

RESOLUTION OF THE CITY COUNCIL

No.

Approved

RESOLVED, That the accompanying copy of Agreement effective July 1, 1992 to June 30, 1995, by and between the City of Providence and Local 1033 of the Laborer's International Union of North America, AFL-CIO, is hereby not ratified.
(Accompanying Agreement Attached).

IN CITY COUNCIL

JAN 21 1993

READ AND DENIED

Michael L. Clement
CLERK

AGREEMENT
between
CITY OF
PROVIDENCE, RHODE ISLAND
and
RHODE ISLAND LABORERS' DISTRICT COUNCIL
on behalf of
PUBLIC SERVICE EMPLOYEES'
LOCAL UNION 1033
of the
LABORERS' INTERNATIONAL UNION
OF NORTH AMERICA, AFL-CIO
Effective: July 1, 1992 to June 30, 1995

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AGREEMENT

THIS AGREEMENT is made and entered into as of the 1st day of July, 1992, by and between the CITY OF PROVIDENCE, RHODE ISLAND, (hereinafter referred to as the "Employer"), and the RHODE ISLAND LABORERS' DISTRICT COUNCIL acting for and on behalf of PUBLIC SERVICE EMPLOYEES' LOCAL UNION 1033, PROVIDENCE, RHODE ISLAND, of the Laborers' International Union of North America, AFL-CIO, (hereinafter referred to as the "Union").

PREAMBLE

This Agreement is entered into to facilitate the adjustment of grievances and disputes between the Employer and employees, to provide, insofar as possible, for the continuous employment of labor and to establish necessary procedures for the amicable adjustment of all disputes which may arise between the Employer and the Union.

The Employer and the Union encourage the highest possible degree of practical, friendly, cooperative relationships between their respective representatives at all levels. The officials of the Employer and the Union realize that this goal depends primarily on cooperative attitudes between people in their respective organizations and at all levels of responsibility, and that proper attitudes must be based on full understanding of and regard for respective organizations and at all levels of responsibility, and that proper attitudes between people in their respective organizations and at all levels of responsibility, and that proper attitudes must be based on full understanding of and regard for respective rights and responsibilities of both the

Employer and the Union.

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

ARTICLE I

UNION RECOGNITION

Section 1. The Employer hereby recognizes and acknowledges that the Union is the exclusive representative of, and this Agreement shall apply to, all employees of the Employer who are included within the current definition of "municipal employee" set forth in RIGL 28-9.4-2, excluding elected officials, administrative employees, board and commission members, certified teachers, policemen, firefighters, supervisors (as defined pursuant to RIGL 28-9.4-2), confidential secretaries (as defined by the parties), attorneys, members of the Mayor's staff, temporary employees, and seasonal employees.

Section 2(a)(1). The term "temporary employee" shall mean an individual employed for a limited period not to exceed one hundred and twenty (120) working days, or an individual employed as a replacement for an employee or employees on authorized leave for the duration of said leave, provided that a "temporary employee" may not be employed to replace an employee on Workers' Compensation for a period beyond one (1) year. Temporary employees shall be paid at least the lowest contract rate of pay established by this Agreement, but shall be entitled to no other benefits under this Agreement.

Section 2(a)(2). TEMPORARY EMPLOYEES - The parties agree that temporary employees are not entitled to any rights under the Collective Bargaining Agreement until they are hired as permanent employees. Upon hire as permanent employees, the probationary period prescribed by the Collective Bargaining Agreement shall begin. Upon completion of the probationary period, seniority shall apply retroactively to the employee's date of hire as a permanent employee. The Employer also agrees that at such time as the number of temporary employees under this Agreement falls below fifty (50), it shall not exceed fifty (50) temporary employees unless otherwise agreed to by the parties.

Section 2(b). Seasonal employees are employees employed during the months of June through September who are assigned to perform only recreational duties and do not perform bargaining unit work of any nature whatsoever.

In no event shall the use of any seasonal employee displace or otherwise affect a member of the bargaining unit.

ARTICLE II

UNION SECURITY AND DUES DEDUCTION

Section 1. All present employees who are members of the Union on the effective date of this Agreement shall remain members in good standing by the payment of their regular monthly dues as a condition of continued employment. All present employees who are not members of the Union, and all employees who are hired hereafter in the classifications covered by this Agreement shall become and remain members in good standing by the

payment of the required initiation fee and regular monthly dues on the 31st day following the execution of this Agreement or the date of their employment, whichever is later, and shall thereafter maintain such good dues standing for the term of this Agreement.

Section 2. Upon receipt of written notice from the Union, the Employer shall discharge any Employee who fails to become or is not a member of the Union on the prescribed day, provided membership was available under the same terms and conditions as generally applicable to other members. Further, all employees who fail to maintain their Union membership in good dues standing shall be summarily discharged by the Employer. The Union agrees to indemnify, defend and hold the Employer harmless from any claim arising from any such discharge.

Section 3. "Membership in good standing" as referred to herein means solely the tender of payment of normal dues and the standard initiation fee.

Section 4. The Employer agrees not to enter into any agreement or contract with members of the bargaining unit, individually or collectively, nor negotiate or bargain with them, unless it is through the duly authorized representative of the Union, and any such agreement entered into shall be null and void.

Section 5. The Employer agrees to deduct the amount of Six Dollars (\$6.00) from the weekly pay of each employee who authorizes such deduction in writing as provided in this section.

Deductions shall be made weekly from the net pay of each employee who is or who becomes a member of the Union within the scope of the bargaining unit and is covered by this Agreement, provided such employee has voluntarily authorized the Employer to do so in writing with the "Dues Deduction Authorization" form, to be furnished to the Employer as set forth below:

PUBLIC SERVICE EMPLOYEES' LOCAL UNION 1033
Providence, Rhode Island
Dues Deduction Authorization

I authorize you to deduct from my weekly pay the sum of Six Dollars (\$6.00) per week for Union dues payable to the Secretary-Treasurer of Local Union 1033.

| | |
|---------------------------------|--|
| _____ Date | _____ Employee's Signature |
| _____ Employee's S.S. Number | _____ Employee's Identification No. |
| _____ Address | |

Such authorization form, deduction, practices and procedures enumerated in this Article shall be in compliance with the requirements of all State laws and regulations regarding same.

The Employer will remit the deduction withheld weekly to the Secretary-Treasurer of Local Union 1033, 226 South Main Street, Providence, Rhode Island 02903 on Payroll Optional reports listing the employee's name, identification number, department number, and amount of dues deducted.

The Union shall indemnify and hold harmless the Employer for

any and all claims, liabilities and costs incurred by the Employer as a result of the Employer's compliance with this Article II.

Section 6. There shall be no layoffs, shutdowns, furloughs or cutbacks that affect any person within this bargaining unit. The City shall not layoff bargaining unit employees, reduce the number of bargaining unit positions, alter the work schedule or unilaterally modify any working conditions of bargaining unit employees.

ARTICLE III

NONDISCRIMINATION

There shall be no discrimination against any employee by reason of race, color, creed, sex, age, national origin or Union membership.

The Employer and the Union affirm their joint opposition to any such discriminatory practices in connection with employment, promotion, or training, remembering that the public interest remains in full utilization of an employee's skill and ability without regard to consideration of race, color, creed, sex, age or national origin.

No employee covered by this Agreement shall be discharged, laid off, demoted, suspended, transferred, or affected in any way because of political beliefs or activities.

ARTICLE IV

HOURS OF WORK AND OVERTIME

Section 1. The regular work week for all employees covered

by this Agreement, who are employed in the classifications listed in Schedule "A" hereto, shall consist of five (5) consecutive eight (8) hour days, Monday, Tuesday, Wednesday, Thursday and Friday. The regular work shift for day workers shall commence at 8:00 A.M. and shall finish at 4:30 P.M. with one half (1/2) hour lunch period. Existing exceptions to the foregoing may be continued during the term of this Agreement.

The regular work week for Automobile Drivers shall consist of thirty-five (35) hours per week, consisting of five (5) consecutive seven (7) hour days, Monday through Friday.

The regular work week for School Crossing Guards shall be twenty-two (22) hours per week.

Section 2. The regular work week for all employees covered by this Agreement, who are employed in the classifications listed in Schedule "B" hereto, shall consist of five (5) consecutive seven (7) hour days, Monday, Tuesday, Wednesday, Thursday and Friday. The regular work shift for day workers shall commence at 8:30 A.M. and shall finish at 4:30 P.M. with a one (1) hour lunch period. Existing exceptions to the foregoing may be continued during the term of this Agreement.

Section 3. Overtime. Time and one-half shall be paid in each of the following instances:

(a) Hourly Basis of Pay. Any regular employee of the Employer, whose pay is established on an hourly basis shall be entitled to and shall be paid overtime pay at the rate of one hundred fifty percent (150%) of his

hourly rate of pay for each full hour, or part of an hour, of employment in excess of the standard hours of employment worked or credited in any one work week. In the event an Employee is sick during the work week the sick day shall be considered as part of the work week for the purpose of computing overtime.

(b) Daily Basis of Pay. Any regular employee whose pay is established on a daily basis in the City Compensation Plan shall be entitled to and shall be paid overtime at the rate of one hundred fifty percent (150%) of the rate of payment established in the City Compensation Plan for the particular position which he holds, for each full day or part of in excess of standard days of employment worked or credited in any one work week.

(c) The Employer may require employees to work reasonable overtime in those areas such as the Department of Public Parks, Department of Public Safety, Department of Public Works, Water Supply Board, and other essential services.

(d) Overtime will be offered equally to employees by classification in each department, on the basis of seniority based on the work the employee customarily and ordinarily performed during that week. A list of eligible employees of each department shall be posted and maintained by the superintendent and the steward of

each department. Should a dispute arise under the application of this clause, and upon request, the Employer shall furnish the Union a record of overtime.

Section 4. It is recognized that in some circumstances hourly paid employees may have a regular schedule that requires work during a period not included in the work week as defined in Section 1 of this Article. Such employees shall not be paid one hundred fifty percent (150%) of his hourly rate of pay for work during such periods, but shall receive an additional fifty cents (50¢) per hour for performing such scheduled work. This section shall apply to Zoo Keepers at Roger Williams Park.

Section 5. Any employee covered by this Agreement, who is called into work outside of his regular hours, for a period of time that is not connected to his regular hours, shall be paid at the rate of one and one-half (1-1/2) times his regular rate of pay for all such hours worked, but in any event, shall be guaranteed four (4) hours' straight time pay. In the event that such hours worked are in excess of the applicable work week, the employee shall not be paid overtime in addition to the premium pay or guarantee provided by this section.

Section 6. Summer Hours. During the months of July and August, the regular work day shall end a half (1/2) hour earlier at no loss of pay for members of the bargaining unit in accordance with current practice. Additionally, when the downtown Providence temperature is 90 degrees or greater, all outside crews shall be dismissed without loss of pay and inside

City Hall employees in non-airconditioned offices shall be reduced to a skeleton force with at least two-thirds (2/3) of the force dismissed without loss of pay on a rotating basis.

Section 7. Subcontracting. The City shall have the right to enter into subcontracts for the performance of work, where the work is of a type which has never been performed by bargaining unit employees covered by this Agreement, or of a type that has previously been subcontracted, or where the subcontractor which is the lowest responsible bidder selected by the City subscribes and agrees to be bound by the same economic conditions and the Union security provisions in this Agreement.

Section 8. Coffee Breaks. Employees shall receive one fifteen (15) minute coffee break during the first four (4) hours of their daily assignment and one fifteen (15) minute coffee break during the balance of their daily assignment.

ARTICLE V

MANAGEMENT RIGHTS

Section 1. Except as abridged or restricted by any provision of this Agreement or by applicable law, the Employer shall have the exclusive right to supervise and control all of its departments and employees, to issue reasonable rules and regulations, and to exercise any and all rights and authority granted to the City as an employer by statute, ordinance, and applicable regulations, and to comply with its responsibilities thereunder. The Employer agrees that no such rights or authority shall be exercised in violation of this Agreement. Further, the

exercise of rights normally entrusted to management shall be subject to any obligations the Employer may have under RIGL Section 28-9.4, or obligations imposed upon the Employer by relevant statute.

