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AGREEMENT

BY AND BETWEEN

TOWN OF JOHNSTON, RHODE ISLAND

-and-

JOHNSTON FIRE FIGHTERS

**LOCAL 1950 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS,
AFL-CIO**

JULY 1, 2014 to JUNE 30, 2017

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INTRODUCTION

This Agreement is entered into as of the 1st day of July 2014, by and between the Town of Johnston (hereinafter referred to as "Town" or "Employer") and the International Association of Fire Fighters, Local 1950, AFL-CIO (hereinafter referred to as "Union" or "IAFF" or "Local 1950"). This Collective Bargaining Agreement (hereinafter "Agreement") is entered into pursuant to the authority granted by Rhode Island General Laws, Title 28, Chapter 9.1, *et seq.* known as the Fire Fighter's Arbitration Act, as amended.

P R E A M B L E

The following contract by and between the Town and Local 1950 is designed to maintain and promote a mutually beneficial and harmonious working relationship between the Town and the employees of the Fire Department who are within the provisions of this contract in order that more efficient and progressive public service may be rendered to the citizens of the Town of Johnston.

ARTICLE 1

Section 1. Recognition

The Town of Johnston recognizes Local 1950, IAFF, AFL-CIO, as the sole and exclusive representative and bargaining agent for all fire fighter employees of the Johnston Fire Department excluding only the Chief of the Department, for the purpose of collective bargaining and entering into agreements relative to wages, salaries, benefits, hours and working conditions.

The Town of Johnston recognizes that the fire fighter employees of the Fire Department will consist of Fire Fighter Grade 4, 3, 2, 1, Lieutenant, Captain, Battalion Chief and Assistant Chief.

The rights of the Town of Johnston and employees of the Fire Department shall be respected and the provisions of this Agreement shall be observed for the orderly settlement of all questions.

All references to an employee covered by this Agreement as well as use of the pronoun "he" are intended to include both genders. When the male gender is used, it shall be construed to include male and female employees.

Section 2. Union Security

A. Any member of the Fire Department who is a member of the Union as of the effective date of this Agreement, and any member of the Fire Department who becomes a member of the Union during the term of this Agreement, shall remain a member of the Union for the duration of this Agreement.

B. All new employees hired during the life of this Agreement shall, as a condition of employment, after the completion of their one (1) year probationary period, become and remain members of the Union in good standing.

C. The Town agrees not to discharge or discriminate in any way against employees covered by this Agreement for union membership or activities, and shall permit the use of a bulletin board in the fire stations for the posting of notices concerning Union business and activities.

D. In the event it is necessary to lay off any member of the Fire Department as presently constituted, said member or members so affected shall have priority according to the present seniority list over any new increase in Fire Department personnel employed in the future.

E. All employees covered by this Agreement who are officers of Local 1950 or who are appointed by Local 1950 as members of that committee's collective bargaining negotiations or conferences with the Mayor and/or Chief of the Department, shall be granted time off with

pay, and without requirement to make up said time; except that this provision for time off, with pay, shall not apply to more than three (3) members at one time.

Such officers and members of the Union, as may be designated by the Union, not to exceed three (3) members shall be granted leave from duty with full pay for all Union business including, but not limited to, Union meetings, attending labor conventions and Union educational conferences, provided that the total leave granted within the Department for the purpose set forth in this section shall not exceed ten (10) working days in any fiscal year. However, in the case of any emergency, the Chief of the Department shall have the discretion to refuse the above leave. The Chief also has the right to grant additional leave if so desired.

Section 3. Dues Deduction

The Town shall deduct Union dues upon receipt of authorization cards from members of the Union who desire to have the Town deduct such dues. Deductions will be made from the payroll period mutually agreed to by the Town and the Union, and the dues so deducted shall be forwarded to the Treasurer of the Union together with a list of employees for whom dues deductions are made.

It is agreed that in order to ensure the timely payment on behalf of each and every fire fighter by the Town of Johnston and those persons, entities, and/or appropriate recipients of those monies herein described, the Town of Johnston or its designee shall issue payment of Union dues, agency fees, annuity funds, individual retirement accounts designated by the individual fire fighters, or other withheld earned funds of each individual fire fighter no later than fifteen (15) days from the date of the payroll by virtue of which said monies are checked off and/or deducted and/or withheld.

The Town of Johnston further agrees that interest of one (1%) percent per month on the payments made later than fifteen (15) days from the date of the payroll by virtue of which said

monies are checked off and/or deducted and/or withheld shall be forwarded to the destination to which the payment should have been made. For example:

Fire fighter Jones should have had \$100.00 forwarded to the ABC Investment Account within 15 days and said payment was not timely made for 45 days. The Town will send 1% of the \$100.00 to the ABC Investment Company to be credited to Fire Fighter Jones' account for the appreciation lost in the last 30 days.

ARTICLE II

Section 1. Management Rights

The Town of Johnston retains all rights and responsibilities granted by law to manage, control, and direct its Fire Department, except as specifically abridged herein by the provisions of this Agreement.

The Town of Johnston shall retain the right to issue, after forty-eight (48) hours' notice to the President, Vice President or Treasurer of the Union, through the Chief of the Department or Assistant Chief, Rules, Regulations, and General Orders covering the internal conduct affecting personnel, and other general personnel procedures of the Fire Department. Union officials will be permitted to meet with the Chief of the Department or Assistant Chief, and they will make themselves available, in such forty-eight (48) hour period, to discuss the changes affecting personnel or general procedures by the Rule, Regulation or General Order for which notice was given. If agreement cannot be reached between Union officials and the Department officials, the dispute will be subject to the grievance procedure.

ARTICLE III

Section 1. Seniority and Job Bidding

Employees covered by this Agreement shall have seniority rights in grade and shall prevail with regard to the following:

A. All jobs shall be the subject of bidding provided, however, that employees may reject the position or benefit at their discretion without the need of any explanation on their part. Further, in the event that an employee shall reject a position or benefit, it shall not be construed as a waiver of their seniority rights in any subsequent situation where seniority would prevail. Time off for vacation and personal days will be subject to bidding by "straight" seniority.

B. A bid system shall be adopted under which employees may bid for jobs.

(1) Promotions will be based on the provisions found in Article IV, Section 3, Promotions, and bid in accordance with Article III, Section 1, Seniority and Job Bidding.

(2) In the Rescue Division, when fire fighters bid officers' positions in that Division, the rank cannot be transferred for bidding purposes during the bid or subsequent bids to officers' positions in the Fire Fighting Division.

(3) When a fire fighter holding an officer's position in the Rescue Division bids out of that Division, the fire fighter will revert back to his/her former rank.

(4) Fire fighters who bid Special Divisions' positions will receive salary at one (1) rank higher up to the rank of Battalion Chief, with the exception of the Chief Dispatcher who will receive salary at one (1) rank higher up to the rank of Captain. When a fire fighter holding a position in a Special Division bids out of one of the Special Divisions, the fire fighter will revert back to his/her former rank.

(5) When a fire fighter bids down (below present rank) for any position in the Department, his/her seniority for bid purposes will be applied based on his/her prior rank and seniority.

(6) At the conclusion of any bid session, all officer vacancies in the Rescue Division will be filled, without exception, by eligible members according to seniority. Eligible

shall be defined as firefighters who have completed one (1) full year of employment and who hold a current EMT-C License ("Emergency Medical Technical-Cardiac" level).

(7) The least senior eligible Fire Fighter in the designated floater positions, who has completed two years of employment, (when the Department is above the required contractual number of fire fighters in the Department's Table of Organization) must bid to fill all the permanent vacancies and Special Division vacancies in the Department. The least senior Private must bid to fill all the permanent vacancies in the Department. The successful bidder for any job shall be entitled to a reasonable trial period of not more than sixty (60) calendar days to determine whether he/she can acquire the skills necessary for the performance of said job in a reasonable satisfactory manner provided, however, that in cases where the Town and the Local so mutually agree, such trial period shall not be mandatory. At the end of the sixty (60) calendar days from the date of trial transfer, the employee shall be considered as being transferred in accordance with the provisions of this section except in cases where the Town and the Local may mutually agree to extend such trial period. If, during the trial period, the Town removes the employee from such position for alleged lack of reasonable progress in said position, the employee shall have the right to file a grievance in accordance with the provisions of this Agreement. The term "reasonable progress" as used herein shall mean a comparison of the progress of the employee performing such work. Any disputes over the reasonableness of the trial period and/or the progress of the employee on the job shall be subject to the grievance procedure as previously mentioned.

(8) Any member who is out of work due to a "job-related" injury or illness, may bid for any open position, bid for a promotion or into a Special Division. However, until such time as the member can return to active duty and perform the tasks, functions and duties associated with the bid position, he/she will not be entitled to the higher rate of pay. If the said

member never returns to active duty prior to his/her retirement, none of his/her retirement benefits, severance pay or COLA benefits will be based on the higher rate of pay or rank associated with the bid position. The said member shall not forfeit or lose any seniority benefits in time in grade while on a "job-related" injury or illness status.

C. It is understood by the parties hereto that during the trial period, a bi-weekly progress report shall be made by the employee's supervisor to the Chief of the Fire Department.

D. A permanent and up-to-date seniority list shall be posted and maintained on the Bulletin Board at Fire Headquarters for the benefit of all employees and all future seniority questions shall be resolved in accordance therewith.

E. The Town also agrees to furnish to the Local an up-to-date seniority list, a copy of which is posted on said Bulletin Board.

F. The Assistant Chief position will be subject to job bidding rules adopted by the parties. The Assistant Chief will have the same duties and responsibilities of a Battalion Chief and, in addition, will also have administrative duties as directed by the Chief for the entire Department.

Section 2. Work Assignments

A. At Station 1, Engine 1 shall have one (1) Captain, three (3) Lieutenants and eight (8) Fire Fighters. Rescue 1 shall have one (1) Rescue Captain, three (3) Rescue Lieutenants and four (4) Rescue Fire Fighters.

B. At Station 2, Engine 2 shall have one (1) Captain, three (3) Lieutenants and eight (8) Fire Fighters.

C. At Station 3 (Headquarters), Engine 3 shall have one (1) Captain, three (3) Lieutenants and eight (8) Fire Fighters. Ladder 1 shall have one (1) Captain, three (3) Lieutenants and four (4) Fire Fighters. Rescue 3 shall have one (1) Rescue Captain, three (3)

Rescue Lieutenants and four (4) Rescue Fire Fighters. There shall also be one (1) Chief Dispatcher, three (3) Dispatchers, one (1) Assistant Chief, three (3) Battalion Chiefs, one (1) Fire Marshall, one (1) Fire Alarm Superintendent, one (1) Emergency Medical Service (EMS) Coordinator and one (1) Director of Training.

D. At Station 4, Engine 4 shall have one (1) Captain, three (3) Lieutenants and four (4) Fire Fighters. Rescue 2 shall have one (1) Rescue Captain, three (3) Rescue Lieutenants and four (4) Rescue Fire Fighters.

E. Seniority will prevail in filling any vacancies by eligible members in the floater position. In the Fire Fighting Division, eligible floaters shall be after completion of two (2) years on the job and must be on the current certified promotional list for officer positions. In the Rescue Division, eligible floaters shall be after completion of one (1) year on the job and be (EMT-C) certified for officer positions.

Seniority of employees shall be computed in each rank from the date of original appointment to that rank. In the event that more than one (1) employee of the Fire Department presently on the payroll or who shall go on subsequently on the same day, then seniority will be determined by the rank which they finished in the schooling or the testing for the different positions. Badges will be issued for the different ranks.

The seniority of officers shall be determined by the length of time in grade. When more than one (1) officer is appointed to the same rank on the same day, seniority shall be determined by the length of time in service in the Fire Department. In the event that they were appointed and promoted on the same day then, in that event, it shall be by their straight seniority on the Department.

F. Notice of departmental promotional examinations shall be given to the Union by forwarding notices of said examination to the Union at least ninety (90) days prior to the date of said examination.

G. In the event that the Chief of the Department decides that the Town desires to move a piece of apparatus or work assignments pursuant to this Article, the Chief shall notify the Union President to meet not less than sixty (60) days prior to the proposed date of implementation and discuss the change. The parties agree that any such change would affect fire fighter safety as well as other conditions of employment; therefore no such change shall be implemented absent agreement of the parties.

ARTICLE IV

Section 1. Vacancies – Privates' and Officers' Ranks

A. Vacancies in the privates' ranks shall be filled as soon as practicable after the date the vacancy occurs.

B. All permanent vacancies in the Officers' ranks shall be filled by the Department within fourteen (14) days from the appropriate promotional list, which is active for the vacated rank.

Section 2. Temporary Service Out-of-Rank

Members of the Johnston Fire Department up to and including the rank of Assistant Chief who assume the responsibilities of a higher rank shall be compensated for their service at the same rate as the rank held by persons for whom they are serving out of rank.

The Town agrees that only members of the Johnston Fire Department in the position of Floater will be temporarily assigned to other positions meeting the eligibility requirements specified herein. In the event no eligible floaters are available for temporary assignment, the

Chief may assign members in permanent bid positions with the approval of the member and the Union.

The Town of Johnston agrees that the in-service operable apparatus, manned by the Department during regular tours of duty shall have an officer in charge at all times or, in the event that an officer is not available, a private who assumes the duties of the officer in charge will be compensated at the rate paid a Lieutenant. In the event of the vacancy, the position will be filled in order of seniority with a right of refusal by the most senior eligible member in the Floater position.

In the absence of the Chief of the Department, the Assistant Chief will assume the temporary responsibilities of the Chief of the Department. In the event that the Assistant Chief is unavailable to assume the temporary responsibilities of the Chief of the Department, the Chief will be allowed to offer the temporary responsibilities of Chief of the Department to the Battalion Chiefs within the Department by a seniority basis of the Battalion Chiefs.

