

**Sec. 2-14.4. Insurance and Other Benefits for Mayor, Directors, Manager of Board of Canvassers, and City Clerk.**

(a) The city shall pay the cost of health and dental insurance, net of any employee premium share as described in Section 23 of the Personnel Ordinance, including family coverage where appropriate for its full-time, permanent employees, including the following:

- (1) Mayor, Directors, Manager of Board of Canvassers, City Clerk and classified personnel.
- (2) Municipal employees.
- (3) Police department employees.
- (4) Fire department employees.

This health insurance coverage shall be provided through such insurance carrier and for specific coverage as may be offered by the city or which may have been agreed upon through collective bargaining. Health and dental coverage for the Mayor, Directors, Manager of Board of Canvassers, and City Clerk shall be as provided for in the Professional and Technical Employees collective bargaining agreement, including provisions for co-payment. No health or dental benefits shall be provided either in full or in any prorated amounts or coverage for part-time (less than 30 hours per week) employees of the City.

(b) The city shall pay the cost of health insurance for municipal retirees and spouses, police department retirees, spouses and widows, and fire department retirees, spouses and widows as may be necessary and agreed upon through collective bargaining. The city shall pay the cost of health insurance for non-union non-classified retirees and spouses, provided that said non-union non-classified retirees shall have worked for the City for a minimum of ten (10) consecutive years upon the date of retirement. The Mayor shall receive health insurance coverage by the City only up to and including his final date of elective service, and in no case shall service in any other capacity while serving as Mayor constitute service toward eligibility for health insurance coverage beyond the term of elective office.

(Ch. No. 7350, Sec. 1, 10-1-07; Ch. No. 7364, Sec. 1, 10-30-07)

(c) Only those persons, specifically referred to in subsections (a) and (b) shall be eligible to participate in the city's health insurance plan unless otherwise authorized by the city council.

(d) Group term life insurance coverage of \$100,000 shall be provided for the Mayor, Directors, Manager of Board of Canvassers, and City Clerk. City Council members shall be provided coverage with the benefit amount equal to their annual compensation.

(e) Vacation -

All full-time directors, Manager of Board of Canvassers, and City Clerk employed on January 1st of each year shall accrue annual vacation days in accordance with the following schedule:

From date of hire to the following December 31st	20 days
(prorated for full months remaining to the following December 31st	
Full year 1-5	20 days
Years 6-10	22 days
Years 11-20	24 days
Years 21 and beyond	25 days

Years of service for the purpose of calculating vacation eligibility within the schedule is based on total years of consecutive service while employed by the City in any full-time capacity. No bridging of time or application of any other employment shall count toward the service measure for vacation eligibility.

Unused vacation time may carry over to the following year, but in no case shall the carried over days exceed the previous year accrued number of days. Unused vacation days not eligible for carryover shall be forfeited.

(f) Personal days-

All full time directors, Manager of Board of Canvassers, and City Clerk shall accrue two (2) personal days on each January 1. Unused days shall not carry forward, nor shall they be substituted with additional compensation.

(g) Pension -

All directors, Manager of Board of Canvassers, and City Clerk shall be enrolled in the State Municipal Pension Plan as provided for in R. I. General Laws. Any alternative retirement benefit that may be allowed and desired by the Director shall be subject to approval by a resolution of the City Council.

(h) Sick Leave -

All Directors, Manager of Board of Canvassers, and City Clerk shall accrue sick leave at a rate of 1.25 days per month. All time accrued and discharged shall be recorded on periodic payroll registers as submitted to the Personnel Division. No Director, Manager of Board of Canvassers, and City Clerk shall accrue more than 1,275 hours of accrued sick time. Directors, Manager of Board of Canvassers, and City Clerk shall not be paid for any sick time accumulated over the maximum allowed. Upon retirement or death, seventy percent (70%) of unused sick days shall be paid to the retiree, or if appropriate, to the executor or administrator of his estate. No sick time shall be paid upon a voluntary or involuntary termination, other than retirement of death.

(i) Longevity -

Directors, Manager of Board of Canvassers, and City Clerk shall be entitled to longevity pay after he has served as a City employee for a period of five years from the date of appointment. Payment shall be made in one lump sum on December 1<sup>st</sup> of each year, or if that is not a pay date, the pay date immediately preceding December 1. A Director, Manager of Board of Canvassers, and City Clerk must be employed by the City on November 1 each year in order to be entitled to longevity pay. Payment shall be based on annual salary as approved by the City Council each year and be in accordance with the following schedule:

Employees hired prior to July 1, 2010	
Fifth year to ninth year	4.5% of annual salary
Tenth to fourteenth year	5.0% of annual salary
Fifteenth to nineteenth year	5.5% of annual salary
Twentieth to twenty fourth year	6.0% of annual salary
Twenty fifth year and beyond	6.5% of annual salary
Employees hired after July 1, 2010	
Fifth year to ninth year	3.0% of annual salary

Tenth to fourteenth year	3.5% of annual salary
Fifteenth to nineteenth year	4.0% of annual salary
Twentieth to twenty fourth year	4.5% of annual salary
Twenty fifth year and beyond	5.0% of annual salary

Years of service for the purpose of calculating longevity pay within the schedule is based on total years of consecutive service while employed by the City in any full-time capacity. No bridging of time or application of any other employment shall count toward the service measure for vacation eligibility. (Ch. 7573, Sec.1-3, 11-8-2010)

(ii) For FY2011 and FY2012, all covered employees are to take three (3) unpaid furlough days. (Ch. 7573, Sec.2, 11-8-2010)

(j) Holidays-

Paid holidays shall be as defined in the City Personnel Ordinance, Section 17.1.

(k) Bereavement and jury duty benefits for Directors, Manager of Board of Canvassers, and City Clerk shall be as provided for in the collective bargaining agreement with the Professional and Technical Employees Union, Local 3851.

(l) Except as specifically referenced herein, the benefits described constitute the entire group of benefits for the Mayor, Directors, Manager of Board of Canvassers, and City Clerk and City Council members. Benefits included in sections (d) through (k) above apply only to Directors, Manager of Board of Canvassers, and City Clerk and do not apply to the Mayor (including in any capacity serving as a director) or any member of the City Council. Directors, Manager of Board of Canvassers, and City Clerk shall enjoy no seniority benefit nor shall Directors, Manager of Board of Canvassers, and City Clerk accrue any seniority while serving in their capacity as Director. No bridging of time or application of any other employment shall count toward the service measure for longevity eligibility and valuation.

#### **Sec. 2-14.4.1 Insurance and Other Benefits for Non-Union Classified Employees and Administrative Aide (Mayor's Secretary).**

Non-Union Classified employees and the Administrative Aide (Mayor's Secretary) shall receive the same benefits pertaining to health insurance, life insurance, vacation time, personal days, pension, sick leave, longevity pay, holidays, bereavement leave, jury duty, and clothing allowance as members of the Local 3851 Union. (Ch. 7529, Sec.1, 4-21-2010)

Retroactive to July 1, 2010, all employees are to make health care copayment of 15% of the annual working rate for single or family health insurance if their salary is \$50,000 or less, or 20% if their annual salary is greater than \$50,000. (Ch. 7573, Sec.1, 11-8-2010)

For FY2011 and FY2012, all covered employees are to take three (3) unpaid furlough days. (Ch. 7573, Sec.2, 11-8-2010)