

documentation. All language in the contract, other than the specific changes as noted above, remains consistent with the terms of the prior Agreement.

Fiscal Impact Statement

In accordance with RIGL §45-5-22, a “collective bargaining fiscal impact statement” has been prepared and is presented below:

Fiscal Impact Statement	FY 2015	FY2016	FY2017	FY2018
Final Agreement				
Salary	\$748,194	\$771,293	\$797,755	\$821,230
Longevity pay	18,629	19,788	20,746	25,971
Total	\$766,823	\$791,081	\$818,501	\$847,201
Cost over Prior Year		24,258	27,420	28,700
Gross Percent Change		3.07%	3.35%	3.39%
Total Compensation	\$766,823	\$791,081	\$818,501	\$847,201
Net Contract Cost	\$766,823	\$791,081	\$818,501	\$847,201
Cost Over Prior Year		\$24,258	\$27,420	\$28,700
Effective Cost		3.07%	3.35%	3.39%
Average Annual Increase				3.27%
Summary - Major Cost Factors	FY 2015	FY2016	FY2017	FY2018
Salary Increase over Prior Yr.	2.00%	2.25%	2.25%	2.25%
Longevity Schedule				
calculated as a % of base Salary				
5 -9 years of service	3.75%	3.75%	3.75%	4.00%
10-14 years of service	4.25%	4.25%	4.25%	4.50%
15-19 years of service	4.75%	4.75%	4.75%	5.00%
20 or more years of service	5.25%	5.25%	5.25%	5.50%
Dental Care Benefit Schedule				
Annual Benefit	\$1,200	\$2,000	\$2,000	\$2,000
Medical BuyBack				
Annual BuyBack, \$2,000	\$0	\$2,000	\$2,000	\$2,000
EyeWear Allowance				
Every Other Year, up to \$150	\$0	\$150	\$150	\$150