

**October 5, 2016
Special Town Meeting
Article 1
Fire Union Units A & C**

	<u>Amount</u>	<u>Percent</u>
Fiscal Year 2017		
2% Base Wage Increase & New Top Step at 2% 7/1/2016	\$167,306	3.21%
Move Defibrillation & Night Differential to Base	\$ 31,487	0.60%
Convert Safety Shoe Payment to Wage Item*	\$ 6,874	0.13%
Increase in Mechanic & EMS Administrator Stipends	\$ 12,965	0.25%
Other Contractual Increases e.g. Steps, Longevity & Education	<u>\$ 36,063</u>	<u>0.69%</u>
Total	\$254,695	4.88%
Fiscal Year 2018		
2% Base Wage Increase 7/1/2017	\$109,078	2.01%
New Top Step at 2% Unit A/ Adjust Step 8 Unit C 7/1/2017	\$ 69,853	1.28%
Other Contractual Increases e.g. Steps, Longevity & Education	<u>\$ 53,720</u>	<u>0.99%</u>
Total	\$272,005	4.28%
Fiscal Year 2019		
1% Base Wage Increase effective 7/1/2018	\$ 57,522	1.02%
1% Base Wage Increase effective 1/1/2019	\$ 31,638	0.56%
Other Contractual Increases e.g. Steps, Longevity & Education	<u>\$ 81,117</u>	<u>1.43%</u>
Total	\$170,277	3.01%

Other Cost Items and Key Language Items

- Implement a Drug and Alcohol Program
- Restructure Paramedic Rotation Program
- Consolidate Detail Rate Schedule and Increase Rate
- Amend Vacation & Personal Leave Accrual Schedule
- Clarify Administrative Leave Provisions
- Establish 20 Mile Residency Requirement
- Drop Step One for Firefighters

* Safety Shoes are currently handled through reimbursement and are already budgeted.