Section 2. With regard to any vacancies or unfilled positions, the filling of any/all such vacancies or unfilled positions shall be within the sole discretion of the City of Providence. Nothing contained in Article II, Section 6 shall negate, contradict, or modify in any way the City's rights pursuant to this provision.

ARTICLE VI

SALARIES AND HOURLY RATE SCHEDULE

Section 1. Effective July 1, 1992, the wage rate for all bargaining unit classifications shall be that in effect June 30, 1992 which is reflected in the attached schedules which by this reference are made part of this Agreement. Effective July 1, 1993, all bargaining unit classifications shall receive a four and one-half (4.5%) percent wage increase which is reflected in said schedules. Effective July 1, 1994, all bargaining unit classifications shall receive a five (5%) percent economic increase which is reflected in said schedules. The twelve (12) or more Police Department dispatcher positions shall receive parity with the salaries of the Fire Department dispatcher.

ARTICLE VII

LONGEVITY PAY

Section 1. In addition to the salaries listed in this

Agreement, there shall be paid a longevity supplement which shall be considered part of the employee's salary for other purposes in this Agreement, including pension purposes. This supplement shall be computed semiannually, on December 31 and June 30, of each year, on the basis of the employee's salary and years of service, as of said December 31 and as of said June 30.

Longevity payments shall be payable within thirty (30) days thereafter based upon fifty (50%) percent of the annual formula (i.e. for the contract year, a total of 100%) as described below:

| <u>Years of Service</u> | <u>Annual Percentage Amount</u> |
|-------------------------------|---------------------------------|
| 5 yrs. but less than 10 yrs. | 5% |
| 10 yrs. but less than 15 yrs. | 6% |
| 15 yrs. but less than 20 yrs. | 7% |
| 20 yrs. or more | 8% |

ARTICLE VIII

SHIFT DIFFERENTIALS

Section 1. Any bargaining unit member except salaried employees of the Department of Public Safety who is regularly assigned to commence work subsequent to 11:30 A.M. and prior to 7:00 A.M. shall receive twenty-five cents (\$.25) per hour in addition to his regular rate of pay as contained herein.

Salaried employees of the Department of Public Safety whose regular shift commences subsequent to 11:30 A.M. and prior to 7:00 A.M. shall receive nine dollars (\$9.00) per week in addition to their regular rate of pay as established herein.

ARTICLE IX

SENIORITY AND PROMOTION

Section 1. Definition. Seniority shall be defined as the

total length of service with the Employer. Seniority shall be defined as length of service within a Department for the purpose of applying for and filling promotional vacancies.

Seniority shall be acquired by a full-time employee after the completion of a one-year probationary period, at which time seniority shall be retroactive to the first day of employment. Probationary employees shall not be entitled to avail themselves or utilize the grievance and arbitration procedures set forth in Article XXIV hereof, but shall be entitled to any and all other rights, benefits and entitlements pursuant to the terms of this Agreement.

Union stewards shall be considered senior in service for layoff purposes only.

Section 2. Accumulation. Seniority shall accumulate during absence because of illness, injury, vacation or other authorized leave.

Section 3. Break in Seniority. Seniority shall be considered broken only for the following reasons.

- (a) When an employee has been discharged for just cause.
- (b) When an employee voluntarily terminates his employment.
- (c) When an employee exceeds an authorized leave of absence.
- (d) When an employee fails to respond to a recall notice.
- (e) When an employee engages in other work without authorization while on leave of absence.
- (f) When an employee is laid off in excess of two (2)

consecutive years.

(g) Absent extenuating circumstances, when an employee fails to report an absence from work of five (5) consecutive working days within that period.

Section 4. Seniority Groups. It is agreed that there shall be two seniority groups, one for employees in "blue collar" classifications, and another for employees in "white collar" classifications, and the application of seniority under this Agreement with respect to one group shall be separate and apart from the other group.

Section 5. It is understood that it is the employee's responsibility to advise the Personnel Department of his current address and telephone number.

ARTICLE X

FILLING OF PROMOTIONAL VACANCIES

Section 1. This Article shall apply to the filling of all promotional vacancies and positions within the bargaining unit above that of laborer and clerk I which are vacant and the Employer determines to fill.

Section 2. The Employer agrees to fill all promotional vacancies from the best qualified applicants in the bargaining unit subject to the provisions set forth below.

Section 3. The Employer agrees that the first consideration will be given to filling all promotional vacancies from within the department where the vacancy exists. Notice of a vacancy in any position above that of laborer and clerk I shall be posted

for a period of three (3) working days on appropriate Employer bulletin boards.

(a) Any employee who has successfully completed his probationary period who is interested in filling the vacancy in his department shall apply in writing to the department head within seven (7) working days after said notice has been posted.

(b) All crossing posts shall be posted for a period of five (5) working days on bulletin boards conspicuous to all Providence Crossing Guards. The most senior Crossing Guard shall have the preference of being assigned to crossing posts of their choosing.

(c) The vacancy shall be filled on the basis of qualifications and ability, as determined by the Employer. Where qualifications and ability are relatively equal, seniority shall be the determining factor. Should a question arise out of the decision made by the Employer on the question of qualifications and ability, this shall constitute a grievance and be subject to the grievance and arbitration procedure included in this Agreement.

Section 5. The Employer agrees that when detailing employees to higher level duties for promotion or transferring employees from one classification or department to another, selection will be made from among the best qualified employees. The Employer further agrees that temporary promotions will be utilized when feasible in temporary replacements of supervisory personnel, or in determining potential for promotion.

Section 6. The successful bidder shall be given a trial

period of up to sixty (60) days and if he is not deemed qualified for the position during that period, he shall be restored to his former job and position.

Section 7. Unless otherwise agreed to by the parties, any posted vacancy shall be filled no later than either forty-five (45) days from the date of posting, or upon the expiration of the retiring employee's vacation leave, whichever is greater.

ARTICLE XI

HOLIDAYS

Section 1. All employees covered by this Agreement shall be paid the regular rate of pay for each of the following designated holidays:

New Year's Day
Martin Luther King's
 Birthday
Washington's Birthday
Rhode Island Independence
 Day
Memorial Day
Fourth of July
Victory Day

Labor Day
Columbus Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day
Election Day (November of
 each even year)

Section 2. In the event that any of the foregoing holidays fall on a Saturday, the previous day, Friday, shall be the day of celebration. If any of the foregoing holidays fall on a Sunday, the next day, Monday, shall be the day of celebration. Notwithstanding the foregoing, the City shall have the option of paying any or all employees an additional day's pay for any holiday occurring on Saturday or Sunday, in lieu of declaring Friday or Monday as the day of celebration.

Section 3. Employees shall be paid for each of the

above-enumerated holidays when not worked provided they meet all of the following eligibility requirements:

(1) The employee works during the payroll week during which the holiday occurs, except when the holiday occurs within his vacation period, or when the employee is absent for the entire payroll week but has worked within the preceding payroll week, or he is absent during the entire payroll week, in which the holiday occurs, because of jury duty, or received bereavement pay for one or more days during the week.

(2) When a holiday occurs during an eligible employee's scheduled vacation, he shall be paid for the unworked holiday in addition to his vacation pay at the same time or shall be granted an additional day off with pay.

Section 4. In addition, the Employer shall allow one-half (1/2) day off with pay the afternoon of the last regular working day prior to Christmas Day and New Year's Day (or the days of observance of Christmas Day and New Year's Day), when Christmas Day and New Year's Day fall or are celebrated on Tuesday through Saturday.

ARTICLE XII

VACATION LEAVE

Section 1. Any employee who has been in the employ of the Employer for more than six (6) months in the aggregate shall receive one (1) week vacation leave with pay.

Section 2. Any employee hired prior to July 1, 1987 who has completed one year of employment shall be granted three (3) weeks

annual vacation leave each calendar year with pay. Employees hired on or after July 1, 1987 who have completed one (1) year of employment shall be entitled to two (2) weeks' annual vacation leave each calendar year with pay.

Section 3. Any employee hired on or after July 1, 1987 who has completed five (5) years of employment shall be granted three (3) weeks annual vacation leave each calendar year with pay.

Section 4. Any employee who has completed ten (10) years of employment shall be granted four (4) weeks annual vacation leave each calendar year with pay.

Section 5. Any employee who has completed fifteen (15) years of employment shall be granted five (5) weeks annual vacation leave each calendar year with pay.

Section 6. Employees may discharge vacation leave in amounts less than a full work week, but not less than full work days.

Section 7. Vacation credit in excess of six (6) weeks may not be carried over from one calendar year to the next. All vacation time in excess of six weeks (6) as of January 1 must be taken during the calendar year or shall be lost, except in the event that the Employer prevents the employee from taking said excess vacation time during the calendar year.

ARTICLE XIII

SICK LEAVE

Section 1. All employees of the bargaining unit regularly employed continuously for at least one (1) month shall be

entitled to sick leave with full pay. Sick leave shall be granted for the following reasons:

(a) Personal illness or physical incapacity to such an extent as to be rendered thereby unable to perform the duties of his position.

(b) Attendance upon members of the family within the household of the employee, whose illness requires the care of such employee, provided that not more than seven (7) working days with pay shall be granted to employees for this purpose in any one calendar year.

(c) Enforced quarantine when established and declared by the Department of Health, or their competent authority for the period of such quarantine only.

Section 2. Sick leave with full pay for the employees of this bargaining unit shall be computed at the rate of one and one quarter (1-1/4) working days per month.

Such annual sick leave of fifteen (15) working days with pay, when not used, shall be cumulative, but the accumulated and unused portion of such sick leave shall not exceed one hundred thirty-five (135) days at one time; provided, however, any employee with at least five (5) years of continuous service, who contracts a serious illness, may be granted, with the approval of the Personnel Director, the Finance Director, and the Mayor, a further leave with pay, not to exceed ninety (90) days in addition to his accumulated sick leave, as of the date such illness occurs.

Section 3. Sick leave shall be discharged in periods of one-half (1/2) of a work day.

Section 4. The Department Head may require a physician's certificate or other satisfactory evidence in support of any request for sick leave, provided the employee affected has been told on the occasion of his last prior absence for sickness, that such evidence might be required for any future sick leave request. However, such evidence shall be required for each sick leave with pay covering an absence of more than three (3) consecutive working days.

Section 5. Employees who retire and receive a retirement benefit under the City of Providence retirement system shall upon retirement, be entitled to a lump-sum payment equal to twenty-five percent (25%) of the value of unused sick leave accumulated from January 1, 1986 to the date of their retirement.

ARTICLE XIV

LEAVE OF ABSENCE

Section 1. It is agreed that upon written application an employee with permanent status may be granted a leave without pay, not to exceed one year, for reason of personal illness, disability, or other purpose deemed proper and approved by the Personnel Director.

At the expiration of such leave, the employee shall be returned to the position from which he is on leave at the same step of the then current range for his class of position.

Seniority shall be retained and shall accumulate during all

leaves without pay.

ARTICLE XV

BEREAVEMENT LEAVE

Section 1. All employees of the bargaining unit shall be allowed leave without loss of pay, when death occurs in an employee's immediate family, (i.e. employee's legal spouse, mother, father, son, daughter, brother, sister, or other members of the immediate household) provided that in such cases the leave shall not exceed more than one (1) day beyond the date of burial; in the case of employees of the jewish faith, said leave shall be for the actual period of mourning observed, but not to exceed seven (7) days from the day of burial.

Section 2. All employees covered by this Agreement shall be granted one (1) day leave with pay to attend funeral services for grandparents, mother-in-law, father-in-law, aunts or uncles.

Section 3. In the event there is a death in the employee's family, but not in the immediate household, as defined above, the employee shall be granted sufficient time to attend the funeral service without loss of pay.

ARTICLE XVI

JURY LEAVE

Section 1. An employee who is called for jury service in a court of law shall be excused from work for the days on which the employee serves and shall receive, for each such day of jury service on which the employee otherwise would have worked, the straight-time rate of pay for each hour of absence, less the

amount received for jury duty. The employee will present proof of such service and the amount received therefor.

