

2020-2023  
COLLECTIVE BARGAINING AGREEMENT  
BY AND BETWEEN CITY OF PAWTUCKET  
AND  
PAWTUCKET LODGE NO. 4 FRATERNAL ORDER OF POLICE

IN CITY COUNCIL

5/29/2020

READ AND ORDERED FILED AND REFERRED TO THE FINANCE COMMITTEE

  
Clerk

IN FINANCE COMMITTEE

6/10/2020

COMMITTEE RECOMMENDS APPROVAL


  
Chair

IN CITY COUNCIL

6/24/2020

RATIFICATION ON A ROLL CALL VOTE

AYES 8 NOES 1

  
Clerk



2020-2023

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BY AND BETWEEN

CITY OF PAWTUCKET

AND

PAWTUCKET LODGE NO. 4 FRATERNAL ORDER OF POLICE





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## AGREEMENT

Pursuant to the provisions of Chapter 54 of the Public Laws of the State of Rhode Island, 1963, entitled "An Act to Provide for Settlement of Disputes Concerning Wages or Rates of Pay and Other Terms and Conditions of Employment of Employees of Police Departments", this Collective Bargaining Agreement ("Agreement") is made and entered into effective as of the 1st day of July, 2020, by and between the CITY OF PAWTUCKET ("City") and LODGE NO. 4, FRATERNAL ORDER OF POLICE (hereinafter "Pawtucket Lodge No. 4" or "FOP").

All references in this Agreement to an "employee", "member", "members", or "manpower", 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.

The City and FOP agree that they will continue policies of non-discrimination on the basis of an individual's race, color, national origin, religious affiliation, gender, age, sexual orientation, sexual preference, gender identity, or any other prohibited basis of discrimination.

## PREAMBLE

Pursuant to the provisions of Chapter 54 of the Public Laws of Rhode Island, 1963, entitled "An Act to Provide for Settlement of Disputes Concerning Wages, or Rates of Pay and Other Terms and Conditions of Employment of Employees of Police Departments", the City recognizes that the sworn police officers of the City have the statutory right to bargain collectively with the City and to be represented by an organization in such collective bargaining as to wages, hours, rates of pay, working conditions and other terms and conditions of employment.

Nothing herein contained shall be construed to limit the right of the City to regulate, manage and control the Police Division of the City except as modified by the terms of this contract and except as specifically directed by said Chapter 54 of the Public Laws of the State of Rhode Island, 1963, reference to which has been previously stated. This Agreement is subject to the provisions of Chapter 54 of the Public Laws of Rhode Island, 1963, wherein the sworn police officers who are subject to its terms, shall have no right to engage in any work stoppage, slowdown or strike.

The word "employee" when used in this Agreement shall mean all sworn police officers from the rank of Patrolman up to and including the rank of Major.

The acronym "EBS" (Electronic Bidding System) shall mean the Police Division's computerized system used for the assignments of call backs and details.

## ARTICLE I

### **Section 1. Recognition**

The City recognizes the FOP as the exclusive bargaining agent for all sworn police officers from the rank of Patrolman up to and including the rank of Major, for the purpose of collective bargaining and entering into agreements as to wages, salaries, hours, working conditions and other terms and conditions of employment.

The rights of the City and the employees shall be respected and the provisions of this Agreement shall be observed for the orderly settlement of all questions.

### **Section 2. Employment Security**

The City agrees not to discharge or discriminate in any way against any employee for membership or legitimate activities in Pawtucket Lodge No. 4.

### **Section 3. Dues Deduction**

All employees shall have the right to voluntarily join or refrain from joining the FOP. Employees who choose not to join the FOP, however, and who are covered by the terms of this contract, may elect to pay a monthly service fee and/or any uniformly levied assessment (hereinafter collectively referred to as "fees") to the FOP for the purpose of aiding the FOP and defraying costs in connection with its legal obligations and responsibilities as the exclusive bargaining agent of the employees in the appropriate bargaining unit.

The aforesaid fees shall be payable on or before the first day of each month, and such sum shall in no case exceed the initiation fees and the membership dues paid by those who voluntarily choose to join the FOP. Other than the payment of these fees, those employees who do not choose to join the FOP shall be under no further financial obligations or requirements of any kind to the FOP. Employees covered by this Agreement shall, on the 30th day following the beginning of such employment or the effective date of this Agreement, whichever is later, pay the established fees as noted above.

The FOP shall indemnify the City, should the City be required to reimburse any of the employees who are not members of the FOP, or who elect not to pay the fees referenced above.

#### **Section 4. Time Off for Bargaining**

(a) All employees covered by this Agreement who are officers of the FOP, or who are appointed by the FOP as members of said Pawtucket Lodge No. 4's Legislative Committee and the appointed chairman of the grievance committee, shall be allowed time off with pay for official Pawtucket Lodge No. 4 business in negotiations and/or conferences with the City Administration, and in the preparation thereof, without requirement to make up said time. An employee, who is a member of the Legislative Committee and attends negotiations and/or conferences with the City Administration, shall not be required to work on said date.

(b) The President of Pawtucket Lodge No. 4 or his designee shall be allowed time off with pay for official Pawtucket Lodge No. 4 business with respect to grievances, grievance hearings and the preparation thereof.

(c) The President of Pawtucket Lodge No. 4 shall be allowed time off with pay for attendance at Pawtucket Lodge No. 4 meetings, State and National Conventions of the Fraternal Order of Police.

In addition, any employee who is a member of the State FOP Executive Board or who is a State FOP Trustee shall be allowed time off with pay to attend all State FOP meetings provided there is sufficient manpower to satisfy the minimum manning requirements of Article VI, Section 8.

(d) Not more than four (4) Delegates shall be allowed time off with pay for attendance at National Conventions of the Fraternal Order of Police and not more than seven (7) Delegates per day shall be allowed time off with pay for attendance at State Conventions of the Fraternal Order of Police.

(e) The Secretary and Treasurer of Pawtucket Lodge No. 4 shall be allowed time off with pay and without the requirement to make up said time for attendance at the regular monthly meetings and special meetings of the FOP. The immediate Past President of Pawtucket Lodge No. 4 shall be allowed time off with pay and without the requirement to make up said time for attendance at the first four (4) meetings (regular or special) after his successor has been elected. Time off with pay shall be no longer than three (3) hours. A special meeting shall last no longer than two (2) hours and shall be limited to time off with pay

to two (2) per year. In the event the President is unable to attend the regular monthly meetings or special meetings, the Vice President shall be then allowed time off in accordance with the provisions of this section. The Chief may call back to duty any of the above Union officials who have been allowed time off with pay in an emergency situation.

**Section 5. Inspection Privileges**

The President or a representative of the FOP shall be granted access to the Police Division for the purpose of adjusting disputes, investigating working conditions, collecting dues and ascertaining that this Agreement is being adhered to; provided, however, that there is no interruption of the Police Division's working schedule.



## ARTICLE II

### **Section 1. Management Rights**

Subject to the Law Enforcement Officers' Bill of Rights, Title 42, Chapter 28.6 of the Rhode Island General Laws, and except to the extent there is contained in this Agreement provisions to the contrary or a duly established past practice in the Police Division, all authority, power, rights, jurisdiction and responsibilities for the management of the Police Division are retained and reserved exclusively to the City.

The City shall retain the right to issue, through the Director of Public Safety or his designee, Rules and Regulations governing the conduct of the Police Department; provided however, that no rule, regulation, general or special order shall abridge or supersede the provisions of this Agreement, nor shall said rule, regulation or special order violate any City, State or Federal Law.

The City shall not institute any rule, regulation, general or special order or change any personnel rule or regulation without notifying the Fraternal Order of Police of said proposed change. The City shall notify the Fraternal Order of Police thirty (30) days prior to any hearing date set to change any said rule, regulation, general or special order or personnel rule and shall state the time and date of said hearing.

### ARTICLE III

#### **Section 1. Seniority**

##### Definitions:

Department Seniority: Shall commence on date of appointment as a police officer and seniority shall be computed according to continuous service from the date of original appointment by the City.

Rank Seniority: Shall commence on the date the officer is sworn in to a particular rank and seniority shall be computed according to continuous service within that rank.

(a) Employees shall have rank seniority and said seniority, insofar as practicable, shall prevail with regard to transfers to any division, bureau, section, platoon, department or any other post by whatever name the transfer may be labeled (except as hereinafter provided). Subject to the provisions of Article VI, Section 4.6, rank seniority shall also prevail with respect to: transfers to shifts; beats or posts; days off; holidays; vacations; and any and all circumstances or situations by whatever name they may be given. The Chief shall be allowed discretion as to whether to follow seniority. If seniority is not followed, then the Chief shall give a written reason as to why seniority is not being followed. The written reason shall not be physically maintained in the employee's personnel file and shall be destroyed one (1) year after the bid was denied and the written reason was prepared. The failure to follow seniority shall be reviewable through the grievance procedure. This subparagraph shall not apply to those positions where an examination is to be taken under the Promotion Procedure.

Notwithstanding the foregoing, however, newly appointed employees shall serve a twelve (12) month probationary period, and the Chief will have complete discretion with respect to the assignment of newly appointed officers for the first one hundred-twenty (120) days of their appointment. This is to afford new employees the opportunity to experience all different facets of the job. After the one hundred-twenty (120) day period, then the balance of the provisions of Article III, Section 1 shall govern, except (i) that the Chief may assign probationary officers for up to a total of two (2) days to the Planning and Training Division for the purposes of taking refresher training course(s); (ii) once the new employee has bid to his or

her shift, the Chief shall have an additional thirty (30) days to assign that new employee to a non-permanent bid car for the purposes of training and evaluation.

The Chief will also have complete discretion with respect to appointments to the positions of Field Training Officer and Honor Guard subject to the following conditions:

- Only those employees who volunteer for those positions shall be considered.
- Employees selected for those positions shall not be required to change their shift (unless they agree to do so).
- With respect to the position of Field Training Officer, the Chief cannot circumvent the provisions of Article III, Section 2. The Chief shall only be allowed to select someone who has completed field training officer training.

The Chief and the FOP President shall agree upon employees who shall serve as stress officers without regard to seniority.

(b) All bids shall be posted on the bulletin board for four (4) days and sent to all employees by e-mail via the department e-mail system. Notification of such posting shall be mailed or e-mailed to all off-duty employees who may be on extended absence for any reason or on vacation; provided, however, such employees have left their names, mailing addresses, and e-mail addresses with the Chief in order to be so notified. Personnel interested in the vacant position will submit by e-mail via the department e-mail system their application for said vacant position to the Chief.

(c) A senior officer whose bid has been accepted may reject the position or benefit at his discretion without the need of any explanation on his part. Further, in the event that an employee shall reject the position or benefit, it shall not be construed as a waiver of his seniority rights in any subsequent situation where seniority would prevail.

(d) In the event that more than one employee was appointed on the same day, then the senior man will be the officer who was issued the lowest badge number. In the case of a Patrolman appointed on the same day, the lowest badge number shall be issued to the employee with the highest academic ranking from the Rhode Island Municipal Police Training Academy. In the case of a uniformed supervisor appointed on the same day, the lowest badge number shall be issued to the employee with the highest overall promotional test score. Badge numbers

shall not be taken from a police officer and issued to a junior officer with the intent of violating this clause.

(e) Prior to July 1, 1998, employees promoted into the Detective Division shall retain their rank seniority. For example, a Patrolman with ten years on the department promoted to the Detective Division prior to July 1, 1998 shall be deemed to have greater seniority within the Detective Division than a detective with five years on the department, even though the five- year employee has been a detective for a greater period of time. Similarly, a Sergeant who has held that rank for five years and who has been promoted to the Detective Division prior to July 1, 1998 shall be deemed to have greater seniority within the Detective Division than a Detective Sergeant who has been a Sergeant for three years (combining uniform and detective) even though the three-year Sergeant has been a Detective Sergeant for a greater period of time.

For employees promoted to the Detective Division after July 1, 1998, rank seniority within the Detective Division shall commence on the date the officer is sworn into the rank and shall be computed according to continuous service within that rank.

Notwithstanding the foregoing, however, no bumping shall be allowed when an employee with greater rank seniority is promoted to the Detective Division. In other words, vacancies within the Detective Division shall be filled in accordance with the bidding procedure set forth herein at the time the vacancy occurs with respect to an assignment, shift, beat or post.

(f) Whenever an employee is reduced in rank for whatever reason, his rank seniority in the higher rank shall be utilized in determining his rank seniority in the lower rank. For example, a Lieutenant who has held that rank for five (5) years and who is demoted to the rank of Sergeant, shall receive credit for the years he had been a Sergeant and a Lieutenant in determining his/her new rank seniority as a Sergeant. In such situation, the employee who is reduced in rank shall be required at the time of the rank reduction to fill the position that is vacant. Thereafter, said employee shall be permitted to bid into any position as they become vacant. The reasoning for this is to avoid a bumping process when the employee is first reduced in rank.

(g) In connection with any bid, there shall be a trial period of ninety (90) days to determine whether the employee can acquire the skills necessary for the performance of said job in a reasonable satisfactory manner; provided, however, that in cases where the City and Pawtucket Lodge No. 4 so mutually agree, such trial period shall not be mandatory. At the end of said ninety (90) days, the employee shall be either permanently transferred to said position or returned to his former position. If, during the trial period, the City 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 involved with the performance on said job of the average employee performing such work. Any disputes of 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.

During the trial period a monthly progress report will be made by the employee's supervisor, a copy of which shall be furnished to the employee, the Chief of the Police Division and the Director of Public Safety. The form of said progress report shall be substantially the same as is now being used by the Director of Personnel.

(h) Within thirty (30) days after the execution of this Agreement, the City shall furnish Pawtucket Lodge No. 4 and the Police Division a copy of the proposed seniority list, and Pawtucket Lodge No.4 and/or Police Division will have thirty (30) days in which to make any corrections or changes in said list; otherwise, after said thirty (30) day period the list shall be accepted as correct. After the order of seniority has been established, a permanent and up-to-date list shall be posted and maintained on a bulletin board at Police Headquarters for the benefit of all police officers and all future seniority questions shall be resolved in accordance therewith. The City also agrees to furnish to Pawtucket Lodge No. 4 an up-to-date seniority list, a copy of which is to be posted on said bulletin board.

## **Section 2. Bidding for Schools**

(a) Specialty Schools — A school is defined as a "specialty school" when the content of the course has a specific relationship to a bureau or division within the Police

Division. When such course is to be offered, it shall be posted for bid within certain bureaus or divisions as determined by the Chief for a period of ninety-six (96) hours, and any necessary prerequisites as determined by the course sponsor and as stated in its written literature, shall be listed in the posting. Bids may be submitted by only the members of said bureau or division. If the bid for the specialty school is to be open to all employees, then the employee with the most department seniority who meets the course sponsor's prerequisite(s) shall be awarded the bid. If the bid for the specialty school is limited to a particular rank, then the employee with the most rank seniority who meets the course sponsor's prerequisite(s) shall be awarded the bid. In the event there are no bidders, the course would then be bid under subparagraph (b) hereof.

An employee may be awarded a bid for a specialty school only once in any nine (9) month period unless said employee is the only one who bids for a subsequent specialty school or is transferred into a bureau/division which requires attendance at a specialty school. In addition, an employee who has attended a specialty school in a given area of police work may be granted preference in bidding for a specialty school without regard to the so-called "nine month rule" when the course that is offered is a continuation of the previous school.

When an employee is awarded and successfully completes a specialty school relating either to the K-9 Unit or the SRT Unit, the employee shall be required to fulfill assignments related to those units for a period of up to two (2) years following the completion of the school, or as agreed otherwise by the Chief and the FOP. An employee who accepts an unrelated assignment outside of these two units before the end of the two-year period may be required to reimburse the City for the cost of the specialty school including any travel costs, lodging expenses and other expenses associated with the school. Promotions or transfers to other specialized units shall excuse the employee from any reimbursement requirement if the promotion or transfer occurs during the commitment period. An employee shall also be excused from any reimbursement requirement if he/she becomes medically unable to perform the duties required in either of the two units.

(b) Non-Specialty Schools — A school is defined as a "non-specialty school" when the content of the course is non-specific, general or introductory in nature. When such course

is to be offered, it shall be posted for bid for ninety-six (96) hours and, any necessary prerequisites as determined by the course sponsor and as stated in its written literature, shall be listed in the posting. All employees may bid therefor. If the bid for the non-specialty school is to be open to all employees, then the employee with the greatest department seniority who meets the course sponsor's prerequisite(s) shall be awarded the bid. If the bid for the non-specialty school is limited to a particular rank, then the employee with the most rank seniority who meets the course sponsor's prerequisite(s) shall be awarded the bid.

An employee may be awarded a bid for a non-specialty school only once in any nine (9) month period.

(c) FBI Academy — Appointments to the FBI Academy shall be made by the Chief.

