

May 27, 2020

VIA EMAIL

Margaret.Hogan@puc.ri.gov

Margaret L. Hogan
Deputy Chief of Legal Services
Public Utilities Commission
89 Jefferson Boulevard
Warwick, R.I. 02888

Re: Docket No. 4879 – Records Requests

Dear Maggie:

On behalf of the Woonsocket Water Division (“WWD”), and in accordance with the Public Utilities Commission’s request for records for the current collective bargaining agreements for all unionized employees of the water division in the above docket, enclosed please find WWD’s responses:

- 1) Local 670 CBA 07-1-17 through 06-30-2020
Respondents: Jonathan R. Pratt, P.E., City Engineer and
David Bebyn, CPA, B & E Consulting, LLC
- 2) Protech Local 3851 CBA 07-01-17 through 06-30-2020
Respondents: Jonathan R. Pratt, P.E., City Engineer and
David Bebyn, CPA, B & E Consulting, LLC
- 3) Fiscal Year Pay Plan 2020 – Local 670
Respondents: Jonathan R. Pratt, P.E., City Engineer and
David Bebyn, CPA, B & E Consulting, LLC

Margaret L. Hogan
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Very truly yours,
/s/ Alan M. Shoer

ALAN M. SHOER
ashoer@apslaw.com

Enclosures

cc: Service List

AGREEMENT BETWEEN
R. I. COUNCIL 94, AFSCME, AFL-CIO
ON BEHALF OF
CITY OF WOONSOCKET, RHODE ISLAND EMPLOYEES
LOCAL 670

JULY 1, 2017 - JUNE 30, 2020

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AGREEMENT

Agreement entered into this 9th day of April, 2019 effective as of July 1, 2017 by and between the City of Woonsocket, R.I. hereinafter referred to as the City, and AFSCME, Council 94, Local 670, hereinafter referred to as the Union, the parties hereby agree as follows:

PURPOSE

It is the purpose of the Agreement to carry out the personnel policy of the City of Woonsocket in encouraging a harmonious and cooperative relationship between the City and its employees by providing for procedures which facilitate free and frequent communications between the City and the employees of the City of Woonsocket. By means of this Agreement, therefore, the signatories hereto bind themselves to maintain and improve the present standards of service to people of the City of Woonsocket, and agree further that high morale and good personnel relations are essential to carry out this end.

The City employees, as individual members of the Union, are to regard themselves as such and they are to be governed by the highest ideals of honor, loyalty and integrity in all their public, personal and official relationships in order that they merit the respect and confidence of the general public, the City Council and the Mayor.

ARTICLE 1

RECOGNITION

- 1.1 The City of Woonsocket hereby recognizes AFSCME, Council 94, Local 670 as the sole and exclusive bargaining agent for all City employees within the bargaining unit, said bargaining unit to consist of those classes of positions set out in Article 2 of this agreement.
- 1.2 The City agrees that it will not discriminate against, intimidate, or coerce any employee in the exercise of his right to bargain collectively through the Union, or on account of its membership in, or activities on behalf of the Union.
- 1.3 The Personnel Director shall give written notice to the Executive Director of AFSCME, Council 94 and the President, Treasurer, Chief Steward, and Safety Officer of Local 670 of those new employees within the bargaining unit when hired.
- 1.4 The City Treasurer shall deduct voluntary Union dues or agency fees each pay period from the wages of all bargaining unit members of Local 670. The Payroll Clerk shall forward by check all dues deducted at intervals of no greater length than thirty-one (31) days from the end of each month. Such withholdings shall be sent to Rhode Island Council 94, AFSCME, 1179 Charles Street, North Providence, R. I. 02904, accompanied by a list of all employees paying such dues.

- 1.5** All references to employees in this agreement designate both sexes and wherever the male gender is used, it shall be construed to include male and female employees.

ARTICLE 2

HOURS OF WORK

- 2.1** The basic work week shall consist of five (5) consecutive eight (8) hour days, Monday through Friday and, in some cases, five (5) consecutive seven (7) hour days, Monday through Friday.
- 2.1a** Full-time Public Safety Telecommunications Clerks will have one of the following work schedules, as determined from time to time by the City: (a) a four-on-two-off work week schedule, in which they are scheduled to work an 8-hour shift for four consecutive days followed by two consecutive days off; or (b) a non-standard schedule.
- 2.2** The various classes of positions are here assigned to a basic work week and a class pay grade in accordance with the following schedule and any other class of position covered by Article 1, Section 1.1 and any other class of position that may subsequently be established by the City. See Appendix B.
- 2.3** It is recognized that there are now in existence other work schedules peculiar to certain classes of positions and such exceptions shall remain in full force and effect. In the event it becomes necessary to change the scheduled work hours in any area, the parties hereto shall make every effort to agree mutually on the hours for such schedules and fix the hours subject to grievance procedure and arbitration provisions of this agreement.
- 2.4** Shift hours, upon being scheduled, will be posted.

- 2.5** No employee, who has performed work before or after scheduled shift hours, will have the right or will be required by the City by reason thereof, to take time off to equalize his working hours.
- 2.6** When an employee is required to work in a higher class of position for one (1) full day, with a thirty (30) minute leeway, such employee shall receive the lowest salary rate at that higher class which will provide a pay increase over his present rate, provided that such employee shall receive a minimum pay increase of fifteen (\$15.00) dollars per week, or a daily rate of three (\$3.00) dollars.
- 2.7** There shall be a shift differential effective 7/1/05 of sixty-five (.65) cents an hour for the night shift (4:00 pm. to 12:00 midnight) and eighty (.80) cents per hour for the morning shift (midnight to 8:00 am.); employees assigned to the Library shall be entitled to appropriate shift differential after 5:30 pm.
- 2.8** Employees who work on emergency sanding and plowing trucks shall not be required to work in excess of twelve (12) consecutive hours unless agreed upon by the employee and Employer; provided that the employee must give the City two (2) hours' notice that he wishes to be relieved at the end of his twelve (12) hour shift. The employee shall be required to remain on the job until the thirteenth (13th) consecutive hour if a replacement cannot be obtained after the employee gives a two (2) hour notice that he wishes to be relieved. If the employee desires to be relieved at any time after working twelve (12) hours, he still must give a two (2) hour notice before leaving the job. The City will pay shift differential to those employees who work overtime on the second and/or third shift during snow removal operations.

- 2.8a** All employees assigned to the Division of Public Services, including but not limited to all persons listed on the so-called "Snow Removal Augmented List", must be available to respond to the highway barn at the inception of a weather emergency.

An emergency is defined as sanding/plowing snow storm or other weather, environmental or manmade condition determined by the City to require a response. All employees must respond unless a valid sick or vacation condition is already in place. The City may grant vacation subject to recall.

Any failure to call in during that calendar year shall be subject to disciplinary proceeding. The City may utilize the services of any City employee for assistance in snow removal, provided that all eligible members of Local 670 and Local 3851 have been contacted first.

- 2.9** There will be two (2) shifts at City Hall: one from 8:30 a.m. - 4:00 p.m. and the other from 9:00 a.m. – 4:30 p.m. Senior members will have shift choice.

ARTICLE 3

OVERTIME

- 3.1** Time and one-half shall be paid in each or any of the following instances and each instance shall not be dependent on any other instance, but there shall be no duplication or pyramiding of overtime:
- (a) All work performed in excess of eight (8) hours and, in those classes of positions in which it is applicable, all work performed in excess of seven (7) hours, in any one day.

- (b) All work performed in excess of forty (40) hours and, in those classes of positions in which it is applicable, all work performed in excess of thirty-five (35) hours (for which overtime has not previously been paid), in any week.
- (c) All work performed before or after any scheduled shift.
- (d) All work performed on Saturday, except as hereinafter provided.
- (e) All work performed on any of the holidays specified in 12.1 in addition to any holiday pay that any employee shall be entitled to under 12.1.
- (f) When partial holidays are observed as outlined in 12.2, and certain employees are required to work their entire schedule, such employees shall receive time and one-half for one-half of their regularly scheduled hours for such day.
- (g) Each employee shall have the option to select compensation for overtime either in cash or accumulate compensatory time up to eighty eight (88) hours; after eighty eight (88) hours the employee must be paid; however, it is agreed that no employee will earn or discharge more than eighty eight (88) hours in each contract year. This time must be used before retirement.

3.2 Double time shall be paid for all work performed on Sunday, except as hereinafter provided, but there shall be no duplication or pyramiding of overtime.

3.3 Any employee whose regularly scheduled shift shall include Saturday and/or Sunday, shall not be paid premium pay; however, any such employee shall be paid double time for any work whatsoever performed on the seventh (7) day in

his respective work week and at the rate of time and one-half for work performed on the sixth (6th) day, providing said employee has worked the previous five (5) days. This section does not apply to Public Safety Telecommunications Clerks except when they are required to work on their two off days. Dispatchers shall make every effort to fill vacancies. When , overtime shifts are available within public safety dispatch, the City will first offer the overtime shift to off-duty public safety telecommunication clerks on a rotating seniority basis. If the position cannot be filled, the City will fill overtime pursuant to the contract, but the City will have the ability to holdover dispatchers on the outgoing shift for (4) four hours and/or require dispatchers on the incoming shift for (4) four hours to cover such vacancy. In emergency situations, a trained and qualified police officer may be used to fill the vacancy.

- 3.4** Overtime work is to be made a matter of record and distributed fairly and equitably among employees capable of performing the work in their respective division and class of position. A record of overtime will be furnished the Union upon request. Each department of the City shall post an overtime sheet, which shall be updated monthly. For the purpose of equal distribution of overtime, hours recorded on bulletin boards in each division shall be recorded as straight time hours paid.

If an employee is inadvertently omitted on an overtime assignment, the employee shall be afforded the opportunity to be included in the next overtime schedule. If the employee is not scheduled within ninety (90) days from the

date that the employee was omitted from the schedule, the employee shall receive full payment for the overtime to compensate the loss.

3.5 Hours credited for sick leave, compensatory time and compensable injury shall be considered as time worked for the purpose of computing overtime.

3.6 Overtime refused will be made a matter of record and charged to an employee for the purpose of equal distribution.

3.7 The Screw Operator, Shoveler, Raker and tamper/compactor shall receive an additional \$2.00 dollars per hour during paving operations.

3.8 Employees who work on sanding and plowing operations shall be paid time and one-half (1½) for all hours worked when said operation overlaps into the employees normal work day.

ARTICLE 4

CALL IN TIME

4.1 The City will arrange so that any employee reporting for work on any regularly scheduled work day, unless notified during the preceding half shift, not to do so, will be permitted to complete at least a half shift period, and may be assigned other than his regular work within his physical capacity at his established hourly rate. However, this may not apply when operations are suspended due to causes beyond the City's control such as fires, floods, storms and failure of power supply.

- 4.2 Employees called in and reporting for emergency work after leaving their place of employment and outside their regularly scheduled shift hours, shall receive not less than four (4) hours pay at their overtime rate.
- 4.3 The foregoing provisions shall not apply to call back of the Animal Control Officer and his assistant due to the nature of the responsibilities of said position; compensation shall be based upon time worked.

ARTICLE 5

SENIORITY

- 5.1 The parties hereto recognize and accept the principle of seniority within a class of position within a department in all cases of layoff and recall.
- 5.2 Seniority is defined as the total length of City service in any capacity within the bargaining unit as described in 1.1 of this agreement.
- 5.3 The Personnel Director shall prepare and forward to the secretary of Local 670 a seniority list of employees by class of position and by division. Seniority lists shall be revised within each division showing the employee's name, class of position and seniority.
- 5.4 An employee who goes from one class of position to another shall carry his seniority with him upon satisfactory completion of a three (3) month probationary period in the new class, when required.
- 5.5 In the event of layoff, the employee with least seniority in the class of position within the division affected, shall be laid off first. Within five (5) days of layoff, the laid off employee on the re-employment list may bump the employee with the least seniority in the same or a lower pay grade classification position in that division provided that the laid off employee can

perform the duties of the job bumped without any additional training and subject to a ninety (90) day trial period. Two (2) weeks' notice of layoff shall be given to the employee affected by such layoff.

- 5.6** A probationary period of three (3) months shall be required in the event of any change of position. A probationary/training period of twelve (12) months shall be required in the event any employee within the water division transfers to a vacant telecommunications clerk position as a result of, or in anticipation of, the DBO at the Water Treatment Plant.
- 5.7** A laid off employee's name shall be placed on a re-employment list, by class of position and division, and shall remain on said list for a period of two (2) years from the date of such layoff. Seniority shall accrue to such employee while on the re-employment list. No new employee will be hired and no new employee will be transferred into any class of position or division until all employees on such re-employment list for that class of position have been recalled to work, provided, nevertheless, that an employee on the re-employment list with the greatest seniority within a division shall have a priority to a recalled position in the same or a lower pay grade classification in the same division provided that said employee can perform the duties of the recalled position without any additional training. Pending the return to work of the recalled employee, the appointing authority may transfer another employee to a vacant position for which there is a re-employment list. The Personnel Director, for the purpose of recall, shall send a registered or certified letter to the last known address of the employee unless actual personal contact can otherwise be made by the Personnel Director and the employee shall have

five (5) days from the date of the sender's receipt, or the personal contact, to reply to such recall.

5.8 If a recall to work does not reasonably assure the employee of four (4) weeks continuous work, a failure to accept will not be considered a refusal. Upon return to work, a recalled employee shall receive that salary rate to which he would have been entitled had he not been laid off if he/she returns to the same class of position.

5.9 In promotional examinations, each employee shall receive one-half of one (1) point for each full year of City service, up to a maximum of ten (10) points. All vacancies and/or new jobs created by the City shall be posted on the City bulletin boards for ten (10) working days. Copies of all postings will be supplied to the President and Chief Steward of Local 670. Any employee desiring such vacancy and/or new job shall notify the Personnel Director in writing of their said desire.

(a) The City will post all vacancies within thirty (30) days after the appointing authority for each department has decided the position is to be filled. Once posted, the City will fill these vacancies within ninety (90) days.

(b) The City shall pay for any courses resulting from any local, State or Federal regulations requiring upgrading or additional courses for Water Pollution Control Operator and tuition reimbursements under Section 5.10 (c).

5.10 New employees shall serve a probationary period of six (6) months. New employees hired as Public Safety Telecommunications Clerks shall serve a probationary period of twelve (12) months.

New employees will be subject to dismissal for any reason during their initial six (6) month probation. Both the Union and the employee will be told the reason (s) for dismissal. New employees who have satisfactorily completed the probationary period shall be known as permanent employees and their seniority shall be dated from their first day of employment. (Employees presently on probation will be grandfathered).

- (a) Probationary employees can work overtime in the normal overtime rotation. Probationary employees can also be assigned to any permanent shift and work alone as long as the permanent shift assignment has been offered by seniority to other bargaining unit members in class.
- (b) Employees transferred to a class of position assigned to a higher pay grade, shall serve a probationary period of three (3) months.

5.11 Seniority shall be considered broken for the following reasons only:

- (a) When an employee has been discharged for just cause;
- (b) When an employee voluntarily terminates his employment;
- (c) When an employee fails to report to work pursuant to a recall notice;
- (d) When an employee fails to notify his departmental director of his absence from work within three (3) working days;
- (e) When an employee fails to renew a leave of absence;
- (f) When an employee engages in other work while on leave of absence;
- (g) When an employee is laid off in excess of two (2) years from the date of his most recent layoff.

ARTICLE 6

UNION COMMITTEE

- 6.1** The Union shall furnish the City with a written list of its officers immediately after their designation and promptly notify the City of any change in such officers.
- (a)** All Union Officers and Stewards shall have top seniority in their respective departments to insure representation of all employees during layoff periods.
- 6.2** The Union Stewards and Officers will be allowed the necessary time during working hours to process grievances and to conduct contract negotiations. Such time shall be with the approval of the departmental director involved; and such approval shall not be unreasonably withheld.
- (a)** When appearing before the Personnel Board at grievance hearings, the Union will be represented by no more than two (2) Union officials, along with the grievant (s), witnesses, and the Council Representative.
- 6.3** Union and City representatives may request to meet during working hours for the purpose of discussing mutual problems at the request of either party. Such meetings, once scheduled, may be cancelled or postponed by mutual consent.
- 6.4** Delegates and Union Officers, required to attend Union conventions and conferences, one person will be allowed time off with pay not to exceed five (5) days every (2) two years.

ARTICLE 7

GRIEVANCE PROCEDURE

7.1 For the purpose of this agreement, the term "**Grievance**" means any difference or dispute between the City and the Union, or between the City and any employee with respect to the interpretation, application, claim of breach or violation of any of the provisions of this agreement.

(a) An "**aggrieved person**" is any person or group of persons making a claim under this article.

7.2 Any such grievance shall be settled in accordance with the following procedure:

(a) A discussion between the aggrieved party and the Union Steward, if requested by the employee, and the Supervisor or Division Head involved. If an agreement cannot be reached, verbally, the Union and/or the aggrieved party may file a grievance, in writing, within five (5) working days of the disagreement to the department head who shall give his answer within five (5) working days thereafter.

(b) Failing to settle the matter under (a) within five (5) working days thereafter, the aggrieved employee shall present his grievance, in writing, to the Personnel Board, and the Personnel Board shall give its answer, in writing, within five (5) working day thereafter. In the event that the Department Director or his designee is absent, the time period in (a) will be extended five (5) additional days. In the event the

Personnel Board are absent, the time frame in (b) shall be extended by thirty (30) days. If both time frames are met without a hearing, the Union has the right to move automatically to the next level of the grievance procedure.

- (c) The Union and the City agree to accept and act promptly upon any grievance of a general nature received from one another. Any such grievance will be presented, in writing, and will be processed in accordance with paragraph a, b and c hereof.
- (d) In the event the grievance is not settled in a manner satisfactory to the aggrieved party (the Union or the City), then either party may submit such grievance to arbitration in the manner provided herein.

7.3 Either party to this agreement shall be permitted to call witnesses as part of the grievance procedure. When an employee is called as a City witness, he/she must appear before the hearing officer. The City, on request, will produce payroll and other records, as necessary.

7.4 Members of the Union Committee, Stewards, the aggrieved employee, and employee witnesses, will be paid at their regular wage up to their shift quitting time for time spent in processing grievances or attending conferences on contract negotiations.

7.5 Nothing contained herein deprives an individual employee of the right to process his grievance without Union representation. If such grievance is processed without Union representation, the facts of said grievance will be furnished the Union.

7.6 Union Representatives may assist Local 670 Representatives in negotiations and in the processing of any grievance.

- 7.7 The grievance procedure and arbitration provided for herein, shall constitute the sole and exclusive method of determination, decision, adjustment, or settlement between the parties of any and all grievances, except as set forth in Article 7, Section 7.2 of this agreement.

ARTICLE 8

ARBITRATION

- 8.1 If a grievance as defined in Article 7 is not settled under said article, such grievance shall, at the request of the executive board, or the City, be referred to the American Arbitration Association for arbitration, in accordance with its rules then obtaining. 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.
- 8.2 Only grievances arising out of the provisions of this agreement relating to the interpretation or application thereof, may be submitted to arbitration.
- 8.3 All submissions to arbitration under this article must be made within four (4) weeks after the decision in Section 7.2(c) of the grievance procedure, except that all submissions to arbitration as to suspensions and dismissals, must be made within two (2) weeks after the decision in Section 7.2(c) of the grievance procedure.

ARTICLE 9

DISCIPLINARY ACTION & DISCHARGES

- 9.1 An appointing authority or any subordinate designated by him may dismiss, demote or suspend an employee for just cause. If, within five (5) days of such

dismissal, demotion or suspension, the employee so affected notifies the Personnel Director in writing, that he has been unfairly treated, he may have his case reviewed in accordance with the grievance and arbitration procedures as set forth in this agreement.

An employee who has been promoted but who does not satisfactorily complete his probationary period in the higher class, and therefore returns to his former class, shall have no right of appeal under this section.

9.2 In the event that an employee is dismissed, demoted or suspended under this section, and such employee appeals such action and his appeal is sustained, he shall be restored to his former position and be compensated at his regular rate for any time lost during the period of such dismissal, demotion or suspension, less any amounts earned or earnable by him/her, or wage substitutes received by him/her such as unemployment compensation, workers' compensation, etc. during such period.

9.3 Disciplinary action shall be imposed on an employee for just cause. The following progression will be observed in general: oral, written, suspension and discharge. All disciplines will be documented. The employee and the Union will be notified at or before the actual time an employee is to be disciplined of the specific reason for the discipline. The City has two (2) working days after the discipline is given to present written documentation of such discipline to the employee and the Union.

9.4 Oral warnings shall be expunged from an employee's record upon the completion of one (1) year if no further discipline is given. Written warnings will be expunged from an employee's record upon the completion of two (2) years if no further discipline is given.

