

Cost Item	Deputy Chief James Costa Salary and Benefits Current	Deputy Chief James Costa Proposed Salary and Benefits 2023-2024	Deputy Chief James Costa Proposed Salary and Benefits 2024-2025
Base Salary	\$93,390.00	\$ 98,060.00	\$ 102,963.00
Holidays	\$4,225.00	\$ 4,550.00	\$ 4,550.00
Longevity	\$8,405.00 (9%)	\$ 8,825.00 (9%)	\$ 9,267.00 (9%)
Clothing Allowance	\$1,350.00	\$ 1,350.00	\$ 1,350.00
Total	\$ 107,370.00	\$ 112,785.00	\$ 118,130.00
FICA 7.65%	\$ 8,110.00	\$ 8,628.00	\$ 9,037.00
Health – HSA	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
Health - Premium	\$ 18,235.00	\$ 18,235.00	\$ 18,235.00
Dental Premium	\$ 925.00	\$ 925.00	\$ 925.00
Life Insurance	\$ 269.00	\$ 269.00	\$ 269.00
Total Contract	\$138,909.00	\$ 144,842.00	\$ 150,596.00
Vacation / Sick Days	30/10	30/10	30/10

Deputy Costa was granted a partial raise effective 6/12/2023 through 10/25/23 as a six month adjustment after his previous adjustment on 11/23/22 that was retroactive to 10/25/22. The current adjustment calculated above (2023-2024) is an annualized (5% increase) amount (for 52 weeks) for which we owe a retroactive adjustment from 10/25/23 through 7/22/24 , or 38 of 52 weeks as his contract had expired as of 10/25/23. We had opted to wait on providing any salary adjustments to both the Deputy and the Chief until the IBPO staff collective bargaining agreement was completed. We will begin a new contract period annually starting on 7/22 each year. Moving forward the fiscal impact provides a 5% annualized adjustment for the period 7/22/24 through 7/22/25. We seek approval of both the retro-active adjustment for 10/25/23-7/22/24 and the projected adjustment for the period 7/22/24-7/22/25.