

CONTRACT  
BY AND BETWEEN  
RI COUNCIL 94, AFSCME, AFL-CIO  
ON BEHALF OF  
EAST PROVIDENCE PROFESSIONAL,  
MANAGERIAL, AND TECHNICAL  
EMPLOYEES ASSOCIATION, LOCAL 3223

AND  
CITY OF EAST PROVIDENCE  
RHODE ISLAND

EFFECTIVE NOVEMBER 1, 2024  
EXPIRES OCTOBER 31, 2027

## TABLE OF CONTENTS

<u>ARTICLE I</u> .....	5
1.01 <u>Recognition</u> .....	5
1.02 <u>Union Dues</u> .....	5
1.03 <u>PEOPLE</u> .....	5
1.04 <u>Indemnification of Payroll Deductions</u> .....	5
1.05 <u>Membership Lists</u> .....	6
 <u>ARTICLE II</u> .....	6
2.01 <u>Management Rights</u> .....	6
 <u>ARTICLE III</u> .....	6
3.01 <u>Non-discrimination</u> .....	6
3.02 <u>Union Non-discrimination &amp; Non-Interference</u> .....	7
 <u>ARTICLE IV</u> .....	7
4.01 <u>Personnel Ordinance</u> .....	7
4.02 <u>Past Practices</u> .....	7
4.03 <u>Work Hours – Water, Parks, Highway, Central Garage, and City Hall</u> .....	8
4.04 <u>Seniority</u> .....	8
 <u>ARTICLE V</u> .....	10
5.01 <u>Pay Rates</u> .....	10
5.02 <u>Merit Pay Plan</u> .....	11
5.03 <u>Direct Deposit</u> .....	11
 <u>ARTICLE VI</u> .....	11
6.01 <u>Longevity</u> .....	11
6.02 <u>Schedule of Longevity Pay</u> .....	11
 <u>ARTICLE VII</u> .....	12
7.01 <u>Vacation Eligibility</u> .....	12
7.02 <u>Vacation Carryover</u> .....	13
 <u>ARTICLE VIII</u> .....	14
8.01 <u>Holidays</u> .....	14
 <u>ARTICLE IX</u> .....	15
9.01 <u>Personal Days</u> .....	15
 <u>ARTICLE X</u> .....	16
10.01 <u>Sick Leave</u> .....	16
10.02 <u>Major Illness Sick Leave Plan</u> .....	17

<u>ARTICLE XI</u> .....	18
11.01 <u>Leave of Absence-Vacation Time</u> .....	18
11.02 <u>Leave of Absence-Sick Leave</u> .....	18
11.03 <u>Leave of Absence-Military Leave</u> .....	18
<u>ARTICLE XII</u> .....	18
12.01 <u>Health Care Coverage-Blue Cross</u> .....	18
12.02 <u>Health Care Coverage - Dental</u> .....	21
12.03 <u>Duplicate Coverage</u> .....	21
12.04 <u>Health Care Coverage--On-the-job Injury</u> .....	22
<u>ARTICLE XIII</u> .....	22
13.01 <u>Life Insurance</u> .....	22
<u>ARTICLE XIV</u> .....	23
14.01 <u>Meal Allowance</u> .....	23
14.02 <u>Overtime Allowance</u> .....	23
14.03 <u>Flex-Time Allowance</u> .....	24
14.04 <u>Clothing Allowance</u> .....	25
14.05 <u>Commercial Driver's License Stipends</u> .....	25
<u>ARTICLE XV</u> .....	26
15.01 <u>Maintaining Vital City Operations</u> .....	26
<u>ARTICLE XVI</u> .....	26
16.01 <u>Injured on Duty Leave</u> .....	26
<u>ARTICLE XVII</u> .....	27
17.01 <u>Liability Protection</u> .....	27
<u>ARTICLE XVIII</u> .....	27
18.01 <u>Bereavement Leave</u> .....	27
<u>ARTICLE XIX</u> .....	28
19.01 <u>Educational Expenses</u> .....	28
<u>ARTICLE XX</u> .....	29
20.01 <u>Jury Duty</u> .....	29
<u>ARTICLE XXI</u> .....	30
21.01 <u>Union Business</u> .....	30
<u>ARTICLE XXII</u> .....	30
22.01 <u>Professional Development</u> .....	30
22.02 <u>Promotional Opportunities</u> .....	30

<u>ARTICLE XXIII</u> .....	31
23.01 <u>Resignation</u> .....	31
<u>ARTICLE XXIV</u> .....	31
24.01 <u>Pension Plan</u> .....	31
<u>ARTICLE XXV</u> .....	31
25.01 <u>City Sponsored 457 Plan</u> .....	31
<u>ARTICLE XXVI</u> .....	32
26.01 <u>Discharge and Discipline</u> .....	32
<u>ARTICLE XXVII</u> .....	33
27.01 <u>Grievance Procedure</u> .....	33
<u>ARTICLE XXVIII</u> .....	35
28.01 <u>Work Stoppage</u> .....	35
<u>ARTICLE XXIX</u> .....	35
28.01 <u>Duration of This Agreement</u> .....	35
28.02 <u>Scope of the Agreement</u> .....	36
28.03 <u>Severability</u> .....	36
<u>Exhibit “A” – Job Titles</u> .....	38
<u>Exhibit “B” - Wages</u> .....	41

## **AGREEMENT**

This Agreement is entered into by and between the City of East Providence, Rhode Island, hereinafter referred to as the “City”, and Rhode Island Council 94, AFSCME, AFL-CIO on behalf of the employees covered by the East Providence Professional, Managerial and Technical Employees Association (EPPMTEA), hereinafter referred to as the “Union”, collectively referred to as the “Parties”

### **WITNESSETH**

That in consideration of the mutual and reciprocal promises of the Parties hereto, the Parties covenant and agree as follows:

### **PURPOSE**

It is the purpose of this Agreement to carry out the personnel policy of the City of East Providence in encouraging a harmonious and cooperative relationship between the City and its employees by providing for procedures which will facilitate free and frequent communications between the City and the Union.

By means of this Agreement, therefore, the signatories hereto bind the City and the Union to maintain and improve the present standards of service to the City, 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 City Servants, and as such, 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 may merit the respect and confidence of the General Public, the City Council and the City of East Providence.

## **ARTICLE I**

### **1.01 Recognition**

The City recognizes the Union as the sole and exclusive collective bargaining representative for those employees specified in Exhibit "A" in respect to wages, working hours, and other conditions of employment.

### **1.02 Union Dues**

Consistent with *Janus v. American Federation of State, County, and Municipal Employees, Council 31, et al.*, United States Supreme Court – Decided June 27, 2018, upon written authorization of any employee covered by the Bargaining Unit, the City shall deduct from the employee's salary his/her Union dues, service charges, or service fees on a bi-weekly basis and shall remit to the Union the amount deducted, together with a list of the members who have had payments deducted. Membership dues, service charges, or service fees shall be established in an amount determined by the Union.

### **1.03 P.E.O.P.L.E.**

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 A.F.S.C.M.E. Deductions shall not be coupled with Union dues and shall be forwarded separately.

### **1.04 Indemnification of Payroll Deductions**

The Union agrees to indemnify the City and hold it harmless from any and all claims, liabilities, or costs of the City which arise out of the payroll deductions of membership dues, service charges, or service fees.