ARTICLE 10

MISCELLANEOUS

- 10.1** The City agrees to provide reasonable bulletin board space, where notices of official Union matters, submitted by the Union and approved by the City, may be posted.
- 10.2** No one out of the bargaining unit shall perform work normally done by a member of the bargaining unit unless an emergency arises. In no case will the provisions be used to deprive any members of the bargaining unit either straight time or overtime.
- 10.3** A clothing allowance of \$150.00 a year will be paid to all employees in the month of October, pro-rated, based on the time the employee has worked. Employees must be on the payroll in October to be eligible for clothing allowance. The City will supply two (2) sets of uniforms or coveralls to Wastewater Treatment Plant employees including the outside sewer crew, Water Division employees including the outside crew, and Meter Readers annually. Reimbursement for certified boots up to \$125.00 per year. Five (5) safety orange T-shirts to be supplied every two (2) years and two (2) orange winter jackets to be supplied every two (2) years. The City to supply two (2) sets of uniforms or coveralls for Highway Mechanics. Four (4) new uniforms supplied per year for Telecommunications Clerk.

- 10.4** The City agrees to pay the yearly license fee for the Hoisting Engineers, Water Pollution Control Operators, and Water Treatment, as well as the yearly license fees for all local, state, and federal requirements for all members covered under this agreement.
- 10.5** The established practice of taking fifteen (15) minute breaks in the morning is recognized. A ten (10) minute break will be permitted in the afternoon. In these cases, this means only two (2) per day will be permitted. Breaks may be taken by employees who work overtime of four (4) hours or more.
- 10.6** Family sick leave of three (3) days will be allowed with a doctor's report; this time to be deducted from sick leave.
- 10.7** Any permanent employee of the Wastewater Treatment Plant who has satisfactorily completed a course approved by the Public Works Director, whose approval shall be at his sole discretion and may be based on economic or other factors, will receive an additional **\$2.75** a week while employed in the Wastewater Treatment Plant.
- Effective July 1, 1988, any permanent employee of the Wastewater Treatment Plant, who has satisfactorily completed a course approved by the Public Works Director, whose approval shall be at his sole discretion and may be based on economic or other factors, shall be as follows: **Grade 1 through 4 licenses, \$8.00 weekly**. Additional income shall be paid to said employees while employed at the Wastewater Treatment Plant.
- 10.8** Wastewater Treatment Plant employees and the outside sewer crew shall have an annual physical examination and necessary inoculations as determined by the State Health Department which will be paid for by the City. All reports shall be made available to the City, the employee and the Union. Further,

within thirty (30) days after the signing of this contract, employees will receive the necessary inoculations.

10.9 Drug Testing – Random testing for all employees operating City vehicles.

If, during a random test the presence of a controlled substance is detected, the employee will undergo EAP. Subsequent offenses are subject to progressive discipline. Subsequent offenses within five (5) years of the first are subject to termination.

10.10 All wage step increases shall be at six (6) month intervals.

10.11 All employees working alone, within the hours of 4:00 pm. to 8:00 am. shall be provided with two-way, portable communication devices to help insure safer working conditions. Said employees shall include all Highway Watchpersons, all Water Division Shoppers, all City Hall Watchpersons, all Park Division Personnel, and any other persons who shall occupy jobs created in the future by the City that may warrant need for such communication devices.

10.12 All employees must supply their supervisor and the Personnel Director with a telephone number at which they can be reached in case of emergency. They also should supply their supervisor and the Personnel Director with a current address and phone number which will be kept confidential.

10.13 The City and the Union realize the State has passed a law concerning Commercial Driver's License requirements to comply with Federal statutes.

The parties, therefore, agree to the following for employees:

1. The City will pay for two (2) tests if needed, the first license and all future renewals. Employees will be responsible for any further testing.

- 10.14** The City will pay for individual membership in the New England Water Works Association for Water Treatment Operators.
- 10.15** Effective July 1, 2005 any permanent employee of the Water Division that has obtained full certification as a Drinking Water Treatment Operator or a Drinking Water Distribution Operator shall receive additional income weekly as follows:

Grade 1	Treatment or Distribution Operator	\$11.00
Grade 2	Treatment or Distribution Operator	\$15.00
Grade 3	Treatment or Distribution Operator	\$19.00
Grade 4	Treatment or Distribution Operator	\$23.00

ARTICLE 11

WAGES

- 11.1** The wage increases to be implemented during the period of this Agreement are as follows:
- Effective 6-30-18: \$720.00 payment and added to base (prorated if hired between 7-1-17-6-30-18)
 - Effective 6-30-18: \$130.00 one-time bonus payment
 - Effective 7-01-18: \$750.00 added to base
 - Effective 7-01-18: Change Shop Maintenance position to Mechanic Assistant M50 rate
 - Messenger position to 27.5 hours with no health or dental benefits.
- 11.2** The parties agree to a re-opener on wages only (Article 11) for the period of July 1, 2019 through June 30, 2020 and agree to start negotiations by 1-1-19.
- 11.3** All employees shall be paid Bi-Weekly
- 11.4** Employees must have direct deposit and electronic pay stub receipt.

ARTICLE 12

HOLIDAYS

- 12.1** Employees are entitled to a day off with pay at their regular rate of pay on holidays which occur or are celebrated within an employee's assigned basic work week; said holidays are as follows:

New Year's Day
Martin Luther King Day
Good Friday
Memorial Day
July 4th
V. J. Day
Labor Day
Columbus Day
Veterans' Day
Election Day/In November in every Even Year
Thanksgiving Day and the following day
The Day before Christmas
Christmas Day

- 12.2** Holidays which fall on a Saturday shall be celebrated on the last scheduled work day before the holiday, except for the Plant Operation Group, City Hall Watchman, and Highway Division Watchman.

- 12.3** a. Whenever any of the preceding listed holidays fall on a Sunday, the following day shall be considered the holiday.

Holiday pay for any of said listed holidays will not be paid for any of said holidays which occur on any day of the week not within the employee's assigned 35 or 40 hour basic work week.

b. Employees assigned to the Plant Operation Group, City Hall Watchman and Highway Division shall receive holiday pay for actually working on a holiday which falls on either a Saturday or Sunday if it is their regular day to work. Employees who are off shall receive eight hours holiday pay in addition to their regular pay.

12.4 Employees temporarily absent due to injury suffered in the course of employment, or due to bona fide illness causing temporary absence, (in either case not in excess of one hundred eighty (180) days, will be eligible for holiday pay.

12.5 An employee who has reported for work, but who has been laid off during the week in which a holiday occurs, shall receive pay for such holiday.

ARTICLE 13

VACATIONS

13.1 All permanent employees in full time positions as well as dispatchers who are covered by this agreement, and who have one (1) year or more seniority as of January 1 or July 1 of the applicable year, shall receive a vacation computed by using the anniversary date of the employee's appointment as follows:

SENIORITY

VACATION

1 year up to 5 years

2 weeks plus 2 days

One (1) additional day of vacation shall be added for each full year in excess of five (5) years, but less than ten (10) years.

10 years

3 weeks plus 2 days

12 years

3 weeks plus 3 day

14 years

3 weeks plus 4 days

16 years

4 weeks

18 years

4 weeks plus 1 day

20 years	4 weeks plus 2 days
21 years	4 weeks plus 3 days
22 years	4 weeks plus 4 days
23 years	5 weeks
24 years	5 weeks plus 1 day
25 years and over	5 weeks plus 2 days
28 years	5 weeks plus 3 days

Two (2) additional days of vacation shall be added each year on January 1 in place of two (2) holidays, namely:

Washington's Birthday and Rhode Island Independence Day.

- 13.2** An employee's total seniority with the City as of January 1 or July 1 in the applicable year, shall be used as a basis for computing the length of vacation under the provisions of 13.1.
- 13.3** In case an employee dies or terminates his employment, leaving accrued vacation pay not yet paid, the City shall pay the amount of such accrued vacation pay to the executor or administrator of his estate, to his next of kin, or the employee, whichever is legally appropriate.
- 13.4** The vacation period for employees covered by this agreement shall be upon accrual. Time off for vacations shall be established by the appointing authority and once established, employees will be notified of approval or denials of annual vacation request no later than April 15 each year. Any request for an exception to the specified vacation period shall be made to the Division Chief or the Departmental Director at least two (2) weeks prior to the start of the vacation time requested. Approvals or denials for all other requests for vacation will be done in a timely manner affording the employee as much advance notice as possible. Employees will have a right to grieve when they

feel there is a lack of timely notice of approval or denial of such vacation requests.

- 13.5** Should a question arise between employees as to when their vacation will be taken, the senior employee shall have preference.
- 13.6** All employees by seniority in each division, may have first choice in selecting vacation of up to two weeks. Once original requests are made, all employees by seniority in each division may choose up to an additional two weeks vacation. Once this process is completed, all other vacation requests will be first-come, first-serve.
- 13.7** All vacations must be taken during the calendar year in which they are due, and vacation time shall not accrue from one year to another following the execution of this agreement.
- 13.8** In case any employee is temporarily absent from work as a result of leave of absence, on-the-job injury, or otherwise for a period of thirty (30) days or more, vacation entitlement shall be apportioned for the entitled year in accordance with the time worked by said employee and his full entitlement; provided, however, that any accrued vacation due said employee shall not be lost.
- 13.9** Two (2) personal days shall be allowed to all employees covered by this agreement. These days shall have priority over all other forms of time off. These days shall not accumulate from year to year unless the performance of duties prevents it. In such cases, employees may elect to carry over personal days or be paid in cash. In either case, this shall be used at the discretion of the employee.
- 13.10** No more than 1 Telecommunications Clerk shall be allowed vacation per

shift.

ARTICLE 14

HEALTH AND WELFARE

- 14.1** The City will also pay the cost of Dental, Level III, Family membership where applicable. The City will pay the cost of Dental, Level IV, family membership, up to a coverage limit of \$1200.00. Any employee desiring a coverage limit for Level IV of \$2000.00 may obtain said coverage at their own expense for the difference between Level IV (\$1200) and Level IV (\$2000).
If elected by the member, the City shall provide each employee with single or family healthcare coverage and/or dental coverage.

Effective July 1, 2013, the City will pay 80% of the cost of the City-wide insurance plan for active employees. Employees hired on or before June 30, 2012 who retire after 25 years of continuous service and are eligible for normal retirement under ERSRI or eligible to receive Social Security Retirement income will be eligible to receive individual coverage only under the City-wide health insurance plan, as it may be amended from time to time, for up to a total of six (6) years or until age 65, whichever occurs sooner, provided the retiree pays 20% of the cost of the premium/working rate in advance of each month for which coverage is provided. Commencing at age 65 the retiree must convert to and/or enroll in Medicare, and the City will pay 80% of the cost of one Medicare supplement plan (individual plan only) provided the retiree pays, in advance, 20% of the premium/working rate for each such month of coverage.

Employees hired on or after July 1, 2012 who retire after twenty-five years of continuous service and are eligible for normal retirement under

80% of the cost of one Medicare supplement plan (individual plan only) provided the retiree pays, in advance, 20% of the premium/working rate for each such month of coverage.

Employees hired on or after July 1, 2012 who retire after twenty-five years of continuous service and are eligible for normal retirement under ERSRI or eligible to receive Social Security Retirement income will be eligible to receive individual coverage only under the City-wide health insurance plan, as it may be amended from time to time, for up to a total of six (6) years or until age 65, whichever occurs sooner, provided the retiree pays 50% of the cost of the premium/working rate in advance of each month for which coverage is provided. Commencing at age 65, the retiree must convert to and/or enroll in Medicare, and the City will pay 50% of the cost of one Medicare supplement plan (individual plan only) provided the retiree pays, in advance, 50% of the premium/working rate for each such month of coverage.

The City agrees that it will not change the health insurance benefits in the City-wide plan through June 30, 2020 unless changes are required by the insurance carrier/administrator.

Each employee shall sign a payroll deduction authorization as may be required by the Finance Director to satisfy this cost-sharing obligation.

The parties agree to a health insurance summary plan document attached to the Agreement as Appendix C.

- 14.2** The City agrees to supply safety equipment and special protective clothing for its employees. Repeated failure to use such safety equipment and protective clothing shall subject the employee to disciplinary action, provided such equipment is available.

- 14.5** Employees who work outdoors will not be required to "hot pave" in temperatures 90 degrees Fahrenheit or higher. Employees will not be required to wash vehicles outside in temperatures 32 degrees Fahrenheit or below. When employees feel that other requirements are made upon them that may be Health & Safety violations, they will be brought immediately to the department head's attention and the safety & health officers of Local 670 for resolution. If unable to be resolved by the department head or the Safety & Health Officer, they will be brought to the Mayor's attention for resolution.
- 14.6** Effective July 1, 2013, employees who waive medical insurance will receive \$3,000 for waiver of both family health and dental coverage or \$1,500 for waiver of both individual health and dental coverage. If either coverage alone is waived, the employee will receive a pro rata portion of such payment.

ARTICLE 15

PENSION MEMBERSHIP

- 15.1** New employees shall be required to become members of the Municipal Employees' Retirement System effective on the date of hire, as established by resolution of the City of Woonsocket dated February 16, 1962, said resolution having been enacted in accordance with the provisions of Title 45 of the General Laws of Rhode Island. Said retirement plan will be run in accordance with the rules and regulations of said plan.
- The above-mentioned retirement system is an addition to the provisions of the Social Security Act under which the employees included in this agreement are covered.

15.2 For informational purposes only, the following provisions of the Municipal Employees' Retirement System are set forth and such provisions are not to be considered as part of this agreement.

- (a) Employees' contribution to said retirement is six (6%) per cent of their weekly salary.
- (b) The City's contribution to said retirement system is based on Actuarial Study from the Retirement Board.
- (c) Service retirement under this system cannot be prior to age 58. There are provisions for retirement under age 58 in case of certain disability condition.
- (d) The length of time required under the retirement system in order to be eligible for a pension is ten (10) years.
- (e) An employee leaving the City service with less than ten (10) years under the retirement system may withdraw the amount he has contributed to such system, but without interest.
- (f) If any employee leaves the service of the City with ten (10) years or more under the retirement system, he may withdraw the amount he has contributed or he may leave the fund intact and be entitled to a pension at age 58, in accordance with the credits that he has under the retirement system.

15.3 Rhode Island Employees Retirement System Cost of Living Adjustment (COLA) Plan B subject to the terms of RI General Laws 45-21-41, as amended, one percent (1%) of the employee's compensation concurrently with and in addition to contributions otherwise being made to the retirement system will be contributed by each employee starting on January 1, 2000.

ARTICLE 16

SICK LEAVE

16.1 Sick leave shall be defined as the absence from duty of any employee due to illness or exposure to contagious diseases. All such leaves foreseeable shall require specific prior approval of the departmental director and unforeseeable leaves shall require notification to the department director and/or division head no later than the regular starting time of work. Sick leave shall be considered a privilege and shall be administered by the personnel director.

Sick leave with pay shall be accrued to employees at the rate of one (1) working day for each full calendar month of service, provided, however, that such a benefit shall not accumulate in excess of one hundred-fifty (150) working days.

The departmental director may require a physician's certificate that an employee is too ill to perform his regular duties. In any event, such physician's certificate shall be mandatory after four (4) consecutive days of absence due to illness.

In case an employee dies or retires, leaving unused sick leave, the City shall pay the amount of such sick leave at the rate of seventy (70%) percent to the executor or administrator of his estate, to the next of kin, or to the employee, whichever is legally appropriate.

In case of retirement of any employee, said amounts shall be paid to the employee on retirement.

16.2 Bereavement leave allowable for death in the family, not deducted from sick leave, shall be as follows: for wife, husband, child, mother, father, brother or

sister, mother-in-law, father-in-law and grandchildren; from the time of notification to and including the day of burial, not to exceed five (5) days. For daughter-in-law and son-in-law, the day before burial and the day of burial shall be allowed. For sister-in-law, brother-in-law, aunt, uncle, niece, nephew, grandmother, grandfather, current step parents and current step children, the day of burial shall be allowed. The employee must present proof, such as an obituary notice, etc., in questionable cases, in order to be allowed to use Bereavement Leave.

16.3 A leave of absence shall be granted to an employee to the extent required by law for reasons of child birth or adoption. Sick leave shall be used concurrently to the extent permitted by law and provided by the City's FMLA policy. In addition, the City will grant to FMLA eligible employees an additional amount of unpaid leave for these purposes to amount to a cumulative total of six (6) months of leave.

16.4 All employees covered by this agreement shall be covered by the Workers' Compensation Act of Rhode Island. The City agrees to the policy of paying the difference between Workers' Compensation awards and the employee's regular base pay during the initial six (6) month period an employee collects workers compensation insurance. Any compensation checks received by the employee shall be produced for verification to the Personnel Director or his/her staff, and the City will pay the employee the difference between said checks and the regular base pay without deduction from sick leave for up to this initial six (6) month period. After the initial six (6) month period, any compensation checks received by the employee shall be produced for verification to the Personnel Director and the City will pay the employee the

difference between said check and his regular pay by deduction from accumulated sick leave until it is exhausted. Sick leave shall not accrue while on-the-job injury continues.

- 16.5** a. When an employee uses no sick time for one (1) calendar year a bonus of two hundred fifty (\$250.00) dollars will be paid to the employee.
- b. Effective 1/1/2001 all employees covered by this Agreement will be covered by TDI as per state law conditional of state approval.

ARTICLE 17

MILITARY SERVICE

- 17.1** Any employee, other than temporary, who is a member of a reserve force of the United States, or the Rhode Island National Guard, or the Rhode Island Air National Guard, and is ordered by the appropriate authorities to attend a training period, or other duties under supervision of the United States, or the State of Rhode Island, shall be granted a leave of absence without pay from his position during the actual duration of such activity, but not to exceed fifteen (15) days annually. During this period, the employee shall accrue sick leave and vacation leave as though actually employed. Such employee shall receive that part of his regular salary which will, together with his reserve or guard pay, equal his total City salary for a similar period.

ARTICLE 18

JURY DUTY

- 18.1** Any employee, other than temporary, shall be granted a leave of absence for required jury duty or other civic duty requiring an appearance before a court or other public body. Said employee will receive their full salary and will turn in

said jury duty pay into the City. Should the employee receive extra salary as a result of sequestration or the like, said employee may keep this extra salary.

- 18.2** If an employee is required to testify at a hearing as a result of a subpoena or the like, and this hearing has nothing to do with City business, that employee must discharge either compensatory time, personal time, vacation time, or leave without pay for said day. Testimony on behalf of and at the request of the City will be compensated by the City and will not be charged against the employee's leave account.

ARTICLE 19

LEAVE WITHOUT PAY

- 19.1** Upon written application, a permanent employee may be granted a leave of absence, if approved by the appointing authority and personnel director, not to exceed six (6) months, and subject to one (1) renewal, not to exceed six (6) months, for reason of personal illness, disability, or for other purposes deemed eligible, subject to approval of the appointing authority and personnel director.
- 19.2** Leaves of absence, for reasons other than those above, may be granted with the consent of the appointing authority.
- 19.3** Upon return to work, such employee will be placed in his former job, if available, or in an equivalent one in accordance with his seniority at the then prevailing rate for the work performed.
- 19.4** Seniority shall be retained and shall accumulate during all leaves of absence.

ARTICLE 20

NO STRIKES OR LOCKOUTS

- 20.1** The Union will not cause, call or sanction any strike, work stoppage or slowdown, nor will the City lock out its employees during the term of this agreement.
- 20.2** It is agreed that all provisions of this agreement are binding on each of the individuals governed by this agreement for the duration thereof, with the same force and effect as if they had individually signed the said agreement.

ARTICLE 21

LONGEVITY

- 21.1** Each employee covered by this agreement shall be entitled to longevity payments after service as a City employee for a period of five (5) years from date of appointment. Any employee entitled to longevity payments shall be paid the same in one (1) lump sum on or before December 1 of each year. The date of November 1 shall be the date used to determine whether or not an employee is entitled to longevity payments for that year. Payment of longevity shall be in accordance with the following schedule:

Commencing of employment to and including fourth (4th) year	- 0% of salary
Fifth (5th) year to and including ninth (9th) year	4.5% of salary
Tenth (10th) year to and including fourteenth (14th) year	5% of salary
Fifteenth (15th) year to and including nineteenth (19th) year	5.5% of salary
Twentieth (20th) year to and including twenty-fourth (24th) year	6% of salary
Twenty-fifth (25th) year and over	6.5% of salary

Longevity pay will not be paid to employees who have been on Workers' Compensation for more than one (1) year.

