

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
TOWN OF NORTH KINGSTOWN
AND
NORTH KINGSTOWN LOCAL NO. 1651
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO

JULY 1, 2025 TO JUNE 30, 2028

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PREAMBLE

The following Agreement, effective as of the 1st day of July, 2025, by and between the Town of North Kingstown, Rhode Island, hereinafter referred to as the "Town", and Local 1651, International Association of Fire Fighters, AFL-CIO, hereinafter referred to as the "Union", is recorded in written form to meet the requirements as set forth in Section 28-9.1-6 of the General Laws of Rhode Island, 1956, as amended. This agreement is designed to provide for an equitable and peaceful procedure for the resolution of differences in accordance with the grievance procedure specified herein, in order to maintain and promote a harmonious relationship between the Union and the Town and to encourage a more efficient and progressive fire service in the public interest.

ARTICLE I

RIGHTS AND RECOGNITION

Section 1.1 Recognition

The Town recognizes the Union as the exclusive representative for the purposes of collective bargaining with respect to rates of pay, hours, and other conditions of employment of its full- time members of the Fire Department engaged in firefighting, fire prevention, training, rescue and motor vehicle equipment maintenance who are in either permanent or probationary pay status excluding, however, the Chief of the Department.

Section 1.2 Rules and Regulations

The Town shall retain the right to issue departmental rules and regulations, not inconsistent with the terms of this Agreement, covering the internal conduct of the Fire Department. A copy of the rules and regulations shall be furnished to each new employee. The rules and regulations may be revised from time to time by the Town Manager, the Director of Public Safety and the Fire Chief; provided, however, that Local 1651 shall have the right to consult with said Town officials concerning any proposed modification to said rules and regulations and shall have the further right to make suggestions concerning the revision of said rules and regulations.

Section 1.3 Management Rights

The Town shall also retain all other rights and responsibilities inherent in the Town Council, Town Manager, Director of Public Safety and the Fire Chief by virtue of existing statutory and Charter provisions and Departmental rules and regulations which are not inconsistent with the terms of this Agreement. Such rights and responsibilities shall include, but not be limited to the responsibility for the efficient operation of the services of the department,

administration of the department, discipline of its members and for the enforcement and execution of all laws, ordinances and rules and regulations of the department.

Section 1.4 No Strike; No Lock-Out

The Union agrees that it will not call or support any strike, work stoppage, or work slowdown against the Town that would impede the proper functioning of the Town Government at any time. The Town agrees that it will not lock out any employees at any time. Any employee engaging in such work stoppage, slowdown or strike shall be subject to IMMEDIATE DISMISSAL by the employer without any rights, whatsoever, to any of the benefits provided in this Agreement. The Union may grieve the questions of fact of the participation of an employee in such activity, but not the scope of the disciplinary action taken.

Section 1.5 No Discrimination

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination because of age, sex, marital status, race, color, religion, creed, national origin, political affiliation, sexual orientation, gender identity or expression or disability or Union membership or activities.

Employees shall be prohibited from engaging in discriminatory conduct, or speech, on the basis of age, sex, marital status, race, color, religion, creed, national origin, political affiliation, sexual orientation, gender identity or expression or disability, or any conduct which would be offensive to a reasonable person. Employees shall be prohibited from any form of expression, whether verbal, written, the wearing of clothing, or exhibiting tattoos which violate the above-cited requirements.

Section 1.6 Definition

The term "employee" shall mean the same as the term "member" throughout this Agreement, and both shall mean a full-time, permanent employee of the North Kingstown Fire

Department engaged in firefighting, fire prevention, training, rescue and motor vehicle equipment maintenance. Probationary employees shall be included; however, no probationary employee at the entrance level shall have access to the grievance procedure where the issue is one of their discipline or discharge. Employees who are on leave of absence or absent for active military service shall be entitled to none of the benefits of this Agreement except to the extent that they are expressly granted eligibility for certain benefits in other Sections of this Agreement or as may otherwise be provided for by law.

Section 1.7 Exclusions

All part-time, seasonal and temporary employees of the Department as well as the Chief of the Department are excluded from this Agreement.

Section 1.8 Residency

It shall be a condition of appointment or continued employment that each member of the bargaining unit shall maintain their residence, and in fact reside on a regular basis, within a twenty-five (25) mile radius of the headquarters station.

Section 1.9 Union Security

- A. Upon being hired, employees shall make one of the following elections with respect to their Union membership:

Option #1 – Employees may elect to become a member of the Union and shall pay membership dues and assessments as determined by the Union.

Option #2 – Employees may elect not to become a member of the Union.

Elections made under this Section shall be in writing with copies submitted by the employee to the Town and the Union.