## **1.05 Membership Lists**

The City shall provide to the EPPMTEA President and Union Executive Director, on a quarterly basis, the following information on every EPPMTEA bargaining unit member: name, address, phone number, birthdate, hire date, and paygrade.

## **ARTICLE II**

### **2.01 Management Rights**

The Union agrees that the City has responsibility for the policies and administration of all departments which it shall exercise under the provisions of law and in fulfilling its responsibilities under this Agreement. Any matter involving the management of governmental operations vested by law in the City and not covered by this Agreement is in the province of the City. The City hereby retains and reserves unto itself all rights, power, authority, duty and responsibility confirmed on and vested in it by the laws and Constitution of the State of Rhode Island and/or the United States of America and/or the Charter of the City of East Providence. The exercise of any such right, power, authority, duty, or responsibility by the City and the adoption of such rules, regulations and policies as it may deem necessary, and as they apply to members represented by the Union, shall be limited only by specific and express terms of this Agreement.

## **ARTICLE III**

### **3.01 Non-discrimination**

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, sexual orientation, marital status, race, color, creed, national origin, political affiliation, gender identity/expression, disability/illness or any

other prohibited basis for discrimination under state and federal law. All member claims involving discrimination, sexual harassment, or hostile work environment shall be handled through the City EEOC officer and not subject to the grievance and arbitration provisions set forth in Article XXVI.

**3.02 Union Non-Discrimination & Non-Interference**

The City will not interfere with or discriminate in respect to any term or condition of employment against any employee covered by this Agreement because of membership in, or legitimate activity on behalf of the Union, nor will the Employer encourage membership in another Union. The Union shall not discriminate against an employee for declining membership in the Union or for declining to participate in activity on behalf of or in support of the Union.

## **ARTICLE IV**

**4.01 Personnel Ordinance**

The City agrees that the members covered by this Agreement shall continue to receive all current benefits as provided in Chapter 11 of the Revised Ordinances of the City of East Providence, Rhode Island, 1987, entitled "Personnel, Pensions and Retirement", as amended; except as otherwise modified hereinafter.

**4.02 Past Practices**

For the purpose of this Agreement, a past practice is accorded the equivalent force of express meaning within a contract only when the number of occasions of unvarying application over a reasonably extended time demonstrates a knowing and willing acceptance by both parties of a consistent and identical outcome.

#### **4.03 Work Hours – Water, Parks, Highway, Central Garage, and City Hall**

- A. The work hours for the Water, Parks, Highway, and Central Garage divisions shall be from 7:00 AM to 3:30 PM, Monday through Friday, with a half hour unpaid for lunch. Members working in these division shall be eligible for all allowances as set forth in Article 14.
- B. City Hall Work Hours
  1. Prior to the establishment of the City Hall work schedule/hours, the City will provide the Union at least sixty (60) days-notice prior to its implementation or termination by the Administration.
  2. Members who are assigned to and working in City Hall will work a thirty-five (35) hour work week, Monday through Friday, as set forth below:

Monday, Tuesday, Wednesday: 8:00 am to 4:00 pm

Thursday: 8:00 am to 6:00 pm

Fridays: 8:00 am to 1:00 pm

3. Any City Hall employee/member who chooses to take sick leave, vacation, personal time, or compensation time will be charged as follows: Seven (7) hours Monday through Wednesday, nine (9) hours for Thursday, and (5) hours for Friday.

#### **4.04 Seniority**

- A. Seniority shall be defined as length of service with the City. Each member shall have seniority from the latest date of hire as a permanent classified employee within their classification except as modified by Article 4.04(E) and except as modified by applicable state and federal law regarding veterans' re-employment rights. When two or more members have the same date of hire, they will be placed on the seniority list according to their final score on the certified list. In the event that the members are not selected from the same

certified list, seniority shall be determined by the EPPMTEA who will then submit the seniority assigned to the City.

B. Probationary Period

1. The probationary period of a new member shall be six (6) months and may be subject to a six-month extension at the discretion of the Mayor. Upon completion of said probationary period, such a member, if retained by the City, shall be placed in the appropriate seniority roster as provided in paragraph 4.04(A) above.
2. A member appointed from a promotional list who does not successfully complete the probationary period shall be reinstated to a position in the class occupied by the member within the Association immediately prior to the promotion. The probationary period for promoted members shall be sixty (60) days.

C. Seniority within the same classification will apply within each department with respect to vacation preference. Vacation shall be selected by March 1. After such date, vacation shall be taken in the chronological order in which such time is requested subject to department head approval.

D. Layoff/Recall

1. In the event of a reduction in work force, it is agreed that members will be subject to layoff in the inverse order of their seniority within the department where the reduction in work force takes place. Seniority shall accrue during such layoff period. If the need for layoff is over, the members shall be returned to work in the order of their seniority and this recall provision shall apply for a period of two years from the date of layoff.

2. Members on layoff under Paragraph D(1) shall be notified by certified mail, return receipt requested when that member is to be returned from layoff as provided for in Paragraph D(1) above. The member shall return to work no later than fifteen calendar days from the date of the receipt of the recall letter. If the recall is to a job classification with a lower salary than that from which the member was placed on layoff, the member shall have the right to refuse said recall. If recalled to the position from which the layoff occurred, the member shall return to work as provided above. Failure to do so will result in the loss of recall rights described in Paragraph D(1) above.
- E. Any member officially assuming the duties and responsibilities of a higher classification than that which the member holds for more than thirty days shall move through the classification steps in accordance with the established classification step schedule.

## **ARTICLE V**

### **5.01 Pay Rates**

- A. Wages for members covered by this agreement will be listed in the attached Exhibit "B".
- B. Wages shall be adjusted in accordance with the following schedule:
  1. Effective November 1, 2024, there will be a zero (0%) percent increase in salaries for all members of the EPPMTEA bargaining unit.
  2. Effective November 1, 2025, there will be a four (4%) percent increase in salaries for all members of the EPPMTEA bargaining unit.
  3. Effective November 1, 2026, there will be a four (4%) percent increase in salaries for all members of the EPPMTEA bargaining unit.

## **5.02 Merit Pay Plan**

The Mayor may give members covered by this Agreement a merit pay increase of no more than five (5%) percent of the member's base salary rate as of November 1. The increase will become part of the member's base salary. The Mayor will determine which members shall receive the merit pay increase in any year based on outstanding job performance during the previous year. Members still receiving step increases shall not be eligible for these merit increases.

## **5.03 Direct Deposit**

All wage payments shall be paid to members by direct deposit.

# **ARTICLE VI**

## **6.01 Longevity**

Members covered by this Agreement hired after November 1, 1979 shall receive longevity pay as stated in 6.02 with the added condition that their job performance is satisfactory. A member whose job performance is deemed unsatisfactory may have longevity pay denied, delayed or reduced for that given year. If a member disagrees that their job performance warrants denial, delay or reduction of their longevity pay, then that member may appeal through the grievance procedure in Article XXVI, Section 26.01.

