

IAFF Local 1703 and Town Administrator Tentative Collective Bargaining Agreement as of 10/11/2024**FISCAL IMPACT for Tentative Agreement Contractual Changes**

Notes: See tentative agreement notes and salary schedule proposals

Year 1 - 7/1/25-6/30/26	Base Level	Year 1	Variance year 1	%
annual salaries	\$ 2,062,477.71	\$ 2,210,723.46	\$ 148,245.75	7.2%
13 paid holidays	\$ 98,188.00	\$ 122,325.00	\$ 24,137.00	24.6%
clothing allowance	\$ 42,900.00	\$ 51,000.00	\$ 8,100.00	18.9%
EMT allowances	\$ 111,930.00	\$ 145,600.00	\$ 33,670.00	30.1%
Longevity	\$ 67,509.00	\$ 76,285.00	\$ 8,776.00	13.0%
Salary	\$ 2,383,004.71	\$ 2,605,933.46	\$ 222,928.75	9.4%
Health Insurance	\$ 616,110.00	\$ 663,000.00	\$ 46,890.00	7.6%
Dental Insurance	\$ 31,064.00	\$ 32,005.00	\$ 941.00	3.0%
Life Insurance	\$ 7,531.92	\$ 7,760.00	\$ 228.08	3.0%
Pension	\$ 516,846.00	\$ 557,546.00	\$ 40,700.00	7.9%
FICA Social Security	\$ 150,355.00	\$ 162,195.00	\$ 11,840.00	7.9%
FICA retiree health	\$ 29,366.00	\$ 31,678.00	\$ 2,312.00	7.9%
Benefits	\$ 1,351,272.92	\$ 1,454,184.00	\$ 102,911.08	7.6%
Year 1				
Salary & Benefits	\$ 3,734,277.63	\$ 4,060,117.46	\$ 325,839.83	8.7%
Annual Overall Increase %			8.73%	

Year 2 - 7/1/26-2/30/27	Year 1	Year 2	Variance year 2	%
annual salaries	\$ 2,210,723.46	\$ 2,439,518.70	\$ 228,795.24	10.3%
13 paid holidays	\$ 122,325.00	\$ 128,441.00	\$ 6,116.00	5.0%
clothing allowance	\$ 51,000.00	\$ 51,000.00	\$ -	0.0%
EMT allowances	\$ 145,600.00	\$ 145,600.00	\$ -	0.0%
Longevity	\$ 76,285.00	\$ 81,624.00	\$ 5,339.00	7.0%
Salary	\$ 2,605,933.46	\$ 2,846,183.70	\$ 240,250.24	9.2%
Health Insurance	\$ 663,000.00	\$ 682,890.00	\$ 19,890.00	3.0%
Dental Insurance	\$ 32,005.00	\$ 32,965.00	\$ 960.00	3.0%
Life Insurance	\$ 7,760.00	\$ 7,760.00	\$ -	0.0%
Pension	\$ 557,546.00	\$ 609,846.00	\$ 52,300.00	9.4%
FICA Social Security	\$ 162,195.00	\$ 178,842.00	\$ 16,647.00	10.3%
FICA retiree health	\$ 31,678.00	\$ 34,930.00	\$ 3,252.00	10.3%
Benefits	\$ 1,454,184.00	\$ 1,547,233.00	\$ 93,049.00	6.4%
Year 2 Salary & Benefits	\$ 4,060,117.46	\$ 4,393,416.70	\$ 333,299.24	8.2%

Year 3 - 7/1/2027-6/30/28	Year 2	Year 3	Variance year 3	%
annual salaries	\$ 2,439,518.70	\$ 2,652,856.08	\$ 213,337.38	8.7%
13 paid holidays	\$ 128,441.00	\$ 134,863.00	\$ 6,422.00	5.0%
clothing allowance	\$ 51,000.00	\$ 51,000.00	\$ -	0.0%
EMT allowances	\$ 145,600.00	\$ 145,600.00	\$ -	0.0%
Longevity	\$ 81,624.00	\$ 85,705.00	\$ 4,081.00	5.0%
Salary	\$ 2,846,183.70	\$ 3,070,024.08	\$ 223,840.38	7.9%
Health Insurance	\$ 682,890.00	\$ 703,376.00	\$ 20,486.00	3.0%
Dental Insurance	\$ 32,965.00	\$ 33,953.95	\$ 988.95	3.0%
Life Insurance	\$ 7,760.00	\$ 7,760.00	\$ -	0.0%
Pension	\$ 609,846.00	\$ 663,965.00	\$ 54,119.00	8.9%
FICA Social Security	\$ 178,842.00	\$ 193,153.00	\$ 14,311.00	8.0%
FICA retiree health	\$ 34,930.00	\$ 37,725.00	\$ 2,795.00	8.0%
Benefits	\$ 1,547,233.00	\$ 1,639,932.95	\$ 92,699.95	6.0%
Year 3				
Salary & Benefits	\$ 4,393,416.70	\$ 4,709,957.03	\$ 316,540.33	7.2%

