

**October 29, 2012
Special Town Meeting
Article 1
Fire Union Units A, B & C**

	<u>Amount</u>	<u>Percent</u>
Fiscal Year 2013 Approximate Share Attributable to:		
Reformatting of Wage Scale 7/1/12	\$253,858	5.44%
Wage Increase for Rate Saver Conversion 1/1/13	\$ 23,410	0.50%
Net Step, Education, & Other Increases	\$ (23,512)	(0.50)%
Total	\$253,756	5.44%
Fiscal Year 2014 Approximate Share Attributable to:		
Reformatting of Wage Scale 7/1/13	\$140,932	2.87%
Additional Effect of FY13 Rate Saver Increase	\$ 24,588	0.50%
Step, Education, & Other Increases	\$ 70,341	1.43%
Total	\$235,861	4.80%
Fiscal Year 2015 Approximate Share Attributable to:		
2.5% Base Wage Increase effective 7/1/14	\$138,200	2.68%
Step, Education, & Other Increases	\$ 26,797	0.52%
Total	\$164,997	3.20%
Fiscal Year 2016 Approximate Share Attributable to:		
1% Base Wage Increase effective 7/1/15	\$ 53,185	1.00%
1% Base Wage Increase effective 1/1/16	\$ 26,848	0.50%
Step, Education, & Other Increases	\$ 29,021	0.55%
Total	\$109,054	2.05%

Other Cost Items and Key Language Items

- Increase Equipment Mechanic and EMS Administrator/Coordinator stipends (a total of 5 individuals) by \$300 per year.
- Implementation of a temporary Health Reimbursement Arrangement.
- Implementation of Rate Saver (lower premium, higher deductible and co-pay health insurance) program for all employees effective January 1, 2013.
- Implementation of a sick leave buy-back cap for employees hired after July 1, 2002.
- Increase in Union Business days.
- Clarification of Bereavement Leave uses.

Note: The actual amount of all estimates may be less as a result of future turnover.