- B. An employee wishing to change their membership status may do so by providing written notice to the Town and the Union. The change in membership status shall take effect upon receipt of the notice by the Town and the Union.

- C. The provisions of R.I. Gen. Laws § 28-9.1-18 shall apply to any employee who has elected Option #2.
- D. The Treasurer of the Union shall certify to the Town Manager the amount of membership dues and assessments (Option #1). The Union shall give the Town thirty (30) days' notice prior to any change of these amounts.
- E. The Town agrees to withhold from employees' pay any membership dues and assessments from each payroll check. These withheld amounts shall be transmitted to the Treasurer of the Union for the previous month's deductions, not later than the 29th of each successive month.
- F. The Union agrees to indemnify and hold harmless the Town from any lawsuits, damages, judgments, results, ramifications and/or effects occurring pursuant to any deductions made regarding any membership dues and/or assessments made by the Town at the request of the Union.

Section 1.10 Payroll Deduction For Union Dues

- A. The Town agrees to deduct bi-weekly from the pay of all employees covered by this Agreement who authorize such deductions from their wages in writing, such membership dues and service fees, but not special assessments, as may properly be assessed by the Union. Accordingly, authorization forms shall be provided the employees by the Union and shall be signed by the individual employees and filed with the Town Treasurer prior to any withholding.
- B. The Town further agrees to turn over the monies so deducted, together with a list of names and employees from whose wages such deductions have been made, by the fifteenth (15th) day of the month following the month in which said deductions are made to the Treasurer of Local 1651. The Union will furnish to the Town the name and address of the said Treasurer. The obligation of the Town for funds actually deducted under this section shall terminate upon the turning over of the deductions so made to the person authorized by the Union to receive such amounts from the Town.

C. Local 1651 hereby agrees to indemnify the Town and hold it harmless from any and all claims, demands and the costs of litigation for any action arising from this Section.

Section 1.11 Union Business

A. Members of the department covered by this Agreement, not exceeding three (3) in number, who are appointed as members of the Union's Negotiating Committee shall be allowed time off with pay for the purpose of negotiating labor contracts with the Town and without requirement that they make up such time. The foregoing shall not be construed to limit the number of the members on the Committee, but only the number who may serve during on-duty hours.

B. All employees covered by this Agreement who are officers of Local 1651 shall be allowed time off with pay for official Union business in connection with conferences with the Town officials in connection with the administration of the terms and conditions of this Agreement.

C. Members of the Executive Board (including officers of the Union) not to exceed four (4) members per shift, shall be allowed time off with pay to attend meetings of Local Union 1651, meetings of the State Fire Fighters Association and for attendance at the conventions of the State Fire Fighters Association and the International Association of Fire Fighters. Such time off shall not exceed fifty-six (56) hours in any contract year for all such officers. The President of Local 1651 shall have, in addition to the fifty-six (56) hours, an additional forty-eight (48) hours for a total of one hundred and four (104) hours during each contract year.

D. All time off under the foregoing provisions of this section shall be with pay and without the requirement to make up such time and shall not be charged to any other type of leave.

ARTICLE II

Section 2.1 Arbitration-Grievance Procedure

It is hereby agreed by and between the Town and the Union that the following procedures are established for the purpose of resolving alleged grievances of members of the Department covered by this Agreement:

A. A "grievance" is a complaint involving the interpretation or application of any of the provisions of this Agreement. If a member has an alleged grievance they shall take the matter to their immediate supervisor within thirty (30) days of the occurrence of said alleged grievance. If the alleged grievance cannot be resolved by their immediate supervisor within ten (10) days after consultation with the Chief of the Fire Department then the member shall have an additional ten (10) days in which to present their alleged grievance, in writing, to the Executive Committee of the Union.

B. The Executive Committee, within ten (10) days of receipt of the alleged grievance shall make provision for the member to present said alleged grievance at a meeting of a majority of the Executive Committee. It shall be the responsibility of the Executive Committee to determine the justification of the complaint. If, in the judgment of the Executive Committee, the nature of the grievance justifies further action, said Committee shall, within seven (7) days of the date they review the grievance, bring it to the attention of, first, the Director of Public Safety, and then, the Town Manager. (This involves separate actions in the event the Director of Public Safety and the Town Manager are not one and the same.)

C. The Director of Public Safety shall meet with the Executive Committee of the Union within ten (10) days after the alleged grievance is brought to their attention. If either the Committee or the Director of Public Safety deem it necessary the grievant shall be ordered to appear for the purpose of presenting testimony relative to the grievance.

D. If the Union is aggrieved by the decision of the Director of Public Safety it may, within ten (10) days after the date of the decision, present the grievance to the Town Manager if they are a person other than the Director of Public Safety. The decision of the Town Manager, in such circumstance shall be rendered to the Union within ten (10) days after presentation of the grievance to the Town Manager.

