

**AGREEMENT BETWEEN THE TOWN OF SOUTH KINGSTOWN,
RHODE ISLAND AND R.I. COUNCIL 94, AFSCME, AFL-CIO**

**ON BEHALF OF SOUTH KINGSTOWN, RI TOWN EMPLOYEES,
LOCAL 1612**

JULY 1, 2012 - JUNE 30, 2015

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AGREEMENT

This agreement made and entered into as of the _____ day of January, 2013, by and between Rhode Island Council 94, American Federation of State, County and Municipal Employees, AFL-CIO, Local 1612, hereinafter referred to as the Union, and the Town of South Kingstown, Rhode Island, hereinafter referred to as the Town.

ARTICLE 1 RECOGNITION

- 1.1 The Town recognizes the Union as the sole and exclusive bargaining agent for all employees of the Town of South Kingstown as certified by the State Labor Relations Board in Case No. EE 3211 on August 23, 1978 and Case #EE-3596 on February 24, 1997.

ARTICLE 2 NO DISCRIMINATION

- 2.1 The parties agree not to discriminate in any way against employees covered by this agreement on account of race, religion, creed, color, sex, age, marital status, political belief, country of ancestral origin, union activity, union membership or non-union membership.

ARTICLE 3 UNION SECURITY AND DUES DEDUCTION

- 3.1 All employees covered by this agreement and who are members of the Union on the effective date of this agreement shall remain members of the Union in good standing for the life of this agreement.
- 3.2 All employees covered by this agreement and who have not or do not make application for membership, shall, as a condition of employment, pay to the Union each month a service charge as a contribution toward the administration of this agreement in an amount equal to the regular

monthly dues. Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union.

3.3 The Union agrees to indemnify the Town for any and all costs and damages that the Town may incur as a result of the application of subsection 3.2 above.

3.4 The Town agrees to the adoption of a Union Check-off system whereby Union dues will be withheld from the Union member's pay upon written authorization of the individual employee, until such time as such authorization is revoked at source, in equal amounts from each pay, either weekly, bi-weekly, or otherwise, as the frequency of the pay period may require. Such withholdings for Union dues are to be transmitted to the duly elected treasurer of the Union for the previous month's earnings, not later than the 29th day of each successive month.

ARTICLE 4 **NEW EMPLOYEES**

4.1 All new employees hired by the Town shall be required to serve a three (3) month probationary period. Notwithstanding the foregoing, any employee hired for a position for which state certification is required, shall serve in a probationary status until certification is obtained but not less than three (3) months. During the probationary period, the Town shall have the right to discharge said employee and said discharge shall not be subject to the provisions of the grievance procedure herein. The Town shall have the right to extend an employee's probationary period for just cause. During the three (3) month probationary period, new employees are eligible for overtime once all other eligible divisional bargaining unit members have been offered the shift.

ARTICLE 5
SENIORITY

- 5.1 For the purposes of this Agreement, there shall be two kinds of seniority, Primary Seniority and Division Seniority. Primary Seniority shall be defined as the total length of time an employee has worked for the Town in any position covered by this Agreement. Division Seniority shall be defined as the length of time an employee has worked within a Division. There shall be two divisions: Division 1 shall consist of all part time employees and those positions in Certification EE 3211 and Division 2 shall consist of positions in Certification #EE 3596.
- 5.2 Seniority shall begin when an employee completes his probationary status and at that time seniority shall revert to his first day of employment.
- 5.3 Choices of vacation shall be made on the basis of seniority.
- 5.4 Choices of vacation shall be made on the basis of seniority within the Wastewater Division. However, the Wastewater Superintendent shall reserve the right to restrict vacation by position in order to maintain proper Wastewater Division operations and maintenance.
- 5.5 All employees shall forfeit all seniority rights then accrued to them in the event that they:
- a. is discharged for cause.
 - b. terminates their employment voluntarily.
 - c. fails to give notice within the seven (7) day period outlined in Section 2, Article 33.
 - d. is laid off for a period of three (3) years or longer.
- 5.6 The Town shall provide to the Union President upon the execution of this agreement and annually on the anniversary date of this agreement, a seniority list.

ARTICLE 6
MANAGEMENT RIGHTS

- 6.1 It is understood and agreed by the parties that the Town shall have the sole jurisdiction over the management and operation of its system, including but not limited to the responsibility to

determine the work to be performed, the scheduling of work, the establishing and changing of shifts and hours of work, the promotion, transfer, discipline, layoff or discharge of employees, the fixing and maintaining of standards and quality of work, methods of operations, except as modified by the express terms and conditions of this collective bargaining agreement.

ARTICLE 7 **GRIEVANCE PROCEDURE**

7.1 For the purpose of this agreement, a grievance shall be defined as a complaint by any employee or the Union that there has been a violation, misinterpretation or misapplication of any provision of this agreement.

7.2 The grievance procedure shall be as follows:

STEP 1: A grievance shall be presented by the aggrieved employee and/or the Union within five (5) working days of the employee's or Union's knowledge of the occurrence of the grievance to the employee's immediate superior who shall attempt to settle the problem within one (1) working day.

STEP 2: If the grievance is not resolved according to Step 1, it shall be reduced to writing and the aggrieved party and/or the Union shall present the grievance to the appropriate director within three (3) working days of Step 1. The appropriate director shall hear the grievance and render a decision to the Union within five (5) working days thereof.

STEP 3: If the grievance is not resolved in accordance with Step 2, it shall be presented to the Town Manager or his or her designee within three (3) working days of the Step 2 denial. The Town Manager or his or her designee shall render a decision within five (5) working days of the hearing thereof.

STEP 4: In the event the grievance is not settled in a manner satisfactory to the employee and/or the Union, then the grievance may be submitted to arbitration in the manner provided herein. Members of the Union, Stewards and the aggrieved employee and the employee's witnesses or Town employees will not suffer loss of pay for time spent in processing a grievance by mutual agreement. Grievances must be submitted to arbitration within thirty (30) working days after the completion of Step 3.

7.3 The parties also agree on all cases of suspension or dismissal, the aggrieved and/or the Union may proceed to Step 3 of the grievance procedure upon notification by the Union to the Town Manager or his or her designee. The Town Manager or his or her designee shall render a decision within five (5) working days of the notification thereof, in accordance with STEP 3.

7.4 In the event a grievance is not settled under Step 1, 2 or 3 above, said grievance shall, at the request of the Union or the Town, be submitted to arbitration to the American Arbitration Association in accordance with the rules of the Association then obtaining. The parties may mutually agree to an alternative method of arbitration. The decision of the arbitrator shall be final and binding upon the parties. The expense of such arbitration shall be borne equally by the parties.

7.5 The parties agree that during the grievance process, failure to meet the timing requirements as noted in Article 7, will necessitate that the grievance be voided against the party at fault.

ARTICLE 8 **PROMOTIONS**

8.1 Whenever a vacancy exists in any position covered by this agreement, a job posting shall be posted for a period of fourteen (14) calendar days on an appropriate bulletin board made available by the Town.