ARTICLE XVII

SPECIAL TIME OFF

Section 1. The Union Negotiating Committee shall consist of not less than three (3) employees nor more than five (5) employees designated by the Union who shall be afforded time off with pay required to negotiate agreements. Not more than five (5) employees who constitute part of the Negotiating Committee shall be excused from duty with pay for the purpose of participation and the negotiating of any agreement, providing reasonable notice is given to the appropriate Department Head.

Section 2. The Union has submitted to the City a list of designated Union stewards who shall be recognized as such by the City in the departments and divisions indicated in the submission. Hereafter, in no event shall the total number stewards exceed fifty (50), nor shall any one department or division have more than three (3) stewards. The Union shall furnish the Employer and appropriate Department Heads with a list of stewards, and shall, as soon as possible, notify said appropriate City officials in writing of any changes thereto. Only those who are officers and stewards shall be recognized by the Employer for the purpose of meetings.

The Union may also be represented by representatives of Local Union 1033, International Representatives, and representatives of the Rhode Island Laborers' District Council

with Legal Counsel.

Section 3. There shall be no deduction of pay from a grievant and/or Union officer or steward for time spent directly involved in meetings with department heads during working hours.

Section 4. Designated stewards or Union representatives shall be allowed to visit all job areas, department offices and buildings during working hours, provided that prior permission of the Employer is obtained, which permission shall not be unreasonably withheld.

Section 5. Elected Union officials and members of the Union Executive Board (not to exceed a total of six (6) in number) shall be granted time off with pay to attend (a) all scheduled local Union meetings, (b) all meetings of the Rhode Island Laborers' District Council, and (c) as delegates for International LIUNA, regional and state AFL-CIO conventions.

ARTICLE XVIII

HEALTH AND WELFARE

Section 1. The Employer agrees to provide full Blue Cross and Physician's Service coverage Plan U-100, Major Medical (\$1,000,000 maximum), chiropractic rider, medical emergency rider, and student rider to age twenty-five for all employees and their families, in accordance with the rules of Blue Cross. The employer also agrees to provide such coverage on an individual basis for all employees who retire(d) after July 1, 1982 and receive(d) retirement benefits under the City of Providence retirement system, and their spouses up to their attainment of

age 65. Such retirees and their spouses shall be provided Plan 65 coverage for life upon the attainment of the age of 65. All of said benefits shall, effective November 1, 1992, include Managed Care Benefits, including the Emergency Room \$25.00 deductible, if the user fails to be admitted within twenty-four (24) hours of examination. Additionally, all employees hired on or after July 1, 1992 must be actually employed by the City of Providence for at least ten (10) years and receiving retirement benefits under the City of Providence Retirement System prior to qualifying for Retiree Medical Care coverage. The Employer also agrees to furnish as an alternative to the foregoing, medical coverage under Harvard Community Health Plan of New England. The cost of either Blue Cross or Harvard Community as outlined above shall be borne solely by the Employer.

Should said member or any member of his family be eligible for medical insurance under Blue Cross or any other plan, then the City will be obligated to furnish only excess coverage so that said member will have equivalent coverage as that offered by the City. Should a retired member, subsequent to retirement lose said alternative coverage, then the City will pick up full coverage under this section.

Section 2. Both the Employer and the Union shall have the right to petition the City Council for amendments to the Retirement Act, provided, however, that the amendments desired be first considered and recommended by the Retirement Board.

Section 3. Any employee having an application for

Accidental Disability Retirement benefits pending before the Retirement Board shall have the right to appear before the Board and may be represented by Counsel, or by the Union Representative, prior to the Board's action upon the application.

Section 4. Any employee who sustained an on-the-job injury prior to July 1, 1981, having an application for Temporary Disability Benefits shall have right to appear before the Commission on Relief of Injured Employees, and may be represented by Counsel, or by Union Representative, prior to the Commission's action upon the application. Said employee shall be entitled to Temporary Disability benefits as outlined in the City of Providence Injured Employees' Act. In addition the Department Head shall forward any accident report to the Commission within forty-eight (48) hours of the report being filed by the employee.

Any employee who sustains an on-the-job injury as of July 1, 1981 shall be entitled to Workers' Compensation benefits in accordance with the General Laws of the State of Rhode Island, Title 28, Chapters 29 to 38 inclusive.

Section 5. Notwithstanding the foregoing, with thirty (30) days prior notice to the Union, the Employer shall have the right at any time during this Agreement to provide substantially equal medical insurance benefits under a different plan than those specified in Section 1 and in lieu thereof.

ARTICLE XIX

DENTAL BENEFITS

Section 1. The Employer shall furnish Delta Dental Level IV

coverage with student rider to age twenty-five (25) for all employees and their families.

Section 2. Notwithstanding the foregoing, with thirty (30) days prior notice to the Union, the Employer shall have the right at any time during this Agreement to provide substantially equal dental benefits under a different plan than that specified in Section 1 and in lieu thereof.

ARTICLE XX

PRESCRIPTION, VISION CARE AND WELLNESS BENEFITS

Section 1. In order to provide each employee covered by this Agreement and their dependents drug/prescription and vision care benefits, the Employer agrees to contribute thirty-five cents (35¢) per hour for each straight-time hour each employee covered by this Agreement is paid to the "Rhode Island Public Employees' Health Services Fund", established by Declaration of Trust dated July 1, 1979. Effective April 1, 1994, the City of Providence shall increase its monetary contribution to the Rhode Island Public Employees' Health Services Fund, as provided for herein (i.e. above the current contribution) by the average percentage increase for prepaid prescription benefits and vision care benefits imposed by Blue Cross and Blue Shield of R. I. on the City of Providence for Providence Teachers, Police Officers and Fire Fighters, for the period of June 30, 1992 to March 31, 1994. However, said contribution increase shall not exceed ten (10¢) cents per hour. Said fund shall be administered by a Board of Trustees selected and appointed under the provisions of the Trust Agreement executed by the Union.

Section 2. The City of Providence and the Rhode Island Public Employees' Health Services Fund have jointly and cooperatively developed and implemented an Employees' Wellness Program for bargaining unit employees with a purpose of combatting the escalation of health care costs through health education and safety programs. The City of Providence agrees to pay five (5¢) cents per hour for each straight time hour each

employees covered by this Agreement is paid to the Rhode Island Public Employees' Health Services Fund for the purpose of funding said Wellness Program.

Section 3. Said contributions will be paid to the Fund no later than the twentieth (20th) day of each month and shall be based on the preceding month's payroll.

Section 4. An employee receiving Workers' Compensation benefits shall be considered to be working his normal and regular work week.

ARTICLE XXI

LIFE INSURANCE

The Employer shall provide life insurance coverage for all employees in the amount of Fifteen Thousand (\$15,000) Dollars.

ARTICLE XXII

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA NATIONAL PENSION FUND

Section 1. For the purpose of providing retirement benefits for employees covered by this Agreement, the Employer and the Union agree as follows:

(a) The Employer agrees to make payment to the Laborers' International Union of North America National Pension Fund for each employee covered by the said Collective Bargaining Agreement as follows:

(i) For each day or portion thereof for which an employee receives pay (based on a 40 hour work week), the Employer shall make a contribution of \$6.72

to the above-named Pension Fund, but not more than \$33.60 per week for each employee (5 x daily rate of 8 hours). For the purpose of this Agreement, each day paid for, including days of paid vacation, paid holidays, and the days for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as days for which contributions are payable.

(ii) For each day or portion thereof for which an employee receives pay (based on a 35-hour work week), the Employer shall make a contribution of \$5.88 to the above-named Pension Fund, but not more than \$29.40 per week for each employee (5 x daily rate of 7 hours). For the purpose of this Agreement, each day paid for, including day of paid vacation, paid holiday, and other days for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as days for which contributions are payable.

Section 2. Contributions shall be paid on behalf of an employee who is a member of the bargaining unit starting with the employee's first day of employment in a job classification covered by the Collective Bargaining Agreement. Contributions shall also be made during the term of this Agreement only for those non-bargaining unit employees on whose behalf contributions have heretofore been made who remain current in the payment of

union dues. In the event an employee or other person on whose behalf contributions shall be made works at least one (1) hour but less than eight (8) hours on any work day, the Employer agrees to make contributions for eight (8) hours to the Fund on behalf of such employee and/or person but in no event shall contributions for any week exceed forty (40) hours for any employee and/or person. Failure to contribute to this Fund shall be in violation of the Agreement after the Employer is accepted as a participating Employer.

Section 3. An employee receiving Workers' Compensation benefits shall be considered to be working his normal and regular work week.

Section 4. The payment to the Pension Fund required above shall be made to the "Laborers International Union of North America National Pension Fund" which was established under an Agreement and Declaration of Trust, a copy of which has been signed by the Employer in the place provided at the end of such Agreement.

Section 5. It is agreed that all contributions shall be made at such time and in such manner as the Trustees require; and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records of the Employer for the purpose of determining the accuracy of contributions to the Pension Fund.

ARTICLE XXIII

LEGAL SERVICES FUND

Section 1. In order to provide each employee covered by this Agreement and their dependents with assistance in defraying the cost of legal counsel, the Employer agrees to contribute thirty cents (30¢) per hour for each straight-time hour each employee covered by this Agreement is paid to the "Rhode Island Public Service Employees' Legal Services Fund", established by a Declaration of Trust dated September 20, 1974. Said Fund shall be administered by a Board of Trustees selected and appointed under the provisions of the Trust Agreement executed by the Union.

Section 2. Said contributions will be paid to the Fund no later than the twentieth (20th) day of each month and shall be based on the preceding month's payroll.

Section 3. The Fund shall not be used to provide benefits which defray any expenses for disputes, grievances, or legal proceedings between employee-participant, his spouse, or dependents and the Employer, the Union or any of its members, their agents, or any legal entity of which they are a part.

Section 4. An employee receiving Workers' Compensation benefits shall be considered to be working his normal and regular work week.

ARTICLE XXIV

GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. Grievances. It is mutually understood and

agreed that all grievances of employees or the Union arising out of the provision of this contract shall be filed and processed as follows:

Section 2. The employee's Union stewards shall be guaranteed sufficient time off during working hours to seek to settle grievances without loss of pay. An aggrieved employee shall have the right to Union representation, during the grievance procedure.

Step 1. The Union shall present such grievance in writing to the appropriate Director, Department Head, Director of Personnel Bureau and/or the Chief of Police or a designee. The Director and/or Department Head, Director of Personnel Bureau and/or Chief of Police or a designee shall have five (5) working days to respond to the grievance in writing.

Step 2. In the event the grievance is not satisfactorily adjusted, the Union shall present such grievance in writing to the Director of Personnel or his designee within five (5) working days from the receipt of the Step 1 response. The Director of Personnel or his designee shall have five (5) working days to respond to the grievance in writing.

Step 3. If unable to reach a satisfactory adjustment within five (5) working days, the Union shall submit the grievance in writing within five (5) working days to the Mayor or the Commissioner of Public Safety, for those affected employees working under his supervision, who must then meet or respond to the grievance in writing within five

(5) working days.

Section 3. If a grievance is not settled, such grievance may at the request of the Union, be referred to the American Arbitration Association in accordance with its rules then obtaining.

The Arbitrator's decision shall be final and binding upon the parties. The expenses of such arbitrator shall be borne equally by the parties. The arbitrator shall have no power to disregard, alter, amend, add to or deduct from the provisions of this Agreement.

The submission to arbitration must be made within fifteen (15) working days of receipt of the Mayor's or Commissioner's answer, as stated in Step 3 or else it shall be deemed to have been waived.

The Employer and the Union agree to apply the decision of the arbitrator to all substantially similar situations.

Any grievance which is not presented at Step 1 within five (5) working days excluding Saturdays, Sundays and Holidays, of the date of occurrence or injury (whichever is later) shall be deemed to have been waived. Failure of the Union to comply with the other time limitations set forth in this Article shall also constitute a waiver of the grievance. Failure of the City to respond timely at any step of the grievance procedure shall enable the Union to proceed to the next step, including arbitration.