## **6.02 Schedule of Longevity Pay**

Members covered by this Agreement shall receive longevity pay, computed as part of a member's base pay for pension purposes in accordance with the appropriate Employees' Retirement System of Rhode Island "ERSRI" deductions, based on the following schedules effective after the close of each fiscal year:

<b>SCHEDULE OF LONGEVITY PAY FOR ALL MEMBERS HIRED PRIOR TO NOVEMBER 1, 2018</b>
6% of base pay earned after five (5) years' service
7% of base pay earned after ten (10) years' service
8% of base pay earned after fifteen (15) years' service
9% of base pay earned after twenty (20) years' service
10% of base pay earned after twenty-five (25) years' service

<b>SCHEDULE OF LONGEVITY PAY FOR MEMBERS HIRED ON OR AFTER NOVEMBER 1, 2018</b>
(Unless already continuously employed by the City prior to November 1, 2018)
4% of base pay earned after five (5) years' service
5% of base pay earned after ten (10) years' service
6% of base pay earned after fifteen (15) years' service
7% of base pay earned after twenty (20) years' service
8% of base pay earned after twenty-five (25) years' service

## ARTICLE VII

### **7.01 Vacation Eligibility**

- A. A member hired before July 1 in any calendar year will accrue ten (10) working days of vacation which can be taken in the following calendar year.
- B. A member hired on or after July 1 in any calendar year will accrue five (5) working days of vacation which can be taken in the following calendar year.
- C. Subsequently any member completing a calendar year of service will earn vacation in accordance with the following schedules:

<b>SCHEDULE OF VACATION PAY</b>	
<b>YEARS OF SERVICE</b>	<b>WEEKS OF VACATION</b>
0-1 Year	Accrue up to 2 Weeks
1-6 Years	3 Weeks
7-14 Years	4 Weeks
15 Years	5 Weeks
16 Years	5 Weeks & 1 Day
17 Years	5 Weeks & 2 Days
18 Years	5 Weeks & 3 Days
19 Years	5 Weeks & 4 Days
20+ Years	6 Weeks

D. All vacation leave is earned in one calendar year and taken in the following calendar year.

E. Members with 0-1 year of service shall accrue two weeks' vacation as follows:

1. Members who work 35 hours per week shall accrue 6 hours per month.
2. Members who work 40 hours per week shall accrue 6.5 hours per month.

#### **7.02 Vacation Carryover**

Members may accrue up to forty-eight (48) hours of vacation per year, up to a maximum of two hundred hours (200) to be used in subsequent years with the prior approval of the Mayor provided the member's requests shall be in writing. Unused carried over vacation time will not be paid out on retirement or departure. Members cannot transfer unused vacation time to his/her sick leave balance. If a member dies while in the employ of the City, the City shall pay to the deceased member's beneficiary, as designated under the City life insurance policy, a sum of money computed on the basis of their weekly earnings for accumulated vacation leave which had accrued to such deceased member at the time of their death.

## ARTICLE VIII

### **8.01 Holidays**

A.

New Year's Day	January 1
Martin Luther King Day	3 <sup>rd</sup> Monday in January
Washington's Birthday	3 <sup>rd</sup> Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Victory Day	2 <sup>nd</sup> Monday in August
Labor Day	1 <sup>st</sup> Monday in September
Columbus Day	2 <sup>nd</sup> Monday in October
Election Day	1 <sup>st</sup> Tuesday after 1 <sup>st</sup> Monday in November in each even numbered year
Veterans Day	November 11
Thanksgiving Day	4 <sup>th</sup> Thursday in November
Day After Thanksgiving	4 <sup>th</sup> Friday in November
Christmas Day	December 25

Including Christmas Eve and New Year's Eve afternoon; and a floating holiday of the member's choice with the approval of his/her department or division head.

When any authorized holiday occurs on Sunday, the following business day shall be considered the holiday. When any authorized holiday occurs on Saturday, an alternate holiday shall be determined at the discretion of the Mayor. When a holiday occurs on a Library member's regular day off, that individual shall be allowed to take a floating holiday.

#### **B. City Hall Employee Holiday Schedule**

Holiday Schedule for City Hall Employees when City Hall is working a modified work-week as stated within section 4.03(B):

1. When July 4<sup>th</sup> falls on a Thursday, the City Hall Employees will have the day off. When July 4<sup>th</sup> falls on a Friday, City Hall Employees will have the day off but will only be required to work until 4:00 PM on the Thursday before (July 3).

2. Regardless which day it may fall on the calendar during the normal work week, the City Hall employee shall have Veteran's Day off.
3. Good Friday – City Hall employees will have the day off
4. Holidays that fall on a Saturday or Sunday: When Veteran's Day, Independence Day (July 4<sup>th</sup>), Christmas Day, and New Year's Day fall on a Saturday or Sunday, the holiday will be observed on the following Monday.
5. When Christmas Eve and New Year's Eve falls on a Monday, Tuesday, Wednesday, or Thursday, the employee will work one-half day, 8:00 AM to 11:30 AM. When they fall on a Friday, the employee will have the day off.

All other Holidays as set forth in section 8.01(A) will be taken as noted in that section.

## **ARTICLE IX**

### **9.01 Personal Days**

- A. Personal leave may be drawn only at a time convenient to and approved in advance by the City. Written application for personal leave shall be made in advance stating the time of such requested leave. Personal days shall not be taken in a manner to extend a vacation or a holiday unless explicit permission to do so is obtained from the Mayor. Personal leave days must be taken in no less than one-half (1/2) day at a time.
- B. All permanent classified members of the EPPMTEA bargaining unit shall be granted three (3) personal leave days per City fiscal year. If a member resigns, retires, or is terminated in the first six months of a fiscal year, that member shall be entitled to only one (1) personal leave day in that fiscal year. If the member has already taken two (2) or three (3) personal leave days, the value of the second and third day will be deducted from the member's final

paycheck. Personal days are not granted to, and cannot be taken by, members on probationary status. If a member completes the six-month probationary period before May 1, that member would receive two (2) personal leave days for that fiscal year. If a member completes the six-month probationary period after May 1, that member would receive one (1) personal leave day for that fiscal year. If a member is on probation on October 31, the last day of the fiscal year, then that member would receive no personal leave in that fiscal year.

The personal leave days cannot be accrued from year to year and must be used in the City fiscal year in which they were earned.

If a member has not used personal days by October 31 in a given fiscal year, then said member shall receive a day's pay, which is non-pensionable, for each unused personal leave day up to a maximum of two (2) days. Any half days will be prorated. The value of the day's pay or prorated pay shall be calculated based on the member's base salary rate as of October 31 in the fiscal year in which said personal days were to be used.

## ARTICLE X

### **10.01 Sick Leave**

A. Members shall receive fifteen (15) sick days per year for use because of actual personal illness, non-compensable bodily injury or disease and exposure to contagious disease not connected with City employment. It may also be granted for a maximum of five (5) days in any one year for illness in the immediate family. As of November 1, 2014, sick leave may also be used for a maximum of four (4) days per fiscal year for personal reasons. These four (4) days will be treated as sick leave and will not fall under the provisions of personal leave (see section 9.01). There shall be no maximum accrual on sick leave.

B. Upon retirement only, a member of the Union shall receive payment for fifty (50%) percent of their accrued sick leave, but such payment shall not exceed a total of Five Thousand (\$5,000.00) Dollars.

Retirement as it applies here will be understood as eligibility and application for a pension in the Municipal Employee's Retirement System of the State of Rhode Island.