(d) Notification to FOP — Immediately upon the award of a bid for any school, the Chief shall advise the President of the FOP the name of the employee(s) awarded the bid.

(e) Schools at Employee's Expense — Notwithstanding the provisions of subparagraphs (a) and (b) above, employees shall be allowed to attend, at their own expense, any school. However, if at a later date the same school is put out to bid and the employee who attended the school at their own expense would now have the necessary seniority to be awarded the bid, then said employee shall be reimbursed for the tuition paid when the employee first attended the school.

(f) If a school is scheduled on an employee's regular work day(s), the attendee shall be assigned to the school in lieu of his/her regular work assignment. If a school is scheduled on an employee's day(s) off and the attendee travels to or from the school on the day(s) off, the attendee shall receive overtime or comp time for the travel time.

(g) Post-classroom activity, such as overnight stays, shall not be considered as hours worked, or part of the regular day.

(h) Employees attending schools where overnight stays are involved shall receive a \$50 per diem for meals prior to the commencement of the school. Upon returning from the school, the employee shall present the City with receipts for any other reasonable non-meal expenses for which the City shall reimburse the employee consistent with the City's Policies and Procedures for Reimbursement of Expenses dated March, 1999.

(i) Employees who use their own vehicle to attend a school shall be paid for their mileage expense in attending that school in accordance with the City's Policies and Procedures for Reimbursement of Expenses dated March, 1999.

### **Section 3. Bidding for Identification Bureau**

Vacancies within the Identification Bureau for Patrolmen/Detectives shall be filled in accordance with rank seniority, provided the Patrolman/Detective seeking to fill said vacancy has successfully completed the University of Rhode Island Criminalistic School ("School").

Vacancies within the Identification Bureau for supervisors shall be filled in accordance with rank seniority with the understanding that the supervisor shall be required to complete the next available School, provided he/she has not already done so.

The City shall send employees to the School each year (provided there is space available) on a rotating basis—the rotation occurring between Patrolmen/Detectives and supervisors. This rotation shall continue from School to School unless a supervisor is needed to attend in order to satisfy the requirements set forth in the previous paragraph. Nothing contained herein shall prohibit the City from sending both a supervisor and a Patrolman/Detective to the same School in any particular year.

### **Section 4. Layoffs and Recall**

In the event it becomes necessary for the City to lay off employees, those employees with the least amount of department seniority shall be laid off first. In the event of rehiring, the last employee laid off shall be the first to be rehired.



## ARTICLE IV

### **Section 1. Vacancies**

(a) **Patrolman's Ranks** — As far as possible, the City shall anticipate and plan for filling vacancies in the Patrolman's ranks and shall maintain a list of eligible employees, available at all times. Any vacancy occurring in the Patrolman's ranks shall be filled within sixty (60) days from the date the vacancy occurs.

(b) **Officer's Rank** — The City shall maintain promotional lists for all positions from the rank of Detective up to and including Major. Any vacancy occurring in any rank above the rank of Patrolman shall be filled within sixty (60) days, except the Chief's vacancy shall be governed by Article IV, Section 2(j).

The term "vacancy" for the purposes of this section shall deem to have occurred whenever an employee is promoted to a higher rank, demoted to a lower rank, retires, dies, or is otherwise terminated. Notwithstanding the foregoing, during or prior to the 60-day period referred to above, the City may decide and declare that any such actual or potential vacancy or vacancies are not to be filled. In the event such determination is made, the City shall be precluded from filling such vacancy or vacancies for a period of 12 months from the date of the vacancy or vacancies.

### **Section 2. Promotion Procedure**

(a) *Promotions/Assignments.* Promotions to the rank of Sergeant, Lieutenant, Captain, Major, Chief and the Detective Bureau shall be made from the ranks of the Police Division on a competitive basis. Assignments to the Youth Bureau shall be made from within the Detective Bureau on the basis of rank seniority.

(b) *Notice of Exams.* The notice of promotional examinations will be posted and e-mailed via the department e-mail system on the third Monday of August each year (odd years for detectives, even years for uniform) and will indicate to the applicants the sources of material for said examination. Notification of promotional examinations shall be mailed to all off-duty employees who may be on extended absence for any reason or on vacation, or e-mailed to said employee; provided, however, such employees have left their names, mailing addresses and e-mail addresses with the Chief in order to be so notified. Five (5) sets of the

sources of material for said examination shall be purchased by the City and made available to all employees. Said notice shall also contain within it a cut-off date for applications which will be the second Monday following the posting of the notice at 4:30 p.m. (if this Monday is Labor Day, then the cut-off date shall be the following day); shall contain within it eligibility requirements for the various positions being advertised; and shall contain the passing score for the written portion of the examination. Promotional examinations shall be given on the third Saturday of November unless otherwise agreed upon between the City and the FOP. If for any reason the examinations are not given on the third Saturday of November, then they shall be given on the first Saturday in December; and in such event, all employees who are eligible to take the examinations shall be allowed to take the tests on that December date even if they had not originally signed up to take the tests on the third Saturday of November or had withdrawn his/her name from taking the tests on the third Saturday of November.

Employees who sign up to take a promotional examination and who fail to notify the Personnel Bureau of their intention not to take the examination at least two (2) weeks prior to the scheduled examination date shall reimburse the City, through payroll deduction, the cost of the examination which shall be established by the parties on an annual basis and listed in the notice of promotional examination. However, if the original promotional examination which was scheduled to be given on the third Saturday of November was not given for any reason, and an employee is unable to take the examination on the first Saturday in December, then said employee shall not be required to reimburse the City for the cost of the examination.

(c) *Eligibility.* To be eligible to apply for examinations for the respective promotions, employees must have served in the grades (within the Police Division) and for the periods shown below, by the time when the examination is first scheduled to be given and must currently be serving in the rank immediately below the rank being sought, except that employees holding the rank of Captain or Major shall be eligible to take the Chief's examination.

Sgt. - 5 years as Ptlm.

Det. - 3 years as a Ptlm.

Lt. - 1 day as a Sgt.

Det. Sgt. - 1 day as a Sgt.

Capt. - 1 day as a Lt.

Det. Lt. - 1 day as a Lt.

Patrol Major - 1 day as Capt.

Det. Capt. - 1 day as a Capt.

To be eligible to be promoted for the respective promotions, employees must have served in the grades and for the periods shown below:

Sgt. - 7 years as Ptlm.

Det. - 5 years as a Ptlm.

Lt. - 2 years as a Sgt.

Det. Sgt. - 1 year as a Sgt.

Capt. - 2 years as a Lt. (reduced to 6 mos. on December 1, 2018)

Det. Lt. - 1 year as a Lt. (reduced to 6 mos. on December 1, 2018)

Patrol Major - 2 years as a Capt. (reduced to 6 mos. on December 1, 2018)

Det. Capt. - 1 year as a Capt. (reduced to 6 mos. on December 1, 2018)

Employees shall only be permitted to test for a higher rank, except that employees holding the rank of Captain or Major shall be eligible to take the Chief's examination.

(d) *The Test.* Once the promotional application period has expired, promotional examinations will be administered in accordance with the procedure set forth herein. The said promotional examinations shall consist of the following parts:

A. 75% of said promotional examinations shall consist of a written examination. Said written examinations shall be administered by an out-of-state recognized testing service but the same testing service may not be used for more than two consecutive years. An employee who is seeking promotion must receive a grade of 60% on the written portion of the examination in order to be eligible for the promotion he is seeking.

B. 20% of said promotional examinations shall consist of percentages being awarded for department seniority based on one (1%) percent for each year of service and

.0833 % for each month of a partial year of service completed as of the date the test is given in the Police Division up to a maximum of twenty (20) years.

C. 5% of said promotional examinations shall consist of percentages being awarded for education (as of the date the test is given) in accordance with the following schedule:

Master's Degree and above	5%
Bachelor's Degree	4%
Associates Degree	2%
30 Credits and Over	1%

With respect to educational points, it is intended that the credits and/or degree must be in law enforcement, psychology, sociology or anthropology. In addition, an employee must actually have a Master's Degree or above, a Bachelor's Degree or Associates Degree issued by an educational institution; so-called "equivalency degrees" shall not be acceptable as degrees.

(e) *Certification and Notification/Posting of List.* Upon receipt of the test results, but no sooner than the Friday preceding the second Monday of December, the City and the FOP shall certify the scores and placement of each candidate. On the second Monday of December, candidates shall be notified as to their score and placement in the promotional process and said results shall be posted in all bureaus and divisions with the order of finish as well as the score of the candidate by examination number. If for some reason the test results are not delivered to the City in time for the City and the FOP to certify the list by the second Monday in December, then the notification/posting date shall be three (3) business days following the City's receipt of the test results. The order of appearance shall be determined by a composite score based on the following points:

- A. Written examination — 75 points maximum
- B. Seniority — 20 points maximum
- C. Education — 5 points maximum

(f) *Ties.* Should there be any tie on any promotional list, said tie shall be broken on the basis of department seniority and in the event there is still a tie then in accordance with Article III, Section 1(d).

(g) *Top Three Candidates.* Once a promotional list has been created, the Chief shall notify the top three candidates of their position on the list before it is forwarded to the Public Safety Director. If one or more of the employees advises the Chief that they do not wish to be considered for the promotion at that time or that their name(s) be removed from the promotional list all together, then the next employee(s) on the list shall move up into one of the top three positions. The Chief shall furnish the Public Safety Director with the three top candidates in the order in which they finished in the promotional process and as amended in accordance with the preceding sentence. Candidates who are allowed to take the exam but do not have the required time-in-grade to be promoted shall not be included on any list furnished to the Public Safety Director until they have served the necessary time-in-grade as set forth above. A three-person committee consisting of the (i) Public Safety Director, (ii) the Police Chief, and (iii) a member of the Police Division or a member of the City's administration (as selected by the Public Safety Director) shall interview the top three candidates in order to assist the Public Safety Director in making the promotion. The Public Safety Director shall then make the appropriate promotion from that list. In the event that the Public Safety Director intends to promote out of numerical order among the top three candidates, he shall provide the unsuccessful candidate or candidates in writing with the criteria and considerations which caused his selection to be made at least three days prior to the date on which the promotion is to be made. Notwithstanding the right of the Public Safety Director to select any of the top three candidates, no candidate who is eligible for promotion and ranks among the top three candidates on a promotional list may be passed over for promotion more than twice.

An employee who asks the Chief not to be considered for promotion at the time shall retain the same position on the promotional list unless an employee ahead of him/her on the list is promoted in which case the employee shall move up on the list. Also, employees who ask not to be considered for promotion at the time are not deemed to have been "passed over" for the purposes of the last sentence in the preceding paragraph.

(h) *Duration of List.* A promotional list shall continue in effect for a period of two (2) years from the date of the notification/posting date unless the new list is required to be posted as set forth above by the second Monday in December in which case the old list shall be deemed to have expired notwithstanding the fact that it may not have been in existence for two (2) years.

(i) *Detectives' Rights.* Employees currently assigned to the Detective Bureau shall have the right to remain therein and shall be subject to removal only in accordance with the provisions of this Agreement, and for good cause and subject to the right of the employee so removed to grieve said removal.

(j) *Chief's Test.* Employees holding the rank of Captain or Major within the Police Division shall be eligible to take the Chief's examination. Once the current Chief's promotional list expires in December 2014, all subsequent Chief's tests and the promotional list created thereafter shall be done in the following manner. Notification of the Chief's test shall be posted and shall also be sent by e-mail to all eligible Captains and Majors within five (5) days from the current Chief advising the Public Safety Director of his/her intention to vacate the Chief's position. The test shall be administered no sooner than ninety (90) days and no later than one hundred-twenty (120) days after the posting/e-mailing. In the event that the current Chief vacates the position prior to the selection of his/her replacement, the Chief's position shall be filled by a Major in accordance with Article V, Section 4. Once the new Chief has been selected in accordance with Article IV, Section 2(g), the Chief's promotional list shall expire forthwith.

## ARTICLE V

### **Section 1. Duties**

The duties of the members of the Police Division shall consist of the repression and prevention of crime and the enforcement of the laws and ordinances of the City and the statutes of the State of Rhode Island and such other necessary auxiliary, administrative and service functions presently conducted by the Police Division, and such other duties as are, or may be prescribed by the Director of Public Safety in accordance with the provisions of the statutes of the State of Rhode Island in such cases made and provided.

### **Section 2. Detail to Other Departments**

The City agrees that employees of the Police Division whose duties are defined in Article V, Section 1 above shall be detailed to other departments of the City for the performance of police duties only.

### **Section 3. Transfer to Other Bureaus**

The transfer of employees to different bureaus within the Police Division shall be made by the Chief, subject to the seniority provisions in Article III hereof and the promotion procedure in Article IV.

### **Section 4. Out-of-Rank Pay**

Employees up to the rank of Captain, who assume or work at a higher rank, shall be compensated therefor at the same rate of pay as the employee for whom they are filling in. Such higher rate shall apply for all time spent at the higher rank. A Major who is directed to assume or work the rank of Chief by order of the Public Safety Director shall be compensated at the Chief's rate of pay.

Where an employee serving out of rank contracts an illness or suffers an injury in the performance of his duties, he shall be entitled to all of the benefits provided under Article XII of this Agreement, including pay at the rate he was receiving while serving out of rank. However, if the employee retires on a service-related disability for the illness or injury sustained while serving out of rank, his service-related disability pension shall be based on his own rank.

## **Section 5. Temporary Assignment**

The term "temporary assignment" shall be an assignment which shall last no longer than ninety (90) days and assignment thereto shall be in accordance with the seniority and bidding procedures set forth in Article III hereof.

## **Section 6. Special Squad**

The Chief shall have the power to establish a Special Squad not to exceed fifteen (15) employees, who shall be selected by the Chief from the Uniform Bureau and who shall serve in said squad for a period of time as deemed necessary by the Chief. The above language shall not prevent the Chief from selecting, on a voluntary basis, officers from other bureaus/divisions for assignment to the Special Squad. Upon selection to the Special Squad, employees may be assigned by the Chief to other law enforcement agencies outside of the Police Division for Special Squad work. Appointment to said squad shall be exempted from the seniority and bidding procedures set forth in Article III of the Collective Bargaining Agreement; provided, however, that no employee shall be transferred to the Special Squad who has less than three (3) years of service in the Police Division, including the probationary period.

Employees who were assigned to the Special Squad on or before January 1, 1996 will have the right to remain in said squad and be subject to removal only in accordance with the provisions of the Collective Bargaining Agreement. Once said employee leaves said squad, the employee replacing him shall not be so protected. Employees assigned to the Special Squad shall perform Special Squad work.

## **Section 7. Internal Affairs Bureau**

The Chief shall have the right to appoint employee(s) on a voluntary basis to the Internal Affairs Bureau without regard to the requirements of Article III, Section 1. Employees appointed to the Internal Affairs Bureau shall be sent to the first available so-called Internal Affairs School after their appointment. Employees appointed to the Internal Affairs Bureau shall serve in said bureau for a period of time as deemed necessary by the Chief. Assignments to the Internal Affairs Bureau shall reduce (by an equal number) the maximum number of appointments that the Chief may make to the Special Squad.



## ARTICLE VI

### **Section 1. Hours**

The regular work schedule for all members of the Police Division shall be an average of thirty-seven and one-half (37 ½) hours. The regular schedule for all members of the Police Division, except for Major, employees in the Detective Division, Special Squad, Office of Personnel of the Administrative Bureau, employees in the Youth Bureau and any employee of the Police Division who must meet outside scheduling, shall be a six (6) day schedule of four (4) consecutive working days of eight (8) hours followed by two (2) consecutive days off. The regular schedule for Major, employees in the Detective Division, Special Squad, Office of Personnel of the Administrative Bureau, employees in the Youth Bureau and any employee of the Police Division who must meet outside scheduling shall continue to work Monday through Friday with weekends off. These employees shall be entitled to seventeen (17) so-called "TC days" each year. These TC days must be used by June 30<sup>th</sup> of each year. Employees may take TC days before they are actually "earned" in that year; however, if an employee leaves the position where he/she was entitled to TC days and has taken more TC days than have been earned, then those days may be deducted from the employee's accrued vacation entitlement.

Employees covered by this Agreement shall not be required to commence their normal tour of duty at a different hour than regularly specified, unless such period of time is contiguous to the normal tour of duty and the employee works to at least the end of his normal tour of duty.