Section 4. Sustained grievances and grievance resolution

agreements shall be implemented within thirty (30) days. If the City fails to implement the same, the matter shall be submitted to expedited arbitration.

ARTICLE XXV

NO STRIKE/NO LOCKOUT

Cognizant of the statutory prohibition against strikes by employees covered by this Agreement, neither the Union nor any employees covered by this Agreement shall engage in, induce, cause, or encourage any strike, slowdown, refusal to perform duties (including collective absenteeism for alleged illness), work stoppage, or withholding of services of any kind for any reason during the life of this Agreement.

The Employer agrees that there shall be no lockouts during the term of this Agreement.

ARTICLE XXVI

PROTECTIVE CLOTHING, BULLETIN BOARDS, AND SAFETY, AUTOMOBILE ALLOWANCE AND COMPENSATION

Section 1. Protective Clothing. The Employer shall provide required protective clothing for those employees engaged in activities which subject their regular clothing to extraordinary wear and tear.

Section 2. Bulletin Boards. The Employer shall provide Bulletin Boards in conspicuous places to be used solely for the posting of Union notices, rules and regulations.

Section 3. Safety. Both the Employer and the Union shall cooperate in the enforcement of safety rules and regulations and shall promote sound safety practices and rules for the protection

of employees and the public.

Section 4. Automobile Allowance. Employees covered by this Agreement who are required to use their own automobile in connection with services rendered the Employer shall receive One Hundred Fifty (\$150.00) Dollars per month as a monthly allowance.

Section 5. Compensation. Employees covered by this Agreement who are authorized by the Employer to work in a higher-rated classification shall receive the higher rate of pay. In the event an employee starts the work day in a higher-rated classification, the employee shall receive the higher pay of that classification for the full day.

Section 6. Uniforms. For those employees required by the Employer to wear uniforms, the Employer shall provide and maintain such uniforms.

Section 7. Parking Checkers shall be provided with radios to communicate with the Police Control Center.

Section 8. The parties agree to establish a committee to study the feasibility of establishing a Sick Leave bank and implementing Temporary Disability Insurance for bargaining unit employees. The committee shall make its non-binding recommendation(s) to the Director of Administration within six (6) months of the initial meeting of the committee. The Director of Administration shall respond within ninety (90) days. Thereafter, the parties recognize that the Director of Administration shall not be bound by any of the recommendations of the committee. However, the Director of Administration shall

not be permitted to implement any/all of the recommendations of the committee without the agreement of the Union.

Section 9. Parity. Excepting any across-the-board percentage increases which the City of Providence is ordered to pay pursuant to binding statutory/compulsory contract-arbitration, should the City of Providence voluntarily award any across-the-board percentage wage increases to any other bargaining unit with whom the City has a Collective Bargaining Agreement, and said across-the-board Bargaining Unit increase is for the period of July 1, 1992, through June 30, 1993, then the members of Local Union 1033 covered by this Agreement shall be entitled to receive the same across-the-board percentage increase for the same period of time.

In reference to any across-the-board percentage increases which the City of Providence is ordered to pay pursuant to that binding statutory/compulsory arbitration referred to in the preceding paragraph, said across-the-board percentage increase shall, for calculation purposes only, be included as base pay monies in calculating the 4.5% wage increases due July 1, 1993, and for no other purpose. For example: If said arbitrator issues an award ordering the City to pay an across-the-board percentage wage increase of 5%, a \$10,000 salaried employee represented by Local Union 1033 shall have a base, for 4.5% calculation purposes, of \$10,500. Said employee therefore would be entitled to a July 1, 1993 annual compensation of \$10,472.50 (i.e. $\$10,000 \times 5\% = \500 ; $\$500 + \$10,000 = \$10,500$; $\$10,500 \times$

4.5% = \$472.50; \$10,000 + \$472.50 = \$10,472.50).

If the City of Providence is ordered, for the contract year July 1, 1992 to June 30, 1993, to pay, pursuant to binding statutory/compulsory arbitration, an across-the-board percentage increase to more than one bargaining unit with whom the City has a Collective Bargaining Agreement, then Local Union 1033 shall be entitled to utilize the higher/highest of the across-the-board percentage increase awards in accordance with the above-referred formula.

ARTICLE XXVII

CHANGES OR AMENDMENTS

This Agreement constitutes the entire agreement and complete understanding between the City and the Union arrived at as a result of collective bargaining, except such amendments hereto or modifications hereof as shall be reduced to writing and executed by the parties following the execution of this Agreement.

ARTICLE XXVIII

SEVERABILITY

Section 1. Should any final decision of any Court of competent jurisdiction affect any provision of this Agreement, only the provision so affected shall become null and void; otherwise, all other provisions of this Agreement shall remain in full force and effect.

ARTICLE XXIX

DURATION OF AGREEMENT

Section 1. The terms and conditions of this Agreement shall

be effective July 1, 1992, and shall continue in full force and effect through June 30, 1995, and from year to year thereafter unless either party at least one hundred and twenty (120) days prior to June 30, 1991, gives notice in writing to the other party of its intention to terminate this Agreement, in which event this Agreement shall terminate at the end of the contract year in which said notice is given. In the event that such notice is given, negotiations shall begin immediately, no later than sixty (60) days prior to the termination of the Agreement.

Section 2. The provisions of the preceding section shall not prevent the parties, by written Agreement, from extending any portion of this Agreement, (after the one hundred twenty (120) day notice has been given) for any agreed upon period beyond its expiration date.


IN WITNESS WHEREOF, the parties herein have caused these presents to be signed by their duly authorized representatives on the *7th* day of *October*, 1992.

CITY OF PROVIDENCE
RHODE ISLAND



VINCENT A. CIANCI, JR.
Mayor, City of Providence
Providence City Hall
Providence, RI 02903

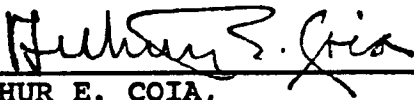
RHODE ISLAND LABORERS'
DISTRICT COUNCIL OF THE
LABORERS' INTERNATIONAL
UNION OF NORTH AMERICA
ON BEHALF OF LOCAL UNION 1033




ARMAND E. SABITONI
Business Manager
226 South Main Street
Providence, RI 02903

WITNESSED:

LOCAL UNION 1033
Providence, Rhode Island


ARTHUR E. COIA,
Gen. Sec/Treas
Emeritus, LIUNA
226 South Main Street
Providence, RI 02903


JOSEPH VIRGILIO
President
226 South Main Street
Providence, RI 02903

SCHEDULE A

(Rates Per Hour)

POSITIONEFFECTIVE7/1/927/1/937/1/94

| | | | |
|-----------------------------------|------------|------------|------------|
| Animal Handler (Mounted Police) | \$11.43 | \$11.94 | \$ 12.54 |
| Assistant Master Mechanic-WSB | 11.62 | 12.14 | 12.75 |
| Automobile Driver | 10.95 | 11.44 | 12.01 |
| Bricklayer | 10.93 | 11.42 | 11.99 |
| Building Custodian | 9.85 | 10.29 | 10.80 |
| Bus Driver-Recreation | 9.51 | 9.94 | 10.44 |
| Carpenter, Parks | 16.91 | 17.67 | 18.56 |
| Carpenter, Public Property | 16.91 | 17.67 | 18.56 |
| Cement Finisher | 11.09 | 11.59 | 12.17 |
| Chief Water Meter Reader | 11.85 | 12.38 | 13.00 |
| Crossing Guard | 11.89 | 12.43 | 13.05 |
| Curbsetter | 10.93 | 11.42 | 11.99 |
| Electrician, Public Property | 46,711.50* | 48,813.52* | 51,254.19* |
| Equipment Mechanic | 11.44 | 11.96 | 12.55 |
| Equipment Maintenance Supervisor | 13.40 | 14.00 | 14.70 |
| Equipment Operator | 10.84 | 11.33 | 11.89 |
| Foreman | 11.09 | 11.59 | 12.17 |
| Foreman, Traffic Sign Maintenance | 12.87 | 13.45 | 14.12 |
| General Foreman | 11.55 | 12.07 | 12.67 |
| Heavy Equipment Operator | 11.09 | 11.59 | 12.17 |
| Laborer | 10.71 | 11.19 | 11.75 |
| Landscape Gardener | 10.90 | 11.39 | 11.96 |
| Lead Zookeeper | 12.33 | 12.89 | 13.53 |

*annually

SCHEDULE A CONT'D(Rates Per Hour)
EFFECTIVEPOSITION

| | <u>7/1/92</u> | <u>7/1/93</u> | <u>7/1/94</u> |
|-------------------------------------|---------------|---------------|---------------|
| Maintenance Man II | \$ 10.82 | \$ 11.30 | \$ 11.87 |
| Maintenance Man III | 11.50 | 12.02 | 12.62 |
| Maintenance Man III (Pool & Rec) | 15.64 | 16.34 | 17.16 |
| Mechanic | 11.09 | 11.59 | 12.17 |
| Meter Mechanic-WSB | 11.46 | 11.98 | 12.58 |
| Meter Reader I-WSB | 11.09 | 11.59 | 12.17 |
| Meter Reader II-WSB | 11.46 | 11.98 | 12.58 |
| Parking Checker | 11.02 | 11.52 | 12.09 |
| Parking Meter Maintenance Man I | 10.78 | 11.27 | 11.83 |
| Parking Meter Maintenance Man II | 12.23 | 12.78 | 13.42 |
| Public Works Inspector II | 13.36 | 13.96 | 14.66 |
| Traffic Sign Maintenance Man Helper | 11.46 | 11.98 | 12.58 |
| Security Officer | 10.84 | 11.33 | 11.89 |
| Senior Equipment Mechanic-WSB | 11.85 | 12.38 | 13.00 |
| Senior Mechanic | 11.46 | 11.98 | 12.58 |
| Senior Mechanic (Fire) | 11.38 | 11.89 | 12.49 |
| Senior Security Officer | 12.46 | 13.02 | 13.67 |
| Sewer and Drain Inspector | 10.93 | 11.42 | 11.99 |
| Sewer Construction Worker | 10.86 | 11.35 | 11.91 |
| Sewer Equipment Operator | 10.93 | 11.42 | 11.99 |
| Stable Supervisor | 13.42 | 14.02 | 14.73 |
| Stationary Equipment Operator | 10.86 | 11.35 | 11.92 |
| Supervisor, Grounds Maintenance | 16.38 | 17.12 | 17.97 |

SCHEDULE A CONT'D

| <u>POSITION</u> | (Rates Per Hour) | | |
|---------------------------------------|------------------|-----------------------------------|---------------|
| | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
| Traffic Marker & Sign Man I | \$ 11.09 | \$ 11.59 | \$ 12.17 |
| Traffic Sign Maintenance Man | 12.30 | 12.85 | 13.50 |
| Traffic Signal Maintenance Man II | 15.65 | 16.35 | 17.17 |
| Traffic Signal Maintenance Man Helper | 11.46 | 11.98 | 12.58 |
| Tree Trimmer | 11.06 | 11.56 | 12.14 |
| Water Plant Electric Repairman I | 11.06 | 11.56 | 12.14 |
| Water Plant Electric Repairman II | 11.43 | 11.94 | 12.54 |
| Water Plant Mechanic I | 10.85 | 11.34 | 11.90 |
| Water Plant Mechanic II | 11.43 | 11.94 | 12.54 |
| Water Systems Mechanic | 11.43 | 11.94 | 12.54 |
| Watershed Inspector | 11.08 | 11.58 | 12.16 |
| Watershed Mechanic I | 10.85 | 11.34 | 11.90 |
| Watershed Mechanic II | 11.43 | 11.94 | 12.54 |
| Welder | 11.46 | 11.98 | 12.58 |
| Zookeeper | 11.56 | 12.08 | 12.68 |

