# TOWN OF WEST GREENWICH, RI
# AND THE
# INTERNATIONAL BROTHERHOOD
# OF
# POLICE OFFICERS
# LOCAL NUMBER 517

## CONTRACT AGREEMENT
## FOR

## July 1, 2007 to June 30, 2010

## TABLE OF CONTENTS


| Article | Title | Page |
|---|---|---|
| - | Agreement | 1 |
| - | Preamble | 1 |
| I | Recognition | 1 |
| II | Discrimination | 1 |
| III | Union Security | 2 |
| | Union Dues | 2 |
| | Time Off for IBPO Business | 2 |
| IV | Management Rights | 3 |
| | Rules and Regulations | 3 |
| V | Health and Safety | 3 |
| VI | Permanent Status | 4 |
| | Use of Auxiliary Officers/Reserves | 4 |
| VII | Seniority | 4 |
| | Layoffs | 5 |
| VIII | Promotions | 5,6 |

| | | |
|---|---|---|
| IX | Hours of Work | 7 |
| | Substitutions | 8 |
| X | Overtime | 8 |
| | Call Back Pay | 8 |
| | Court Pay | 9 |
| XI | Vacations | 9 |
| XII | Sick Leave | 9 |
| XIII | Leaves of Absence | 10 |
| | Military Leave | 10 |
| | Bereavement | 11 |
| XIV | Illness and Injury | 11 |
| XV | Salaries | 12/13 |
| | Longevity | 13 |
| XVI | Clothing Allowance | 13/14 |
| XVII | Holidays | 14 |
| XVIII | Health Benefits | 14/15 |
| | Medical Coverage | 14 |
| | Dental Coverage | 15 |
| | Waiver of Coverage | 15 |
| | Alternate Coverage | 15 |
| | Determination of Coverage | 15 |
| XIX | Retirements | 15 |
| XX | Grievance Procedure | 16 |
| | Defined | 16 |
| | Timeliness | 16 |
| | Procedures | 16 |

| | | |
|---|---|---|
| | Waiver of Representation | 17 |
| | Disciplinary Proceedings | 17 |
| XXI | Extra Duty/Outside Details | 17/18 |
| XXII | Schooling/Seminars | 19 |
| XXIII | Professional Liability Insurance | 19 |
| XIV | Personnel Files | 20 |
| XXV | Department Bulletin Board | 20 |
| XXVI | Severability of Provisions | 20 |
| XXVII | Alteration of Agreement | 20 |
| XXVIII | Safe Vehicle | 21 |
| XXIX | Equipment | 22 |
| XXX | Duties | 23 |
| XXXI | Educational Pay | 23 |
| XXXII | Duration of Agreement | 24 |

## Agreement

Pursuant to the Provisions of Chapter 28-9.2 of the General laws of the State of Rhode island, entitled "The Policemen's Arbitration Act," and all amendments thereto, this agreement is between the Town of West Greenwich (Hereinafter referred to as the "Town") and International Brotherhood of Police Officers Local #517 (Hereinafter referred to as Local 517.)

## Preamble

Both parties agree to abide by the provisions of Chapter 28-9.2 of the General laws of the State of Rhode Island, entitled "The Policemen's Arbitration Act," and all amendments thereto.

This agreement is subject to all the provisions of said chapter, including those provisions which provide that the Full-Time Police Officers who are subject to its terms, shall have no right to engage in any work stoppage, slowdown, or strike.

The words "employee" and "member" when used in this agreement shall be synonymous and shall mean all full-time police officers of the Town, excluding the Chief of Police, and shall be gender neutral. Also, whenever words of the masculine gender are used in this agreement, the purpose of such use is to simplify rather than to exclude, and shall mean the feminine, or the masculine, or both, as the case may be.

## ARTICLE I

## Recognition

The Town of West Greenwich hereby recognized Local #517, International Brotherhood of Police Officers, as the exclusive Bargaining Agent for all full-time police officers, excluding the Chief of Police, for the purpose of collective bargaining and entering into agreements relative to wages, rates of pay, hours and working conditions.

The rights of the Town and members of the bargaining unit shall be observed for orderly settlement of all questions.

## ARTICLE II

## Discrimination

**Section 1.** The Parties agree that there shall be no discrimination by either party against any employee for any reason of sex, race, color, creed, or national origin, and further agree to abide by all State and Federal discrimination laws.

**Section 2.** The parties to this agreement will not discriminate in any way against any member of the bargaining unit for membership in, or for legitimate union activities on behalf of Local #517 or for non-membership in Local #517.

non-members of Local #517. The Town shall forward such deduction to Local #517 each month following the monthly period of such deductions.

It is understood that the Town in no way is responsible for the application and/or use of such funds. Accordingly, Local #517 shall indemnify and hold harmless the Town for any and all claims, liabilities, and damages incurred by the Town as a result of the Town's compliance with this section.

**Section 3. Time-Off for International Brotherhood of Police Officers Business:** Members of the bargaining unit, up to a maximum of one (1), who are either officers of Local #517 or members of its bargaining committee shall be allowed time off with pay for official union business in negotiations and or conferences with the Town administration conducted during their working hours and without requirement to make up said time, provided, however, that the foregoing shall not be construed as limiting the locals negotiating committee to one (1) member. The Chief of Police may, in his discretion, permit up to one (1) additional member to attend said meetings.

Not withstanding the foregoing, Local #517 agrees to make reasonable effort to schedule negotiations and or conferences with the Town administration during off-duty hours.

## ARTICLE IV

### Management Rights

**Section 1. Management Rights:** The Town of West Greenwich shall, through the Town Council and Chief of Police, retain the right to regulate, manage, and operate the West Greenwich Police Department, provided however, that such regulation, management and operation shall not abridge, or supersede the provisions of this agreement or violate any State or Federal Law.

The Local #517 recognizes that except as limited, abridged or relinquished by the terms and provisions of this agreement, all rights to manage, direct, or supervise the operations of the Town and the employees are vested in the Town.

A. To direct employees in the performance of the duties of their positions;

B. To hire, promote, transfer, assign, and retain employees in positions within the bargaining unit and to suspend, demote, discharge, or take other disciplinary action against such employees;

C. To maintain the efficiency of the operations entrusted to it;

D. To determine the methods, means and personnel by which such operation are to be conducted.

**Section 2. Rules and Regulations:** The Town of West Greenwich, through the Town Council and Chief of Police, shall have the right to promulgate rules and regulations, upon adoption, shall be given in writing to every member of the Police Department. Such rules and regulations shall be adhered to by all members of the Police Department.

