

Minimum Hourly Rate Adjustment

Introduction

In an effort to ensure competitive compensation, reflect the rising cost of living, and align with industry standards in our community, we are proposing a structured increment to the base minimum hourly rate for our valued per diem staff. This proposal outlines a plan for a three-year contract period beginning July 1, 2024. Additionally, we are recommending updates to our medical coverage policies for postseason events to ensure the safety and well-being of all athletes.

Current Situation

The current base minimum hourly rate is set at \$45.00. Given the economic trends and inflation rates, as well as comparative analysis with local medical services and cost of living adjustments, it is imperative that we implement a structured pay increase to retain our skilled workforce and attract new talent.

Proposal Summary

Year One (2024-2025)

- Effective Date: July 1, 2024
- Proposed Base Minimum Hourly Rate: \$55.00
- Minimum Hours per Event: 2 hours

Year Two (2025-2026)

- Effective Date: July 1, 2025
- Proposed Base Minimum Hourly Rate: \$60.00
- Percentage Increase: Approximately 9%

This significant increase in the second year is designed to immediately elevate our compensation to remain competitive and reflect the anticipated cost of living adjustment of 3.5% for the next year, while also considering the gap with other local medical service providers.

Year Three (2026-2027)

- Effective Date: July 1, 2026
- Proposed Base Minimum Hourly Rate: \$63.00
- Percentage Increase: Approximately 5%

A 5% increase in the third year is projected to sustain competitive compensation and account for ongoing inflation and cost of living adjustments.

Collision Sports Coverage Rates

Football (FB) and Ice Hockey (IH):

- Rate per Sideline: \$65-\$75 per hour

Postseason Medical Coverage Recommendations

Host Site Recommendations

- **Higher Seed Responsibility:** The higher seed is responsible for securing medical coverage. If the lower seed travels and the upper seed does not have a full-time athletic trainer, the higher seed should compensate the athletic trainer for the event.

Neutral Site Recommendations for Team Sports

- **Both Teams Responsibility:** Both teams should provide medical coverage at a neutral site.
- **Rhode Island Interscholastic League Responsibility:** The league should secure and compensate an athletic trainer for the event.

Neutral Site Recommendations for Individual Sports (e.g., Wrestling, Indoor and Outdoor Track)

- **Hourly Compensation:** 1 athletic trainer (AT) per 3 mats for wrestling.
- **Track and Field (T&F) State Events:** 2-3 athletic trainers, maintaining a ratio of 1 AT per 100 athletes.

Future Discussion

Collision Sport Recommendations

- **Both Sidelines Coverage:** Recommend increasing the rate to \$100 per hour for both sidelines in collision sports.

- **Team Medical Provision Initiative:** Recommend that each team provides their own medical coverage at all football games, based on best practices for student-athlete safety. This initiative mirrors the policy implemented by Massachusetts in the fall of 2022 (MIAA Rules and Regulations Governing Athletics, Pg 65), which includes appropriate medical coverage by an athletic trainer, physician, APP, or EMT.

Rationale

The proposed rate adjustments and medical coverage recommendations are informed by the following considerations:

- **Cost of Living:** The expected cost of living increase of 3.5% for the upcoming year and anticipated similar trends in subsequent years.
- **Industry Standards:** Aligning our rates and coverage policies with local medical services to ensure our compensation and practices are attractive and competitive.
- **Retention and Recruitment:** Ensuring that our pay structure and coverage policies remain enticing to retain our current workforce and attract new talent, thereby maintaining high standards of care.
- **Best Practices for Student-Athlete Safety:** Ensuring all athletes receive appropriate medical coverage during regular and postseason events.

Conclusion

Implementing this structured pay increase plan and updated medical coverage recommendations will ensure that RIATA remains competitive, fair, and responsive to economic trends and best practices. It is crucial for retaining our skilled staff and maintaining the high-quality services we provide.

We invite feedback and discussion on this proposal to ensure it meets the needs of our staff and aligns with our organizational goals.