SCHEDULE B

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|---|-------------------------|-----------------------------------|-------------------------|
| Account Collector -WSB | 11 | 11 | 11 |
| Accountant-DPD | \$515.45/week | \$538.65/week | \$565.58/week |
| Account I | 10 | 10 | 10 |
| Account II | 12 | 12 | 12 |
| Accountant III | 15 | 15 | 15 |
| Accountant III-DPD | 28 | 28 | 28 |
| Accounting Officer, JTPA | \$496.37 to \$603.33 | \$518.71 to \$630.48 | \$544.65 to \$662.00 |
| Accounts Payable Clerk | 8 | 8 | 8 |
| Accounts Payable Clerk I | 8 | 8 | 8 |
| Accounts Payable Clerk II | 13 | 13 | 13 |
| Accounts Payable Clerk III | 15 | 15 | 15 |
| Accounts Payable Clerk IV | 17 | 17 | 17 |
| Accounts Payable Officer-WSB | 18 | 18 | 18 |
| Accounts Payable Supervisor | \$567.28 | \$592.80 | \$622.45 |
| Administrative Aide-Assessor | 17 | 17 | 17 |
| Administrative Aide-DPD | \$37,813.55 | \$39,515.16 | \$41,490.92 |
| Administrative Aide for Supervisor of Specifications-DPD | \$479.49 | \$ 501.38 | \$526.45 |
| Administrative Aide-WSB | 12 | 12 | 12 |
| Administrative Assistant-City Clerk | 13 | 13 | 13 |
| Administrative Assistant - City Controller | \$21,882.00 | \$22,866.69 | \$24,010.03 |
| Administrative Assistant - Collector/Water | \$34,998.00 | \$36,572.91 | \$38,401.55 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|---|---------------|-----------------------------------|---------------|
| Administrative Assistant - Communications | 19 | 19 | 19 |
| Administrative Assistant - DPD | \$31,442.00 | \$32,856.89 | \$34,499.73 |
| Administrative Assistant - Fire Chief | 19 | 19 | 19 |
| Administrative Assistant - Finance Director | \$31,238.00 | \$32,643.71 | \$34,275.89 |
| Administrative Assistant - Human Relations | 14 | 14 | 14 |
| Administrative Assistant - Public Property | 30 | 30 | 30 |
| Administrative Bureau Legal Clerk, PPD | 18 | 18 | 18 |
| Administrative - Coordinator | 20 | 20 | 20 |
| Appraiser | 29 | 29 | 29 |
| Archivist | \$35,938.00 | \$37,555.21 | \$39,432.97 |
| Assistant Chief-Fiscal Affairs -DPD | 33 | 33 | 33 |
| Assistant City Printer | 16 | 16 | 16 |
| Assistant Counter Clerk | 7 | 7 | 7 |
| Assistant Director Ground Maintenance | 32 | 32 | 32 |
| Assistant Director-Project Management and Construction | \$45,256 | \$47,292.52 | \$49,657.15 |
| Assistant Director, Recreation | \$34,672.06 | \$36,232.30 | \$38,043.92 |
| Assistant Dispatcher, Police Control Center | \$485.24 | \$507.07 | \$532.43 |
| Assistant Grounds Maintenance Services | 20 | 20 | 20 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|--|---------------|-----------------------------------|---------------|
| Assistant EEO Officer-DPD | \$612.87 | \$640.45 | \$672.47 |
| Assistant Legal Secretary | 25 | 25 | 25 |
| Assistant Legal Secretary (W.C.) | 10 | 10 | 10 |
| Assistant Lending Officer | 15 | 15 | 15 |
| Assistant Manager, Billing & Collections | \$ 27,853.54 | \$29,106.95 | \$30,562.30 |
| Assistant Planner-DPD | \$549.29 | \$574.00 | \$602.71 |
| Assistant Prosecution Coordinator | 22 | 22 | 22 |
| Assistant Supervisor - Engineering | 32 | 32 | 32 |
| Assistant Supervisor - Real Estate | 32 | 32 | 32 |
| Assistant Supervisor - Structures & Zoning | 22 | 22 | 22 |
| Associate Engineer I | 20 | 20 | 20 |
| Associate Engineer II | 24 | 24 | 24 |
| Associate Engineer III | 28 | 28 | 28 |
| Associate Engineer IV | 31 | 31 | 31 |
| Associate Engineer - Planner | 31 | 31 | 31 |
| Associate Planner | 18 | 18 | 18 |
| Automotive Equipment Superintendent | 19 | 19 | 19 |
| BCI Clerk/Operator | 13 | 12 | 12 |
| Automotive Equipment Superintendent -Police | \$527.01 | \$550.72 | \$578.26 |
| Billing/Collection Assistant-WSB | 14 | 14 | 14 |
| Billings & Collection Clerk-WSB | 15 | 15 | 15 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|---|---------------|-----------------------------------|---------------|
| Billings and Collection Officer | 23 | 23 | 23 |
| Building Inspector I | 15 | 15 | 15 |
| Building Inspector II | 19 | 19 | 19 |
| Building Inspector III | 29 | 29 | 29 |
| Cable Foreman | \$700.62 | \$732.15 | \$768.75 |
| Certificate Coordinator | 16 | 16 | 16 |
| Charwoman | \$308.84 | \$822.74 | \$338.87 |
| Chief-Division of Maintenance & Repairs | \$635.00 | \$663.58 | \$696.75 |
| Chief Appraiser | \$33,745.59 | \$35,264.14 | \$37,027.35 |
| Chief Central Maintenance | 32 | 32 | 32 |
| Chief Clerk - City Clerk | 17 | 17 | 17 |
| Chief Clerk Collections - Water Section | 12 | 12 | 12 |
| Chief Clerk, Board of Canvassers | 22 | 22 | 22 |
| Chief Clerk, Board of Licenses | 14 | 14 | 14 |
| Chief Clerk, Detail Office | 17 | 17 | 17 |
| Chief Clerk, Div. of Fire Prevention & Arson Prevention Unit PFD | 15 | 15 | 15 |
| Chief Clerk, Tax Reverted Property | 12 | 12 | 12 |
| Chief Clerk, Treasury | 12 | 12 | 12 |
| Chief Clerk, Vital Statistics | 15 | 15 | 15 |
| Chief, Greenhouse | 30 | 30 | 30 |
| Chief Information Processing | 22 | 22 | 22 |
| Chief Lending Officer | 24 | 24 | 24 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|--|---------------|-----------------------------------|---------------|
| Chief Radio Engineer | \$1,008.72 | \$1,054.11 | \$1,106.82 |
| Chief Park Planner | \$42,158.44 | \$44,055.57 | \$46,258.35 |
| Chief Teller | \$500.15 | \$574.91 | \$603.65 |
| Chief, Electrical Installation | 32 | 32 | 32 |
| Chief, Mech Equipment-Installations | 32 | 32 | 32 |
| Chief, Plumbing, Drainage, Gas Pipe | \$40,520.36 | \$42,343.78 | \$44,460.96 |
| Chief of Structures and Zoning | \$41,899.00 | \$43,784.45 | \$45,973.68 |
| City Collector Clerk | 8 | 8 | 8 |
| City Printer | 23 | 23 | 23 |
| City Welder | \$16.91 | \$17.67 | \$18.55 |
| Claims Examiner (W.C.) | 32 | 32 | 32 |
| Clerical Aide | 1 | 1 | 1 |
| Clerical Assistant to Chief Engineer, WSB | 15 | 15 | 15 |
| Clerk, Assessors | 7 | 7 | 7 |
| Clerk I | 1 | 1 | 1 |
| Clerk I - Purchasing | \$23,421.08 | \$24,475.03 | \$25,698.78 |
| Clerk II | 3 | 3 | 3 |
| Clerk III | 5 | 5 | 5 |
| Clerk III - DPD | 9 | 9 | 9 |
| Clerk III - Purchasing | \$20,023.47 | \$20,924.53 | \$21,970.75 |
| Clerk III - WSB | 5 | 5 | 5 |
| Clerk IV | 9 | 9 | 9 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|--|---------------|-----------------------------------|---------------|
| Clerk/Dispatcher | \$444.00 | \$463.98 | \$487.18 |
| Clerk Probate Court | 21 | 21 | 21 |
| Clerk Providence Municipal Court | 22 | 22 | 22 |
| Clerk - DPW | 14 | 14 | 14 |
| Clerk Stenographer I | 2 | 2 | 2 |
| Clerk Stenographer II | 3 | 3 | 3 |
| Clerk Stenographer III | 6 | 6 | 6 |
| Clerk Typist I | 1 | 1 | 1 |
| Clerk Typist II | 3 | 3 | 3 |
| Collection Agent-Municipal Dock | 20 | 20 | 20 |
| Commercial & Industrial Clerk | \$22,387.99 | \$23,395.45 | \$24,565.22 |
| Commercial Lending Officer | \$35,000.00 | \$36,575.00 | \$38,403.75 |
| Control Center Operator | \$445.25 | \$465.29 | \$488.55 |
| Control Supervisor | 12 | 12 | 12 |
| Cocrdinator of Employees Benefits | \$735.11 | \$768.19 | \$806.60 |
| Court Clerk-Municipal Court | 15 | 15 | 15 |
| Crew Chief-Control Center | \$630.67 | \$659.05 | \$692.00 |
| Departmental Clerk | 13 | 13 | 13 |
| Deputy City Clerk First | \$36,587.21 | \$38,233.63 | \$40,145.32 |
| Deputy City Clerk Second | 24 | 24 | 24 |
| Deputy Clerk Probate Court | 21 | 21 | 21 |
| Deputy Clerk Providence Municipal Court | 21 | 21 | 21 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|---------------------------------|-----------------------|-----------------------------------|-----------------------|
| Deputy Port Director | \$34,301.80 | \$35,845.38 | \$37,637.65 |
| Deputy Recorder | \$33,361.81 | \$34,863.09 | \$36,606.25 |
| Deputy Director Traffic Eng. | \$36,855.84 | \$38,235.34 | \$40,147.10 |
| Detective Bureau Legal Clerk | 18 | 18 | 18 |
| Detention Officer | \$480.00 | \$501.60 | \$524.17 |
| Director, Fiscal - DPD | \$34,060.02 | \$35,592.72 | \$37,372.36 |
| Director, Greenhouses | 30 | 30 | 30 |
| Dispatcher, DPW (BC) | \$511.54 | \$534.56 | \$561.29 |
| Dispatcher, WSB | \$511.54 | \$534.56 | \$561.29 |
| Distribution Clerical Assistant | 14 | 14 | 14 |
| Dog Officer | 24 | 24 | 24 |
| Draftsman | 9 | 9 | 9 |
| Draftsman - WSB | 12 | 12 | 12 |
| Draftsman-Assessors Real Estate | 29 | 29 | 29 |
| Economic Coordinator | \$549.68 | \$574.41 | \$603.17 |
| Electrical Inspector II | 19 | 19 | 19 |
| Electrical Inspector III | 22 | 22 | 22 |
| Electrician, Public Property | \$1,008.72 | \$1,054.11 | \$1,106.82 |
| Employability Officer, JTPA | \$496.37- \$603.33 | \$518.71- \$630.48 | \$544.64- \$662.00 |
| Employability Chief, JTPA | \$555.97- \$675.78 | \$580.99- \$706.19 | \$610.04- \$741.50 |
| Engineering Aide III | 19 | 19 | 19 |
| Engineering Clerk - WSB | 13 | 13 | 13 |
| Enrollment/Referral Asst., JTPA | \$379.98- \$461.86 | \$397.08- \$482.64 | \$416.93- \$506.77 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94.</u> |
|--|---------------|-----------------------------------|----------------|
| Engineering Project Coordinator II | 29 | 29 | 29 |
| Engineering Technician - WSB | 20 | 20 | 20 |
| Engineer's Associate | 22 | 22 | 22 |
| Excise Tax Appraiser | 21 | 21 | 21 |
| Executive Secretary - Office of Chief PFD | 15 | 15 | 15 |
| Fallout Shelter Coordinator | 21 | 21 | 21 |
| Federal Programs Supervisor | 16 | 16 | 16 |
| Financial Clerk - DPD | \$455.12 | \$475.60 | \$499.38 |
| Fire Alarm Technician - BC | \$681.32 | \$711.98 | \$747.58 |
| Fire Alarm Technician Inspector | \$681.32 | \$711.98 | \$747.58 |
| Fire Department Dispatcher (2) | \$681.32 | \$711.98 | \$747.58 |
| Fire Equipment Person | \$24,615.34 | \$25,723.03 | \$27,009.18 |
| First Deputy City Sealer | 12 | 12 | 12 |
| First Deputy City Sergeant | 9 | 9 | 9 |
| First Deputy City Weigher | 10 | 10 | 10 |
| Fiscal Officer | 24 | 24 | 24 |
| Fiscal Officer - DPD | \$601.27 | \$628.32 | \$659.74 |
| Fiscal Rehab Investigator | 25 | 25 | 25 |
| Foreman, Cable Crew (3) BC | \$743.28 | \$776.73 | \$815.56 |
| Foreman, Fire Alarm Technician | \$743.28 | \$776.73 | \$815.56 |
| Foreman, Line Crew (3)-BC | \$743.28 | \$776.73 | \$815.56 |
| Foreman Traffic Engineering - BC | \$32,206.26 | \$33,655.54 | \$35,338.32 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|------------------------------------|-----------------------|-----------------------------------|-----------------------|
| Fuel Allocation Supervisor | \$29,108.55 | \$30,418.43 | \$31,939.36 |
| Gas Pump Operator | \$435.11 | \$454.69 | \$477.42 |
| Head Teller | 17 | 17 | 17 |
| Horticultural Supervisor | \$28,688.45 | \$29,979.43 | \$31,478.40 |