In the case where a Battalion Chief assumes the temporary responsibilities of the Chief of the Department, the Battalion Chief will temporarily vacate his/her shift position as a Battalion Chief and will temporarily be assigned to the normal work hours of Monday through Friday, with Saturday and Sundays as off days. The Battalion Chief will be compensated at the Assistant Chief's rate of pay. In the event the Battalion Chief is required to be called back to duty for the responsibilities of the Chief outside the normal working hours, the Battalion Chief will be monetarily compensated at an overtime rate of pay of the Assistant Chief.

Section 3. Promotions

In order for a member to seek promotion to a higher rank, the following promotional process will be utilized:

1. The Town shall notify the members of the Department ninety (90) days prior to the date that the promotional process will start.
2. All members who wish to participate in the promotional process must have completed two years of service at the time of the promotional process.
3. In lieu of a written examination, all eligible participants will attend a "promotional training class" offered by the Town.
4. The parties shall agree on the instructor of the "promotional training class". The parties shall also agree on the material and content of the class.
5. There shall be a minimum of two (2) separate dates in which the "promotional training class" will be held, with members having to attend one (1) of the class dates. The class dates will be scheduled so members will be off duty when they attend.
6. The Town will not pay members overtime to attend this "promotional training class". All members must attend while they are off duty.
7. Members who complete the "promotional training class" will be placed on a "promotional list" by seniority in grade.
8. The "promotional list" will remain in effect for two (2) consecutive years from its establishment.
9. All promotions will be made by seniority in grade from the established "promotional list".
10. Promotions within the Rescue Division will not be subject to the promotional process. The member need only to have completed one (1) year of employment and hold a current Emergency Medical Technician - Cardiac (EMT-C) license.

ARTICLE V

Section 1. Duties

The duties of the members of the Johnston Fire Department shall be consistent with municipal, state and federal law. Without limiting the generality of the foregoing, the duties of the members of the Johnston Fire Department shall consist of: the protection of life and property; the prevention, control and extinguishment of fire; the rendering of emergency medical services; the handling and containment of hazardous materials; the enforcement of all laws and regulations related to fire prevention and public health and safety; such other auxiliary and administrative functions as may be necessary or advisable for the public safety and welfare of the Town's citizens.

Section 2. Details to Other Units

Members of the Johnston Fire Department whose duties are as defined in Article V, Section 1, shall not be detailed to other Town Departments. The detail from one (1) unit to another within the Fire Department shall be the responsibility of the Chief of the Department (subject to the provisions of the Collective Bargaining Agreement).

Section 3. Subcontracting and Privatizing

There shall be no contracting out or privatizing of any services currently being performed by bargaining unit employees.

Section 4. Fire Department Apparatus

The fire department apparatus cannot be used for personal business and/or personal errands.

The fire apparatus will be allowed to be used by fire department personnel to access food and necessities from markets, restaurants, and other merchants to adequately sustain living conditions within the department.

The fire department apparatus will be allowed to access other necessities and material that are needed for the department and also execute errands for the department with the approval of the on duty Battalion Chief.

ARTICLE VI

Section 1. Hours

A. The regular work schedule for members of the fire fighting unit, rescue and fire alarm operators' unit shall be two (2) ten-hour days on, two (2) fourteen-hour nights on, and four (4) days off. The work week shall be forty-two (42) hours per week.

B. The regular work week for members of the Fire Prevention Bureau, Emergency Medical Services (EMS) Coordinator, Superintendent of Fire Alarm, Training Division, shall be forty-two (42) hours per week to be worked in four (4) days, Monday through Thursday, or Tuesday through Friday, in such a manner as may be agreed upon by the Chief, the member and Local 1950.

Section 2. Substitutions

Members of the Department shall be permitted to substitute with members of equal rank within the Department and with members they are eligible to work for. Members shall be permitted to substitute with officers or acting officers if eligible. No substitution shall be permitted when Departmental emergency conditions exist. All requests for substitution shall be made on forms supplied by the Department. No substitution shall be arbitrarily denied without just cause. Substitutions must receive the permission of the Assistant Chief, Battalion Chief, Acting Battalion Chief or the Chief of the Department.

Section 3. Overtime

All hours worked in excess of the scheduled workday, or in excess of forty-two (42) hours per week shall be compensated for hours worked in excess of their normal work week at an overtime rate of pay as hereinafter set forth.

The hourly rate of overtime shall equal one and one-half (1½) times the employee's hourly rate based upon his salary divided by number of hours of his normal work week.

Overtime will be paid on the pay day following the week in which the overtime was worked. In order for an employee covered by this Agreement to be entitled to overtime pay for an hour, said employee must work fifteen (15) minutes or more. In the event that the overtime is less than fifteen (15) minutes, there shall be no overtime compensation for such period of time, which is less than fifteen (15) minutes.

Section 4. Call Back Pay

Employees covered by this Agreement who are called back to duty for more than fifteen (15) minutes during emergencies shall be compensated for at least four (4) hours at the overtime rate set forth in Article VI, Section 3, hereof.

Section 5. Call Back Assignments

Call back assignment for overtime vacancy coverage in the Fire Fighters' Unit, Rescue Unit, and Fire Alarm Operators shall only be offered to and worked by members of the Department who are assigned to one (1) of the four (4) platoons and whose regular work schedule is listed in Article VI, Section 1 (Hours), Sub-Section A, of the Collective Bargaining Agreement.

The Department shall call back members of the Johnston Fire Department based on seniority on a rotating basis.

Section 6 Parades and Other Details

No employee covered by the terms of this Agreement shall be compelled to parade or to attend any function, civic or otherwise, unless he/she shall be paid for the same or voluntarily agrees to attend.

Section 7. Non-Civic Details

A. In any case where an employee covered by this Agreement is assigned to a special duty of a private nature for an employer other than the Town, said employee shall be paid the detail pay hereinafter set forth by the individual, corporation or organization for whom said employee is working before or at the end of the detail period. The Town shall reserve the right to pay the "detail pay" to the members through the next scheduled pay roll following the said detail.

B. The Town agrees that personnel will be assigned to all non-civic details.

C. All employees covered by this Agreement who are assigned to a special duty of a private nature for an employer other than the Town, shall be compensated forty five (\$45.00) dollars per hour and shall be guaranteed at least a minimum of four (4) hours' pay. When members are assigned to a special duty detail on a holiday, they shall be compensated ninety (\$90.00) dollars per hour and shall be guaranteed at least a minimum of four (4) hours' pay. Holidays for this provision shall be considered New Year's Day, Easter, July 4, Thanksgiving, Christmas Eve, Christmas Day and New Year's Eve. The Town may charge a fifteen (15%) percent administrative fee to the third party to whom this service is provided.

D. Whenever an employee of the Johnston Fire Department who has been assigned to a private or special detail is injured in the course of such detail, he/she shall be compensated by said Town for all medical and hospital expenses, etc., and the regular rate of pay is to be continued during the period of incapacity as provided by Section 45-19-1 of the General Laws of the State of Rhode Island, 1956, as amended.

E. The Chief of the Department shall assign members of the Johnston Fire Department to all details and special assignments on the basis of seniority on a rotating basis.

ARTICLE VII

Section 1. Fiscal Year

The fiscal year shall commence on July 1 and end on June 30. Any employee having more than twenty (20) working days' vacation shall be able to split the time, if he/she desires. Any employee who resigns or retires during the fiscal year shall be entitled to a vacation pay in accordance with the schedule contained herein. In the event an employee dies during any fiscal year prior to his/her taking a vacation, the amount of his/her vacation entitlement shall be paid to his/her widow, children or his/her estate as stipulated by his/her Last Will and Testament or, in the absence of a will, in accordance with state law or court order.

Section 2. Vacations

Entitlement to a number of days vacation during each fiscal year shall be as follows and the member may take one-half (1/2) day vacation upon request.

- (a) Less than six (6) months of service entitled to one (1) working day.
- (b) Six (6) months to one (1) year of service, entitled to five (5) working days.
- (c) More than one (1) year but less than five (5) years, entitled to twelve (12) working days.
- (d) More than five (5) years but less than ten (10) years, entitled to fourteen (14) working days.
- (e) More than ten (10) years but less than fifteen (15) years, entitled to twenty (20) working days.
- (f) More than fifteen (15) years but less than twenty (20) years, entitled to twenty-six (26) working days.
- (g) More than twenty (20) years or over of service, entitled to thirty-two (32) working days.
- (h) After service of ten (10) years or more, the member shall receive one (1) day per year not to exceed the maximum pursuant to this section.
- (i) Any employee who is on sick leave or injured-on-duty leave or is in the hospital during the time he/she is scheduled to be on vacation, the Town agrees that such employee shall not be on vacation leave for that

time and will be allowed to take that vacation leave at a later date in the fiscal year, or if need be, in the next fiscal year.

- (i) There shall be allowed no more than four (4) fire fighters on vacation on each platoon at all times, unless otherwise allowed by the Chief.

Section 3. Paid Holidays

The following holidays shall be paid for all members of the Department:

New Year's Day
Martin Luther King Day
President's Day
Easter Sunday
Memorial Day
Independence Day
Rhode Island Independence Day
V-J Day
Labor Day
Columbus Day
Armistice Day (Veteran's Day)
Thanksgiving Day
Christmas Day
Fire Fighter Memorial Day
Member's Birthday

Any employee substituting at a higher rank shall be paid at such higher rank for any holiday occurring during the period that said employee is serving at such higher rank.

Holiday pay rate per day shall be determined by the employee's daily rate of pay (one fifth (1/5th) of the employee's weekly salary) multiplied by 1.15. Effective July 1, 2015, Holiday pay rate per day shall be determined by the employee's daily rate of pay, (one fifth [1/5th] of the employee's weekly salary) multiplied by 1.25. Each employee shall be paid for the holiday over and above his/her weekly salary whether he/she works the holiday or not.

The Town agrees that compensation for the member's fifteen (15) paid holidays shall be made in the first week in December each year.

ARTICLE VIII

Section 1. Clothing Allowance

The Town agrees to pay each member the sum of nine hundred (\$900.00) dollars annually for the replacement of necessary uniforms on or before December 1 of each year.

Section 2. Maintenance Allowance

The Town agrees to pay each member the sum of nine hundred (\$900.00) dollars annually for the maintenance and upkeep of the uniform on or before June 1 of each year.

Section 3. Protective Gear

The Town agrees to furnish all protective gear specified by current NFPA standards and shall reissue, as soon as practicable, similar protective gear when, upon inspection, such protective gear is destroyed or mutilated in the line of duty and upon the surrender by the employee of said protective gear.

Superintendent of Fire Alarms shall have coveralls or overalls, climbing shoes, hard hats, lineman's gloves, all purpose coats, heavy-duty rubbers and foul weather gear.

Section 4. Change in Work Uniform

Upon any change in color, style or type of fabric of the work uniform during the contract year, the Town shall provide three (3) complete sets of uniforms. Management reserves the right to add and implement the use of additional, optional uniform accessories and uniforms, after conferring with the Union, the cost of which shall be borne by the Town.

Section 5. Class A Dress Uniform

All members of the Johnston Fire Department hired after July 1, 2003, shall be required to have a Department prescribed Class A Dress Uniform. The Chief of Department can require a Class A Dress Uniform for indoor details based on the type of said detail. For all types of fire

watches (indoor and outdoor), and all outside details, the prescribed uniform shall be the Department's station uniform.

ARTICLE IX

Section 1. Sick Leave, Amount of

Sick leave shall be granted at the rate of twenty (20) working days per year accumulative to two hundred (200) working days provided, however, that members with ten (10) years of service or more within the Department shall be granted up to an additional two hundred (200) working days' sick leave if the sickness is of such nature as to require a prolonged period of treatment and recuperation. During the month of July in each year, the Town of Johnston shall cause to be published and dispatched to the members of the Fire Department their present entitlement under this clause.

Days of absence due to injuries and/or illness contracted outside the line of duty shall be subtracted from the employee's sick leave as hereinbefore specified. Days of absence due to injuries/illness contracted in the line of duty shall not be subtracted from the employee's days of sick leave hereinbefore specified.

Employees who suffer an emergency long-term, non-occupational injury or illness who do not have any accrued sick leave, the Town shall allow that individual members of the Department may on a voluntary basis donate unused sick leave to the affected fire fighter. The members donating sick leave will have their sick leave accrual debited. These donated sick leave days will cover any gaps created by a lack of accrued sick leave of the affected fire fighter.

Section 2. Sick Leave

Sick leave for members of the Fire Department shall be granted for the following defined reasons:

A. Personal illness or physical incapacity, not voluntarily caused to such an extent as to be rendered thereby unable to perform the duties of his present position or of some other position in the Department.

B. Attendance upon members of the family within the household of the employees whose illness requires the care of such employee for a period not to exceed twenty-four (24) hours (employees can be required to sign an affidavit stating that there is no way possible to make other arrangements).

C. When a member of the Department calls in or otherwise indicates that he/she will be out sick, the Chief of the Department shall have the absolute right to verify that member's illness or sickness by any means including, but not limited to, the right to insist upon an examination by a physician selected by the Chief or a visit to the member's home by the Chief or any designee he/she may appoint.

When in the opinion of a physician so appointed the member is adjudged not to be sick, the Chief shall have the right to immediately take disciplinary action against said member for each infraction. The opinion of the appointed physician shall be final and binding in these circumstances, except that this opinion shall be subject to the grievance procedure.

D. Any member who uses less than ten (10) sick days in a fiscal year will be compensated one (1) day's pay according to his/her rank on or before July 7 of each year. Any member who uses less than six (6) days in a fiscal year will be compensated with three (3) days' pay according to his/her rank on or before July 7 of each year. A day's pay for this provision shall be determined by multiplying the member's daily rate of pay, as outlined in Article XII, Section 1, by 1.05, which shall equal and constitute the member's daily rate of pay for this provision.

Section 3. Additional Leave Not To Be Deducted From Sick Leave

In the event of enforced quarantine, established and declared by the Department of Health or qualified physician, the period of such quarantine only shall not be deducted from sick leave.