All members of Local #517, through its President, shall be permitted to make suggestions regarding the Department's rules and regulations. Such suggestions shall be submitted in writing to the Chief of Police by the President of the Local. Said suggestions will be given due consideration, and , if deemed advisable, adopted by the Town.

## ARTICLE V

### Health and Safety

**Section 1.** The Town shall make every reasonable effort to provide for the safety and health of the members of the bargaining unit during their hours of employment. The Town further agrees to abide by all State and Federal occupational health and safety laws.

**Section 2.** The Town agrees to provide at its expense to all members of the bargaining unit any and all health and safety training as may be required by State and Federal Law or as may be deemed necessary by the Chief of Police.

**Section 3.** Local #517 shall lend its support and encouragement to the practice of safety by its members. Members of the bargaining unit shall, through the President of Local #517, notify the Chief of Police in writing of any conditions which affect the safety, health, or liability of the members of the Town of West Greenwich. The Chief of Police shall make every reasonable effort to take action to correct the deficiency.

## ARTICLE VI

### Permanent Status & Vacancies

**Section 1. Permanent Status & Vacancies:** All members of the West Greenwich Police Department shall, upon their appointment, be deemed probationary officers, said probationary status shall be for one (1) year from the date of hire, at which time said officer's status shall be deemed permanent.

The Town agrees that permanent vacancies will be filled by regular officers or by hiring permanent personnel. The Town shall post any such vacancies when it its sole discretion that such vacancies shall be filled.

**Section 2: Use of Auxiliary/Reserve Police Officers:** The parties agree that the use of auxiliary/reserve police officers and constables for the Town of West Greenwich will be governed by the following:

1. Auxiliary/reserve police officers and constables shall not be assigned to perform undercover or detective duties for the West Greenwich Police Department.

2. Auxiliary/reserve police officers and constables shall not be allowed to ride in Department vehicles unless accompanied by a member of the bargaining unit. However, the shift supervisor may assign a department vehicle to the auxiliary/reserve police officer.

3. Auxiliary/reserve Police Officers and constables shall receive all training as mandated by law.

The Town further agrees to indemnify any member of the bargaining unit for whom a civil action is brought against as a result of any action of an auxiliary/reserve officer or constable.

## ARTICLE VII

### Seniority

**Section 1.** Subject to the provisions of this agreement, the permanent members of the West Greenwich Police Department shall have seniority rights bases on their date of cumulative length of service with the Town computed from the date of employment as a full-time police officer and/or date of rank within each rank. In the event that more than one (1) patrolman was sworn in at the same time, than the person with the highest grade obtained at the Municipal Police Academy shall be considered senior. Said seniority shall prevail with regards to layoffs and vacations.

**Section 2.** Transfers or assignments to any division or work-shift and specific assignments within any duty shift regarding beats and patrol areas shall be made by seniority.

**Section 3.** Nothing contained in this Article shall be interpreted as precluding a member from rejecting the position or benefit at his discretion. Should all members reject the position the Chief of Police shall have the right to assign the member with the least seniority to said position. Further, in the event a member of the bargaining unit waives his right to a position or benefit under the provisions of this Article, said waiver shall not be construed as a permanent waiver of his seniority rights.

**Section 4.** The Town agrees to post annually the seniority of all members of the bargaining unit. A member shall have the right to question the accuracy of said seniority and any unresolved issues under this section shall be adjudicated in accordance with the grievance procedure.

**Section 5.** **Layoffs:** In the event it becomes necessary for the Town to layoff members of the bargaining unit, those members with the least amount of department seniority shall be laid off first. Seniority under this section shall be based solely upon length of employment as a police officer without regard to a member's rank or prior employment with the Town in some other position or department with the Town.

Seniority shall continue to accrue during the layoff period. The last laid off member shall be the first to be rehired by the Town.

## ARTICLE VIII

### Promotions

Section 1. Promotions: All promotions above the rank of patrolman shall be made by the Chief of Police with the approval of the Town Council. Selection shall be made from the two (2) top candidates upon completion of process for the first position. After which the list shall be valid for 2 years from date of posting of the final scores and advancement shall be offered to Officers in order from highest to lowest score when positions become available. Entire process may be waived if vacancies are less than or equal to the total number of eligible members. Members will have 60 days prior to testing for review and study of required materials.

To be eligible for promotions to a higher rank, a member must first obtain the next lowest rank to the rank being considered. In the event that no member in the next lowest rank has requested consideration the rank shall be offered to the next subordinate rank for eligibility.

All promotions shall be made by examination using the following evaluation: Written exam--30%; Oral Exam--20%; Chief's Recommendation--15%; Education 10%; Seniority--25%; in accordance with the following schedule: One point for each year of service up to 25 points.

1. The written exam shall be mutually agreed upon by the Town of West Greenwich and Local 517. The exam will consist of but not limited to WGPD Policies RI criminal and RI traffic laws.

2. The oral examination shall be conducted by a board made up of the following three (3) persons: One (1) member of the Town Council, one (1) member of an outside police department selected by the Chief of Police, and one (1) member of an outside police department selected by Local #517.

3. The Chief's recommendation shall be based on his evaluation and the member's service record.

Section 2. Rank Structure

Effective July 1, 2008
Within the West Greenwich Police Department there shall be at least one (1) Captain or Lieutenant, three (3) Sergeants, and one (1) Corporal. The Chief of Police may assign a Sergeant in order of seniority within rank to each shift for the purposes of supervisory duties.

Rank Hierarchy/Eligibility Requirements:

**Captain and Lieutenant** - All members of the Bargaining unit, with ten (10) years of service, who have obtained the next lowest Rank and who successfully complete the promotional process, shall be eligible for advancement to the next highest rank.

**Sergeant** - All members of the Bargaining Unit, including Patrolmen and Corporals, with at least five (5) years of service and who successfully complete the promotional process shall be eligible for advancement to the Rank of Sergeant.

**Detective** – The Chief of Police together with the agreement of IBPO Local 517 may temporarily assign a member of Local 517 to a Detective position. This position will be offered on a seniority basis and to an Officer with at least 5 years of service or successful completion of the RI certified BCI School. This position shall be voluntary and be reviewed every six (6) months. When member is assigned as a Detective, member will receive the next highest pay grade. The RI BCI School when offered will be by seniority. If senior member declines to attend school the offer will then move to next eligible member.

**Corporal** - The Rank of Corporal will be a non-competitive promotional advancement. The Patrolman with the most seniority and more than ten (10) years in service shall be appointed to Corporal. If the Senior Patrolman declines the advancement, or is determined ineligible by the Chief of Police, the next Senior Patrolman who meets the requirements shall be appointed.