- 8.2** Any employee covered by this agreement who is interested in filling a vacancy, shall apply in writing to the Town Manager or his or her designee no later than the last posting date. Said date shall be included on the posting.
- 8.3** Where qualifications and abilities are equal, division seniority shall be the determining factor first and primary seniority secondly in filling the job vacancy. Promoted employees shall be required to serve a trial period of no longer than three (3) months. Employees shall be allowed to return to the job held prior to promotion or transfer no later than four (4) weeks after assuming new job. Displaced employees shall not be allowed to grieve being returned to former position. Newly promoted employees shall be compensated at the "after three month probation" step and will serve a 3 month probationary period.
- 8.4** A copy of all vacancies shall be sent to the Union President.
- 8.5** Nothing within this agreement shall be construed as requiring the Town to fill all job vacancies within the bargaining unit with persons already members of the Union.
- 8.6** The procedure for filling new jobs shall be the same as the procedure for filling a vacancy. All employees who apply for any posted position shall receive a notice in writing as to the disposition of their application.
- 8.7** Notwithstanding the foregoing, promoted employees who are required to obtain state certification or licensing shall obtain said license during the three month probationary period. That period may be extended for cause to a date certain if mutually agreed upon by the Town and the Union.
- 8.8** After 6 months of continuous employment a temporary full-time employee appointed to fill a vacancy for a permanent position shall be subject to the terms and conditions of the Contract.

ARTICLE 9
HOURS OF WORK

9.1 Hours of work shall be as follows:

- A. Highway: 7:30 AM-4:00 PM Monday through Friday
- B. Parks & Recreation: 7:30 AM-4:00 PM Monday through Friday

Current schedules shall not be changed except as follows:

- Added seasonal Shifts: 6:00 AM – 2:30 PM Monday through Friday
6:00 AM – 2:30 PM Tuesday through Saturday

The Town reserves the right to create additional seasonal shifts and transfer employees to these shifts as needed. The adjusted shifts will be 6:00 a.m.- 2:30 p.m. Monday – Friday or Tuesday – Saturday, from May 1 through August 30. Employees must be given a 30 day notice in advance of a shift change unless mutually agreed upon by the Town and the employee affected. The Parks Superintendent will determine which employees will be assigned to an adjusted schedule.

C. Wastewater Treatment Plant:

- Monday-Friday:
 - 1st Shift 7:30 am – 4:00 pm ½ hour unpaid lunch break
 - 2nd Shift 3:30 pm – 11:30 pm no lunch break
 - Sat./Sun. and 6:30 am – 2:30 pm with no lunch break
 - Holidays

Notwithstanding the foregoing, the Town reserves the right to create additional shifts and transfer employees as needed to maintain compliance with federal or state licensing requirements for wastewater treatment facility operations. Any transfer of employees from one shift to another shall be consistent with Article 9.3 of the collective bargaining agreement exclusive of the 30 day limit.

9.2 A. Police Dispatch Center: Permanent shifts covering each 24 hour period shall be as follows:

(1)	First Shift	0700 to 1500 hours	Sat/Sun Off
(2)	Second Shift	1500 to 2300 hours	Thu/Fri Off
(3)	Third Shift	2300 to 0700 hours	Sun/Mon Off
(4)	Roving Shift	0700 to 1500 Hours	Sat
		1500 to 2300 hours	Thu/Fri/Sun
		2300 to 0700 hours	Mon
			Tue/Wed Off

No employee of the Town of South Kingstown holding the position of Dispatcher within the Police Department will be ordered, directed, or otherwise required to work a second or succeeding double shift, (fingered, so called) when that employee is commencing after any duty shift, a vacation, holiday time, compensatory time, or ending a regular work week and starting normal days off. Any Dispatcher may waive his or her rights under this provision and work such overtime if he or she voluntarily elects to do so.

B. Placement on these shifts will be made on the basis of a yearly bid system, by seniority.

This bid system shall be instituted in June of each year for the upcoming contract year.

C. The Town shall post a copy of the official seniority list in the roll call room once each year on May 1.

D. All Dispatchers shall have thirty (30) days to request corrections or changes in the list as posted, otherwise at the conclusion of the thirty (30) day period, the seniority list shall become the official list for the ensuing year.

E. Seniority shall be determined by years of service based on anniversary dates for each Dispatcher. In the event that more than one employee was appointed or promoted on the same day, determination of seniority shall be made by the Chief of Police.

F. All Dispatchers prior to their second anniversary date shall be placed on shifts at the discretion of the Chief of Police to assure their proper training. At the end of this two

year period, such Dispatchers shall be placed on shifts according to the bid system that is in effect.

- G. Should any conflict arise during the bidding process, it shall be resolved on the basis of seniority as mentioned in subsection E.
- H. All yearly bids shall be binding on the Dispatchers for the contract year except in those situations where vacancies in other shifts arise and require filling. In this situation, all vacancies shall be posted for four (4) days.
- I. A Senior Dispatcher whose bid has been accepted may reject the position or benefit at his or her discretion without explanation and any such rejection shall not be construed as a waiver of seniority rights in any subsequent situation where seniority would prevail.
- J. Nothing in this Article shall be construed as to limit, interfere, or otherwise challenge the management right of the Town of South Kingstown through the Public Safety Director and/or the Chief of Police by means of any police department memo, standing order, or change in the South Kingstown Police Department rules and regulations to transfer any department member from any shift to another shift at the discretion of the Public Safety Director and/or the Chief of Police for any reason, when such transfer is in the best interest and conducive to the harmony, productivity and good order and discipline of the South Kingstown Police Department.
- K. The number of positions on each shift shall be determined by the Chief of Police and posted during the bidding period.

9.3 For Wastewater Division, hours of work shall remain as is. However, the Town shall have the right to transfer an employee from one shift when such transfer is in the best interest of the Town for reasons of efficiency and productivity. Any employee so affected shall

receive a 30 calendar day notice prior to the transfer except in those cases where a shift change is necessitated due to an unforeseen staffing shortage. Said transfer shall last no more than six (6) months.

- 9.4 Upon request of a Wastewater Division employee, the Town may modify the regular weekly shift schedule. However, any such schedule change may be approved by the Town if: (1) the shift change shall not affect the proper and efficient operation of the Wastewater Division; and (2) the proposed shift modification is mutually acceptable to other Division employees whose work schedules would be altered by granting the request. In agreeing to a schedule modification, the Town retains the right to require a return to regular shift assignments at any time regardless of the length of time that the schedule change may have been in effect. In addition, schedule changes granted by the Town shall not establish a precedent regarding any future requests that may be made by Division employees.
- 9.5 The normal hours of work for a part-time position shall be established based upon the assigned hours of work in effect as of July 1, 2003, and for those part-time employees hired thereafter, upon the commencement of employment, and shall not be changed except by mutual agreement between the Manager and the Union President.
- 9.6 The hours of work for the full-time Animal Shelter employees shall be as follows:

Shelter Manager

7:00 – 3:00 Monday –Friday

Assistant Shelter Manager

8:00 AM – 4:00 PM Tuesday - Saturday

The Town shall have the right to amend an employee's schedule when such change is in the best interest of the Town for reasons of efficiency and productivity. Any employee so affected shall

be given a two week notice prior to the modification except in those cases where a change is necessitated due to an unforeseen staffing shortage.