Section 4. Bereavement Leave

A. In case of the death of a mother, father, wife/husband, child, brother, sister or grandparents, or of the employee's wife/husband immediate family as defined above, each employee covered by this Agreement shall be entitled to a leave of absence with pay from the time of notification of death to and including the day following the burial of the deceased except in cases where unusual travel distances exist such period shall be extended for three (3) days, and provided further, that in cases of employees of the Jewish faith said leave shall be for the actual period of mourning observed, but not to exceed seven (7) days from the day of burial.

B. In the case of death of relatives other than as provided in paragraph A above, such leave of absence, with pay, shall be for not more than one (1) day to permit attendance at the funeral of said person, if the leave is first approved by the Chief of the Department. (Affidavit may be required.)

Section 5. Personal Days

Each employee may be allowed three (3) days for personal needs not be deducted from sick leave. The three (3) personal days shall be at the employee's discretion provided, however, there shall only be no more than four (4) employees on annual or personal leave at any one time.

Section 6. Military Leave

In order to ensure that the needs of our nation's military reserve force are met to better protect and serve our citizens, Local 1950 and the Town of Johnston, Rhode Island, agree that fire fighters in the Johnston Fire Department who are members of the military reserve shall be allowed to be absent for up to, but not to exceed fifteen (15) days of scheduled day or night tours

of duty without loss of pay, or need to make up said work time for drills and two (2) weeks' annual Active Duty Reserve Training Time.

Members of the Department who are members of the military reserves shall be entitled to the following if they are recalled to active duty status by the military:

The member shall be entitled to his/her salary from the Department for a period of thirty (30) days commencing from the time of the military activation. The member shall be entitled after the above-stated thirty (30) days to the salary difference, if any, of what his/her base salary within the Department is and the base salary that he/she will receive by the military.

The member shall be entitled to all other benefits and compensation provided for under the Collective Bargaining Agreement. The member will also accrue all seniority, benefits, and pension benefits during the military activation period.

Section 7. Severance Pay

Severance pay will be paid to members upon retirement, death or termination, as follows: For severance pay purposes, he/she will be credited with the total amount of his/her accumulated and unused days of leave of absence and sick leave accrual (as outlined below), and for each day of such credited time, he/she shall receive one (1) day's pay at the time of retirement, death or termination. A day's pay for this provision shall be determined by multiplying the member's daily rate of pay, as outlined in Article XII, Section 1, by 1.05, which shall equal and constitute the member's daily rate of pay for this provision. In the case of death of an employee, his/her entitlement shall be paid to his/her widow or his/her estate.

Any employee, upon retirement, death or termination who has sick leave accrual of one hundred sixty (160) days shall receive a maximum of one hundred twenty (120) days' pay. Those employees who have less than one hundred sixty (160) days' accrual, the one hundred twenty (120) days shall be reduced a day for a day (i.e., one hundred fifty-nine (159) days of

accrual sick leave equals one hundred nineteen (119) days, one hundred fifty-eight (158) days equals one hundred eighteen (118) days, etc.

The Town agrees that "severance pay" is considered accrued earning for said employees. The Town agrees that employees "severance pay" that is disbursed to the employee by the Town upon the retirement of the employee will be reported to the employee and the United States Internal Revenue Service by utilizing a W2 Form.

ARTICLE X

Section 1. Injuries and Illness

Members of the Fire Department, active and retired, who are or have been injured or contract illness in the line of duty, shall receive all the benefits as provided for in the General Laws of the State of Rhode Island, Section 45.19.1, and all other applicable statutes of the State of Rhode Island.

Section 2. Medical Care for Injuries or Illness in the Line of Duty

Medical care for those injured or who contract illness in the line of duty shall be as follows:

A. Those members injured or who contract illness in the line of duty whose condition requires admittance to a hospital shall have the right to select a hospital in the State of Rhode Island and the surrounding area and a physician from the staff of that hospital. The choice shall be made by the employee or if his/her condition prevents him/her from making his/her choice, the choice shall be made by his/her nearest relative who may be available at the time, or in the case of an emergency, by a resident physician at the hospital. The physician so selected shall be the injured member's private physician.

B. In other cases of injury/illness in the line of duty, which do not require hospitalization, the employee shall have the right to a specialist of his own choice from the staff

of a hospital in the State of Rhode Island and the surrounding area for initial treatment at the hospital and for subsequent treatment at the selected physician's office. However, the Town hereby reserves the right to have said employee examined by the Town physician to determine the severity of the injury or sickness and, in the case of disagreement between the two (2) physicians, a third physician selected by agreement of both parties shall determine of the issue.

C. In cases, which are of minor nature (minor lacerations, abrasions, contusions, etc.), the judgment of the resident physician shall be followed regarding the necessity of calling in a specialist.

D. When the employee has suffered a minor injury in the line of duty, which does not require the care of a physician, and has been treated by a member of the Department or a rescue squad, a report on the injury and treatment shall be made to the Chief of the Department or his/her Designee and become a part of the record of the Department.

Any subsequent worsening of the injury or of the immediate area of the injury which prevents the employee from performing his/her normal duties and functions as a fire fighter shall entitle the individual to the benefits of this article.

E. When a member has suffered an injury/illness in the line of duty and subsequently claims a recurrence of that injury, he/she shall be examined by the Department physician, if the Department so desires. If the Department physician finds that the present condition is not related to the previous injury/illness, the member then shall be entitled to be examined by the physician who attended him/her for the original injury or by the member's treating physician. If the opinion of the member's physician is in conflict with that of the Department physician as to whether or not the member's condition is a recurrence of a previous injury/illness in the line of duty, then a third physician mutually agreed to by the Department physician and the member's physician, so selected, shall be conclusive on the parties. If it is finally determined that said

injury/illness is a recurrence of the previous injury/illness in the line of duty, the Department shall be responsible for payment of the member's medical expenses.

Section 3. Immunization and Medical Examination

A. The Town agrees to pay all expenses for inoculation or immunization shots for members of an employee's family when such becomes necessary as a result of said employee's exposure to contagious disease where said employee has been exposed to said disease in the line of duty.

B. A member shall have a typical and reasonable medical and respiratory examination every year on his individual request. The examination shall be arranged by the Town and shall be at the Town's expense.

Section 4. Light Duty/Alternate Duty

A. Light duty or alternate duty is defined as fire department related work assignments other than those that require the use of excessive physical exertion and the prevention, control and extinguishment of fire, the rendering of emergency services, hazardous material emergencies or other auxiliary functions. Those employees who remain away from their regular employment as a fire fighter, for the reason that physical exertion of the above-mentioned duties may be detrimental to the full recovery, shall be allowed to return to work under the following conditions:

B. A recommendation in writing from the treating physician that such employee is cleared to assume light duty work and assignments. Notwithstanding the employee's physician's recommendation, the Town reserves the right to have said employee examined at any time to determine whether said employee is fit to return to light duty. In the event that the opinions of the Town's physician and the employee's physician differ, the two (2) physicians shall select a third physician to conduct an examination and render an opinion as to the fitness of the employee

to return to light duty. The recommendation of the third physician shall be binding on the parties.

C. The employee placed on light duty or alternate duty will not be counted as part of the minimum staffing provisions of this Agreement.

D. All employees who are medically cleared to return to light duty shall not be excluded from light duty positions.

E. The light duty work schedule shall be consistent with administrative work hours, i.e. forty-two (42) hours per week, Monday through Friday, during normal business hours. The parties may alter the above schedule with the consent of the Town, the employee and Local 1950.

F. Employees on light duty shall be allowed to keep any scheduled doctor's appointments, therapy, tests and other necessary appointments related to the injury or illness during his/her scheduled hours of work on light duty without having to make up time devoted to such appointments.

G. The employee on light duty or alternate duty will continue to receive salary and benefits in accordance with the terms of this Agreement, which shall not be less than what is provided for by this Agreement based upon the employee's ranks, years of service, certification and marital status.

Section 5. Death in Line of Duty

The Town shall provide a two hundred fifty thousand (\$250,000.00) dollar death benefit to the named beneficiary of the deceased or the next of kin for any member killed in the line of duty.

Section 6. Life Insurance

All employees covered by this Agreement shall be entitled to receive fully paid life insurance in the amount of seventy-five thousand (\$75,000.00) dollars.

ARTICLE XI

Section 1. Rules and Regulations

Local 1950 shall be permitted to make suggestions regarding departmental Rules and Regulations. Such suggestions shall be submitted in writing to the Chief of the Department and a copy thereof transmitted to the Mayor.

ARTICLE XII

Section 1. Salaries

Commencing July 1, 2014 to June 30, 2017, salaries for members of the Johnston Fire Department shall be as follows:

July 1, 2014 to June 30, 2015

	Bi-Weekly Salary	Daily Pay (1/5 th of salary)	Hourly Rate	Overtime Hourly Rate
Assistant Chief	\$2,561.11	\$256.11	\$30.49	\$45.73
Battalion Chief	\$2,436.19	\$243.62	\$29.00	\$43.50
Captain	\$2,228.72	\$222.87	\$26.53	\$39.80
Lieutenant	\$2,132.38	\$213.24	\$25.39	\$38.08
Fire Fighter Grade 1 After completion of 6 th year of service	\$2,012.92	\$201.29	\$23.96	\$35.95
Fire Fighter Grade 2 After completion of 4 th year of service	\$1,951.64	\$195.16	\$23.23	\$34.85
Fire Fighter Grade 3 After completion of 2 nd year of Service	\$1,889.63	\$188.96	\$22.50	\$33.74
Fire Fighter Grade 4 Upon appointment to service	\$1,827.62	\$182.76	\$21.76	\$32.64

July 1, 2015 to June 30, 2016

	Bi-Weekly Salary	Daily Pay (1/5 th of salary)	Hourly Rate	Overtime Hourly Rate
Assistant Chief	\$2,605.93	\$260.59	\$31.02	\$46.53
Battalion Chief	\$2,478.82	\$247.88	\$29.51	\$44.26
Captain	\$2,267.72	\$226.77	\$27.00	\$40.50
Lieutenant	\$2,169.60	\$216.96	\$25.83	\$38.74
Fire Fighter Grade 1 After completion of 6 th year of service	\$2,048.15	\$204.82	\$24.38	\$36.57
Fire Fighter Grade 2 After completion of 4 th year of service	\$1,985.79	\$198.58	\$23.64	\$35.46
Fire Fighter Grade 3 After completion of 2 nd year of Service	\$1,922.70	\$192.27	\$22.89	\$34.33
Fire Fighter Grade 4 Upon appointment to service	\$1,859.60	\$185.96	\$22.14	\$33.21

July 1, 2016 to June 30, 2017

	Bi-Weekly Salary	Daily Pay (1/5 th of salary)	Hourly Rate	Overtime Hourly Rate
Assistant Chief	\$2,651.53	\$265.15	\$31.57	\$47.35
Battalion Chief	\$2,522.20	\$252.22	\$30.03	\$45.04
Captain	\$2,307.41	\$230.74	\$27.47	\$41.20
Lieutenant	\$2,207.57	\$220.75	\$26.28	\$39.42
Fire Fighter Grade 1 After completion of 6 th year of service	\$2,083.99	\$208.40	\$24.81	\$37.21
Fire Fighter Grade 2 After completion of 4 th year of service	\$2,020.54	\$202.05	\$24.05	\$36.08
Fire Fighter Grade 3 After completion of 2 nd year of Service	\$1,956.35	\$195.64	\$23.29	\$34.93
Fire Fighter Grade 4 Upon appointment to service	\$1,892.14	\$189.21	\$22.53	\$33.79

Any member who has achieved Fire Fighter Grade 1 prior to the execution of this contract shall remain a as Fire Fighter Grade 1 until such time the member bids into a higher position. No member shall be placed at a lower pay grade than said member has achieved at the time of the execution of this contract.

Bi-weekly pay shall be on Thursdays. In the event of a Thursday holiday, employees shall be paid on the Wednesday of that week..

Section 2. Salaries and Special Service Division

Any member of the Johnston Fire Department who bids a Special Service Division, Fire Prevention, Division of Training, Emergency Medical Services (EMS) Coordinator and Superintendent of Fire Alarm, shall receive a salary one (1) rank higher than his/her present rank unless he/she has attained the rank of Battalion Chief. In such event, he/she shall receive the salary of Battalion Chief. Members who bid Special Division position of Chief Dispatcher will receive salary at one (1) rank higher than his/her present rank unless he/she has attained the rank of Captain. In such event, he/she shall receive the salary of Captain.

Members who are in a position whose rate of pay is one (1) rank above their present and actual rank shall not be considered to have that rank, be addressed at that rank, use the title of that rank, or wear an insignia, badges, pins, etc., of that rank. They will be recognized for the rank higher in pay for monetary purposes only.

Section 3. Longevity

For purposes of this article, gross income is defined as base salary, holiday pay and Hazardous Material Certification stipend. Longevity for members of the Johnston Fire Department shall be payable on each member's anniversary date as follows:

After 5 years of service	Six and one-half (6.5%) percent of gross income
10 years of service	Eight and one-half (8.5%) percent of gross income.

15 years of service	Ten and one-half (10.5%) percent of gross income.
20 years of service	Twelve and one-half (12.5%) percent of gross income.
25 years of service	Fourteen and one-half (14.5%) percent of gross income.

Section 4. Longevity Payment Upon Retirement

Effective July 1, 1987, all employees who retire after twenty (20) years of service on the Johnston Fire Department shall receive a longevity payment of five and one-half (5 ½) percent of their annual salary at the time of retirement. Such longevity payment shall be paid beginning with the first anniversary following the first year of retirement, and shall continue each anniversary date thereafter.

Section 5. Meritorious Service

The Chief of the Department may, in his/her discretion, give two (2) weeks' vacation with pay for a member of the Johnston Fire Department for meritorious service.