**Patrolman** - Any member of the Bargaining unit who has successfully completed the hiring process, the Rhode Island Municipal Police Academy (or it's equivalent), successfully completed the established probationary period and been appointed as full time Police Officer.

**Probationary Patrolman** - Any member of the Bargaining unit who has successfully completed the hiring process, the Rhode Island Municipal Police Academy (or its equivalent), who is serving his probationary term.

## ARTICLE IX

### Hours of Work

Section 1. Hours: As of September 1, 2008 the regular work week for the members of the Patrol Division shall consist of four (4) tours of duty of eight (8) hours each with two (2) days off. The tours of duty shall be as follows:

| | |
|---|---|
| Days: | 07:00 hours to 15:00 hours |
| Nights: | 15:00 hours to 23:00 hours |
| Overnight: | 23:00 hours to 07:00 hours |

The tours of duty will be assigned according to seniority initiating with the most senior member of the bargaining unit by January 31st of each year. Once each shift has been designated, it will be considered part of the permanent rotation unless a mutual switch is agreed upon. If a vacancy occurs due to a retirement, termination, or leave of absence, a rebid for shifts may be offered according to seniority initiating with the most senior member of the bargaining unit.

**Shift Differential:** Any member scheduled to work "Nights," as defined in this article shall receive an additional twenty-five (25) cents per hour. Any member scheduled to work "Overnight" as defined in this article shall receive an additional thirty (30) cents per hour.

**Section 2.** The town agrees that members of the bargaining unit shall not be used as dispatchers. However, should a vacancy occur on a particular shift the Town shall make a reasonable effort to fill said vacancy with a civilian dispatcher. Should the effort be unsuccessful, a member of the bargaining unit will fill the vacancy in the following manner: 1) offered to a member of the bargaining unit at an overtime call back basis. If unsuccessful: 2) when two (2) or more members of the bargaining unit are working, the junior member of the bargaining unit shall be assigned to dispatch (unless a senior member volunteers to fill the vacancy); 3) When only one (1) member is working, the vacancy shill be filled on an overtime or call back basis.

As of July 1, 2007 when a patrol vacancy occurs due to vacation, sick, comp-time, personal time or any other leave of absence that shift or shifts shall be filled by a member of IBPO 517 on an overtime call back basis. On nights, overnights and Saturday/Sunday days there shall be two (2) members of IBPO local 517 assigned to patrol.

The day shift Monday-Friday 0700-1500 hours shall have (1) IBPO 517 patrol member assigned when the Chief of Police and or the Lt/Capt. report for duty. If both the Chief of Police and the Lt/Capt are out leaving only one member of the Patrol on duty then the open shift shall be offered to a member of IBPO 517 on an overtime call back basis.

The Town agrees that members of IBPO 517 shall not be used as animal control officers and will not be called upon to handle routine animal control calls for service. However, should a situation occur on a particular shift the town shall make every reasonable effort to call back the civilian ACO. Should the effort be unsuccessful, a member of IBPO 517 may be offered to fill such shift at an overtime call back basis by the Chief or his designee.

**Section 3. Substitutions:** Members of the West Greenwich Police Department shall be permitted to swap shifts not to exceed 16 hours subject to review and approval by the Chief of Police, or his designee provided that all swaps shall not be computed for overtime purposes.

**Section 4: Detectives:** Any members of the Bargaining Unit Assigned to a Detective Position shall work five (5) eight hour days with two (2) days off, Monday thru Friday, with weekends and holidays off. Hours of work shall be from 7:00 am to 3:00 pm, unless special assignments require a change of hours.

**Section 5: School Resource Officer:** The School Resource Officer(s), SRO, are assigned on the basis of the Federally Funded COPS in School grant. The town may elect to maintain the SRO program, or any portion there of, at their own expense if a Federal Grant is not in place. The SRO will report to the Chief or his designee and work five (5) eight hour days with two (2) days off, Monday thru Friday, with weekends and holidays off. Hours of work shall be 7:00am to 3:00pm, unless special assignments require a change of hours. No substitutions or replacements for lack of availability, i.e. vacation, Illness will be part of this program. The SRO shall maintain visibility within the school and wear clothing designated by the Chief of Police.

## ARTICLE X

**Section 1. Overtime:** Any employee covered by this agreement, who is required to work beyond his normal work shift shall be compensated at the rate of time-and-one-half (1.5) their regular hourly rate of pay for each hour worked. Any time worked in any hour in excess of fifteen (15) minutes shall be compensated to the next one-half (1/2) hour.

The employee, at his discretion, may choose to be compensated with compensatory time rather than overtime pay. Compensatory time shall be computed at a rate of time-and-one-half (1.5) for each hour worked. The Chief of Police shall keep records of each employee's compensatory time for use by the employee at a later date or payment to the employee upon leaving employment with the police departments. The total hours of compensatory time shall not exceed one-hundred (125) hours.

**Section 2. Call Back Pay:** Any employee covered by this agreement who is called back to duty shall be paid on the basis of a four (4) hour minimum at the rate of time-and-one-half (1.5) their regular hourly rate of pay for each hour worked.

Call back shall be defined as any time for which an employee is requested to return to duty after having left the work place upon completion of an assigned shift or is requested to return to duty on a regular scheduled day off or other authorized leave.

**Section 3.** **Court Pay:** Any off-duty officer who is required to appear in any court as a witness shall be compensated on the basis of a four (4) hour minimum at a rate of time-and-one-half (1.5) their regular hourly rate of pay for each hour worked

## ARTICLE XI
## Vacations

**Section 1.** As of July 1, 2007 members of the bargaining unit shall be entitled to the following vacation schedule based on the calendar year:

| Years of Service | | | | Entitlement |
|---|---|---|---|---|
| a) | 0 months | to | 6 months | none |
| b) | 6 months | to | 1 year | 6 Days |
| c) | 1 year | to | 3 years | 12 Days |
| d) | 3 years | to | 19 years | 14 Days with 1 day added for each additional year up to 24 days |
| e) | 20 years or more | | | 30 Days |

**Section 2.** Members of the bargaining unit may carry no more than 10 Days from one calendar year to the next, provided however said employee was not prevented from taking those days in excess of the 10 days at which time the excess may also be carried over. Should two (2) employees or more request the same vacation period, the employee with the greatest seniority will have the first choice.

**Section 3.** Whenever the employment of a member of the bargaining unit is terminated by retirement, layoff, resignation, removal from officer for just cause, or death, without his having been granted the vacation to which he is entitled, he, or in the case of death his beneficiary, shall be entitled at the time of termination of employment payment of an amount equal to the daily rate of pay of such vacation accumulation.

**Section 4.** Members working 5/2 schedule will be issued 4 hours of comp time per month, and 2 hours of vacation time for each vacation day awarded.