ARTICLE 10
OVERTIME

- 10.1** All employees covered by this agreement shall be paid time and one-half or at their option shall receive compensatory time and one-half for all work performed in excess of eight (8) hours in any work day or forty (40) hours in any work week. Compensatory time shall be allowed to accumulate up to a maximum of ten (10) days and must be used by the end of the fiscal year and shall not be carried forward to the next year. In the event compensatory time is not used by the end of the fiscal year then employees shall be paid for same. Employees must use compensatory leave earned in a Division other than their own within sixty (60) calendar days.
- 10.2** For each hour or part of an hour worked, overtime shall be earned in fifteen (15) minute increments as follows:

<u>TIME WORKED</u>	<u>OVERTIME EARNED</u>
1-15 minutes	15 minutes x 1.5
16-30 minutes	30 minutes x 1.5
31-45 minutes	45 minutes x 1.5
46-60 minutes	one hour x 1.5

- 10.3** It is the intent of the Employer that overtime work shall be equally distributed among qualified employees. "Qualified" employees shall be defined as those employees who have the skills, and certification where required, to perform the overtime assignment.
- 10.4** The Town agrees that all records of overtime hours worked by any and all employees covered by this agreement shall be a matter of public record.

- 10.5** Dispatchers shall have overtime work distributed among qualified employees based on seniority on a rotating schedule. Such practice will be consistent with the way overtime is distributed with OIC's of the Police Department. The OIC responsible for a particular Dispatcher's shift will be responsible for proper implementation of the rotation list and will be kept in the OIC's office. A Police Dispatcher who is held over for fifteen minutes or less beyond the regular shift shall be compensated at an overtime rate for fifteen minutes.
- 10.6** Overtime and compensatory time earned shall be posted each month. The overtime list shall be posted in each Department.
- 10.7** The Town will provide training to qualify Highway and Wastewater Treatment Facility employees for park maintenance overtime. Qualified employees will be eligible for overtime only after all regular full-time parks maintenance employees have been called first.
- 10.8** Any overtime available shall be offered to part time personnel after full time personnel have been offered the work. Part time overtime shall be defined as hours of work in excess of the regular work schedule. Premium pay shall apply subject to the provisions of Section 10.1 above. Overtime for part time employees shall be on a rotating basis.
- 10.9** Overtime for Animal Control Officers will be offered on a rotating basis. Overtime will be offered only in situations where the Officer in Charge (OIC), the Chief of Police, or his designee determines that the skills of the Animal Control officer are required in a given situation.

ARTICLE 11
CALL BACK

- 11.1** Call Back is defined as a call by the Town for an employee to perform work after completing a regularly scheduled work period, but before the employee is next scheduled to work. Should the employee receive such notice before punching out, he/she shall not be on call back status.

- 11.2** When an employee is called back to perform work, said employee shall receive a minimum of three (3) hours pay. When five (5) or more workers are called back, a minimum of four (4) hours shall be paid.
- 11.3** If an employee is called back more than once within a three-hour period, he/she shall be paid for three hours only. If an employee is called back more than once over a period that exceeds three hours, he/she shall be paid a minimum of three hours for each non-overlapping three hour call out period. All employees will receive three hour callback pay for each separate callback that is non-overlapping with a previous callback period.
- 11.4** In the Wastewater Division, the Town shall provide standby pay for one hour each day at the rate of time and one-half for seven (7) days each week. Only mechanics shall be eligible for standby assignments.

ARTICLE 12
MEDICAL INSURANCE

- 12.1** A. For all employees beginning July 1, 2012 to June 30, 2013 the Town shall pay eighty-five (85) percent(See Appendix B) of the premium cost (or working rate) of Healthmate Coast to Coast or equivalent individual or family coverage, whichever is applicable, and the employee shall pay 15 percent of the premium cost (or working rate). From July 1, 2013 to June 30, 2014, the Town shall pay 82.5 percent (See Appendix B) of the premium cost (or working rate) of Healthmate Coast to Coast or equivalent individual or family coverage whichever is applicable and the employee shall pay 17.5 percent of the premium cost (or working rate). From July 1, 2014 to June 29, 2015, the Town shall pay 82.5 percent (See Appendix B) of the premium cost (or working rate) of Healthmate Coast to Coast or equivalent individual or family coverage whichever is applicable and the employee shall pay 17.5 percent of the premium cost (or working rate). The employee cost share shall be made through regular bi-weekly payroll

deduction. For all employees beginning June 30, 2015, the Town shall pay eighty (80) percent (See Appendix B) of the premium cost (or working rate) of Healthmate Coast to Coast or equivalent individual or family coverage, whichever is applicable, and the employee shall pay 20 percent of the premium cost (or working rate)

B. Healthcare Co-Pay Schedule

	<u>FY2013</u>	<u>FY2014</u>	<u>FY2015</u>
Office Visit:	\$10	\$15	\$15
Specialist Visit:	\$15	\$20	\$20
Urgent-care Visit:	\$10	\$20	\$20
Emergency Room:	\$75	\$75	\$75

- 12.2 Should another member of the employee's family be eligible for and be receiving medical insurance from the Town or the South Kingstown School Department then the Town shall not be required to furnish medical coverage for said employee or said family.
- 12.3 The Employer shall not be subject to any liability as a result of the permission granted by the Employer to employees to buy group health insurance under this section.
- 12.4 Members of the bargaining unit hired prior to July 1, 2005 who retire will receive the same medical insurance plan and shall be subject to the same premium co-payment as active employees covered under this Agreement until age 65.

Further, members who retire due to disability after July 1, 2005 will be eligible to receive health care for a 60 month period from the date of retirement or until age 65 and shall be subject to the same premium co-payment as active employees.

If any such retired employee or his or her spouse has an alternative medical plan available for said retiree then this provision shall not apply. In the event that a retiree's alternative health care plan becomes unavailable to the retiree, the Town will reinstate the health care benefits through

the Town's Health Care Plan. The reinstated member will be responsible for employee co-share payments.

Members hired after July 1, 2005 will be eligible to receive health care in retirement as follows:

1. Thirty (30) years or more of service – for three years, the annual cost of health insurance shall be split between the Town and the retiree. The Town shall pay \$4,000 per year toward annual cost, and the retiree shall pay the difference, payable on a monthly basis.
2. Twenty-five (25) years or more of service – for three years, the annual cost of health insurance shall be split between the Town and the retiree. The Town shall pay \$2,666 per year toward the annual cost, and the retiree shall pay the difference, payable on a monthly basis.
3. Twenty (20) years or more of service – for three years, the annual cost of health insurance shall be split between the Town and the retiree. The Town shall pay \$1,333 per year toward the annual cost, and the retiree shall pay the difference, payable on a monthly basis.

To be eligible for post retirement benefits, the employee must be eligible to retire under the MERS.

12.5 Healthcare Buy-Back

Any member who has coverage or is eligible for coverage under another health insurance plan may elect to waive the Town health plan and receive an annual payment equal to Two Thousand dollars (\$2,000.00). Payments for the buy-back will be pro-rated over bi-weekly pay periods throughout the fiscal year. Members electing to participate in the health buy-back program shall deliver a signed, witnessed waiver form to the Personnel Office prior to each June 15th. In the

event that a member who has elected to drop the health coverage as provided above decides to reinstate either or both coverage's, the following shall apply:

(1) Except as provided in (2) below, reinstatement may be effective only at the beginning of the plan year (July 1) and application must be made in writing to the Personnel Office no later than June 15.

(2) Reinstatement may be requested during the plan year if such request is due to loss of the other coverage for reasons beyond the member's control. A request for mid-year reinstatement must be made in writing to the Personnel Office. If the request is approved by the insurer, reinstatement shall be effective the first of the month which is at least fifteen (15) calendar days following such approval. All reinstatement is subject to the insurer's rules and contingent upon the insurer's approval. It is the understanding of the Town that employees will not be denied reinstatement based on valid requests.

12.6 The Town shall pay the full cost of individual or family coverage for Delta Dental Level II or equivalent for all employees covered by this Agreement with a \$1,200 annual maximum.