#### **10.02 Major Illness Sick Leave Plan**

This Major Illness Sick Leave Plan is established solely for members who have a major illness which requires the use of sick leave beyond the amount of accumulated sick leave and vacation leave held by said member.

Approval of a member for use of such major illness sick leave within the guidelines of this article will be determined by a committee of three (3) which will be appointed by the President of the EPPMTEA.

It is to be understood that this Major Illness Sick Leave Plan will commence only after the member's individually accumulated sick leave and vacation leave have been exhausted.

Any permanent member may transfer within any twelve-month period up to four (4) days of the member's accumulated sick leave credits to a fellow member in the event the latter member is absent due to a major illness and has used up all of his/her accumulated sick leave and vacation leave credits.

The maximum time limit under which a member can be covered by others sick leave shall be twenty-five (25) work days.

## **ARTICLE XI**

### **11.01 Leave of Absence-Vacation Time**

Vacation time shall not accrue at the established rate per month when a member is out on leave without pay during that entire month.

### **11.02 Leave of Absence-Sick Leave**

Sick leave shall not accrue at a rate of one and one quarter (1 1/4) days per month when a member is out on leave without pay during the entire month.

### **11.03 Leave of Absence-Military Leave**

Any regular full-time member who may be a member of the standby reserve or ready reserve of any branch of the armed forces and who may be required to perform military duties for a period of 15 days or less in any one fiscal year at any time while so employed by the City shall be paid the difference between his/her regular salary paid by the City and the compensation paid by either the state or federal government during the performance of his/her military service in any one fiscal year. However, if any member is called to regular duty in the armed forces of the United States, he/she shall be given a leave of absence by the City in accordance with applicable state and federal law and the provisions of this section relative to the difference in earnings shall not apply.

## **ARTICLE XII**

### **12.01 Health Care Coverage**

The City agrees to provide each regular member, covered by this Agreement, with medical coverage on an individual or family basis as desired by the member provided that the member certifies that he or she cannot receive comparable insurance through the member's spouse. Members will be required to certify annually that the member is not

eligible to receive comparable insurance through the member's spouse – defined as insurance with a premium co-payment that is no more than ten percent (10%) greater than the member premium copayment associated with the plan offered by the City.

The City will provide the medical benefits summarized in Appendix B.

Member cost-sharing shall be based on the following schedule (income amounts will be based on the member's prior year base wages, as noted in Exhibit "B"). Any increase or decrease in member cost-share shall be effective July 1 of each year:

<b>Income</b>	<b>Contribution</b>
Less than \$70,000	15%
\$70,000 to less than \$100,000	20%
\$100,000 and above	25%

**Effective November 1, 2025**

<b>Income</b>	<b>Contribution</b>
Less than \$72,800	15%
\$72,800 to less than \$104,000	20%
\$104,000 and above	25%

**Effective November 1, 2026**

<b>Income</b>	<b>Contribution</b>
Less than \$75,712	15%
\$75,712 to less than \$108,160	20%
\$108,160 and above	25%

Effective June 30, 2013, the City may provide medical benefits through a high-deductible plan. If the City elects to do so, it will pay the difference in between the deductible described in Appendix A and the high-deductible plan through a Health Reimbursement Account.

A. Effective November 1, 2017, health insurance will be paid by the City for all retiring members of the EPPMTEA bargaining unit and their spouse for one year after retirement under the same terms as active members at the same rate paid prior to retirement. Retired members of the EPPMTEA bargaining unit, other than those with twenty-five (25) years of service as of the date of this agreement, will be required to certify annually that he or she is not eligible to receive comparable insurance – defined as insurance with a premium co-payment that is no more than ten percent (10%) greater than the premium copayment associated with the plan offered to the retired member by the City. In the event that the retired member is eligible for or obtains or is covered by comparable health insurance, the coverage provided by the City will be terminated.

B. Members with twenty-five (25) years of service as November 1, 2012, shall receive, until he/she is eligible for Medicare and with no co-share, either:

1. Family coverage health insurance, if married with dependents under the age of 26; or,
2. Two individual plans if married with no dependents under the age of 26; or,
3. Individual coverage health insurance

C. Members with twenty-five (25) years of service as November 1, 2017, shall receive, until he/she is eligible for Medicare and with a co-share equal to what he/she paid prior to retirement, either:

1. Family coverage health insurance, if married with dependents under the age of 26; or,
2. Two individual plans if married with no dependents under the age of 26; or,
3. Individual coverage health insurance

- D. Members hired prior to November 1, 1998 and who reach twenty-five (25) years of service after November 1, 2017, shall receive, until the member is eligible for Medicare and with a co-share equal to the rate before retirement, individual coverage health insurance.
- E. In the event of death of an active or retired member who is receiving health insurance coverage for his or her spouse, said coverage shall continue, under the same co-share contribution requirement, up to a maximum of one (1) year from the date of death.

#### **12.02 Health Care Coverage - Dental**

The City shall provide and pay for dental coverage through Level IV, family coverage, including a Student to Age 25 rider. All single members without dependents shall be entitled to individual coverage.

Effective November 1, 2025, members receiving dental coverage shall contribute 10% of the total cost towards the plan as a bi-weekly payroll deduction. Effective November 1, 2026, members receiving dental coverage shall contribute 15% of the total cost towards the plan as a bi-weekly payroll deduction.

During the term of this Agreement, the City may provide, after obtaining agreement from the Union alternate dental care coverage and service that is equivalent to that provided under this Agreement.

#### **12.03 Duplicate Coverage**

When a member of the EPPMTEA bargaining unit and a spouse are both members of the City of East Providence, then the City of East Providence need not buy both spouses medical or dental coverage, but the City shall provide the member and spouse with the plan having

the best coverage for the spouses so employed. In the event the spouse employed with the coverage shall retire, resign, or be terminated for any reason, then the spouse without the coverage shall be immediately granted the coverage of that member's bargaining unit without any waiting period. In the event the spouse without the coverage shall receive a better plan than the other spouse during the course of any negotiations, the City shall immediately implement the better of the two plans in conformance with the spirit of this Section.

#### **12.04 Health Care Coverage--On-the-job Injury**

In the implementation of Article 16.01, it is understood and agreed that members injured on the job shall use their health coverage first to cover any medical bills; and any excess cost shall be paid by the City of East Providence.

### **ARTICLE XIII**

#### **13.01 Life Insurance**

All active members shall be provided \$45,000.00 of group life insurance while active which shall reduce to \$7,500.00 (paid for by the City) for members upon retirement. All members hired after October 31, 2017 shall be provided with \$45,000.00 of group life insurance while they are active only and they will not receive the \$7,500.00 life insurance policy upon retirement.

Retirement as it is applied here will be understood as eligibility and application for a pension in the Municipal Employees Retirement System of the State of Rhode Island. The City's obligation with regard to life insurance is limited solely to the payment of its cost of the insurance program, and members and their dependents and beneficiaries shall be entitled to benefits only in accordance with and governed by the terms and conditions of the insurance

policy issued to provide such benefits. Neither the City nor the Union shall be obligated to pay any insurance benefits provided for in this section directly to the members or their dependents or beneficiaries.

