

REQUEST TO BE PLACED ON THE AGENDA

July 22, 2024

TIVERTON TOWN COUNCIL

1. **Name of Department, Organization or Person:**

Town Administrator – Council Negotiation team

2. **Subject of Agenda Request:**

Discussion and possible vote regarding approval of all tentative agreed upon provisions for the new three - year collective bargaining agreement the negotiation process. Attached document will be used to facilitate the final redline and ultimate approved contract. These tentative agreed upon matters have been ratified by the union and we seek council to do same. In open session we will provide the fiscal impact and a schedule of approved new classifications and ranks for the IBPO (POLICE Officers) for 7/1/24-6/30/27.

3. **Explain The Nature of The Request:**

Discussion and possible votes to approve the agreed upon terms worked out through increases throughout the three-year contract period. Approval is requested to proceed to pay the staff at the agreed upon rates while the redline version of the contract is prepared and the final contract document vetted by legal from both sides. The Union and the Town negotiating team have already agreed to the actual rate increase (document attached) which were reflected in the fiscal impact statement prepared for the FY2025 budget. (attached)

SIGNATURE:



DATE:



Please Note: Unless otherwise instructed, this request will be a public document. A copy of this request will be given to each Councilor prior to the meeting and, if applicable, to any appropriate department, board, commission, and/or officer.

Agenda items must be submitted to the Town Clerk's office before 3:00 p.m. on Monday prior to the meeting date.

4/16/2024

IBPO contract salary proposal

Current	annual	Proposed new ranks	7/1/2024											
			7/1/2024	1/1/2025	7/1/2025	1/1/2026	7/1/2026	1/1/2027						
Probationary	\$ 54,426.00	Probationary	\$ 55,000.00	1%	\$ 55,550.00	3.50%	\$ 57,494.25	3%	\$ 59,219.08	2%	\$ 60,403.46	2%	\$ 61,611.53	11.50%
2nd Class	\$ 59,589.00	4th class	\$ 59,589.00	1%	\$ 60,184.89	3.50%	\$ 62,291.36	3%	\$ 64,160.10	2%	\$ 65,443.30	2%	\$ 66,752.17	11.50%
1st Class	\$ 65,458.00	3rd class	\$ 65,458.00	1%	\$ 66,112.58	3.50%	\$ 68,426.52	3%	\$ 70,479.32	2%	\$ 71,888.90	2%	\$ 73,326.68	11.50%
Detective	\$ 67,749.00	2nd class	\$ 67,749.00	2%	\$ 69,103.98	3.50%	\$ 71,522.62	3%	\$ 73,668.30	2%	\$ 75,141.66	2%	\$ 76,644.50	12.50%
Sergeant	\$ 70,002.00	1st class	\$ 69,385.48	6%	\$ 71,467.04	3%	\$ 73,968.39	3%	\$ 76,187.44	2%	\$ 77,711.19	2%	\$ 79,265.42	18.50%
Lieutenant	\$ 75,195.00	Detective/Corporal	\$ 71,813.94	6%	\$ 73,968.36	3%	\$ 76,557.25	3%	\$ 78,853.97	2%	\$ 80,431.05	2%	\$ 82,039.67	19.50%
Captain	\$ 81,038.00	Sergeant	\$ 74,202.12	6%	\$ 76,428.18	3%	\$ 79,103.17	3%	\$ 81,476.27	2%	\$ 83,105.79	2%	\$ 84,767.91	19.50%
		Lieutenant	\$ 79,706.70	6%	\$ 82,097.90	3%	\$ 84,971.33	3%	\$ 87,520.47	2%	\$ 89,270.88	2%	\$ 91,056.29	19.50%
		Captain	\$ 85,900.28	6%	\$ 88,477.29	3%	\$ 91,573.99	3%	\$ 94,321.21	2%	\$ 96,207.64	2%	\$ 98,131.79	19.50%

Salary changes suggested for FY 2025

Police

Salary	29 staff	\$ 1,933,945.00	\$ 2,153,997.15	\$ 220,052.15	
Vacancies	3	\$ 165,000.00	\$ 165,825.00	\$ 825.00	
Longevity		\$ 86,357.59	\$ 94,076.79	\$ 7,719.20	
Holiday		\$ 95,211.84	\$ 106,032.00	\$ 10,820.16	
		<u>\$ 2,280,514.43</u>	<u>\$ 2,519,930.94</u>	<u>\$ 239,416.51</u>	
Town share	FICA .0765	\$ 174,459.35	\$ 192,774.72	\$ 18,315.36	
Pension	0.21	\$ 592,933.75	\$ 655,182.04	\$ 62,248.29	
		<u>\$ 767,393.11</u>	<u>\$ 847,956.76</u>	<u>\$ 80,563.66</u>	
			Total Police	<u>\$ 319,980.17</u>	\$ 319,980.17