| Human Resource Specialist | 15 | 15 | 15 |
| Information Aide | 17 | 17 | 17 |
| Information Processing Specialist | 18 | 18 | 18 |
| Information Specialist | 20 | 20 | 20 |
| Inspector Public Properties (OSHA) | 31 | 31 | 31 |
| Inspector - WSB | 19 | 19 | 19 |
| Intake/Assessment Clerk I, JTPA | \$348.88- \$424.06 | \$364.58- \$443.14 | \$382.81- \$465.30 |
| Intake/Assessment Clerk II, JTPA | \$379.98- \$461.86 | \$397.08- \$482.64 | \$416.93- \$506.77 |
| Inventory Control Supervisor | 18 | 18 | 18 |
| Job Developer, JTPA | \$496.37- \$603.33 | \$518.71- \$630.48 | \$544.64- \$662.00 |
| Junior Chemist I - WSB | 14 | 14 | 14 |
| Junior Chemist II - WSB | 16 | 16 | 16 |
| Laboratory Technician II - WSB | 12 | 12 | 12 |
| Land Reccrds Clerk I | 7 | 7 | 7 |
| Land Reccrds Clerk II | 8 | 8 | 8 |
| Land Records Clerk III | 10 | 10 | 10 |
| Legal Research Assistant | \$25,508.15 | \$26,656.02 | \$27,988.82 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|--|---------------|-----------------------------------|---------------|
| Legal Secretary-Law Department | 25 | 25 | 25 |
| Legal Secretary - DPD | 15 | 15 | 15 |
| License Board Clerk | \$427.78 | \$447.03 | \$469.38 |
| Licensed Electrician-BC | \$467.25 | \$488.28 | \$512.69 |
| Mail Room Clerk | \$475.76 | \$497.17 | \$522.03 |
| Mail Room Supervisor | 21 | 21 | 21 |
| Maintenance Repair Construction Coordinator | \$28,228.52 | \$29,498.80 | \$30,973.74 |
| Management Officer | \$33,003.94 | \$34,489.12 | \$36,213.57 |
| Manifest Clerk - Port | 20 | 20 | 20 |
| Mechanical Equipment Inspector II | 19 | 19 | 19 |
| Mechanical Equipment Inspector III | 22 | 22 | 22 |
| Medical Health Plan Administrator | 24 | 24 | 24 |
| Motor Pool & Inventory Manager | 19 | 19 | 19 |
| Office Manager - Park Programming Services | 12 | 12 | 12 |
| Office Manager (SUPT) | \$31,442.32 | \$32,857.22 | \$34,500.08 |
| Offset Pressman - BC | 11 | 11 | 11 |
| Operations Clerk - WSB | 13 | 13 | 13 |
| Operations Inspector I - WSB | 11 | 11 | 11 |
| Operations Inspector II - WSB | 13 | 13 | 13 |
| Paralegal | \$14.79 | \$15.45 | \$16.23 |
| Paralegal I | \$26,914.00 | \$28,125.13 | \$29,531.39 |
| Patrol Bureau Legal Clerk | 18 | 18 | 18 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|---|---------------|-----------------------------------|---------------|
| Payroll Clerk I | 6 | 6 | 6 |
| Payroll Clerk II | 13 | 13 | 13 |
| Payroll Officer - WSB | 22 | 22 | 22 |
| Payroll/Personnel Assistant-Parks | \$430.10 | \$449.45 | \$471.93 |
| Payroll/Personnel Assistant-WSB | 14 | 14 | 14 |
| Personal Secretary - DPD | 15 | 15 | 15 |
| Personal Secretary to Commissioner | 15 | 15 | 15 |
| Personal Secretary to Director-DPD | 15 | 15 | 15 |
| Personal Secretary to Director Public Property | 20 | 20 | 20 |
| Personnel Clerk I | 13 | 13 | 13 |
| Personnel Clerk I - Personnel | \$440.00 | \$459.80 | \$482.79 |
| Personnel Clerk II | 14 | 14 | 14 |
| Personnel Technician | 28 | 28 | 28 |
| Plan Estimator | 32 | 32 | 32 |
| Plumbing Inspector II | 19 | 19 | 19 |
| Plumbing Inspector III | 22 | 22 | 22 |
| Police Department - Dispatcher | \$578.59 | \$604.63 | \$634.86 |
| Port Security Officer | 9 | 9 | 9 |
| Principal Chemist | \$30,325.21 | \$31,689.84 | \$33,274.34 |
| Principal Planner | 30 | 30 | 30 |
| Printer's Helper | \$16,642.58 | \$17,391.50 | \$18,174.11 |
| Program Evaluator | \$28,425.81 | \$29,704.97 | \$31,190.22 |
| Program Specialist - DPD | \$550.49 | \$575.26 | \$604.02 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|--------------------------------------|---------------|-----------------------------------|---------------|
| Project Supervisor - DPD | 27 | 27 | 27 |
| Project Supervisor, Code Enforcement | 27 | 27 | 27 |
| Prosecution Bureau Legal Clerk | 18 | 18 | 18 |
| Public Grounds Inspector | 21 | 21 | 21 |
| Public Property Analyst | \$29,108.38 | \$30,418.26 | \$31,939.17 |
| Public Safety Fiscal Officer | \$584.00 | \$610.28 | \$640.79 |
| Public Safety Senior Fiscal Officer | \$619.00 | \$646.85 | \$679.20 |
| Public Works Inspector I - BC | 6 | 6 | 6 |
| Public Works Inspector II | \$534.20 | \$558.24 | \$586.15 |
| Public Works Clerk | 14 | 14 | 14 |
| Purchasing Agent - DPD | 13 | 13 | 13 |
| Purchasing Agent I | \$23,421.08 | \$24,475.02 | \$25,698.78 |
| Purchasing Agent II | \$28,103.91 | \$29,368.58 | \$30,837.01 |
| Purchasing Agent III | 29 | 29 | 29 |
| Purchasing Clerk - WSB | 13 | 13 | 13 |
| Radio Engineer | \$777.08 | \$812.05 | \$852.65 |
| Radio Repair Technician (1) BC | \$681.32 | \$711.98 | \$747.58 |
| Reader of Deeds | 21 | 21 | 21 |
| Real Estate Aide - DPD | \$25,000.00 | \$26,125.00 | \$27,431.25 |
| Real Estate Aide. II, | 20 | 20 | 20 |
| Real Estate Appraiser | 24 | 24 | 24 |
| Receptionist - DPD | 5 | 5 | 5 |
| Record Bureau Clerk | 15 | 15 | 15 |
| Recording Secretary, Board of Review | 12 | 12 | 12 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|---|-----------------------|-----------------------------------|-----------------------|
| Rehabilitation Specialist | 23 | 23 | 23 |
| Rehabilitation Specialist DPD | 29 | 29 | 29 |
| Rehabilitation Specialist - Inspection & Standards | 27 | 27 | 27 |
| Renewal Inspector I | 12 | 12 | 12 |
| Renewal Inspector II | 15 | 15 | 15 |
| Renewal Inspector III | 19 | 19 | 19 |
| Research Assistant | 20 | 20 | 20 |
| Retirement Division Clerk | \$502.00- \$526.00 | \$524.59- \$549.67 | \$550.82- \$577.15 |
| Scheduling/Dispatcher - WSB | \$482.75 | \$504.47 | \$529.70 |
| Secretary - Administrative Asst. - City Council | \$27,440.40 | \$28,675.21 | \$30,108.98 |
| Secretary II, JTPA | \$455.56 | \$476.06 | \$499.86 |
| Secretary to Assessor | \$40,404.44 | \$42,222.64 | \$46,333.77 |
| Secretary, Controller's Office | 12 | 12 | 12 |
| Secretary, DPD | 15 | 15 | 15 |
| Secretary to Deputy Director - DPD | 14 | 14 | 14 |
| Secretary to Director - DPD | 18 | 18 | 18 |
| Secretary to Director - DPW | \$31,089.00 | \$32,488.00 | \$34,112.40 |
| Secretary, Admin - Public Works | 12 | 12 | 12 |
| Secretary, Review Boards | \$42,252.49 | \$44,153.85 | \$46,361.54 |
| Secretary, Port | \$25,691.08 | \$26,847.18 | \$28,189.53 |
| Secretary to Superintendent - Parks | \$468.02 | \$489.08 | \$513.53 |
| Secretary, WSB | 13 | 13 | 13 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE 7/1/93</u> | <u>7/1/94</u> |
|---|-----------------------------|-----------------------------|-----------------------------|
| Senior Accountant | 18 | 18 | 18 |
| Senior Accounts Payable Clerk | 22 | 22 | 22 |
| Senior Appraiser | 24 | 24 | 24 |
| Senior Billings & Collection Clerk, WSB | 18 | 18 | 18 |
| Senior Clerk - Assessors | 17 | 17 | 17 |
| Senior Clerk - WSB | 18 | 18 | 18 |
| Senior Draftsman - DPD | 25 | 25 | 25 |
| Senior Housing Rehab Supervisor | \$43,235.92 | \$45,181.54 | \$47,440.61 |
| Senior Planner | 26 | 26 | 26 |
| Senior Port Security Officer | 29 | 29 | 29 |
| Senior Rehab Specialist - DPD | 31 | 31 | 31 |
| Senior Research Assistant | 29 | 29 | 29 |
| Senior Secretary, WSB | 20 | 20 | 20 |
| Senior Security Officer, Parks | \$12.46 | \$13.02 | \$13.67 |
| Senior Supervisor, Land Acquisition | \$861.46 | \$900.22 | \$945.24 |
| Senior Switchboard Operator | 20 | 20 | 20 |
| Senior Technician - WSB | 9 | 9 | 9 |
| Shop Supervisor, Parks | \$619.52 | \$647.40 | \$679.77 |
| Shop Supervisor, DPW | \$619.52 | \$647.40 | \$679.77 |
| Staff Accountant - WSB | \$26,304.00- \$33,000.00 | \$27,487.68- \$34,485.00 | \$28,862.06- \$36,209.25 |
| Stationary Equipment Operator WSB | \$11.11 | \$11.61 | \$12.19 |
| Stenographic Reporter, City Clerk | 11 | 11 | 11 |
| Stenographic Reporter, City Council | 22 | 22 | 22 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|--|---------------|-----------------------------------|---------------|
| Stock Room Clerk - BC | \$444.26 | \$464.25 | \$487.46 |
| Stone Cutter - BC | \$463.71 | \$484.58 | \$508.80 |
| Street Cleaning Foreman - BC | \$510.86 | \$533.85 | \$560.54 |
| Supervisor, Business Relocation and Property Management | 31 | 31 | 31 |
| Supervisor, Code Enforcement | 31 | 31 | 31 |
| Supervisor, Comprehensive Planning | 32 | 32 | 32 |
| Supervisor, Current Planning | \$38,877.33 | \$40,626.81 | \$42,658.15 |
| Supervisor, Election Materials | 13 | 13 | 13 |
| Supervisor, Engineering | 35 | 35 | 35 |
| Supervisor, Engineering & Building Maintenance | 31 | 31 | 31 |
| Supervisor of Engineering & Planning | \$40,520.68 | \$42,344.11 | \$44,461.32 |
| Supervisor, General Maintenance | 29 | 29 | 29 |
| Supervisor, Graphics | \$38,877.33 | \$40,626.81 | \$42,658.15 |
| Supervisor, Inspections | 32 | 32 | 32 |
| Supervisor, Land Acquisition | 35 | 35 | 35 |
| Supervisor, Landscaping | 15 | 15 | 15 |
| Supervisor, Payroll | \$617.00 | \$644.76 | \$677.00 |
| Supervisor, Personal Property Tax | 21 | 21 | 21 |
| Supervisor, Program Specialists | 31 | 31 | 31 |
| Supervisor, Project Planning | \$38,877.33 | \$40,626.81 | \$42,658.15 |
| Supervisor, Property Tax | 28 | 28 | 28 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|---|-----------------------------|-----------------------------------|-----------------------------|
| Supervisor, Real Estate | \$45,253.50 | \$47,289.91 | \$49,654.40 |
| Supervisor, Registration (Board of Canvassers) | 13 | 13 | 13 |
| Supervisor, Rehabilitation Services | 31 | 31 | 31 |
| Supervisor, Structures & Zoning | 24 | 24 | 24 |
| Supervisor, Traffic Planning | \$38,877.33 | \$40,626.81 | \$42,658.15 |
| Supervisor, Urban Forestry Op. | \$34,958.39 | \$36,531.52 | \$38,358.09 |
| Supervisor, Verification | 31 | 31 | 31 |
| Supervisor, Verification, DPD | 35 | 35 | 35 |
| Switchboard Operator I | 4 | 4 | 4 |
| Switchboard Operator II | 5 | 5 | 5 |
| Systems Analyst - WSB | \$35,390.00- \$39,017.00 | \$36,982.55- \$40,772.76 | \$38,831.68- \$42,811.40 |
| Technical Specialist | \$20,739.00- \$22,865.00 | \$21,672.25- \$23,893.92 | \$22,755.87- \$25,088.62 |
| Telephone Technician | \$32,064.78 | \$33,507.69 | \$35,183.08 |
| Teletype Coordinator | \$606.00 | \$633.27 | \$664.93 |
| Teller | 16 | 16 | 16 |
| Testing and Employability Officer, JTPA | \$496.37- \$603.33 | \$518.71- \$630.48 | \$544.64- \$662.00 |
| Traffic Bureau Legal Clerk | 18 | 18 | 18 |
| Traffic Marker & Sign Man | \$11.09 | \$11.59 | \$12.17 |
| Traffic Sign Maint Man | \$12.30 | \$12.85 | \$13.50 |
| Traffic Sign Maint Man II | \$15.64 | \$16.34 | \$17.16 |
| Traffic Signal Maint Foreman | \$19.24 | \$20.10 | \$21.11 |
| Traffic Signal Maint Man II | \$16.90 | \$17.66 | \$18.54 |