ARTICLE XIII

Section 1. Medical Insurance

The Town agrees to provide health insurance for all employees covered by this Agreement under the conditions, which follow:

A. All employees shall be entitled to individual or family coverage. Effective July 1, 2014 the healthcare plan for all active members of the department shall be a Health Savings Account (hereinafter referred to as HSA) with a fiscal year deductible of \$1,500.00 for individual coverage and \$3,000.00 for family coverage, said deductibles shall be paid by the member. The Town shall provide a HSA healthcare plan which shall have a benefit level, service level and network level no less than the healthcare plan in effect at the execution of this contract. The Monetary amounts of the above-cited deductibles shall be paid in the following manner:

1. The Town agrees to advance the monetary amounts of the said deductibles (\$1,500.00 for individual or \$3,000.00 for family) to a prepaid credit/debit card that shall be issued to each member. Each member shall utilize said credit/debit card for medical payments at points of service to satisfy said deductible of the HSA plan.

2. Members of the department through payroll deduction shall pay the above-cited monetary amounts of said deductibles, advanced to the members by the Town, back to the Town. The said amount of deductible shall be equally divided by the total number of pay periods within the year and shall be withheld prior to payroll taxes being withheld.

3. On or before June 15th of each year members of the department shall indicate to the Town as to the monetary amount to advance by the Town onto the prepaid credit/debit card for each member to equal the amount needed to satisfy said deductible (\$1,500.00 for individual and \$3,000.00 for family). The Town and the Union acknowledge and agree that the monetary amount needed to be advanced by the Town to each member can vary in amounts, due to the usage and debiting from each members account during the fiscal year. (Example – Employee A with a family plan started the year with \$3,000.00 advanced by the Town to the credit/debit card. The Town withheld \$115.38 for each of the twenty six (26) pay periods in the fiscal year. Employee A used only \$2,000.00 of the deductible for the prior fiscal year and therefore has a \$1,000.00 balance. On or before June 15th Employee A notifies the Town to advance only \$2,000.00 to the credit/debit card for the upcoming fiscal year to meet Employee A's required \$3,000.00 deductible for the upcoming fiscal year. The Town would then withhold \$76.92 for each of the twenty-six (26) pay periods for the upcoming fiscal year. Etc.)

4. Any and all costs associated with the administration of said credit/debit card shall be borne by the Town.

5. The Town agrees to provide all members and their family members, if applicable, with credit/debit cards at no cost to said members.

6. Any charges associated with replacing the credit/debit card to members due to loss or theft of the card shall be borne by the member.

There shall be no premium co-share of the above-cited HSA plan to be contributed by the member toward the cost of the HSA plan. The cost to members for the HSA plan shall only be the above-cited deductibles.

Members who sustain an occupational injury/illness shall be covered for any and all medical care, including but not limited to prescription drugs through a special medical rider that shall be provided for through the Town at no cost to the member nor the above-cited HSA plan.

B. Employees with double coverage of medical healthcare and/or dental care may elect, after written notice to the Department, to receive fifty (50%) percent of the Town's cost for these medical insurance premiums in a cash payment on or about June 30 of each year. The cash payment for employees requesting cash payment shall be fifty (50%) percent of the working rate of the premium not to exceed five hundred (\$500.00) dollars for the said dental plan and not to exceed seven thousand five hundred (\$7,500.00) dollars for the said health plan. The election by the employees shall be renewed in writing in June of each year. Employees who elect to receive the cash payment and have a change of circumstance (i.e. loss of spouse's job, etc.) may be reinstated into these medical and dental insurance programs upon written request to the Department without a break in coverage. The cash payment to employees shall be based on the number of completed months (prorated) in each contract year.

Section 2. Dental Plan

The Town shall provide dental care Individual or Family plan coverage and also including a Student Rider to age 26 for dependants.

The Town shall provide a dental care benefit level, service level, and network level no less than the dental care plan in effect at the time of the execution of this contract.

The Town shall allow employees who retire to be placed under the Group Plan for dental care coverage Individual or Family; such cost for the Plan shall be paid by the retiree.

Section 3. Prescription Drug Plan

The Town shall provide a prescription drug plan Family or Individual, as needed. The Town shall provide a prescription drug plan benefit level, service level, and network level no less than the prescription drug plan in effect at the time of the execution of this contract.

ARTICLE XIV

Section 1. Grievance Procedure

Alleged grievances of the members of the Fire Department or the Union executive committee with respect to wages, rates of pay or other terms and conditions of employment arising under this Agreement or in connection with the interpretation thereof shall be handled in accordance with the following grievance procedure:

A. Any individual having a grievance shall present his/her grievance to his/her immediate superior, either personally or through his/her Union steward. Every effort shall be made to resolve grievances on their level before resorting to formal procedures. A grievance remaining unresolved after the foregoing procedure shall be referred to the Officer in charge or Assistant Chief, who shall make a serious and sincere attempt to settle the complaint.

If the Union executive committee has a grievance, it shall present its grievance in writing directly to the Chief of the Department. Every effort shall be made to resolve said grievance on this level before resorting to formal procedures.

B. If the procedures laid down heretofore fail to resolve the grievances, the individual shall, in writing, bring it to the attention of the executive committee of Local 1950. Said executive committee shall, within five (5) days of the receipt of said grievances, arrange for the individual to present his/her alleged grievance at a meeting of the majority of the executive committee. It shall be the responsibility of the executive committee to determine the justification of the complaint. If, in the judgment of the executive committee, the nature of the grievance justifies further action, it shall, through the President, Vice President, or the President's appointee of Local 1950 carry the grievance to the Chief of the Fire Department.

C. The Chief of the Fire Department shall meet with the President or Vice President of Local 1950, or the President's appointee, within ten (10) days of the receipt of request from said officer of Local 1950. Within ten (10) days (unless otherwise agreed upon) of the first meeting between the Chief of the Fire Department and the President or Vice President of Local 1950, the Chief shall render his/her decision in writing, a copy of same to be delivered to the President of Local 1950.

D. If an agreement cannot be reached via this method, then the President, Vice President and Executive Board of Local 1950 may file for arbitration in accordance with the Arbitration Rules of the American Arbitration Association. The decision made by the arbitrator shall be final and binding upon the grievant, the Union and the Town, and the fees shall be borne equally by the parties.

ARTICLE XV

Section 1. No Strike Clause

In consideration of the right of employees covered by this Agreement to a resolution of disputed questions under the grievance and arbitration procedure, set forth in Article XIV, thereof, Local 1950, International Association of Fire Fighters, AFL-CIO, for itself and for all employees covered by this Agreement hereby agrees that no employees covered by this Agreement shall have any right to engage in any work stoppage, slow down or strike. If such activity shall take place, the Town will immediately notify such employees so engaging in such unauthorized activities to cease and desist and shall publicly declare that such work stoppage, slow down, or strike is illegal and unauthorized.

ARTICLE XVI

Section 1. Tuition Reimbursement

The Town agrees that it will pay for courses, books and supplies required by the instructor/teacher for any and all courses, which they take pursuant to the Fire Fighter's Pay Incentive Act. The Town will pay directly to the colleges and/or universities the cost of the courses, books and supplies. If the colleges and/or universities do not accept third party billing and payment then the Town will reimburse the fire fighter directly. Any fire fighter who fails the above-mentioned courses or fails to complete the above-mentioned courses shall reimburse the Town for all costs of the particular course.

Section 2. Emergency Medical Technician Cardiac (EMT-C) Training

A. The Town will post a one time sign-up list for all fire fighters who are not currently EMT-C and wish to obtain an EMT-C license and have been hired prior to July 1, 1995.

B. The Town will send a maximum of two (2) fire fighters per class twice a year for a maximum of four (4) fire fighters per year. Fire fighters will be sent by seniority order. The

Town will bear all cost for the class and compensate each fire fighter for time spent attending the class.

C. In the event a fire fighter does not finish the class and/or obtain the EMT-C license, the Fire Fighter shall either re-take the EMT-C training and obtain the license at the fire fighter's own expense or reimburse the Town the cost of tuition for the course and the monetary amount paid to that fire fighter for attending the course. If a fire fighter wishes to retire before he/she completes the course and obtain the EMT-C license, the fire fighter must reimburse the Town the cost of tuition and the monetary amount paid to that fire fighter. The fire fighter will sign an agreement agreeing to this mentioned section upon entering the EMT-C class.

D. In the event a fire fighter signs up for EMT-C training and he/she wishes to decline attending the class when it becomes available to him/her, he/she will be allowed to do so as long as no costs have been incurred by the Town.

E. After the one-time sign-up list for EMT-C training has been exhausted, this Agreement will no longer be in effect.

ARTICLE XVII

Section 1. Minimum Staffing

A. General – There shall be no less than eighty-eight (88) members and a Chief of the Department for a total of eighty-nine (89) members of the Fire Department.

This provision will be in accordance with Article I, Section 1.

The minimum staffing on each platoon within the Department for each tour of duty will be twenty (21) fire fighters.

The Town shall have the right to deploy manpower to best protect the lives and property of citizens provided, however, that such deployment does not conflict with the Collective Bargaining Agreement.

B. There shall be a minimum of:

Twenty-one (21) fire fighters on duty at all times at Station 1, Station 2, Station 3 (Headquarters) and Station 4, with the following fire fighters' table of organization per shift.

Station 1

Two (2) fire fighters on Rescue 1

Three (3) fire fighters on Engine 1

Station 2

Three (3) fire fighters on Engine 2

Station 3 (Headquarters)

Two (2) fire fighters on Rescue 3

Three (3) fire fighters on Engine 3

Two (2) fire fighters on Ladder 1

One (1) fire fighter as Battalion Chief

One (1) fire fighter as Dispatcher

Station 4

Two (2) fire fighters on Rescue 2

Two (2) fire fighters on Engine 4

C. The Town shall staff a Special Service/Air Supply Unit as needed for its operational function. The Special Service/Air Supply Unit shall be stationed and staffed when needed as follows;

1. The Special Service/Air Supply Unit will be stationed and assigned with any in-service engine company that has a minimum of three (3) fire fighters per the Collective Bargaining Agreement.

2. The Special Service/Air Supply Unit will respond along with the engine company it is assigned to by utilizing the personnel from the "back step" position to drive said vehicle when it is specifically needed at the incident but only after it has been requested by the on-duty Battalion Chief in charge.

3. When the Special Service/Air Supply Unit is in operation at an incident, two (2) fire fighters will be called back to duty immediately as a "detail" to operate the Special Service/Air Supply Unit.

4. When the Special Service/Air Supply Unit is requested to respond out of the Town to another community as "mutual aid", the Special Service/Air Supply Unit will respond along with the engine company it is assigned to by utilizing the personnel from the "back step" position to drive said vehicle to the mutual aid incident. At this time two (2) fire fighters will be called back to duty immediately as a "detail" to operate the Special Service/Air Supply Unit at the mutual aid incident and the engine company with all its assigned personnel will return in-service to the Town.

5. If the assigned engine company to the Special Service/Air Supply Unit is engaged in another fire department function and is unable to respond with the Special Service/Air Supply Unit any other engine company can be substituted, provided that it is a three (3) fire fighter engine.

6. At anytime the department shall be allowed to call back two (2) "detail" fire fighters to staff the Special Service/Air Supply Unit.

7. At no time should the safety and the operational function and ability of the engine company and its three (3) fire fighters be compromised by the operational use of the Special Service/Air Supply Unit.

D. The Town shall staff a "Regional Foam Trailer" for its operational function. The "Regional Foam Trailer" will be stationed at Station No. 2 and staffed when needed as follows:

1. The "Foam Trailer Unit" shall be assigned with Engine 2 that is located at the above cited location.

2. The "Foam Trailer Unit" shall respond with Engine 2 and the personnel assigned to Engine 2 to any and all emergencies where said "Foam Trailer Unit" is needed.

3. Whenever the "Foam Trailer Unit" is dispatched and become engaged in operationally within the Town boundaries, the Town Shall immediately call back to duty five (5) members of the Department by utilizing the "detail" list within the department. The said members shall be assigned to the "Foam Trailer Unit" and shall take over operational function of said unit from the personnel of Engine 2, at which time the personnel of Engine 2 shall resume their original function as an Engine Company. The Town shall provide transportation for the above-cited members called back, from the Station(s) to the incident/location of the "Foam Trailer Unit".

4. Whenever the "Foam Trailer Unit" is dispatched to an incident outside the boundaries of Town, Engine 2 shall accompany and respond with said unit.

5. Whenever the "Foam Trailer Unit" is dispatched to an incident outside the boundaries of the Town, the Town shall immediately call back to duty five (5) members of the Department by utilizing the "detail" list within the department. The said members shall be assigned to the "Foam Trailer Unit" and shall take over operational function of said unit from the personnel of Engine 2, at which time the personnel of Engine 2 shall resume their original function as an Engine Company and return to within the boundaries of the Town. The Town shall provide transportation for the above-cited members called back, from the Station(s) to the incident/location of the "Foam Trailer Unit". The calling back to duty of the above-cited

members shall commence upon the dispatch of the "Foam Trailer Unit", it shall not be contingent upon the operational engagement of said unit.

6. In the event that Engine 2 is unable to respond with the "Foam Trailer Unit", than another Engine Company from within the Town shall be allowed to respond and function with said unit. The following Engine Companies if available shall be utilized by the following order; Engine 3, Engine 1 and Engine 4.

7. The parties agree that at any time in addition to the above-cited terms and conditions, the Town shall be allowed to call back to duty five (5) members of the Department by utilizing the "detail" list within the Department for the staffing of the "Foam Trailer Unit" independently from any of the Engine Companies if so desired.

E. Any fire fighter who has worked extra hours as a result of disciplinary action shall not be counted as a fire fighter for manpower purposes.

F. Whenever there is a national, statewide, or local disaster or emergency, which affects the Town of Johnston, the minimum staffing shall be increased to forty-four (44) employees on duty until the emergency is officially declared over.

G. The parties hereby agree that the staffing Memorandum of Agreement mutually entered into by the parties and dated September 18, 2013 shall be in effect until the sunset date of July 1, 2015 at which time parties agree that the temporary and mutually agreed upon personnel vacancy allowance, of up to ten (10) personnel, shall expire and the overall department staffing levels shall return to the above referenced staffing provisions of Article XVII, Section 1.

