

CITY OF WOONSOCKET,
WOONSOCKET BUDGET COMMISSION,
AND IBPO, LOCAL 404

TENTATIVE AGREEMENT

1. The parties agree to a 1-year contract covering the period of July 1, 2013 through June 30, 2014, followed immediately by a 5-year contract covering the period of July 1, 2014 through June 30, 2019, each to include the following terms, as applicable:
2. The applicable portions of the 2002-05 collective bargaining agreement and the five prior interest arbitration awards, and the collective bargaining agreements covering FY 2010 – FY 2012 and FY 2013, except as modified below.
3. All employees shall be enrolled in the City-wide health insurance plan with prescription plan adjusted to \$10/\$20/\$30/\$50 with a 20% co-share by the employees. The summary plan description of the City-wide health insurance plan is attached hereto as Exhibit A.
4. Any employee hired prior to July 1, 2014 who is eligible for and takes a normal retirement under the ERSRI with at least 25 years of continuous service to the City (unless “grandfathered” pursuant to State pension reform of 2012 so as to be eligible for normal retirement under the ERSRI after 20 years of continuous service to the City) will be eligible for healthcare in retirement in accordance with the following, at the option of the retiree at the time of retirement:
 - a. One (1) or two (2) individual City-wide health plan(s) with a 20% co-share by the retiree, and with conversion to Medicare upon eligibility. Duration of coverage will be until Medicare eligibility. The City will cover 80% of the cost of a Medicare Supplement plan for each of the retiree and his/her spouse upon Medicare eligibility.

OR

- b. Family health coverage under the City-wide health plan with a 25% co-share by the retiree and conversion to Medicare upon eligibility. Duration of coverage will be until Medicare eligibility. The City shall cover 80% of the cost of a Medicare Supplement plan for each of the retiree and his/her spouse upon Medicare eligibility, as well as 75% of the cost of continued individual or family health coverage for qualifying dependents of the retiree until the dependents reach the age of twenty-six (26).
5. Any future employee hired on or after July 1, 2014 who is eligible for and takes a normal retirement under the ERSRI at age 55 or later and with at least 25 years of continuous service to the City will be eligible in retirement for one (1) individual

City-wide health insurance plan (attached as Exhibit A), with a 50% co-share by the retiree (such retirees will have the option of purchasing two individual plans with the additional cost borne by the retiree), and with conversion to Medicare upon eligibility. Duration of coverage will be until Medicare eligibility (maximum 10 consecutive years taken at any time prior to Medicare eligibility). The City shall cover 80% of the cost of one (1) Medicare Supplement plan for the retiree.

6. The parties agree to the Table of Organization – attached hereto as Exhibit B. The parties agree that, at 11:59 p.m. on June 30, 2019, the position of the Union will be that there should be 101 police officers on the Table of Organization. The parties will negotiate over the issue of the number of officers commencing no later than January 15, 2019, and if no agreement is reached within thirty (30) days thereafter, the Union may submit the issue to binding arbitration before an arbitrator appointed from a panel of retired judges provided by the Clerk of the Supreme Court comprised of no fewer than three names. Selection shall be by each party striking a name in turn until one name is left, with the Union striking first. The arbitrator shall take into consideration the public safety needs of the community, the City's financial condition, police officer safety, the public's interests and the City's ability to pay. Arbitration shall be conducted in strict conformity to the timetable for interest arbitration set forth in the Municipal Police Arbitration Act. Nothing herein shall preclude the City from asserting any legal defense to the Union's demands or submission to arbitration.

7. Training Academy Costs.

The parties understand that probationary police officers, within ninety days of appointment as such, are required by the City to execute an agreement in a form satisfactory to the City requiring that they pay in full to the City all costs incurred by the City related to their attendance at the Municipal Police Academy in the event that they voluntarily leave employment with the City within two years of graduation from the Academy, that they repay three-quarters (3/4) of all such sums if they voluntarily leave the employment of the City more than two years, but less than three years after graduation from the Academy and that they repay one-half (1/2) of all such sums in the event they voluntarily leave the employment of the City more than three years but less than four years after graduation from the Academy, and that they repay one-quarter (1/4) of all such sums in the event that they voluntarily leave the employment of the City more than four years but less than five years after graduation from the Academy. Included within the amounts to be repaid, but in no way limiting the same, shall be the cost of books, tuition (if any is paid), uniforms, gear, initial issue of uniforms, equipment and gear upon graduation, other school materials and costs incurred by the City in collecting such sums (including reasonable attorneys' fees) from such voluntarily terminating employees but expressly excluding salary paid to the employee while at the Academy. The parties agree that such individual agreements shall be binding upon the employee and the City after the employee's probationary period.

8. Salaries will be increased as follows:

FY 2014: 1.5 % (effective July 1, 2013) (retroactive)*

FY 2015: 1.25 % (effective July 1, 2014)

FY 2016: 1.25 % (effective July 1, 2015)

FY 2017: 1.5 % (effective July 1, 2016)

FY 2018: 1.5 % (effective July 1, 2017)

FY 2019: Wage Reopener (1.5% floor; 3 % maximum)**

* Any retroactive payments for FY 2014 will be paid by separate check, less all applicable withholdings, within 30 days of ratification and execution of the FY 2014 contract.

** The parties will negotiate over the issue of salaries only no later than January 15, 2019, and if no agreement is reached within thirty (30) days thereafter, the Union may submit the issue to binding arbitration under the Municipal Police Arbitration Act. The arbitration shall be conducted in accordance with the Municipal Police Arbitration Act.

9. Pay Scale Adjustment: The parties agree to the pay grades that are attached hereto as Exhibit C.
10. The City and Union will meet in June of each year of this period to discuss the fiscal situation of the City that would allow for incremental increases in staffing of the Department. Side letter: There will be no layoffs through June 30, 2019 to reduce to the Table of Organization. Any such reduction shall be by attrition.
11. The contract will be amended to provide the employees hired on or after July 1, 2013 will be provided with their initial issue of uniforms and gear, subject to the provisions of paragraph 7 above.
12. All grievances, unfair labor practices, arbitrations, interest arbitrations, and litigation between the parties shall be withdrawn with prejudice.
13. As long as at least 15 officers take the medical insurance buyout, the annual payment shall be increased to \$3,000 family/\$1,500 individual. If fewer than 15 officers elect the buyout, the annual payment shall be \$2,000.