12.7 Part time employees assigned to work an average of more than 22.5 hours per week, but less than full time in a job classification, shall be entitled to elect to receive individual plan health and or dental insurance and the Town and the employee shall each pay 50% of the annual premium. The employee's payment shall be made through payroll deductions. If the employee elects family health and/or dental insurance, the Town will pay 50% of the premium cost of individual health and/or dental, and the employee shall pay the difference, through payroll deductions for cost of the family health and/or dental plan.

ARTICLE 13

SAFETY AND HEALTH

- 13.1 The Town and the Union shall cooperate in the enforcement of safety rules and regulations.
- 13.2 Should an employee complain that this work requires him or her to be in unsafe or unhealthy situations, in violation of acceptable safety rules, the matter shall be considered immediately by representatives of the Town other than the said employee's immediate supervisor.
- 13.3 In the event the Town disputes the existence of an unsafe or unhealthy condition, then the Union shall have the right to grieve said dispute.
- 13.4 The Town shall provide all necessary training used by employees covered by this agreement. The Town shall provide all employees with all necessary personal protective equipment including, but not limited to, safety glasses and gloves.

ARTICLE 14

VACATIONS

- 14.1 Vacation leave shall be allowed and considered earned by the employee who has completed the following number of full years of service with the Town of South Kingstown, with pay in accordance with the following schedule:

<u>Full Years of Service</u> *	<u>Accrual Rate Per Pay Period</u>	<u>Granted on July 1</u>	<u>Year Accumulation</u>
Beginning 0 to 4 years completion	.38 days	.12 days	10 days
Beginning 5 to 9 years completion	.57 days	.18 days	15 days
Beginning 10 to 14 years completion	.76 days	.24 days	20 days
Beginning 15 years	.80 days	.20 days	21 days
Beginning 16 years	.84 days	.16 days	22 days

*Full years of service shall be defined in this section as the employee's anniversary date of hire.

- 14.2** Vacation leave shall begin to accrue at the end of the first full pay period of employment, but no employee shall be allowed a full vacation leave until he/she has completed one (1) full year of service with the Town.
- 14.3** An employee shall be paid for any vacation leave earned if he/she leaves the service of the Town voluntarily or otherwise during the first year of employment.
- 14.4** Vacation leave shall not be granted in any less than one-half (1/2) day increments.
- 14.5** Vacation leave shall be granted as above stated and the employee shall be encouraged to take his full vacation time during the year in which it is accumulated. In the event an employee has not used his or her accumulated vacation leave, any unused portion shall be carried forward; however, said accumulation shall not exceed thirty (30) days. In those instances where an accumulation of unused vacation leave exceed thirty (30) days, all leave in excess of thirty (30) days shall be credited to his/her sick leave on the last day of the fiscal year, provided such sick leave does not exceed one hundred-eighty (180) days total accumulation. No vacation leave shall be granted for a period exceeding fifteen (15) consecutive full working days; however, an employee having an accumulation of vacation leave may be permitted, with the consent of the Department Head or his or her designee, one or more vacations during the calendar year, provided the scheduling of such vacations does not conflict with the needs of the service; said consent shall not be unreasonably withheld.
- 14.6** Department and Division Heads shall schedule vacations, giving due consideration to the needs of service and the ability of the remaining staff to perform the work of the department or division. The employee shall be permitted to take his/her vacation leave at such times as, in the judgment of the Department or Division Head, will best serve the interest of the Town and the Employee. Employees must file a statement of intent each year prior to April 1st in order that Department and Division Heads may comply with this requirement.

- 14.7 Designated holidays occurring during a vacation shall not be charged to vacation time.
- 14.8 Part time employees shall receive annual vacation leave on a pro-rata basis based upon the assigned hours of work.

ARTICLE 15
HOLIDAYS

- 15.1 All employees covered by this agreement shall receive the following days off with pay for the following designated holidays:

New Years Day	Labor Day
Martin Luther King Jr.'s B'day	Columbus Day
President's Day	Veterans' Day
Good Friday Afternoon	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Fourth of July	Christmas
Victory Day	½ Day Floating Holiday

- 15.2 Holidays shall be observed on those dates as specified by State Statute or the Town Manager or his or her designee. Employees shall not receive pay for holidays should the employee be absent on leave without pay. In order for an employee to be eligible for holiday pay, he/she must have worked the full scheduled workday immediately before and after the holiday, unless his/her absence on either of such days was excused in writing by the Town or unless the employee was on paid sick leave or on scheduled vacation leave. Police Department Dispatchers shall have the option of receiving their holidays as pay or as days off with pay. In the event State statute deletes any of the above noted holidays then the Town Manager or his or her designee shall designate another day.
- 15.3 Employees wishing to observe religious holidays not listed shall have, with the approval of the Town Manager or his or her designee, the option of either being given time off without pay, or having the time charged to their vacation.

- 15.4 Should any of the designated holidays recognized above fall on an employee’s scheduled day off, such employee shall not be deprived of his/her holiday rights, but shall be paid for that day or have an additional day off.
- 15.5 Holidays during vacation period – Should any of the holidays recognized by this agreement be celebrated during a vacation period, the employee should be entitled to an additional day off with pay, which shall be continuous to his or her vacation, unless otherwise agreed upon by the Town and employee.
- 15.6 Holidays Worked – An employee called to work on a holiday recognized by this agreement shall be paid at a rate of double time his or her normal rate of pay for all hours worked on such day in addition to his or her regular holiday pay. Nothing in this agreement shall in any way abridge the Town’s right to schedule employees to work on designated holidays.
- 15.7 A. All employees shall receive three (3) paid personal leave days per fiscal year. Employees shall be permitted to use personal days in one (1) hour increments, provided that such one (1) hour increments be used in the first and last two hours of the scheduled workday. Employees shall be required to notify the Town of their intent to take such time by the conclusion of the previous workday. Otherwise, personal time will be charged in no less than one-half day increments.
- B. New employees hired after October 1st will be granted personal leave on a prorated basis during the fiscal year of appointment in accordance with the following schedule:
- | | |
|--|----------|
| <u>Hire Date</u> | |
| Oct 1 st – Dec. 31 st | 1.5 days |
| January 1 st – March 31 st | 1.0 day |
| April 1 st – June 30 th | .5 days |
- C. CDL License Renewal: Employees that must possess a Commercial Driver’s License (CDL) in accordance with the Town’s employment requirements shall receive three (3) hours of personal leave for the sole purpose of renewing their CDL license. These additional personal

leave hours will be made available to each employee only during the year in which the employee is required to renew their individual CDL license. The hours will be made available at the beginning of the work day in which the employee plans to obtain the renewal. If the renewal process takes in excess of a three (3) hour period, the employee must use accumulated leave to address the additional time required. These specific leave hours can not be used for any other purpose and should the renewal process take less than the three hour time frame, the employee is required to return to the workplace immediately upon the completion of the renewal process.

15.8 Part time employees shall receive the holidays set forth in the Agreement if the holiday falls on the part time employee's regularly scheduled workday, and the employee works a minimum schedule of 15 hours per week.

15.9 Part time employees shall be granted three (3) personal days (pro-rata) per fiscal year, which will be granted on July 1st.

ARTICLE 16 **SICK LEAVE**

16.1 Sick leave may be accrued in one of two ways. Employees opt at the beginning of their employment or at the beginning of the fiscal year to accrue sick leave as follows:

Option 1. Employees shall receive .18 days of sick leave time on the first day of the fiscal year and shall accrue .57 days of sick leave per pay period throughout the fiscal year, to accumulate to a maximum of 15 days per fiscal year.

