



Town of North Smithfield

Budget Committee



Fiscal Impact Narrative for the North Smithfield Police Department FY2017-19 IBPO Local 410 Collective Bargaining Agreement

On September 23, 2016, a tentative contract was mutually agreed upon between the International Brotherhood of Police Officers Local 410 and the Town Administrator for the period of FY16-17 through FY18-19, subject to ratification by the Town of North Smithfield Town Council.

The terms of the tentative agreement address nine primary areas with fiscal ramifications:

1. Annual Officer Salary increases:
 - a. FY16/17 – 3.5%
 - b. FY17/18 – 3.5%
 - c. FY18/19 - 3.5%
2. Total Compliment of Police Officers:
 - a. Addition of 1 new officer beginning July 1, 2017.
3. Employment of Civilian Dispatchers:
 - a. FY 16-17: beginning Jan. 1, 2017, training of an estimated 3 full-time and 3 part-time dispatchers.
 - b. FY 17-18: Employment of 24-hour civilian dispatchers (estimated 3 full-time and 3 part-time.)
4. On-Call Compensation: For those on call, compensation will be paid in cash instead of accumulating Compensatory Time.
5. Compensatory Time Accumulation: Reduction of the numbers of hours an officer can accumulate in a given calendar year: from 65 down to 35.
6. Merger of Clothing Allowance and Cleaning allowance into a single stipend, payable in the beginning of each new fiscal year.
7. Health insurance: All new members hired after July 1, 2016 will pay 20% co-share for health insurance.
8. Shift Differential: Increase: 2nd shift from 1% to 2%; 3rd shift, from 2% to 3%.
9. Longevity: Payable at year 3 instead of year 5.

The North Smithfield Budget Committee performed a Fiscal Impact analysis of the proposed agreement.

In summary, the 3-Year tax burden to the town associated with the proposed Police agreement is \$889,875 but year one is already funded in the current budget. Therefore additional tax burden for years 2 and 3 of the contract is \$728,153. (See attached spreadsheet for details in each year of the contract.)

When factoring the additional costs of hiring staff to enable 24-hour Dispatching, the 3-year tax burden is \$1,373,766. Since year-one is already funded, the additional burden for years 2 and 3 of the contract is \$1,206,044.

October 4, 2016.



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NORTH SMITHFIELD POLICE DEPARTMENT

FY 2017-2019 IBPO Local 410 Collective Bargaining - Fiscal Impact Statement

4-Oct-16

Year 1
FY 16/17

Year 2
FY 17/18

Year 3
FY 18/19

Police Officers - salary related:

Salary	\$ 40,317	\$ 103,454	\$ 54,514
Holiday	\$ 9,215	\$ 3,174	\$ 3,361
Longevity	\$ 8,823	\$ 10,443	\$ 9,276
On Call Pay	\$ 26,322	\$ 921	\$ 953
FICA	\$ 22,818	\$ 8,713	\$ 4,880
Pension	\$ 33,139	\$ 23,043	\$ 12,641
Total Police Officers' salary expenses:	\$ 140,633	\$ 149,747	\$ 85,626

Police Officers - benefits:

Stipend	\$ 1,500	\$ 1,500	\$ 1,500
Clothing		\$ 1,900	\$ 1,900
Health,Life, Dental Ins. and Deductible reimbursement	\$ 19,589	\$ 27,483	\$ 27,483
	\$ 21,089	\$ 30,883	\$ 30,883

Total Fiscal Impact of Police contracts

\$ 161,722	\$ 180,630	\$ 116,509
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Additional Tax Burden Carried to FY 18/19 from above impact

	2016/2017	2017/2018	2018/2019
Additional Tax Revenue Necessary from FY16-17	\$ 161,722	\$ 140,633	\$ 140,633
Additional Tax Revenue Necessary from FY17-18		\$ 180,630	\$ 149,747
Additional Tax Revenue Necessary from FY18-19			\$ 116,509
Total Revenue Necessary Over Impacted Fiscal Years	\$ 161,722	\$ 321,264	\$ 406,889

3-Year Total Police Contract Impact

\$ 889,875

Dispatchers - salary related:

Salary	\$ 6,000	\$ 172,557	\$ 5,177
FICA		\$ 13,200	\$ 396
Pension		\$ 12,321	\$ 370
Total Dispatchers' salary expenses:	\$ 6,000	\$ 198,077	\$ 5,943

Dispatchers - benefits

Health,Life, Dental Ins. and Deductible reimbursement	\$ -	\$ 31,897	\$ 31,896
Total Insurance benefit increase:	\$ -	\$ 31,897	\$ 31,896

Total Fiscal Impact of Dispatchers

\$ 6,000	\$ 229,974	\$ 37,839
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Additional Tax Burden Carried to FY 18/19 from above impact

	2016/2017	2017/2018	2018/2019
Additional Tax Revenue Necessary from FY16-17	\$ 6,000	\$ 6,000	\$ 6,000
Additional Tax Revenue Necessary from FY17-18		\$ 229,974	\$ 198,077
Additional Tax Revenue Necessary from FY18-19			\$ 37,839
Total Revenue Necessary Over Impacted Fiscal Years	\$ 6,000	\$ 235,974	\$ 241,916
3-Year Total Dispatcher Impact			\$ 483,890

Combined Fiscal Impact of Police Contract and Dispatchers

Additional Tax Burden/impact Carried to FY 18/19 from above two divisions of the police department

	2016/2017	2017/2018	2018/2019
Add'l Tax Rev. Necessary for both from FY16-17	\$ 167,722	\$ 146,633	\$ 146,633
Add'l Tax Rev. Necessary for both from FY17-18		\$ 410,605	\$ 347,825
Add'l Tax Rev. Necessary for both from FY18-19			\$ 154,348
Total Revenue Necessary Over Impacted Fiscal Years	\$ 167,722	\$ 557,238	\$ 648,806
3-Year Total Contract Impact			\$ 1,373,766

2-Year Total Tax Rev. Req.(assumes Year 1 Funded in existing budget) \$ 1,206,044