SCHEDULE B CONT'D

| <u>POSITION</u> | <u>7/1/92</u> | <u>EFFECTIVE</u> <u>7/1/93</u> | <u>7/1/94</u> |
|-----------------------------------|---------------|-----------------------------------|---------------|
| Traffic Signal Maint Man Helper | \$11.46 | \$11.97 | \$12.57 |
| Traffic Systems Analyst | 18 | 18 | 18 |
| Tree Farm Manager | \$11.06 | \$11.56 | \$12.13 |
| Tree Trimmer | \$11.06 | \$11.56 | \$12.13 |
| Union Contract Benefits Officer | 35 | 35 | 35 |
| Validation Officer | \$606.00 | \$633.27 | \$664.93 |
| Verification Specialist | 29 | 29 | 29 |
| Veterinary Technician | \$12.33 | \$12.88 | \$13.53 |
| Water Plant Mechanic I | \$10.85 | \$11.34 | \$11.90 |
| Water Plant Mechanic II | \$11.73 | \$12.26 | \$12.87 |
| Water Supply Board Clerk | 11 | 11 | 11 |
| Water System Mechanic | \$11.73 | \$12.26 | \$12.87 |
| Watershed Grounds General Foreman | \$12.80 | \$13.38 | \$14.04 |
| Watershed Inspector | \$11.07 | \$11.57 | \$12.15 |
| Watershed Mechanic I | \$10.85 | \$11.34 | \$11.90 |
| Watershed Mechanic II | \$11.73 | \$12.26 | \$12.87 |
| Zoning Assistant | 19 | 19 | 19 |
| Zoo Registrar | \$12.33 | \$12.88 | \$13.53 |

- (1) Notwithstanding the above schedule, it is agreed that Radio Repair Technicians and Fire Alarm Technicians are to receive parity with the salary of a Fire Department Lieutenant.
- (2) Notwithstanding the above schedule, it is agreed that Fire Department Dispatchers are to receive parity with the salary of a Fire Department Lieutenant.
- (3) Notwithstanding the above schedule, it is agreed that the Foreman of the Line Crew and the Foreman of the Cable Crew are to receive parity with the salary of a Fire Department Captain.
- (4) Notwithstanding the above schedule, it is agreed that the Electrician, Public Property shall receive parity with the salary of the Chief Radio Engineer.

SCHEDULE "C"
EFFECTIVE JULY 1, 1992

| GRADE STEP | 1st | 2nd | 3rd | 4th | 5th | ANNUAL SALARY RANGE | |
|-----------------------|------------|------------|------------|------------|------------|----------------------------|-----------|
| 1 | 322.16 | 325.02 | 327.88 | 333.60 | 337.89 | 16,752.33 | 17,570.27 |
| 2 | 329.31 | 333.60 | 336.45 | 342.17 | 346.46 | 17,123.96 | 18,015.98 |
| 3 | 337.89 | 340.75 | 343.60 | 349.31 | 353.61 | 17,570.27 | 18,387.60 |
| 4 | 346.46 | 349.31 | 352.18 | 356.47 | 362.20 | 18,015.98 | 18,833.93 |
| 5 | 353.61 | 356.47 | 360.36 | 365.05 | 369.33 | 18,387.60 | 19,205.54 |
| 6 | 362.20 | 365.05 | 367.91 | 373.64 | 377.91 | 18,833.93 | 19,651.87 |
| 7 | 369.33 | 373.64 | 376.48 | 380.78 | 385.07 | 19,205.54 | 20,023.49 |
| 8 | 377.91 | 380.78 | 383.64 | 389.35 | 393.65 | 19,651.87 | 20,469.82 |
| 9 | 385.07 | 390.79 | 396.50 | 402.22 | 409.37 | 20,023.49 | 21,287.14 |
| 10 | 393.65 | 397.94 | 403.65 | 410.81 | 417.95 | 20,469.82 | 21,733.46 |
| 11 | 400.80 | 406.58 | 412.23 | 419.37 | 426.53 | 20,841.44 | 22,179.16 |
| 12 | 409.37 | 415.08 | 420.81 | 426.53 | 433.80 | 21,287.14 | 22,557.63 |
| 13 | 417.95 | 422.23 | 427.96 | 433.80 | 442.98 | 21,733.46 | 23,035.08 |
| 14 | 426.53 | 433.80 | 442.98 | 451.21 | 459.80 | 22,179.16 | 23,909.67 |
| 15 | 433.80 | 442.98 | 449.90 | 459.80 | 467.52 | 22,557.63 | 24,311.17 |
| 16 | 442.98 | 450.62 | 459.80 | 467.52 | 477.31 | 23,035.08 | 24,820.36 |
| 17 | 451.21 | 459.80 | 467.52 | 477.31 | 485.51 | 23,463.34 | 25,246.14 |
| 18 | 459.80 | 467.52 | 477.31 | 485.51 | 495.29 | 23,909.67 | 25,754.73 |
| 19 | 467.52 | 477.31 | 485.51 | 495.29 | 505.16 | 24,311.17 | 26,268.27 |
| 20 | 477.31 | 485.51 | 495.29 | 505.16 | 513.73 | 24,820.36 | 26,713.97 |
| 21 | 485.30 | 496.97 | 508.44 | 518.94 | 534.57 | 25,246.14 | 27,797.71 |
| 22 | 495.29 | 506.76 | 517.23 | 530.54 | 546.65 | 25,754.73 | 28,425.81 |
| 23 | 505.16 | 515.39 | 528.60 | 539.35 | 556.72 | 26,268.27 | 28,949.93 |
| 24 | 514.47 | 524.60 | 542.63 | 552.66 | 566.68 | 26,752.56 | 29,467.85 |
| 25 | 521.56 | 540.63 | 562.75 | 574.67 | 590.70 | 27,121.07 | 30,716.55 |
| 26 | 538.06 | 550.59 | 564.70 | 586.77 | 600.77 | 27,979.48 | 31,240.07 |
| 27 | 546.65 | 560.66 | 582.72 | 596.82 | 612.86 | 28,425.81 | 31,868.77 |
| 28 | 556.72 | 576.77 | 588.76 | 602.79 | 624.85 | 28,949.93 | 32,491.88 |
| 29 | 566.68 | 590.70 | 612.86 | 634.84 | 656.97 | 29,467.85 | 34,162.63 |
| 30 | 590.70 | 614.77 | 634.85 | 656.98 | 678.98 | 30,716.55 | 35,306.77 |
| 31 | 600.77 | 624.85 | 644.91 | 666.96 | 693.06 | 31,240.07 | 36,039.43 |
| 32 | 624.85 | 644.91 | 666.96 | 689.04 | 713.13 | 32,491.88 | 37,082.71 |
| 33 | 644.91 | 666.96 | 691.66 | 713.13 | 735.11 | 33,535.17 | 38,225.59 |
| 34 | 666.96 | 693.06 | 713.13 | 735.11 | 757.25 | 34,682.41 | 39,377.19 |
| 35 | 688.70 | 713.13 | 735.11 | 757.25 | 779.21 | 35,812.21 | 40,520.08 |