## **ARTICLE XIV**

### **14.01 Meal Allowance**

The following positions will be entitled to receive a fifteen (\$15.00) Dollar meal allowance when supervising a member of a bargaining unit who is receiving a meal allowance:

Assistant Superintendents (Highway, Parks)  
Labor Supervisors (Highway, Parks, Central Garage, Water)

### **14.02 Overtime Allowance**

All members whose regular work week is less than forty (40) hours shall receive, for all hours worked beyond his/her regular work week up to forty (40) hours (i.e. hour 36 through hour 40), his/her regular rate of pay as calculated at a hourly basis on thirty-five (35) hours per week per the salary schedule. Members may, with Department Head approval, elect to receive either comp time or flex time in lieu of pay for hours worked between his/her regular work week and forty (40) hours.

All members shall receive time and one-half pay or compensatory time when they work beyond forty (40) hours or when called back for actual time worked. Overtime or callback will be at double time on Sunday, unless said day is included as part of a member's regular work schedule (i.e. Library and Carousel). The Library and Carousel are eligible for time and one-half on Sunday, unless said day is included as part of a member's regular work schedule. Compensatory time will be allowed to accumulate to a maximum of sixty (60)

hours, annually capped per year. Any callback or overtime earned in excess of sixty (60) hours must be received in the form of pay. Members shall be allowed to carryover any unused compensatory time from one year to the next, provided that members cannot accrue more than sixty (60) hours maximum combined. Any members who, prior to the date of this Agreement, accrued over sixty (60) hours of compensatory time, shall not be allowed to accrue compensatory time until his/her total accrual falls below the sixty (60) hour maximum accrual.

#### **14.03 Flex-Time Allowance**

A member may request a “flex-time accommodation” which shall act as an adjustment to a member’s working hours for a specified period of time. “Flex-time accommodation” requests shall be presented to a Department Head who shall certify that the accommodation will not disrupt the ability of the department to operate and/or impair services to the taxpayers during that time and shall approve or deny the flex time request in writing. Each accommodation shall be viewed as a unique situation and the granting of any single request shall not be viewed as a past practice for allowing future requests made by members under similar circumstances. In the alternative, a Department head shall have the ability to request such an accommodation or flex schedule but acceptance of said request shall be optional for the member and not subject to the appeal process set forth below.

If a member is denied a flex-time request, then he/she shall have the option of appealing said decision to the Mayor, who shall then review the Department Head’s decision and make a determination regarding the member’s appeal. The decision by the Mayor shall be final and binding.

#### **14.04 Clothing Allowance**

Members hired prior to November 1, 2017 that are eligible to receive uniforms, as listed below, will be provided with a clothing allowance of Three Hundred and Sixty-Five (\$365.00) Dollars per year, payable on the 1<sup>st</sup> pay period in November, in lieu of City provided uniforms. There shall be no clothing allowance for members hired on or after November 1, 2017.

Water Labor Supervisors  
Superintendent of Central Garage  
Superintendent of Highway  
Superintendent of Public Buildings  
Superintendent of Parks  
Assistant Superintendent of Parks  
Assistant Highway Superintendent  
Assistant Superintendent of Public Buildings  
Assistant Fleet Manager

#### **14.05 Commercial Driver's License Stipends**

Effective November 1, 2025 and on each November 1 for the duration of this Contract, the City agrees to the following payment for each member employed by the Highway and Parks Division who has obtained the following license certification as of November 1. No partial or pro-rated payment will be made. As an example, if a member obtains the Class A on January 1, 2026, the member would be eligible for the payment on November 1 of the same year only. An eligible member will only be paid for the highest license obtained.

<b>CDL Class</b>	<b>Annual Incentive</b>
CDL-A	\$1,500
CDL-B	\$1,000

## ARTICLE XV

### **15.01 Maintaining Vital City Operations**

- A. The Union members agree to perform work necessary to maintain vital operations within the City in the event of a work stoppage, slowdown, or interruption by other employees of the City.
- B. During a work stoppage, slowdown, or interruption, members who are required to work in excess of forty (40) hours in one week, or who are required to work on Saturdays, Sundays, or holidays shall be paid time and one half of their regular pay for all such hours worked. Section (b) of this section shall not be interpreted in any way that allows for calculation of more than one (1) premium to be paid on the same or a portion of the same hours.

## ARTICLE XVI

### **16.01 Injured on Duty Leave**

- A. Whereas, it is incumbent on the City and the Union to work together cooperatively to return injured members to work as soon as possible. All members of the bargaining unit shall be subject to the jurisdiction, benefits, and procedures of the Rhode Island Worker's Compensation Act.
- B. With respect to paragraph (A) above, such lost time shall not be chargeable against accrued sick leave, except at the option of the member. In an effort to make the member "whole" defined as payment of medical co-shares and pension contributions, the City will pay the member their base pay as long as they are on Worker's Compensation, coded as tax exempt. The only employee deductions would be the employee's co-share and the two components of the state pension plan, MERS and TIAA. An offsetting deduction would be entered for the balance so employees do not receive any compensation from the City (excluding workers'

compensation payment) but would be made “whole” for pension and medical co-insurance co-share purposes. Members injured on duty shall use their health insurance for all medical costs, but said members can submit receipts for their co-payments/deductibles for reimbursement and the City agrees to pay for all medical expenses arising from such injury and/or illness or exposure. In any event, members must make application for retirement within thirty (30) calendar days from when it is determined by their physician or the impartial physician that they can no longer perform the duties of their job.

## **ARTICLE XVII**

### **17.01 Liability Protection**

In the event that a member is sued civilly as a result of an incident or decision which arose in the course of his/her employment as a City Official, the City shall defend the member in said civil claim and pay any judgment resulting therefrom. However, in the event that a criminal investigation and/or complaint is involved, the City shall defend said member only after all criminal matters concerning said member have been finally adjudicated. The City shall not be obliged to defend a member in criminal proceedings involving said member. However, the City shall pay all reasonable attorney fees incurred by a member if said member is finally adjudicated not guilty of charges resulting from an incident or decision which arose in the course of his/her employment.

## **ARTICLE XVIII**

### **18.01 Bereavement Leave**

In the event a death occurs in the immediate family of a member of the EPPMTEA bargaining unit, the City of East Providence agrees to pay such member for time lost from

work as needed not to exceed a period of three (3) days in the case of each such death, for the purpose of attending funeral services and making necessary arrangements therefor. Such leave may be taken on non-consecutive days upon request with the approval of the employee's supervisor. The term "immediate family" shall be defined to include father, mother, spouse, children, brother and sister of the member, mother-in-law, father-in-law, grandmother, grandfather, sister-in-law, brother-in-law, grandchildren, stepparents and stepchildren only by blood or by marriage. In the event of death of an aunt or uncle, niece, nephew, stepbrother, stepsister, and step-grandparent, only by blood or by marriage, up to one (1) day of such leave with pay may be granted for the purpose of attending funeral services. Bereavement leave will be increased to four (4) days for spouse, mother, father, child, sister, brother, stepparents and stepchildren only by blood or by marriage.

## **ARTICLE XIX**

### **19.01 Educational Expenses**

Members of the EPPMTEA bargaining unit shall be eligible for reimbursement of tuition costs and required books for all courses required to fulfill degree requirements in a job-related field of study upon successful completion of such courses subject to the following limitations:

1. All courses in a job-related field of study must be approved each semester, in writing, prior to the start of the course semester by the division or department head.
2. Each member shall be limited to two (2) courses per fiscal year.
3. Reimbursement shall be made upon presentation of grade reports indicating the member has achieved a passing grade.