Employees hired after July 1, 2010 shall receive the following

Fifth (5th) year to and including ninth (9th) year	3% of salary
Tenth (10th) year to and including fourteenth (14th) year	3.5% of salary
Fifteenth (15th) year to and including nineteenth (19th) year	4% of salary
Twentieth (20th) year to and including twenty-fourth (24th) year	4.5% of salary
Twenty-fifth (25th) year and over	5% of salary

ARTICLE 22

MANAGEMENT RIGHTS

- 22.1** The management of the City and direction of the working forces is vested exclusively in the City including, but not limited to, the right to hire, suspend or demote, discipline or discharge for just cause, to transfer or layoff because of lack of work or other legitimate reasons, to determine the type, kind and quality of service to be rendered to the community, to determine the location of the physical structures of any division or department thereof, to plan and schedule services and work programs, to determine the methods, procedures and means of providing such services, to determine what constitutes good and efficient City service, subject to the terms of this agreement.
- 22.2** The Mayor may temporarily assign work historically not performed by Union members on a regular basis, including, but not limited to, cleaning sidewalks, empty lots, brooks, etc.
- 22.3** The City shall have the right to temporarily transfer employees from their regular job, within the Finance Department, for any reason, PROVIDED: the transfer period for reasons other than to avoid layoff, shall not exceed fourteen (14) working days in the aggregate during any contract year except in cases where an employee registers no objection to remaining on such temporary

transfer beyond said fourteen (14) working days, maximum. Employees temporarily transferred to a lower rated job will suffer no reduction in their hourly rate of pay. Employees temporarily transferred to a higher rated job will have their hourly rate increased in accordance with Article 2.6.

ARTICLE 23

ALTERATION OF AGREEMENT

- 23.1** It is understood that any alteration or modification of this agreement shall be binding upon the parties hereto only if executed in writing.
- 23.2** The waiver of any breach or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all the terms and conditions herein.

ARTICLE 24

PEOPLE DEDUCTION

- 24.1** Upon receipt of a voluntary written authorization from any employee covered by this Agreement, on forms provided by the Union, the City shall deduct from the pay of such employees the PEOPLE contributions authorized by the employee and forward said deduction to Council 94. Deductions shall not be coupled with Union dues and shall be forwarded separately.

ARTICLE 25

SEVERABILITY

- 25.1** In the event that any article, section or portion of this Agreement is found to be invalid by a decision of a tribunal of competent jurisdiction, then such article,


section or portion specified in such tribunal decision shall be of no force and effect, but the remainder of this Agreement shall continue in full force and effect. In such an event, either party shall have the right immediately to reopen negotiations solely with respect to a substitute for such article, section or portion.

ARTICLE 26

DURATION

25.1 This Agreement shall be in effect from July 1, 2017 and shall continue until June 30, 2020.

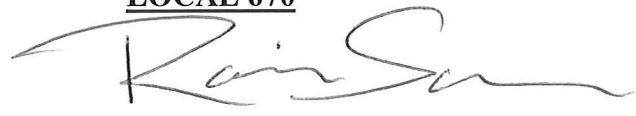
FOR THE CITY OF WOONSOCKET




Mayor

FOR AFSCME, COUNCIL 94

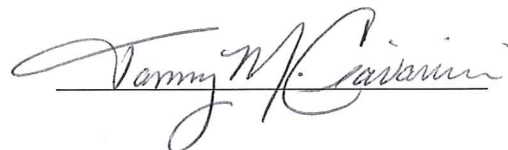
LOCAL 670

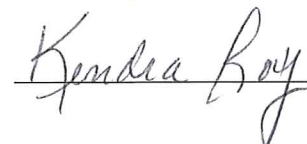


President, Local 670



Senior Staff Representative





Dated 04.30.19

Dated 4/9/19

PRIVATIZATION

The City is in the process of evaluating the merits of contract operations, via a public-private partnership in relation to the Wastewater Treatment Facility.

The City intends to honor union representation and the Union agrees to participate in the City's efforts to evaluate and/or establish said partnership.

UBH

ADDENDUM

APPENDIX A

JOB SPECIFICATIONS

The City intends to relocate the Municipal Court Clerk from City Hall to the Police Station. The Municipal Court Clerk and the BCI Clerk may be called upon to assist Public Safety Telecommunications Clerks in accordance with their job specifications when the needs of the department so require.

APPENDIX B

Telecommunications Clerks:*

Step 1: \$600.00

Step 2: \$650.00

Step 3: \$697.50**

*If a public safety telecommunication clerk is assigned to the 4-2 schedule / 37 ½ hour workweek, his/her hourly rate will be based on a 37 ½ hour workweek.

**Existing police telecommunication clerks will advance to Step 3 upon implementation of the public safety dispatch merger.

Job Titles and Salaries

SEE ATTACHED

Effective 6-30-18 FY18
Municipal Union, Local 670 Pay-Plan

Grade	Step 1	Step 2	Step 3	Step 4	Position	Hrs.
M0			\$ 275,3487	\$ 307.0408	Messenger (City Hall)	27.5
M1			\$ 505.0015	\$ 526.8401	Junior Library Assistant	35
M2A			\$ 508.1110	\$ 531.7916	Zoning/Inspection Clerk	35
M3A			\$ 508.1226	\$ 531.7945	Clerk Typist (Minimum Housing)	35
M8			\$ 539.4447	\$ 552.4608	Senior Clerk Typist (BCI Clerk)	35
M10			\$ 539.3662	\$ 553.8506	Senior Library Assistant	35
M12A	\$ 532.4947	\$ 548.3159	\$ 564.3366	\$ 572.7240	Assistant Childrens Librarian	35
M12C	\$ 532.4947	\$ 548.3159	\$ 564.3366	\$ 572.7240	Parprofessional (Library)	35
M13			\$ 565.9385	\$ 573.1908	Election Clerk	35
M14			\$ 572.4079	\$ 579.6517	User Charge Clerk	35
M16	\$ 547.0396	\$ 562.9149	\$ 578.7457	\$ 587.2902	Account Clerk	35
M17	\$ 555.8027	\$ 576.2208	\$ 587.6201	\$ 594.8226	Library Technical Aide	35
M22A	\$ 582.6869	\$ 596.5455	\$ 606.4649	\$ 618.9687	Real Estate Transfer Clerk	35
M22B	\$ 582.6869	\$ 596.5455	\$ 606.4649	\$ 618.9687	Account Receivable Clerk	35
M23			\$ 611.3782	\$ 619.3000	Janitor/ Security	40
M23			\$ 611.3782	\$ 619.3000	Janitor/ Security (Library)	40
M23			\$ 611.3782	\$ 619.3000	Janitor/ Security (Police)	40
M24A	\$ 573.3542	\$ 589.8257	\$ 606.7810	\$ 624.2519	Water Account Clerk	35
M24C	\$ 573.3542	\$ 589.8257	\$ 606.7810	\$ 624.2519	Beautification Specialist	40
M24D	\$ 300.5232	\$ 308.7591	\$ 317.2367	\$ 319.0491	Beautification Maintenance Assistant	20
M26	\$ 598.8775	\$ 608.1995	\$ 620.0709	\$ 631.1160	Office Mgr/Secretary/Plan & Zoning	35
M27	\$ 610.5953	\$ 620.6494	\$ 631.9862	\$ 645.8861	Assistant Animal Control Officer	40
M28			\$ 637.7890	\$ 648.9740	Laborer1 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer2 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer3 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer4 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer5 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer6 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer7 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer8 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer9 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer10 (Highway & Park)	40
M28			\$ 637.7890	\$ 648.9740	Laborer11 (City Hall)	40
M28			\$ 637.7890	\$ 648.9740	Laborer (Solid Waste)	40
M29A	\$ 610.4072	\$ 624.2785	\$ 634.1597	\$ 650.6684	Accounting Systems Clerk	35
M30	\$ 600.9376	\$ 618.2303	\$ 636.0407	\$ 654.3921	Senior Water Account Clerk	35
M32A	\$ 630.5664	\$ 639.1077	\$ 649.0229	\$ 656.9277	Readers Advisor	35
M32B	\$ 630.5664	\$ 639.1077	\$ 649.0229	\$ 656.9277	Licensing Aide/City Clerk	35
M35	\$ 620.7775	\$ 630.7181	\$ 647.2310	\$ 657.1292	Treasury Aide	35
M36	\$ 624.3082	\$ 639.2934	\$ 654.4568	\$ 665.8604	Municipal Court Aide	35
M36	\$ 624.3082	\$ 639.2934	\$ 654.4568	\$ 665.8604	Municipal Court Aide	35
M37A	\$ 613.3191	\$ 630.9671	\$ 649.1335	\$ 667.8524	Water Works Clerk	37.5
M37B	\$ 618.2529	\$ 636.0304	\$ 654.3245	\$ 673.1831	Water Meter Reader & Repair Shopman	40
M37B	\$ 618.2529	\$ 636.0304	\$ 654.3245	\$ 673.1831	Water Meter Reader & Repair Shopman	40
M37B	\$ 618.2529	\$ 636.0304	\$ 654.3245	\$ 673.1831	Water Meter Reader & Repair Shopman	40
M38B	\$ 630.5547	\$ 646.3557	\$ 655.7670	\$ 674.0643	Light Equipment Operator (Highway)	40
M38B	\$ 630.5547	\$ 646.3557	\$ 655.7670	\$ 674.0643	Light Equipment Operator (Highway)	40
M38B	\$ 630.5547	\$ 646.3557	\$ 655.7670	\$ 674.0643	Light Equipment Operator (Highway)	40
M38B	\$ 630.5547	\$ 646.3557	\$ 655.7670	\$ 674.0643	Light Equipment Operator (Highway)	40
M39	\$ 621.4162	\$ 639.3284	\$ 657.7806	\$ 676.7771	Principal Clerk Typist Water Division	35
M40			\$ 669.4643	\$ 685.2780	Medium Equip Operator(Highway & Parks)	40
M40			\$ 669.4643	\$ 685.2780	Medium Equip Operator(Highway & Parks)	40
M41A	\$ 644.6000	\$ 663.0416	\$ 678.2305	\$ 694.7487	Bookkeeper	35
M41B	\$ 644.6000	\$ 663.0416	\$ 678.2305	\$ 694.7487	City Clerk Aide	35
M42			\$ 640.5992	\$ 696.6414	Senior Clerk Typist(Police) Chief's Secretary	40
M43A	\$ 670.7957	\$ 680.5411	\$ 694.5386	\$ 707.0583	Utility Person1 (Highway & Parks)	40
M43A	\$ 670.7957	\$ 680.5411	\$ 694.5386	\$ 707.0583	Utility Person2 (Highway & Parks)	40
M43A	\$ 670.7957	\$ 680.5411	\$ 694.5386	\$ 707.0583	Utility Person3 (Highway & Parks)	40
M43A	\$ 670.7957	\$ 680.5411	\$ 694.5386	\$ 707.0583	Utility Person4 (Highway & Parks)	40
M43A	\$ 670.7957	\$ 680.5411	\$ 694.5386	\$ 707.0583	Utility Person5 (Highway & Parks)	40
M43A	\$ 670.7957	\$ 680.5411	\$ 694.5386	\$ 707.0583	Utility Person6 (Highway & Parks)	40
M43A	\$ 670.7957	\$ 680.5411	\$ 694.5386	\$ 707.0583	Utility Person7 (Highway & Parks)	40
M43A	\$ 670.7957	\$ 680.5411	\$ 694.5386	\$ 707.0583	Utility Person8 (Highway & Parks)	40
M48	\$ 654.4487	\$ 673.3062	\$ 692.7270	\$ 712.7334	Water Supply Inspector	40
M49	\$ 662.0033	\$ 681.0857	\$ 700.7432	\$ 720.9872	Water Meter Foreman	40

Effective 6-30-18 FY18
Municipal Union, Local 670 Pay-Plan

Grade	Step 1	Step 2	Step 3	Step 4	Position	Hrs.
M50	\$ 633.3884	\$ 652.4984	\$ 692.3755	\$ 725.3557	Shop Maintenance Person (Highway Dept)	40
M50	\$ 633.3884	\$ 652.4984	\$ 692.3755	\$ 725.3557	Tax Clerk	35
M51	\$ 679.3847	\$ 697.8274	\$ 713.0100	\$ 729.5388	Heavy Equipment Operator (Highway)	40
M52	\$ 673.9597	\$ 693.4028	\$ 713.4315	\$ 734.0575	Water Utility Person	40
M52	\$ 673.9597	\$ 693.4028	\$ 713.4315	\$ 734.0575	Water Utility Person	40
M52	\$ 673.9597	\$ 693.4028	\$ 713.4315	\$ 734.0575	Water Utility Person	40
M52	\$ 673.9597	\$ 693.4028	\$ 713.4315	\$ 734.0575	Water Utility Person	40
M53A	\$ 706.8656	\$ 719.4606	\$ 721.4201	\$ 745.6956	Animal Control Officer	40
M53B	\$ 705.6410	\$ 719.0614	\$ 732.4818	\$ 745.9053	Fire Clerk	35
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk1	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk2	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk3	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk4	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk5	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk6	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk7	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk8	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk9	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk10	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk11	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk12	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk13	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk14	37.5
M54		\$ 650.3862	\$ 703.4312	\$ 753.8239	Public Safety Telecommunications Clerk15	37.5
M55	\$ 708.4100	\$ 728.9341	\$ 750.0662	\$ 771.8444	Purchase Order Clerk	35
M56B	\$ 709.9189	\$ 730.4430	\$ 751.5751	\$ 773.3533	Water Heavy Equipment Operator	40
M56B	\$ 709.9189	\$ 730.4430	\$ 751.5751	\$ 773.3533	Water Heavy Equipment Operator	40
M57B				\$ 776.4423	Utility Specialist (Highway & Parks)	40
M57B				\$ 776.4423	Utility Specialist (Highway & Parks)	40
M57B				\$ 776.4423	Utility Specialist (Highway & Parks)	40
M58A	\$ 718.2317	\$ 737.9241	\$ 748.3814	\$ 785.3103	Labor Foreperson (Highway)	40
M58A	\$ 718.2317	\$ 737.9241	\$ 748.3814	\$ 785.3103	Labor Foreperson (Highway)	40
M61A	\$ 731.2724	\$ 751.6501	\$ 777.7302	\$ 801.9421	Principal Housing Program Technician	35
M62B	\$ 752.5883	\$ 772.9660	\$ 799.0462	\$ 822.7747	Senior Labor Foreperson	40
M67	\$ 773.0329	\$ 795.4486	\$ 818.5391	\$ 842.3118	Water Dept Equipment Operator	40
M68	\$ 774.7897	\$ 797.2607	\$ 820.3968	\$ 844.2320	Water Treatment Plant Operator1	40
M68	\$ 774.7897	\$ 797.2607	\$ 820.3968	\$ 844.2320	Water Treatment Plant Operator2	40
M68	\$ 774.7897	\$ 797.2607	\$ 820.3968	\$ 844.2320	Water Treatment Plant Operator3	40
M68	\$ 774.7897	\$ 797.2607	\$ 820.3968	\$ 844.2320	Water Treatment Plant Operator4	40
M68	\$ 774.7897	\$ 797.2607	\$ 820.3968	\$ 844.2320	Water Treatment Plant Operator5	40
M68	\$ 774.7897	\$ 797.2607	\$ 820.3968	\$ 844.2320	Water Treatment Plant Operator6	40
M68	\$ 774.7897	\$ 797.2607	\$ 820.3968	\$ 844.2320	Water Treatment Plant Operator7	40
M68	\$ 774.7897	\$ 797.2607	\$ 820.3968	\$ 844.2320	Water Treatment Plant Operator8	40
M70	\$ 778.9442	\$ 801.5276	\$ 824.7995	\$ 848.7727	Water Labor Foreperson	40
M71	\$ 815.9272	\$ 831.6879	\$ 858.7090	\$ 885.7238	Pretreatment Inspector	40
M74	\$ 899.0303	\$ 920.5316	\$ 935.6600	\$ 962.9018	Controls Clerk	35
M75	\$ 902.1444	\$ 928.4324	\$ 955.5087	\$ 983.3903	Senior Water Foreman	40
M76A	\$ 931.5398	\$ 950.0260	\$ 968.8952	\$ 988.1431	Police Equipment Maintenance Mechanic	40
M76B	\$ 802.3632	\$ 950.0260	\$ 968.8952	\$ 988.1431	Sr. Equipment Mechanic (Highway)	40
M76B	\$ 802.3632	\$ 950.0260	\$ 968.8952	\$ 988.1431	Sr. Equipment Mechanic (Highway)	40
M76B	\$ 802.3632	\$ 950.0260	\$ 968.8952	\$ 988.1431	Sr. Equipment Mechanic (Highway)	40
M77	\$ 915.6094	\$ 942.3027	\$ 969.7959	\$ 998.1049	Water Plant Maintenance Mechanic	40

As of 7-1-2018 FY19
Municipal Union, Local 670 Pay-Plan

Grade	Step 1	Step 2	Step 3	Step 4	Position	Hrs.
M0			\$ 289.7717	\$ 321.4638	Messenger (City Hall)	27.5
M1			\$ 519.4246	\$ 541.2632	Junior Library Assistant	35
M2A			\$ 522.5341	\$ 546.2147	Zoning/Inspection Clerk	35
M3A			\$ 522.5457	\$ 546.2176	Clerk Typist (Minimum Housing) Step 3	35
M8			\$ 553.8677	\$ 566.8839	Senior Clerk Typist (BCI Clerk)	35
M10			\$ 553.7892	\$ 568.2737	Senior Library Assistant	35
M12A	\$ 546.9178	\$ 562.7390	\$ 578.7596	\$ 587.1471	Assistant Childrens Librarian Step 2	35
M12C	\$ 546.9178	\$ 562.7390	\$ 578.7596	\$ 587.1471	Paraprofessional (Library) Step 3	35
M13			\$ 580.3616	\$ 587.6139	Election Clerk	35
M14			\$ 586.8310	\$ 594.0748	User Charge Clerk	35
M16	\$ 561.4627	\$ 577.3380	\$ 593.1688	\$ 601.7133	Account Clerk Step 1	35
M17	\$ 570.2258	\$ 590.6439	\$ 602.0432	\$ 609.2457	Library Technical Aide	35
M22A	\$ 597.1100	\$ 610.9686	\$ 620.8880	\$ 633.3917	Real Estate Transfer Clerk	35
M22B	\$ 597.1100	\$ 610.9686	\$ 620.8880	\$ 633.3917	Account Receivable Clerk	35
M23			\$ 625.8013	\$ 633.7231	Janitor/ Security	40
M23			\$ 625.8013	\$ 633.7231	Janitor/ Security (Library)	40
M23			\$ 625.8013	\$ 633.7231	Janitor/ Security (Police)	40
M24A	\$ 587.7773	\$ 604.2488	\$ 621.2041	\$ 638.6760	Water Account Clerk	35
M24C	\$ 587.7773	\$ 604.2488	\$ 621.2041	\$ 638.6760	Beautification Specialist Step 1	40
M24D	\$ 314.9463	\$ 323.1821	\$ 331.6597	\$ 333.4721	Beautification Maintenance Assistant S3	20
M26	\$ 611.3006	\$ 622.6225	\$ 634.4940	\$ 645.5390	Office Mgr/Secretary/Plan & Zoning Step 1	35
M27	\$ 625.0184	\$ 635.0725	\$ 646.4093	\$ 660.3092	Assistant Animal Control Officer	40
M28			\$ 652.2121	\$ 663.3971	Laborer1 (Highway & Park)	40
M28			\$ 652.2121	\$ 663.3971	Laborer2 (Highway & Park)	40
M28			\$ 652.2121	\$ 663.3971	Laborer3 (Highway & Park)	40
M28			\$ 652.2121	\$ 663.3971	Laborer4 (Highway & Park) Step 3	40
M28			\$ 652.2121	\$ 663.3971	Laborer5 (Highway & Park)	40
M28			\$ 652.2121	\$ 663.3971	Laborer6 (Highway & Park)	40
M28			\$ 652.2121	\$ 663.3971	Laborer7 (Highway & Park)	40
M28			\$ 652.2121	\$ 663.3971	Laborer8 (Highway & Park) Step 3	40
M28			\$ 652.2121	\$ 663.3971	Laborer9 (Highway & Park) Step 3	40
M28			\$ 652.2121	\$ 663.3971	Laborer10 (Highway & Park) Step 3	40
M28			\$ 652.2121	\$ 663.3971	Laborer11 (City Hall)	40
M28			\$ 652.2121	\$ 663.3971	Laborer (Solid Waste)	40
M29A	\$ 624.8303	\$ 638.7015	\$ 648.5828	\$ 665.0914	Accounting Systems Clerk	35
M30	\$ 615.3607	\$ 632.6534	\$ 650.4637	\$ 668.8152	Senior Water Account Clerk	35
M32A	\$ 644.9895	\$ 653.5308	\$ 663.4460	\$ 671.3507	Readers Advisor Step 1	35
M32B	\$ 644.9895	\$ 653.5308	\$ 663.4460	\$ 671.3507	Licensing Aide/City Clerk Step 1	35
M35	\$ 635.2006	\$ 645.1412	\$ 661.6541	\$ 671.5523	Treasury Aide	35
M36	\$ 638.7312	\$ 653.7165	\$ 668.8799	\$ 680.2835	Municipal Court Aide Step 2	35
M36	\$ 638.7312	\$ 653.7165	\$ 668.8799	\$ 680.2835	Municipal Court Aide Step 1	35
M37A	\$ 627.7421	\$ 645.3902	\$ 663.5566	\$ 682.2754	Water Works Clerk Step 3	37.5
M37B	\$ 632.6759	\$ 650.4535	\$ 668.7476	\$ 687.6062	Water Meter Reader & Repair Shopman S2	40
M37B	\$ 632.6759	\$ 650.4535	\$ 668.7476	\$ 687.6062	Water Meter Reader & Repair Shopman S1	40
M37B	\$ 632.6759	\$ 650.4535	\$ 668.7476	\$ 687.6062	Water Meter Reader & Repair Shopman S1	40
M38B	\$ 644.9778	\$ 660.7788	\$ 670.1901	\$ 688.4874	Light Equipment Operator (Highway)	40
M38B	\$ 644.9778	\$ 660.7788	\$ 670.1901	\$ 688.4874	Light Equipment Operator (Highway)	40
M38B	\$ 644.9778	\$ 660.7788	\$ 670.1901	\$ 688.4874	Light Equipment Operator (Highway) Step 3	40
M38B	\$ 644.9778	\$ 660.7788	\$ 670.1901	\$ 688.4874	Light Equipment Operator (Highway)	40
M39	\$ 635.8392	\$ 653.7515	\$ 672.2037	\$ 691.2002	Principal Clerk Typist Water Division	35
M40			\$ 683.8873	\$ 699.7011	Medium Equip Operator(Highway & Parks)	40
M40			\$ 683.8873	\$ 699.7011	Medium Equip Operator(Highway & Parks) S3	40
M41A	\$ 659.0231	\$ 677.4647	\$ 692.6536	\$ 709.1718	Bookkeeper	35
M41B	\$ 659.0231	\$ 677.4647	\$ 692.6536	\$ 709.1718	City Clerk Aide	35
M42			\$ 655.0223	\$ 711.0646	Senior Clerk Typist(Police) Chiefs Secretary	40
M43A	\$ 685.2188	\$ 694.9642	\$ 708.9617	\$ 721.4814	Utility Person1 (Highway & Parks)	40
M43A	\$ 685.2188	\$ 694.9642	\$ 708.9617	\$ 721.4814	Utility Person2 (Highway & Parks)	40
M43A	\$ 685.2188	\$ 694.9642	\$ 708.9617	\$ 721.4814	Utility Person3 (Highway & Parks) Step 2	40
M43A	\$ 685.2188	\$ 694.9642	\$ 708.9617	\$ 721.4814	Utility Person4 (Highway & Parks) Step 2	40
M43A	\$ 685.2188	\$ 694.9642	\$ 708.9617	\$ 721.4814	Utility Person5 (Highway & Parks) Step 1	40
M43A	\$ 685.2188	\$ 694.9642	\$ 708.9617	\$ 721.4814	Utility Person6 (Highway & Parks) Step 2	40
M43A	\$ 685.2188	\$ 694.9642	\$ 708.9617	\$ 721.4814	Utility Person7 (Highway & Parks) Step 1	40
M43A	\$ 685.2188	\$ 694.9642	\$ 708.9617	\$ 721.4814	Utility Person8 (Highway & Parks) Step 1	40
M48	\$ 688.8717	\$ 687.7292	\$ 707.1501	\$ 727.1565	Water Supply Inspector	40
M49	\$ 676.4264	\$ 695.5088	\$ 715.1662	\$ 735.4103	Water Meter Foreman	40