The normal tours of duty for the Police Division are as follows:

Uniform Patrol and Community Policing Unit:	First Platoon	0800 hours to 1600 hours
	Second Platoon	1600 hours to 2400 hours
	Third Platoon	2400 hours to 0800 hours
Detective Division	First Platoon	0800 hours to 1600 hours
	Second Platoon*	1600 hours to 2400 hours
Prosecution Bureau		0800 hours to 1600 hours
Identification Bureau	First Platoon	0800 hours to 1600 hours
	Second Platoon*	1600 hours to 2400 hours
Administration Bureau		0800 hours to 1600 hours

Planning & Training Bureau		0800 hours to 1600 hours
Internal Affairs		0800 hours to 1600 hours
V.I.N. Station		0800 hours to 1600 hours
Special Squad	First Platoon	0800 hours to 1600 hours
	Second Platoon	1600 hours to 2400 hours

*\* Employees assigned to the Detective Division or Identification Bureau prior to July 16, 2015 shall be entitled to remain on the First Platoon unless they volunteer for the Second Platoon. Employees who become members of the Detective Division or Identification Bureau after July 16, 2015 may be assigned to the Second Platoon.*

Notwithstanding the foregoing, the Chief, the FOP, and the employee involved may agree to change the employee's normal duty hours provided that no employee's tour of duty shall be changed to circumvent overtime except in accordance with Article III, Section 2(f).

#### **Section 2. Off-Duty Definition and Protection**

Off duty shall be defined as those hours when each officer is not working an assigned duty shift or City-approved detail.

When an officer is off duty and finds it necessary to uphold the law the employee at that time shall be considered on duty. In such case, if the employee is injured, he will be considered to have been injured while on duty.

#### **Section 3. Holding Over to Another Shift**

In the event it becomes necessary to hold over employees from one work shift to the next, for reasons other than satisfying the minimum manning requirements, (except as otherwise noted in Section 8 of Article VI), the assignments needed to be filled shall first be offered to those employees who are working the current shift with the greatest rank seniority. In the event that all the assignments are not filled, then employees who are working the current shift with the least rank seniority shall fill said assignments; however, no employee shall be held over to fill said assignments on consecutive days.

#### **Section 4. Call Back for Patrolmen**

Call back shall be done on a rotating basis. Records for the rotational call back shall be maintained by the Police Division's Electronic Bidding System ("EBS") and shall be governed by the following rules:

(a) Notification of the call back shall be sent out by the EBS to Patrolmen to their text and/or or e-mail address as registered with the Police Division.

(b) The call back notification shall be posted for 25 minutes during which time those interested can bid for the call back assignment.

(c) A Patrolman shall accept the call back assignment by responding to the notification. Thereafter, the Patrolman shall be placed at the end of the so-called list.

(d) When a Patrolman is on vacation, he/she shall be eligible to be called back and these rules shall apply.

(e) A Patrolman called back to work shall be paid from the time of arrival to the end of that shift.

(f) In the event that a Patrolman does not call off the sick list and both that Patrolman and the Patrolman called back to work arrive for duty, then the Patrolman called back to work will work and be paid for a minimum of four (4) hours.

(g) In the event that all assignments are not filled, then Patrolmen with the least rank seniority shall be held over to fill said assignments.

(h) The EBS shall be made available for inspection by all members of the bargaining unit at any time.

#### **Section 4.5. Call Back of Detectives for Patrol Positions**

During the same 25-minute period referenced in Section 4(b), detectives may bid for the call back. If no Patrolmen bid for the call back, and before holding over any Patrolmen under the provisions of Section 3 of this Article, the call back shall be awarded to the detective with the lowest EBS number. Detectives working the call back shall be governed by the same terms and conditions as set forth in Section 4 of this Article and shall be required to wear the uniform of the day. Detectives called back under this section shall be paid at a detective's call back rate of pay.

#### **Section 4.6. Call Back of Sergeants for Patrol Positions**

During the same 25-minute period referenced in Section 4(b), sergeants may bid for the call back. If no Patrolmen or Detectives (pursuant to Section 4.5) bid for the call back, and before holding over any Patrolmen under the provisions of Section 3 of this Article, the call back shall be awarded to the sergeant with the lowest EBS number. Sergeants working the call back shall be governed by the same terms and conditions as set forth in Section 4 of this Article and shall be required to wear the uniform of the day. Sergeants called back under this section shall be paid at a sergeant's call back rate of pay. A sergeant who takes a call back under this section will bid for a beat or car post in accordance with department seniority notwithstanding the provisions of Article III, Section 1.

#### **Section 5. Call Back for Supervisors**

Call back for Sergeants, Lieutenants and Captains (who for the purposes of this section shall be grouped together) assigned to the Patrol Bureau and/or Administration Bureau shall be done on a rotating basis utilizing department seniority. Records for the rotational call back shall be maintained on a separate list in the EBS and shall be governed by the same rules set forth in Section 4 of this Article.

Supervisors may be called back to serve as a dispatcher under the following terms and conditions: (i) all dispatchers and Patrolmen have refused the call back; (ii) the supervisor has the ability to serve as a dispatcher; (iii) the supervisor being called back has no rank or seniority rights on that shift and shall not be deemed to be the OIC even if he has more rank or seniority than the supervisor assigned to the shift.

#### **Section 5.5. Call Back of Detective Supervisors for Patrol Positions**

During the same 25-minute period referenced in Section 4(b), Detective Supervisors may bid for the call back. If no patrol supervisors bid for the call back, and before holding over any patrol supervisor under the provisions of Section 3 of this Article, the call back shall be awarded to the Detective Supervisor with the lowest EBS number. Detective Supervisors working the call back shall be governed by the same terms and conditions as set forth in Section 5 of this Article and shall be required to wear the uniform of the day. Detective

Supervisors called back under this section shall be paid at a Detective Supervisor's call back rate of pay.

#### **Section 6. Scheduled Overtime**

Certain overtime assignments are reoccurring and/or for scheduled events—e.g. PTE, bike patrols, parades, fireworks, etc.—(hereinafter "scheduled events"). The City shall solicit officers of various ranks to declare a preference for each such scheduled event and each assignment thereto shall be filled on a rotating basis as far as practicable. If an inadequate number of employees volunteer to work the scheduled event, then the employees with the least rank seniority shall fill said assignment.

#### **Section 7. Substitution**

The right to substitute at any time within each bureau and division may be permitted; provided, however, that notice is given to the Platoon Captain or his designee at least twenty-four (24) hours prior to the proposed substitution. In the event that the request is denied, then the Platoon Captain or his designee shall state the specific reasons for said denial in writing at the time said request is denied.

If the substituting employee does not work the scheduled tour of duty, then the employee who was originally scheduled to work shall be charged with a vacation day.

The right to substitute shall also be limited as follows:

- Patrolmen may substitute for Patrolmen.
- Detective Patrolmen may substitute for Detective Patrolmen.
- Sergeants may substitute for Sergeants and/or Lieutenants on any platoon and/or Captains if from the same platoon.
- Lieutenants may substitute for Sergeants and/or Lieutenants on any platoon and/or Captains if from the same platoon.
- Captains may substitute for Sergeants and/or Lieutenants if from the same platoon, and/or Captains, and/or Majors.
- Detective Supervisors may substitute for Detective Supervisors.

### **Section 8. Minimum Manning**

The parties agree that it is in their best interest to have a minimum number of police cars and/or cruisers manned by Patrolmen actually covering car posts within the City for each tour of duty. The parties further agree that in order to achieve that goal, it may be necessary to "call back" Patrolmen in order to satisfy the minimum levels established herein. In that context, the following is a schedule for the minimum number of patrol cars and/or cruisers required to actually be on the street answering calls during the following time periods:

<b>TIME PERIODS</b>	<b>NUMBER OF PATROL CARS AND/OR CRUISERS</b>
8:00 a.m. to 4:00 p.m.	Seven (7) district cars and two (2) two man cruisers
4:00 p.m. to midnight	Seven (7) district cars and two (2) two man cruisers
12:00 a.m. to 8:00 a.m.	Six (6) district cars and two (2) two man cruisers

Whenever the above-named vehicles are not manned by virtue of lack of manpower on the shift, the City shall be required to call back a sufficient number of Patrolmen necessary to man said vehicles. Said manning shall be filled by seniority on a rotating basis. All Patrolmen shall be eligible to have their names placed on a "call-in list" for such purpose. Placement on said list shall be on a voluntary basis. All Patrolmen who sign up for said list shall be properly attired and physically able to perform such patrol duty as provided in the rules and regulations of the Police Division.

Patrolmen called back to satisfy the minimum manning requirements hereunder shall report to work (a) at the beginning of the tour of duty for which they have been called back (if they have been notified at least 90 minutes prior to the start of said tour); or (b) within 90 minutes of being notified (if they have been notified after the tour of duty has commenced). In the event that a patrolman fails to report for duty within the aforesaid time limits, the City shall be required to call back other officers in accordance with this section.

Patrolmen called back to satisfy the minimum manning requirements hereunder shall be paid at the rate of time and one-half his/her normal rate of pay commencing once they actually report to work.

The City shall be required to start seeking the necessary manpower to satisfy the provisions of this section of the Agreement as soon as it is evident that employees will have to be called back to work because other employees are out of work due to work-related injuries, vacations, and/or illnesses. In the event that employees who have been called back to work have not yet reported to work, in order to satisfy the minimum manning requirements set forth herein, then employees holding the rank of patrolman shall be held over in accordance with the provisions of Article VI, Section 3 until such time that the employee that has been called back to work actually reports to work.

Patrolmen permanently assigned to the Community Police Unit who are temporarily reassigned to the Patrol Division may be utilized to satisfy the staffing levels required under this section provided they continue to work a 5 & 2 schedule (Monday-Friday) on the first platoon during school vacations and continue to work a 4 & 2 schedule on the first platoon during the summer school recess.

## ARTICLE VII

### **Section 1. Vacations**

Employees who have been in the employ of the City for less than one (1) year as of July 1<sup>st</sup> in any contract year shall accrue vacation at the rate of 2.46 hours per week from the date of their hire until the first of July following the employee's first year anniversary. All employees of the Police Division who have been in the employ of the City for at least one (1) year but less than five (5) years shall be entitled to an annual vacation allotment of eighteen (18) working days (subject to the conditions set forth in the immediate preceding sentence). All employees who have been in the employ of the City for at least five (5) years but less than ten (10) years shall be entitled to an annual vacation allotment of twenty (20) working days. All employees who have been in the employ of the City for at least ten (10) years but less than fifteen (15) years shall be entitled to an annual vacation allotment of twenty-three (23) working days. All employees who have been in the employ of the City for fifteen (15) years but less than twenty (20) years shall be entitled to an annual vacation allotment of twenty-six (26) working days. All employees who have been in the employ of the City for twenty (20) years or more shall be entitled, to an annual vacation allotment of twenty-nine (29) working days.

For the purpose of determining date of employment with the City, the beginning date shall be the first date on which said employee began his present term of employment with the Police Division of the City.

Vacation time may be accumulated to a maximum of thirty-eight (38) working days. The date for computing an employee's accumulated vacation leave will be June 30 of the contract year. On that date, the City will determine the total number of vacation days each employee is entitled to. Any days in excess of thirty-eight (38) will be lost to the employee.

The vacation entitlement for each employee will be credited to him on July 1 of the contract year.

### **Section 1.5. Payment for Vacation Days**

The City agrees that upon retirement of any employee covered by this Agreement, it will pay to that employee any and all unused vacation days which the employee has accumulated up to thirty-eight (38) days and earned up to twenty-nine (29) days under the



terms of Section 1 of Article VII to a maximum of sixty-seven (67) days. Payment for said earned and accumulated days shall be on the basis of the employee's daily rate of pay at the time of his retirement.

## **Section 2. Seniority**

Vacations shall be granted within each bureau/platoon/division/section according to rank seniority.

## **Section 3. Paid Holidays**

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

Independence Day	Christmas Day
Second Monday in August (Victory Day)	New Year's Day
Martin Luther King Day	Labor Day
President's Day	Columbus Day
R.I. Independence Day	Veteran's Day
Police Memorial Sunday	Memorial Day
Easter Sunday	Thanksgiving Day

An employee who is suspended without pay on one of the aforementioned paid holidays shall not be eligible for holiday pay on that particular holiday. The City agrees, however, that in suspending an employee it will not intentionally time the suspension so that it will coincide with a holiday, thus depriving the employee from the holiday pay.

Holiday pay shall be eight (8) hours pay of the employee's thirty-seven and one-half (37 ½) hour salary and shall be paid to each employee over and above his weekly salary, whether he works the holiday or not. Holiday pay will be added to the employee's annual salary for retirement pension purposes only.

The aforementioned holiday pay shall be paid to the employee in two (2) subsequent payments, on the first Friday in June and the first Friday in December.

## **Section 4. Personal Days**

Employees shall be entitled to personal days in accordance with the following schedule. An employee must give twenty-four (24) hours' notice for his request for the personal day and no more than two (2) employees may be on personal day on the same shift at any time.

Years of Service

Number of Personal Days

1-9 Years

2 Days

10-19 Years

3 Days

20 & Over

4 Days

**Section 5. Vacation Selection**

Vacations shall be selected each February. Each employee within each bureau or division shall be permitted a selection. After each employee within the respective bureau or division has made that selection, then a second selection shall be made. "Selection" for the purposes of this section means a continuous period of time ranging from one day up to the maximum number of days the employee is entitled to take as vacation.

After vacations are selected in the above-stated manner, the balance of an employee's vacation shall be selected on a first requested basis. However, with respect to this portion of the employee's vacation entitlement, an employee may not request such vacation time more than ninety-five (95) days in advance, and the request must be in writing or electronically mailed and dated. Vacations under this selection process shall be awarded ninety (90) days before the day(s) requested in accordance with seniority.

In order to afford employees in the Patrol Division an opportunity to have a summer vacation, any and all requests for vacation time during the months of June, July, August and September shall be granted unless three (3) non-supervisory employees are either on vacation or a personal day off; however, employees assigned to the Community Police Unit who are temporarily reassigned to the Patrol Division during school vacations or summer recesses and employees working a light-duty assignment shall not be counted towards the three (3) non-supervisory employees.

In order to afford supervisors in the Patrol Division an opportunity to have a summer vacation, any and all requests for vacation time during the months of June, July and August shall be granted for a minimum of two (2) supervisors. In calculating this two-supervisor

minimum, the City may take into consideration the number of Patrol Division supervisors who are on personal days off, special assignment or who are taking comp time.

Any and all requests for vacation time in the Patrol Division during the months of October through May shall be granted unless two (2) non-supervisory employees are either on vacation or a personal day off; however, employees assigned to the Community Police Unit who are temporarily reassigned to the Patrol Division during school vacations or summer recesses and employees working on a light-duty assignment shall not be counted towards the two (2) non-supervisory employees.

When an employee is transferred from one division, bureau or shift to another and vacation time has already been selected in accordance with the first paragraph of this section, no change shall be made with respect to the employee's chosen dates, and the transferred employee will not be counted in determining the number of employees who are either on vacation or a personal day off for the purposes of the three immediate preceding paragraphs of this section.

An employee who initially selected as a vacation day New Year's Eve, New Year's Day, Easter Sunday, Fourth of July, Thanksgiving, Christmas Eve or Christmas and later decides not to use that vacation day, then that vacation day shall be offered under the following terms and conditions: (a) if the officer who is giving back the vacation day is a patrolman, then that day shall be offered to other Patrolmen on that shift in accordance with department seniority; (b) if the officer who is giving back the vacation day is a supervisor, then that day shall be offered to other supervisors on that shift according to rank seniority.

## ARTICLE VIII

### Section 1. Clothing Allowance

The clothing allowance for all employees shall be Eight Hundred (\$800.00) Dollars. This sum shall be paid within thirty (30) days of July 1, in each year. However, employees hired on or after July 1, 2020 shall not be entitled to be paid their clothing allowance until the July 1<sup>st</sup> following their two-year anniversary date of appointment. By way of example, an employee appointed on December 1, 2020 will receive his first clothing allowance in July of 2023 with the amount being prorated for the period of December 1, 2022 to June 30, 2023.

Should the City change any of the present uniforms, the City shall provide the initial cost of such uniforms for all employees. The City shall replace and repair authorized clothing and equipment including any personal corrective devices (i.e. eyeglasses, contact lenses and hearing aids) when the same shall be destroyed or damaged in the course of said employee's duties. The City shall also reimburse, up to \$200 per item, any other personal property normally worn by employees in their regular duties when the same shall be destroyed or damaged in the course of said employee's duties.

An employee's clothing allowance shall be deemed payable for the previous fiscal year's (or portion thereof) expense. Therefore, employees hired after July 1<sup>st</sup> in any fiscal year shall be paid their pro rata share of the clothing allowance the immediate following July. Similarly, employees retiring after July 1<sup>st</sup> in any fiscal year shall only be paid their pro rata share of the clothing allowance at the time of their retirement.

The clothing allowance shall not be paid to employees who are on total permanent disability retirement due to illness or disability. In addition, employees who are out for a period of eighteen (18) months or more due to illness or injury whether incurred on the job, or off the job, shall not receive the above-stated payment.

In addition to the foregoing, each time an employee is promoted to another rank, said employee shall receive a one-time payment of Five Hundred (\$500.00) Dollars as clothing allowance and payment for same shall be made within ten (10) days of the promotion.

