



Town Administrator's Office

343 Highland Road, Tiverton, Rhode Island 02878 (401) 625-6710

Memorandum

Date: December 3, 2018

To: Tiverton Town Council

From: Jan H. Reitsma

RE: Contract renewal and fiscal impact statement – David Robert

Attached please find Tax Assessor David Robert's most recent performance review. His current three-year contract expires on December 10, 2018. I request and recommend approval of a new three-year contract and a salary increase of 2% (draft contract also attached). The raise was included in the budget approved by the Budget Committee.

The incremental fiscal impact of proposed salary increase is as follows:

• Salary increase:	\$	1,472
• Resulting increase in FICA expense:	\$	112
• Resulting increase in MERS contribution:	\$	32
• Resulting increase in TIAA-CREF expense:	\$	15
	\$	<u>1,631</u>

The total fiscal impact of this position for year 1 of the new contract includes: base salary, insurance benefits, the Town's share of H.S.A. funding, FICA, employer plan contributions, and a website / IT maintenance stipend paid out of the Town Administrator's annual budget (which is taxable as well as pensionable compensation), as follows:

• Salary:	\$	75,090
• FICA:	\$	5,744
• ER MERS and TIAA-CREF contributions:	\$	2,425
• ER H.S.A. contribution:	\$	3,000
• Health insurance:	\$	15,647
• Dental:	\$	880
• Life:	\$	538
• Stipend for IT work	\$	2,400
	\$	<u>105,724</u>

cc: Treasurer