## ARTICLE XII

## Sick Leave

**Section 1.** Sick leave with full pay shall be computed at the rate of one and one-sixteenth (1.16) days per month for all members of the bargaining unit. Such annual sick leave of one fourteen (14) Days with pay per year shall be cumulative to one-hundred (100) days.

**Section 2.** Whenever the employment of a member of the bargaining unit is terminated by retirement, layoff, resignation, removal from office for just cause, or death, without his having been granted the sick leave to which he is entitled, he, or in the case of death his beneficiary, shall be entitled at the time of termination of employment payment of an amount equal to the daily rate of pay of such sick leave accumulation.

**Section 3.** Sick leave for members of the bargaining unit shall be granted for the following defined reasons:

A. Personal illness or physical incapacity to such extent as to be rendered thereby unable to perform his present position;
B. Enforced quarantine when established and declared by the Department of Health or other competent authority for such period quarantined.

**Section 4.** Whenever a member of the bargaining unit is on sick leave he shall be confined to his home during the period of the member's normal working hours. Should it become necessary for said member to leave his home, he shall call the police station and make notification that he must leave his home

The Chief of Police may require a physician's certificate whenever a member of the bargaining unit is on sick leave for more than three (3) consecutive working days.

**Section 5.** As of July 1, 2007 Members of the Bargaining Unit shall receive compensation for minimal use of sick time. The Town of West Greenwich agrees to the following compensation schedule, payable on or before January 31, for the preceding year.

| Sick Days Used | Compensation |
|---|---|
| 0 | $850.00 |
| 1 | $750.00 |
| 2 | $650.00 |

**Section 6.** Members of the Bargaining unit may elect to sell unused sick days back to the town at an amount equal to the daily rate of pay, provided, that it does not exceed 18 days per year and payable on or before January 31. The member must notify the Chief of Police in writing by December 31, for the current year.

## ARTICLE XIII

### Leaves of Absence

**Section 1.** **Leave Without Pay:** The Chief of Police may, with Town Council concurrence, grant leave without pay for extenuating circumstances to a member of the bargaining unit--not to exceed six (6) months.

**Section 2.** **Parental Leave:** Parental leave shall be granted in compliance with all State and Federal laws regarding such leaves. A member of the bargaining unit shall be allowed to utilize his accumulated vacation time, compensatory time, an/or sick leave during such leave.

**Section 3.** **Military Leave:** Military leave shall be granted in compliance with all State and Federal laws regarding such leaves.

**Section 4.** **Bereavement Leave:** A member of the bargaining unit may be absent for three (3) working days without loss of pay in the event of the death of a mother, step-mother, father, step-father, wife, child, brother, sister, grandmother, grandfather, mother-in-law, father-in-law, or other member of the Immediate household.

In the event of the death of any other relative a member may be absent for one (1) working day without loss of pay.

Bereavement leave shall not be deducted from a member's sick leave or vacation leave. However, any actual period of mourning in excess of said bereavement leave shall be charged to the members sick leave or vacation leave, provided however, total period of a member's leave shall not exceed seven (7) days unless approved by the Chief of Police.

**Section 5.** A member's seniority shall continue to accumulate during all authorized leave periods and the member's job shall be guaranteed upon return.

## ARTICLE XIV

### Illness/Injury--Line of Duty

**Section 1.** The Town agrees to abide by all applicable state and Federal laws with regard to illness and/or injury in the line of duty.

Whenever a member suffers an illness or injury in the performance of his duties as a police officer or while performing any duty which is considered part of his employment shall, as soon as practicable, report said illness or injury to the Chief of Police in writing stating the facts related to the incident and the nature of the disability.

The Town further agrees that once a member of the bargaining unit reports for work, he is actually on duty and shall be covered under this article until his tour of duty is completed.

All medical expenses associated with the treatment and recovery of said illness or injury shall be borne entirely by the Town. Said members shall have the right to be treated by the physician and/or hospital of his choice. Further the Town agrees to pay all expenses as set forth in 45-19-1 of the General laws of Rhode Island, as amended, within ninety (90) days of the date of billing.

**Section 2.** The Town shall have the right to have the member examined by a physician of its choice. In the event the Town's physician advises the Chief in writing that in his opinion the member of the bargaining unit, who is on "Injured on Duty Status", is able to return to work, then said member shall be entitled to be examined by his private physician within a reasonable period of time (e.g. 30 days). If the opinion of the member's physician is in conflict with the Town's Physician, the member shall be required to be examined at the Rhode Island Hospital Clinic with the results therefore being conclusive on the parties. For purposes of this sub-section, "conclusive" shall mean the member has no right to grieve, arbitrate or otherwise avail himself of the grievance procedure as defined in Article XX with regard to any report or results received from the Rhode Island Hospital

clinic concerning the member's physical condition and/or the member's capacity of returning to work. The cost of the examination at the Rhode Island Hospital Clinic shall be borne by the Town. The member shall remain in an "Injured on Duty" status until such time as the Chief receives a written report from the Rhode Island Hospital Clinic. Appointment scheduled at the Rhode Island Hospital Clinic shall be with physicians specializing in the area of compliant, injury or illness as suffered by the member.

**Section 3.** The Town agrees to pay all expenses for inoculation and/or immunization to any member of the bargaining unit and their family who normally resides with said employee, when such becomes necessary, as a result of the member's exposure to any disease arising out of and during the course of his employment which would require said inoculation and/or immunization

The Town further agrees to pay for the immunization of its police officers to prevent the contracting of infectious disease, including, but not limited to, Hepatitis B.

## ARTICLE XV

**Section 1.** Salaries

(Salary Restructure as of July 1, 2007)

| Position | Annual |
|---|---|
| Patrolman (Probationary) | $39000.00 |
| Patrolman (>1 year) | 49000.00 |
| Corporal | 51000.00 |
| Sergeant | 54000.00 |
| Lieutenant | 56000.00 |
| Captain | 58000.00 |

Effective July 1, 2008

(Salary with 3% increase)

| Position | Annual |
|---|---|
| Patrolman (Probationary) | $40170.00 |
| Patrolman (>1 year) | 50470.00 |
| Corporal | 52530.00 |
| Sergeant | 55620.00 |
| Lieutenant | 57680.00 |
| Captain | 59740.00 |

**Effective July 1, 2009**

(Salary with 3% increase)

| Position | Annual |
|---|---|
| Patrolman (Probationary) | $41375.10 |
| Patrolman (>1 year) | 51984.10 |
| Corporal | 54105.90 |
| Sergeant | 57288.60 |
| Lieutenant | 59410.40 |
| Captain | 61532.20 |