## **Section 2. Cleaning Allowance**

All employees shall be paid Six Hundred and Seventy-Five (\$675.00) Dollars cleaning allowance. Said cleaning allowance is to be paid within thirty (30) days of July 1, in each year. This allowance shall not be paid to employees who are on total permanent disability due to illness or disability. In addition, employees who are out for a period of eighteen (18) months or more due to illness or injury whether incurred on the job, or off the job, shall not receive the above-stated payments.

An employee's cleaning allowance shall be deemed payable for the previous fiscal year's (or portion thereof) expense. Therefore, employees hired after July 1<sup>st</sup> in any fiscal year shall be paid their pro rata share of the cleaning allowance the immediate following July. Similarly, employees retiring after July 1<sup>st</sup> in any fiscal year shall only be paid their pro rata share of the cleaning allowance at the time of their retirement.

## **Section 3. Required Clothing and Equipment**

All new police officers shall be issued the following clothing and equipment:

<b><u>ITEMS</u></b>	<b><u>NUMBER</u></b>
Hat (winter)	1
Hat (summer)	1
Black Tie	1
Shirts (winter grays with patch)	1
Shirts (winter blues with patch)	3
Shirts (summer blues with patch)	4
Trousers	4
Black Leather Shoes	2
Black Leather Police Jacket (w/metal patch) or Blue Gore-Tex Jacket	1
Blue Police Blouse (with patch)	1
Blue Gore-Tex Spring Jacket (with patch)	1
Winter Jumpsuit (with embroidery and patch)	1
Lime Green Rain Coat and Rain Cover for hat	1
Handcuffs and Black Leather Case	1
Sam Brown Belt w/Brass Buckle	1
Garrison Belt w/Brass Buckle	1
Leather Magazine Holder (2 clips)	1

ASP	1
ASP Holder	1
Whistle	1
Rules and Regulations (with updates)	1
Hat Badge	1
Breast Badge	1
Pistol-.40 caliber w/3 magazines; and ammunition for same	1
Badge and Identification card	1
Security Holster	1
Rechargeable Flashlight	1
Point Blank Endeavor Carrier Midnight Blue (at employee's option and expense)	1
Number Board for those holding the rank below lieutenant (replacing name ID)	1

Those employees assigned to non-uniformed bureaus shall not be required to maintain the above-listed items of clothing worn by the employees assigned to the uniform division; however, an employee who is assigned a detail is required to wear the proper uniform as designated by the Chief and all employees must maintain one (1) complete set of Dress Blues for special events. Employees assigned to non-uniformed bureaus who do not maintain a uniform because they choose not to work details or uniform callback shall nevertheless be required to maintain a "Police" jacket at their own expense. The Chief shall designate the type of jacket which shall be similar to the jackets worn by the Special Squad.

Employees who resign, retire, are placed on a total and permanent disability or are terminated shall be required to return all equipment issued to them and all clothing in their possession.

### **Section 3.5. Summer and Winter Uniforms**

Employees in both the Uniform and Non-Uniform Divisions have the option to begin wearing their summer uniform/apparel on April 1<sup>st</sup> of each year. However, they shall be required to wear their summer uniform/apparel no later than May 1<sup>st</sup>.

Employees in both the Uniform and Non-Uniform Divisions have the option to begin wearing their winter uniform/apparel on October 1<sup>st</sup> of each year. However, they shall be required to wear their winter uniform/apparel no later than November 1<sup>st</sup>.

#### **Section 4. Bulletproof Vest**

An employee who elects to purchase a bulletproof vest shall be reimbursed (as limited below) by the City within 30 days from the date the employee submits the proof of purchase to the City. Vests shall be individually selected by each employee, but the amount of the City's reimbursement shall not be more than \$1,200.

An employee shall be entitled to a vest reimbursement once the employee's vest has reached its maximum life as suggested by the manufacturer, or if the employee's vest is no longer effective because of job related damages.

A vest for which an employee has received reimbursement by the City under the provisions of this section of the Agreement (hereinafter referred to as "the vest") shall be considered issued equipment. Any employee who is reimbursed for the vest under this provision shall be required to wear the vest at all times while on duty, and shall be subject to disciplinary action in the event of his failure to do so at any time.

## ARTICLE IX

### **Section 1. Health Insurance Benefits — Active Members**

The City agrees to assume the full cost of family coverage with the health benefits as set forth in the Blue Cross “Benefit Booklet City of Pawtucket Police Department Group #1187-0012,” Edition “HMC2C BB(09-10)” (the “Benefit Booklet”). The Benefit Booklet is incorporated by reference into this Agreement and a copy of the Summary of Benefits from the Benefit Booklet is attached as Schedule A-1. Notwithstanding the benefits set forth in the Benefit Booklet, the City agrees to also provide those health benefits, Basic Vision Riders and point of service co-pays in effect as of July 1, 2009. The benefits include the following options:

- (1) Prescription Drugs: \$7 generic; \$25 non-generic (brand); \$40 non-generic, nonformulary.
- (2) \$1,000 OOP per year per family for out-of-network services.

The City hereby agrees to assume the full cost of family dental coverage as set forth in Schedule A-2.

In the case of an unmarried employee, individual coverage for all of the foregoing is to be furnished.

All employees, by way of a weekly payroll deduction, shall contribute the following amounts for the cost of providing the foregoing benefits, or any alternative less expensive benefit offered by the City.

- July 1, 2020 – June 30, 2021
  - \$28 individual (\$1,456 annually)
  - \$56 family (\$2,912 annually)
- July 1, 2021 – June 30, 2022
  - \$29.50 individual (\$1,534 annually)
  - \$59 family (\$3,068 annually)



- July 1, 2022 – June 30, 2023

\$31.50 individual (\$1,638 annually)  
\$63 family (\$3,276 annually)

- June 30, 2023

\$33 individual (\$1,716 annually)  
\$66 family (\$3,432 annually)

Effective July 1, 2021, all employees shall have deducted from their weekly compensation the monetary equivalent of 0.25% of their salary, which money shall be applied by the City for the Other Post-Employment Benefits (“OPEB”) provided herein. The monies deducted will be deposited into a OPEB trust fund, consistent with IRS regulations.

**Section 2. Health Insurance Benefits — Deceased Employee's Family**

The City shall pay the full cost of family coverage for the benefits contained in Section 1 hereof, for the surviving spouse and dependent children of a deceased employee of the Police Division whose death occurs as a result of the performance of duties whether said duties are performed on a regular tour of duty or while in the actual performance of police duties on or off-duty status.

Except as provided for in Article XVIII, Section 12 (In Line-of-Duty Death Benefits), should any surviving spouse or dependent child, either through, remarriage, employment or other circumstances, be eligible to receive or is receiving comparable coverage that is equal to or better (as agreed upon by the City—i.e. the Mayor—and the FOP’s Executive Board), than the current coverage that they are entitled to, then the City shall not be required to pay the coverage for the surviving spouse or dependent child as the case may be. In the event such comparable coverage is no longer in effect, the City will reinstitute the coverage hereinbefore provided.

The coverages hereinbefore provided shall remain in full force and effect for the life of the employee's spouse and up to age twenty-three (23) for the employee's dependents.

### **Section 3. Health Insurance Benefits — Retirees**

The City shall pay the full cost of family coverage of the medical benefits as set forth in Section 1 hereof for all employees and their families, who retire on and after twenty (20) years of service in the Police Division. Retired employees who were sworn in prior to April 28, 1994 shall not be required to make any contributions towards the cost of their medical benefits. Retired employees who were sworn in after April 28, 1994 shall be required to contribute the dollar amount set forth in Section 1 that was in effect on the date of their retirement.

If the retired employee or the employee's spouse is working and is eligible to receive or is receiving comparable coverage that is equal to or better (as agreed upon by the City—i.e. the Mayor—and the FOP's Executive Board), than the coverage that they are entitled to, then the City shall not be required to pay the coverage set forth herein. In the event such comparable coverage is no longer in effect, the City will reinstitute the coverage hereinbefore provided.

Notwithstanding the foregoing, employees sworn in after April 28, 1994 shall continue to receive benefits on the same basis they had received them under Section 1 of this Article until the retiree is Medicare-eligible at which time the retiree shall receive Blue Cross Plan 65 as a Medicare Supplement and, if married, for his/her spouse. However, if the spouse is younger than Medicare-eligible age, the spouse shall continue to receive individual coverage as set forth in Section 1 of this Article or family coverage as set forth in Section 1 of this Article if there are dependent children, all for the life of the retiree. The Plan 65 Medicare Supplement referred to herein shall include the skilled nursing facility rider and the \$5/\$15/\$30 RX coverage with the City reimbursing the Medicare costs for the retiree and spouse for the life of the retiree.

### **Section 4. Health Insurance Benefits — Disabled Retirees**

The City shall pay the full cost of family coverage of the medical benefits as set forth in Section 1 hereof for all employees and their families, who must retire because of a service connected disability.

If the retired employee or the employee's spouse is working and is eligible to receive or is receiving comparable coverage that is equal to or better (as agreed upon by the City—i.e. the Mayor—and the FOP's Executive Board), than the current coverage that they are entitled to,

then the City shall not be required to pay the coverage set forth herein. In the event such comparable coverage is no longer in effect, the City will reinstitute the coverage hereinbefore provided.

**Section 5. Health Insurance Benefits — Waiver of Coverage**

Employees may elect to waive the health insurance benefits provided under Article IX. Employees who make such an election in writing shall receive a cash payment from the City in lieu of the coverage. Said cash payment shall be made by the City to the employee on the last pay day of November of each year in accordance with the following schedule:

<u>Coverage Waived</u>	<u>Amount to be Paid</u>
Individual Medical	\$1,000
Individual Delta Dental	100
Family Medical	3,000
Family Dental	300

Employees hired after July 16, 2015, whose spouses also work for the City, shall not be eligible for this benefit.

**Section 6. Health Savings Account (HSA) / High-Deductible Health Plan (HDHP)**

At any point during the term of this Agreement, the City may explore the establishment of a Health Savings Account (HSA) and/or a High-Deductible Plan (HDHP) to replace the current health insurance plan provided by the City; to provide an alternative option to the current coverage; and/or to supplement the current coverage. The terms and conditions of any HSA/HDHP to be established by the City shall be subject to bargaining between the parties.

## ARTICLE X

### Section 1. Sick Leave

Sick leave with pay shall be granted to all employees at a rate of one and two-thirds (1 2/3) [effective June 30, 2014, one and one-half (1 ½)] working days for each full calendar month of service; provided, however, that the Director of Public Safety may grant additional sick leave to an employee for good cause shown. Any employee who during the fiscal year uses less than four (4) sick days shall be granted additional personal days in the following fiscal year in accordance with the following schedule:

<u>Sick Days Used</u>	<u>Additional Personal Days</u>
0	4
1	3
2	2
3	1

Sick leave is hereby defined to mean the absence from duty of any employee because of illness, bodily injury or exposure to contagious disease. A physician's certificate for sick leave with pay covering an absence of more than three (3) consecutive working days is required.

Attendance upon a member of the family within the household of an employee whose illness requires the care of said employee shall be considered as sick leave also, provided, however that not more than eight (8) working days with pay shall be granted for this purpose.

Employees shall be on the sick list for the entire calendar day and shall be required to call off the sick list within one (1) hour prior to the start of their shift or on the next calendar day, as applicable.

No one from the Police Division shall contact any employee between the hours of midnight and 6:00 a.m. for information regarding that employee's absence due to sickness.

### Section 2. Funeral Leave

In case of death of a mother, father, wife, husband, child, brother, sister, grandfather, grandmother, mother-in-law, father-in-law, brother-in-law, sister-in-law, stepmother, stepfather, stepbrother or stepsister, 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. Where unusual travel conditions exist, such period may be extended at the discretion of the employee's department head.

In the case of employee's espousing faiths which have varying and different death customs, leave shall be provided to such employee in accordance with the custom of his particular faith. In the case of death of relatives other than as provided 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 employee's department head.

### **Section 3. Unexpended Sick Leave**

Employees of the Police Division who shall retire or die having to their credit unexpended sick leave shall be entitled to have paid to them or their designated beneficiary a lump sum payment equivalent to fifty (50%) percent of their accumulated unused sick leave, such accumulation shall not exceed two hundred (200) days. Said payment shall be determined at the time of the employee's retirement or death by multiplying one-half of the number of accumulated days of unused sick leave by their then current daily rate of pay based on a thirty-seven and one-half (37 ½) hour work week. Each employee is required to furnish on a form provided by the Personnel Office the name or names of designated beneficiaries of the death benefit.

### **Section 4. Donation of Time**

An employee may elect with the approval of the Chief to donate any accumulated sick leave time, vacation time or comp time to another eligible employee within the Police Division. Any time donated by an employee shall be paid at the receiving employee's rate of pay.

In order to be eligible to receive a donation of accumulated time, the employee receiving the donation (a) must be suffering from a non-IOD related illness or injury; and (b) must have first exhausted all of his/her sick leave.

While an employee is using the donated time, he/she will not accumulate any additional sick leave (Article X, Section 1); however, said employee will continue to accumulate vacation time (Article VII, Section 1) and TC days (Article VI, Section 1).

An employee who donates any accumulated time under this section shall lose all rights and interest in said days.

**Section 5. Maternity Assignment**

The City shall provide for "Maternity Assignment" as follows: Upon notification in writing by a medical doctor of the employee's pregnancy, the employee shall work a 5 and 2 schedule (Monday-Friday) between the hours of 8:00 a.m. and 4:00 p.m. unless the parties agree otherwise. The employee shall receive the same rate of pay she was receiving prior to going on Maternity Assignment unless the employee is entitled to a promotion while on Maternity Assignment in which case she shall receive upon promotion the new increased rate of pay. In addition, and assuming the employee is working a 5 and 2 schedule, she shall be entitled to TC days in accordance with the provisions of Article VI, Section 1. Upon the termination of Maternity Assignment the employee shall be returned to her original assignment.

**ARTICLE XI**

**RESERVED**

## ARTICLE XII

### **Section 1. Injuries**

An employee, who is injured in the line of duty or while performing any duty which if performed while on duty would have been considered a part of his employment, shall receive full salary while his incapacity exists or until he is placed on disability retirement. No federal or state income taxes shall be withheld during the period of incapacitation. In addition, all medical expenses (subject to the provisions of Section 2(b) below) in connection with such injury shall be paid for by the City.

No one from the Police Division shall contact any employee between the hours of midnight and 6:00 a.m. for information regarding that employee's absence due to a work-related injury.

For the purposes of this Agreement the term "injured in the line of duty" shall also include any illness contracted in the line of duty including any heart conditions. Similarly the word "injury" shall also include any illness including any heart condition.

For the purpose of this Agreement any employee of the Police Division who is totally disabled and unable to perform his/her duties because of a heart condition shall be presumed to have developed such disability as the result of the job-related activity.

The City agrees that an employee will be considered as injured in the line of duty if such injury occurs at any time while such employee is actually performing police work even though said member may not actually be on his regular tour of duty. The City may have the Police Division physician examine the employee to determine the extent of the employee's injury or whether it occurred in the line of duty. If the opinion of the employee's private physician is in conflict with that of the Police Division physician as to the extent of the employee's injury or whether it occurred in the line of duty, then the Medical Arbitration provisions set forth in Section 5 of this Article shall govern.

### **Section 2. Medical Care**

Medical care for those injured in the line of duty shall be as follows:

(a) Those members injured in the line of duty whose condition requires treatment or hospitalization shall utilize the medical benefits of the plan they have selected.

(b) The City will be responsible for all medical expenses enumerated in § 45-19-1 of the Rhode Island General Laws but only to the extent that said medical expenses are in excess of the coverage provided.

(c) When an employee has suffered a minor injury in the line of duty, which does not require the care of a physician, a report of the injury and treatment shall be made to the Chief in accordance with the rules and regulations; provided however that the failure to so report will not per se bar an employee of the benefits provided herein.

(d) In the event that the Police Division physician advises the Chief in writing that in his opinion an employee who is being carried IOD is able to return to work, then said employee shall be entitled to be examined by his private physician within a reasonable period of time (e.g. 30 days). If the opinion of the employee's private physician is in conflict with that of the Police Division physician as to whether or not the employee is able to return to work, then the Medical Arbitration provisions set forth in Section 5 of this Article shall govern. The employee shall continue to be carried in an IOD status until such time as the Chief receives a written report from the Medical Arbitration Physician indicating that the employee is capable of returning to work. Except in the case of an emergency, (in which case the employee shall notify his commanding officer prior to the scheduled appointment) if the employee should fail to attend the scheduled appointment at the Medical Arbitration Physician, the employee shall be removed from IOD status and shall not be entitled to any salary until such time that the employee is examined at the Medical Arbitration Physician.