As of 7-1-2018 FY19
Municipal Union, Local 670 Pay-Plan


Grade	Step 1	Step 2	Step 3	Step 4	Position	Hrs.
M50	\$ 647.8115	\$ 666.9215	\$ 706.7986	\$ 739.7788	Shop Maintenance Person (Highway Dept)	40
M50	\$ 647.8115	\$ 666.9215	\$ 706.7986	\$ 739.7788	Tax Clerk	35
M51	\$ 693.8078	\$ 712.2505	\$ 727.4330	\$ 743.9619	Heavy Equipment Operator (Highway)	40
M52	\$ 688.3827	\$ 707.8259	\$ 727.8546	\$ 748.4806	Water Utility Person Step 1	40
M52	\$ 688.3827	\$ 707.8259	\$ 727.8546	\$ 748.4806	Water Utility Person Step 1	40
M52	\$ 688.3827	\$ 707.8259	\$ 727.8546	\$ 748.4806	Water Utility Person Step 1	40
M52	\$ 688.3827	\$ 707.8259	\$ 727.8546	\$ 748.4806	Water Utility Person Step 1	40
M53A	\$ 721.2887	\$ 733.8937	\$ 735.8432	\$ 760.1187	Animal Control Officer	40
M53B	\$ 720.0641	\$ 733.4845	\$ 746.9049	\$ 760.3284	Fire Clerk	35
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk1	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk2	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk3	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk4	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk5	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk6	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk7	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk8	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk9 S2	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk10 S2	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk11 S2	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk12 S2	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk13 S3	37.5
M54		\$ 664.8093	\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk14 S2	37.5
M54			\$ 717.8542	\$ 768.2470	Public Safety Telecommunications Clerk15 S2	37.5
M55	\$ 722.8330	\$ 743.3572	\$ 764.4893	\$ 786.2674	Purchase Order Clerk	35
M56B	\$ 724.3420	\$ 744.8661	\$ 765.9982	\$ 787.7763	Water Heavy Equipment Operator	40
M56B	\$ 724.3420	\$ 744.8661	\$ 765.9982	\$ 787.7763	Water Heavy Equipment Operator	40
M57B				\$ 790.8654	Utility Specialist (Highway & Parks)	40
M57B				\$ 790.8654	Utility Specialist (Highway & Parks)	40
M57B				\$ 790.8654	Utility Specialist (Highway & Parks)	40
M58A	\$ 732.6548	\$ 752.3472	\$ 762.8045	\$ 799.7334	Labor Foreperson (Highway) Step 3	40
M58A	\$ 732.6548	\$ 752.3472	\$ 762.8045	\$ 799.7334	Labor Foreperson (Highway)	40
M61A	\$ 745.6954	\$ 766.0732	\$ 792.1533	\$ 816.3652	Principal Housing Program Technician	35
M62B	\$ 767.0114	\$ 787.3891	\$ 813.4692	\$ 837.1978	Senior Labor Foreperson	40
M67	\$ 787.4560	\$ 809.8717	\$ 832.9622	\$ 856.7348	Water Dept Equipment Operator	40
M68	\$ 789.2128	\$ 811.6837	\$ 834.8198	\$ 858.6551	Water Treatment Plant Operator1 Step 1	40
M68	\$ 789.2128	\$ 811.6837	\$ 834.8198	\$ 858.6551	Water Treatment Plant Operator2	40
M68	\$ 789.2128	\$ 811.6837	\$ 834.8198	\$ 858.6551	Water Treatment Plant Operator3	40
M68	\$ 789.2128	\$ 811.6837	\$ 834.8198	\$ 858.6551	Water Treatment Plant Operator4	40
M68	\$ 789.2128	\$ 811.6837	\$ 834.8198	\$ 858.6551	Water Treatment Plant Operator5	40
M68	\$ 789.2128	\$ 811.6837	\$ 834.8198	\$ 858.6551	Water Treatment Plant Operator6	40
M68	\$ 789.2128	\$ 811.6837	\$ 834.8198	\$ 858.6551	Water Treatment Plant Operator7 Step 1	40
M68	\$ 789.2128	\$ 811.6837	\$ 834.8198	\$ 858.6551	Water Treatment Plant Operator8 Step 1	40
M70	\$ 793.3673	\$ 815.9507	\$ 839.2226	\$ 863.1957	Water Labor Foreperson	40
M71	\$ 830.3503	\$ 846.1110	\$ 873.1321	\$ 900.1469	Pretreatment Inspector Step 1	40
M74	\$ 913.4534	\$ 934.9547	\$ 950.0831	\$ 977.3249	Controls Clerk	35
M75	\$ 916.5675	\$ 942.8555	\$ 969.9318	\$ 997.8133	Senior Water Foreman	40
M76A	\$ 945.9629	\$ 964.4491	\$ 983.3183	\$ 1,002.5662	Police Equipment Maintenance Mechanic	40
M76B	\$ 816.7863	\$ 964.4491	\$ 983.3183	\$ 1,002.5662	Sr. Equipment Mechanic (Highway) Step 2	40
M76B	\$ 816.7863	\$ 964.4491	\$ 983.3183	\$ 1,002.5662	Sr. Equipment Mechanic (Highway) Step 1	40
M76B	\$ 816.7863	\$ 964.4491	\$ 983.3183	\$ 1,002.5662	Sr. Equipment Mechanic (Highway)	40
M77	\$ 930.0324	\$ 956.7257	\$ 984.2190	\$ 1,012.5280	Water Plant Maintenance Mechanic	40

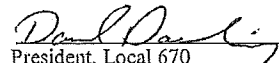
LETTERS OF UNDERSTANDING

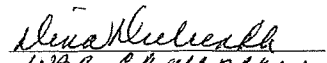
- I. (a) The parties hereby agree that the job specifications included herein were negotiated in good faith and are included in the Collective Bargaining Agreement. They have been separated from the Contract because of volume reasons only. These job specifications shall be in full force and effect for the duration of the Collective Bargaining Agreement. And shall be incorporated into the Collective Bargaining Agreement except those job specifications excluded in the Water Memorandum of agreement.
- (b) Unless specifically changed in writing by either party through negotiations, it is understood that they will continue in full force and effect.
- II. The Union and the City agree that both parties recognize the practice and custom of vacation approvals for the Water Department as confirmed in Arbitration #1139-2392-87.
- III. The practice of the City paying for all courses for Water Department Employees concerning contact hours (continued education hours) needed to maintain required licenses will be continued.

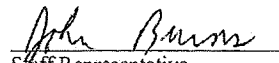
CITY OF WOONSOCKET

COUNCIL 94, AFSCME


Mayor


President, Local 670


WBC Chairperson


Staff Representative

Date: 5/19/14

Date: 4/3/14

APPENDIX C

100/80 500 Coinsurance Plan

Understanding Your Benefits

Deductibles

You pay the following amounts each year before your health plan starts to pay toward the cost of covered services:

- \$500 per individual plan; \$1,000 per family plan in network
- \$1,000 per individual plan; \$2,000 per family plan out of network

Out-of-pocket Limits

To protect you from very high costs, your plan limits how much you could pay out of pocket for healthcare services. The following is the most you would pay for deductibles and coinsurance each year:

- \$1,500 per individual plan; \$3,000 per family plan in network
- \$3,000 per individual plan; \$6,000 per family plan out of network

Plans and Services

The deductible and out-of-pocket limits are separate for in-network and out-of-network services.

What's Covered			What's Not Covered
Deductibles You pay the following amounts each year before your health plan starts to pay toward the cost of covered services: • \$500 per individual plan; \$1,000 per family plan in network • \$1,000 per individual plan; \$2,000 per family plan out of network	Preventive Care <ul style="list-style-type: none">• Adult preventive care• Child preventive care• Immunizations• Preventive and diagnostic lab, X-ray, and imaging	Primary Care Office Visits <ul style="list-style-type: none">• Adult primary care• Adult gynecological exam• Pediatric primary care	\$0 in network 20% per visit after deductible out of network
	Specialist Office Visits <ul style="list-style-type: none">• Specialty care• Chiropractic (limit 12 visits per year)• Routine eye exam (limit 1 visit per year)	Outpatient Services <ul style="list-style-type: none">• Medical/surgical care• High-end radiology services, major diagnostics, and nuclear medicine (e.g., MRI/CAT/PET)	\$30 per visit in network 20% per visit after deductible out of network
	Inpatient Services <ul style="list-style-type: none">• Acute care• Maternity• Mental health• Chemical dependency• Rehabilitation (limit 45 days per year)	Emergency Services <ul style="list-style-type: none">• Hospital emergency care	0% per visit after deductible in network 20% per visit after deductible out of network
	Ambulance		\$150 per visit in network \$150 per visit out of network \$50 per occurrence in network \$50 per occurrence out of network
	Out-of-pocket Limits To protect you from very high costs, your plan limits how much you could pay out of pocket for healthcare services. The following is the most you would pay for deductibles and coinsurance each year: • \$1,500 per individual plan; \$3,000 per family plan in network • \$3,000 per individual plan; \$6,000 per family plan out of network	What's Not Covered The deductible and out-of-pocket limits are separate for in-network and out-of-network services.	

continued

continued

Coinurance Plans (100/80, 90/70, and 80/60)

The following diagram shows some of the covered services, and the member's financial responsibility for each.

Key Plan Features:

- National network and non-network coverage
- Cost savings by going to a network doctor or facility
- Preventive care covered at 100% in network
- Deductible and coinsurance allow for lower premiums
- Pharmacy benefits included

Deductible Calculation

All family members contribute to the family deductible. Once that is met, everyone is covered. However, an individual family member will never pay MORE than the individual deductible before being covered.

In network:

- Preventive office visits
 - Adult annual/preventive care
 - Well-woman annual/preventive care
 - Pediatric preventive care

- Preventive immunizations
- Preventive and diagnostic lab, X-ray, and imaging

- Preventive education
 - Diabetes education
 - Nutritional counseling
 - Smoking cessation counseling

In network:

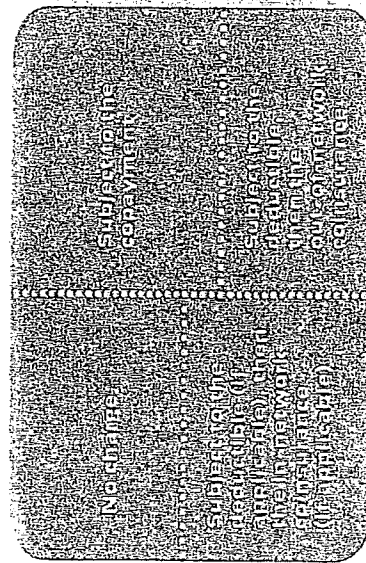
- Outpatient services
 - Medical/surgical care
 - High-end radiology services, major diagnostics, and nuclear medicine (e.g., MRI/CAT/PET)

Inpatient services

- Acute care
- Maternity
- Mental health
- Chemical dependency
- Rehabilitation

Durable medical equipment

Physical/occupational/speech therapy



In network:

- Primary care office visits
 - Adult primary care
 - OB/GYN
 - Pediatric primary care
- Specialist office visits
 - Specialty care
 - Chiropractic
 - Routine eye exam
- Hospital emergency care
- Urgent care center
- Prescription drugs
- Office-based surgical procedures

Out of network:

Applies to most out-of-network services

Urgent Care Center	\$30 per visit in network
Durable Medical Equipment	\$30 per visit out of network
Physical/Occupational Therapy (limit 30 visits per year)	20% per occurrence after deductible in network
▪ Physical therapy	20% per occurrence after deductible out of network
▪ Occupational therapy	20% per visit after deductible in network
▪ Speech therapy	20% per visit after deductible out of network
Prescription Drugs	\$10 Tier-1; \$20 Tier-2; \$30 Tier-3; \$50 Tier-4

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the City of Woonsocket (hereinafter the "City") and Rhode Island Council 94, AFSCME, AFL-CIO on behalf of City of Woonsocket, Rhode Island Employees Local 670 (hereinafter "Local 670").

WHEREAS, the City and Local 670 have a collective bargaining agreement (hereinafter the "CBA") covering, among other things, worked performed at the City's Water Treatment Plant; and

WHEREAS, the City has decided to engage a vendor to design, build and operate a new Water Treatment Plant and to operate the existing Water Treatment Plant while the new plant is being designed and built (hereinafter the "DBO"); and

WHEREAS, it is expected that the vendor selected by the City to execute the DBO (hereinafter the "Vendor") will assume responsibility for the operation of the current Water Treatment Plant on December 31, 2018, which actual takeover date is designated herein as "Date of Transition;" and

WHEREAS, Local 670 has agreed not to object to the DBO, and the City has agreed that the Vendor's agreement with the City to operate the Water Treatment Plant shall be limited to management and maintenance of the Water Treatment Plant and its employees and that the remainder of the functions of the City's Water Division covered by the CBA (e.g., distribution system maintenance, meter reading, cross connections and clerical) shall continue to be performed by employees of the City.

NOW, THEREFORE, for good and valuable consideration, the exchange of which is acknowledged by the City and Local 670, it is hereby agreed as follows:

1. The Date of Transition is expected to be December 31, 2018. In the event that the Date of Transition is later for any reason, the City shall provide Local 670 with sixty (60) days' notice of said change.
2. Except where indicated otherwise below, this Agreement applies only to bargaining unit employees represented by Local 670 who are employed by the City at the City's existing Water Treatment Plant on the Date of Transition. A list of said employees is attached hereto as Exhibit A.
3. The employees at the existing Water Treatment Plant shall be given the opportunity to apply for positions with the Vendor selected by the City for the DBO.
4. The City shall require the Vendor to hire employees displaced by the DBO and the Vendor shall recognize Rhode Island Council 94 as the collective bargaining representative of employees in the existing and new Water Treatment Plant.
5. Any employee displaced at the Water Treatment Plant due to the DBO and who declines employment with the Vendor within thirty (30) days after the Date of Transition, shall

have all of the rights provided by Article 5, and more specifically Sections 5.5 through 5.8 of the CBA.

6. Any displaced employee who accepts employment with the Vendor may, within ninety (90) days of the Date of Transition, either have all rights provided by Article 5, and more specifically Sections 5.5 through 5.8 of the CBA, or waive his or her rights under Article 5 of the CBA in exchange for: (i) payment by the City of seventy (70%) percent of the employee's unused, accumulated sick leave; and (ii) either one week of pay for every three (3) years of continuous service with the City, or three (3) months of health insurance continuation, less the employee's premium contribution as described in Article 14, Section 14.1 of the CBA, which amount shall be deducted from the payment described herein.

7. In anticipation of the DBO, the City shall have the right to cross-train employees within the Water Division to perform functions outside their normal job duties as the need arises without objection from Local 670.

8. The City and Local 670 agree that the job specifications and descriptions of positions within the Water Division are not part of or incorporated within the CBA. Effective upon the City's issuance of a Request for Proposals for the DBO, the City shall have the right to amend such job descriptions after providing notice to Local 670 and an opportunity for discussion regarding those changes. The City and Local 670 agree that employees displaced by the DBO shall be given the opportunity to bid into vacant bargaining unit positions within other City divisions, subject to qualification and/or testing requirements, if any. Employees who successfully bid to vacant positions elsewhere in the City will not be eligible for the benefits set forth in Section 5 above.

9. The City and Local 670 agree that the City may utilize temporary employees, without objection from Local 670, to fill positions of Water Treatment Plant employees identified in Exhibit A who bid into vacant bargaining unit positions within other City divisions prior to the Date of Transition. Said employees shall receive pay and benefits as determined by the City and said temporary employees shall not be subject to any provisions of the CBA, but shall pay to Local 670 a lawful, monthly service fee to be determined by Local 670.

10. The City and Local 670 agree that the City may utilize temporary employees, without objection from Local 670, to fill vacant laborer positions within the Public Services Division until such time as the new Water Treatment Plant is operational. Such temporary employees shall not be subject to any provisions of the CBA, but they shall pay to Local 670 a lawful, monthly service fee to be determined by Local 670.

11. Employees who are displaced as a result of the DBO may bid into such laborer positions, subject to qualifications and/or testing requirements, if any.

12. Any dispute regarding the application, interpretation or alleged breach of this Memorandum of Agreement shall be deemed a grievance. If the grievance is not resolved within thirty (30) days of the submission of the grievance to the other party, the grieving party may submit it to arbitration. The arbitrator shall be selected by filing a request for a list of arbitrators from the American Arbitration Association Labor Arbitration Panel pursuant to its voluntary

labor arbitration rules then in effect. The decision of the arbitrator shall be final and binding upon the parties. The arbitrator shall have no authority to alter, amend, change, add to, subtract from, or modify any of the terms and conditions of this Memorandum of Agreement. All fees and expenses of the arbitrator shall borne equally by the parties. Each party shall bear the expense of the presentation of its own case.

13. In consideration of the payments and other terms of this Memorandum Agreement, it is hereby agreed as follows:

(a) Subject to the provisions of Section 13(b), upon execution of this Memorandum of Agreement by all parties, Local 670 and the undersigned employees hereby release and discharge the City, its elected and appointed officers, officials, employees, heirs, successors, assigns, directors, agents and attorneys (collectively "Employer Releasees") from any and all manner of actions, causes of actions, debts, claims, demands, grievances, unfair labor practices, costs and attorneys' fees, both in law and equity, which against the Employer Releasees, Local 670 and the undersigned employees ever had, by reason of the City's decision to engage the Vendor to execute the DBO, from the beginning of the world to the effective date of this Memorandum of Agreement.

Subject to the provision of this Section 13(b), upon execution of this Memorandum of Agreement, the City hereby releases and discharges Local 670 and the undersigned employees, their elected and appointed officers, officials, employees, heirs, successors, assigns, directors, agents and attorneys (collectively "Union Releasees") from any and all manner of actions, causes of actions, debts, claims, demands, grievances, unfair labor practices, costs and attorneys' fees, both in law and equity, which against the Union Releasees the City has or ever had by reasons of the actions or activities of the Union Releasees in response to the City's decision to engage the Vendor to execute the DBO, from the beginning of the world to the effective date of the Memorandum of Agreement.

