

THE TOWN OF MIDDLETOWN AND
IAFF, Local 1933

TENTATIVE AGREEMENT
INFORMAL NEGOTIATIONS

The terms of the parties' collective bargaining agreement effective July 1, 2014 to June 30, 2017 will continue in the next agreement except as modified below:

WITNESSETH

Replace "July 1, 2014 and ending June 30, 2017" with "July 1, 2017 and ending June 30, 2019."

1. ARTICLE 9. MINIMUM STAFFING

Add "or firefighter" after "(1) civilian dispatcher".

Amend the fourth paragraph, by deleting the second sentence, which currently reads: "Members who currently serve as dispatchers will be assigned to line fire/rescue positions." (Clean-up)

Also amend the fourth paragraph by adding "20(B)" to the list of articles in the second to last sentence.

2. ARTICLE 17. INSURANCE

Amend Section (A) as follows:

Add (4) and (5) to read:

(4) "Commencing July 1, 2017: \$13,718 (PPO family plan) and \$5,239 (PPO individual plan); and \$13,992 (HSA family plan) and \$5,344 (HSA individual plan)

(5) "Commencing July 1, 2018: \$13,718 (PPO family plan) and \$5,239 (PPO individual plan); and \$14,272 (HSA family plan) and \$5,451 (HSA individual plan)

Add "The one-time \$500 payment will expire on June 30, 2019." after the sentence "A one-time \$500 payment will be made to each member's HSA account that transfers to the HSA during the term of this Agreement."

Amend Section (E) to read: The Town further agrees to purchase life insurance, 24-hours coverage, from the Rhode Island State Association of Fire Fighters at the premium rate quoted for the next fiscal year with the following caps:

FY2018:	Premium cost 0.59 per \$1,000 per employee per month
FY2019:	Premium cost 0.59 per \$1,000 per employee per month

Add "The Union acknowledges the Town's right to provide life insurance through an alternate provider." after "\$50,000.00."

Delete sentence (Premium cost: 0.38 per \$1,000 per employee per month)

3. ARTICLE 20. PAID HOLIDAYS

Amend subsection (B) to read: “The Town agrees to recognize the following holidays for civilian dispatchers: New Year’s Day, Dr. Martin Luther King, Jr.’s Birthday, President’s Day, Memorial Day, July 4th, Victory Day, Labor Day, Columbus Day, Veteran’s Day, Thanksgiving, and Christmas Day. On holidays in which the civilian dispatcher is scheduled to work, the Town agrees to compensate the civilian dispatcher 1 ½ times their regular rate of pay for hours worked on the holidays specifically referenced in this subparagraph (B). There shall be no pyramiding of overtime under this, or any other, provision of this Agreement. This provision is applicable to civilian dispatchers.”

4. ARTICLE 23. WAGES

Amend language and scale as follows:

“Effective July 1, 2017 through June 30, 2019, salaries for members of the Fire Department Covered by this Agreement shall be as follows:

	1% 7/1/2017	1% 1/1/2018	1% 7/1/2018	1% 1/1/2019
Fire Marshal				
Annual	67,058.17	67,728.75	68,406.03	69,090.09
Bi-weekly	2,579.16	2,604.95	2,631.00	2,657.31
Training Captain				
Annual	67,058.17	67,728.75	68,406.03	69,090.09
Bi-weekly	2,579.16	2,604.95	2,631.00	2,657.31
Shift Captain				
Annual	62,924.74	63,553.99	64,189.53	64,831.42
Bi-weekly	2,420.18	2,444.38	2,468.83	2,493.52
Fire Inspector Lieutenant				
Annual	58,791.32	59,379.23	59,973.02	60,572.75
Bi-weekly	2,261.20	2,283.82	2,306.65	2,329.72
Lieutenant				
Annual	58,791.32	59,379.23	59,973.02	60,572.75
Bi-weekly	2,261.20	2,283.82	2,306.65	2,329.72
Fire Fighter 1st Class				
Annual	53,583.94	54,119.78	54,660.97	55,207.58
Bi-weekly	2,060.92	2,081.53	2,102.35	2,123.37
Fire Fighter 2nd Class				
Annual	46,055.57	46,516.13	46,981.29	47,451.10
Bi-weekly	1,771.37	1,789.08	1,806.97	1,825.04
Fire Fighter 3rd Class				
Annual	43,631.59	44,067.91	44,508.59	44,953.67
Bi-weekly	1,678.14	1,694.92	1,711.87	1,728.99
Fire Fighter Probationary				
Annual	42,419.61	42,843.80	43,272.24	43,704.96
Bi-weekly	1,631.52	1,647.84	1,664.32	1,680.96

APPENDIX II

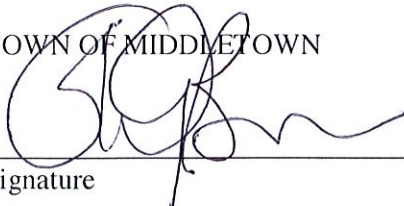
Add - There will be a salary and step increase freeze for civilian dispatchers effective July 1, 2017 through June 30, 2018.

Civilian Dispatcher Salary Scales

	0%	1%	1%
		7/1/2018	1/1/2019
	FY2018	FY2019	FY2019
Civilian Dispatcher - Level A			
Annual	38,108.85	38,489.94	38,874.84
Biweekly	1,465.72	1,480.38	1,495.19
Weekly	732.86	740.19	747.59
Hourly	18.3216	18.5048	18.6898
Civilian Dispatcher - Level B			
Annual	39,999.38	40,399.37	40,803.37
Biweekly	1,538.44	1,553.82	1,569.36
Weekly	769.22	776.91	784.68
Hourly	19.2305	19.4228	19.6170
Civilian Dispatcher - Level C			
Annual	42,022.37	42,442.59	42,867.02
Biweekly	1,616.24	1,632.41	1,648.73
Weekly	808.12	816.20	824.37
Hourly	20.2031	20.4051	20.6091
Civilian Dispatcher - Level D			
Annual	44,145.20	44,586.65	45,032.52
Biweekly	1,697.89	1,714.87	1,732.02
Weekly	848.95	857.44	866.01
Hourly	21.2237	21.4359	21.6502
Civilian Dispatcher - Level E			
Annual	45890.41	46349.31	46812.80
Biweekly	1765.02	1782.67	1800.49
Weekly	882.51	891.33	900.25
Hourly	22.0627	22.2833	22.5062

The foregoing tentative agreement shall be contingent upon the parties agreeing to terms on a final contract, which shall be contingent upon final ratification by the Town Council and the Union membership.

TOWN OF MIDDLETOWN



Signature

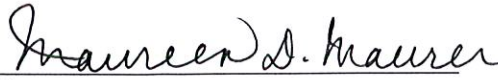
Shawn J. Brown
Town Administrator
Town of Middletown, RI

Print Name and Title

12/9/2016

Date

WITNESS



Signature

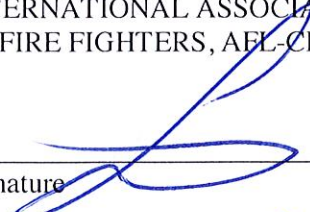
Maureen D. Maurer, Exec. Asst. to T.A.

Print Name and Title

12/9/16

Date

MIDDLETOWN FIRE FIGHTERS
ASSOCIATION, LOCAL 1933
INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS, AFL-CIO



Signature

Jonathan Reese, President

Print Name and Title

12/12/16

Date

WITNESS



Signature

Peter J. Faerber Jr. Secretary Treasurer Loc 1933

Print Name and Title

12/12/16

Date