Section 2. Emergency Medical Technician Ambulance (EMT-A) Basic Level

A. All employees hired prior to July 1, 1995, must maintain their (EMT-A) Basic Level as a condition of employment.

B. All employees who have completed eighteen (18) years on the Fire Department shall not be required to maintain their (EMT-A) Basic Level.

Section 3. Emergency Medical Technician Cardiac (EMT-C)

A. All fire fighters appointed to the Johnston Fire Department after July 1, 1995, must maintain their EMT-C certification as a condition of employment until the completion of their eighteenth year of employment. Those employees, who have more than eighteen (18) years on the Fire Department and are permanently assigned to a position that requires EMT-C, must maintain their EMT-C certification while in that position.

B. All new employees/probationary fire fighters must become EMT-C certified as soon as reasonably possible and agreeable to the above-mentioned parties. All new employees/probationary fire fighters will enroll into an approved State of Rhode Island Department of Health training course. All new employees/probationary fire fighters will be afforded the opportunity of two (2) chances to successfully complete the above-mentioned training course. Upon the successful completion of the training course, the new employee/probationary fire fighter will be immediately required to obtain his/her EMT-C license. All new employees/probationary fire fighters will be afforded any and all benefits of statutory laws in effect in the State of Rhode Island with obtaining their EMT-C license.

Section 4. Emergency Medical Technician Re-Certification

All employees will renew their Emergency Medical Technician License pursuant to the Collective Bargaining Agreement requirements. The Town will provide the Emergency Medical Technician licensing re-certification training to all employees. All employees will be allowed to receive re-certification training outside the Department if he/she so desires. All employees will be afforded the opportunity of two (2) chances to successfully complete the above-mentioned

re-certification training. All employees will be afforded any and all benefits of statutory laws in effect in the State of Rhode Island with renewing their Emergency Medical Technician license.

Section 5. Hazardous Material Certification Stipend

All employees who maintain a Hazardous Material Certification will receive an additional fifteen (\$15.00) dollars per week. This certification and training shall be provided to the members by the Department.

Section 6. Rescue Stipend

Employees permanently assigned or bided to a rescue must be EMT-C licensed. Those employees shall also receive a stipend of five hundred (\$500.00) dollars in addition to their annual salary. This stipend will be paid on July 1 of the following year served on the rescue, prorated to reflect the length of service (in pay periods) the employee served on the rescue. All members who bid off a rescue shall revert to his/her original rank prior to him/her going into the Rescue Division.

Section 7. Malpractice Insurance

The Town shall maintain a one million (\$1,000,000.00) dollar malpractice insurance policy for all employees.

ARTICLE XVIII

Section 1. Suspension

No member of the Johnston Fire Department shall be suspended without pay until such time as an arbitration decision has been rendered.

Section 2. Tardiness

Any employee who reports late for work will be docked one-quarter of an hour at a thirty (30) minute basis starting from the start of the shift. If the employee is over one (1) hour late, the employee will be docked a full hour pay for each and every hour thereafter. A fifteen (15)

minute grace period will be allowed whereby the employee will not be charged and the Town will not pay overtime for the person waiting for his/her relief.

ARTICLE XIX

Section 1. Haircuts

The haircut regulation presently in effect is hereby incorporated by reference and made a part of this contract. However, this regulation may be changed by mutual agreement between the Chief of the Department and the Union.

ARTICLE XX

Section 1. Pension

All employees presently in the service of the Johnston Fire Department hired prior to July 1, 1999 shall be in Pension Plan A.

Plan A

1. All employees will accrue two and one-half (2 ½%) percent for each credited year of service. A credited year of service shall be in any year of service in the Johnston Fire Department with over six (6) months completed. Upon the completion of twenty (20) years of credited service (a completion of service pension) in the Johnston Fire Department, an employee retires with a pension benefit of fifty (50%) percent of the final average of the employee's three (3) highest consecutive years of compensation based on weekly salary, three (3) highest consecutive years of longevity pay, three (3) highest consecutive years of holiday pay, severance pay received by the employee which shall consist of unused vacation time, unused personal days, pro-rated holiday pay and unused sick leave as provided for in the collective bargaining agreement, and seventy five (75%) percent of the three (3) highest consecutive years of overtime pay. Each component, with the exception of severance as indicated in paragraph #13 of this section, shall be derived by year ending payroll statements from the three highest consecutive years of each individual distinct component regardless of which years that may fall within the employee's employment.

All employees shall be able to accrue an additional two and one-half (2 ½%) percent increase in benefits for each credited year of service over twenty (20) years to a maximum of thirty (30) years for a maximum pension benefit of seventy-five (75%) percent as shown in Table No. 1 below:

Table No. 1

<u>Credited Years of Service</u>	<u>Pension Benefit</u>
21	52 ½%
22	55%
23	57 ½%
24	60%
25	62 ½%
26	65%
27	67 ½%
28	70%
29	72 ½%
30	75%

The pension payment benefits listed in Section 1 are not subject to any age requirement at the time of the employee's retirement.

2. Employees who become disabled because of an on the job related injury or illness and are unable to perform all of the requirements of R.I.G.L. §45-21.2-10. There shall be no age or years of service requirements to receive this pension benefit. The pension benefit shall be sixty six and two-thirds (66 2/3%) percent of the final average of the employee's three (3) highest consecutive years of compensation based on weekly salary, three (3) highest consecutive years of longevity pay, three (3) highest consecutive years of holiday pay, severance pay received by the employee which shall consist of unused vacation time, unused personal days, pro-rated holiday pay and unused sick leave as provided for in the collective bargaining agreement, and seventy five (75%) percent of the three (3) highest consecutive years of overtime pay. Each component, with the exception of severance as indicated in paragraph #13 of this section, shall be derived by year ending payroll statements from the three highest consecutive years of each individual distinct component regardless what years that may fall within the employee's employment. Employees with less than three (3) years of service, their pension will be based on the above-mentioned items, divided by three (3).

3. Employees who become disabled because of a non-occupational injury or illness and are unable to perform all of the duties of a Johnston Firefighter shall be placed on a non-occupational disability pension subject to the requirements of R.I.G.L. §45-21.2-7. The pension benefit shall consists of the final average of the employee's three (3) highest consecutive years of compensation based on weekly salary, three (3) highest consecutive years of longevity pay, three (3) highest consecutive years of holiday pay, severance pay received by the employee which shall consist of unused vacation time, unused personal days, pro-rated holiday pay and unused sick leave as provided for in the collective bargaining agreement, and seventy five (75%) percent of the three (3) highest consecutive years of overtime pay. Each component, with the exception of severance as indicated in paragraph #13 of this section, shall be derived by year ending payroll statements from the three highest consecutive years of each individual distinct component regardless what years that may fall within the employee's employment. The pension benefit shall be no less than twenty-five (25%) percent for ten (10) or less years of credited years' service. Employees who are placed on a non-occupational disability pension shall receive the following pension benefit as shown in Table No. 2 below. Employees with less than three (3) years of service, their pension will be based on the above-mentioned items, divided by three (3).

Table No. 2

<u>Credited Years of Service</u>	<u>Pension Benefit</u>
11	27 ½%
12	30%
13	32 ½%
14	35%
15	37 ½%
16	40%
17	42 ½%
18	45%
19	47 ½%
20	50%
21	52 ½%
22	55%
23	57 ½%
24	60%
25	62 ½%
26	65%
27	67 ½%
28	70%
29	72 ½%
30	75%

The pension payment benefits listed in Section 1 are not subject to any age requirement at the time of the employee's retirement.

4. Employees who die in the line of duty from injury or illness prior to their retirement the widow or widower shall receive fifty (50%) percent of the final average of the employee's three (3) highest consecutive years of compensation based on weekly salary, three (3) highest consecutive years of longevity pay, three (3) highest consecutive years of holiday pay, severance pay due to the deceased employee which shall consist of unused vacation time, unused personal days, pro-rated holiday pay and unused sick leave as provided for in the collective bargaining agreement, and seventy five (75%) percent of the three (3) highest consecutive years of overtime pay. Each component, with the exception of severance as indicated in paragraph #13 of this section, shall be derived by year ending payroll statements from the three highest consecutive years of each individual distinct component regardless what years that may fall within the employee's employment. The pension benefit will remain in effect until the widow or widower remarries. For each child under eighteen (18) years of age, an additional ten (10%) percent shall be added to the above-mentioned payment not to exceed sixty six and two-thirds ($66 \frac{2}{3}\%$) percent for the family. If there is no widow or widower, any child under eighteen (18) years of age shall receive fifteen (15%) percent of the above-mentioned payments not to exceed fifty (50%) percent for all the eligible children. This benefit is not subject to an employee's age or years of service requirements at the time of death. Employees with less than three (3) years of service, their pension will be based on the above-mentioned items, divided by three (3).

5. Employees who die from causes outside of a line-of-duty injury or illness prior to their retirement shall receive a pension benefit of thirty (30%) percent of the final average of the employee's three (3) highest consecutive years of compensation based on weekly salary, three (3) highest consecutive years of longevity pay, three (3) highest consecutive years of holiday pay, severance pay due to the deceased employee which shall consist of unused vacation time, unused personal days, pro-rated holiday pay and unused sick leave as provided for in the collective bargaining agreement, and seventy five (75%) percent of the three (3) highest consecutive years of overtime pay. Each component, with the exception of severance as indicated in paragraph #13 of this section, shall be derived by year ending payroll statements from the three highest consecutive years of each individual distinct component regardless what years that may fall within the employee's employment. For each child under eighteen (18) years of age, an additional ten (10%) percent shall be added to the above-mentioned benefit not to exceed fifty (50%) percent for the family. If there is no widow or widower, any child under eighteen (18) years of age shall receive an additional fifteen (15%) percent to the eligible children. This benefit is not subject to an employee's age or years of service requirements at the time of death. Employees with less than three (3) years of service, their pension will be based on the above-mentioned items, divided by three (3).

6. All employees who at the time of their death were retired or were eligible to retire, the widow or widower shall receive sixty seven and one half (67 ½%) percent of the retired employee's pension benefit or the eligible employee's pension benefit. This benefit shall be paid until the widow or widower remarries. If there is no widow or widower, the above-mentioned pension benefit shall be received by any child or children under eighteen (18) years of age.

7. All employees shall be vested after ten (10) credited years of service on the Johnston Fire Department. The pension benefit shall be based on the final average of the three (3) highest consecutive years of weekly salary, three (3) highest consecutive years of longevity pay, three (3) highest consecutive years of holiday pay, severance pay in effect at the time of retirement received by the employee which shall consist of unused vacation time, unused personal days, pro-rated holiday pay and unused sick leave as provided for in the collective bargaining agreement, and seventy five (75%) percent of the three (3) highest consecutive years of overtime pay. Each component, with the exception of severance as indicated in paragraph #13 of this section, shall be derived by year ending payroll statements from the three highest consecutive years of each individual distinct component regardless what years that may fall within the employee's employment. The pension benefit is shown in Table No. 3 below:

Table No. 3

<u>Credited Years of Service</u>	<u>Pension Benefit</u>
10	25%
11	27 ½%
12	30%
13	32 ½%
14	35%
15	37 ½%
16	40%
17	42 ½%
18	45%
19	47 ½%

The vested pension benefit shall not be paid to an employee until the employee reaches the age of fifty-five (55) years. In case of the death of the employee, the widow, widower, or any eligible child shall receive a benefit of sixty seven and one half (67 ½%) percent of the deceased eligible employee's pension benefit or when the deceased employee would have reached fifty-five (55) years of age.

8. An employee's pension benefit received on a completion of service pension [twenty (20) or more credited years of service], a vested pension under twenty (20) years of service, occupational disability pension, or a non-occupational disability pension, shall escalate based on the Collective Bargaining Agreement between the parties as provided for in Article XX, Section 5 – Pension Adjustment.

A widow, widower, or children of a deceased employee receiving a pension benefit because of an employee's line-of-duty death, an employee's non-line-of-duty death [under twenty (20) years of service], or a retired employee or an employee eligible to retire, shall have that pension benefit escalate based on the Collective Bargaining Agreement between the parties as provided for in Article XX, Section 5 – Pension Adjustment.

9. All employees who have served for a period of over six (6) months of activity duty in the armed service of the United States may purchase up to a maximum of four (4) years of such service. These purchased years of armed service shall be credited years for pension purposes. Any year in the armed services over six (6) months in length shall be considered as a credited year. The cost to the employee to purchase these credited years shall be ten (10%) percent of the employee's first year of weekly salary. These purchased years may be purchased at any time before retirement as a Johnston Firefighter. Interest will be charged at the rate promulgated by the State Retirement Board for the purchase of similar benefits.

10. All employees shall contribute eight (8%) percent of the employee's weekly salary, longevity pay and holiday pay. In addition, the employee shall contribute eight (8%) percent of their overtime pay.

11. In the event that an employee terminated his or her employment in the Johnston Fire Department for whatever reason prior to becoming vested, the Town of Johnston shall reimburse any and all of his or her pension contributions without interest at the time of the employee's termination.

12. All employees hired prior to July 1, 1999 in Plan (A), shall receive a pension benefit of two and one-half (2 ½%) percent of each credited year of service for the employee's three (3) highest consecutive years of clothing allowance and three (3) highest consecutive years of clothing maintenance allowance to a maximum of thirty (30) years of service or seventy – five (75%) percent of the benefit. This pension benefit as outlined in this sub-section 12 shall be frozen as of February 22, 2010, meaning that the amount of each eligible employee's credited years of service shall be frozen (shall not increase or decrease) upon the execution of this Contract. This pension benefit as outlined in this sub-section 12 shall be in addition to the employee's pension benefit as described in Plan (A) and shall be incorporated in sub-sections 1 through 11.

13. Severance, as indicated in this article, shall be included in the pension calculation if it falls within the member's three highest consecutive total yearly earnings. Total yearly earnings shall be used only for the determination of the inclusion of severance in the overall pension calculations. If said calculation determines that Severance shall be included, then Severance shall be used within the above stated calculation for calculation of pension benefit. Severance shall be credited to the year in which the member retired.

