

**Collective Bargaining Fiscal Impact Statement
Certified Staff (NEAB) Contract Period 2020-2022
November 7, 2019**

		FY2020	FY2021	FY2022
		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
Increase Compensation Cost				
Percentage Increase	(A1)	\$403,108	\$487,190	\$521,840
Total Step and Percentage Increase		<u>\$403,108</u>	<u>\$487,190</u>	<u>\$521,840</u>
Longevity Step and Schedule	(A2)	\$0	\$0	\$0
Appendix B Changes	(A3)	\$14,272	\$14,272	\$14,272
Total Increase Compensation		<u>\$417,381</u>	<u>\$501,462</u>	<u>\$536,112</u>
Increase Benefit Cost				
Pension Cost - Step & % Inc - DB	(B1)	\$55,261	\$66,394	\$70,981
Pension Cost - Step & % Inc - DC	(B2)	\$11,478	\$13,790	\$14,743
Medicare Cost	(B3)	\$6,052	\$7,271	\$7,774
Total Benefit Cost Increase		<u>\$72,791</u>	<u>\$87,455</u>	<u>\$93,498</u>
Subtotal Estimated Cost		\$490,172	\$588,917	\$629,610
Savings from Health Insurance Rx Change	(C1)	(\$57,525)	(\$61,264)	(\$65,246)
Total Net Fiscal Impact		<u>\$432,647</u>	<u>\$527,653</u>	<u>\$564,364</u>

Notes/Assumptions:

(A) Salary

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- (1) Based on current staff assignments
2019-2020 - Step 11, between 1.5%-2.0%, based on educational attainment lane. Lower Steps betw
2020-2021 - Between 2.0%-2.25%, based on educational attainment lane. Lower Steps between 0.5
2021-2022 - Between 2.0%-2.25%, based on educational attainment lane. Lower Steps between 0.5
 - (2) Longevity Schedule amended for new hires. Savings will be realized when those employees become

Also note step Increase (per RI Gen Law 16-7-29) as follows:

	FY2020	FY2021	FY2022
	\$288,289	\$323,713	\$284,720

- (3) See Appendix B Document for addition information

(B) Pension

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- (1) Pension (DB) for Step and Percentage increase at FY19 ERSRI rate of 13.25%
 - (2) Pension (DC) for Step and Percentage increase at FY19 ERSRI rate of 2.75%
 - (3) Medicare cost based on proposed salary increases during the term of the 3 year contract

(C): Benefits / Other Compensation

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- (1) Medical Ins - Change to \$7/\$30/\$50/\$75 from \$5/\$15/\$30/\$30

Note: Calculations are based on current staff assignments and benefit levels