Option 2. Employees shall receive .04 days of sick leave on the first day of the fiscal year and shall accrue .46 days of sick leave per pay period throughout the fiscal year to accumulate to a maximum of 12 days per fiscal year. Personal leave shall be earned at a rate of .25 days per month for each calendar month in which sick leave is not used. Under both options, all

employees may accumulate sick leave up to a maximum of one hundred-ninety (190) days.

There is no accrual of sick bonus when on Leave Without Pay status.

16.2 Sick leave shall be granted for the following reasons only:

- A. A personal illness or physical incapacity to such an extent as to be thereby rendered unable to perform the duties of his or her position. Seven (7) days of sick leave per year may be used to attend to the illness of a family member. Family member shall mean the employee's spouse, child or parent.
- B. Enforced quarantine when established and declared by the Department of Health or other competent authority for a period of such quarantine only.
- C. For the purposes of section 16.2 a personal illness or physical incapacity shall include exams, therapy, and other treatments which involve a life threatening disease and which cannot be administered at any time other than during the regular work day. Pre-operation/Surgery testing and oral surgery with physician's confirmation shall be included. Specifically excluded from this section are treatments, exams, and therapy which are elective or routine in nature and which do not involve a life threatening disease. Regular or periodic physical examinations including but not limited to eye and dental examinations and any other minor, periodic, routine or prophylactic examinations shall not be included in this section.

16.3 Departmental Notification - In the event of an unexpected personal illness, the employee is required to notify his/her immediate supervisor one-half hour before the start of the employee's shift.

16.4 General Sick Leave Provisions - It is agreed by the parties that sick leave is provided for only those purposes as defined in Section 16.2 herein. Discretion of the department head or his or her designee concerning sick leave shall include, but not be limited to, the following:

- A. The Department Head or his or her designee may require a physician's certificate or other satisfactory evidence in support of any request for sick leave, provided the employee involved has been told, on the occasion of his or her last prior absence for sickness, that such evidence might be required for any future sick leave requests, but any employee may be required to furnish said certificate for an absence of five (5) or more consecutive days.
 - B. In all cases involving sick leave taken on a day immediately before or immediately after a Town paid holiday, Article 15, Section 15.1, a certified doctor's statement may be required.
 - C. A failure of an employee to produce a required certified doctor's statement to validate sick leave taken shall constitute a reason for non-payment for the day or days taken.
 - D. Sick leave shall be charged in one (1) hour increments, provided that such one (1) hour increments are used in the first and last two hours of the scheduled workday. Employees shall be required to notify the Town of their intent to take such time whenever possible. Otherwise, sick leave shall be charged in no less than one-half day increments.
 - E. Any employee found to have abused sick leave or who has taken unauthorized leave shall be subject to discipline up to and including termination for cause.
- 16.5** Hours charged to sick leave shall be counted as hours worked for the purpose of computing overtime.
- 16.6** All employees who retire from the Town service with a minimum balance of forty-five (45) days sick leave will be eligible for three-quarters payment of all accumulated sick leave, except on retirement for work related disability where 100 per cent accumulated sick leave will be paid.
- 16.7** Any employee covered by this agreement with five or more years of service, who resigns and leaves the Town's service in good standing and who has accumulated forty-five (45) days sick

leave shall receive one-quarter (1/4) payment for all accumulated sick leave at the time of separation, up to a maximum of one hundred-ninety (190) days.

16.8 Part time employees shall receive annual sick leave on a pro-rata basis based upon the assigned hours of work.

ARTICLE 17
PLEDGE PROCEDURE (For Sick Leave)

- 17.1** The Town agrees to allow members of the bargaining unit to donate any portion of their accumulated sick leave to any other members of the bargaining unit. Employees who receive said donated sick leave shall not be required to reimburse employees who make said donations or to pay back the Town. Employees who accept said sick leave shall be allowed to do so only upon exhausting all sick time and any other available paid leave.
- 17.2** Any employee covered by this agreement who is in need and who has not previously abused his sick leave and has exhausted all vacation, personal and sick leave may be deemed eligible to borrow a maximum of twenty additional sick leave days. Written requests for additional sick leave shall be submitted in writing to the Town Manager or his or her designee. All borrowed sick leave shall be paid back at the rate of one half of the employee's sick leave accrual. An employee receiving sick leave under this provision will not accrue vacation, sick or personal time.
- 17.3** Part time employees shall be granted use of the pledge procedure on a pro-rata basis based on assigned hours of work.

ARTICLE 18
LEAVE OF ABSENCE

- 18.1** It is agreed that, upon written application, an employee with permanent status may be granted a leave without pay, not to exceed six (6) months, subject to renewal, for reasons of personal illness, disability or other purposes deemed proper and approved by the Town Manager or his or her designee. The Union will be notified if the position will be filled.
- 18.2** The Town shall not be required to reinstate the employee in his or her former position if said employee is on leave for more than six (6) months. If the Town has hired a permanent replacement for the employee, the Town shall have the option of putting the returning employee on a recall list or offering him or her comparable employment, if available.
- 18.3** At times when an employee may be called home for a short period, for an emergency, emergency leave with pay may be granted at the discretion of the Department or Division Head.
- 18.4** Employees on Leave Without Pay status are not eligible to accrue sick, vacation, or personal time and are not eligible for holiday pay.

ARTICLE 19
BEREAVEMENT LEAVE

- 19.1** When a death occurs in an employee's immediate family, leave from time of notification through (1) day following the date of burial if required will be granted by the Town. For purposes of this rule, immediate family member shall be construed to mean any of the following: mother, father, spouse, child, sister, brother, grandparent, grandchild of the employee, mother-in-law and father-in-law.
- 19.2** Said leave shall not extend more than one (1) day beyond the date of burial of said deceased person and in no event shall bereavement leave exceed (5) working days.

19.3 Part time employees shall be granted use of bereavement leave on a pro-rata basis based on assigned hours of work.

ARTICLE 20
PARENTAL LEAVE

20.1 Parental leave of up to six (6) months will be granted upon request. Such request must include the approximate date of return. The employee must notify the Town Manager or his or her designee in writing of his or her intent to leave and intent to return at least thirty (30) days prior to the respective dates. Upon his/her return, the employee shall be placed in the assignment that he/she left excepting cases in which the assignment no longer exists where upon the employee will be placed in a comparable position.

20.2 Any leave granted under this article shall be without pay but the employee shall be entitled to seniority as provided in Article 5 of this agreement.

20.3 Any employee who is on an authorized unpaid leave of absence shall have the right to continue his/her medical coverage furnished by the Town upon the payment to the Town of at least one month group premium payment in advance and upon monthly payments thereafter. The failure of an employee to make said periodic payments shall cause the medical insurance to be cancelled.

ARTICLE 21
UNION BUSINESS

21.1 Reasonable leave shall be granted for the conduct of Union Business and shall not be charged to any other type of leave.

21.2 The parties agree that Union members shall be granted unpaid leave to attend Union Conventions and Conferences.

ARTICLE 22
ACCESS OF UNION REPRESENTATIVES

22.1 With prior permission and notification, the Town agrees to allow representatives of the Union to enter the various buildings and areas where employees who are covered by this agreement work, for the purpose of transacting Union business and observing conditions under which employees work provided there is no interruption of work, such permission shall not be arbitrarily withheld.