(e) When an employee has suffered an injury in the line of duty and subsequently claims a recurrence of that injury, the employee shall provide a certificate from his private physician indicating that the employee is suffering from a recurrence of a previous in the line-of-duty injury and the employee shall be carried injured on duty from the date of the recurrence and then be examined by the Police Division physician. If the Police Division physician finds that the present condition is not related to the previous injury, the employee shall then be entitled to be examined by a physician who attended him for the original injury or such other physician as the employee so chooses. If the opinion of the employee's private physician is in conflict with that of the Police Division physician as to whether or not the



employee's condition is a recurrence of the previous injury in the line of duty, then the Medical Arbitration provisions set forth in Section 5 of this Article shall govern. If it should finally be determined that the injury is a recurrence of a previous injury in the line of duty, the City shall be responsible for payment of employee's medical expenses.

### **Section 3. Light-Duty Status**

An injured employee, or an employee who is partially disabled in any circumstance where he is not confined to his home and where he is determined capable of performing light duty assignments, shall be required to work light duty status, provided the following holds true:

(a) Capability to perform light duty shall be determined by the member's physician alone, or at the City's election, the member's physician and the City physician. If they fail to agree, then the Medical Arbitration provisions set forth in Section 5 of this Article shall govern.

(b) Light duty assignments will be defined as clerical work, front office work, or the Control Center. Cell Block shall not be a light duty assignment.

(c) No employee shall be required to leave the station while on light duty.

(d) Prior to reporting to light duty, the employee must be informed of the type of work he must do and the shift to which assigned. This must be done before the examination of the impartial physician referred to in subparagraph (a) above. This will aid the doctors in determining if light duty is possible.

(e) The employee must be granted time off for doctor's visits or therapy.

(f) Light duty assignments shall in no way further impair or add to the employee's injury.

(g) It is not the intent of this section to in any way circumvent the terms of R.I. Law 45-19-1 as amended, 1956.

(h) Employees assigned to light duty assignments shall work a 5 and 2 schedule (Monday-Friday) between the hours of 8:00 a.m. and 4:00 p.m. unless the parties agree otherwise. In addition, employees working that schedule shall be entitled to TC days in accordance with Article VI, Section 1. At the end of the light duty assignment, the employee

shall be returned to his/her original assignment. Notwithstanding the foregoing, employees assigned to a 4-2 work schedule may choose to remain on that schedule to work the light duty assignment and shall remain on their regular shift unless they agree to work a different shift.

(i) Effective February 23, 2001, an employee shall not be assigned to light duty for a period of longer than eighteen (18) months commencing on the date of his/her assignment to light duty.

(j) Employees ordered back to work light duty must be given at least 48 hours' notice.

(k) Any employee on light-duty status may elect to work overtime in light-duty assignments as defined in (b) above.

#### **Section 4. Subrogation**

The City shall be subrogated against any third party for any and all benefits paid to or on behalf of any member of the bargaining unit, if said bargaining unit member receives payment from said third party. The attorney for the member of the bargaining unit shall be entitled to a reasonable fee for collecting said monies from said third party.

#### **Section 5. Medical Arbitration**

If the opinion of the employee's private physician is in conflict with that of the Police Division physician with respect to the matters set forth in Section 1, paragraph 4 (extent of injury or if in the line of duty); Section 2(d) (able to return to work); Section 2(e) (recurrence of previous injury); and/or Section 3(a) (capable of performing light duty) of this Article, then the employee shall be required to be examined by a medical arbitrator physician ("MAP") whose decision on the issue shall be conclusive on the parties. The following shall be the procedure to select the MAP:

- The MAP shall be mutually agreed upon by the employee's physician and the Police Division physician.
- In the event that the employee's physician and the Police Division physician are unable to agree to a MAP, then the FOP shall name two physicians and the City shall name two physicians and one name shall be chosen by a lottery method.

Any MAP chosen through the above process shall be a physician who specializes in the area of the employee's complaint or injury. However, no MAP shall be a physician (or affiliated with a physician) who has previously treated or examined the employee (as either a treating physician or a Police Division physician) for the complaint or injury for which the member is seeking treatment under this Article.

The MAP shall examine the employee and shall render a written opinion with respect to which of the above questions is in dispute between the employee's physician and the Police Division physician, which report shall be delivered to the Chief and to the employee.

The cost of any MAP examination shall be paid for by the City.

Neither the City nor any of its representatives, nor the FOP nor any of its representatives, shall communicate *ex parte* with any MAP regarding the employee's physical condition, the type or length of treatment to be provided/received, the employee's capability of returning to work, and/or any other aspects of the employee's IOD status. If the City or any of its representatives communicates *ex parte* with any MAP, then the opinion of the employee's treating physician shall be binding. Notwithstanding the foregoing, however, a designated representative of the City and a designated representative of the FOP may jointly contact any MAP in order to address any questions or issues concerning the employee's physical condition, the type or length of treatment to be provided/received, the employee's capability of returning to work, and/or any other aspect of the employee's IOD status.

## **ARTICLE XIII**

### **Section 1. Rules and Regulations**

The City agrees to furnish each member of the Police Division with a complete set of Rules and Regulations governing the Police Division including all General Orders and/or Memoranda purporting to amend said Rules and Regulations.

### **Section 2. Expungement of Disciplinary Records**

An employee who is retiring, voluntarily leaving, and/or applying for an employment position outside the Department and whose personnel file contains any evidence or documentation of disciplinary action resulting from a minor infraction of Department Rules and Regulations may apply to the Chief to have said evidence or documentation expunged from the file. The Chief's decision to expunge shall not be unreasonably withheld and shall be subject to review by way of the grievance procedure which is set forth under Article XVI.

### **Section 3. Documents Placed in Employees' Files**

Before any document concerning an employee's performance (whether complimentary or disciplinary) can be placed in a file maintained by the City or the Department, both the Chief and employee must sign and date the document. Signing of any such document by the employee shall not be construed as to their agreement with the contents of the document, just the fact that they have been made aware of the document. In the event the employee refuses to sign the document, an FOP representative shall sign and date the document.

## ARTICLE XIV

### **Section 1. Salaries**

Salaries for employees in the Police Division governed by this Agreement shall be as follows:

#### **PATROLMAN—APPOINTED ON OR AFTER 7/1/20**

	7/1/20	7/1/21	1/1/22	7/1/22	1/1/23	6/30/23
Patrolman (first 12 months)	1059.52	1059.52	1059.52	1059.52	1059.52	1083.36
Patrolman (months 13-24)	1119.52	1119.52	1119.52	1119.52	1119.52	1144.71
Patrolman (beginning month 25)	Same as Patrolman appointed before 7/1/20 after 12 months.					

#### **PATROLMAN—APPOINTED BEFORE 7/1/20**

	7/1/20 +1%	7/1/21 +2%	1/1/22 +1%	7/1/22 +1.25%	1/1/23 +1%	6/30/23 +2.25%
Patrolman (first 12 months)	1070.12	1091.52	1102.43	1116.21	1127.38	1152.74
Patrolman (beginning month 13)	1254.82	1279.92	1292.72	1308.88	1321.97	1351.71

#### **OTHER EMPLOYEES**

	7/1/20 +1%	7/1/21 +2%	1/1/22 +1%	7/1/22 +1.25%	1/1/23 +1%	6/30/23 +2.25%
Detective	1312.26	1338.51	1351.89	1368.79	1382.48	1413.59
Sergeant	1393.38	1421.24	1435.46	1453.40	1467.93	1500.96
Detective Sergeant	1450.80	1479.82	1494.62	1513.30	1528.43	1562.82
Lieutenant	1531.90	1562.54	1578.16	1597.89	1613.87	1650.18
Detective Lieutenant	1589.34	1621.12	1637.33	1657.80	1674.38	1712.05
Captain	1670.45	1703.86	1720.90	1742.41	1759.83	1799.43
Detective Captain	1727.89	1762.45	1780.07	1802.32	1820.34	1861.30
Major	1808.98	1845.16	1863.61	1886.91	1905.78	1948.66

Year-end W-2s for each employee shall be placed in a sealed envelope.

At any point during the term of this Agreement, the City may seek the establishment of a bi-weekly payroll system to replace the current weekly payroll system. The terms and conditions of the bi-weekly payroll system shall be subject to bargaining between the parties.

Employees shall be required to create an account so that the amount of their net weekly pay may be directly deposited into said account.

Employees assigned to the Planning & Training Bureau, Traffic Division, Neighborhood Response Unit, School Resource Officers Unit, Community Policing Unit, Administrative Division, other employees working a 5 and 2 schedule, and employees holding the rank of "Detective" by virtue of their assignment to the Special Squad, Identification Bureau, Prosecution Bureau, or Internal Affairs Bureau shall receive the same wages and benefits as Detectives who took the promotional examination or who prior to the examination process became Detectives by virtue of their seniority or assignment.

Employees assigned to the second shift shall receive as salary an additional \$12 per week over and above the specified rate which shall be included as part of the employee's base pay. Employees assigned to the third shift shall receive as salary an additional \$24 per week over and above the specified rate which shall be included as part of the employee's base pay.

## **Section 2. Overtime Pay**

Any work performed in excess of thirty-seven and one-half (37 ½) hours per week or eight (8) hours in any one day, shall be paid at the rate of time and one-half of the employee's hourly rate. This provision shall not apply to those holding the rank of Sergeant and above.

In lieu of overtime pay, and call back pay for completion of tour related matters (e.g. completion of reports), those holding the rank of Sergeant and above shall be paid an additional 3% of the amount set forth above as part of their basic weekly salary.

Notwithstanding the preceding sentence, however, those holding the rank of Sergeant and above shall be entitled to court time pay as set forth in Section 4 of this Article.

In lieu of overtime pay, and only with the approval of the Chief, the City and an employee may agree that the employee shall receive compensatory time ("comp time") at the rate of two (2) hours for every one (1) hour worked. Employees' accumulated comp time shall

be recorded on employees' weekly payroll checks and updated on a monthly basis. Requests for comp time shall be granted provided there is sufficient manpower to satisfy the minimum manning requirements of Article VI, Section 8. An employee who has accrued comp time authorized pursuant to this section shall, upon termination of employment, be paid for the unused comp time at a rate of compensation that is seventy-five (75%) percent of the employees' final hourly rate.

No employee's tour of duty shall be changed to circumvent overtime except in accordance with Article III, Section 2(f) and Article XIV, Section 7.

### **Section 3. Call Back Pay**

All members of the Police Division who are covered by this Agreement who are called back to duty after being discharged from duty, shall be paid a minimum of four (4) hours' pay at the rate of time and one-half the employee's hourly rate. If said employee works over the four (4) hours, he will be paid hour for hour at time and one-half. If said employee works over thirty (30) minutes past the hour, he will be paid for the full hour.

### **Section 4. Court Time Pay**

All employees of the Police Division who are covered by this Agreement who are called back to appear for any court hearing or training shall be paid a minimum of four (4) hours' pay at the rate of time and one-half the employee's hourly rate. If the said employee works over the four (4) hours, he will be paid hour for hour at time and one-half. If said employee works over ten (10) minutes past the hour, he will be paid for one-half (½) hour. If he works over one-half (½) hour past the hour, he will be paid for the full hour.

Retirees and officers on permanent disability who are called back to appear for any bail hearing, violation hearing, grand jury appearance or trial shall be paid the hourly rate of pay for what a current officer holding the same rank the retiree held at the time of his/her retirement is being paid.

### **Section 5. Longevity Pay**

Employees shall be entitled to longevity payments after they have served as a member of the Police Division for a period of four (4) years, inclusive of his year of probation. Payment for longevity shall be in accordance with the schedule hereinafter set forth and will be

added to the employee's annual salary for retirement pension purposes only. Any employee entitled to longevity payments shall be paid the same in one (1) lump sum within thirty (30) days after the member's anniversary date of employment with the Police Division in each year.

**LONGEVITY SCHEDULE**  
**FOR EMPLOYEES HIRED BEFORE JULY 1, 2020**

0-4 Years	0%
Commencing in the 5th Year - 9 Years	7.5%
Commencing in the 10th Year - 14 Years	8.5%
Commencing in the 15th Year - 19 Years	9.75%
Commencing in the 20th Year - Retirement	10.75%

**LONGEVITY SCHEDULE**  
**FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 2020**

0-5 Years	0%
Commencing in the 6th Year - 10 Years	7.5%
Commencing in the 11th Year - 15 Years	8.5%
Commencing in the 16th Year - 20 Years	9.75%
Commencing in the 21st Year - Retirement	10.75%

**Section 6. K-9 Stipend and Overtime**

Employees assigned to the K-9 Unit shall receive \$200 per month as a stipend which is intended to compensate the employees for their off-duty care of their dogs. Said amount is not intended to cover the employees' out-of-pocket expenses for the care and maintenance of the dogs. These out-of-pocket expenses shall be paid by the City.

If necessary, employees will receive four hours of overtime each month for K-9 training. However, the Chief or his designee may authorize more training.

If employees are called back to work, they shall receive overtime for all callback.

**Section 7. Training Pay**

The Chief may change an employee's tour of duty by adding two (2) hours at the beginning of, or at the end of an employee's normal shift for the purpose of scheduling departmental training provided the employee is given seven (7) days' notice in advance of said



training. Employees shall be compensated at their overtime rate of pay on an hour for hour basis for such departmental training.

## ARTICLE XV

### **Section 1. Definitions**

- “Non-probationary Patrolman’s regular rate of pay” means the rate of pay for an employee appointed before 7/1/20 beginning in their 13th month.
- “Normal Detail Rate of Pay” means the rate of time and one-half (1 ½) of a non-probationary Patrolman’s regular rate of pay.
- “Enhanced Detail Rate of Pay” means the rate of time and one-half (1 ½) of the Normal Detail Rate of Pay.
- “Emergency Details” means those details where less than eight (8) hours’ notice is given to the Department.
- “Weekend Details” means those details beginning at any time from 6:00 p.m. on a Friday to 5:59 a.m. on the following Monday morning.

### **Section 1.1. Detail Pay**

Except as otherwise noted in this Article XV, an employee who works a detail shall be paid the Normal Detail Rate of Pay as of July 1 of the current contract year and shall be guaranteed a minimum of four (4) hours pay at said rate.

An employee who works a “road detail” for more than four (4) hours (but less than 8 hours) shall be paid at the Normal Detail Rate of Pay for a guaranteed minimum of eight (8) hours. Details worked for the City in excess of four (4) hours (but less than 8 hours) shall be paid at the Normal Detail Rate of Pay for each additional hour worked.

Details in excess of eight (8) hours shall be paid at the Enhanced Detail Rate of Pay for any time in excess of eight (8) hours worked, provided the detail has not been split with another officer. Details worked for the City in excess of eight (8) hours shall not be paid at the Enhanced Detail Rate of Pay.

In determining hours worked, any period of time worked in excess of fifteen (15) minutes, shall be considered as one (1) full hour.

## **Section 2. Detail Manpower**

In those details requiring three (3) or more employees, there shall be at least one supervisor assigned to the detail. In such case, that supervisor shall be paid at time and one-half a Sergeant's regular rate of pay up to eight (8) hours and the Enhanced Detail Rate of Pay for any time in excess of eight (8) hours worked, provided the detail has not been split with another supervisor.

Unless otherwise agreed upon between the Union and the City, there shall be a minimum of one (1) employee for every seven hundred and fifty (750) persons in attendance or at the detail.

## **Section 3. Assignments, List, and Proper Uniform**

Details are to be assigned only to employees as defined herein and subject to the following conditions:

- (a) All details shall first be approved and authorized by the Chief or his designee before any assignments are made.
- (b) Patrolmen with less than twelve (12) months on the job may only be assigned details by the Chief.
- (c) Any employee assigned to a detail shall be required to wear the proper uniform as designated by the Chief or an optional uniform agreed to by the Chief and the FOP President.
- (d) Road details after sunset shall require the use of a marked police vehicle.
- (e) All employees assigned to a detail shall be subject to all rules, regulations, policies, orders, instructions, and memoranda of the Police Division.
- (f) The City agrees to strictly enforce all ordinances dealing with the control of traffic during construction including but not limited to Chapter 1787 of the Ordinances of the City of Pawtucket.
- (g) All requests for details must be made through the Police Division. Employees shall not be permitted to accept details unless the request has been made through the Police Division. All detail assignments shall be made by the "Detail Officer" designated by the Chief.

(h) Details shall be assigned on a rotating basis as far as practicable. If a detail is canceled and the employee who had been assigned to that detail has not been awarded another detail since accepting the canceled detail, then that employee shall be placed in the same numerical position in the EBS as that employee was at the time the employee accepted the canceled detail.

(i) The Detail Officer shall have control of the detail system (i.e. EBS) and the responsibility of ensuring the proper operation of all details.

(j) It shall be the Detail Officer's responsibility to maintain the EBS which shall include the following information for each detail: date; location of detail; scheduled hours of detail; officer assigned to the detail; officer actually working the detail.

(k) At the beginning of each detail, the employee assigned to the detail shall check in with the Control Center providing the location of the detail. At the end of the detail, the employee shall advise the Control Center that he/she is secure from the detail.