If the employee qualifies for the inclusion of severance pay in the calculation of pension benefits the employee shall pay eight (8%) percent of the severance pay received to the Town for pension purposes.

14. Employees who retire on non-service disability only, may be required to submit to an examination one (1) time per year by a physician to establish that the member is incapacitated for service as a fire fighter and is entitled to continue to receive a disability pension. The board may cancel a disability pension upon evidence that the member is no longer disabled for such service. If such cancellation occurs and the member does not reenter service, he shall be entitled to a refund of the excess, if any, of the contributions made by the member, including interest, over the amounts received by the member on the disability pension. Should a retiree refuse to submit to such medical examination, his/her pension may be discontinued until his/her withdrawal of such refusal, and, should his/her refusal continue for one (1) year, all rights in and to his/her pension may be revoked by the board.

15. For employees who retire on non-service connected disability only, if a medical examination or an investigation made by the board discloses that a member is engaged or is able to engage in any gainful occupation, payment of the disability pension shall be discontinued or reduced to an amount which, when added to the member's income from such gainful occupation, shall not exceed 50% of the rate of his/her salary in effect at the date of disability.

16. Any member receiving a non-service connected disability pension only, may be required to submit to the board once each year a sworn written report of his/her earned income for the preceding twelve (12) months on a form supplied by the board, together with supporting data as may reasonably be required. Any adjustment in disability pension payments as aforesaid shall be based upon such statements of income. A disability pension may be suspended if such statement discloses income from a gainful occupation equal to or in excess of the aforesaid amount, but shall be resumed when such condition has changed.

Earned income is defined as amounts received as compensation for services rendered. The member's pension amount for the following twelve (12) months after the filing of the report of earned income may be reduced dollar for dollar by any amount the actual earned income exceeded the salary paid to a permanent member with the same rank and seniority on active duty at the time such reports are filed. However, in no event shall any member on a disability pension receive an annual sum less than 50 % of his/her salary in effect at the date of disability.

17. The parties agree that the attached pension exhibit, which contains an example of the formula for the above referenced pension benefits for Plan A and COLA example for pension Plan A and Plan B, as referenced in Article XX, Section 5, is the agreed upon and proper formula for calculating pension benefits according to the applicable sections of this collective bargaining agreement.

Plan B

1. Employees hired after July 1, 1999, shall be enrolled into the State of Rhode Island "Optional Twenty-Year Retirement on Service Allowance" R.I.G.L. §45-21.1-22, which shall be defined as Pension Plan (B)

2. An employee's pension payment under the State of Rhode Island "Optional Twenty-Year Retirement on service Allowance" R.I.G.L. §45-21.2-22 shall be based on the employee's three (3) highest consecutive years of compensation which would include weekly salary, longevity and holiday pay.

3. An employee's pension contribution shall be eight (8%) percent based on the employee's weekly salary, longevity and holiday pay which shall be in accordance with R.I.G.L. §45-21.2-14 and R.I.G.L. §45-21.2-22 (C) which does not allow for a cost-of-living adjustment under the State Pension Plan.

4. Employees' pension payment under a completion of service pension, a vested pension, accidental disability pension, ordinary disability pension, a widow, widower, dependent or children under eighteen (18) receiving an accidental death benefit or ordinary death benefit, shall escalate based on the Collective Bargaining Agreement between the parties contained in Article XX, Section 5 -Pension Adjustment.

5. All other requirements and benefits provided for in the various State of Rhode Island Statutes governing retirement for firefighters under R.I.G.L. §45-21.2-22 such as, but not limited to, vesting, prior state service, anned service credit, life insurance, return of pension contributions, various retirement payment options, layoff credits, etc., shall be incorporated into this plan.

Section 2. Call System Buy Back Time

The parties to this contract agree and acknowledge that a fire fighters call system has existed with regard to Fire Department personnel within the Town of Johnston and that the purpose of the call system in place was to provide personnel to render service within the Johnston Fire Department.

The parties further agree that personnel providing services as part of the call system were compensated and employed by the Town of Johnston.

The parties also agree that there are members of the Fire Department who served as members of the call system rendering service to the Town and hereby agree to the following:

1. In accordance with the terms and conditions set forth herein, any currently eligible member of the Johnston Fire Department who is a participant and categorized in Plan (A) of the pension section of this Contract shall be permitted to purchase and receive credit for service time in the "call system" for the Johnston Fire Department for pension purposes.

2. Any and all eligible members of the Johnston Fire Department shall be allowed to purchase call system service time at a rate of ten (10%) percent of the starting salary of the member as a permanent fire fighter in the Town of Johnston. Eligible employees may purchase call time interest free up to July 1, 2014. Thereafter, interest will be charged at a rate as calculated in Article XX, Section 1.9 for armed services time purchased. The term starting salary shall mean the starting weekly salary of the fire fighter for the first fifty-two (52) weeks of hire as a permanent fire fighter. The fire

fighter seeking to purchase said call system time shall pay the sum of ten (10%) percent of his or her starting salary for each year of service time to be purchased.

3. For purposes of this agreement, a credit year within the call system shall mean any year in which the eligible member served within the call system for a period of at least six (6) months. (For example, if fire fighter A served for three (3) years and six (6) months, he or she would be credited for four (4) years of potential time within the call system for purchase.)

4. The maximum amount of call system service time which may be purchased for pension purposes shall be limited to a total of four (4) years. All purchases of credited call system service time must be made in full year increments and partial year purchases shall not be permitted. As such, all purchases of credited call system service time must be made for a minimum of one (1) year to a maximum of four (4) years. (For example, if fire fighter A served in the call system for one (1) year and three (3) months, he or she would be eligible to purchase one (1) year of service time. If the said fire fighter A had served in the call system for one (1) year and seven (7) months, he or she would be eligible to purchase either one (1) or two (2) years of service time.)

5. Any eligible fire fighter will be permitted to purchase call system service time at any time while they are employed as members of the Johnston Fire Department up to the date of retirement or termination from employment.

6. Any and all contractual pension benefits as set forth in the collective bargaining agreement applicable upon retirement, including but not limited to longevity payments upon retirement, medical health insurance benefits upon retirement, pension

adjustments (c.o.l.a.) upon retirement, shall be based upon an inclusion of any purchased call system service time.

Section 3. Post Tax Pension Contributions

The Town will furnish at time of retirement to all employees/participants of the Town Municipal Pension Plan – Plan A, a total of all his/her monetary “post tax” pension contribution that he/she contributed to the plan during his/her employment.

The Town agrees that the total monetary amount of the employees “post tax” pension contributions shall not be disbursed in accordance with Federal and State tax requirements.

Section 4. Health Benefits for Retirees

The Town agrees to continue the healthcare plan and prescription drug plan with benefit level, service level, and network level no less than the healthcare plan and prescription plan in effect at the time of execution of this agreement, for members of the Department who have served for a period of at least twenty (20) years. The Town agrees to fully pay for the healthcare and prescription drug plan benefits with no cost to the retiree. The Town shall provide healthcare and prescription drug plan benefits for members of the Department who are disabled in the line of duty and who retired because of said disability before the twenty (20) years of service are fulfilled. The Town agrees to fully pay for the healthcare and prescription drug plan benefits with no cost to the retiree.

A. Retirees and/or spouses who reach age 65 shall enroll in Medicare. The Town shall continue to provide the healthcare benefit level, service level and network level made available prior to the retiree’s Medicare eligibility at no cost to the retiree. The Town shall continue to pay any costs to the retiree and/or spouse associated with Medicare, including healthcare, prescription drugs, and any penalties, interest and enrollment fees. Coverage for non-Medicare eligible retirees, spouses and dependents, as provided in Section 4, shall continue. The parties to

this agreement agree that in the event of any conflict between the current Medicare/Municipal ordinance and the collective bargaining agreement, it is the intention of the parties that the collective bargaining agreement shall control.

Section 5. Pension Adjustment (COLA)

All employees who retire after July 1, 1986, shall in addition to their regular pension receive one-half (1/2) of the percentage (50%) of any raises given to an active fire fighter of the same rank at which the pensioned fire fighters retired.

This adjustment will be based on the following components and calculated as follows:

1. Base salary/per contract at time of retirement; plus
2. Retirement longevity payment as referenced in Article XII, Section 3, as of the date of retirement; plus
3. Any current earned pension adjustments for all eligible retired fire fighters per the Collective Bargaining Agreement.

These three (3) components will constitute the retired fire fighter's adjusted base salary for the purpose of calculating the retiree's pension adjustment.

This adjusted base salary for pension purposes will be multiplied at the rate of fifty (50%) percent of the active fire fighter's percentage salary raise.

This above-mentioned pension adjustment figure will be added (compounded) to component number 3 above, which represents any fire fighter's current pension adjustment.

This figure will be added to the adjusted base salary for pension purposes, and become the new adjusted base salary for pension purposes. Any salary raises for active fire fighters will cause the base salary for pension purposes to be recalculated based on the above-mentioned procedure.

For any raise given during a fiscal year that is less than a twelve (12) month period the total pension adjustment will then be divided by the number of months per the contract year on the date the salary raise was received.

ARTICLE XXI

Section 1. Mutual Aid

In the event of labor disputes within the boundaries of the Town of Johnston or labor disputes within a city or town with which the Town of Johnston has any mutual aid agreements, Local 1950, International Association of Fire Fighters, AFL-CIO, shall have the right to terminate the mutual aid agreement except in the event that there is a structural fire in progress.

Section 2. Call Back for Mutual Aid

In all cases where employees of other fire departments have been called into the Town of Johnston under any mutual aid situation, the Town of Johnston will, after one (1) hour, call back sufficient off-duty employees of the Johnston Fire Department to assist such mutual aid fire fighters.

ARTICLE XXII

DURATION OF AGREEMENT AND SEVERABILITY

Section 1. Duration of Agreement

This Agreement is effective from July 1, 2014, and shall continue in full force and effect through midnight on June 30, 2017.

Section 2. Severability of Provisions

If any provisions of this Agreement, or application thereof, to any person or circumstances is held unconstitutional or otherwise invalid, the remaining provisions of this chapter and the application of such provisions to other persons or circumstances other than those to which it is held invalid, shall not be affected thereby.

IN WITNESS WHEREOF, the said TOWN OF JOHNSTON has caused this instrument to be executed and its corporate seal to be affixed by Mayor Joseph M. Polisena in his capacity as Mayor, thereon duly authorized by the Town Council of the Town of Johnston, this _____ day of 15th DAY OF NOV, 2013, and Local 1950, IAFF, AFL-CIO, has caused this instrument to be signed by its duly authorized agent.

TOWN OF JOHNSTON

Jennifer Goldberger
Witness

By: Joseph M. Polisena
Joseph M. Polisena, Mayor

[Signature]
Witness

LOCAL 1950, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS,
AFL-CIO

[Signature]
Witness

By: Keith A. Calci
Keith A. Calci, President

[Signature]
Witness

Pension Exhibits

#1 – Pension Calculation for Plan A

#2 – Severance Calculation per CBA

#3 – COLA Calculation for Plan A & B

JOHNSTON FIRE DEPARTMENT PENSION CALCULATION

Name of Employee:
Address:

Current Salary:

DATE:

THREE HIGHEST CONSECUTIVE SALARY YEARS + HAZARDOUS DUTY SALARY	1st	2nd	3rd	Total
				\$525

*ENTER YEARS

*ENTER THREE HIGHEST CONSECUTIVE YEARS SALARY

*ENTER HAZARDOUS PAY THAT CORRESPONDS WITH THE THREE HIGHEST YEARS OF SALARY

*NOTE: WEEKLY SALARY COMPONENT IN CBA IS SAME SALARY PLUS HAZARDOUS PAY

THREE HIGHEST CONSECUTIVE HOLIDAY YEARS	1st	2nd	3rd	Total
				\$0.00

*ENTER YEARS

*ENTER THREE HIGHEST CONSECUTIVE YEARS OF HOLIDAY PAY

THREE HIGHEST LONGEVITY YEARS	1st	2nd	3rd	Total
				\$0.00

*ENTER YEARS

*ENTER THREE HIGHEST CONSECUTIVE YEARS OF LONGEVITY PAY

THREE HIGHEST YEARS OF CLOTHING ALLOWANCE	1st	2nd	3rd	Total
				\$0.00

*ENTER YEARS

*ENTER THREE HIGHEST CONSECUTIVE YEARS OF CLOTHING ALLOWANCE

THREE HIGHEST YEARS OF CLOTHING MAINTENANCE	1st	2nd	3rd	Total
				\$0.00

*ENTER YEARS

*ENTER THREE HIGHEST CONSECUTIVE YEARS OF MAINTENANCE ALLOWANCE

THREE HIGHEST CONSECUTIVE YEARS OF PAID OVERTIME	1st	2nd	3rd	Total
				\$0.00

*ENTER YEARS

*ENTER THREE HIGHEST CONSECUTIVE YEARS OF OVERTIME COMPENSATION

*NOTE: OVERTIME SHALL BE REGULAR OVERTIME AND FIRE DEPARTMENT DETAIL OVERTIME

*NOTE: PER CBA OVERTIME CALCULATION IS AT 75% FOR PENSION PURPOSES

*NOTE: FULL IN COMPLETE TOTAL OVERTIME COMPENSATION, SPREADSHEET WILL

AUTOMATICALLY CALCULATE 75%

SEVERANCE PAY	Total
	\$0.00

*ENTER SEVERANCE PAY ONLY IF SEVERANCE PAY QUALIFIES AS PER THE CBA

*NOTE: SEVERANCE WILL QUALIFY IF IT IS PART OF THE MEMBER'S THREE HIGHEST CONSECUTIVE YEARS OF TOTAL COMPENSATION (NOT YEARS) - ALSO SEVERANCE SHALL BE CONSIDERED

IN THE YEAR THAT THE MEMBER RETIRES

*NOTE: SEVERANCE IS THE ONLY COMPONENT THAT IS CALCULATED WITH THE USE OF TOTAL COMPENSATION

ALL OTHER COMPONENTS IN CBA EXCEPT ARE THREE HIGHEST CONSECUTIVE YEARS OF

COMPONENTS NO MATTER WHERE THEY FALL WITHIN THE MEMBER'S CAREER.

