EAST GREENWICH
CUSTODIANS/MAINTENANCE
ASSOCIATION/NEARI/NEA FISCAL IMPACT

	Contract Period FY 2025-FY 2028 FY 25 Year 1	Contract Period FY 2025-FY 2028 FY 26 Year 2	Contract Period FY 2025-FY 2028 FY 27 Year 3	
Compensation Cost Increase (decrease)	**$10,982**	**$16,619**	**$25,979**	
Paid time off (PTO) increase (decrease)	**$8,676**	**$8,770**	**$8,913**	
Substitute rate increase (decrease)	**$3,253**	**$2,531**	**$2,151**	
Retirement Incentive	**$3,600**	**$3,600**	**$3,600**	
Uniform/phones increase (decrease)	**-$3,229**	**-$3,434**	**-$3,479**	
Total Compensation	**$23,281**	**$28,086**	**$37,164**	$163,179
Benefits(health insurance and payroll taxes)	**$5,904**	**$7,731**	**$8,071**	
Paid time off (PTO)(payroll taxes) increase (decrease)	**$988**	**$996**	**$1,020**	
Substitute rate (payroll taxes)increase (decrease)	**$249**	**$194**	**$165**	
Retirement Incentive (payroll taxes)	**$275**	**$275**	**$275**	
Total Benefits	**$7,417**	**$9,196**	**$9,531**	$50,174
Total Fiscal Impact over 3 years	$30,698	$37,282	$46,695	$213,352.77

Health Insurance at 8% Dental Insurance 5.34%