

**November 2, 2009
Special Town Meeting
Article 4
Fire Union Units A, B & C**

		<u>Amount</u>	<u>Percent</u>
Fiscal Year 2010	Base Wage Increase effective 7/1/09	\$ 125,400	2.50%
	Additional Step Increase	\$ 53,000	1.06%
	Increase Career/Educational Pay mid-year	\$ 29,900	0.60%
	Total	\$208,300	4.16%
Fiscal Year 2011	Base Wage Increase effective 7/1/10	\$0	0.0%
	Total	\$0	0.0%
Fiscal Year 2012	Base Wage Increase effective 7/1/11	\$ 0	0.00%
	Increase in Night Differential mid-year	\$ 17,100	0.33%
	Increase in Defibrillation Differential	\$ 34,200	0.66%
	Total	\$ 52,300	.99%

Other Cost Items

- Increase professional development stipend for one member of Unit B.
- Allow for detail rate increases up to \$2 per year in FY11 and FY12.
- Allow reimbursement for Civil Service promotional examinations.

Key Language Items

- Implementation of higher deductible and co-pay insurance program (so-called “Rate Saver” plans) for new hires.