E. In addition to the above, the Union shall have the right to bring a grievance on behalf of any employee at their request or on its own behalf, provided the time limit set forth in Section 2.1A is adhered to.

F. If agreement cannot be reached via the procedures set forth above on any grievance also involving suspension, demotion, or discharge of an employee, the grievance may be submitted to arbitration by either party by giving to the other written notice of its intention thereof within ten (10) days following the decision of the Town Manager herein before referred to.

The parties shall endeavor to select an impartial arbitrator by mutual agreement; but in the absence of such agreement within ten (10) days after receipt of such notice, the matter shall be referred to the American Arbitration Association for selection of an arbitrator and arbitration proceedings in accordance with its Voluntary Labor Arbitration Rules. The arbitrator shall have no power to add to, subtract from or change the terms of the contract. They shall be confined solely to the interpretation and application of the terms of this contract. The fees and expenses of the impartial arbitrator shall be borne equally by both parties. The decision of the Arbitrator shall be final and binding on both parties, and the expenses of the Arbitrator shall be shared equally by the parties hereto.

G. All references to "days" in this Section 2.1 shall mean calendar days.

Section 2.2 One Grievance

Except as otherwise mutually agreed, an arbitrator selected according to the foregoing procedures shall hear and decide one grievance and one grievance only. Nothing shall prevent the parties from selecting the same arbitrator on a subsequent occasion.

ARTICLE III

Section 3.1 Classification and Pay

Commencing July 1, 2025 to June 30, 2026, compensation for "line" employees shall be as follows:

July 1, 2025 – June 30, 2026 4% Increase in Hourly Rates Pay Rates Based on 42 Hour Schedule							
		Step A (6 mos.)	Step B (6 mos.)	Step C (6 mos.)	Step D (6 mos.)	Step E (1 yr.)	Step F
Firefighter Trainee	Biweekly Hourly	1,850.52 22.03					
Firefighter/EMTC	Biweekly Hourly		2,261.28 26.92	2,343.60 27.90	2,436.00 29.00	2,540.16 30.24	2,641.80 31.45
Fire Lieutenant	Biweekly Hourly					2,752.68 32.77	2,862.72 34.08
Fire Captain	Biweekly Hourly					2,984.52 35.53	3,104.64 36.96
Fire Deputy Chief/Battalion Chief	Biweekly Hourly					3,339.84 39.76	3,472.56 41.34

Commencing July 1, 2025 to June 30, 2026, compensation for staff employees shall be as follows:

July 1, 2025 – June 30, 2026 4% Increase in Hourly Rates							
		Step A (6 mos.)	Step B (6 mos.)	Step C (6 mos.)	Step D (6 mos.)	Step E (1 yr.)	Step F
Assistant Fire Chief	Biweekly Hourly						4,052.00 50.65
Fire Assistant Mechanic	Biweekly Hourly		2,486.40 31.08	2,593.60 32.42	2,687.20 33.59	2,792.80 34.91	2,906.40 36.33
Fire Mechanic	Biweekly Hourly		3,154.40 39.43	3,288.00 41.10	3,424.00 42.80	3,566.40 44.58	3,708.80 46.36
Fire Prevention Officer	Biweekly Hourly					3,719.20 46.49	3,868.00 48.35
Assistant Fire Prevention Officer	Biweekly Hourly					3,567.20 44.59	3,708.80 46.36

Commencing July 1, 2026 to June 30, 2027 compensation for
"line" employees shall be as follows:

July 1, 2026 – June 30, 2027 3.5% Increase in Hourly Rates (followed by \$.75 per hour increase) Pay Rates Based on 42 Hour Schedule							
		Step A (6 mos.)	Step B (6 mos.)	Step C (6 mos.)	Step D (6 mos.)	Step E (1 yr.)	Step F
Firefighter Trainee	Biweekly Hourly	1,978.20 22.80 + .75 = 23.55					
Firefighter/EMTC	Biweekly Hourly		2,403.24 27.86 + .75 = 28.61	2,488.92 28.88 + .75 = 29.63	2,583.84 30.01 + .75 = 30.76	2,692.20 31.30 + .75 = 32.05	2,797.20 32.55 + .75 = 33.30
Fire Lieutenant	Biweekly Hourly					2,912.28 33.92 + .75 = 34.67	3,025.68 35.27 + .75 = 36.02
Fire Captain	Biweekly Hourly					3,151.68 36.77 + .75 = 37.52	3,276.00 38.25 + .75 = 39.00
Fire Deputy Chief/Battalion Chief	Biweekly Hourly					3,519.60 41.15 + .75 = 41.90	3,657.36 42.79 + .75 = 43.54