**Section 2.** Longevity Pay: As of July 1, 2008 Members of the bargaining unit shall receive longevity pay, so called, which shall be computed on the basis of the member's base pay and shall be payable to the member in a lump sum on June 1st of each year. As of July 1, 2008 said longevity pay shall be considered part of the member's base salary and shall be computed in accordance with the following schedule:

| Years of Service | Percentage of Salary |
|---|---|
| 0 to 5 years | 0% |
| 5 to 10 years | 4% |
| 10 to 15 years | 5% |
| 15 to 20 years | 6% |
| over 20 years | 9% |

## ARTICLE XVI
### Clothing Allowance

Section 1. As of July 1, 2007 the Town agrees to pay each member of the bargaining unit an annual clothing allowance of $1,500.00 to be paid bi-annually in equal payments of $750.00 for the duration of the agreement. The first payment will be made by July 31st and the second payment by January 31st. Employees shall be responsible for proper maintenance of all uniforms. Uniform clothing shall not be used by the member except during the performance of police duties or details. If any member's uniform or equipment is judged to be in disrepair, it shall be repaired or replaced in accordance with this agreement.

**Section 2. Body Armor:** Body armor will be paid for the by the Town for each member of the bargaining unit. The cost will be reimbursed up to a maximum of $750.00. The Town funds can be utilized and balance paid after other community, State & Federal funding grants are exhausted for this area.

While on duty each member of the bargaining unit supplied with body armor shall be required to wear said body armor. All vest shall remain property of the Town. Upon termination of employment, vests shall be returned to the Town, or a prorated share of the replacement cost will be reimburse to the Town.

The Town further agrees to replace the supplied body armor within 5 years of the date of manufacture. Each member of the bargaining unit will be responsible for notifying the Town, through the Chief of Police, 1 year prior to the replacement date of the body armor, for budgeting purposes.

**Effective July 1, 2003**

Section 3. The Town will provide a firearm and holster to each member. The type and model will be approved by both the Chief of Police and the Bargaining Unit.

## ARTICLE XVII

### Holidays

The following shall be considered paid holidays by the Town for the members of the bargaining unit:

New Year's Day
Martin Luther King Day
President's Day
Memorial Day
Independence Day
Victory Day (V.J. Day)
Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Christmas Day

In addition to the above, members of the bargaining unit shall receive three (3) personal days with pay to be taken with prior approval of the Chief of Police or his designee.

When a holiday falls within a given pay week, all members of the bargaining unit be compensated at an additional one fifth (1/5) their weekly salary, whether he works the holiday or not.

## ARTICLE XVIII

### Health Benefits

**Section 1. Medical Coverage:** The Town of West Greenwich agrees to provide at its expense family medical coverage to all members of the bargaining unit. Said coverage shall be ***Blue Cross Healthmate Coast to Coast*** as described in Appendix A of this contract.

**Section 2.** **Dental Coverage:** The Town agrees to provide at its expense to all members of the bargaining unit family dental coverage from Delta Dental of Rhode Island with additional riders Levels 1, 2, 3, 4, and a benefit cap of $2,000.00 per person per year.

**Section 3.** **Waiver of Coverage:** Due to duplicate coverage, members may elect not to be covered by the Town's health coverage. Any member so choosing shall be required to notify the Town annually of this option no later than March 1st. Said member so opting to waive coverage under this Article shall be given in lieu of coverage compensation the amount equal to 50% of the towns cost of the annual premium for the specific coverage waived. Not withstanding the foregoing it shall be the responsibility of the member waiving coverage to provide the Town with written proof of medical coverage form a source other than the Town.

**Section 4.** **Alternate Coverage:** The Town of West Greenwich shall with consent of Local #517 have the right to secure medical coverage other than from the provider set forth in this Article. Said alternative provider shall offer coverage equal in structure to the members of the bargaining unit.Nothing contained in this Article shall preclude the Town from offering medical coverage's in addition to those described in this Article and allowing members of the bargaining unit to voluntarily choose the alternative coverage.

**Section 5.** **Determination of Coverage:** For purposes of this Article, and the purpose of determining coverage, only those members who are married or have dependents will be provided with family coverage. All other members shall be provided shall be provided with individual coverage. "Family" shall mean the member and spouse and their children who reside together, notwithstanding however, the Town agrees to honor duly executed divorce decrees concerning medical coverage for a member's dependent children only.

**Section 6.** **Employee Contribution to Health Benefits:** As of July 1, 2006 any existing member who is provided with medical coverage by The Town of West Greenwich will be required to contribute a percentage of the health benefits cost, not to exceed 15% of the annual policy premium on June 30, 2004. Any member hired after July 1, 2004 will be required to contribute a percentage of the health care cost, not to exceed 20% of the annual policy premium as of the date of hire.

**Section 7.** **Eye Care Rider:** Town agrees to provide an eye care visit and hardware rider as described in appendix A.

## ARTICLE XIX
## Retirements

**Section 1.** Members of the bargaining unit shall be covered under the State of Rhode Island, Municipal Police and Fireman's Retirement System. It is agreed by the parties that effective July 1, 1997, employees covered by this agreement shall be enrolled in a retirement plan which shall be the twenty (20) year "optional retirement plan for police and firemen". In the event the State of Rhode Island, Municipal Police and Firemen's Retirement System with (20) year option becomes obsolete, a comparable (20) year plan will be implemented.

**Section 2.** Any member of the bargaining unit, regardless of length of service within the Police Department, shall be entitled to accidental disability retirement when such disability is a direct result of an injury or illness related to his duty as a police officer. Upon receiving such disability retirement, said member shall receive sixty-six and two-thirds percent (66 2/3%) of his salary at the date of his being placed onto the disability retirement.

**Section 3.** The Town agrees to provide COLA-C, under the State of Rhode Island Municipal Police and Fireman's Retirement System, to any member or former member retiring after January 1, 2002.

## ARTICLE XX

### Grievance Procedure

**Section 1. Grievance Defined:** A grievance is defined as any dispute between Local #517 or its members, either individually or collectively, and the Town of West Greenwich which involves the interpretation, application and/or compliance with the provisions of this agreement. It is expressly understood that the Town has the right to initiate and file a grievance, and proceed to expedited arbitration under the provisions of this Article.

**Section 2. Timeliness:** Any employee shall have fourteen (14) days from the incident giving rise to said grievance or his knowledge thereof to file a grievance in writing with the Town.

Local #517 shall have the right to initiate a grievance as a grievant on its own behalf. Local #517 shall have twenty-one (21) days from the date of the incident giving rise to the grievance or its knowledge thereof to file a grievance in writing with the Town.

