

Local 1042 IAFF Collective Bargaining
Agreement

July 1, 2009 - June 30, 2012

Fiscal 2009 Wages	\$9,546,304			
Fiscal 2009 Benefits	\$3,591,342			
Total Baseline Costs	\$13,137,646			
		<u>Change \$</u>	<u>Change %</u>	
Fiscal 2010 Wages (0%)	\$9,580,747	\$34,443	0.36%	
Fiscal 2010 Benefits	\$3,596,432	\$5,090	0.14%	
Total Costs	\$13,177,179	\$39,533	0.30%	Change 1st year
Fiscal 2011 Wages (3%)	\$9,881,324	\$300,577	3.14%	
Fiscal 2011 Benefits	\$3,394,041	\$202,392	-5.63%	
Total Costs	\$13,275,365	\$98,185	0.75%	Change 2nd year
Fiscal 2012 Wages (2%)	\$10,092,527	\$211,202	2.14%	
Fiscal 2012 Benefits	\$3,374,430	-\$19,611	-0.58%	
Total Costs	\$13,466,956	\$191,592	1.44%	Change 3rd year
			2.51%	Change over 3 years
			0.84%	Avg change per year

Local 1042 IAFF Cost Summary 2009 - 2012 Arbitration Award

	0.39% 1-Jul-09				0.40% 1-Jul-10				0.32% 1-Jul-11			
	Current	Steps	Award	Revised Total	Steps	Award	Revised Total	Steps	Award	Revised Total		
<u>Direct Compensation</u>												
Base	\$6,947,815	\$27,402	\$0	\$6,975,217	\$28,229	\$210,103	\$7,213,549	\$23,288	\$144,737	\$7,381,574		
Overtime	\$1,097,557	\$4,329	\$0	\$1,101,886	\$4,459	\$33,190	\$1,139,535	\$3,679	\$22,864	\$1,166,079		
Holiday Pay	\$438,312	\$1,729	\$0	\$440,041	\$1,781	\$13,255	\$455,076	\$1,469	\$9,131	\$465,676		
Night Differential	\$176,324	\$0	\$0	\$176,324	\$0	\$0	\$176,324	\$0	\$0	\$176,324		
Stipends	\$536,272	\$0	\$0	\$536,272	\$0	\$1,000	\$537,272	\$0	\$0	\$537,272		
Uniform Allowance	\$100,500	\$0	\$0	\$100,500	\$0	\$0	\$100,500	\$0	\$0	\$100,500		
Misc Compensation	\$249,523	\$984	\$0	\$250,507	\$1,014	\$7,546	\$259,067	\$836	\$5,198	\$265,101		
Subtotal	\$9,546,304	\$34,443	\$0	\$9,580,747	\$35,483	\$265,094	\$9,881,324	\$29,272	\$181,930	\$10,092,527		
<u>Retirement/ Life Insurance</u>												
Medicare (1.45%)	\$138,421	\$499	\$0	\$138,921	\$515	\$3,844	\$143,279	\$424	\$2,638	\$146,342		
Retirement (9.895)	\$801,369	\$2,882	\$0	\$804,251	\$2,969	\$22,200	\$829,421	\$2,450	\$15,225	\$847,096		
OPEB (4.96%)	\$473,497	\$1,708	\$0	\$475,205	\$1,760	\$13,149	\$490,114	\$1,452	\$9,024	\$500,589		
401-k Town Match	\$125,516	-	\$0	\$125,516	-	\$9,700	\$135,216	-	\$9,700	\$144,916		
Life Insurance	\$8,290	-	\$0	\$8,290	-	\$10,801	\$19,091	-	\$382	\$19,473		
Subtotal	\$1,547,093	\$5,090	\$0	\$1,552,183	\$5,244	\$59,694	\$1,617,121	\$4,326	\$36,969	\$1,658,416		
<u>Health Insurance</u>												
Medical - Town costs	\$1,634,147	n/a	\$0	\$1,634,147	n/a	-\$180,687	\$1,453,460	n/a	-\$7,901	\$1,445,559		
Rx - Town costs	\$273,948	n/a	\$0	\$273,948	n/a	-\$82,251	\$191,697	n/a	-\$53,005	\$138,693		
Dental - Town costs	\$136,154	n/a	\$0	\$136,154	n/a	-\$4,392	\$131,762	n/a	\$0	\$131,762		
Subtotal	\$2,044,249		\$0	\$2,044,249		-\$267,329	\$1,776,920		-\$60,906	\$1,716,014		
Overall Totals	\$13,137,646	\$39,533	\$0	\$13,177,179	\$40,727	\$57,459	\$13,275,365	\$33,598	\$157,993	\$13,466,956		

0.30%0.75%1.44%

Over three years of award2.51%

Avg. per year0.84%

Cost revisions represents agreed to/awared changes in the collective bargaining agreement from year to year.

Health care premiums based on July 1, 2009 rates - all years