Capt	2025	\$ 32.52	\$ 1,366	\$ 2,731	\$ 71,017.13	\$ 284,068.51	\$ 355,085.64	5
	2026				\$ 76,812.24		\$ 384,061.20	5
	2027				\$ 83,080.10		\$ 415,400.50	5
	2028				\$ 89,859.44		\$ 449,297.20	5
It	2025	\$ 31.09	\$ 1,306	\$ 2,612	\$ 67,909.30		\$ 271,637.18	4
	2026				\$ 72,745.19		\$ 290,980.76	4
	2027				\$ 77,926.46		\$ 467,558.76	6
	2028				\$ 82,672.18		\$ 661,377.44	8
1st	2025	\$ 28.71	\$ 1,206	\$ 2,411	\$ 62,698.27		\$ 564,284.45	9
	2026				\$ 67,163.73		\$ 604,473.57	9
	2027				\$ 71,254.00		\$ 641,286.00	9
	2028				\$ 75,593.36		\$ 755,933.60	10
2nd	2025	\$ 27.00	\$ 1,134	\$ 2,268	\$ 58,972.37		\$ 58,972.37	1
	2026				\$ 61,956.91		\$ 61,956.91	1
	2027				\$ 65,093.48		\$ 520,747.84	8
	2028				\$ 68,388.84		\$ 683,888.40	10
3rd	2025	\$ 25.38	\$ 1,066	\$ 2,132	\$ 55,367.88		\$ 55,367.88	1
	2026				\$ 57,604.74		\$ 403,233.18	7
	2027				\$ 59,935.10		\$ 299,675.50	5
	2028				\$ 62,969.30		\$ -	0
Prob	2025	\$ 23.80	\$ 1,000	\$ 2,000	\$ 52,000.00		\$ 676,000.00	13
	2026				\$ 54,100.80		\$ 378,705.60	7
	2027				\$ 56,286.47		\$ -	0
	2028				\$ 59,135.98		\$ -	0
Fire Mar	2025				\$ 81,130.19		\$ 81,130.19	1
	2026				\$ 87,312.24		\$ 87,312.24	1
	2027				\$ 94,850.10		\$ 94,850.10	1
	2028				\$ 102,359.44		\$ 102,359.44	1
	2025					\$ 2,062,477.71	34.00	
	2026					\$ 2,210,723.46	34.00	
	2027					\$ 2,439,518.70	34.00	
	2028					\$ 2,652,856.08	34.00	

Effective		6/30/2025		7/1/2025		1/1/2026		7/1/2026		1/1/2027		7/1/2027		1/1/2028
Captain	Salary	\$ 71,017.23	4%	\$ 73,857.92	4%	\$ 76,812.24	4%	\$ 79,884.73	4%	\$ 83,080.11	4%	\$ 86,403.32	4%	\$ 89,859.45
	Hourly	\$ 32.52		\$ 33.82		\$ 35.17		\$ 36.58		\$ 38.04		\$ 39.56		\$ 41.14
Lt	Salary	\$ 67,908.41	3.5%	\$ 70,285.20	3.5%	\$ 72,745.19	3.5%	\$ 75,291.27	3.5%	\$ 77,926.46	3%	\$ 80,264.26	3%	\$ 82,672.18
	Hourly	\$ 31.09		\$ 32.18		\$ 33.31		\$ 34.47		\$ 35.68		\$ 36.75		\$ 37.85
1st class	Salary	\$ 62,698.06	3.5%	\$ 64,892.49	3.5%	\$ 67,163.73	3%	\$ 69,178.64	3%	\$ 71,254.00	3%	\$ 73,391.62	3%	\$ 75,593.37
	Hourly	\$ 28.71		\$ 29.71		\$ 30.75		\$ 31.68		\$ 32.63		\$ 33.60		\$ 34.61
2nd class	Salary	\$ 58,971.48	2.5%	\$ 60,445.77	2.5%	\$ 61,956.91	2.5%	\$ 63,505.83	2.5%	\$ 65,093.48	2.5%	\$ 66,720.82	2.5%	\$ 68,388.84
	Hourly	\$ 27.00		\$ 27.68		\$ 28.37		\$ 29.08		\$ 29.80		\$ 30.55		\$ 31.31
3rd class	Salary	\$ 55,367.88	2%	\$ 56,475.24	2%	\$ 57,604.74	2%	\$ 58,756.84	2%	\$ 59,931.97	2.5%	\$ 61,430.27	2.5%	\$ 62,966.03
	Hourly	\$ 25.35		\$ 25.86		\$ 26.38		\$ 26.90		\$ 27.44		\$ 28.13		\$ 28.83
Prob	Salary	\$ 52,000.00	2%	\$ 53,040.00	2%	\$ 54,100.80	2%	\$ 55,182.82	2%	\$ 56,286.47	2.5%	\$ 57,693.63	2.5%	\$ 59,159.05
	Hourly	\$ 23.81		\$ 24.29		\$ 24.77		\$ 25.27		\$ 25.77		\$ 26.42		\$ 27.09

IAFF wage proposal 9/10/24

	annual 2025		annual 2026		annual 2027		annual 2028		does not include 2025 10%
Captain	71,017.23	8%	76,698.61	8%	82,834.50	8%	89,461.26	24%	
Lt	67,908.41	7%	72,662.00	7%	77,748.34	6%	82,413.24	20%	
1st class	62,698.06	7%	67,086.92	6%	71,112.14	6%	75,378.87	19%	
2nd class	58,971.48	5%	61,920.05	5%	65,016.06	5%	68,266.86	15%	
3rd class	55,367.88	4%	57,582.60	4%	59,885.90	5%	62,880.19	13%	
prob	52,000.00	4%	54,080.00	4%	56,243.20	5%	59,055.36	13%	