(b) The following are excluded from and are not covered by the release set forth in Section 13(a): (i) any workers' compensation claims; (ii) any disputes regarding the interpretation, application and enforcement of this Memorandum of Agreement; and (iii) any grievances, litigation or claims not related to the City's decision to engage the Vendor to execute the DBO.

(c) Any employee who has been offered employment by the Vendor, or the benefits described herein, but who has not executed this Memorandum of Agreement, shall not receive the benefits described therein.

14. The City and Local 670 agree that the parties are authorized to enter into this Memorandum of Agreement and that the City is authorized to award the Vendor the DBO and that Local 670 hereby waives its right to challenge the DBO, as well as the validity of this Agreement, or any term hereof, for the life of the DBO.

15. This Agreement shall supersede all prior agreements between the City and Local 670 with regard to the DBO.

16. This Memorandum of Agreement shall be governed by the laws of the State of Rhode Island and any applicable CBA and shall be binding upon and inure to the benefit of the parties hereto and their respective executors, heirs, successors and assigns.

IN WITNESS WHEREOF, this Memorandum of Agreement has been executed on the dates below, but shall not become effective until executed by the City and Local 670.

R.I. COUNCIL 94
LOCAL 670

CITY OF WOONSOCKET

By: John Brun
Title: Senior Staff Representative
Date: 1/14/16

By: Luca Barreli Hunt
Title: Mayor
Date: 04-29-16

Darrell Baxter 1-22-16
Darrell Baxter Date

Michael A. Bouchard 10-27-98
Michael Bouchard Date

William DeScoteau 1-17-16
William DeScoteau Date

Kevin J. Jordon 1-15-16
Kevin Jordon Date

Paul J. Lockett 3/13/16
Paul Lockett Date

Robert D. Rochefort, Jr. 2-3-16
Robert Rochefort, Jr. Date

John C. Kelly 10-27-18
Employee Date

Michael D. Siloin 10-31-18
Employee Date

EXHIBIT A

Water Treatment Plant employee(s) who may apply for employment with the Vendor selected by the City for the DBO:

Name	Title
Baxter, Darrell	Water Treatment Plant Operator
Bouchard, Michael	Water Treatment Plant Operator
DeScoteau William	Water Treatment Plant Operator
Judson, Kevin	Water Treatment Plant Operator
Lockett, Paul	Water Treatment Plant Operator
Rocheffort, Jr., Robert	Water Treatment Plant Operator
Vacant	Water Treatment Plant Operator
Vacant	Water Treatment Plant Operator

AGREEMENT BETWEEN
RI COUNCIL 94, AFSCME, AFL-CIO
ON BEHALF OF
CITY OF WOONSOCKET, RHODE ISLAND
AND
PROFESSIONAL AND TECHNICAL EMPLOYEES
LOCAL 3851

JULY 1, 2017 TO JUNE 30, 2020

RP
JPH

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ARTICLE 1

AGREEMENT

- 1.1 This Agreement is hereby entered into this 4th day of FEBRUARY, 2019 by and between the City of Woonsocket, R. I. hereinafter referred to as the City, and R. I. Council 94, AFSCME, AFL-CIO Local 3851.

ARTICLE 2

PURPOSE

- 2.1 It is the purpose of the Agreement to carry out the personnel policy of the City of Woonsocket by encouraging a harmonious and cooperative relationship between the City and its employees by providing for procedures which will facilitate free and frequent communication between the City and its employees. By means of this Agreement, therefore, the signatories hereto bind themselves to maintain and improve the present standards of service to people of the City of Woonsocket, and agree further that high morale and good personnel relations through a stabilized union relationship are essential to carry out this end.

ARTICLE 3

RECOGNITION

- 3.1 The City of Woonsocket hereby recognizes R. I. Council 94, AFSCME, AFL-CIO Local 3851 as the sole and exclusive bargaining agent for all City employees within the bargaining unit, with regard to wages, hours, and working conditions as

R.I.
R.I.

certified in Case No. EE3555 on November 2, 1994. The bargaining unit shall consist of those classes of positions set out in Article 11, Hours of Work and Pay Grades, of this Agreement. . Effective July 1, 2012, the Treasurer position shall be excluded from the bargaining unit. Effective with the City's decision to move forward with the partial privatization of the water plant, the Water Chemist / Bacteriologist position shall be excluded from the bargaining unit.

3.2 The Personnel Director shall give written notice to the Executive Director of AFSCME, Council 94 and the President, Vice President and Secretary/Treasurer of Local 3851 of those new employees within the bargaining unit when hired.

3.4 The City shall deduct voluntary Union dues or agency fee each pay period from the wages of all bargaining unit members of Local 3851. The City shall forward by check all dues deducted at intervals of no greater length than thirty one days from the end of each month.

3.5 All references to employees in this Agreement designate both sexes and wherever the male gender is used, it shall be construed to include male and female employees.

ARTICLE 4

NO DISCRIMINATION

4.1 The City and the Union agree not to discriminate against any member of the bargaining unit covered by this Agreement because of race, religion, creed, color, sex, age, disability, marital status, country of ancestral origin, political beliefs, or affiliation and/or membership in any lawful organization.

4.2 The City agrees that it will not discriminate against, intimidate, or coerce any employee in the exercise of his/her right to bargain collectively through the Union, or on account of membership in, or activities on behalf of the Union.

ARTICLE 5

UNION SECURITY

- 5.1** The Employer agrees to a Union Check off System whereby voluntary Union dues and/or Agency Fee Charges will be withheld from the employee's pay at source. Such withholdings are to be transmitted by check at intervals of no greater length than thirty-one days made to the order of: Rhode Island Council 94, AFSCME and accompanied by a list of employees paid.

ARTICLE 6

GRIEVANCE PROCEDURE

- 6.1** For the purpose of this Agreement, the term "Grievance" means any difference or dispute between the City and the Union, or between the City and any employee with respect to the interpretation, application, claim of breach or violation of any of the provisions of this Agreement.

An "aggrieved person" is any person or group of persons making a claim under this article.

- 6.2** Any such grievance shall be settled in accordance with the following procedure:

STEP 1: A discussion between the aggrieved party and a duly authorized Union Representative, and the Supervisor or Department/Division Head involved. If an agreement resolution cannot be reached verbally, the Union may file a grievance, in writing, within five (5) working days of the disagreement to the Department Head who shall give his/her answer within five (5) working days thereafter. Said grievance must be filed within thirty (30) calendar days of the date on which the

aggrieved party knew or reasonably should have known of the event giving rise to the grievance or the grievance will be waived.

STEP 2: Failing to settle the matter under Step 1 within five (5) working days thereafter, the aggrieved employee shall present his/her grievance in writing to the Personnel Board through the Union, and the Personnel Board shall give its answer in writing within five (5) working days after the hearing.

STEP 3: In the event the grievance is not settled in a manner satisfactory to the aggrieved party or the City, then the Union or the City may submit such grievance to arbitration in the manner provided herein.

- 6.3** Either party to this Agreement shall be permitted to call witnesses as part of the grievance procedure. Either party on request in writing, will produce payroll and other records, as necessary. No person shall be compensated in any way for appearing as a witness or in any other capacity outside of that employee's normal working hours.
- 6.4** If a grievance is not settled, such grievance shall, at the request of either party, be referred to the American Arbitration Association for arbitration, in accordance with its rules and procedures. The decision of the arbitration after all statutory confirmations and appeals shall be binding on the parties. The expense paid to the Arbitrator or AAA (excluding filing fees) of such arbitration shall be borne equally by the parties; all other expenses will be borne by the party creating the expense. The parties shall have the right to utilize an alternative method of arbitration if mutually agreed to in writing.
- 6.5** All submissions to arbitration under this article must be made within thirty (30) calendar days after the decision in Step 2 of the grievance procedure or the parties right to arbitrate the particular grievance is waived.

ARTICLE 7

SENIORITY

7.1 Seniority, for purposes of layoffs and bargaining unit preferences, is defined as the total length of service an employee has worked for the City in any position (s) covered by this Agreement. Seniority shall commence upon completion of the probationary period and shall be retroactive to the first day of work. Seniority shall be lost for the following reasons only:

1. When an employee is discharged for just cause.
2. When an employee voluntarily terminates his or her employment.
3. When an employee fails to return to work upon the expiration of a leave of absence.
4. When an employee fails to return to work when recalled from layoff.

7.2 The City shall provide the Union with an updated seniority list once yearly.

7.3 All new employees hired into positions covered under this Agreement shall serve a 6 month probationary period. Said period may be extended by the City for a duration of up to an additional three months, with just cause.

7.4 When questions of preference arise among or between employees of the bargaining unit, then the employee (s) with greater seniority, as discussed in this article for vacations, personal days, etc., shall have preference.

7.5 The President, Vice President, Secretary/Treasurer and Chief Steward shall have top seniority for purposes of layoff only.

ARTICLE 8

POSTINGS AND JOB BIDDING

- 8.1** The City will post all vacancies covered by this bargaining unit for a period of ten days. Copies of the announcements will be provided to the President of Local 3851. Any bargaining unit employee interested in applying for the posted vacancy may do so in writing to the Personnel Division in accordance with the time frames indicated in the announcement.
- 8.2** Promotional examinations will be conducted in accordance with the Personnel Code (Section 6.2 of the Code).
- 8.3** All promotions covered by this agreement will be filled by either Promotional or Open Competitive Examinations. The Promotional list shall be open to members of Local 3851 only. The Open Competitive list shall include both other city employees and non-city employees. The Promotional list shall be given first priority. After the testing process, should there be less than three (3) Local 3851 members on the Promotional list, the City may, at its discretion, add other city employees from the Open Competitive list to be combined with the Promotional List for a combined total of up to 5 to select from the final eligibility list. Local 3851 members shall be listed first on the Promotional list regardless of score. Employees in the bargaining unit who bid on a lateral or downward position shall be awarded the position based on seniority and requisite qualifications and experience. A lateral position is one of the same pay grade, and a downward position is one of a lower pay grade. Employees who are awarded a new position shall serve a three (3) month probationary period for the new position. In the event the employee does not successfully complete the probationary period according to a management evaluation, the employee shall be allowed to return to the job held prior to the move to the new position.

ARTICLE 9

LAYOFF AND RECALL

- 9.1 In the event of layoff, employees so affected shall be allowed to bump less senior employees provided that the employees so bumping possess the requisite qualifications and experience. Any bumping shall not be to a higher salaried position. Employees so affected will be given a two weeks written notice with a copy to the Union.
- 9.2 Employees who are actually laid off shall have recall rights for two years. These employees shall have their names placed on a recall list and shall be recalled to vacancies provided they have the requisite qualifications and experience. Recall shall be by seniority in the bargaining unit.
- 9.3 Any employee who is laid off shall have his/her medical, dental and life insurance premiums paid for by the Employer subject to any co-pay provisions, through the month following the month of layoff. Thereafter, the employee may elect to pay for these coverage's at the employee's expense through the City group rates in accordance with the COBRA provisions then in effect.

ARTICLE 10

RECLASSIFICATION AND/OR UPGRADING

- 10.1 Any request by a person covered by this Agreement regarding a change in the classification of his/her position shall make such a request to the appointing authority. Upon approval of the appointing authority the matter shall then be submitted to the Personnel Director for action by the City Council.

- 10.2** Job specifications and qualifications except for those within the Water Division, which may be amended by the City from time to time are incorporated by reference into this Agreement.

ARTICLE 11

HOURS OF WORK AND PAY GRADES

- 11.1** The basic work week shall consist of five consecutive eight hour days, and in some cases five consecutive seven hour days.
- 11.2** The various classes of position are here assigned to a basic work week and a class pay grade in accordance with the following schedule:

CLASS OF POSITION**ADMINISTRATIVE, CLERICAL & FISCAL GROUP**

<u>CLASS OF POSITION</u>	<u>CLASS PAY GRADE</u>	<u>BASIC WORK WEEK</u>
EMA/Executive Assistant	T4	37.5 Hours

PROFESSIONAL, SUB-PROFESSIONAL, AND INSPECTION GROUP

Housing Inspector	T1	40 Hours
Zoning Official/ADA Compliance	T2	40 "
Reference & Adult Services Librarian	T3A	35 "
Youth Adolescent Services Librarian	T3B	35 "
To be determined	T4A	40 "
Asst. Bldg. Inspector/Asst. Zoning Officer	T5A	40 "
Water Division Engineering Aide	T5B	40 "
Engineering Assistant	T5C	40 "
Senior Housing Inspector	T6	40 "
Electrical Inspector	T7	40 "
Water Division Engineering Technician	T8	40 "
Construction Supervisor	T9	37.5 "
Chief Children's & Youth Services Librarian	T11	35 "
Superintendent of Parks & Recreation	T12	40 "
Chief Information and Adult Serv. Librarian	T13	35 "
Managerial Accountant	T14A	40 "
Civil Engineer	T14B	40 "
CADD Engineering Specialist	T15	40 "
Deputy Superintendent for Enforcement	T16A	40 "
Water Transmission Distribution Supervisor	T16C	40 "
Fiscal Officer	T17	40 "
Solid Waste Superintendent	T18A	40 "
Highway Superintendent	T18B	40 "
Federal Administrator of Housing & Community Dev.	T19	40 "
Branch Librarian	TBD	35 Hrs.
Engineer Aide	TBD	40 "
City Surveyor	TBD	40 "
Municipal Network Technician	TBD	40 "
Wastewater Laboratory Supervisor	TBD	40 "
Collection System Superintendent	TBD	40 "
Assistant Water Superintendent	TBD	40 "
Senior Civil Engineer	TBD	40 "
Water Chemist Bacteriologist	TBD	40 "

11.3 Pay Grades shall be as appears in Appendix A of this agreement. Exclude the Water Chemist / Bacteriologist position from the Agreement effective with the City's decision to move forward with the partial privatization of the water plant.

All bargaining unit members will enroll in direct deposit with electronic transmission of pay stub (eliminating all paper stubs) and will be paid Bi-weekly.

11.4 Flex time shall be permitted and used in same week with mutual agreement between the employee and the supervisor.

ARTICLE 12

OVERTIME

12.1 Effective 7-1-18 Employees who are required to work in excess of their regular work week by performing work as described below:

(1) Arriving at work early or continuing work beyond their regularly scheduled ending time to complete required tasks, or

(2) Attendance at a prescheduled meeting after hours, shall receive pay or compensatory time off at the rate of time and one-half for any hours exceeding the daily scheduled hours of work. The appointing authority shall have the discretion to pay the appropriate amount for the additional work performed or to award compensatory time at an approved time.

12.2 Effective 7-1-18 In the event that an employee is called back to work in an emergency situation after leaving work for the day, the employee shall receive a minimum call in time of two (2) hours. Compensation shall be at the rate of time and one half. The appointing authority shall have the discretion to either make payment or to award compensatory time off. Division Heads called in after leaving work for the day and prior to midnight on Monday through Friday shall be compensated at the rate of time and one half for time actually worked. If the employee is on leave status during Monday through Friday and is called in, he shall receive the minimum four (4) hours call in time. All work performed on Sunday shall be compensated at the rate of double time.

12.3 In the event an employee is required to work outside his/her regularly scheduled shift within the pay period for a different division or department, such employee shall receive paid overtime compensation at the rate of one and one half times their regular hourly rate.

12.4 All non-exempt Fair Labor Standards Act employees shall continue to be compensated as is current custom and practice.

ARTICLE 13

WORKING IN A HIGHER CLASSIFICATION

- 13.1** Effective 7-1-18 When an employee is required to one (1) or more days in a higher classification, such employee shall receive the first step that gives the employee an increase. Out of class payments will only be for other Local 3851 positions.

ARTICLE 14

MEDICAL AND DENTAL INSURANCE

- 14.1** If elected by the member, the City shall provide each employee with single or family healthcare coverage as appropriate, and/or dental coverage pursuant to the City-wide plans then in effect. Effective July 1, 2013, each employee shall pay 20% of the premium cost or working rate for health coverage, deducted weekly from the employee's paycheck. Each employee shall sign a payroll deduction authorization as may be required by the Finance Director to satisfy this cost-sharing obligation.

Employees hired on or before June 30, 2012 who retire after twenty-five years of continuous service and are eligible for normal retirement under ERSRI or eligible to receive Social Security Retirement income will be eligible to receive individual coverage only under the City-wide health insurance plan, as it may be amended from time to time, for up to a total of six (6) years or until age 65, whichever occurs sooner, provided the retiree pays 20% of the cost of the premium/working rate in advance of each month for which coverage is provided. Commencing at

age 65, the retiree must convert to and/or enroll in Medicare, and the City will pay 80% of the cost of one Medicare supplement plan (individual plan only) provided the retiree pays, in advance, 20% of the premium/working rate for each such month of coverage.

Employees hired on or after July 1, 2012 who retire after twenty-five years of continuous service and are eligible for normal retirement under ERSRI or eligible to receive Social Security Retirement income will be eligible to receive individual coverage only under the City-wide health insurance plan, as it may be amended from time to time, for up to a total of six (6) years or until age 65, whichever occurs sooner, provided the retiree pays 50% of the cost of the premium/working rate in advance of each month for which coverage is provided. Commencing at age 65, the retiree must convert to and/or enroll in Medicare, and the City will pay 50% of the cost of one Medicare supplement plan (individual plan only) provided the retiree pays, in advance, 50% of the premium/working rate for each such month of coverage.

The City agrees that it will not change the health insurance benefits in the City-wide plan through June 30, 2017 unless changes are required by the insurance carrier/administrator.

The Dental plan shall include Dental Levels I, II, III, IV subject to the same rules set forth above. The city will pay the cost of Dental, Level IV, as set forth above, Family Membership, up to a coverage limit of \$1,200. Any employee desiring a coverage limit for Level IV of \$2,000.00 may obtain said coverage at their own expense for the difference between Level IV \$1,200.00 and Level IV \$2,000.00. Dental Coverage will be eliminated to retirees and their spouses upon attainment

of age 65. Eye Care Hardware per employee only \$25.00 nominal fee per year reimbursed upon receipt of a bill.

- 14.2** Effective July 1, 2013, in the event an employee receives alternative coverage from another source, the City will pay that employee \$3,000.00 in lieu of providing family health and dental coverage or \$1,500.00 in lieu of providing individual health and dental coverage. If the employee has available only one alternative coverage, health or dental, the employee will be provided a pro rata payment in lieu of that coverage.
- 14.3** The parties will agree to a health insurance summary plan document which will be attached to the Agreement as Appendix B

ARTICLE 15

WORKERS' COMPENSATION

- 15.1** All employees covered by this Agreement shall be covered by the Workers' Compensation Act of Rhode Island. The City agrees to the policy of paying the difference between Workers' Compensation awards and the employee's regular base pay during the initial six (6) month period an employee collects Workers' Compensation Insurance. Any compensation checks received by the employee shall be produced for verification to the Personnel Director or his/her staff, and the City will pay the employee the difference between said checks and the regular base pay without deduction from sick leave for up to this initial six (6) month period. After the initial six (6) month period, any compensation checks received by the employee shall be produced for verification to the Personnel Director and the City will pay the employee the difference between said check and his regular

pay by deduction from accumulated sick leave until it is exhausted. Sick leave shall not accrue while on-the-job injury continues.

- 15.2** An employee who suffers an on-the-job injury shall be entitled to return to his or her former position within 24 months from the date of his or her injury. The City may terminate the employment relationship at the end of the 24 months from the date of injury without recourse. During the period of time an employee is absent from his or her job as the result of an on-the-job injury, the City may hire a substitute to fill the vacancy created by the absence of the injured employee. Said substitute employee shall have all the rights, duties, and benefits accorded City employees under the applicable Personnel Rules and Regulations and collective bargaining contract, except that said substitute may be laid off upon the return of the injured employee. Upon such layoff, however, said substitute employee shall have layoff/recall rights as defined and described in the collective bargaining contract between the parties for a period of two (2) years from the date of layoff. Each person hired to substitute for an employee injured on-the-job shall be informed by the City of the temporary status of his or her employment. Said substitute employee shall be notified that his or her employment with the City is temporary and he or she shall not be entitled to paid medical benefits unless the duration of his or her employment exceeds the six (6) months. If the employee exceeds the six (6) months probationary period, he or she is entitled to all rights, duties and benefits accorded to City employees under the applicable Personnel Rules and Regulations and Collective Bargaining Agreement.

ARTICLE 16

LIFE INSURANCE

- 16.1 The City agrees to pay the cost of group life insurance for all employees covered by this Agreement in the amount of \$75,000.

ARTICLE 17

LEGAL DEFENSE

- 17.1 The City agrees to provide legal defense for and to hold harmless the employees who are defendants in civil litigation arising from their conduct on behalf of the City provided that the conduct of the person is covered under the existing municipal insurance policy.