(l) Once an employee is assigned to and accepts a detail, and determines that he/she is unable to work that detail, the employee shall "return" the detail to the EBS in an effort to obtain a replacement to fill the detail. If no one accepts the "returned" detail, then the original employee assigned the detail must work it.

(m) An employee who accepts a detail of more than four (4) hours must be able to work a minimum of four (4) hours at the detail before the detail can be split with another employee, otherwise the employee must decline the assignment.

(n) An employee who is assigned a detail and splits that detail with another employee shall not be eligible to bid for another detail assignment during the awarded-bid time frame.

(o) Employees shall not be eligible for assignment to details while on injured-on-duty or light-duty status, while on suspension from the police department or while on suspension from the detail list.

#### **Section 4. Payment for Details**

Unless the person or entity pays the employee directly at the time services are rendered, the City shall be responsible for the collection and payment of detail pay. The City may charge the vendor up to ten (10%) percent over and above the detail pay established under this Article as an administrative charge. Payment to the employee who worked the detail shall be included in the employee's next regular payroll check.

## **Section 5. Detail Pay for Holidays, Weekends and Emergencies**

(a) Holidays. Details on the following holidays and holiday eves shall be compensated at the Enhanced Detail Rate of Pay as of July 1 of the current contract year.

New Year's Eve	Independence Day
New Year's Day	Labor Day
Holy Saturday	Thanksgiving Eve
Easter Sunday	Thanksgiving
Memorial Day	Christmas Eve
	Christmas

Notwithstanding the foregoing, City paid details (e.g. PARE program) on holidays and holiday eves shall be compensated at the Normal Detail Rate of Pay.

(b) Weekend Details shall be compensated at the Enhanced Detail Rate of Pay. However, direct-pay vendors and City-paid details on weekends shall be compensated at the Normal Detail Rate of Pay.

(c) Emergency Details shall be compensated at the Enhanced Detail Rate of Pay. However, for Emergency Details for the City, the Normal Detail Rate of Pay shall apply.

(d) Supervisors. If a supervisor is required to work one of the details in this Section pursuant to Article XV, Section 2, the supervisor shall be compensated at the Enhanced Detail Rate of Pay, except for the exceptions set forth above.

## **Section 6. Injuries on Details**

Any employee, who is injured on a City-approved detail, shall be entitled to the same rights, privileges and benefits as if he were injured while performing his duties for the City and shall be subject to all rules, regulations, policies, general orders, instructions, and memoranda of the Police Division.

## **Section 7. Liquor Establishment Details**

Employees shall only work City approved liquor establishment details. Said details shall be worked in the uniform of the day as directed by the Chief.

## **Section 8. Removal of Name from Detail List**

Any member of the bargaining unit shall have the right to withdraw his/her name from the EBS for details at any time, but once withdrawn, an individual must wait a period of thirty (30) days before being placed back in the EBS for details.

No member's name shall be deleted from the EBS for details without his/her consent, unless the member has committed one of the following infractions, for which the penalties set forth below will be imposed:

<b><u>OFFENSE</u></b>	<b><u>PENALTY</u></b>
A. Failure to Appear at Detail Without Prior Notification to the Department	First violation within a calendar year — 2 weeks' suspension from the EBS for details. Second violation within a calendar year — 1 month suspension from the EBS for details. Third violation within a calendar year — 6 months' suspension from the EBS for details.
B. Tardiness (Over 15 Minutes)	First violation within a calendar year — written warning. Second violation within a calendar year — 2 weeks' suspension from the EBS for details. Third violation within a calendar year — 3 months' suspension from the EBS for details.
C. Leaving Detail Early Without Obtaining Permission	Same as "B".
D. Taking an Extended Lunch Break	Same as "B".
E. Assigning Detail to Another employee Without Permission of Detail Officer	Same as "B".

F.	Violation of Departmental Regulation While on Detail	Same as "A".
G.	Accepting a Detail While Suspended From the Detail List; or Performing an Unauthorized Detail	First violation — 4 weeks' suspension from the EBS for details. Second violation — 4 months' suspension from the EBS for details. Third violation — permanent removal from the EBS for details.
H.	Accepting a Detail of More Than 4 Hours and Not Working the Minimum of 4 Hours Before it is Split	First violation — verbal warning Second violation — 2 weeks' suspension from the EBS for details for both the employee who initially accepted the detail and then gave the detail to another employee <u>and</u> the employee who actually worked the detail. Third violation — 30 days' suspension from the EBS for details for both employees. Any subsequent violation — 3 months' suspension from the EBS for details for both employees.

The above-described penalties are intended as a control factor for the EBS for details. In that context, any of the offenses and penalties described above shall not be considered disciplinary action as covered under the Law Enforcement Officers' Bill of Rights nor shall said offenses and penalties appear in any personnel files of the employee. In the event there is a violation of a departmental regulation while on a detail, the employee shall not be subject to both (1) the imposition of the penalties set forth above and (2) the punishment or penalties that the Chief may attempt to impose by bringing departmental charges. The Chief shall decide the manner in which he feels the employee shall be punished or penalized. If the Chief decides to punish/penalize the employee under the provisions of this section of the Agreement for a violation of a departmental regulation while on a detail (as set forth above), then said punishment is subject to the grievance procedure. If the Chief decides to recommend punishment under the Bill of Rights for a violation of a departmental regulation, then the employee shall be entitled to a hearing under the Bill of Rights.

Any "B" type violations, shall be cumulative for future "B" type violations. Any "A" type violations shall be cumulative for future "A and B" type violations. "B" type violations shall not be cumulative for "A" type violations.

**Section 9. Retirees Working Road Details**

Subject to the discretion of the Public Safety Director, members of the Police Division who retire after July 1, 2014 shall be allowed to work road details and the so-called Pawtucket Red Sox fireworks' details, provided that all probationary and permanent members of the Police Division will have preference over all retirees for any detail assignment.

A retiree who works a detail shall be paid at the rate of 82.99% of the Normal Detail Rate of Pay as of July 1 of the current contract year. The City may charge the vendor up to ten (10%) percent over and above the active police officer's detail pay established under this Article as an administrative charge.



## ARTICLE XVI

### **Section 1. Grievance Defined**

A grievance shall mean a complaint by an employee or a complaint by the FOP that:

A. An employee has been treated unfairly in connection with any violation of this Agreement;

B. There has been a violation, misinterpretation, or a misapplication of the provisions of this Agreement or violation of any established policy or practice; or

C. An employee's health, safety or liability is jeopardized by a condition which is possible to correct.

In addition to the foregoing, employees covered by this Agreement shall have the right to grieve any disciplinary action whether it involves the Policemen's Bill of Rights or not. The failure to grieve any such disciplinary action will not be considered as establishing past practice.

### **Section 2. Grievance Procedure**

Alleged grievances of employees of the Police Division in respect to wages, rates of pay, working conditions or other terms or conditions of employment set forth in this Agreement and which arise under this Agreement or in connection with the interpretation thereof, shall be handled in accordance with the following procedure:

A. An employee having a grievance shall, in writing, bring the grievance to the attention of the Grievance Committee of Pawtucket Lodge No. 4 within ten (10) days from the date of the event giving rise to the grievance or the grievant's knowledge thereof. If, in the judgment of the Committee, the nature of the grievance justifies further action, it shall, through the President of the FOP or his designee, file the grievance in writing with the Chief or his designee.

B. The Chief or his designee shall meet with the President of the FOP or his designee within ten (10) days of the receipt of a request from said officer or the FOP which must be made at time of filing unless otherwise mutually agreed. If either party feels it is necessary, the employee or employees involved in the grievance shall be ordered to appear before the Chief or his designee and the President of the FOP or his designee for the purposes

of testifying on the grievance. Within ten (10) days (unless otherwise agreed) of the first meeting between the Chief or his designee and the President of the FOP or his designee, the Chief shall render his decision, in writing, a copy of the same to be delivered to the President of the FOP or his designee.

C. If the decision of the Chief or his designee is not acceptable to the FOP, then the Director of Public Safety or his designee shall meet with the President of the FOP or his designee within ten (10) days of the receipt of the unacceptable decision of the Chief. Within ten (10) days (unless otherwise agreed) of the first meeting between the Director of Public Safety or his designee and the President of the FOP or his designee, the Director of Public Safety shall render his decision, in writing, a copy of the same to be delivered to the President of the FOP or his designee.

D. If the decision of the Director of Public Safety is not acceptable to the FOP, it may request an assignment of an arbitrator by the American Arbitration Association. The arbitrator shall have no authority or power to add to or subtract from the terms and conditions of this Agreement. Unless the parties agree otherwise, reasonable attorney's fees of both parties and all AAA expenses including the neutral arbitrator's fees, shall be paid by the non-prevailing party. In arriving at the reasonable attorney's fees, the arbitrator will decide the hourly rate and the number of hours to be charged against the non-prevailing party. In arriving at said hourly rate, the arbitrator may draw upon and consider all sources provided by the parties which may include the hourly rate calculated from the gross salaries of attorneys employed by the City Solicitor's Office, as well as the hourly rate charged by the FOP attorney and/or the hourly rate charged by outside counsel in the event such are employed by the City.

E. The decision handed down by this arbitrator shall be submitted to the Director of Public Safety and the Chief and shall be binding in nature in all matters.

### **Section 3. Grievances Filed by Pawtucket Lodge No. 4**

In addition to the foregoing grievance procedure, Pawtucket Lodge No. 4 shall have the right to initiate a grievance as a grievant on its own behalf by filing same in writing with the Chief. In such event, the grievance shall be processed in accordance with the provisions of Section 2, steps B, C and D above.

#### **Section 4. Time Limitations**

If a grievance is not filed with the Chief by the FOP within sixty (60) days of the date of the event giving rise to the grievance or grievant's knowledge thereof, or if the FOP fails to file a demand for arbitration under the rules of the American Arbitration Association within forty-five (45) days of an unacceptable decision of the Director of Public Safety [Section 2 D above], the grievance shall be deemed to have been waived.

## ARTICLE XVII

### 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 Procedures hereinbefore set forth, Pawtucket Lodge No. 4, for itself and for all employees covered by this Agreement shall have it known that it agrees that no employee covered by this Agreement shall have any right to engage in any work stoppage, slowdown or strike and that if any unauthorized work stoppage, slowdown or strike shall take place, it will immediately notify each employee or employees so engaging in such unauthorized activities to cease and desist and shall publicly declare that such work stoppage, slowdown or strike is illegal and unauthorized.

## **ARTICLE XVIII**

### **Section 1. Pension Plan Commencement Date**

The parties hereto agree that as of July 1, 1973, the City did institute a Pension Plan for all employees covered by this Agreement providing the benefits hereinafter specified.

### **Section 2. Definitions**

The following words and phrases as used in this Article, unless a different meaning is plainly required by the context, shall have the following meanings:

“Salary” shall include a member’s base pay, holiday pay, longevity pay, shift differential, compensation paid to supervisors in lieu of overtime and out-of-rank pay.

“Final Average Salary” shall mean the average of the three (3) years of salary calculated as follows: The member’s annualized rate of pay on the date of retirement shall be considered as one (1) year of salary. The second and third years of salary shall be the two (2) highest years of salary (calendar years) within the last ten (10) years prior the member’s retirement date.

### **Section 3. Vested Pension Benefit**

Members’ pension benefits shall be vested after ten (10) years of service. However, an employee leaving the employment of the City before serving twenty (20) years shall not be entitled to their pension benefits until their twentieth (20<sup>th</sup>) year anniversary from their date of hire (hereinafter the “Normal Retirement Date”). Furthermore, an employee leaving City employment before his Normal Retirement Date shall not be entitled to retiree health benefits.

### **Section 4. Retirement Benefit**

Members of the system shall receive a pension benefit of two and one-half (2 ½ %) percent for each year of service up to and including their twentieth (20<sup>th</sup>) year of service, or fifty (50 %) percent. The benefit shall be based on the member’s Final Average Salary.

### **Section 5. Additional Benefit after Twenty Years of Service**

Members who do not retire upon completion of twenty (20) years of credited service in the Police Division shall be entitled to an additional retirement benefit of three (3 %) percent for each year of service for the next three (3) years and four (4) months (i.e. an additional ten

(10%) percent); and two (2%) percent for each year of service thereafter to a maximum of seventy (70%) percent. The benefit shall be based on the member's Final Average Salary.

Notwithstanding the foregoing, members who will have twenty-three (23) years and four (4) months of service as of July 1, 2014 shall be entitled to an additional retirement benefit of three and one-third (3 1/3 %) percent for each year of service to a maximum of seventy (70%) percent; and this additional benefit shall begin to accrue retroactively from July 1, 2013. The benefit shall be based on the member's Final Average Salary.

#### **Section 6. The Rule of 90**

If the sum of the member's years of service plus age totals ninety (90) or more as of July 1, 2014, then said member shall be entitled to a pension benefit of seventy (70%) percent notwithstanding the above calculations. However, the earliest that said member shall be entitled to a COLA would be July 1, 2017.

#### **Section 7. Commencement of Pension Benefits**

Pension benefits under Sections 4, 5 or 6 above shall be paid in monthly installments commencing on the first day of the month following the employee's retirement and shall be paid to the employee for the duration of their lifetime.

The pension benefits of a member who has less than twenty (20) years of service but whose pension benefits have vested shall begin to receive his pension benefits on his Normal Retirement Date and shall be paid to the member for the duration of his lifetime.

#### **Section 8. Eligibility Date**

All employees covered by this Agreement who have vested years of service in the Police Division shall be eligible for the benefits set forth in this Article XVIII.

#### **Section 9. Total Permanent Disability**

In addition to the foregoing retirement benefits, the Pension Plan shall also provide for a total and permanent disability benefit equal to sixty-six and two-thirds (66 2/3 %) percent of the employee's pay at the time of his total and permanent disability and an additional ten (10%) percent for each dependent child under the age of twenty-one (21) years with a maximum total and permanent disability benefit of eighty (80%) percent.

This total and permanent disability benefit would continue for the period of disability or until the employee reaches his Normal Retirement Date, at which time he would be transferred to the retirement list and would receive his normal retirement benefit as if he had not been disabled; provided, however, that such reduced benefit shall still be considered as a disability pension in accordance with the City Ordinance.

An employee who becomes totally and permanently disabled after completing twenty (20) years of service shall be entitled to the benefits set forth in the first paragraph of this section during the period of his disability or until he reaches the date of completion of twenty-five (25) years of employment in the Police Division at which time he shall receive the normal pension benefit determined in accordance with the provision of Section 5 hereof; provided, however, that such pension benefit shall still be considered as a disability pension in accordance with the City Ordinance.

An employee who becomes totally and permanently disabled after completing twenty-five (25) years of service shall be entitled to the benefits set forth in the first paragraph of this section during the period of his disability or until he reaches the date of completion of thirty (30) years of employment in the Police Division at which time he shall receive the normal pension benefit determined in accordance with the provisions of Section 5 hereof; provided, however, that such pension benefit shall still be considered as a disability pension in accordance with the City Ordinance.

An employee who becomes permanently disabled may, at the discretion of the City, be placed upon the retirement rolls without the requirement of waiting eighteen (18) months as currently required by ordinance. If necessary, said ordinance shall be amended to incorporate the provisions of this subsection.

Employees who receive a non-service connected injury which renders them totally and permanently disabled from performing any duties, shall be eligible for placement on the disability pension rolls once they have been off duty for a period of thirty (30) work days unless the injured employee has been on the job for less than two (2) years in which case the employee need only be off duty for a period of fifteen (15) days before being placed on the disability pension rolls.

In the event that there is a disagreement between the employee's physician and the Police Division's physician as to whether or not the injured employee is totally and permanently disabled or is able to return to work, then any such dispute shall be resolved in accordance with the provisions of Article XII, Section 2(d).

**Section 10. Widow and Dependents' Benefit**

In the event that an employee with less than twenty (20) years of service dies prior to his retirement and is survived by a spouse or children, the spouse shall be entitled to a pension benefit equal to fifty (50%) percent of the employee's highest salary plus an additional ten (10%) percent for each dependent child under twenty-one (21) years of age. Said benefits not to exceed a total of seventy (70%) percent of employee's highest salary and said benefits shall be continued during the lifetime of the spouse or until the spouse remarries.

In addition to the benefits heretofore mentioned, in the event that an employee with less than twenty (20) years of service shall die and there is no surviving spouse, each eligible surviving child shall receive twenty (20%) percent of the employee's highest salary subject to a maximum sum payable equal to sixty (60%) percent of the employee's highest salary until the age of twenty-one (21) years or marriage prior thereto.

If an employee with more than twenty (20) years of service dies prior to his retirement and is survived by a spouse and/or children, then his spouse and/or children shall be entitled to the same pension benefits as if the employee had retired on the day before his death.