ARTICLE 23
UNIFORMS

23.1 The Town shall provide uniforms to all Highway, Recreation, Maintenance and Wastewater Treatment Plant, Dispatch, Animal Control and Animal Shelter personnel for the duration of the agreement. Employees will be required to wear uniforms. The Town of South Kingstown emblem and/or designation must be visible at all times on all shirts or outer garments while on duty with the Town or on Town premises.

23.2 Uniforms shall only be worn while on the duty with the Town and shall not be worn during off duty periods. Uniforms are the property of the Town and shall be surrendered to the Supervisor when issued new uniforms.

23.3 The Town uniform for full-time employees shall consist of the following:

Garment	Type	Frequency	Highway	Parks	Wastewater	Dispatchers	Animal Control
Jacket	Uniform Service	3 Season EOY	1	1	1		1
Shirts	Uniform Service		11		11	6	6
Sweatshirts	Employees shall have 2 of the following 3 options: 1. crew 2. Hooded pullover 3. Hooded Zipper EOY		2		2		
Tee Shirts	Crew-SS	Every Yr.		11			
	Crew-SS	Every Yr.	7		7		
Pants	Uniform Linen				11	3	3
	Uniform Jeans		11	11			
	Coveralls			3			
				27			

Initial issue and replacement as needed based on departmental authorization.
1 Sweater for ACO (full and part time) per year.
Wastewater Mechanics; 3 Coveralls
Highway Mechanics; 7 Coveralls
Highway Foreman; 3 Coveralls

* NOTE: Employees not wearing uniform service garments shall be responsible for cleaning same at their own cost.

23.4 The Town shall provide an annual \$135.00 maximum reimbursement for bargaining unit members' purchase of shoes or boots. Said reimbursement shall be made only upon presentation of original receipt of purchase. Said original receipt(s) shall become the property of the Town. Employees may only submit a request for reimbursement once per fiscal year. A request must be submitted on or before May 1st.

23.5 The Town shall provide one (1) each short sleeve shirt, long sleeve shirt, pair of pants and jacket to all part time employees required to wear uniforms.

ARTICLE 24 **LIFE INSURANCE**

24.1 The Town shall provide each full time employee covered by this agreement with a twenty thousand dollar (\$20,000) Term Life Insurance Policy, the premium of which shall be paid in full by the Town.

ARTICLE 25 **PENSION**

25.1 The Town shall continue to provide all employees covered by this agreement with the Rhode Island Municipal Employees' Retirement Plan, subject to the requirements of the plan. Effective January 1, 2001, the Town will implement Plan B, COLA under the Retirement Plan.

ARTICLE 26
MILITARY SERVICE

- 26.1** The provisions of the Federal Laws or any amendments thereto, while in effect, will govern the re-employment of ex-servicepersons.
- 26.2** The Town agrees that when an employee is absent due to annual reserve military training of two (2) weeks, he or she shall receive the difference between his or her straight time hourly rate and the pay which he or she receives for his or her military service.

ARTICLE 27
PHYSICAL EXAMS

- 27.1** The Town agrees that any and all costs incurred as a result of the Town requiring employees covered by the Recognition Article of this agreement to undergo physical examinations and medical tests of any kind, including, but not limited to, X-rays, blood tests, and any time spent fulfilling said requirement, shall be paid for in full by the Town, except those incurred as a direct result of the Town exercising its option of requiring a physician's certificate under Article 16 of this agreement.

ARTICLE 28
PERSONNEL FILES

- 28.1** Each employee covered by this agreement shall be allowed to examine his or her own personnel file and copies of any material shall be furnished to employee upon request and payment. Any employee shall have the right to make written comments relative to any document in his or her personnel file if said employee believes information therein is incorrect or inaccurate.

ARTICLE 29
BULLETIN BOARDS

29.1 The Town shall permit the Union to use bulletin boards. All notices posted hereon must first be approved by a representative of the Town.

ARTICLE 30
WASH-UP TIME

30.1 The Town agrees to continue the present practice of allowing five (5) minutes before lunch and fifteen (15) minutes before the end of the work day as Wash-Up Time, which shall be with pay. The fifteen minutes at the end of the work day shall be used to refuel vehicles, return tools and equipment, and wash up. This provision shall apply to the Highway Division, Parks and Recreation Division, Wastewater Treatment Plant recycling center employees, employees of the Animal Shelter where wash-up facilities exist and animal control officers.

ARTICLE 31
STORM MANAGEMENT

- 31.1** All vehicles used for storm management, regardless of size, shall have (1) employee. However, at the discretion of the Town, two (2) employees may be assigned to one or more of these vehicles.
- 31.2** Whenever there is a call-out for snow plowing and sanding operations, members of the Highway and Parks and Recreation Divisions and employees with established routes will be called first. If additional employees are needed qualified bargaining unit employees will be called in the order of their primary seniority on a rotating basis. The Town may call out non-bargaining unit employees only after all qualified bargaining unit employees have been offered the work. Primary seniority will be used to fill vacant or new routes.
- 31.3** Part time qualified employees shall be called after Wastewater Division and before non-bargaining unit employees. The Town may call out non-bargaining unit drivers for

overtime assignments only after all qualified bargaining unit members of the Highway, Recreation, Wastewater, Animal Control and Animal Shelter Divisions have been called out.

ARTICLE 32
RESIGNATION

32.1 Any employee covered by this agreement who voluntarily resigns his or her position with the Town shall be required to give two (2) weeks notice to the Town of said intention to resign. For the purpose of this article, two (2) weeks shall be defined as fourteen (14) calendar days. In the next regular payroll following resignation, said employee shall receive a check covering all hours worked, including hours worked on the last day of employment, provided, all Town owned equipment, materials, and supplies have been returned to the Town by the employee. In addition, said employee shall receive all accrued unused vacation leave pay, up to a maximum of thirty (30) days.

ARTICLE 33
LAYOFF AND RECALL

33.1 Whenever layoffs become necessary, employees shall be laid off on the basis of their division seniority as defined in Section 5.1 of this agreement and those with the least seniority shall be laid off first, insofar as job classification permits. A permanent employee shall be entitled to two (2) weeks notice before layoff. Whenever it becomes necessary to increase the working forces, laid off employees shall be recalled in the inverse order of their layoff before any new help is hired, provided they are deemed qualified for the vacancy. Seniority shall be cumulative during the periods of layoff up to a maximum of three (3) years.

33.2 Employees subject to recall shall be notified by the Town by certified mail, return receipt requested. (Such certified letter shall be mailed to the employee's last known address.) A copy of such recall letter shall be given to the Local Union. The employees shall have seven (7)

calendar days subsequent to the date of signature of the return receipt in which to notify the Employer that they will return to work.

ARTICLE 34
JOB DESCRIPTIONS, TITLES AND CLASSIFICATIONS

- 34.1** Each position in the bargaining unit covered by this agreement has a Job Description, Title and Classification. These Job Descriptions, Titles and Classifications shall be appended to this agreement.
- 34.2** If a bargaining unit member is required to perform the duties of a classification higher than his/her normal job class for two or more consecutive days, he/she will be paid at the top step of the higher pay grade for all days worked out of classification. On each separate occasion that a member works in such higher classification, the two day period must be fulfilled before the higher pay rate becomes effective. To be compensated at the higher classification rate, authorization must be granted in writing by an employee's supervisor or Department Director in advance of serving in the higher classified position.