ARTICLE 18

HOLIDAYS

- 18.1 The following days shall be considered holidays with pay whether or not they are part of the regularly scheduled work week:

New Year's Day	Columbus Day
Martin Luther King Day	Veterans' Day
Good Friday	Election Day/In November
Memorial Day	in every Even Year
July 4th	Thanksgiving Day and the
Victory Day	following day
Labor Day	The Day before Christmas
	Christmas Day

- 18.2 Holidays which fall on a Saturday shall be celebrated on the last scheduled work day before the holiday.
- 18.3 Whenever any of the preceding listed holidays falls on a Sunday, the following day shall be considered the holiday.

- 18.4 Employees absent and discharging paid leave under the provisions of this Agreement, will be paid for the holiday.
- 18.5 Whenever a holiday falls on an employee's regular work day and the employee is required to work on that day, said employee will be entitled to one day's pay.

ARTICLE 19

VACATIONS

- 19.1 All permanent employees in full time positions who are covered by this Agreement, and who have six (6) months or more of seniority as of January 1, or July 1 of the applicable year, shall receive a vacation computed by using the anniversary date of the employee's appointment as follows:

Seniority

Vacation

1 year up to 5 years

2 weeks plus 2 days

One (1) additional day of vacation shall be added for each full year in excess of five (5) years, but less than ten (10) years.

10 years

3 weeks plus 2 days

12 years

3 weeks plus 3 days

14 years

3 weeks plus 4 days

16 years

4 weeks

18 years

4 weeks plus 1 day

20 years

4 weeks plus 2 days

21 years

4 weeks plus 3 days

22 years

4 weeks plus 4 days

23 years

5 weeks

24 years

5 weeks plus 1 day

25 years

5 weeks plus 2 days

- 19.2 Two (2) additional days of vacation shall be added each year on January 1 in place of two (2) holidays, namely:

Washington's Birthday

Rhode Island Independence Day

RH
RBH

- 19.3** An employee's total seniority with the City as of January 1 or July 1 in the applicable year, shall be used as a basis for computing the length of vacation.
- 19.4** (1) In the event an employee dies, the City shall pay the amount of unused accrued vacation to his or her estate.
- (2) In the event an employee retires with more than five years service with an immediate annuity from the R. I. Municipal Employees' Retirement System the City shall pay him or her the amount of unused accrued vacation.
- (3) In the event an employee resigns with more than five years service he or she shall be paid according to the following schedule:
- If the employee resigns between January 1 and June 30, the employee shall be paid 1/2 of unused accrued vacation time.
 - If the employee resigns between July 1 and December 31 the employee shall be paid 100% of any unused accrued vacation time.
- (4) If an employee retires or resigns with less than five years service he/she will not be paid for any unused accrued vacation. If an employee is terminated for just cause he/she will not be paid for any unused accrued vacation.
- 19.5** An employee may carry over from one year to the next, vacation time not to exceed one year's accrual for that employee. If it is mutually agreeable between the employee and the City, such employee may be paid for any unused vacation time at the end of the calendar year.

ARTICLE 20

SICK LEAVE

- 20.1** Sick leave shall be defined as the absence from duty of any employee due to illness or exposure to contagious diseases. Sick leave with pay shall be accrued to

employees at the rate of one working day for each full calendar month of service and shall accumulate to a maximum of one hundred fifty working days. A physician's statement may be required after three (3) consecutive days of absence due to illness.

20.2 Family sick leave of three days will be allowed with a doctor's report and such time shall be deducted from sick leave.

20.3 When an employee retires he or she shall receive sixty percent of his or her unused accrued sick leave. In the event an employee dies his or her estate shall receive sixty percent of his or her sick leave.

20.4 Effective 7-1-18 In the event an employee has accumulated the maximum amount of sick leave of 150 days, then he or she shall receive unused additional sick leave that would have been accrued if there were no maximum according to the following:

For the first four days:	25% per day
For the next four days:	50% per day
For the next four days:	75% per day

This payment shall be at the employee's regular rate of pay and shall be paid no later than the last pay day in July of each year.

For a period of 1 year Effective July 1, 2011 through June 30, 2012, there will not be an excess sick leave payment, and the accrual of sick time shall be capped at 165 days. For purposes of any payment of accrued sick at the time of retirement the cap shall not exceed 150 days

20.5 In the event an employee uses no sick leave for one calendar year, a \$250.00 bonus shall be paid.

20.6 Employees who the City deems as potential sick leave abusers will be first counseled concerning their sick time. Continued abuse after counseling can result

in an employee being placed on an abusive sick leave list which would require the employee to present a physician's certificate or other satisfactory evidence for all sick time used during the period. The abusive sick leave list will be for the duration of three months. If the employee uses no more than one sick day during this period the employee will be removed from this list.

ARTICLE 21

BEREAVEMENT LEAVE

- 21.1** Bereavement leave allowable for death in the family shall be as follows: wife, husband, child, stepchild, mother, father, stepparents, brother or sister, mother-in-law, father-in-law, and grandchildren; from the time of notification to and including the day of burial, not to exceed five (5) days. For daughter-in-law and son-in-law, the day before the burial and the day of burial shall be allowed. For sister-in-law, brother-in-law, aunt, uncle, niece, nephew, grandmother, grandfather, the day of burial shall be allowed.
- 21.2** Any officer or member of the executive board of the Union shall be allowed time off to attend the funeral service of a member or the member's immediate family. Officers and executive board members shall be allowed time off to attend the funeral services of any officer or executive board member.

ARTICLE 22

PERSONAL DAYS

- 22.1** All employees covered by this Agreement shall receive two (2) personal days per year.

ARTICLE 23

JURY DUTY

- 23.1** Any employee shall be granted a leave of absence for required jury duty or civic duty on behalf of and at the request of the city requiring an appearance before a court or other public body. Said employee will receive full salary and will turn in jury duty pay to the City. Should the employee receive extra stipend as a result of sequestration, said employee may keep this extra stipend.

ARTICLE 24

MILITARY SERVICE

- 24.1** Any employee who is a member of a reserve force of the United States, or the Rhode Island National Guard, or the Rhode Island Air National Guard, and is ordered by the appropriate authorities to attend a training period, or other duties under supervision of the United States, or the State of Rhode Island, shall be granted a leave of absence without pay from his position during the actual duration of such activity. During this period, for up to a maximum of two (2) weeks, the employee shall accrue sick leave and vacation leave as though actually employed. Such employee shall receive that part of his regular salary which will, together with his reserve or guard pay, equal his total City salary for a similar period.

ARTICLE 25

LEAVE WITHOUT PAY

- 25.1** Upon written application, a permanent employee may be granted a leave of absence, if approved by the appointing authority not to exceed six months, and

subject to one renewal, not to exceed six months, for the reason of personal illness, disability, or for other purposes deemed eligible.

25.2 Leave of absence, for reasons other than those above, may be granted with the consent of the appointing authority.

25.3 Upon return to work, such employee will be placed in the job held prior to taking leave if the position still exists. Seniority will continue for the first six months for layoff purposes, etc. No other benefits will accrue during this leave of absence.

ARTICLE 26

PENSION

26.1 All employees covered by this agreement shall be participants in the Rhode Island Municipal Employees' Retirement System.

ARTICLE 27

UNION ACTIVITIES

27.1 The Union shall furnish the City with a written list of its officers immediately after their designation and promptly notify the City of any language change in such officers.

27.2 The President, Vice President, Secretary/Treasurer and/or Chief Steward will be allowed a reasonable amount of time during working hours to process grievances to conduct negotiations.

27.3 The City agrees to provide reasonable bulletin board space, where notices of official Union matters, submitted by the Union and approved by the City, may be posted.

- 27.4 Delegates and Union Officers, up to a maximum of one (1), who are required to attend Union conventions and conferences will be allowed time off with pay not to exceed a total of five (5) days every two (2) years.

ARTICLE 28

CLOTHING ALLOWANCE

- 28.1 A clothing allowance of \$225.00 per year will be paid to all employees in the month of October, pro-rated, based on the time the employee has worked. Employees must be on the payroll in October to be eligible for clothing allowance.

ARTICLE 29

MILEAGE

- 29.1 The City will reimburse employees \$.48.5 per mile for use of personal vehicles during the conduct of city business. Mileage reimbursement shall be reviewed annually and increased or decreased to reflect the allowed federal tax deduction for use of personal vehicle for the conduct of business. In the event the federal tax deduction is abolished, reimbursement shall be \$.29 per mile. Employees will be required to maintain a log of usage in accordance with IRS guidelines.

ARTICLE 30

LONGEVITY

- 30.1 Each employee covered by this Agreement shall be entitled to longevity payments after he or she has served as a City employee for a period of five years from the date of appointment. Payment of longevity shall be in accordance with the following schedule. Any employee entitled to longevity payments shall be paid

the same in one lump sum on or before December 1, of each year. The date of November 1 shall be the date used to determine whether or not an employee is entitled to longevity payments for that year.

- 30.2** Any employee so entitled will be paid the same as above provided according to the following schedule:

Commencing from employment to and including fourth year 0 percent of base pay.

Fifth year to ninth year	4.5 percent of salary
Tenth to fourteenth year	5.0 percent of salary
Fifteenth to nineteenth year	5.5 percent of salary
Twentieth to twenty fourth year	6.0 percent of salary
Twenty-fifth year and over	6.5 percent of salary

Effective July 1, 2010, longevity schedule for all new hires shall be as follows:

Fifth year to ninth year	3.0 percent of salary
Tenth to fourteenth year	3.5 percent of salary
Fifteenth to nineteenth year	4.0 percent of salary
Twentieth to twenty fourth year	4.5 percent of salary
Twenty-fifth year and over	5.0 percent of salary

- 30.3** The provisions of this Article 30 shall not apply to any employee hired on or after 4-7-14.

ARTICLE 31

NO STRIKES OR LOCKOUTS

- 31.1** The Union and its members will not cause, call or sanction any strike, work stoppage, or slowdown, nor will the City lockout its employees during the life of this Agreement.

ARTICLE 32

ALTERATION OF AGREEMENT

- 32.1** It is understood that any alteration or modification of this Agreement shall be binding upon the parties hereto only if executed in writing.
- 32.2** The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all the terms and conditions herein.

ARTICLE 33

SEVERABILITY

- 33.1** In the event that any article, section or portion of this Agreement is found to be invalid by a decision of a tribunal of competent jurisdiction, then such article, section or portion specified in such tribunal decision shall be of no force and effect, but the remainder of this Agreement shall continue in full force and effect. In such an event, either party shall have the right immediately to reopen negotiations solely with respect to a substitute for such article, section or portion.

ARTICLE 34

MISCELLANEOUS

- 34.1 DRUG TESTING**-Random testing for all employees operating City Vehicles. If during a random test, the presence of a controlled substance is detected, the employee will undergo EAP. Subsequent offenses are subject to progressive discipline. Subsequent offenses within five (5) years of the first are subject to termination.

- 34.2** The City shall pay for any courses resulting from any local, State or Federal regulations requiring upgrading to maintain or obtain licenses, certifications, or the like or additional courses for any member of the bargaining unit and tuition reimbursements for his/her current position.
- 34.3** The City agrees to pay required yearly license fees for members of the bargaining unit as necessary for the performance of the job in his/her current position.
- 34.4** The City agrees to supply safety equipment and special protective clothing for employees whose jobs require such clothing and equipment. The shoe allowance reimbursement shall not exceed \$125.00 per year.
- 34.5** Wastewater Treatment Plant employees and the outside sewer crew shall have an annual physical examination and necessary inoculations as determined by the State Board of Health which will be paid by the City. All reports shall be made available to the City, the employee and the Union. Further, within thirty (30) days after the signing of this contract, employees will receive the necessary inoculations.
- 34.6** The City will pay membership to Narragansett Water Pollution Association for wastewater maintenance and operators.
- 34.7** Employees holding Wastewater Operator, Drinking Water Operator, and Drinking Water Distribution Operator licenses issued by the State of Rhode Island or equivalent shall receive bonuses as follows:

Grade I	\$15.00 per week
Grade II	\$19.00 per week
Grade III	\$23.00 per week
Grade IV	\$27.00 per week

- 34.8** No one outside the bargaining unit shall perform work normally done by a member of the bargaining unit unless an emergency arises. In no case will the provisions be used to deprive any members of the bargaining unit either straight time or overtime.
- 34.9** Employees who hold a mosquito abatement license shall receive a \$15.00 per week premium. A maximum of two (2) employees shall be entitled to this benefit.

ARTICLE 35

CHILDBIRTH AND ADOPTION LEAVE

- 35.1** A leave of absence shall be granted to an employee to the extent required by law for reasons of child birth or adoption. Sick leave shall be used concurrently to the extent permitted by law and provided by the City's FMLA policy. In addition, the City will grant to FMLA eligible employees an additional amount of unpaid leave for these purposes to amount to a cumulative total of six (6) months of leave.

ARTICLE 36

DISCIPLINARY ACTION

- 36.1** Disciplinary action may be imposed upon an employee for just cause only.
- 36.2** When any disciplinary action is to be taken against any employee, the employee and the Union shall be notified before such action is taken, in writing of the specific reasons for such action.
- 36.3** The parties agree to the concept of progressive discipline. In general, depending on the severity of the violation, the following progressive discipline will be followed:

- (1) Oral reprimand. Reduced to writing and kept for one year in employee's file.
- (2) Written reprimand. Kept in employee's file for two years..
- (3) Suspension. Record kept in employee's file for three years.
- (4) Discharge.

ARTICLE 37

MANAGEMENT RIGHTS

37.1 It is understood and agreed that the City possesses the sole right and authority to operate and direct the employees of the City and its various departments in all aspects, including, but not limited to, all rights and authority exercised by the City prior to the execution of this Agreement, except as modified in this Agreement.

These rights include, but are not limited to:

- a. The right to determine its mission, policies, and to set forth all standards of service offered to the public;
- b. To plan, direct, control and determine the operations or services to be conducted by employees of the City;
- c. To determine the methods, means, number of personnel needed to carry out the City's mission;
- d. To direct the working forces;
- e. To hire and assign or to transfer employees within the City;
- f. To promote, suspend, discipline or discharge for just cause;
- g. To layoff or relieve employees due to lack of work or funds or for other legitimate reasons;
- h. To make, publish and enforce rules and regulations;

- i. To introduce new or improved methods, equipment or facilities;
- j. To contract out for goods and services that will not cause bargaining unit work to be done by non-bargaining unit persons;
- k. To take any and all actions as may be necessary to carry out the mission of the City in situations of civil emergency as may be declared by the Mayor and the City Council; provided that no right enumerated herein shall be exercised or enforced in a manner contrary to or inconsistent with the provisions of this Agreement.

The Mayor and the City Council have the sole authority to determine the purpose and mission of the City and the amount of budget to be adopted thereto.

ARTICLE 38

TDI

38.1 Effective 7-01-10 all employees covered by this agreement will be covered by Rhode Island Temporary Disability Insurance. The costs of such insurance shall be borne solely by the employee and deducted through payroll if so elected by the employee.

ARTICLE 39

PEOPLE DEDUCTION

39.1 Upon receipt of a voluntary written authorization from any employee covered by this Agreement, on forms provided by the Union, the City shall deduct from the pay of such employees the PEOPLE contributions authorized by the employee and forward said deduction to Council 94. Deductions shall not be coupled with Union dues and shall be forwarded separately.

RD
LST
HBT

ARTICLE 40

DURATION

This agreement shall be in effect from July 1, 2017 and shall continue until June 30, 2020.

ARTICLE 41

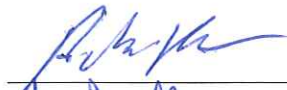
RATIFICATION


- 41.1 All memorandums of agreement must be signed by the Union and by the Mayor, who must forward a copy of the Agreement to the City Council prior to the next City Council meeting. If the City Council has retained the right to ratify the existing contract, then the Mayor and the City Council must sign a Memorandum of Agreement before it takes effect.

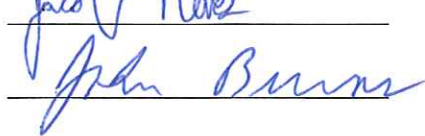
In witness whereof, the parties have hereunto set their hands this

14th day of FEBRUARY, 2019.

FOR RI COUNCIL 94
AFSCME, AFL-CIO
LOCAL 3851




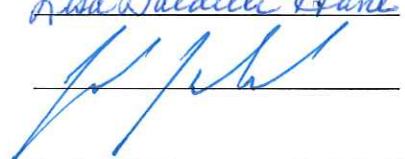




Date: 2-4-19

FOR THE CITY OF
WOONSOCKET RI





Date: 2/4/19

APPENDIX A

Effective 6-30-18 500.00 per member payment and added to base

Effective 7-1-18 1,000 per member added to base

Effective 7-1-19 1,000 per member added to base

Effective 6-30-18 Grade T1 Housing Inspector and T2 Zoning Official before raise

Step 4 807.70 per week and 20.19 per hour

Effective 6-30-18 Grade T6 Senior Housing Inspector before raise Step 4 961.54 per
week and 24.03 per hour

Municipal Union, Local 3851 Pro-Tech Pay-Plan
FY18 - Effective 6-30-2018

Grade	Step 1	Step 2	Step 3	Step 4	Position	Hrs	Annual(\$)
T1	\$ 744.69	\$ 766.34	\$ 792.61	\$ 817.31	Housing Inspector	40.0	\$ 42,500
T1	\$ 744.69	\$ 766.34	\$ 792.61	\$ 817.31	Housing Inspector	40.0	\$ 42,500
T2				\$ 817.31	Zoning Official/ADA Compliance Officer	40.0	\$ 42,500
T3A	\$ 770.96	\$ 789.82	\$ 805.31	\$ 822.16	Reference & Adult Svcs Librarian	35.0	\$ 42,752
T3B	\$ 770.96	\$ 789.82	\$ 805.31	\$ 822.16	Youth Adolescent Svcs Librarian	35.0	\$ 42,752
T4	\$ 805.02	\$ 828.45	\$ 844.98	\$ 863.65	EMA/Executive Assistant	37.5	\$ 44,910
T4A				\$ 865.39	Title & Job Specs to be determined	40.0	\$ 45,000
T5A	\$ 801.72	\$ 826.49	\$ 850.41	\$ 875.17	Asst Bldg Insp/Asst Zon Officer	40.0	\$ 45,509
T5B	\$ 801.72	\$ 826.49	\$ 850.41	\$ 875.17	Water Div Engineering Aide	40.0	\$ 45,509
T5C	\$ 801.72	\$ 826.49	\$ 850.41	\$ 875.17	Engineering Assistant	40.0	\$ 45,509
T6	\$ 899.20	\$ 921.92	\$ 945.93	\$ 971.16	Senior Housing Inspector	40.0	\$ 50,500
T7	\$ 899.78	\$ 924.12	\$ 959.48	\$ 985.37	Electrical Inspector	40.0	\$ 51,239
T8	\$ 913.09	\$ 936.16	\$ 960.55	\$ 986.18	Water Div Engineering Tech	40.0	\$ 51,281
T9	\$ 880.06	\$ 938.95	\$ 967.68	\$ 997.31	Construction Supervisor	37.5	\$ 51,860
T11	\$ 909.98	\$ 928.52	\$ 971.77	\$ 1,003.28	Chief Children's Youth Svcs Librarian	35.0	\$ 52,171
T12	\$ 915.07	\$ 935.25	\$ 976.86	\$ 1,008.93	Superintendent of Parks & Recreation	40.0	\$ 52,464
T13	\$ 928.98	\$ 947.50	\$ 990.74	\$ 1,022.27	Chief Information & Adult Svcs Librarian	35.0	\$ 53,158
T14A	\$ 981.48	\$ 1,012.58	\$ 1,043.26	\$ 1,074.78	Managerial Accountant	40.0	\$ 55,889
T14B	\$ 981.48	\$ 1,012.58	\$ 1,043.26	\$ 1,074.78	Civil Engineer (amt to leave vacant)	40.0	\$ 55,889
T15	\$ 1,078.79	\$ 1,111.71	\$ 1,140.55	\$ 1,172.49	Cadd Engineering Specialist	40.0	\$ 60,969
T16A	\$ 1,152.45	\$ 1,191.74	\$ 1,214.22	\$ 1,245.12	Deputy Superintendent for Enforcement	40.0	\$ 64,746
T16B	\$ 1,152.45	\$ 1,191.74	\$ 1,214.22	\$ 1,245.12	Water Division Chemist Bacteriologist	40.0	\$ 64,746
T16C	\$ 1,152.45	\$ 1,191.74	\$ 1,214.22	\$ 1,245.12	Water Transmission Distribution Sup	40.0	\$ 64,746
T17	\$ 1,188.14	\$ 1,222.57	\$ 1,256.97	\$ 1,292.53	Fiscal Officer	40.0	\$ 67,211
T18A	\$ 1,223.87	\$ 1,260.48	\$ 1,288.11	\$ 1,320.25	Solid Waste Superintendent*	40.0	\$ 68,653
T18B	\$ 1,223.87	\$ 1,260.48	\$ 1,288.11	\$ 1,320.25	Highway Superintendent	40.0	\$ 68,653
T19	\$ 1,275.59	\$ 1,319.25	\$ 1,362.91	\$ 1,406.56	Federal Administrator of Housing & Com Development	40.0	\$ 73,141

