

**DPW contractual changes FY 25-26-27 - fiscal impact statement for contract ratification**

<u>DPW</u>	<u>Current</u>	<u>FY2025 Proposed 7%</u>	<u>FY2026 Proposed 3%</u>	<u>FY2027 Proposed 2%</u>	<u>FY2025 Variance</u>	<u>FY2026 Variance</u>	<u>FY2027 Variance</u>	<u>Cummulative Variance</u>
Salary 8 staff	\$422,864.00	\$ 452,464.48	\$ 466,038.41	\$ 475,359.18	\$ 29,600.48	\$ 43,174.41	\$ 52,495.18	\$ 125,270.07
Longevity	\$6,075.78	\$ 6,501.08	\$ 6,696.11	\$ 6,830.03	\$ 425.30	\$ 620.33	\$ 754.25	\$ 1,799.89
salaries	<u>\$428,939.78</u>	<u>\$ 458,965.56</u>	<u>\$ 472,734.52</u>	<u>\$ 482,189.21</u>	<u>\$ 30,025.78</u>	<u>\$ 43,794.74</u>	<u>\$ 53,249.43</u>	<u>\$ 127,069.96</u>
Town share Health	\$191,800.00	\$ 175,176.00	\$ 180,431.28	\$ 185,844.22	\$ (16,624.00)	\$ (11,368.72)	\$ (5,955.78)	\$ (33,948.50)
Town share FICA .0765	\$32,813.89	\$ 35,110.87	\$ 36,164.19	\$ 36,887.47	\$ 2,296.97	\$ 3,350.30	\$ 4,073.58	\$ 9,720.85
Pension 0.0533	\$22,862.49	\$ 24,462.86	\$ 25,196.75	\$ 25,700.68	\$ 1,600.37	\$ 2,334.26	\$ 2,838.19	\$ 6,772.83
benefits	<u>\$247,476.38</u>	<u>\$234,749.73</u>	<u>\$241,792.22</u>	<u>\$248,432.38</u>	<u>\$ (12,726.65)</u>	<u>\$ (5,684.16)</u>	<u>\$ 955.99</u>	<u>\$ (17,454.82)</u>
Total salary & benefits	\$ 676,416.16	\$ 693,715.29	\$ 714,526.74	\$ 730,621.59	\$ 17,299.13	\$ 38,110.58	\$ 54,205.42	\$ 109,615.13

**Notations:**

Current Health Care with Teamsters	\$ 27,775 per person	x 8 = \$ 222,200.00
Current employee co-share	\$ 3,800 per person	x 8 = \$ (30,400.00)
		<u>Towns net cost \$ 191,800.00</u>
Proposed HSA BC/BS (16000 x 1.117%)	\$ 17,872 per person	x 8 = \$ 142,976.00
New Co-share max	\$ 3,000 per person	x 8 = \$ 24,000.00
Delta Dental - new	\$ 750 per person	x 8 = \$ 6,000.00
Life Ins - 50K policy new	\$ 275 per person	x 8 = \$ 2,200.00
		<u>Towns net cost \$ 175,176.00</u>

- A. Teamsters health includes Health, dental and life
- B. Employee required to provide matching co-share of 3000 saving them 800 annually and single individuals rates are one half the coshare required for both employee and town
- c. Health,dental and life are escalated at 3% per year for FY26 and FY27