In the event an employee who has retired dies prior to receiving one hundred twenty (120) months of retirement benefits, his retirement benefit shall be continued to his designated beneficiary or beneficiaries until a total of one hundred twenty (120) months of pension benefits have been paid to the retired employee's designated beneficiary or beneficiaries. Notwithstanding the foregoing, the retired employee's spouse and children (if applicable) shall continue to receive healthcare benefits for the month of death of the retiree plus three (3) additional months after the retiree's death even if it beyond the one hundred twenty (120) month time frame. Thereafter, if the retiree left a surviving spouse, said spouse shall receive sixty-seven and one half (67 ½ %) percent of the retiree's monthly retirement benefit for the



remainder of the spouse's life or until the spouse remarries (unless the provisions of Article XVIII, Section 12 (In Line-of-Duty Death) apply).

**Section 11. Employee's Pension Contribution**

For the benefits provided in this Article XVIII, each employee shall contribute 9 % of his normal weekly salary commencing on his first date of employment with the City, which amounts shall be applied by the City towards the pension benefits provided under Article XVIII.

The pension contribution shall be a "pre-tax contribution" meaning the contribution shall be made before federal and state taxes are deducted.

**Section 12. In Line-of-Duty Death Benefits**

Any employee who shall be killed while in the actual performance of his duties or whose death directly results from injuries sustained in the actual performance of his duties, shall be entitled to have paid to his designated beneficiary a lump sum payment equal to one hundred (100%) percent of his accumulated unused sick leave. Said payment is to be based upon a daily rate of one-fifth (1/5) of the employee's regular weekly salary.

Any employee who shall be killed while in the actual performance of his duties or whose death directly results from injuries sustained while in the pursuit, attempted apprehension or apprehension of a criminal suspect, shall be promoted to the next highest rank (e.g. Patrolman to Sergeant, Sergeant to Lieutenant, Detective to Detective Sergeant, Detective Sergeant to Detective Lieutenant, etc.) posthumously and all benefits that his beneficiaries are entitled to receive under this agreement shall be calculated at that new rank.

The spouse of an employee killed in the line of duty shall continue to receive all benefits under this Agreement and/or City ordinance even after said spouse remarries.

**Section 13. Retirement Escalator**

Employees retiring after July 1, 1988, shall, on July 1 each year, receive an increase in their retirement allowance in accordance with the following chart.

<u>Date of Retirement</u>	<u>Date First Entitled to Increase</u>	<u>% of Retirement Escalator</u>
Post 7/1/88	7/1/89	1 %
Post 7/1/89	7/1/90	1.5 %
Post 7/1/94	7/1/95	1.75 %
Post 7/1/96	7/1/97	2 %
Post 7/1/98	7/1/99	3 %

The percentage increases listed above shall be compounded on July 1 each year and remain in effect for the life of the retired employee and/or his or her spouse. The cost to implement such annual increase shall be paid by the City.

Effective July 1, 2014, the retirement escalator for members who have more than ten (10) but less than twenty (20) years of service will be paid upon the earlier of (a) ten (10) years from their Normal Retirement Date; or (b) age fifty-five (55).

Effective July 1, 2014, the retirement escalator for members who have twenty (20) years or more of service will be paid upon the earlier of (a) ten (10) years from their Normal Retirement Date; or (b) age fifty-five (55).

Notwithstanding the foregoing, even if a member satisfies the age fifty-five (55) requirement, the first day upon which a cost-of-living increase will be paid to that member will be July 1, 2017. No current member (or their spouse or beneficiary) who hereafter retires—and who has satisfied the service or age requirement as set forth in the preceding paragraph—shall be required to defer or forego any of their cost-of-living increases beyond July 1, 2017.

#### **Section 14. Compulsory Retirement**

Employees shall be required to retire from the Police Division upon reaching the age of sixty-five (65) years.

#### **Section 15. Armed Service and Prior Law Enforcement Service Credit**

Subject to the terms and conditions set forth herein, an employee may elect to purchase up to (i) two (2) years of prior service as a police officer from a department other than the Police Division and (ii) four (4) years of active military service (which shall include active federal time or state time as a National Guardsman) or prior municipal service within the

Police Division for the purpose of accumulating retirement service credits. The following terms and conditions shall apply to this section:

- The cost to purchase said retirement credits shall be 10% of the employee's first year's annual earnings with the City compounded at 5% interest.
- Employees hired after July 1, 1991, may not elect to purchase any of their prior municipal service within the Police Division.
- None of the time an employee can purchase under either (i) or (ii) can be utilized to purchase time toward the 10-year vesting requirement.
- An employee who is vested in another police department's pension plan is ineligible to purchase any time under (i).
- The total number of years any employee is entitled to purchase under this section cannot exceed four (4) years.

**Section 16. Summary of Retirees' Benefits**

Attached as *Schedule B* to this Agreement is a summary of benefits retirees are entitled to. The listing of these benefits is not intended to expand or diminish any of the employee's rights or benefits under this Agreement or the Police Pension Ordinance. Rather, it is done as a matter of convenience to collect all of the benefits of the retirees in one document and in that context, the exhibit has no significance whatsoever and the rights and benefits of employees shall be governed by the specific language in this Agreement or the Police Pension Ordinance.

## **ARTICLE XIX**

### **Section 1. Group Life Insurance**

All employees covered by this Agreement shall be entitled to receive a group life insurance policy in the amount of Seventy-Five Thousand (\$75,000.00) Dollars, with double indemnity for employees killed in the line of duty, the full cost of such premium to be paid by the City.

### **Section 2. Legal Defense and Indemnification**

The City shall provide at its expense, all legal fees and costs for the defense of an employee for actions arising out of his/her employment as a police officer. The City shall have the right to select an attorney to represent the employee.

The City shall also indemnify any employee for any award against the employee or for any settlement on behalf of the employee providing it is determined by a court of competent jurisdiction that the employee was acting within the scope of his/her authority or under color of law.

### **Section 3. Funeral Expense Insurance**

Funeral expenses are to be paid for a police officer killed in the line of duty with a limit of \$20,000 for said expense.

### **Section 4. Child of Police Officer**

The City and the Police Division will give preference for appointment to the Police Division to the child of any police officer killed or dies from line of duty injuries. Said child must meet all physical and mental qualifications for appointment and pass any examination required of applicants. Upon successful completion of the aforementioned requirements the child shall be placed at the top of the hiring list.

## **ARTICLE XX**

### **Section 1. Safe Vehicles**

The City shall not require employees to take out on the streets or highways any vehicle that is not in safe operating condition or equipped with the safety appliances prescribed by law. It shall not be a violation of this Agreement when employees refuse to operate such equipment unless such refusal is unjustified. All equipment which is refused because not mechanically sound or properly equipped shall be appropriately tagged so that it cannot be used by other drivers until the maintenance department has adjusted the complaint. After equipment is repaired, the employer shall place on such equipment an "OK" in a conspicuous place so the driver can see the same.

### **Section 2. Military Service During War Time**

Employees who serve in the military during a time of war or military conflict shall be paid by the City an amount equal to the difference between what they would have earned as a police officer less the amount paid to them by the military. In addition, the City shall maintain the employee's health insurance benefits as more particularly set forth in Article IX, Section 1.

### **Section 3. Military Reserve Duty**

Employees who serve in the Active Military Reserve or National Guard shall be granted up to a maximum of thirty (30) days a year of military leave. The City shall maintain the employee's health insurance benefits as more particularly set forth in Article IX, Section 1.

## ARTICLE XXI

### **Section 1. Severability**

If any provision of this Agreement is declared to be unconstitutional, invalid or illegal by the Supreme Court of the State of Rhode Island, or by any court of final jurisdiction, all other provisions of this Agreement shall remain in full force and effect. The City hereby agrees not to pass any ordinances inconsistent with this Agreement.

DURATION OF AGREEMENT

This Agreement shall be for the term beginning July 1, 2020 and ending June 30, 2023.

IN WITNESS WHEREOF, the said City of Pawtucket has caused this instrument to be executed and its corporate seal to be affixed by Donald R. Grebien, its Mayor, thereunto duly authorized by the City Council of the City of Pawtucket as of the day and year first above written, and the said Pawtucket Lodge No. 4, Fraternal Order of Police, has caused this instrument to be signed by James Bains, its President, thereunto duly authorized, as of the day and year first above written.

In the Presence of:

CITY OF PAWTUCKET

Witness

Donald R. Grebien, Mayor

Dated:

7/6/2020

PAWTUCKET LODGE NO. 4  
FRATERNAL ORDER OF POLICE

Witness

James Bains, President

Dated:

7/2/2020





## **SCHEDULE A-1**

### **HEALTH CARE BENEFITS**

#### ***BLUE CROSS***

Employees shall receive the health care benefits described in the Blue Cross "Benefit Booklet City of Pawtucket Police Department Group #1187-0012," edition date "HMC2C BB(09-10)" *[a copy of the Benefit Booklet is attached to this CBA after Schedule B and before the Index]*; provided, however, that the City agrees to provide at a minimum the health care benefits, including Basic Vision Riders and point-of-service co-pays set forth in the 2009-2012 CBA.

In accordance with Article IX, Section 1, employees shall contribute toward the cost of these benefits on a weekly basis.

## **SCHEDULE A-2**

#### ***DELTA DENTAL***

Employees shall receive the dental benefits described in the summary for the City of Pawtucket Police Department referred to as "Delta Dental of Rhode Island/ National Coverage Plan/Delta Dental Premier/Group 1247-0006" *[a copy of the summary is attached to this CBA after Schedule B and before the Index]*; provided, however, that the City agrees to provide at a minimum the dental benefits set forth in the 2009-2012 CBA.





**Blue Cross  
of Rhode Island  
Blue Shield**

## Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage Period: 07/01/2016 - 06/30/2017  
Coverage for: See below Plan Type: PPO



**This is only a summary.** If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at [www.BCBSRI.com](http://www.BCBSRI.com) or by calling 1-800-639-2227 or (401) 459-5000.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	For Out-of-Network providers <b>\$100</b> for an individual plan / <b>\$200</b> for a family plan. Doesn't apply to services with a fixed dollar copay and prescription drugs.	You must pay all the costs up to the <u>deductible</u> amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the <u>deductible</u> starts over (usually, but not always, January 1st). See the chart starting on page 3 for how much you pay for covered services after you meet the deductible.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services, but see the chart starting on page 3 for other costs for services this plan covers.
Is there an out-of-pocket limit on my expenses?	Yes. For In Network providers <b>\$6350</b> for an individual plan / <b>\$12700</b> for a family plan. For Out-of-Network providers <b>\$6350</b> for an individual plan / <b>\$12700</b> for a family plan.	The <u>out-of-pocket limit</u> is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the out-of-pocket limit?	Premiums, balance-billed charges and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Is there an overall annual limit on what the plan pays?	No.	The chart starting on page 3 describes any limits on what the plan will pay for <i>specific</i> covered services, such as office visits.
Does this plan use a network of providers?	Yes, this plan uses in-network providers. See <a href="http://www.BCBSRI.com">www.BCBSRI.com</a> or call 1-800-639-2227 or (401) 459-5000 for a list of participating providers.	If you use an in-network doctor or other health care <u>provider</u> , this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network <u>provider</u> for some services. Plans use the term in-network, <u>preferred</u> , or participating for <u>providers</u> in their network. See the chart starting on page 3 for how this plan pays different kinds of providers.

**Questions:** Call 1-800-639-2227 or (401) 459-5000 or TDD 1-888-252-5051 or visit us at [www.BCBSRI.com](http://www.BCBSRI.com).  
If you aren't clear about any of the bolded terms used in this form, see the Glossary. You can view the Glossary at [www.BCBSRI.com](http://www.BCBSRI.com) or call 1-800-639-2227 or (401) 459-5000 or TDD 1-888-252-5051 to request a copy.

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Blue Cross  
Blue Shield  
of Rhode Island

## HealthMate Coast-to-Coast

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage Period: 07/01/2016 - 06/30/2017

Coverage for: See below Plan Type: PPO

Do I need a referral to see a <u>specialist</u> ?	No. You don't need referral to see a specialist.	You can see the <u>specialist</u> you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 8. See your policy or plan document for additional information about <u>excluded services</u> .

**Questions:** Call 1-800-639-2227 or (401) 459-5000 or TDD 1-888-252-5051 or visit us at [www.BCBSRI.com](http://www.BCBSRI.com).

If you aren't clear about any of the bolded terms used in this form, see the Glossary. You can view the Glossary at [www.BCBSRI.com](http://www.BCBSRI.com) or call 1-800-639-2227 or (401) 459-5000 or TDD 1-888-252-5051 to request a copy.

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- Copayments are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- Coinsurance is ~~your~~ share of the costs of a covered service, calculated as a percent of the allowed amount for the service. For example, if the plan's allowed amount for an overnight hospital stay is \$1,000, your coinsurance payment of 20% would be \$200. This may change if you haven't met your deductible.
- The amount the plan pays for covered services is based on the allowed amount. If an out-of-network provider charges more than the allowed amount, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the allowed amount is \$1,000, you may have to pay the \$500 difference. (This is called balance billing.)
- This plan may encourage you to use In Network providers by charging you lower deductibles, copayments and coinsurance amounts.

Common Medical Event	Services You May Need	Your cost if you use an In Network Provider	Your cost if you use an Out-of-Network Provider	Limitations & Exceptions
If you visit a health care <u>provider's</u> office or clinic	Primary care visit to treat an injury or illness	\$15 copay per visit	\$15 copay plus 20% coinsurance after deductible per visit	_____none_____
	Specialist visit	\$25 copay per visit	\$25 copay plus 20% coinsurance after deductible per visit	_____none_____
	Other practitioner office visit	\$25 copay per visit	\$25 copay plus 20% coinsurance after deductible per visit	Chiropractic Services are limited to 12 visits per year
	Preventive care/screening/immunization	No Charge	\$25 copay plus 20% coinsurance after deductible	Member liability for Out-of-Network is based on services received. For additional details, please see your plan documents or visit <a href="http://www.BCBSRI.com/providers/policies">www.BCBSRI.com/providers/policies</a>

Common Medical Event	Services You May Need	Your cost if you use an In Network Provider	Your cost if you use an Out-of-Network Provider	Limitations & Exceptions
<p>If you have a test</p> <p>If you need drugs to treat your illness or condition</p> <p>More information about <u>prescription drug coverage</u> is available at <a href="http://www.BCBSRI.com">www.BCBSRI.com</a>.</p>	Diagnostic test (x-ray, blood work)	No Charge	20% coinsurance after deductible	Preauthorization is recommended for certain services
	Imaging (CT/PET scans, MRIs)	No Charge	20% coinsurance after deductible	Preauthorization is recommended
	Tier 1 generally low cost generic drugs	\$7 copay per prescription (retail) \$14 copay per prescription (mail-order)	Not covered	No Charge for certain preventive drugs
	Tier 2 generally high cost generic and preferred brand name drugs	\$25 copay per prescription (retail) \$50 copay per prescription (mail-order)	Not covered	Preauthorization is required for certain drugs
	Tier 3 non-preferred brand name drugs	\$40 copay per prescription (retail) \$80 copay per prescription (mail-order)	Not covered	Preauthorization is required for certain drugs
<p>If you have outpatient surgery</p>	Tier 4 specialty prescription drugs	\$40 copay per prescription (specialty pharmacy only)	50% coinsurance	Infertility drugs: 20% coinsurance; Preauthorization is required for certain drugs
	Facility fee (e.g., ambulatory surgery center)	No Charge	20% coinsurance after deductible	Preauthorization is recommended
	Physician/surgeon fees	No Charge	20% coinsurance after deductible	none

Common Medical Event	Services You May Need	Your cost if you use an In Network Provider	Your cost if you use an Out-of-Network Provider	Limitations & Exceptions
If you need immediate medical attention	Emergency room services	\$100 copay per visit	\$100 copay per visit	Copay waived if admitted
	Emergency medical transportation	\$50 copay per trip	\$50 copay per trip	none
	Urgent care	\$15 copay per urgent care center visit	\$15 copay plus 20% coinsurance after deductible per urgent care center visit	Applies to the visit only. If additional services are provided additional out of pockets costs would apply based on services received.
If you have a hospital stay	Facility fee (e.g, hospital room)	No Charge	20% coinsurance after deductible	45 day limit at an inpatient rehabilitation facility; Preauthorization is recommended
	Physician/surgeon fee	No Charge	20% coinsurance after deductible	none

Common Medical Event	Services You May Need	Your cost if you use an In Network Provider	Your cost if you use an Out-of-Network Provider	Limitations & Exceptions
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	\$25 copay/office visit No Charge for outpatient services	\$25 copay plus 20% coinsurance after deductible/office visit 20% coinsurance after deductible for outpatient services	Preauthorization is recommended for certain services
	Mental/Behavioral health inpatient services	No Charge	20% coinsurance after deductible	Preauthorization is recommended
	Substance use disorder outpatient services	\$25 copay/office visit No Charge for outpatient services	\$25 copay plus 20% coinsurance after deductible/office visit 20% coinsurance after deductible for outpatient services	Preauthorization is recommended for certain services
	Substance use disorder inpatient services	No Charge	20% coinsurance after deductible	Preauthorization is recommended
	Prenatal and postnatal care	No Charge	20% coinsurance after deductible	_____none_____
If you are pregnant	Delivery and all inpatient services	No Charge	20% coinsurance after deductible	Preauthorization is recommended



