,292,492	\$3,349,598
<i>CHANGES IN COST DUE TO CONTRACTUAL CHANGES</i>							
Department Structure And Staffing							
Phase Out Floater Positions And Increase Minimum Staffing Levels					\$141,852	\$258,957	\$480,369
Require 1 Captain And 3 Lieutenants Be Working On Each Platoon					\$77,094	\$77,268	\$78,758
Holidays							
Increase Hours Of Holiday Pay From 8.4 To 12		\$52,150	\$53,192	\$54,790	\$57,494	\$58,760	\$59,938
Eliminate Two Half Holidays		(\$10,619)	(\$10,831)	(\$11,156)	(\$11,707)	(\$11,965)	(\$12,204)
Pay Firefighters Working Holidays Time And A Half					\$52,995	\$54,161	\$55,246
Vacations							
Change Earned Vacation Schedule For Platoon Firefighters		\$46,098	\$47,013	\$48,429	\$49,271	\$54,456	\$55,547
Increase Sick Leave Hours Earned For Staff Hired After July 1, 2010		\$13,943	\$14,221	\$14,647	\$16,478	\$16,807	\$17,143
Clothing							
Increase Clothing Allowance		\$7,400	\$25,900	\$25,900	\$29,600	\$37,000	\$44,400
Health Care							
Reduce Employee Health Care Contribution			\$27,757	\$27,757	\$27,757	\$27,757	\$27,757

**When added to FY2013 wage and longevity costs, implementing FY2014-FY2016 and FY2017-FY2019 contracts increased costs from \$2.9 million in FY 2013 to \$4.2 million in FY 2019 (cont'd)**

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
<b>Training</b>							
Increase Pay For Trainee From 75 Percent Of A Probationary Firefighter To 100 Percent Of A Probationary Firefighter		\$3,077	\$3,138	\$3,233	\$3,890	\$3,968	\$4,047
Increase Training From Six Weeks To 12 Weeks		\$12,309	\$12,553	\$12,931	\$15,560	\$15,871	\$16,189
<b>Collateral Dispatch</b>							
Increase Hourly Rates For Collateral Dispatch					\$20,826	\$20,828	\$20,828
<b>Overtime</b>							
Allow Firefighters To Earn Compensatory Time In Lieu Of Paid Overtime					\$12,070	\$12,070	\$12,070
<b>Education</b>							
Increase Educational Reimbursement Cap					\$8,000	\$8,000	\$8,000
<b>Bargaining Leave</b>							
Increase The Number Of Firefighters Who Can Receive Leave For Union Business From 2 to 3					\$3,983	\$3,983	\$3,983
<b>Collateral Duties</b>							
Increase Collateral Duty Supervisor Pay From \$26 Per Hour To \$28 Per Hour					\$3,080	\$3,080	\$3,080
<b>TOTAL COST</b>	<b>\$2,930,009</b>	<b>\$3,054,895</b>	<b>\$3,162,027</b>	<b>\$3,255,393</b>	<b>\$3,730,414</b>	<b>\$3,933,493</b>	<b>\$4,224,749</b>

**As a percentage of FY2013 wage and longevity costs, implementing the FY2014-FY2016 and FY2017-FY2019 contracts increased costs by 44.2 percent**

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Year	Cost	Annual Percentage Increase	Percentage Increase Over FY2013 Wages And Longevity
FY 2013	\$2,930,009		
FY 2014	\$3,054,895	4.3%	4.3%
FY 2015	\$3,162,027	3.5%	7.9%
FY 2016	\$3,255,393	3.0%	11.1%
FY 2017	\$3,730,414	14.6%	27.3%
FY 2018	\$3,933,493	5.4%	34.2%
FY 2019	\$4,224,749	7.4%	44.2%

**The cumulative costs of implementing the two contracts is \$3.78 million**

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Year	Cumulative Cost FY2014-FY2016 Contract	Cumulative Cost FY2017-FY2019 Contract	Total Cumulative Cost
FY 2014	\$124,886		\$124,886
FY 2015	\$356,904		\$356,904
FY 2016	\$682,288		\$682,288
FY 2017	\$1,015,785	\$466,909	\$1,482,693
FY 2018	\$1,356,193	\$1,129,984	\$2,486,177
FY 2019	\$1,699,364	\$2,081,553	\$3,780,918