ARTICLE 35
CIVIC DUTIES

- 35.1** All employees entitled to vote at National, State, Municipal or Special Elections shall, when necessary, be allowed sufficient time off with pay to exercise this right.

ARTICLE 36
VOLUNTEER FIRE SERVICES

- 36.1** Any employee covered by this agreement who is an active volunteer firefighter within the Town of South Kingstown shall be allowed to respond to structure fires without loss of pay. All employees must return immediately to Town service once their help is no longer necessary. Said decision will rest with the Fire Chief.

36.2 Employees will only be allowed to respond to other types of fires if these occur within a reasonable distance from the employee's work site.

36.3 Employees must receive approval from the Department or Division Head prior to leaving the work site to respond to a structure, auto, or brush fire. Employees may not use a Town vehicle to respond to a fire call.

ARTICLE 37
DISCIPLINARY ACTION

37.1 No employee who has completed his or her probationary period shall be disciplined without just cause. Any disciplinary action taken against any employee covered by this agreement shall be reported to the Union President or his or her designee in writing within twenty-four (24) hours of such action.

37.2 Written warnings shall remain in an employee's personnel file for the duration of his or her employment but shall not be used against said employee in further disciplinary proceedings after a period of fifteen (15) months from their issue.

ARTICLE 38
SEVERABILITY

38.1 If any article or section of any article or if any supplements to this agreement be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this agreement or any supplement to it shall not be affected and shall remain in full force.

38.2 In the event that any article or any section of any article or any supplements to this agreement be held invalid by operation of law or by any tribunal of competent jurisdiction, the Union and the Town shall enter into immediate collective bargaining negotiations after receipt of written notice of the desired amendment (s) by either party for the purpose of arriving at a replacement for that

part affected. There shall be no limitation of time for such written notice. If the parties do not agree on a mutually satisfactory replacement within thirty (30) calendar days after receipt of said written notice, either party may request the matter be referred to arbitration.

38.3 This agreement constitutes the entire agreement between the parties and no verbal statement supersedes any of its provisions. It is understood and agreed that all members subject to collective bargaining between the parties have been covered herein and that this agreement may not be re-opened for change in its terms or addition of new subject matter except by mutual agreement.

38.4 It is hereby agreed that any alteration or modification of this Agreement shall be binding upon the parties hereto only if executed in writing.

ARTICLE 39
NO STRIKE/NO LOCKOUT

39.1 During the term of this agreement, the Union agrees that there shall be no strike, walkouts, sit-ins, slowdowns or other interruptions, suspensions, cessations of work, or any picketing or any interference of any nature of the operation of the government of the Town of South Kingstown by the Union, by any of its members, or at the instance of the Union for any reasons whatsoever or because of any matter or controversy or dispute between the Union or any of its members or employees or between the Union and any of its members or the Town or between the Union or any of its members and others or between the Town and others. Employees who participate in any strike or any of the aforesaid acts may be subject to termination.

39.2 The Town agrees not to lockout employees.

ARTICLE 40
NEGOTIATION FOR A NEW CONTRACT

- 40.1** The Town agrees to enter into negotiations with the Union no later than one hundred-twenty (120) days prior to the expiration date of this agreement for the purpose of negotiating a successor agreement.
- 40.2** In the event a negotiating session scheduled during working hours for any employees covered by this agreement who shall be elected or appointed to a position on the negotiating team for the Union, that employee shall be relieved of duty to attend such meetings without loss of pay.

ARTICLE 41
WAGES AND LONGEVITY

- 41.1** Wages and longevity for all employees covered by this agreement shall be as appears in Appendix A

ARTICLE 42
PEOPLE DEDUCTIONS

- 42.1** Upon receipt of a voluntary written individual order therefore, from any of its employees covered by this agreement on forms provided by the Union, the Town will deduct from the pay of such employees those PEOPLE contributions authorized by the employee and forward said deductions to Council 94

ARTICLE 43
PART TIME EMPLOYEES

- 43.1** Part time employees who work a full schedule for 30 days shall accrue vacation and sick leave at the full rate according to the provisions of the articles on vacation and sick leave.
- 43.2** Part time employees (ACO) and animal shelter employees who work the second shift (4-8 pm) shall receive the second shift differential in (Appendix A, Section 3A).

43.3 Part time employees who work 20 hours per week or more shall receive the longevity benefits in Appendix A at the rate of 50%.

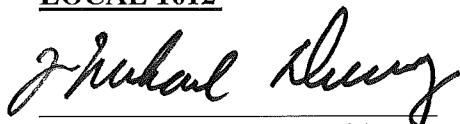
43.4 Part time employees are those employees who work a minimum schedule of 15 hours per week or more.

ARTICLE 44
DURATION

44.1 The effective date of this agreement shall be July 1, 2012 to June 30, 2015.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures this _____ day of
January, 2013.

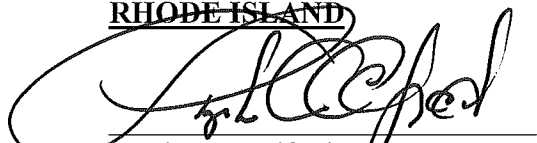
**FOR R.I. COUNCIL 94, AFSCME
AFL-CIO, ON BEHALF OF
LOCAL 1612**



J. Michael Downey, President

Witness


**FOR THE TOWN OF SOUTH
KINGSTOWN,
RHODE ISLAND**

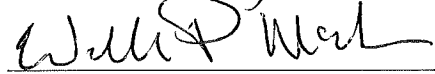


Stephen A. Alfred, Town Manager

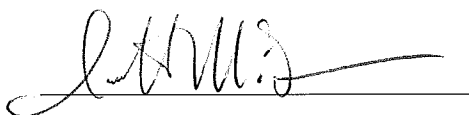
Witness

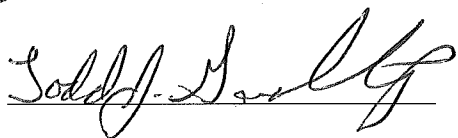
NEGOTIATING COMMITTEE











APPENDIX A - WAGES
July 1, 2012 - June 30, 2013 (2%)

Section 1A

CLASSIFICATION	Entry Rate			After 3 Months Probation		
	Hourly	Weekly	Annual	Hourly	Weekly	Annual
Animal Control Officer	17.91	716.55	37,261	19.06	762.31	39,640
Animal Shelter Manager	18.93	757.37	39,383	20.14	805.70	41,897
Asst. Animal Shelter Mgr.	16.79	671.61	34,924	17.86	714.49	37,154
Auto Mechanic I	16.85	674.06	35,051	17.93	717.10	37,289
Auto Mechanic II	19.42	776.93	40,400	20.66	826.53	42,980
Crew Foreman	19.04	761.45	39,595	20.25	810.06	42,123
Equipment Operator I	16.79	671.61	34,924	17.86	714.49	37,154
Equipment Operator II	18.57	742.93	38,633	19.76	790.36	41,099
Equipment Operator III	18.90	756.02	39,313	20.11	804.29	41,823
Office Clerk	17.18	687.13	35,731	18.27	730.97	38,010
Parks Division Foreman	21.38	855.17	44,469	22.60	904.13	47,015
Park Maintenance Tech.	17.10	684.01	35,568	18.19	727.65	37,838
Police Dispatcher	19.36	774.40	40,269	20.60	823.83	42,839
Wastewater Operator II	20.23	809.31	42,084	21.52	860.92	44,768
Wastewater Operator I	18.34	733.44	38,139	19.51	780.24	40,573
Wastewater Mechanic II	20.23	809.31	42,084	21.52	860.92	44,768
Wastewater Mechanic I	18.34	733.44	38,139	19.51	780.24	40,573
Wastewater Worker	16.91	676.53	35,180	17.99	719.71	37,425
Lab Tech Operator	19.28	771.36	40,110	20.51	820.59	42,671