Common Medical Event	Services You May Need	Your cost if you use an In Network Provider	Your cost if you use an Out-of-Network Provider	Limitations & Exceptions
If you need help recovering or have other special health needs	Home health care	No Charge	20% coinsurance after deductible	none
	Rehabilitation services	20% coinsurance	20% coinsurance after deductible	Includes Physical, Occupational and Speech Therapy. Speech Therapy preauthorization is recommended for all visits.
	Habilitative services	20% coinsurance	20% coinsurance after deductible	Includes Physical, Occupational and Speech Therapy. Speech Therapy preauthorization is recommended for all visits.
	Skilled nursing care	No Charge	20% coinsurance after deductible	Preauthorization is recommended; Custodial Care is not covered
	Durable medical equipment	20% coinsurance	20% coinsurance after deductible	Preauthorization is recommended for certain services.
	Hospice service	No Charge	20% coinsurance after deductible	Preauthorization is recommended
If your child needs dental or eye care	Eye exam	\$25 copay	\$25 copay plus 20% coinsurance after deductible	Limited to one routine eye exam per year.
	Glasses	100% of provider charge	100% of provider charge	Limited to \$100 per member age 0 - 18 per occurrence/\$100 per member age 19 and over per year for prescription glasses (frames and/or lenses) or contact lenses.
	Dental check-up	Not Covered	Not Covered	none

## Excluded Services & Other Covered Services:

**Services Your Plan Does NOT Cover** (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Acupuncture
- Cosmetic surgery
- Dental care (Adult)
- Dental check-up, child
- Long-term care
- Routine foot care unless to treat a systemic condition
- Weight loss programs

**Other Covered Services** (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Bariatric Surgery
- Chiropractic care
- Hearing aids
- Infertility treatment
- Most coverage provided outside the United States. Contact Customer Service for more information.
- Private-duty nursing
- Routine eye care (Adult)

## Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a premium, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at 1-800-639-2227 or (401) 459-5000 or TDD 1-888-252-5051. You may also contact your state insurance department at (401) 462-9520 or by email at [HealthInsInquiry@ohic.ri.gov](mailto:HealthInsInquiry@ohic.ri.gov), the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or [www.dol.gov/ebsa](http://www.dol.gov/ebsa), or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or [www.cclio.cms.gov](http://www.cclio.cms.gov).

## Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to appeal or file a grievance. For questions about your rights, this notice, or assistance, you can contact your state insurance department at (401) 462-9520 or by email at [HealthInsInquiry@ohic.ri.gov](mailto:HealthInsInquiry@ohic.ri.gov), the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or [www.dol.gov/ebsa](http://www.dol.gov/ebsa), or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or [www.cclio.cms.gov](http://www.cclio.cms.gov).

## Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as “minimum essential coverage.” This plan or policy does provide minimum essential coverage.

## Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). This health coverage does meet the minimum value standard for the benefits it provides.

## Language Access Services:

Para obtener asistencia en Español, llame al 1-800-639-2227.

Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-639-2227.

如果需要中文的帮助, 请拨打这个号码 1-800-639-2227.

Dinekehgo shika at'ohwol ninisingo, kwijigo holne' 1-800-639-2227.

*To see examples of how this plan might cover costs for a sample medical situation, see the next page.*

## About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



**This is not a cost estimator.**

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

### Having a baby (normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$7,480
- Patient pays \$60

#### Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
<b>Total</b>	<b>\$7,540</b>

#### Patient pays:

Deductibles	\$0
Copays	\$30
Coinsurance	\$0
Limits or exclusions	\$30
<b>Total</b>	<b>\$60</b>

### Managing type 2 diabetes (routine maintenance of a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays \$4,560
- Patient pays \$840

#### Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
<b>Total</b>	<b>\$5,400</b>

#### Patient pays:

Deductibles	\$0
Copays	\$500
Coinsurance	\$300
Limits or exclusions	\$40
<b>Total</b>	<b>\$840</b>

These examples are based on coverage for an individual plan.

## Questions and answers about the Coverage Examples:

### What are some of the assumptions behind the Coverage Examples?

- Costs don't include premiums.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network providers. If the patient had received care from out-of-network providers, costs would have been higher.

### What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how deductibles, copayments, and coinsurance can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

### Does the Coverage Example predict my own care needs?

**No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

### Does the Coverage Example predict my future expenses?

**No.** Coverage Examples are not cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your providers charge, and the reimbursement your health plan allows.

### Can I use Coverage Examples to compare plans?

**Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

### Are there other costs I should consider when comparing plans?

**Yes.** An important cost is the premium you pay. Generally, the lower your premium, the more you'll pay in out-of-pocket costs, such as copayments, deductibles, and coinsurance. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

**Questions:** Call 1-800-639-2227 or (401) 459-5000 or TDD 1-888-252-5051 or visit us at [www.BCBSRI.com](http://www.BCBSRI.com).

If you aren't clear about any of the bolded terms used in this form, see the Glossary. You can view the Glossary at [www.BCBSRI.com](http://www.BCBSRI.com) or call 1-800-639-2227 or (401) 459-5000 or TDD 1-888-252-5051 to request a copy.



# Understanding Your Plan

## Your Benefit Summary

### CITY OF PAWTUCKET POLICE

Group Number: 1247-0006

Delta Dental Premier®

Effective: 07/01/2016 - 06/30/2017

This is a summary of benefits. The information shown here is not a guarantee of payment. Refer to the Certificate of Coverage for the full plan terms. The Certificate includes any limitations or exclusions not seen here. For a complete listing of frequencies and limitations go to [www.deltadentalri.com/content/exclusionsandlimitations](http://www.deltadentalri.com/content/exclusionsandlimitations). To be covered, services must be dentally necessary and appropriate as per our review guidelines.

Icons	Procedure	Covered At	Frequency/Limitations
Preliminary Estimate Recommended	<b>DIAGNOSTIC</b>		
Anti-Absorption Treatment	Oral Exam	100%	Once per calendar year performed by a general dentist
Deductible Applies	Bleaching Trays	100%	Once per calendar year
	Complete X-ray series or panoramic film	100%	Once every 36 months
	Single X-rays	100%	As required
	<b>PREVENTIVE</b>		
	Cleaning	100%	Twice per calendar year
	Fluoride treatment	100%	For children under age 19, once per calendar year
	Space maintainers	100%	Once every 30 months for lost deciduous (baby) teeth
	<b>RESTORATIVE</b>		
	Amalgam (silver) fillings	100%	Composite (white) fillings on front teeth only. For composite fillings on back teeth, the plan pays up to what would have been paid for any amalgam filling. Patient is responsible for the balance up to the dentist's charge.
	Crowns over natural teeth, buildups, posts and cores	100%	Replacement limited to once every 60 months
	Recementing crowns or bridges	100%	Once every 60 months
	<b>ENDODONTICS</b>		
	Root canal therapy on permanent teeth	100%	One procedure per tooth per lifetime. Vital pulpotomy and apicoectomies also covered once per tooth per lifetime.

#### Provisions

Annual Maximum: \$1,200

Elective Orthodontic Lifetime Maximum: \$1,200

Maximum Lifetime Cap: Unlimited

Max Carry Over: \$250

In-Network Bonus: \$100

Carry Over Limit: \$1,200

Individual Deductible: \$0

Family Deductible: \$0

**Dependent Coverage:** Dependent children are covered under these benefits up until the end of the year that they turn 19. Dependent children who are students over age 19 are covered as long as they stay in school or up until the end of the year that they turn age 23.

Continued on back



**Icons**

**P** Pre-treatment Estimate Recommended  
**A** Prior Authorization Required  
**D** DeltaDent Applies

**Beyond Benefits**

When you visit us at [deltadental.com](http://deltadental.com), you can access a wealth of important dental health information and manage your plan by:

- Checking your benefits and claims
- Reviewing your deductibles and maximums
- Using our Find A Dentist tool to find a dentist in your area

**Out-of-Network Coverage**

You have the freedom to choose any dentist, but it's important to know that our out-of-pocket costs may be higher when you visit a dentist who does not participate in our network. Non-participating dentists have not agreed to accept the Delta Dental allowance as payment in full, so services from an out-of-network dentist may cost you more. You may also have to pay the dentist at the time of service and file a claim yourself. In Rhode Island, nine out of 10 dentists participate with us. To find a participating dentist near you, use our Find A Dentist tool at [www.deltadentalri.com](http://www.deltadentalri.com).

Procedure	Covered At	Frequency / Limitations
<b>PERIODONTICS</b>		
<b>D</b> Root planning and sealing	50%	Once per quadrant every 24 months
<b>P</b> Osseous (bone) surgery	50%	Once per quadrant every 36 months (bone grafts are not covered)
<b>P</b> Gingivectomy	50%	Once per site every 36 months
<b>P</b> Soft tissue grafts	50%	Once per site every 60 months
<b>P</b> Crown lengthening	50%	Once per site every 60 months
Periodontal maintenance following active therapy	50%	Two per year
<b>PROSTHODONTICS</b>		
<b>P</b> Bridges and crowns over implants	50%	Replacement limited to once every 60 months
<b>P</b> Partial and complete dentures	50%	Replacement limited to once every 60 months
Repair to existing partial or complete dentures	100%	Once per calendar year
Rebasing or relining of partial or complete dentures	100%	Once every 60 months
<b>IMPLANT SERVICES</b>		
<b>P</b> Surgical placement of endosteal implant and abutment	50%	Once per tooth site per lifetime
<b>EXTRACTIONS AND ORAL SURGERY</b>		
Extractions and other routine oral surgery when not covered by a patient's medical plan	100%	
<b>ORTHODONTICS</b>		
<b>P</b> Active braces and related services	50%	For dependent children under the age of 19, subject to a lifetime maximum. No pre-approval required.
<b>OTHER SERVICES</b>		
Palliative treatment (minor procedures necessary to relieve acute pain)	100%	Two per calendar year
General anesthesia or intravenous (IV) sedation for certain complex surgical procedures	100%	

**Note:** This plan does not include a missing tooth clause. In addition, if covered, crowns, bridges, partials and complete dentures are paid when the permanent structure is inserted (seated) by the dentist. Member coverage must be active on the date that the permanent structure is inserted and payment is based on benefits available on that day — for example, if the member's annual maximum has been paid prior to the insertion of the permanent structure, the service will not be paid.

\*Time limits on services (e.g. 6, 12, 24, 36, or 60 months) are figured to the exact day. Services are then covered the following day. For example, when a service is covered once every 12 months, if the service was done on July 1, it will not be covered again until the following year on July 2 or after.



# SCHEDULE B

## RETIREE BENEFITS

BENEFIT	DESCRIPTION	LOCATION
Court Call Back	Retirees called back for certain court matters will be paid the hourly rate of pay of the officer holding the retiree's rank.	A. XIV § 4
Death In Line of Duty	<ul style="list-style-type: none"> <li>• 100% of accumulated sick leave to beneficiary.</li> <li>• Promotion to next higher rank posthumously.</li> </ul>	A. XVIII, § 12 Ord. 59-26 (F)
Details	Post-7/1/14 retirees may be eligible to work road details.	A. XV, § 9
Funeral Expenses	\$20,000 for officer killed in line of duty.	A. XIX, § 3
Health Insurance — Deceased Employee Family	<ul style="list-style-type: none"> <li>• 100% to beneficiary for employee killed in line of duty.</li> <li>• Officer killed in line of duty — spouse and dependent children (to age 23) receive coverage. Spouse may re-marry and maintain coverage.</li> </ul>	A. IX, § 2 A. XVIII, § 12
Health Insurance — Disabled Retirees	<ul style="list-style-type: none"> <li>• City pays full cost for family coverage.</li> <li>• If during retirement have other coverage, then City not required to cover.</li> </ul>	A. IX, § 4
Health Insurance — Retirees	<ul style="list-style-type: none"> <li>• Pre-4/28/94 employees — health benefits (family plan) without contribution.</li> <li>• Post-4/28/94 employees — health benefits (family plan) with co-share in effect at time of retirement. When Medicare-eligible, <b>individual</b> coverage under Plan 65 Medicare supplemental coverage. If spouse younger than Medicare-eligible, coverage continues until Medicare-eligible.</li> <li>• If during retirement have other coverage, then City not required to cover.</li> </ul>	A. IX § 3
Hiring of Child	Preference to child of officer killed in line of duty.	A. XIX, § 4
Insurance	Double indemnity if killed in line of duty.	A. XIX, § 1

BENEFIT	DESCRIPTION	LOCATION
Military/Prior Service	<ul style="list-style-type: none"> <li>• Purchase up to 4 years of active military time and up to 2 years of prior law enforcement time (with total maximum of 4 years).</li> <li>• Cost — 10% of first year's annual earnings plus 5% interest compounded annually from date of employment to date of purchase.</li> </ul>	A. XVIII § 15 Ord. 59-17 (E)
Presumptions Re: Heart Conditions	<ul style="list-style-type: none"> <li>• Heart condition — presumed to be work related but may be rebutted.</li> </ul>	A. XII, § 1 Ord. 59-24 (F)
Retirement < 20 years	<ul style="list-style-type: none"> <li>• Vested after 10 years but benefit not paid until Normal Retirement Date.</li> </ul>	A. XVIII § 3
Retirement — 20 Years	After 20 years — 50% of Final Average Salary (2 ½ %/year).	A. XVIII § 4 Ord. 59-20
Retirement — 20+ Years	For year > 20 — 3%/year for next 3 years and 4 months and then 2% thereafter to maximum of 70%.	A. XVIII § 5 Ord. 59-21
Retirement — COLA	<ul style="list-style-type: none"> <li>• 3% compounded.</li> <li>• With &gt; 10 but &lt; 20 years, COLA paid upon earlier of (a) 10 years from Normal Retirement Date; or (b) age 55.</li> <li>• With &gt; 20 years, COLA paid upon earlier of (a) 10 years from Normal Retirement Date; or (b) age 55.</li> <li>• Even if age 55, no COLA any sooner than 7/1/17.</li> </ul>	A. XVIII § 13 Ord. 59-32
Retirement — Disability Pensions	<ul style="list-style-type: none"> <li>• 66 2/3% + 10% for each dependent (21 years) with maximum benefit of 80%.</li> <li>• Upon normal retirement date — revert back to normal benefit but still considered disability pension.</li> <li>• “Normal retirement date” for someone &lt; 20 years = 20<sup>th</sup> anniversary.</li> <li>• “Retirement date” for someone &gt; 20 years = 25<sup>th</sup> anniversary.</li> <li>• “Retirement date” for someone &gt; 25 years = 30<sup>th</sup> anniversary.</li> </ul>	A. XVIII § 1 Ord. 59-24 (A) - Non-Occupational (B) - Occupational
Retirement — Mandatory	65 years old.	A. XVIII § 14 Ord. 59-29
Retirement — Salary for Calculation	<ul style="list-style-type: none"> <li>• Base pay, holiday pay, longevity, shift differential, out-of-rank pay and compensation paid to supervisors in lieu of overtime.</li> <li>• “Final Average Salary” — 3 year average using date of retirement (annualized) and highest 2 years during last 10 years.</li> </ul>	A. XVIII § 1 Ord. 59-15 A. XVIII § 1

BENEFIT	DESCRIPTION	LOCATION
Retirement — Spouse Benefit	<ul style="list-style-type: none"> <li>• Employee dies &lt;20 years — spouse receives 50% + 10% for each dependent child (21 years) to maximum of 70% until death or remarriage.</li> <li>• Employee dies &lt;20 years with no spouse — children receive 20% to maximum of 60% until 21 or marriage.</li> <li>• Employee dies &gt;20 years — treat as though employee had retired on day before death.</li> <li>• Employee who has retired dies within 120 months from retirement date — beneficiaries get balance of 120 months' benefits (including health care per <i>Allard</i> award) and thereafter spouse gets 67 ½% of benefit until death or remarriage.</li> <li>• Employee who has retired for more than 120 months then dies before spouse — spouse gets 67 ½% of benefit until death or remarriage.</li> <li>• Spouse and dependents will continue to receive healthcare coverage for month of death plus 3 additional months — even after 120-month period.</li> </ul>	<p>A. XVIII § 10</p> <p>Ord. 59-26 (E)</p> <p>Ord. 59-26 (C)</p> <p>Ord. 59-26 (D)</p> <p>A. XVIII § 10</p>
Sick Leave	50% of unused sick leave — up to 200 days — payable upon death or retirement.	A. X § 3
Vacation Days	Can accumulate up to 38 and earn up to 29 for total of 67 payable upon death or retirement.	A. VII § 1.5



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