

Westerly Public Schools
Local Union 808 of the Laborers' International Union of North America- AFL-CIO
Non-Certified Staff
Fiscal Impact 3 Year, FY2026 - FY2028
In Accordance with RIGL 16-2-21-6
November 19, 2025

Wages and Benefits	Fiscal Impact FY2026	Fiscal Impact FY2027	Fiscal Impact FY2028	Total Fiscal Impact
Wages	\$ 156,217	\$ 263,631	\$ 346,606	\$ 766,454
Health Insurance	\$ 13,125	\$ 13,125	\$ 13,125	\$ 39,375
Pension	\$ 61,758	\$ 61,758	\$ 61,758	\$ 185,273
Payroll Taxes	\$ 16,675	\$ 20,168	\$ 26,515	\$ 63,358
Total	\$ 247,775	\$ 358,682	\$ 448,003	\$ 1,054,460

Wages and Benefits	Budget Impact FY2027	Budget Impact FY2028	Total Budget Impact
Wages	\$ 181,104	\$ 82,974	\$ 346,606
Health Insurance	\$ 13,125	\$ -	\$ 13,125
Pension	\$ 61,758	\$ -	\$ 61,758
Payroll Taxes	\$ 13,854	\$ 6,348	\$ 26,515
Total	\$ 269,841	\$ 89,322	\$ 448,003
Difference			

Article 8 - Wages:

Pay Rate:

FY2026 - 3.0% increase, and:

\$2.00 increase to Head Technician,

\$1.00 increase to Technician

FY2027 - 2.5% increase

FY2028 - 2.5% increase

Retention Incentive (longevity)	FY2025	FY2026 - FY2028
After 10 years of service		\$500
After 15 years of service	\$300	
After 20 years of service:	\$500	\$1,000

Article 16 -Health/Dental	FY2025	FY2026 - FY2028
Physical examination	not to exceed \$45	100% covered
HSA Contribution - Individual Plan	50% of deductible - \$875	\$1,000
HSA Contribution - 2-Person/Family Plan	50% of deductible - \$1,750	\$2,000

Article 22 - Safety and Health	Current	Proposed
Non-slip work shoes	\$50	\$125
Safety Shoes	\$100	\$200

Article 30 - Pension	Current	Proposed
Pension Fund Contribution Employer	3.46	3.81
Pension Fund Contribution Employee	0.35	0.00