4. Courses must be at accredited colleges, universities, and schools within the State of Rhode Island or, with approval of the Mayor, may be for accredited online courses or for courses taken outside the state.
5. Course schedule and study shall not interfere with work hours or responsibilities.

## ARTICLE XX

### **20.01 Jury Duty**

Regular full-time members shall be granted leaves of absence for required jury duty before a court. Such members shall receive their regular salary. Any jury duty pay received by the member will be forwarded by the member to the Finance Director. However, it is agreed that travel mileage, reasonable parking and lunch costs while on jury duty shall not be considered part of jury pay; and therefore, will be deducted from the total jury pay upon presentation of receipts.

No reimbursement will be eligible or made without receipts. Each day's reimbursement shall not exceed the daily jury rate of \$15.00 nor shall the total reimbursement exceed the total jury pay. If the amount of money and the receipts turned in by the member do not total the jury check, the difference will be deducted from the member's biweekly payroll check.

Travel mileage will be paid at the IRS rate per mile from place of residence to the courthouse or from City Hall to the Courthouse, whichever is less. Appearance as a witness in personal, civil or criminal cases or matters which are not job related shall not be covered by this Article.

## **ARTICLE XXI**

### **21.01 Union Business**

The Union President, Vice President, or designee(s) shall be granted time with pay during working hours to investigate and seek to settle grievances and to attend any meetings and/or conferences with City officials.

## **ARTICLE XXII**

### **22.01 Professional Development**

The City and the Union will jointly plan, coordinate, and sponsor at least two training or educational sessions a year to enhance the personal and/or professional development of the City's managerial, supervisory, technical, and professional members. The City will pay for registration, speaker fees, or conference fees associated with the sessions which will be held during working hours whenever possible. The sessions may be mandatory or voluntary depending on their nature and purpose. The City will set aside \$5,000.00 in the budget for professional development.

### **22.02 Promotional Opportunities**

To the extent possible, vacancies occurring within EPPMTEA shall be made available to other members of the EPPMTEA bargaining unit depending upon fitness and ability. If no member is considered qualified, the position will be filled by either promotion from within the City or outside examination.

## **ARTICLE XXIII**

### **23.01 Resignation**

Members must give at least a two (2) week notice prior to retiring or resigning from City employment. It is desirable in all supervisory, professional, technical and managerial positions to give a month's notice.

## **ARTICLE XXIV**

### **24.01 Pension Plan**

The City of East Providence, a participating municipality as defined in the General Laws of Rhode Island, Section 45-21 entitled "Retirement of Municipal Employees" and members covered by the Union will participate under the provisions of Section 45-21-52 entitled "Automatic increase in service retirement allowance", Plan B effective January 1, 1986.

## **ARTICLE XXV**

### **25.01 City Sponsored 457 Plan**

- A. All members who were hired prior to November 1, 2020, shall be eligible to receive 457 Plan funds in accordance with the following schedule:
  1. Effective November 1, 2021, Two-Thousand (\$2,000.00) Dollars will be deposited for each member at the beginning of the fiscal year, and each year thereafter, into a 457 Plan vehicle determined by the City.
  2. If a member terminates employment with the City during the year, a pro-rata amount will be deducted from the final check.

B. Effective November 1, 2024, all members hired into the EPPMTEA bargaining unit after October 31, 2020 and who are currently employed by the City shall be eligible for a payment of \$250.00 into a 457 Plan Vehicle determined by the City at the beginning of the fiscal year and each year thereafter.

## **ARTICLE XXVI**

### **26.01 Discharge and Discipline**

A. The City shall have the right to discharge and/or discipline members at any time for just cause and in the case of discharge shall give the Union at the time of said discharge the reasons for discharge in writing by giving a copy to the EPPMTEA President. In the event the Union shall claim that any such discharge has been made without just cause, such claim shall be presented in writing within five (5) working days from the date of such discharge and shall be disposed of under the grievance procedure set forth in Article XXVII hereof.

B. The City agrees with the concept of progressive discipline and where appropriate, disciplinary action or measures shall include only the following:

1. Oral reprimand (documented in writing)
2. Written reprimand
3. Suspension
4. Demotion where appropriate
5. Discharge

C. The City shall have the right to discharge and/or discipline any new member who has not completed his/her probationary period. The discharge and/or discipline of a probationary member shall not be covered by the provisions of Section 26.01 (a) above or by the grievance procedure set forth in Article XXVII hereof.

## **ARTICLE XXVII**

### **27.01 Grievance Procedure**

For the purpose of resolving alleged grievances of members of the Union arising out of the interpretation of this agreement, the grievance procedure shall be as follows:

#### **Step 1**

When a member has a grievance, the member may bring it to the attention of the Union within ten (10) working days from the time the incident occurred when the member or Union knew or should have known.

#### **Step 2**

A representative of the Union, within ten (10) working days thereof, may arrange a meeting with the member, the aggrieved member's supervisor, the department head and the Director of Personnel. The City will answer the grievance within ten (10) working days.

#### **Step 3**

If an agreement cannot be reached, the decision may be appealed to the Mayor who will schedule a meeting within ten (10) working days. If his answer is not satisfactory, the matter may be referred to Step (4).

#### **Step 4**

In all matters except those involving promotion, demotion, transfer, suspension or discharge if the matters are not settled within ten (10) working days of the Step 3 meeting, the grievance shall be taken up under Step 5. Matters concerned with demotion, transfer, suspension, and discharge not settled within ten (10) working days

of the Step 3 meeting may be appealed by the aggrieved member to the Personnel Hearing Board. It being specifically understood that all matters involving demotion, transfer, suspension, or discharge have to be heard and decided by the Personnel Hearing Board prior to proceeding to arbitration in accordance with Step 5.

### **Step 5**

A grievance not satisfactorily settled under Steps (b), (c), and (d) may be submitted to arbitration. The arbitrator shall be chosen by mutual agreement. However, if at the end of five (5) working days there is no mutual agreement, the matter shall be referred to the American Arbitration Association for selection of an arbitrator in accordance with its Voluntary Labor Arbitration Rules. The arbitrator shall have no power to add to, subtract from or change the terms of this agreement. The arbitrator shall be confined solely to the interpretation and application of the terms of this agreement. The fees and expenses of the arbitrator shall be borne equally by both parties.

It is hereby specifically agreed by and between the Union and the City that any and all settlements of grievances shall be final and binding upon all parties herein concerned.

It is hereby specifically agreed that the decision of the arbitrator shall be final and binding upon the parties and all right of appeal by either party to any court, tribunal, etc. are hereby expressly waived.

Any employee involved in a grievance shall have the right to take part at any and all grievance meetings, arbitration meetings, grievance hearings, and arbitration hearings, which may occur during the working hours without loss of pay.

## **ARTICLE XXVII**

### **28.01 Work Stoppage**

In consideration of the supervisory and managerial responsibility of the members of the Union such supervisory, managerial and technical members of the City of East Providence shall have no right to engage in any work stoppage, slowdown, or strike.

The Union members agree that they shall not engage in concerted use of sick leave or personal days. In the event of unauthorized interruptions, the Union agrees that it shall join the City in requiring its members to return to work immediately. In the event of a violation of this article by the Union and/or the members, the City may, in addition to other remedies, discipline such members up to and including discharge, subject to review as defined under the Personnel Ordinance.