SUBTOTAL OF COMPENSATION COMPONENTS:

Name of Employee:
Address:

0
0
0

Current Salary:

DATE:

SUBTOTAL OF COMPENSATION COMPONENTS: DIVIDED BY 3 YEARS	Total
	\$0.00

*SPREADSHEET WILL NOW ADD ALL ABOVE COMPONENTS AND DIVIDE BY 3 TO DERIVE AN AVERAGE

PERCENTAGE AMOUNT OF PENSION BENEFIT	Total
	\$0.00

*ENTER PERCENTAGE, PER THE CURRENT CBA, THAT A MEMBER WILL BE RETIRING WITH

YEARLY TOTAL:

\$0.00

*SPREADSHEET WILL ENTER THE ABOVE PERCENTAGE OF TOTAL COMPENSATION HERE

MONTHLY TOTAL:

\$0.00

*SPREADSHEET WILL DIVIDE THE ABOVE YEARLY TOTAL BY 12, GIVING THE REQUIRED MONTHLY COMPENSATION DUE TO THE MEMBER

Name of Employee		Date of Birth		Social Security Number		Date of Hire		Date of Retirement	
M1		M2		M3		M4		M5	
M6		M7		M8		M9		M10	
M11		M12		M13		M14		M15	
M16		M17		M18		M19		M20	
M21		M22		M23		M24		M25	
M26		M27		M28		M29		M30	
M31		M32		M33		M34		M35	
M36		M37		M38		M39		M40	
M41		M42		M43		M44		M45	
M46		M47		M48		M49		M50	
M51		M52		M53		M54		M55	
M56		M57		M58		M59		M60	
M61		M62		M63		M64		M65	
M66		M67		M68		M69		M70	
M71		M72		M73		M74		M75	
M76		M77		M78		M79		M80	
M81		M82		M83		M84		M85	
M86		M87		M88		M89		M90	
M91		M92		M93		M94		M95	
M96		M97		M98		M99		M100	
M101		M102		M103		M104		M105	
M106		M107		M108		M109		M110	
M111		M112		M113		M114		M115	
M116		M117		M118		M119		M120	
M121		M122		M123		M124		M125	
M126		M127		M128		M129		M130	
M131		M132		M133		M134		M135	
M136		M137		M138		M139		M140	
M141		M142		M143		M144		M145	
M146		M147		M148		M149		M150	
M151		M152		M153		M154		M155	
M156		M157		M158		M159		M160	
M161		M162		M163		M164		M165	
M166		M167		M168		M169		M170	
M171		M172		M173		M174		M175	
M176		M177		M178		M179		M180	
M181		M182		M183		M184		M185	
M186		M187		M188		M189		M190	
M191		M192		M193		M194		M195	
M196		M197		M198		M199		M200	
M201		M202		M203		M204		M205	
M206		M207		M208		M209		M210	
M211		M212		M213		M214		M215	
M216		M217		M218		M219		M220	
M221		M222		M223		M224		M225	
M226		M227		M228		M229		M230	
M231		M232		M233		M234		M235	
M236		M237		M238		M239		M240	
M241		M242		M243		M244		M245	
M246		M247		M248		M249		M250	
M251		M252		M253		M254		M255	
M256		M257		M258		M259		M260	
M261		M262		M263		M264		M265	
M266		M267		M268		M269		M270	
M271		M272		M273		M274		M275	
M276		M277		M278		M279		M280	
M281		M282		M283		M284		M285	
M286		M287		M288		M289		M290	
M291		M292		M293		M294		M295	
M296		M297		M298		M299		M300	
M301		M302		M303		M304		M305	
M306		M307		M308		M309		M310	
M311		M312		M313		M314		M315	
M316		M317		M318		M319		M320	
M321		M322		M323		M324		M325	
M326		M327		M328		M329		M330	
M331		M332		M333		M334		M335	
M336		M337		M338		M339		M340	
M341		M342		M343		M344		M345	
M346		M347		M348		M349		M350	
M351		M352		M353		M354		M355	
M356		M357		M358		M359		M360	
M361		M362		M363		M364		M365	
M366		M367		M368		M369		M370	
M371		M372		M373		M374		M375	
M376		M377		M378		M379		M380	
M381		M382		M383		M384		M385	
M386		M387		M388		M389		M390	
M391		M392		M393		M394		M395	
M396		M397		M398		M399		M400	
M401		M402		M403		M404		M405	
M406		M407		M408		M409		M410	
M411		M412		M413		M414		M415	
M416		M417		M418		M419		M420	
M421		M422		M423		M424		M425	
M426		M427		M428		M429		M430	
M431		M432		M433		M434		M435	
M436		M437		M438		M439		M440	
M441		M442		M443		M444		M445	
M446		M447		M448		M449		M450	
M451		M452		M453		M454		M455	
M456		M457		M458		M459		M460	
M461		M462		M463		M464		M465	
M466		M467		M468		M469		M470	
M471		M472		M473		M474		M475	
M476		M477		M478		M479		M480	
M481		M482		M483		M484		M485	
M486		M487		M488		M489		M490	
M491		M492		M493		M494		M495	
M496		M497		M498		M499		M500	
M501		M502		M503		M504		M505	
M506		M507		M508		M509		M510	
M511		M512		M513		M514		M515	
M516		M517		M518		M519		M520	
M521		M522		M523		M524		M525	
M526		M527		M528		M529		M530	
M531		M532		M533		M534		M535	
M536		M537		M538		M539		M540	
M541		M542		M543		M544		M545	
M546		M547		M548		M549		M550	
M551		M552		M553		M554		M555	
M556		M557		M558		M559		M560	
M561		M562		M563		M564		M565	
M566		M567		M568		M569		M570	
M571		M572		M573		M574		M575	
M576		M577		M578		M579		M580	
M581		M582		M583		M584		M585	
M586		M587		M588		M589		M590	
M591		M592		M593		M594		M595	
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M606		M607		M608		M609		M610	
M611		M612		M613		M614		M615	
M616		M617		M618		M619		M620	
M621		M622		M623		M624		M625	
M626		M627		M628		M629		M630	
M631		M632		M633		M634		M635	
M636		M637		M638		M639		M640	
M641		M642		M643		M644		M645	
M646		M647		M648		M649		M650	
M651		M652		M653		M654		M655	
M656		M657		M658		M659		M660	
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M671		M672		M673		M674		M675	
M676		M677		M678		M679		M680	
M681		M682		M683		M684		M685	
M686		M687		M688		M689		M690	
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M696		M697		M698		M699		M700	
M701		M702		M703		M704		M705	
M706		M707		M708		M709		M710	
M711		M712		M713		M714		M715	
M716		M717		M718		M719		M720	
M721		M722		M723		M724		M725	
M726		M727		M728		M729		M730	
M731		M732		M733		M734		M735	
M736		M737		M738		M739		M740	
M741		M742		M743		M744		M745	
M746		M747		M748		M749		M750	
M751		M752		M753		M754		M755	
M756		M757		M758		M759		M760	
M761		M762		M763		M764		M765	
M766		M767		M768		M769		M770	
M771		M772		M773		M774		M775	
M776		M777		M778		M779		M780	
M781		M782		M783		M784		M785	
M786		M787		M788		M789		M790	
M791		M792		M793		M794		M795	
M796		M797		M798		M799		M800	
M801		M802		M803		M804		M805	
M806		M807		M808		M809		M810	
M811		M812		M813		M814		M815	
M816		M817		M818		M819		M820	
M821		M822		M823		M824		M825	
M826		M827		M828		M829		M830	
M831		M832		M833		M834		M835	
M836		M837		M838		M839		M840	
M841		M842		M843		M844		M845	
M846		M847		M848		M849		M850	
M851		M852		M853		M854		M855	
M856		M857		M858					

JOHNSTON FIRE DEPARTMENT

SEVERANCE PAY

Name of Employee:
Address:

SOCIAL SECURITY:

DATE:

UNUSED VACATION DAYS	
UNUSED PERSONNEL DAYS	
HOLIDAYS WORKED	
UNUSED SICK DAYS	
TOTAL DAYS	0
DAILY PAY RATE	
SEVERANCE PAY TOTAL	\$0.00

*ENTER NUMBER OF UNUSED VACATION DAYS

*ENTER NUMBER OF UNUSED PERSONAL DAYS

*ENTER HOLIDAYS WORKED IN THE CALANDER YEAR THAT
MEMBER/RETIREE HAS NOT BEEN COMPENSATED
FOR AT THE TIME OF RETIREMENT

*ENTER NUMBER OF UNUSED SICK DAYS, PER THE CBA

*SPREADSHEET WILL CALCULATE

ENTER DAILY RATE OF PAY FOR MEMBER AT THE RANK AT WHICH
THE MEMBER RETIRED X 1.05, PER THE CBA

*SPREADSHEET WILL CALCULATE TOTAL SEVERANCE DUE TO MEMBER/RETIREE

Tentative Agreement
Johnston Firefighters Local 1950 and Town of Johnston
September 18, 2013

ADOPTED
DATE 9/18/13
[Signature]

1. In the matter of Town of Johnston v. IAFF, Local 1950, C.A. No. PC-12-3174, it is hereby agreed as follows:

a. The collective bargaining agreement is hereby amended as follows:

[New] III(2) G. In the event that the Chief of the Department decides that the Town desires to move a piece of apparatus or work assignments pursuant to this Article, the Chief shall notify the Union President to meet not less than sixty (60) days prior to the proposed date of implementation and discuss the change. The parties agree that any such change would affect firefighter safety as well as other conditions of employment; therefore no such change shall be implemented absent agreement of the parties.

b. C.A. No. PC-12-3174 will be dismissed with prejudice, no interest, costs or attorneys' fees.

2. In the matters of Quick, et al. v. Town of Johnston, C.A. No. PC-12-3082 (Quick) and Town of Johnston v. IAFF, Local 1950, C.A. No. PC-12-3099 (Town's Motion to Stay Arbitration), it is hereby agreed as follows:

a. Arbitration case no. 11-390-00860-12 (Enacting Medicare Ordinance) is hereby withdrawn with prejudice

b. The parties to PC 12-3082 shall execute and file the Consent Decree attached hereto as Exhibit A. The parties to this Agreement agree that in the event of any conflict between the current medicare/municare ordinance and the collective bargaining agreement, it is the intention of the parties that the collective bargaining agreement, this Agreement and the Consent Decree shall control.

c. The collective bargaining agreement is hereby amended as follows:

[New] Article XX(4)(a). Retirees and/or spouses who reach age 65 shall enroll in Medicare. The Town shall continue to provide the healthcare benefit level, service level and network level made available prior to the retiree's Medicare eligibility at no cost to the retiree. The Town shall continue to pay any costs to the retiree associated with Medicare, including healthcare, prescription drugs, and any penalties, interest or enrollment fees. Non-Medicare eligible retirees, spouses and dependents' coverage as provided in Section 4 shall continue.

3. In the matter of IAFF, Local 1950 v. Town of Johnston, C.A. No. PC-11-6020 (Disability Pension Ordinance), it is hereby agreed as follows:

- a. The unfair labor practice case no. 6036 (Appointment of Union Representative to the Pension Board) is withdrawn with prejudice.
- b. IAFF, Local 1950 v. Johnston Retirement Board, et al. C.A. No. PC-11-6020 will be dismissed with prejudice, no interest, costs or attorneys' fees.
- c. The collective bargaining agreement is hereby amended to provide that the following provisions of Ordinance no. 2011-1 (Pension Ordinance) will be implemented in accordance with this Agreement and the collective bargaining agreement as follows:
 - a. Section 47-39(g) shall be deleted.
 - b. Section 42(b) shall be deleted.
 - c. Section 47-42(c) shall be deleted.
 - d. Section 47-44 shall be deleted.
 - e. Section 48(a) shall be deleted.
 - f. 47-50(b) shall be deleted.
 - g. 47-50(c) shall be deleted as to service-related disability pensions.
 - h. 47-50(d) shall be deleted as to service-related disability pensions.
 - i. 47-50(e) shall be deleted as to service related disability pensions.
 - j. 47-50(f) shall be deleted.
 - k. Section 47-52 shall be deleted.
 - l. 47-53(a)-(e) shall be deleted.
4. Unfair labor practice no. 6027 (Executive Order 2011-2-creating Administrative Designee), with regard to the appointment of an Administrative Designee on January 19, 2011, is withdrawn, with prejudice, provided that this shall be without practice or precedent in the event the Town appoints an employee to perform bargaining unit work without first bargaining to agreement with the Union.
5. The Arbitration in case no. 11-390-00312-11 (Assistant Chief assuming duties of the Chief of the Department) is withdrawn, with prejudice.
6. The grievance dated on or about August 25, 2010, pertaining to the Hazmat trailer is withdrawn.
7. The Arbitration in case no. 11-390-00997-13 (Pension benefits and contributions of members)(pertaining to MERS members), shall be held in abeyance pending litigation/mediation between IAFF and the State of Rhode Island.
8. The Arbitration in case no 11-390-01032-12 (Minimum Staffing), is withdrawn, with prejudice, provided that the parties agree to enter into a revised Memorandum of Agreement, in the form attached hereto as Exhibit B.