SCHEDULE "C"
EFFECTIVE JULY 1, 1993

| GRADE STEP | 1st | 2nd | 3rd | 4th | 5th | ANNUAL SALARY RANGE | |
|---------------|--------|--------|--------|--------|--------|---------------------|-----------|
| 1 | 336.66 | 339.65 | 342.63 | 348.61 | 353.10 | 17,505.04 | 18,360.93 |
| 2 | 344.13 | 348.61 | 351.59 | 357.57 | 362.05 | 17,894.54 | 18,826.70 |
| 3 | 353.10 | 356.08 | 359.06 | 365.03 | 369.52 | 18,360.93 | 19,215.04 |
| 4 | 362.05 | 365.03 | 368.03 | 372.52 | 378.50 | 18,826.70 | 19,681.46 |
| 5 | 369.52 | 372.51 | 376.58 | 381.48 | 385.95 | 19,215.04 | 20,069.79 |
| 6 | 378.50 | 381.48 | 384.47 | 390.45 | 394.92 | 19,681.46 | 20,536.20 |
| 7 | 385.95 | 390.45 | 393.42 | 397.92 | 402.40 | 20,069.79 | 20,924.55 |
| 8 | 394.92 | 397.92 | 400.90 | 406.87 | 411.36 | 20,536.20 | 21,390.96 |
| 9 | 402.40 | 408.38 | 414.34 | 420.32 | 427.79 | 20,924.55 | 22,245.06 |
| 10 | 411.36 | 415.85 | 421.81 | 429.30 | 436.76 | 21,390.96 | 22,711.47 |
| 11 | 418.84 | 424.88 | 430.78 | 438.24 | 445.72 | 21,779.30 | 23,177.22 |
| 12 | 427.79 | 433.76 | 439.75 | 445.72 | 453.32 | 22,245.06 | 23,572.72 |
| 13 | 436.76 | 441.23 | 447.22 | 453.32 | 462.91 | 22,711.47 | 24,071.66 |
| 14 | 445.72 | 453.32 | 462.91 | 471.51 | 480.49 | 23,177.22 | 24,985.61 |
| 15 | 453.32 | 462.91 | 470.15 | 480.49 | 488.56 | 23,572.72 | 25,405.17 |
| 16 | 462.91 | 470.90 | 480.49 | 488.56 | 498.79 | 24,071.66 | 25,937.28 |
| 17 | 471.51 | 480.49 | 488.56 | 498.79 | 507.37 | 24,519.19 | 26,382.22 |
| 18 | 480.49 | 488.56 | 498.79 | 507.36 | 517.58 | 24,985.61 | 26,913.69 |
| 19 | 488.56 | 498.79 | 507.36 | 517.58 | 527.89 | 25,405.17 | 27,450.34 |
| 20 | 498.79 | 507.36 | 517.58 | 527.89 | 536.85 | 25,937.28 | 27,916.10 |
| 21 | 507.14 | 519.33 | 531.32 | 542.29 | 558.63 | 26,382.22 | 29,048.61 |
| 22 | 517.58 | 529.56 | 540.51 | 554.41 | 571.25 | 26,913.69 | 29,704.97 |
| 23 | 527.89 | 538.58 | 552.39 | 563.62 | 581.77 | 27,450.34 | 30,252.68 |
| 24 | 537.62 | 548.21 | 567.05 | 577.53 | 592.18 | 27,956.43 | 30,793.90 |
| 25 | 544.72 | 564.96 | 588.07 | 600.53 | 617.28 | 28,341.52 | 32,098.79 |
| 26 | 562.27 | 575.37 | 590.11 | 613.17 | 627.80 | 29,238.56 | 32,645.87 |
| 27 | 571.25 | 585.89 | 608.94 | 623.68 | 640.44 | 29,704.97 | 33,302.86 |
| 28 | 581.77 | 602.72 | 615.25 | 629.92 | 652.97 | 30,252.68 | 33,954.01 |
| 29 | 592.18 | 617.28 | 640.44 | 663.41 | 686.53 | 30,793.90 | 35,699.95 |
| 30 | 617.28 | 642.43 | 663.42 | 686.54 | 709.53 | 32,098.79 | 36,895.57 |
| 31 | 627.80 | 652.97 | 673.93 | 696.97 | 724.25 | 32,645.87 | 37,661.20 |
| 32 | 652.97 | 673.93 | 696.97 | 720.05 | 745.22 | 33,954.01 | 38,751.43 |
| 33 | 673.93 | 696.97 | 722.78 | 745.22 | 768.19 | 35,044.25 | 39,945.74 |
| 34 | 696.97 | 724.25 | 745.22 | 768.19 | 791.33 | 36,243.12 | 41,149.16 |
| 35 | 719.69 | 745.22 | 768.19 | 791.33 | 814.27 | 37,423.76 | 42,343.48 |

SCHEDULE "C"
EFFECTIVE JULY 1, 1994

| GRADE STEP | 1st | 2nd | 3rd | 4th | 5th | ANNUAL SALARY RANGE | |
|---------------|--------|--------|--------|--------|--------|---------------------|-----------|
| 1 | 353.49 | 356.63 | 359.76 | 366.04 | 370.76 | 18,380.29 | 19,278.98 |
| 2 | 361.34 | 366.04 | 369.17 | 375.45 | 380.15 | 18,789.27 | 19,768.04 |
| 3 | 370.76 | 373.88 | 377.01 | 383.28 | 388.00 | 19,278.98 | 20,175.79 |
| 4 | 380.15 | 383.28 | 386.43 | 391.14 | 397.43 | 19,768.04 | 20,665.53 |
| 5 | 388.00 | 391.14 | 395.41 | 400.15 | 405.25 | 20,175.79 | 21,073.28 |
| 6 | 397.43 | 400.55 | 403.69 | 409.97 | 414.67 | 20,665.53 | 21,563.01 |
| 7 | 405.25 | 409.97 | 413.09 | 417.82 | 422.52 | 21,073.28 | 21,970.78 |
| 8 | 414.67 | 417.82 | 420.95 | 427.21 | 431.93 | 21,563.01 | 22,460.51 |
| 9 | 422.52 | 428.80 | 435.06 | 441.34 | 449.18 | 21,970.78 | 23,357.31 |
| 10 | 431.93 | 436.64 | 442.90 | 450.77 | 450.60 | 22,460.51 | 23,847.04 |
| 11 | 439.78 | 446.12 | 452.32 | 460.15 | 468.01 | 22,868.27 | 24,336.08 |
| 12 | 449.18 | 455.45 | 461.74 | 468.01 | 475.99 | 23,357.31 | 24,754.41 |
| 13 | 458.60 | 463.29 | 469.58 | 475.99 | 486.06 | 23,847.04 | 25,275.24 |
| 14 | 468.01 | 475.99 | 486.06 | 495.09 | 504.51 | 24,336.08 | 26,234.89 |
| 15 | 475.99 | 486.06 | 493.66 | 504.51 | 512.99 | 24,751.36 | 26,675.43 |
| 16 | 486.06 | 494.45 | 504.51 | 512.99 | 523.73 | 25,275.24 | 27,234.14 |
| 17 | 495.09 | 504.51 | 512.99 | 523.73 | 532.74 | 25,745.15 | 27,701.33 |
| 18 | 504.51 | 512.99 | 523.73 | 532.73 | 543.46 | 26,234.89 | 28,259.37 |
| 19 | 512.99 | 523.73 | 532.73 | 543.46 | 554.28 | 26,675.43 | 28,822.86 |
| 20 | 523.73 | 532.73 | 543.46 | 554.28 | 563.69 | 27,234.14 | 29,311.91 |
| 21 | 532.50 | 545.30 | 557.89 | 569.40 | 586.56 | 27,701.33 | 30,501.04 |
| 22 | 543.46 | 556.04 | 567.54 | 582.13 | 599.81 | 28,259.37 | 31,190.22 |
| 23 | 554.28 | 565.51 | 580.01 | 591.80 | 610.86 | 28,822.86 | 31,765.31 |
| 24 | 564.50 | 575.62 | 595.40 | 606.41 | 621.79 | 29,354.25 | 32,333.60 |
| 25 | 571.96 | 593.21 | 617.47 | 630.56 | 648.14 | 29,758.60 | 33,703.73 |
| 26 | 590.38 | 604.14 | 619.62 | 643.83 | 659.19 | 30,700.49 | 34,278.16 |
| 27 | 599.81 | 615.18 | 639.39 | 654.86 | 672.46 | 31,190.22 | 34,801.49 |
| 28 | 610.86 | 632.86 | 646.01 | 661.42 | 685.62 | 31,765.31 | 35,651.71 |
| 29 | 621.79 | 648.14 | 672.46 | 696.58 | 720.86 | 32,333.60 | 37,484.95 |
| 30 | 648.14 | 674.55 | 696.59 | 720.87 | 745.01 | 33,703.73 | 38,740.95 |
| 31 | 659.19 | 685.62 | 707.63 | 731.82 | 760.46 | 34,278.16 | 39,544.26 |
| 32 | 685.62 | 707.63 | 731.82 | 756.05 | 782.48 | 35,651.71 | 40,689.00 |
| 33 | 707.63 | 731.82 | 758.92 | 782.48 | 806.60 | 36,794.03 | 43,206.62 |
| 34 | 731.82 | 760.46 | 782.48 | 806.60 | 830.90 | 38,055.28 | 43,206.62 |
| 35 | 755.67 | 782.48 | 806.60 | 830.90 | 854.98 | 39,294.95 | 44,460.65 |

IN CITY COUNCIL
DEC 17 1992
FIRST READING
REFERRED TO COMMITTEE ON
FINANCE

Michael R. Clement
CLERK

THE COMMITTEE ON

FINANCE

Recommends

Be Continue

Michael R. Clement
CLERK
Jan. 13, 1993

THE COMMITTEE ON

FINANCE

Recommends

To Be Denied

Michael R. Clement
CLERK
Jan. 14, 1993

BOYCE SPINELLI
DIRECTOR



VINCENT A. CIANCI, JR.
MAYOR

Finance Department
"Building Pride In Providence"

January 14, 1993

The Honorable David G. Dillon
Providence City Council
City Hall
Providence, Rhode Island 02903

Dear Councilman Dillon:

Enclosed please find the fiscal note relating to the proposed July 1, 1992-June 30, 1995 Labor Contract between the City of Providence and the Local Union 1033 of the Laborers' International Union of North America, AFL-CIO. This fiscal note is in response to your request of December 11, 1992, pursuant to Sections 2.2.1C and 17.27 of the Code of Ordinances.

In compiling the fiscal note, I have attempted to identify those sections of the proposed contract which differ from the July 1, 1989-June 30, 1991 contract and which also have an economic impact.

Sincerely,


Boyce Spinelli
DIRECTOR OF FINANCE

BS:cmv

cc: Charles Mansolillo, Esq.
Frank E. Corrente

Enclosure

FILED

JAN 15 12 29 PM '93

DEPT. OF CORR. CLERK
PROVIDENCE, R.I.

RECEIVED JAN 15 1993

CHANGES IN PROPOSED CONTRACT

1. Article VI, Section 1 stipulates that effective July 1, 1993, all bargaining unit classifications shall receive a four and one-half per cent (4.5%) wage increase. Effective July 1, 1994, all bargaining unit classifications shall receive a five per cent (5%) economic increase. The financial impact of this over the life of the contract is as follows:

| | |
|---------|--------------|
| FY 1993 | \$ -0- |
| FY 1994 | 1,020,000.00 |
| FY 1995 | 1,187,000.00 |

2. Article VI, Section 1 stipulates that the twelve (12) or more police dispatchers shall receive parity with the salaries of the Fire Department dispatcher. The financial impact is as follows:

| | |
|---------|--------------|
| FY 1993 | \$ 50,556.00 |
| FY 1994 | 52,831.00 |
| FY 1995 | 55,473.00 |

3. Article XVIII, Section 1 stipulates that effective November 1, 1992, Blue Cross benefits will include managed care and an Emergency Room \$25.00 deductible. This provision should reduce the cost of health care benefits over the life of the contract. The estimated financial impact is as follows:

| | |
|---------|----------------|
| FY 1993 | \$ (75,000.00) |
| FY 1994 | (150,000.00) |
| FY 1995 | (150,000.00) |

4. Article II, Section 1, provides that the thirty-five cents (\$0.35) per hour currently paid to the Rhode Island Public Employees Health Service Fund" will be increased on April 1, 1994, by the average percentage increase for prepaid prescription and vision care benefits imposed by Blue Cross for the period June 30, 1992, to March 31, 1994. The contribution increase is capped at ten cents (\$0.10) per hour. The estimated financial impact over the life of the contract is as follows:

| | |
|---------------------------------|------------|
| 35¢ July 1, 1992-March 31, 1994 | \$ -0- |
| 45¢ April 1, 1994-June 30, 1995 | 177,000.00 |

5. Article XXVI, Section 7 provides that parking checkers be provided with radios to communicate with the Police Control Center. The estimated financial impact is \$8,000.00.

6. Article XXVI, Section 9 contains a parity clause whereby any across the board increases, which the City is ordered to pay pursuant to binding arbitration, shall, for calculation purposes, only be included as base pay monies in calculating the 4.5% wage increase due July 1, 1993.

This parity provision would come into play if the Policemen are successful in the current arbitration procedures. For each one per cent (1%) pay increase granted to Police, the financial impact is as follows:

| | |
|---------|-----------|
| FY 1993 | \$ -0- |
| FY 1994 | 10,000.00 |
| FY 1995 | 12,000.00 |