Grievances not filed in a timely manner by a member or Local #517 shall be deemed to be waived for that incident and shall not be interpreted as a permanent waiver of the question.

**Section 3. Procedures:** All grievances shall be processed in accordance with the following procedures:

**Step #1:** A member of the bargaining unit having a grievance shall bring the grievance in writing to the attention of Local #517, in accordance with the Lodge's established procedures, and within sufficient time to allow for filing with the Town. If in the judgment of Local #517 the nature of the grievance justifies further action, it shall through the President of Local #517 or his designee file the grievance in writing with the Chief of Police of the Town of West Greenwich Police Department.

**Step #2:** The Chief of Police shall meet with the President of Local #517 or his designee within three (3) days of receipt of notification to discuss said grievance (unless waived by mutual agreement of the parties).

If either party feels it necessary the member or members involved in the grievance shall appear before the Chief of Police and the President of Local #517 or his designee for the purpose of giving testimony on the grievance.

The Chief of Police shall render his decision in writing within five (5 ) days of said meeting (unless otherwise agreed), a copy of which shall be delivered to the President of Local #517 or his designee.

**Step #3:** If the decision of the Chief of Police is not acceptable to Local #517 said Local shall within five (5) days of the receipt of the decision of the Chief of Police submit the grievance in writing to the Clerk of the Council.

The Council shall within twenty-one (21) days meet with the President of Local #517 or his designee, and if necessary the grievant or grievants, to discuss the grievance. The Council may by mutual agreement of the parties hear the grievance at a public hearing.

**Step #4:** In the event the decision of the Council is not acceptable to Local #517, the Local may within forty-five (45) days of receipt of the Council's written decision request an assignment of an arbitrator by the American Arbitration Association.

The decision of the arbitrator shall be in accordance with the normal guidelines and procedures of the American Arbitration Association and shall be binding on the parties.

Fees and necessary expenses of the neutral arbitrator shall be borne equally by the parties.

It is agreed that the Town also shall have the right to invoke arbitration and may do so by filing with the American Arbitration Association in accordance with its rules and regulations.

**Section 4:** **Waiver & Representation:** Nothing contained in this Article shall prevent the parties from waiving any or all the steps of the grievance procedure in order to expedite the process. Notwithstanding, however, any and all grievances initiated and filed by the Town shall proceed to expedited arbitration.

**Section 5:** **Disciplinary Proceedings:** The Town hereby acknowledges and agrees to implement and follow all the terms and provisions of the Law Enforcement Officer's Bill of Rights, Title 42, Chapter 28.6 of the General Laws of Rhode Island, as amended.

## ARTICLE XXI

## Extra Duty Police Work and Outside Details

**Section 1.** Members of the bargaining unit shall have the preference to fill all extra police work or private duty details through the West Greenwich Police Department. All details shall be assigned by seniority on a rotating basis. The rotating list will be posted and kept current. The Town agrees that when occasions arise, employees may assist requesting law enforcement agencies with non-departmental details, provided however, that said details do not interfere with normal departmental operations, requirements or emergency situations. , as well as allowing other agencies to assist West Greenwich for non-departmental details. Any personnel from the West Greenwich Police Department, not a member of the bargaining unit, who works details, shall make an hourly contribution to Local 517, as outlined in section 2, that of which will be automatically deducted by the Town of West Greenwich.

When no member of the bargaining unit is available, then the opening(s) shall be offered in the following order:

1) Retired/Former Members of IBPO Local 517
2) West Greenwich Community Traffic Control Officers
4) Outside police departments.

Employees of the Police Department who work private duty details shall be compensated at the rate hour, outlined in section 2, with a four hour minimum for each assignment worked. If an employee works less than eight (8) hours, he shall be compensated for the actual hours worked over the four (4) hour minimum. Should an employee work more than eight (8) hours than the employee shall be compensated at the rate of one and one-half (1.5) times the hourly rate of pay for details. Any detail assigned on any holiday covered by this contract and December 24th and 31st, will be compensated at double the regular rate with a minimum of four (4) hours. Any detail, other than non-profit or civic, performed on a Saturday or Sunday shall be compensated at a rate of time and one half the regular detail rate of pay, as outlined in section 2. All Private and Civic Special Details performed by a member of the Bargaining unit will be paid to the member by the Town of West Greenwich within two (2) weeks of said detail, through the towns payroll system.

A preferred rate per hour, outlined in section 2, will be charged to organizations of the Exeter/West Greenwich School District and other non-profit civic organization. Non-profit organizations will be responsible to submit a letter in writing prior to the event identifying their reasons to be considered for the preferred rate. The detail officer will be responsible for determining is said organization qualifies for civic preference.

All members of the bargaining unit who may be injured while on a private detail shall be entitled to the same rights, privileges and benefits as if he were injured while performing his duties for the Town of West Greenwich and shall be subject to the Rules and Regulations of the West Greenwich Police Department. In addition the parties agree that the Town shall maintain all rights under Chapter 45-19-1.1 thru 45-19-1.6 of the General Laws of Rhode Island, as amended, with regard to private details. Notwithstanding the foregoing, the parties agree that retired members of the bargaining unit, auxiliary/reserve police officers and members of outside departments shall not be covered by the Town of West Greenwich and shall be defined as sub-contractors for the Town.

**Section 2: Detail Billing Schedule**

| Category | Detail Rate | FICA 7.65% | Clerical Fees | IBPO 517 | Bill Rate |
|---|---|---|---|---|---|
| Regular | 38.00 | 2.91 | 1.50 | 0.00 | 42.41 |
| Regular OT/WKND | 57.00 | 4.36 | 1.50 | 0.00 | 62.86 |
| WKND OT | 85.50 | 6.54 | 1.50 | 0.00 | 93.54 |
| Holiday Rate | 76.00 | 5.81 | 1.50 | 0.00 | 83.31 |
| Holiday rate OT | 114.00 | 8.72 | 1.50 | 0.00 | 124.22 |
| Regular civic rate | 27.00 | 0.00 | 0.00 | 0.00 | 27.00 |
| WKND civic rate | 27.00 | 0.00 | 0.00 | 0.00 | 27.00 |
| Holiday civic rate | 40.50 | 0.00 | 0.00 | 0.00 | 40.50 |
| CTO regular rate | 35.50 | 2.72 | 1.50 | 2.50 | 42.22 |
| CTO OT/WKND | 53.25 | 4.07 | 1.50 | 2.50 | 61.32 |
| CTO WKND OT | 79.88 | 6.11 | 1.50 | 2.50 | 89.99 |
| CTO Holiday | 71.00 | 5.43 | 1.50 | 2.50 | 80.43 |
| CTO Holiday OT | 106.50 | 8.15 | 1.50 | 2.50 | 118.65 |

## ARTICLE XXII

### Schooling and/or Seminars

**Section 1.** In order to maintain a properly trained and highly professional Police Department, the Town of West Greenwich hereby agrees members of the bargaining unit may be granted the right to attend schools and/or seminars relative to their duties and obligations as police officers.