9. The Arbitration in case no. 11-390-01075-13 (Calculate Pension Benefit of Private Michelle Legault) is withdrawn, with prejudice, provided that the Town shall, within thirty days of the date of this Agreement, adjust Private Legault's pension calculation in accordance with Exhibit C and shall reimburse Private Legault for the 8% pension contribution deducted from her severance pay.
10. The Arbitration in case no. 11-390-01076-13, (Calculate Pension Benefit of Battalion Chief Kenneth Moore), is withdrawn, with prejudice, provided that the Town shall, within thirty days of the date of this Agreement, adjust Battalion Chief Moore's pension calculation in accordance with Exhibit D and shall reimburse Chief Moore for the 8% pension contribution deducted from his severance pay.
11. The Arbitration in case nos. 11-390-00861-12, 11-390-01028-12, 11-390-01033-12, 11-390-01034-12, 11-390-00862-12, 11-390-01029-12, 11-390-01030-12, and 11-390-01031-12 pertaining to grievants Gormley, McDougal, Pallini, and Paolucci's proper calculation of pension benefits and interest on call system buy-back, and Gormley's calculation of interest on military buy-back is withdrawn, with prejudice, provided that the Town shall, within thirty days of the date of this Agreement, adjust the pension calculations for these individuals in accordance with Exhibit E, and the interest on call system buy back in accordance with Exhibit F. The Union accepts the Town's calculation of interest on military buy back with regard to Gormley.
12. Ordinance numbers 2013-10, 11 and 12, pertaining to the Funding Improvement Plan, will be promptly withdrawn. The Town and the Union agree to meet to discuss pension issues, provided that the terms and condition of the 2012-2014 and 2014-2017 collective bargaining agreements shall not be changed absent mutual agreement in writing. The parties tentatively agree to meet and confer within forty-five (45) days after the execution of this Agreement.
13. The interest arbitrations for 2012-2013, case no. 1139-00956-12, and for 2013-2014, case no. 1139-00371-13, are withdrawn, with prejudice, upon ratification by the Johnston Town Council and the IAFF, Local 1950, of the 2012-2014 collective bargaining agreement and the 2014-2017 collective bargaining agreement.
14. The parties agree to the following language for a collective bargaining agreement for Contract Years 2012/2013 and 2013/2014:
 - I. Year One – July 1, 2012 through June 30, 2013:
 - a. No Wage Increase
 - b. Article XXII, Section 1, Duration of Agreement - amend language – agreement is effective July 1, 2012, and shall continue in full force and effect through midnight on June 30, 2014.

- c. All other Articles, terms and conditions of the preceding Collective Bargaining Agreement between the parties, including those added, amended or modified by this Agreement, shall remain in place.

II. Year Two – July 1, 2013 through June 30, 2014:

- a. Article XII, Section 1, Salaries - Commencing on January 1, 2014 there shall be an increase of one and three-quarters percent (1.75%) to all salary ranks.
- b. Article XII, Section 1, Salaries - Commencing on January 1, 2014 there shall be Firefighter Grade 1 – 4 salary ranks for employees. The Bi-Weekly salaries, with the 1.75% increase included shall be as follows commencing January, 1, 2014:
 - i. Assistant Chief \$ 2,517.06
 - ii. Battalion Chief \$ 2,394.29
 - iii. Captain \$ 2,190.39
 - iv. Lieutenant \$ 2,095.70
 - v. Firefighter Grade 1 \$ 1,978.30 (Year 7 Firefighter)
 - vi. Firefighter Grade 2 \$ 1,918.07 (Year 5 and 6 Firefighter)
 - vii. Firefighter Grade 3 \$ 1,857.13 (Year 3 and 4 Firefighter)
 - viii. Firefighter Grade 4 \$ 1,796.19 (Year 1 and 2 Firefighter)
 - 1. All firefighters at Firefighter Grade 3 prior to January 1, 2014 shall be placed as Firefighter Grade 4 rate of pay as of January 1, 2014.
 - 2. All firefighters at Firefighter Grade 2 prior to January 1, 2014 shall be placed as Firefighter Grade 2 rate of pay as of January 1, 2014.
 - 3. All firefighters at Firefighter Grade 1 prior to January 1, 2014 shall be placed as Firefighter Grade 1 rate of pay as of January 1, 2014.
- c. Article XX, Section 1, Pension – Plan A language shall be amended to provide for clear language of pension compensation to indicate the following:
 - i. Pension components throughout the section shall indicate the three highest consecutive years of weekly salary, three highest consecutive years of Longevity Pay, three highest consecutive years of Holiday Pay and 75% of the three highest years of consecutive Overtime Pay. Each component shall be derived by year ending payroll statements from the three highest consecutive years of each individual distinct component regardless what years that may fall within the employee's employment.
 - ii. Severance, as indicated in the article, shall be included in the pension calculation if it falls within the member's three highest consecutive total yearly earnings. Total yearly earnings shall be used only for the determination of the inclusion of severance in the overall pension calculations. Severance shall be credited to the year in which the member retired.
 - 1. If the employee qualifies for the inclusion of severance pay in the calculation of pension benefits the employee shall pay eight (8%) percent of the severance pay received to the Town for pension purposes.

- d. Article XX, Section 1, Pension – Plan A, #9 – remove language – “These purchased years may be purchased at any time within one (1) year of the date of this agreement is executed, interest free. Thereafter,”
- e. Article XX, Section 2(2), Call System Buy Back Time – Add after first sentence: “Eligible employees may purchase call time interest free up to July 1, 2014. Thereafter, interest will be charged at a rate as calculated in Section 1, #9 for armed services time purchased.”
- f. New Section – Medicare/Municare : Article XX(4)(a). Retirees and/or spouses who reach age 65 shall enroll in Medicare. The Town shall continue to provide the healthcare benefit level, service level and network level made available prior to the retiree’s Medicare eligibility at no cost to the retiree. The Town shall continue to pay any costs to the retiree associated with Medicare, including healthcare, prescription drugs, and any penalties, interest or enrollment fees. Coverage for non-Medicare eligible retirees, spouses and dependents, as provided in Section 4, shall continue. The parties to this Agreement agree that in the event of any conflict between the current medicare/municare ordinance and the collective bargaining agreement, it is the intention of the parties that the collective bargaining agreement shall control.
- g. All others Articles, terms and conditions of the preceding Collective Bargaining Agreement between the parties, including those added, amended or modified by this Agreement, shall remain in place.

15. The parties agree to the following language for a collective bargaining agreement for Contract Years 2014/15, 2015/16 and 2016/17:

- i. Year One – July 1, 2014 through June 30, 2015:
 - a. Article III, Section 2, Work Assignments, New Subsection G. In the event that the Chief of the Department decides that the Town desires to move a piece of apparatus or work assignments pursuant to this Article, the Chief shall notify the Union President to meet not less than sixty (60) days prior to the proposed date of implementation and discuss the change. The parties agree that any such change would affect firefighter safety as well as other conditions of employment; therefore no such change shall be implemented absent agreement of the parties.
 - b. Article VII, Section 2, Paid Holidays – Change language – “Holiday pay rate per day shall be determined by the employee’s daily rate of pay, one fifth of the employees weekly salary, multiplied by 1.05” change to “Holiday pay rate per day shall be determined by the employee’s daily rate of pay, one fifth of the employees weekly salary, multiplied by 1.15”

- c. Article XII, Section 1. Salaries – Commencing on July 1, 2014 there shall be an increase of one and three-quarters (1.75%) to all salary ranks.
- d. Article XIII, Section 1, Medical Insurance – Commencing on July 1, 2014 parties agree to switch to a HSA health care plan, family plan deductible shall be \$3000.00, single plan shall be \$1,500.00. Deductibles shall be pre-loaded at the start of each year by the town. Deductible will then be reimbursed by the employee through payroll deduction equally divided throughout the year.
- e. Article XXII, Section 1 Duration of Agreement – amend language – agreement is effective July 1, 2014, and shall continue in full force and effect through midnight on June 30, 2017.
- f. All others Articles, terms and conditions of the preceding Collective Bargaining Agreement between the parties, including those added, amended or modified by this Agreement, shall remain in place.

II. Year Two – July 1, 2015 through June 30, 2016

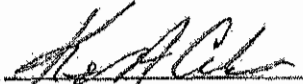
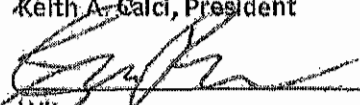
- a. Article XII, Section 1. Salaries – Commencing on July 1, 2015 there shall be an increase of one and three-quarters percent (1.75%) to all salary ranks.

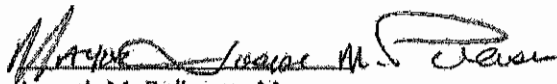
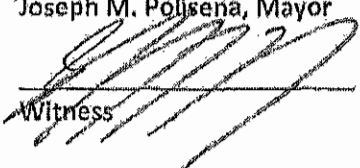
Article VII, Section 2. Paid Holidays – Change language – “Holiday pay rate per day shall be determined by the employee’s daily rate of pay, one fifth of the employees weekly salary, multiplied by 1.05” change to “Holiday pay rate per day shall be determined by the employee’s daily rate of pay, one fifth of the employees weekly salary, multiplied by 1.25”

- c. All others Articles, terms and conditions of the preceding Collective Bargaining Agreement between the parties, including those added, amended or modified by this Agreement, shall remain in place.

III. Year Three – July 1, 2016 through June 30, 2017

- a. Article XII, Section 1. Salaries – Commencing on July 1, 2016 there shall be an increase of one and three-quarters percent (1.75%) to all salary ranks.
- b. All others Articles, terms and conditions of the preceding Collective Bargaining Agreement between the parties, including those added, amended or modified by this Agreement, shall remain in place.


Keith A. Calci, President

Witness


Joseph M. Polisena, Mayor

Witness

9/18/2013
Date

9/18/2013
Date

STATE OF RHODE ISLAND
PROVIDENCE, SC

SUPERIOR COURT

CLAYTON QUICK, FRANK J. :
LEONE, SR. and ALAN ZAMBARANO :

v. :

C.A. No.: PC-12-3082

TOWN OF JOHNSTON, by and through :
Its Finance Director, JOSEPH CHIODO, :
and JOHNSTON TOWN COUNCIL, :
by and through its members, DAVID :
SANTILLI, ERNEST PITOCELLI, :
EILEEN FUOCO, ROBERT RUSSO, :
PRESIDENT, and STEPHANIE :
MANZI, VICE PRESIDENT :

CONSENT ORDER AND JUDGMENT

By agreement of the parties, it is hereby ORDERED:

1. In the event of any conflict between the Ordinance 2011-24 and this Consent Order or the collective bargaining agreement, the Consent Order or collective bargaining agreement shall prevail;
2. The parties agree that the terms of this Consent Order and Judgment shall apply to all current retirees who elect to become plaintiffs in this action, and future retired firefighters of the Town of Johnston, as well as their spouses and dependents;
3. The Town shall be permitted to require retired firefighters and/or their spouses to enroll in Medicare notwithstanding the provisions of the collective bargaining agreement under which they retired, provided the Town:
 - a) continues to provide the healthcare benefit level, service level and network level each firefighter was entitled to upon his or her retirement, at no additional cost to the retiree; and

b) pays any and all costs associated with retired firefighters' enrollment in Medicare, including premiums, gap coverage, prescription drug coverage, penalties, interest and enrollment fees;

4. The Town agrees that it will provide health benefits to retired firefighters' non-Medicare eligible spouses and dependents in accordance with the collective bargaining agreement under which the firefighter retired.

For Plaintiffs:

For Defendants:

Marc Gursky, Esq. (#2818)
Elizabeth Wiens, Esq. (#6827)
Gursky Law Associates
420 Scrabbletown Rd. Ste. C
North Kingstown, RI 02852
(401) 294-4700
(401) 294-4702

William J. Conley, Jr.
Law Office of William J. Conley, Jr.
670 Willett Avenue
East Providence, RI 02915
(401) 437-0905
(401) 437-3618

ENTER:

PER ORDER:

Memorandum of Agreement

This Memorandum of Agreement is entered into between the Town of Johnston, Rhode Island (hereinafter referred to as the "Town") and the Johnston Fire Fighters, Local 1950, International Association of Fire Fighters, AFL-CIO (hereinafter referred to as the "Local"), (collectively referred to as the "Parties")

WHEREAS, the parties acknowledge their mutual desire to enter into this Memorandum of Agreement to address the issue of vacancies in the department during the term of the Collective Bargaining Agreement between the parties for July 1, 2012 through June 30, 2014 and July 1, 2014 through June 30, 2017.

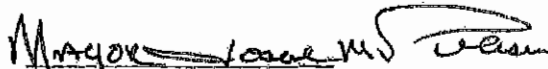
NOW THEREFORE, in consideration of the mutual covenants and promises contained herein and intending to be legally and equitably bound hereby, the Town and the Local agree as follows:


1. Article XVII, Section 1, Sub-section A, of the Collective Bargaining Agreement between the parties provides that the minimum staffing of personnel for the Department shall be no less than eighty-eight (88) members plus the Chief of the Department for a total of eighty-nine (89). The parties agree that the Town shall be allowed to keep up to ten (10) personnel vacancies within the Department from July 1, 2012 through July 1, 2015. The total minimum staffing of personnel for the Department shall be no less than seventy-eight (78) members plus the Chief of the Department for a total of seventy-nine (79) on the Department, if vacancies are realized. There shall be no lay-offs of current employees and this agreement shall sunset July 1, 2015.
2. The parties agree that the above-mentioned agreed upon vacancies shall not impact and / or compromise the minimum platoon staffing of the Department and / or the job bidding provisions as provided for within the Collective Bargaining Agreement.
3. The parties agree that this Memorandum of Agreement shall be subject to the grievance and arbitration provisions of the Collective Bargaining Agreement. No grievance as related to this Memorandum of Agreement may be filed prior to July 1, 2015.

IN WITNESS WHEREOF, the Town and the Local have caused this Memorandum of Agreement to be executed by their respective representatives who have actual authority to bind and enter into the various obligations set forth herein.

FOR THE TOWN

FOR THE LOCAL

 9/18/2013
Joseph Polisena, Mayor
Town of Johnston, Rhode Island

 9/18/13
Keith A. Calci, President
Local 1950, I.A.F.F., AFL-CIO

Witness  9/18/13

Witness  9/18/13

RECEIVED

SEP 19 2013

TOWN CLERK'S OFFICE
TOWN OF JOHNSTON