Members shall not be entitled to any benefits or wages whatsoever while they are engaged in a strike, work slowdown, interruption, or stoppage.

This article shall survive the term of this contract.

## **ARTICLE XIX**

### **29.01 Duration of This Agreement**

This Agreement shall be for a term commencing the first day of November, 2024 and shall continue and remain in full force and effect until October 31, 2027 and from year to year thereafter unless either party at least one hundred twenty (120) days prior to the expiration date in 2027 or in any year thereafter gives to the other party written notice of its intention to terminate or amend this Agreement.

The City agrees to recognize, bargain and negotiate in good faith with the Union concerning any extension, modification or renewal of this Agreement.

#### **29.02 Scope of the Agreement**

The parties acknowledge that during the negotiations which preceded this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, for the life of this Agreement, the City and the Union within the provisions of law each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to negotiate collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement.

#### **29.03 Severability**

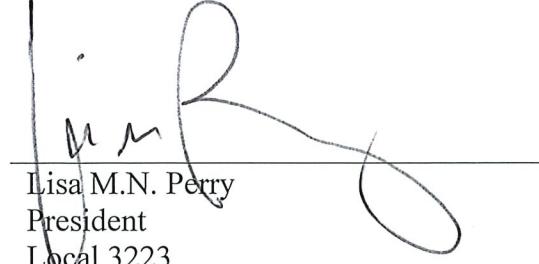
In the event that any section of this Agreement is deemed in violation of any law by a court of competent jurisdiction, the remainder of the Agreement shall be deemed to be valid and effective.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their duly authorized representatives as of the day and year first above written.

<b>CITY OF EAST PROVIDENCE</b>	<b>RI COUNCIL 94, AFSCME, AFL-CIO LOCAL 3223</b>
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Roberto DaSilva  
Mayor



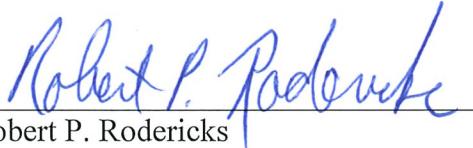
Lisa M.N. Perry  
President  
Local 3223



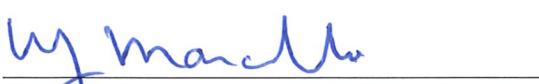
Patricia Resende  
Chief of Staff



Silvio Napolitano IV  
Attorney/Sr. Staff Representative  
RI Council 94, AFSCME, AFL



Robert P. Rodericks  
President, City Council



Michael Marcello  
City Solicitor

Local 3223 Negotiation Committee



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**EXHIBIT "A" – JOB TITLES**

<b>Department</b>	<b>Job Title</b>
Affirmative Action	Municipal Integrity Officer
Animal Control	Animal Control Supervisor
Canvassing	Canvassing Administrator
City Clerk	Deputy City Clerk
City Clerk	Municipal Court Administrator
Finance	Controller
Finance	Procurement Specialist
Finance	Senior Accountant
Finance	Tax Assessor
Finance	Tax Collector
Fire	Fire Prevention & Training Secretary
Human Resources	Administrator of Benefits & Payroll
Human Resources	Human Resources Analyst III
Human Resources	Human Resources Analyst III
Information Technology	Information Systems Technician
Information Technology	Senior Information Systems Manager
Information Technology	Senior Information Systems Manager
Law	Executive Legal Assistant
Law	Legal Secretary I
Library	Assistant Director of Library Services
Library	Branch Librarian
Library	Coordinator of Learning & Discovery
Library	Librarian - Cataloging and Acquisitions
Library	Librarian - Head of References Services
Library	Librarian - Public Services
Library	Librarian - Teen Services
Library	Librarian - Youth Services
Library	Library Technical Services
Library	Literacy Coordinator
Library	Youth Services Coordinator
Planning	Administrative Planning Clerk
Planning	Planner II (Senior Planner)
Planning	Planner II (Senior Planner)
Planning	Planner III (Principal Planner)
Planning	Planner IV (Chief Planner)

<b>Department</b>	<b>Job Title</b>
Public Works	Assistant Superintendent of Highway (2)
Public Works	Assistant Superintendent of Parks
Public Works	Assistant Superintendent of Public Buildings
Public Works	Assistant Superintendent of Water
Public Works	Building Inspector
Public Works	Building Official
Public Works	City Engineer/ Deputy Director of Public Work
Public Works	Electrical Inspector
Public Works	Fleet Manager
Public Works	Labor Supervisor
Public Works	Labor Supervisor
Public Works	Office Manager - Engineering & Public Build
Public Works	Office Supervisor - Permit Manager
Public Works	Operations Manager
Public Works	Plumbing, Mechanical, and Energy Code Inspect
Public Works	Program Coordinator - Public Works
Public Works	Superintendent of Highway
Public Works	Superintendent of Parks
Public Works	Superintendent of Public Buildings
Public Works	Water Metering & Backflow Program Supervisor
Public Works	Water Services Supervisor
Public Works	Water Utilities Office Manager
Public Works	Zoning Officer
Recreation	Carousel Manager
Recreation	Recreation Center Supervisor
Senior Center	Elder Resource Specialist

**EXHIBIT "B" - WAGES**

<b><u>Effective November 1, 2024</u></b>						
Increase Rate – 0%						
Type	Grade	Step 1	Step 2	Step 3	Step 4	Step 5
REGULAR	28T	\$38,426.91	\$39,914.44	\$41,767.37	\$44,123.36	\$45,956.71
REGULAR	29T	\$40,290.80	\$41,767.37	\$43,710.13	\$45,956.71	\$48,050.56
REGULAR	30T	\$42,161.73	\$43,710.13	\$45,525.88	\$48,050.56	\$49,882.36
REGULAR	31T	\$44,123.36	\$45,525.88	\$47,599.58	\$49,882.36	\$52,236.68
SPECIAL	31T					\$54,326.01
SPECIAL	31TL					\$57,337.90
REGULAR	32T	\$45,956.71	\$48,050.56	\$49,882.36	\$52,236.68	\$54,463.44
REGULAR	33T	\$48,050.56	\$49,882.36	\$52,236.68	\$54,463.44	\$56,948.32
REGULAR	34T	\$49,882.36	\$52,236.68	\$54,463.44	\$56,948.32	\$59,172.80
REGULAR	35T	\$52,236.68	\$54,463.44	\$56,948.32	\$59,172.80	\$62,182.55
SPECIAL	35T					\$67,842.37
REGULAR	36T	\$54,463.44	\$56,948.32	\$59,172.80	\$62,182.55	\$64,799.62
REGULAR	37T	\$56,948.32	\$59,172.80	\$62,182.55	\$64,799.62	\$67,677.93
REGULAR	38T	\$59,172.80	\$62,182.55	\$64,799.62	\$67,677.94	\$70,293.44
REGULAR	39T	\$62,182.55	\$64,799.62	\$67,677.94	\$70,293.44	\$73,961.00
REGULAR	40T	\$64,198.93	\$67,050.68	\$69,641.94	\$73,273.49	\$76,381.74
REGULAR	41T	\$67,050.68	\$69,641.94	\$73,273.49	\$76,381.74	\$79,752.86
REGULAR	42T	\$69,641.94	\$73,273.49	\$76,381.74	\$79,752.86	\$82,864.23
REGULAR	43T	\$73,273.49	\$76,381.74	\$79,752.86	\$82,864.23	\$86,103.93
REGULAR	44T	\$76,381.74	\$79,752.86	\$82,864.23	\$86,103.93	\$89,475.02
REGULAR	45T	\$79,752.86	\$82,864.23	\$86,103.93	\$89,475.02	\$92,973.61
REGULAR	46T	\$82,864.23	\$86,103.93	\$89,475.02	\$92,973.61	\$96,603.57
REGULAR	47T	\$86,103.93	\$89,475.02	\$92,973.61	\$96,603.57	\$100,236.70
REGULAR	48T	\$89,475.02	\$92,973.61	\$96,603.57	\$100,236.70	\$103,991.79
REGULAR	50T	\$96,603.57	\$100,236.70	\$103,991.79	\$107,865.81	\$111,866.53
REGULAR	52T	\$103,991.79	\$107,865.81	\$111,866.53	\$116,105.82	\$120,421.72