*Michael Debroisse stipend \$133.58 from \$132.61

R0
RBK

Municipal Union, Local 3851 Pro-Tech Pay-Plan
FY19 - Effective 7-1-2018

Grade	Step 1	Step 2	Step 3	Step 4	Position	Hrs	Annual(\$)
T1	\$ 763.92	\$ 786.57	\$ 811.84	\$ 836.54	Housing Inspector	40.0	\$ 43,500
T1	\$ 763.92	\$ 786.57	\$ 811.84	\$ 836.54	Housing Inspector	40.0	\$ 43,500
T2				\$ 836.54	Zoning Official/DA Compliance Officer	40.0	\$ 43,500
T3A	\$ 790.20	\$ 809.05	\$ 824.54	\$ 841.39	Reference & Adult Svcs Librarian	35.0	\$ 43,752
T3B	\$ 790.20	\$ 809.05	\$ 824.54	\$ 841.39	Youth Adolescent Svcs Librarian	35.0	\$ 43,752
T4	\$ 824.25	\$ 847.68	\$ 864.21	\$ 882.88	EMA/Executive Assistant	37.5	\$ 45,910
T4A				\$ 894.62	Title & Job Specs to be determined	40.0	\$ 46,000
T5A	\$ 820.95	\$ 845.72	\$ 869.64	\$ 894.40	Asst Bldg Insp/Asst Zon Officer	40.0	\$ 46,509
T5B	\$ 820.95	\$ 845.72	\$ 869.64	\$ 894.40	Water Div Engineering Aide	40.0	\$ 46,509
T5C	\$ 820.95	\$ 845.72	\$ 869.64	\$ 894.40	Engineering Assistant	40.0	\$ 46,509
T6	\$ 918.43	\$ 941.15	\$ 965.16	\$ 990.39	Senior Housing Inspector	40.0	\$ 51,500
T7	\$ 929.01	\$ 943.35	\$ 978.71	\$ 1,004.60	Electrical Inspector	40.0	\$ 52,239
T8	\$ 932.32	\$ 956.39	\$ 979.78	\$ 1,005.41	Water Div Engineering Tech	40.0	\$ 52,281
T9	\$ 899.29	\$ 958.18	\$ 986.91	\$ 1,016.54	Construction Supervisor	37.5	\$ 52,860
T11	\$ 929.21	\$ 947.75	\$ 981.00	\$ 1,022.51	Chief Children's Youth Svcs Librarian	35.0	\$ 53,171
T12	\$ 934.30	\$ 954.48	\$ 996.09	\$ 1,028.16	Superintendent of Parks & Recreation	40.0	\$ 53,464
T13	\$ 948.21	\$ 966.73	\$ 1,009.97	\$ 1,041.50	Chief Information & Adult Svcs Librarian	35.0	\$ 54,158
T14A	\$ 1,000.72	\$ 1,031.81	\$ 1,062.49	\$ 1,094.01	Managerial Accountant	40.0	\$ 56,889
T14B	\$ 1,000.72	\$ 1,031.81	\$ 1,062.49	\$ 1,094.01	Civil Engineer (amt to leave vacant)	40.0	\$ 56,889
T15	\$ 1,098.02	\$ 1,130.94	\$ 1,159.78	\$ 1,191.72	Cadd Engineering Specialist	40.0	\$ 61,969
T16A	\$ 1,171.68	\$ 1,210.98	\$ 1,233.46	\$ 1,264.35	Deputy Superintendent for Enforcement	40.0	\$ 65,746
T16B	\$ 1,171.68	\$ 1,210.98	\$ 1,233.46	\$ 1,264.35	Water Division Chemist Bacteriologist	40.0	\$ 65,746
T16C	\$ 1,171.68	\$ 1,210.98	\$ 1,233.46	\$ 1,264.35	Water Transmission Distribution Sup	40.0	\$ 65,746
T17	\$ 1,207.37	\$ 1,241.80	\$ 1,276.20	\$ 1,311.76	Fiscal Officer	40.0	\$ 68,211
T18A	\$ 1,243.10	\$ 1,279.71	\$ 1,307.34	\$ 1,339.48	Solid Waste Superintendent*	40.0	\$ 69,653
T18B	\$ 1,243.10	\$ 1,279.71	\$ 1,307.34	\$ 1,339.48	Highway Superintendent	40.0	\$ 69,653
T19	\$ 1,294.82	\$ 1,338.48	\$ 1,382.14	\$ 1,425.79	Federal Administrator of Housing & Com Development	40.0	\$ 74,141

*Michael Debroisse stipend \$135.53 from \$133.58 from \$132.61

RD
TBA

Municipal Union, Local 3851 Pro-Tech Pay-Plan
FY20 - Effective 7-1-2019

Grade	Step 1	Step 2	Step 3	Step 4	Position	Hrs	Annual(\$4)
T1	\$ 783.15	\$ 804.80	\$ 831.07	\$ 855.77	Housing Inspector	40.0	\$ 44,500
T1	\$ 783.15	\$ 804.80	\$ 831.07	\$ 855.77	Housing Inspector	40.0	\$ 44,500
T2				\$ 855.77	Zoning Official/ADA Compliance Officer	40.0	\$ 44,500
T3A	\$ 809.43	\$ 828.29	\$ 843.77	\$ 860.62	Reference & Adult Svcs Librarian	35.0	\$ 44,752
T3B	\$ 809.43	\$ 828.29	\$ 843.77	\$ 860.62	Youth Adolescent Svcs Librarian	35.0	\$ 44,752
T4	\$ 843.48	\$ 866.91	\$ 883.44	\$ 902.11	EMA/Executive Assistant	37.5	\$ 46,910
T4A				\$ 903.85	Title & Job Specs to be determined	40.0	\$ 47,000
T5A	\$ 840.18	\$ 864.95	\$ 888.87	\$ 913.63	Asst Bldg Insp/Asst Zon Officer	40.0	\$ 47,509
T5B	\$ 840.18	\$ 864.95	\$ 888.87	\$ 913.63	Water Div Engineering Aide	40.0	\$ 47,509
T5C	\$ 840.18	\$ 864.95	\$ 888.87	\$ 913.63	Engineering Assistant	40.0	\$ 47,509
T6	\$ 937.66	\$ 960.38	\$ 984.39	\$ 1,009.62	Senior Housing Inspector	40.0	\$ 52,500
T7	\$ 948.24	\$ 962.58	\$ 997.94	\$ 1,023.84	Electrical Inspector	40.0	\$ 53,239
T8	\$ 951.55	\$ 974.62	\$ 999.01	\$ 1,024.64	Water Div Engineering Tech	40.0	\$ 53,281
T9	\$ 918.52	\$ 977.41	\$ 1,006.14	\$ 1,035.77	Construction Supervisor	37.5	\$ 53,860
T11	\$ 948.44	\$ 966.98	\$ 1,010.23	\$ 1,041.74	Chief Children's Youth Svcs Librarian	35.0	\$ 54,171
T12	\$ 953.53	\$ 973.71	\$ 1,015.32	\$ 1,047.39	Superintendent of Parks & Recreation	40.0	\$ 54,464
T13	\$ 967.44	\$ 985.96	\$ 1,029.20	\$ 1,060.73	Chief Information & Adult Svcs Librarian	35.0	\$ 55,158
T14A	\$ 1,019.95	\$ 1,051.04	\$ 1,081.72	\$ 1,113.24	Managerial Accountant	40.0	\$ 57,889
T14B	\$ 1,019.95	\$ 1,051.04	\$ 1,081.72	\$ 1,113.24	Civil Engineer (amt to leave vacant)	40.0	\$ 57,889
T15	\$ 1,117.25	\$ 1,150.17	\$ 1,179.01	\$ 1,210.95	Cadd Engineering Specialist	40.0	\$ 62,969
T16A	\$ 1,190.91	\$ 1,230.21	\$ 1,252.69	\$ 1,283.58	Deputy Superintendent for Enforcement	40.0	\$ 66,746
T16B	\$ 1,190.91	\$ 1,230.21	\$ 1,252.69	\$ 1,283.58	Water Division Chemist Bacteriologist	40.0	\$ 66,746
T16C	\$ 1,190.91	\$ 1,230.21	\$ 1,252.69	\$ 1,283.58	Water Transmission Distribution Sup	40.0	\$ 66,746
T17	\$ 1,226.60	\$ 1,261.03	\$ 1,295.43	\$ 1,330.99	Fiscal Officer	40.0	\$ 69,211
T18A	\$ 1,262.33	\$ 1,298.94	\$ 1,326.57	\$ 1,358.71	Solid Waste Superintendent*	40.0	\$ 70,653
T18B	\$ 1,262.33	\$ 1,298.94	\$ 1,326.57	\$ 1,358.71	Highway Superintendent	40.0	\$ 70,653
T19	\$ 1,314.05	\$ 1,357.71	\$ 1,401.37	\$ 1,445.02	Federal Administrator of Housing & Com Development	40.0	\$ 75,141

*Michael Debroisse stipend \$137.48 from \$135.53 from \$133.58 from \$132.61

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100/80 500 Coinsurance Plan

Understanding Your Benefits

Deductibles

You pay the following amounts each year before your health plan starts to pay toward the cost of covered services:

- \$500 per individual plan
- \$1,000 per family plan
- \$1,000 per individual plan in network
- \$2,000 per family plan out of network

Out-of-pocket Limits

To protect you from very high costs, your plan limits how much you could pay out of pocket for healthcare services. The following is the most you would pay for deductibles and coinsurance each year:

- \$7,500 per individual plan
- \$3,000 per family plan in network
- \$3,000 per individual plan
- \$6,000 per family plan out of network

Please note:

The deductible and out-of-pocket limits are separate for in-network and out-of-network services.

WHAT'S COVERED	WHAT YOU PAY
Preventive Care <ul style="list-style-type: none"> Adult preventive care Child preventive care Immunizations Preventive and diagnostic lab, X-ray, and imaging 	\$0 in network 20% per visit after deductible out of network
Primary Care Office Visits <ul style="list-style-type: none"> Adult primary care Adult gynecological exam Pediatric primary care 	\$20 per visit in network 20% per visit after deductible out of network
Specialist Office Visits <ul style="list-style-type: none"> Specialty care Chiropractic (limit 12 visits per year) Flu/typh exam (limit 1 visit per year) 	\$30 per visit in network 20% per visit after deductible out of network
Outpatient Services <ul style="list-style-type: none"> Medical/surgical care High-end radiology services, major diagnostics, and nuclear medicine (e.g., MRI/CAT/PET) 	0% per visit after deductible in network 20% per visit after deductible out of network
Inpatient Services <ul style="list-style-type: none"> Acute care Maternity Mental health Chemical dependency Rehabilitation (limit 45 days per year) Emergency Services Hospital emergency care 	0% per visit after deductible in network 20% per visit after deductible out of network \$150 per visit in network \$150 per visit out of network \$50 per occurrence in network \$50 per occurrence out of network
Ambulance	\$50 per occurrence in network \$50 per occurrence out of network

continued

APB
RD

What's Covered		What You Pay
Urgent Care Center		\$30 per visit in network
Durable Medical Equipment		\$30 per visit out of network
Physical/Occupational Therapy (limit 30 visits per year)		20% per occurrence after deductible in network
• Physical therapy		20% per occurrence after deductible out of network
• Occupational therapy		
• Speech therapy		
Prescription Drugs		\$10 Tier-1; \$20 Tier-2; \$30 Tier-3; \$50 Tier-4

RP
RBA

Coinsurance Plans (100/30, 90/70, and 80/50)

The following diagram shows some of the covered services, and the member's financial responsibility for each.

Key Plan Features:

- National network and non-network coverage
- Cost savings by going to a network doctor or facility
- Preventive care covered at 100% in network
- Deductible and coinsurance allow for lower premiums
- Pharmacy benefits included

Deductible Calculation

All family members contribute to the family deductible. Once that is met, everyone is covered. However, an individual family member will never pay MORE than the individual deductible before being covered.

In network:

- Preventive office visits
- Adult annual/preventive care
- Well-woman annual/preventive care
- Pediatric preventive care

Preventive immunizations

- Preventive and diagnostic lab, X-ray, and imaging
- Preventive education
- Diabetes education
- Nutritional counseling
- Smoking cessation counseling

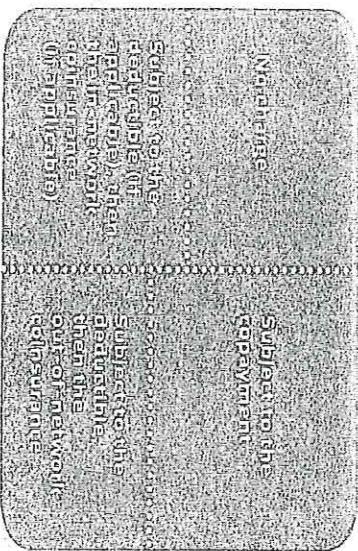
In network:

- Outpatient services
- Medical/surgical care
- High-end radiology services, major diagnostics, and nuclear medicine (e.g., MRI/CAT/PET)

Inpatient services

- Acute care
- Maternity
- Mental health
- Chemical dependency
- Rehabilitation

Durable medical equipment
Physical/occupational/speech therapy



In network:

- Primary care office visits
- Adult primary care
- OB/GYN
- Pediatric primary care
- Specialist office visits
- Specialty care
- Chiropractic
- Routine eye exam
- Hospital emergency care
- Urgent care center
- Prescription drugs
- Office-based surgical procedures

Out of network:

Applies to most out-of-network services

EXHIBIT C

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the City of Woonsocket (hereinafter the "City") and Rhode Island Council 94, AFSCME, AFL-CIO on behalf of City of Woonsocket, Professional and Technical Employees Local 3851 (hereinafter "Local 3851").

WHEREAS, the City and Local 3851 have a collective bargaining agreement (hereinafter the "CBA") covering, among other things, worked performed at the City's Water Treatment Plant; and

WHEREAS, the City has decided to engage a vendor to design, build and operate a new Water Treatment Plant and to operate the existing Water Treatment Plant while the new plant is being designed and built (hereinafter the "DBO"); and

WHEREAS, it is expected that the vendor selected by the City to execute the DBO (hereinafter the "Vendor") will assume responsibility for the operation of the current Water Treatment Plant on December 31, 2018, which actual takeover date is designated herein as "Date of Transition;" and

WHEREAS, Local 3851 has agreed not to object to the DBO, and the City has agreed that the Vendor's agreement with the City to operate the Water Treatment Plant shall be limited to management and maintenance of the Water Treatment Plant and its employees and that the remainder of the functions of the City's Water Division covered by the CBA (e.g., distribution system maintenance, meter reading, cross connections and clerical) shall continue to be performed by employees of the City.

NOW, THEREFORE, for good and valuable consideration, the exchange of which is acknowledged by the City and Local 3851, it is hereby agreed as follows:

1. The Date of Transition is expected to be December 31, 2018. In the event that the Date of Transition is later for any reason, the City shall provide Local 3851 with sixty (60) days' notice of said change.
2. Except where indicated otherwise below, this Agreement applies only to bargaining unit employees represented by Local 3851 who are employed by the City at the City's existing Water Treatment Plant on the Date of Transition. A list of said employee(s) is attached hereto as Exhibit A.
3. The employees at the existing Water Treatment Plant shall be given the opportunity to apply for positions with the Vendor selected by the City for the DBO.
4. The City shall require the Vendor to hire employees displaced by the DBO and ~~the Vendor shall recognize Rhode Island Council 94 as the collective bargaining representative of employees in the existing and new Water Treatment Plant.~~ *W-TA 12/31/18*
5. Any employee displaced at the Water Treatment Plant due to the DBO and who declines employment with the Vendor within thirty (30) days after the Date of Transition, shall have all of the rights provided by Article 9 of the CBA. *File 2/31/18*

*RD
RBH*

6. Any displaced employee who accepts employment with the Vendor may, within ninety (90) days of the Date of Transition, either have all rights provided by Article 9 of the CBA, or waive his or her rights under Article 9 of the CBA in exchange for: (i) payment by the City of seventy (70%) percent of the employee's unused, accumulated sick leave; and (ii) either one week of pay for every three (3) years of continuous service with the City, or three (3) months of health insurance continuation, less the employee's premium contribution as described in Article 14, Section 14.1 of the CBA, which amount shall be deducted from the payment described herein.

7. In anticipation of the DBO, the City shall have the right to cross-train employees within the Water Division to perform functions outside their normal job duties as the need arises without objection from Local 3851.

8. The City and Local 3851 agree that the job specifications and descriptions of positions within the Water Division are not part of or incorporated within the CBA. Effective upon the City's issuance of a Request for Proposals for the DBO, the City shall have the right to amend such job descriptions after providing notice to Local 3851 and an opportunity for discussion regarding those changes. The City and Local 3851 agree that employees displaced by the DBO shall be given the opportunity to bid into vacant bargaining unit positions within other City divisions, subject to qualification and/or testing requirements, if any. Employees who successfully bid to vacant positions elsewhere in the City will not be eligible for the benefits set forth in Section 5 above.

9. The City and Local 3851 agree that the City may utilize temporary employees, without objection from Local 3851, to fill positions of Water Treatment Plant employees identified in Exhibit A who bid into vacant bargaining unit positions within other City divisions prior to the Date of Transition. Said employees shall receive pay and benefits as determined by the City and said temporary employees shall not be subject to any provisions of the CBA, but shall pay to Local 3851 a lawful, monthly service fee to be determined by Local 3851.

10. Any dispute regarding the application, interpretation or alleged breach of this Memorandum of Agreement shall be deemed a grievance. If the grievance is not resolved within thirty (30) days of the submission of the grievance to the other party, the grieving party may submit it to arbitration. The arbitrator shall be selected by filing a request for a list of arbitrators from the American Arbitration Association Labor Arbitration Panel pursuant to its voluntary labor arbitration rules then in effect. The decision of the arbitrator shall be final and binding upon the parties. The arbitrator shall have no authority to alter, amend, change, add to, subtract from, or modify any of the terms and conditions of this Memorandum of Agreement. All fees and expenses of the arbitrator shall borne equally by the parties. Each party shall bear the expense of the presentation of its own case.

11. In consideration of the payments and other terms of this Memorandum Agreement, it is hereby agreed as follows:

(a) Subject to the provisions of Section 11(b), upon execution of this Memorandum of Agreement by all parties, Local 3851 and the undersigned employees hereby release and discharge the City, its elected and appointed officers, officials, employees, heirs,

successors, assigns, directors, agents and attorneys (collectively "Employer Releasees") from any and all manner of actions, causes of actions, debts, claims, demands, grievances, unfair labor practices, costs and attorneys' fees, both in law and equity, which against the Employer Releasees, Local 3851 and the undersigned employees ever had, by reason of the City's decision to engage the Vendor to execute the DBO, from the beginning of the world to the effective date of this Memorandum of Agreement.

Subject to the provision of this Section 11(b), upon execution of this Memorandum of Agreement, the City hereby releases and discharges Local 3851 and the undersigned employees, their elected and appointed officers, officials, employees, heirs, successors, assigns, directors, agents and attorneys (collectively "Union Releasees") from any and all manner of actions, causes of actions, debts, claims, demands, grievances, unfair labor practices, costs and attorneys' fees, both in law and equity, which against the Union Releasees the City has or ever had by reasons of the actions or activities of the Union Releasees in response to the City's decision to engage the Vendor to execute the DBO, from the beginning of the world to the effective date of the Memorandum of Agreement.

(b) The following are excluded from and are not covered by the release set forth in Section 11(a): (i) any workers' compensation claims; (ii) any disputes regarding the interpretation, application and enforcement of this Memorandum of Agreement; and (iii) any grievances, litigation or claims not related to the City's decision to engage the Vendor to execute the DBO.

(c) Any employee who has been offered employment by the Vendor, or the benefits described herein, but who has not executed this Memorandum of Agreement, shall not receive the benefits described therein.

12. The City and Local 3851 agree that the parties are authorized to enter into this Memorandum of Agreement and that the City is authorized to award the Vendor the DBO and that Local 3851 hereby waives its right to challenge the DBO, as well as the validity of this Agreement, or any term hereof, for the life of the DBO.

13. This Agreement shall supersede all prior agreements between the City and Local 3851 with regard to the DBO.

14. This Memorandum of Agreement shall be governed by the laws of the State of Rhode Island and any applicable CBA and shall be binding upon and inure to the benefit of the parties hereto and their respective executors, heirs, successors and assigns.

IN WITNESS WHEREOF, this Memorandum of Agreement has been executed on the dates below, but shall not become effective until executed by the City and Local 3851.