All opportunities to attend schools and/or seminars will be on a job-related need in the determination of the Chief of Police and on a rotating basis whenever practicable in order that all may have an opportunity for continuous education.

The Town agrees to provide transportation to and from any schools and/or seminars for any employee who is required by the Chief of Police to attend such school and/or seminars. If a member of the bargaining unit is required to use his private vehicle, he shall be reimbursed at the rate of thirty-two (32) cents per mile. The town also agrees to reimburse any receipts for meals to members attending seminars.

All school and/or seminars which are available to officers for attendance without compensation shall be posted for a period of seven (7) days for the member's knowledge. All attempts to honor a members request for a non-compensated school shall be made with the understanding that the member's obligation to the Police Department shall come first.

Any member of the bargaining unit required to certify or recertify with any equipment, procedure, or position/title at a time other than his regular tour of duty shall be compensated at the rate of time and one-half (1.5) their regular rate of pay with a minimum of two (2) hours.

**Section 2.** The Town will comply with all State and Federal Laws regarding schools for full-time police officers.

## ARTICLE XXIII

### Professional Liability Insurance

The Town agrees to provide professional liability insurance in accordance with the insurance policies presently in place and attach the most current policy to this agreement; Appendix B. Notwithstanding the foregoing, the Town agrees to act as self-insurer under this article should there be no private policies available.

## ARTICLE XXIV

### Personal Files

**Section 1.** All members of the bargaining unit shall have the right to view their personnel files upon request with a four (4) hour advance notice, which right shall not be unreasonable withheld.

No material shall be inserted into a member's file without said members knowledge and his having received a copy thereof.

**Section 2.** The Town agrees to maintain "Personnel Log", so called, documenting all vacation, sick leave, bereavement leave, compensatory time owed/used, or any other such leave time that is owed/used by the members of the bargaining unit.

The Chief of Police shall designate a person who shall be the keeper of the Personnel Log.

## ARTICLE XXV

### Departmental Bulletin Board

The Town agrees to provide a departmental bulletin board so a complete list of all Police Department orders, memorandums and bulletins will be available to all members for their review. In addition an up-to-date seniority list shall be posted on said bulletin board. The Town further agrees to allow Local #517 use of the bulletin board for any and all notices it chooses to post for its members.

## ARTICLE XXVI

### Severability of Provisions

The parties agree if any provision of this agreement or application thereof to any person or circumstances is held to be invalid or unconstitutional, the remaining provisions of this agreement and the application of such provisions to other persons or circumstances, other than those which were held invalid, shall not be affected thereby.

## Article XXVIII

### Alteration of Agreement

It is hereby agreed that any alteration or modification of this agreement shall be binding upon the parties here to only if executed in writing. The waiver of any breach or condition of this agreement by either party shall not constitute a precedent in the future of all the terms and conditions herein.

## Article XXIIX

## Safe Vehicle

Section 1. The Town of West Greenwich agrees that in addition to all equipment required by Rhode Island State Law, all police vehicles shall be equipped with:

1. 1-12 gauge. Police Shotgun with Ten (10) rounds of Ammunition
2. Working Spotlight
3. Prisoner cages
4. Working 2-way radio
5. Heavy duty radial tires

Section 2. It is agreed that the cleaning and maintenance of Police vehicles will be the responsibility of the Town of West Greenwich.

## Article XXIX
## Equipment

Section 1. Department Issue Property. All new, Full-time Police Officers will be issued the following equipment upon appointment:

1-winter trooper hat
1-summer hat
1-winter hat
1-black tie
2-winter shirts
2-winter pants
2-summer shirts
2-summer pants
1-winter coat
1-gun belt, with appropriate holster and magazine pouch
1-set of handcuffs (S/W or Peerless) w/cuff case
1-rain coat (lime green type)
1-hat badge
1-coat badge
1-shirt badge
1-set of black footwear
1-pair of winter gloves
1-baseball style hat with West Greenwich Police emblem
1-Department Handgun
All receipts for equipment must be submitted to the Chief of Police prior to reimbursement from the Town of West Greenwich.

Section 2. Personal Property. When a member of the bargaining unit shall in the line of duty and without fault or negligence, on the part of the employee, have any department issued property, prescription glasses, snow suit, or watch stolen, damaged or destroyed, he shall have said item repaired within 45 days from the date of lass or damage claim, submitted to the Chief of Police. If the item in question is deemed non-repairable or stolen, then the item in question shall be replaced with a similar model or equal value, or one equal thereto of another brand, provided said member submits proof of purchase for the value stated in the form of a sales slip from the vender thereof to the Chief of Police, as to establish the true value and the model of the item or items in question. Final determination as to the value and the decision as to repair and replacement shall be the responsibility of the Chief of Police, whose final decision in the matter of claims shall be binding and final on all parties involved thereto, subject to maximum dollar limitations as set forth below and provided that said replacement is not covered by another applicable insurance policy. Department issued property needing replacement due to normal wear, shall be the responsibility of the member through the allotted clothing allowance.

Maximum Dollar Limitations

| | |
|---|---|
| Prescription Glasses | $75.00 |
| Wrist Watches | 50.00 |
| Snow Suits | 75.00 |

## -ARTICLE XXXII

### Duration of Agreement

This agreement between the parties shall be binding as of July 1, 2007 and expire on June 30, 2010, and the provisions of this agreement shall remain in force and effect until a new agreement is reached by the parties.

IN WITNESS WHEREOF, THE SAID Town of West Greenwich has caused this instrument to be executed and its corporate seal to affixed by Thaylen H. Waltonen, its Town Council President, thereunto duly authorized by the Town Council of the Town of West Greenwich, and the said Local #517, International Brotherhood of Police Officers has caused this instrument to be signed by Craig S. Barone, its President, thereunto duly authorized this 29th day of August, 2008.