APPENDIX A - WAGES
July 1, 2013 - June 30, 2014 (2%)

Section 1B

CLASSIFICATION	Entry Rate			After 3 Months Probation		
	Hourly	Weekly	Annual	Hourly	Weekly	Annual
Animal Control Officer	18.27	730.88	38,006	19.44	777.56	40,433
Animal Shelter Manager	20.28	811.14	42,179	21.57	862.91	44,871
Asst. Animal Shelter Mgr.	17.13	685.04	35,622	18.22	728.78	37,897
Auto Mechanic I	17.19	687.54	35,752	18.29	731.44	38,035
Auto Mechanic II	19.81	792.46	41,208	21.08	843.06	43,839
Crew Foreman	19.67	786.68	40,907	20.91	836.26	43,485
Equipment Operator I	17.13	685.04	35,622	18.22	728.78	37,897
Equipment Operator II	18.94	757.79	39,405	20.15	806.17	41,921
Equipment Operator III	19.28	771.14	40,099	20.51	820.38	42,660
Office Clerk	17.52	700.87	36,445	18.64	745.59	38,771
Parks Division Foreman	21.81	872.28	45,358	23.06	922.21	47,955
Park Maintenance Tech.	17.84	713.69	37,112	18.96	758.21	39,427
Police Dispatcher	19.75	789.88	41,074	21.01	840.30	43,696
Wastewater Operator II	20.64	825.50	42,926	21.95	878.14	45,663
Wastewater Operator I	18.70	748.11	38,902	19.90	795.85	41,384
Wastewater Mechanic II	20.64	825.50	42,926	21.95	878.14	45,663
Wastewater Mechanic I	18.70	748.11	38,902	19.90	795.85	41,384
Wastewater Worker	17.25	690.07	35,883	18.35	734.10	38,173
Lab Tech Operator	19.67	786.78	40,913	20.93	837.00	43,524

APPENDIX A - WAGES
July 1, 2014 - June 30, 2015 (2%)

Section 1C

CLASSIFICATION	Entry Rate			After 3 Months Probation		
	Hourly	Weekly	Annual	Hourly	Weekly	Annual
Animal Control Officer	18.64	745.50	38,766	19.83	793.11	41,242
Animal Shelter Manager	20.68	827.37	43,023	22.00	880.16	45,769
Asst. Animal Shelter Mgr.	17.47	698.74	36,335	18.58	743.36	38,655
Auto Mechanic I	17.53	701.30	36,467	18.65	746.07	38,796
Auto Mechanic II	20.21	808.31	42,032	21.50	859.93	44,716
Crew Foreman	20.31	812.41	42,245	21.57	862.98	44,875
Equipment Operator I	17.47	698.74	36,335	18.58	743.36	38,655
Equipment Operator II	19.32	772.95	40,193	20.56	822.29	42,759
Equipment Operator III	19.66	786.56	40,901	20.92	836.78	43,513
Office Clerk	17.87	714.89	37,174	19.01	760.50	39,546
Parks Division Foreman	22.24	889.72	46,265	23.52	940.66	48,914
Park Maintenance Tech.	18.60	743.96	38,686	19.73	789.37	41,047
Police Dispatcher	20.14	805.68	41,895	21.43	857.11	44,570
Wastewater Operator II	21.05	842.01	43,784	22.39	895.70	46,576
Wastewater Operator I	19.08	763.07	39,680	20.29	811.76	42,212
Wastewater Mechanic II	21.05	842.01	43,784	22.39	895.70	46,576
Wastewater Mechanic I	19.08	763.07	39,680	20.29	811.76	42,212
Wastewater Worker	17.60	703.87	36,601	18.72	748.78	38,937
Lab Tech Operator	20.06	802.52	41,731	21.34	853.74	44,395

Appendix A - Wages (Section 1D) - Additional Compensation Adjustments

Highway Division Crew Foreman

- A. The Highway Crew Foreman position will receive an hourly compensation increase outside of any COLA adjustment, in accordance with the following schedule:

FY 2012-2013 (\$0.00) per hour, FY2013-2014 (\$0.25) per hour, FY2014-2015 (\$0.25) per hour

Animal Shelter Manager

- B. The Animal Shelter Manager position will receive a one-time salary adjustment outside of any COLA adjustment, in the amount of 5% in FY 2013-2014.

Parks Maintenance Technicians

- C. The Parks Maintenance Technician position will receive an hourly compensation increase outside of any COLA adjustment, in accordance with the following schedule:

FY 2012-2013 (\$0.00) per hour, FY2013-2014 (\$0.40) per hour, FY2014-2015 (\$0.40) per hour

PART TIME EMPLOYEE HOURLY WAGES
Appendix A – Wages (Section 2A)
JULY 1, 2012 – JUNE 30, 2013

<u>CLASSIFICATION</u>	<u>ENTRY RATE</u>	<u>AFTER 3 MONTHS PROBATION</u>
Assistant Animal Control Officer	\$15.66	\$16.67
Kennel Assistant	\$14.29	\$15.22
Police Dispatcher	\$19.37	\$20.58

PART TIME EMPLOYEE HOURLY WAGES (Section 2B)
JULY 1, 2013 – JUNE 30, 2014

<u>CLASSIFICATION</u>	<u>ENTRY RATE</u>	<u>AFTER 3 MONTHS PROBATION</u>
Assistant Animal Control Officer	\$15.97	\$17.00
Kennel Assistant	\$14.58	\$15.52
Police Dispatcher	\$19.76	\$21.00

PART TIME EMPLOYEE HOURLY WAGES (Section 2C)
JULY 1, 2014 – JUNE 30, 2015

<u>CLASSIFICATION</u>	<u>ENTRY RATE</u>	<u>AFTER 3 MONTHS PROBATION</u>
Assistant Animal Control Officer	\$16.29	\$17.34
Kennel Assistant	\$14.87	\$15.83
Police Dispatcher	\$20.15	\$21.42

*The annual figure is the controlling number. Weekly and hourly rates may vary slightly due to rounding.

LONGEVITY, AND SHIFT DIFFERENTIAL

Appendix A – Longevity (Section 3A)

1. Wage rates for all employees covered by this agreement shall be as in this appendix.
2. Longevity. Employees with four (4) years or more years of service shall receive one (1) lump sum payment by separate check, the first full pay period of July. Longevity payments shall be as follows:

FY 2012-2013 \$2.20 X number of years of service X 52 = payments

FY 2013-2014 \$2.20 X number of years of service X 52 = payments

FY 2014-2015 \$2.20 X number of years of service X 52 = payments

3. Shift Differential:

- A. All Police Dispatchers shall be paid a shift differential as follows:

<u>Police Dispatchers</u>	<u>2nd Shift</u>	<u>3rd Shift</u>
July 1, 2012-June 30, 2015	(\$0.50)	(\$0.55)

- B. Wastewater Treatment Plant employees who work the second shift shall receive a per-hour shift differential as follows: July 1, 2012 - June 20, 2015 (\$0.75) per hour.
- C. Wastewater Treatment employees who work weekends and holidays will receive a differential as follows: July 1, 2012 - June 30, 2015 (\$0.25) per hour.