R.I. COUNCIL 94, LOCAL 3851

CITY OF WOONSOCKET

By: John Burns
Title: Senior Staff Representative
Date: 2/15/16

By: Lisa Ballelli-Hunt
Title: Mayor
Date: 04.29.16

William Platt 12/31/18
Date

RD
HBT

EXHIBIT A

Water Treatment Plant employee(s) who may apply for employment with the Vendor selected by the City for the DBO:

Name	Title
Platt, William	Chemist/Bacteriologist

721617.v3

RD
RBH

As of 7-1-2019
Municipal Union, Local 670 Pay-Plan

FY20

Approved
Hourly Rate
\$ 12.00

Grade	Step 1 Hrly	Step 1	Step 2 Hrly	Step 2	Step 3 Hrly	Step 3	Step 4 Hrly	Step 4	Position	Hrs.	Name
M0					\$ 11.0966	\$ 305.1563	\$ 12.2490	\$ 336.8484	Messenger (City Hall) Step 3	27.5	VACANT (Bourget temp)
M1					\$ 15.2803	\$ 534.8092	\$ 15.9042	\$ 556.6478	Junior Library Assistant	35	Curis Linda
M2A					\$ 15.3691	\$ 537.9187	\$ 16.0457	\$ 561.5993	Zoning/Inspection Clerk	35	Lefrancois, Joan
M3A					\$ 15.3694	\$ 537.9303	\$ 16.0458	\$ 561.6022	Clerk Typist (Minimum Housing) Step 1	35	VACANT
M8					\$ 16.2644	\$ 569.2524	\$ 16.6362	\$ 582.2685	Senior Clerk Typist (BCI Clerk)	35	Teresa Eason
M10					\$ 16.2621	\$ 569.1738	\$ 16.6760	\$ 583.6583	Senior Library Assistant	35	Salome Robin
M12A	\$16.0658	\$ 562.3024	\$ 16.5178	\$ 578.1236	\$ 16.9755	\$ 594.1442	\$ 17.2152	\$ 602.5317	Assistant Childrens Librarian	35	Dempster, Elizabeth
M12C	\$16.0658	\$ 562.3024	\$ 16.5178	\$ 578.1236	\$ 16.9755	\$ 594.1442	\$ 17.2152	\$ 602.5317	Parprofessional (Library)	35	Grover Jennifer
M13					\$ 17.0213	\$ 595.7462	\$ 17.2285	\$ 602.9985	Election Clerk	35	Felice Louise
M14					\$ 17.2062	\$ 602.2156	\$ 17.4131	\$ 609.4594	User Charge Clerk	35	Merlet Jeanne
M16	\$16.4814	\$ 576.8473	\$ 16.9349	\$ 592.7226	\$ 17.3872	\$ 608.5534	\$ 17.6314	\$ 617.0979	Account Clerk Step 1	35	VACANT
M17	\$16.7317	\$ 585.6104	\$ 17.3151	\$ 606.0285	\$ 17.6408	\$ 617.4278	\$ 17.8466	\$ 624.6303	Library Technical Aide	35	Normandin Lori
M22A	\$17.4998	\$ 612.4946	\$ 17.8958	\$ 626.3532	\$ 18.1792	\$ 636.2726	\$ 18.5365	\$ 648.7764	Real Estate Transfer Clerk Step 2	35	Marciano Joseph
M22B	\$17.4998	\$ 612.4946	\$ 17.8958	\$ 626.3532	\$ 18.1792	\$ 636.2726	\$ 18.5365	\$ 648.7764	Account Receivable Clerk	35	Koback Diane
M23					\$ 16.0296	\$ 641.1859	\$ 16.2277	\$ 649.1077	Janitor/ Security Step 3	40	Gosselin, Roger
M23					\$ 16.0296	\$ 641.1859	\$ 16.2277	\$ 649.1077	Janitor/ Security (Library)	40	Dionne Steven
M23					\$ 16.0296	\$ 641.1859	\$ 16.2277	\$ 649.1077	Janitor/ Security (Police)	40	Chamberland James
M24A	\$17.2332	\$ 603.1619	\$ 17.7038	\$ 619.6334	\$ 18.1882	\$ 636.5887	\$ 18.6874	\$ 654.0596	Water Account Clerk	35	Aubin Debra
M24C	\$15.0790	\$ 603.1619	\$ 15.4908	\$ 619.6334	\$ 15.9147	\$ 636.5887	\$ 16.3515	\$ 654.0596	Beautification Specialist Step 1	40	CC not funded FY18
M24D	\$16.5165	\$ 330.3309	\$ 16.9283	\$ 338.5667	\$ 17.3522	\$ 347.0443	\$ 17.4428	\$ 348.8567	Beautification Maintenance Assistant	20	Brunelle Peter
M26	\$17.9053	\$ 716.2117	\$ 18.2288	\$ 729.1510	\$ 18.5680	\$ 742.7184	\$ 18.8835	\$ 755.3413	Office Mgr/Secretary/Plan & Zoning Step 3	40	Mousseau June
M26	\$17.9053	\$ 626.6852	\$ 18.2288	\$ 638.0071	\$ 18.5680	\$ 649.8786	\$ 18.8835	\$ 660.9236	Office Mgr/Secretary/Plan & Zoning Step 3	35	Mousseau June
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer1 (Highway & Park) S3	40	Williams Michael
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer2 (Highway & Park)	40	Baldelli John (medical)
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer3 (Highway & Park)	40	Brien Thomas
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer4 (Highway & Park)	40	Ouellette Vince
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer5 (Highway & Park)	40	Gelinas Mark
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer6 (Highway & Park)	40	Braden Robert
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer7 (Highway & Park) S3	40	Correa Luis (TEMP)
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer8 (Highway & Park)	40	Sherman David
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer9 (Highway & Park)	40	Pettijohn Martin
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer10 (Highway & Park)	40	Banks Caius
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer11 (City Hall)	40	Thuot Glenn
M28					\$ 16.6899	\$ 667.5967	\$ 16.9695	\$ 678.7817	Laborer (Solid Waste)	40	Brissette Lance
M29A	\$18.2919	\$ 640.2149	\$ 18.6882	\$ 654.0862	\$ 18.9705	\$ 663.9674	\$ 19.4422	\$ 680.4760	Accounting Systems Clerk	35	Carpenter Marie
M30	\$18.0213	\$ 630.7453	\$ 18.5154	\$ 648.0380	\$ 19.0242	\$ 665.8484	\$ 19.5486	\$ 684.1998	Senior Water Account Clerk	35	Maurice Janine
M32A	\$18.8678	\$ 660.3741	\$ 19.1119	\$ 668.9154	\$ 19.3952	\$ 678.8306	\$ 19.6210	\$ 686.7354	Readers Advisor	35	Dubois Thomas
M32B	\$18.8678	\$ 660.3741	\$ 19.1119	\$ 668.9154	\$ 19.3952	\$ 678.8306	\$ 19.6210	\$ 686.7354	Licensing Aide/City Clerk Step 1	35	Trofa, Paul LOA
M35	\$18.5881	\$ 650.5852	\$ 18.8722	\$ 660.5258	\$ 19.3440	\$ 677.0387	\$ 19.6268	\$ 686.9369	Treasury Aide	35	Beals Sue Ellen
M36	\$18.6890	\$ 654.1159	\$ 19.1172	\$ 669.1011	\$ 19.5504	\$ 684.2645	\$ 19.8762	\$ 695.6681	Municipal Court Aide	35	Baldelli Ann
M36	\$18.6890	\$ 654.1159	\$ 19.1172	\$ 669.1011	\$ 19.5504	\$ 684.2645	\$ 19.8762	\$ 695.6681	Municipal Court Aide Step 1	35	CC not funded FY18
M37A	\$17.1500	\$ 643.1268	\$ 17.6207	\$ 660.7748	\$ 18.1051	\$ 678.9412	\$ 18.6043	\$ 697.6600	Water Works Clerk	37.5	Mey Vanny
M37B	\$16.2015	\$ 648.0606	\$ 16.6460	\$ 665.8381	\$ 17.1033	\$ 684.1322	\$ 17.5748	\$ 702.9908	Water Meter Reader & Repair Shopman	40	Lancor Steven
M37B	\$16.2015	\$ 648.0606	\$ 16.6460	\$ 665.8381	\$ 17.1033	\$ 684.1322	\$ 17.5748	\$ 702.9908	Water Meter Reader & Repair Shopman	40	Descoteaux William M68
M37B	\$16.2015	\$ 648.0606	\$ 16.6460	\$ 665.8381	\$ 17.1033	\$ 684.1322	\$ 17.5748	\$ 702.9908	Water Meter Reader & Repair Shopman S1	40	Duhamel Steven
M38B			\$ 16.9041	\$ 676.1634	\$ 17.1394	\$ 685.5747	\$ 17.5968	\$ 703.8720	Light Equipment Operator (Highway)	40	Hanson Annette
M38B			\$ 16.9041	\$ 676.1634	\$ 17.1394	\$ 685.5747	\$ 17.5968	\$ 703.8720	Light Equipment Operator (Highway) Step 3	40	Larson Cameron
M38B			\$ 16.9041	\$ 676.1634	\$ 17.1394	\$ 685.5747	\$ 17.5968	\$ 703.8720	Light Equipment Operator (Highway) Step 2	40	VACANT
M38B			\$ 16.9041	\$ 676.1634	\$ 17.1394	\$ 685.5747	\$ 17.5968	\$ 703.8720	Light Equipment Operator (Highway)	40	MOA to leave vacant
M39	\$18.6064	\$ 651.2238	\$ 19.1182	\$ 669.1361	\$ 19.6454	\$ 687.5883	\$ 20.1881	\$ 706.5848	Principal Clerk Typist Water Division	35	Ptaszek Jennifer

Start Date at 40 hrs TBD
Start Date at 40 hrs TBD

\$21.851

As of 7-1-2019
Municipal Union, Local 670 Pay-Plan

FY20

Approved
Hourly Rate

Grade	Step 1 Hrly	Step 1	Step 2 Hrly	Step 2	Step 3 Hrly	Step 3	Step 4 Hrly	Step 4	Position	Hrs.	Name
M40					\$ 17.4818	\$ 699.2720	\$ 17.8771	\$ 715.0857	Medium Equip Operator(Highway & Parks)	40	Santoleri William
M40					\$ 17.4818	\$ 699.2720	\$ 17.8771	\$ 715.0857	Medium Equip Operator(Highway & Parks)	40	Harnois Robert
M41A	\$19.2688	\$ 674.4077	\$ 19.7957	\$ 692.8493	\$ 20.2297	\$ 708.0382	\$ 20.7016	\$ 724.5564	Bookkeeper	35	LeClerc Mary
M41B	\$19.2688	\$ 674.4077	\$ 19.7957	\$ 692.8493	\$ 20.2297	\$ 708.0382	\$ 20.7016	\$ 724.5564	City Clerk Aide	35	Belanger Patricia
M42					\$ 16.7602	\$ 670.4069	\$ 18.1612	\$ 726.4491	Senior Clerk Typist(Police) Chief's Secretary	40	Ciavarini Tammy
M43A	\$17.5151	\$ 700.6034	\$ 17.7587	\$ 710.3488	\$ 18.1087	\$ 724.3463	\$ 18.4217	\$ 736.8660	Utility Person1 (Highway & Parks)	40	Cloutier Michael WC
M43A	\$17.5151	\$ 700.6034	\$ 17.7587	\$ 710.3488	\$ 18.1087	\$ 724.3463	\$ 18.4217	\$ 736.8660	Utility Person2 (Highway & Parks)	40	Walker James (WC) Forget (Temp)
M43A	\$17.5151	\$ 700.6034	\$ 17.7587	\$ 710.3488	\$ 18.1087	\$ 724.3463	\$ 18.4217	\$ 736.8660	Utility Person3 (Highway & Parks)	40	Beaudoin Raymond
M43A	\$17.5151	\$ 700.6034	\$ 17.7587	\$ 710.3488	\$ 18.1087	\$ 724.3463	\$ 18.4217	\$ 736.8660	Utility Person4 (Highway & Parks)	40	Rodriquez Jose
M43A	\$17.5151	\$ 700.6034	\$ 17.7587	\$ 710.3488	\$ 18.1087	\$ 724.3463	\$ 18.4217	\$ 736.8660	Utility Person5 (Highway & Parks)	40	Switzer Steven
M43A	\$17.5151	\$ 700.6034	\$ 17.7587	\$ 710.3488	\$ 18.1087	\$ 724.3463	\$ 18.4217	\$ 736.8660	Utility Person6 (Highway & Parks)	40	Cote Brian
M43A	\$17.5151	\$ 700.6034	\$ 17.7587	\$ 710.3488	\$ 18.1087	\$ 724.3463	\$ 18.4217	\$ 736.8660	Utility Person7 (Highway & Parks) Step 2	40	Millette Justin (WC)
M43A	\$17.5151	\$ 700.6034	\$ 17.7587	\$ 710.3488	\$ 18.1087	\$ 724.3463	\$ 18.4217	\$ 736.8660	Utility Person8 (Highway & Parks) Step 2	40	O'Rourke Vincent
M48	\$17.1064	\$ 684.2564	\$ 17.5778	\$ 703.1138	\$ 18.0634	\$ 722.5347	\$ 18.5635	\$ 742.5411	Water Supply Inspector	40	Bokoski Michael
M49	\$17.2953	\$ 691.8110	\$ 17.7723	\$ 710.8934	\$ 18.2638	\$ 730.5508	\$ 18.7699	\$ 750.7949	Water Meter Foreman	40	Beaudette William
M50A	\$16.5799	\$ 663.1961	\$ 17.0577	\$ 682.3061	\$ 18.0546	\$ 722.1832	\$ 18.8791	\$ 755.1634	Shop Maintenance Person (Highway Dept)	40	Arel Marcel (WC)
M50B	\$18.9485	\$ 663.1961	\$ 19.4945	\$ 682.3061	\$ 20.6338	\$ 722.1832	\$ 21.5761	\$ 755.1634	Tax Clerk	35	Flanagan Lori
M51	\$17.7298	\$ 709.1924	\$ 18.1909	\$ 727.6351	\$ 18.5704	\$ 742.8177	\$ 18.9837	\$ 759.3465	Heavy Equipment Operator (Highway)	40	Mckeon Paul
M52	\$17.5942	\$ 703.7674	\$ 18.0803	\$ 723.2105	\$ 18.5810	\$ 743.2392	\$ 19.0966	\$ 763.8652	Water Utility Person Step 1	40	Pepitone, Francis
M52	\$17.5942	\$ 703.7674	\$ 18.0803	\$ 723.2105	\$ 18.5810	\$ 743.2392	\$ 19.0966	\$ 763.8652	Water Utility Person Step 2	40	Fernandes, Kyle
M52	\$17.5942	\$ 703.7674	\$ 18.0803	\$ 723.2105	\$ 18.5810	\$ 743.2392	\$ 19.0966	\$ 763.8652	Water Utility Person Step 1	40	Nicholson, Dylan
M52	\$17.5942	\$ 703.7674	\$ 18.0803	\$ 723.2105	\$ 18.5810	\$ 743.2392	\$ 19.0966	\$ 763.8652	Water Utility Person Step 1	40	VACANT
M53A	\$18.4168	\$ 736.6733	\$ 18.7317	\$ 749.2683	\$ 18.7807	\$ 751.2278	\$ 19.3876	\$ 775.5033	Animal Control Officer Step 1	40	VACANT
M53B	\$21.0128	\$ 735.4487	\$ 21.3963	\$ 748.8691	\$ 21.7797	\$ 762.2895	\$ 22.1632	\$ 775.7130	Fire Clerk Step 2	35	Haynes Nicole
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk1	37.5	Levesque Laurie
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk2	37.5	Chatman Teresa
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk3	37.5	Flynn Rebecca
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk4	37.5	Jalette Pamela
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk5	37.5	Pinette Brandon
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk6	37.5	Roy Sherri
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk7	37.5	Boisclair, Bethany
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk8 S4	37.5	O'Neal Kimberly
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk9 S3	37.5	Mousseau Joshua
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk10	37.5	Windham Silin
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk11 S3	37.5	Rainone Toni
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk12 S3	37.5	Ilarraza Joel
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk13 S3	37.5	Casale Jacqueline
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk14 S3	37.5	Chatman Bryson
M54					\$ 19.5530	\$ 733.2388	\$ 20.8968	\$ 783.6316	Public Safety Telecommunications Clerk15 S3	37.5	Masse Evan
M55	\$21.0919	\$ 738.2176	\$ 21.6783	\$ 758.7418	\$ 22.2821	\$ 779.8739	\$ 22.9043	\$ 801.6520	Purchase Order Clerk	35	Desrochers Jessica
M56B	\$18.4932	\$ 739.7266	\$ 19.0063	\$ 760.2507	\$ 19.5346	\$ 781.3828	\$ 20.0790	\$ 803.1610	Water Heavy Equipment Operator S1	40	Remillard Daniel
M56B	\$18.4932	\$ 739.7266	\$ 19.0063	\$ 760.2507	\$ 19.5346	\$ 781.3828	\$ 20.0790	\$ 803.1610	Water Heavy Equipment Operator S1	40	VACANT
M57B							\$ 20.1562	\$ 806.2500	Utility Specialist (Highway & Parks)	40	Zariczny Mark
M57B							\$ 20.1562	\$ 806.2500	Utility Specialist (Highway & Parks)	40	VACANT
M57B							\$ 20.1562	\$ 806.2500	Utility Specialist (Highway & Parks)	40	MOA to leave vacant
M58A	\$18.7010	\$ 748.0394	\$ 19.1933	\$ 767.7318	\$ 19.4547	\$ 778.1891	\$ 20.3779	\$ 815.1180	Labor Foreperson (Highway)	40	Rainville Denis
M58A	\$18.7010	\$ 748.0394	\$ 19.1933	\$ 767.7318	\$ 19.4547	\$ 778.1891	\$ 20.3779	\$ 815.1180	Labor Foreperson (Highway)	40	Rousseau Scott
M61A	\$21.7451	\$ 761.0800	\$ 22.3274	\$ 781.4578	\$ 23.0725	\$ 807.5379	\$ 23.7643	\$ 831.7498	Principal Housing Program Technician	35	DiColella Susan
M62B	\$19.5599	\$ 782.3960	\$ 20.0693	\$ 802.7737	\$ 20.7213	\$ 828.8538	\$ 21.3146	\$ 852.5824	Senior Labor Foreperson	40	Cabral Derek
M67	\$20.0710	\$ 802.8406	\$ 20.6314	\$ 825.2563	\$ 21.2087	\$ 848.3468	\$ 21.8030	\$ 872.1195	Water Dept Equipment Operator	40	Lalonde Roger

187.50/wk stipend

As of 7-1-2019
Municipal Union, Local 670 Pay-Plan

FY20

Approved
 Hourly Rate

Grade	Step 1 Hrly	Step 1	Step 2 Hrly	Step 2	Step 3 Hrly	Step 3	Step 4 Hrly	Step 4	Position	Hrs.	Name
M70	\$20.2188	\$ 808.7519	\$ 20.7834	\$ 831.3353	\$ 21.3652	\$ 854.6072	\$ 21.9645	\$ 878.5803	Water Labor Foreperson	40	Corriveau Jeffrey
M71	\$21.1434	\$ 845.7349	\$ 21.5374	\$ 861.4956	\$ 22.2129	\$ 888.5167	\$ 22.8883	\$ 915.5315	Pretreatment Inspector	40	Chicoine Todd
M74	\$26.5382	\$ 928.8380	\$ 27.1526	\$ 950.3393	\$ 27.5848	\$ 965.4677	\$ 28.3631	\$ 992.7095	Controls Clerk	35	Roy Kendra
M75	\$23.2988	\$ 931.9521	\$ 23.9560	\$ 958.2401	\$ 24.6329	\$ 985.3164	\$ 25.3299	\$ 1,013.1979	Senior Water Foreman	40	Longpre Marc
M76A	\$24.0337	\$ 961.3475	\$ 24.4958	\$ 979.8337	\$ 24.9676	\$ 998.7029	\$ 25.4488	\$ 1,017.9508	Police Equipment Maintenance Mechanic	40	Lahousse George
M76B	\$24.0337	\$ 961.3475	\$ 24.4958	\$ 979.8337	\$ 24.9676	\$ 998.7029	\$ 25.4488	\$ 1,017.9508	Sr. Equipment Mechanic (Highway)	40	Laforge Marc
M76B	\$24.0337	\$ 961.3475	\$ 24.4958	\$ 979.8337	\$ 24.9676	\$ 998.7029	\$ 25.4488	\$ 1,017.9508	Sr. Equipment Mechanic (Highway)	40	Rizzo John
M76B	\$24.0337	\$ 961.3475	\$ 24.4958	\$ 979.8337	\$ 24.9676	\$ 998.7029	\$ 25.4488	\$ 1,017.9508	Sr. Equipment Mechanic (Highway)	40	Masisak Jeffrey
M77	\$23.6354	\$ 945.4170	\$ 24.3028	\$ 972.1103	\$ 24.9901	\$ 999.6036	\$ 25.6978	\$ 1,027.9126	Water Plant Maintenance Mechanic	40	Fadgen Kerry

FY18 \$720 to base
 FY19 \$750 to base
 FY20 \$800 to base