**Town of West Greenwich**

Laurie A Albro
**Witness**

Thaylen H Waltonen
**Thaylen H Waltonen**
**Town Council President**

**Local #517, International Brotherhood Of Police Officers**

Laurie A Albro
**Witness**

**Craig S. Barone**
**President, Local #517**
**International Brotherhood Of Police Officers**

# TOWN OF WEST GREENWICH, RI
# AND
# INTERNATIONAL BROTHERHOOD
# OF
# POLICE OFFICERS
# LOCAL NUMBER 517

## Appendix A

## Health Benefit Summary

# Health Plan Benefit Comparison
# Prepared for Town of West Greenwich
# Plan Year 2008

| *IN NETWORK SERVICES* | BCBSRI Healthmate Coast to Coast 100/80 $250 Ded New Variation |
|---|---|
| **DEDUCTIBLES/COPAYS** | |
| Inpatient Copay | N/A |
| Outpatient Copay | N/A |
| Deductible (Based on Calendar Year; CY) | $250 per person; maximum of 2 per family |
| Co-insurance after Deductible | 100% |
| Out-of-pocket Maximum | N/A |
| Benefit Maximum | Unlimited |
| **HOSPITAL SERVICES** | |
| INPATIENT SERVICES: | |
| Semi-private room and related services | 100% after deductible |
| OUTPATIENT SERVICES: | |
| Outpatient Procedures / Testing | 100% after deductible |
| Emergency Room Services | $100 |
| **PHYSICIAN SERVICES** | |
| Surgery | 100% after deductible |
| Office Visits to Primary Care Physician | $15 |
| Office Visits to Specialty Physician | $15 |
| Allergy or Dermatology Services | $15 |
| Chiropractic Care | $15 / 12 visits per CY |
| Routine Vision Care | $15 / one eye exam per CY |
| **INDEPENDENT LAB, X-RAY, CLINICS AND WALK IN TREATMENT CENTERS** | |
| Lab and X-Ray Services *(deductible may apply)* | 100% |
| Machine Tests and Nuclear Medicine | 100% |
| Walk-In Treatment Centers | $25 |
| Skilled Nursing Facilities | 100% after deductible |

# TOWN OF WEST GREENWICH, RI
# AND
# INTERNATIONAL BROTHERHOOD
# OF
# POLICE OFFICERS
# LOCAL NUMBER 517

## Appendix B

## Professional Liability Insurance

## SCHEDULE OF COVERAGES

Policyholder:

Town of West Greenwich
Rt 102, Victory Highway
West Greenwich, RI 02817

Policy Number:

VFP 2240-9476C-01

Policy Effective Date: 07/01/2008
Policy Expiration Date 07/01/2009

Term: 1 Year
Premium: $ 16,927

This policy provides coverage for the following class(es) of Insured Person(s) only:

- [X] Full-Time Police Officer; [ ] Part-Time Police Officer; [ ] Auxiliary Police Officer
- [ ] Insured Volunteer Firefighter or Emergency Medical Service Volunteer
- [X] Insured Career Firefighter or Career Emergency Medical Service Person

This policy covers only those following benefits that have a specified amount entered opposite the name of the benefit. Benefits that are followed by an entry of the words "NOT COVERED" are not provided.

| PART | | COVERAGE | | AMOUNT OF INSURANCE |
|---|---|---|---|---|
| I. | A. | Accidental Death, Dismemberment, Loss of Sight or Hearing | Principal Sum $ | 25,000 |
| | B. | Seat Belt Benefit | Maximum $ | 5,000 |
| | C. | Dependent Benefit (Per Dependent Child) | Maximum $ | 10,000 |
| II. | | Cosmetic Disfigurement from Burns | Principal Sum $ | 25,000 |
| III. | | Accident Weekly Income | | |
| | A. | Total Disability (first 28 days) | Maximum $ | 400 |
| | B. | Total Disability (after 28 days) | Maximum $ | 400 |
| | | Accident Weekly Income Elimination Period | | 0 Days |
| | | Retroactive | | Yes |
| IV. | A. | Accident Medical Expenses | Maximum $ | 100,000 |
| | | Accident Medical Expense Deductible | $ | 0 |
| | B. | Cosmetic/Plastic Surgery | Maximum $ | 10,000 |
| | C. | Post Traumatic Stress Disorder Benefit Per Person, Per Covered Activity | Maximum $ | 10,000 |
| | D. | Critical Incident Stress Management Expense Reimbursement Benefit Per Covered Activity | Maximum $ | 2,500 |
| V. | A. | Illness Loss of Life Benefit | Principal Sum $ | 25,000 |
| | B. | Dependent Benefit (Per Dependent Child) | Maximum $ | 10,000 |
| VI. | | Illness Weekly Income | | |
| | A. | Total Disability (first 28 days) | Maximum $ | 400 |
| | B. | Total Disability (after 28 days) | Maximum $ | 400 |
| | | Illness Weekly Income Elimination Period | | 0 Days |
| | | Retroactive | | Yes |
| VII. | | Illness Medical Expense | Maximum $ | 100,000 |
| | | Illness Medical Expense Deductible | $ | 0 |
| VIII. | | HIV Positive Benefit | Principal Sum $ | 25,000 |

001N2222

WEST GREENWICH
POLICE DEPARTMENT
TEL (401) 397-7191
FAX (401) 397-6890

280 VICTORY HIGHWAY
WEST GREENWICH
RHODE ISLAND 02817

*Town of West Greenwich*
INCORPORATED 1741

# WEST GREENWICH POLICE CONTRACT
# FISCAL IMPACT STATEMENT

| Costs for 10 Police Officers | 2007/2008 | 2008/2009 | 2009/2010 |
|---|---|---|---|
| | | 3% | 3% |
| | Year 1 | Year 2 | Year 3 |
| Officer's Salary | $560,000 | $576,800 | $594,104 |
| Health | $98,129 | $101,073 | $104,105 |
| Benefit Waivers | $15,000 | $15,450 | $15,914 |
| Dental | $7,600 | $7,828 | $8,063 |
| Town's contribution to retirement est | $95,200 | $98,056 | $98,056 |
| FICA | $75,500 | $77,765 | $77,765 |
| Overtime est | $123,550 | $127,257 | $131,074 |
| College reimbursement est | $20,000 | $6,000 | $6,180 |
| College Incentive Pay | $5,000 | $5,000 | $5,000 |
| Uniform Allowances | $15,000 | $15,000 | $15,000 |
| Minimum Sick time payout est | $2,400 | $2,472 | $2,546 |
| Unused Sick days payout est | $12,035 | $12,396 | $12,768 |
| Body Armour | | | $7,500 |
| Subtotal | $1,029,414 | $1,045,096 | $1,078,075 |
| Employee Contributions | | | |
| Health Co pay | -$13,064 | -$13,456 | -$13,860 |
| Officers Contribution to retirement est | -$50,400 | -$51,912 | -$53,469 |
| Sub total | -$63,464 | -$65,368 | -$67,329 |
| Estimated fiscal impact of the town Of West Greenwich/IBPO 517 Bargaining agreement | $965,950 | $979,729 | $1,010,746 |