<b>Effective November 1, 2025</b>						
Increase Rate – 4%						
Type	Grade	Step 1	Step 2	Step 3	Step 4	Step 5
REGULAR	28T	\$39,963.99	\$41,511.02	\$43,438.07	\$45,888.29	\$47,794.98
REGULAR	29T	\$41,902.44	\$43,438.07	\$45,458.54	\$47,794.98	\$49,972.58
REGULAR	30T	\$43,848.20	\$45,458.54	\$47,346.92	\$49,972.58	\$51,877.66
REGULAR	31T	\$45,888.29	\$47,346.92	\$49,503.56	\$51,877.66	\$54,326.14
SPECIAL	31T					\$56,499.05
SPECIAL	31TL					\$59,631.42
REGULAR	32T	\$47,794.98	\$49,972.58	\$51,877.66	\$54,326.14	\$56,641.98
REGULAR	33T	\$49,972.58	\$51,877.66	\$54,326.14	\$56,641.98	\$59,226.25
REGULAR	34T	\$51,877.66	\$54,326.14	\$56,641.98	\$59,226.25	\$61,539.71
REGULAR	35T	\$54,326.14	\$56,641.98	\$59,226.25	\$61,539.71	\$64,669.85
SPECIAL	35T					\$70,556.06
REGULAR	36T	\$56,641.98	\$59,226.25	\$61,539.71	\$64,669.85	\$67,391.61
REGULAR	37T	\$59,226.25	\$61,539.71	\$64,669.85	\$67,391.61	\$70,385.06
REGULAR	38T	\$61,539.71	\$64,669.85	\$67,391.61	\$70,385.06	\$73,105.18
REGULAR	39T	\$64,669.85	\$67,391.61	\$70,385.06	\$73,105.18	\$76,919.44
REGULAR	40T	\$66,766.88	\$69,732.70	\$72,427.62	\$76,204.43	\$79,437.01
REGULAR	41T	\$69,732.70	\$72,427.62	\$76,204.43	\$79,437.01	\$82,942.97
REGULAR	42T	\$72,427.62	\$76,204.43	\$79,437.01	\$82,942.97	\$86,178.80
REGULAR	43T	\$76,204.43	\$79,437.01	\$82,942.97	\$86,178.80	\$89,548.08
REGULAR	44T	\$79,437.01	\$82,942.97	\$86,178.80	\$89,548.08	\$93,054.02
REGULAR	45T	\$82,942.97	\$86,178.80	\$89,548.08	\$93,054.02	\$96,692.55
REGULAR	46T	\$86,178.80	\$89,548.08	\$93,054.02	\$96,692.55	\$100,467.71
REGULAR	47T	\$89,548.08	\$93,054.02	\$96,692.55	\$100,467.71	\$104,246.17
REGULAR	48T	\$93,054.02	\$96,692.55	\$100,467.71	\$104,246.17	\$108,151.46
REGULAR	50T	\$100,467.71	\$104,246.17	\$108,151.46	\$112,180.44	\$116,341.20
REGULAR	52T	\$108,151.46	\$112,180.44	\$116,341.20	\$120,750.05	\$125,238.58

<b><u>Effective November 1, 2026</u></b>						
Increase Rate – 4%						
Type	Grade	Step 1	Step 2	Step 3	Step 4	Step 5
REGULAR	28T	\$41,562.55	\$43,171.46	\$45,175.59	\$47,723.83	\$49,706.78
REGULAR	29T	\$43,578.53	\$45,175.59	\$47,276.88	\$49,706.78	\$51,971.48
REGULAR	30T	\$45,602.12	\$47,276.88	\$49,240.79	\$51,971.48	\$53,952.77
REGULAR	31T	\$47,723.83	\$49,240.79	\$51,483.71	\$53,952.77	\$56,499.19
SPECIAL	31T					\$58,759.01
SPECIAL	31TL					\$62,016.67
REGULAR	32T	\$49,706.78	\$51,971.48	\$53,952.77	\$56,499.19	\$58,907.65
REGULAR	33T	\$51,971.48	\$53,952.77	\$56,499.19	\$58,907.65	\$61,595.30
REGULAR	34T	\$53,952.77	\$56,499.19	\$58,907.65	\$61,595.30	\$64,001.30
REGULAR	35T	\$56,499.19	\$58,907.65	\$61,595.30	\$64,001.30	\$67,256.64
SPECIAL	35T					\$73,378.31
REGULAR	36T	\$58,907.65	\$61,595.30	\$64,001.30	\$67,256.64	\$70,087.27
REGULAR	37T	\$61,595.30	\$64,001.30	\$67,256.64	\$70,087.27	\$73,200.46
REGULAR	38T	\$64,001.30	\$67,256.64	\$70,087.27	\$73,200.46	\$76,029.39
REGULAR	39T	\$67,256.64	\$70,087.27	\$73,200.46	\$76,029.39	\$79,996.22
REGULAR	40T	\$69,437.56	\$72,522.01	\$75,324.72	\$79,252.60	\$82,614.49
REGULAR	41T	\$72,522.01	\$75,324.72	\$79,252.60	\$82,614.49	\$86,260.69
REGULAR	42T	\$75,324.72	\$79,252.60	\$82,614.49	\$86,260.69	\$89,625.95
REGULAR	43T	\$79,252.60	\$82,614.49	\$86,260.69	\$89,625.95	\$93,130.01
REGULAR	44T	\$82,614.49	\$86,260.69	\$89,625.95	\$93,130.01	\$96,776.18
REGULAR	45T	\$86,260.69	\$89,625.95	\$93,130.01	\$96,776.18	\$100,560.25
REGULAR	46T	\$89,625.95	\$93,130.01	\$96,776.18	\$100,560.25	\$104,486.42
REGULAR	47T	\$93,130.01	\$96,776.18	\$100,560.25	\$104,486.42	\$108,416.02
REGULAR	48T	\$96,776.18	\$100,560.25	\$104,486.42	\$108,416.02	\$112,477.52
REGULAR	50T	\$104,486.42	\$108,416.02	\$112,477.52	\$116,667.66	\$120,994.84
REGULAR	52T	\$112,477.52	\$116,667.66	\$120,994.84	\$125,580.05	\$130,248.13