Commencing July 1, 2026 to June 30, 2027, compensation for staff
employees shall be as follows:

July 1, 2026 – June 30, 2027 3.5% Increase in Hourly Rates (followed by a \$.75 per hour increase)							
		Step A (6 mos.)	Step B (6 mos.)	Step C (6 mos.)	Step D (6 mos.)	Step E (1 yr.)	Step F
Assistant Fire Chief	Biweekly Hourly						4,253.60 52.42 + .75 = 53.17
Fire Assistant Mechanic	Biweekly Hourly		2,633.60 32.17 + .75 = 32.92	2,744.00 33.55 + .75 = 34.30	2,840.80 34.76 + .75 = 35.51	2,950.40 36.13 + .75 = 36.88	3,068.00 37.60 + .75 = 38.35
Fire Mechanic	Biweekly Hourly		3,324.80 40.81 + .75 = 41.56	3,463.20 42.54 + .75 = 43.29	3,604.00 44.30 + .75 = 45.05	3,751.20 46.14 + .75 = 46.89	3,898.40 47.98 + .75 = 48.73
Fire Prevention Officer	Biweekly Hourly					3,909.60 48.12 + .75 = 48.87	4,063.20 50.04 + .75 = 50.79
Assistant Fire Prevention Officer	Biweekly Hourly					3,752.00 46.15 + .75 = 46.90	3,898.40 47.98 + .75 = 48.73

Commencing July 1, 2027 to December 31, 2027, compensation for "line" employees shall be as follows:

July 1, 2027 – December 31, 2027 2.5% Increase in Hourly Rates Pay Rates Based on 42 Hour Schedule							
		Step A (6 mos.)	Step B (6 mos.)	Step C (6 mos.)	Step D (6 mos.)	Step E (1 yr.)	Step F
Firefighter Trainee	Biweekly Hourly	2,027.76 24.14					
Firefighter/EMTC	Biweekly Hourly		2,462.88 29.32	2,551.08 30.37	2,648.52 31.53	2,759.40 32.85	2,866.92 34.13
Fire Lieutenant	Biweekly Hourly					2,985.36 35.54	3,101.28 36.92
Fire Captain	Biweekly Hourly					3,230.64 38.46	3,357.48 39.97
Fire Deputy Chief/Battalion Chief	Biweekly Hourly					3,607.80 42.95	3,748.92 44.63

Commencing July 1, 2027 to December 31, 2027, compensation for staff employees shall be as follows:

July 1, 2027 – December 31, 2027 2.5% Increase in Hourly Rates							
		Step A (6 mos.)	Step B (6 mos.)	Step C (6 mos.)	Step D (6 mos.)	Step E (1 yr.)	Step F
Assistant Fire Chief	Biweekly Hourly						4,360.00 54.50
Fire Assistant Mechanic	Biweekly Hourly		2,699.20 33.74	2,812.80 35.16	2,912.00 36.40	3,024.00 37.80	3,144.80 39.31
Fire Mechanic	Biweekly Hourly		3,408.00 42.60	3,549.60 44.37	3,694.40 46.18	3,844.80 48.06	3,996.00 49.95
Fire Prevention Officer	Biweekly Hourly					4,007.20 50.09	4,164.80 52.06
Assistant Fire Prevention Officer	Biweekly Hourly					3,845.60 48.07	3,996.00 49.95

Commencing January 1, 2028 to June 30, 2028, compensation for "line" employees shall be as follows:

January 1, 2028 – June 30, 2028 2.5% Increase in Hourly Rates Pay Rates Based on 42 Hour Schedule							
		Step A (6 mos.)	Step B (6 mos.)	Step C (6 mos.)	Step D (6 mos.)	Step E (1 yr.)	Step F
Firefighter Trainee	Biweekly Hourly	2,078.16 24.74					
Firefighter/EMTC	Biweekly Hourly		2,524.20 30.05	2,614.92 31.13	2,714.88 32.32	2,828.28 33.67	2,938.32 34.98
Fire Lieutenant	Biweekly Hourly					3,060.12 36.43	3,178.56 37.84

Fire Captain	Biweekly					3,311.28	3,441.48
	Hourly					39.42	40.97
Fire Deputy Chief/Battalion Chief	Biweekly					3,697.68	3,842.16
	Hourly					44.02	45.74

Commencing January 1, 2028 to June 30, 2028, compensation for staff employees shall be as follows:

January 1, 2028 – June 30, 2028 2.5% Increase in Hourly Rates							
		Step A (6 mos.)	Step B (6 mos.)	Step C (6 mos.)	Step D (6 mos.)	Step E (1 yr.)	Step F
Assistant Fire Chief	Biweekly						4,468.50
	Hourly						55.86
Fire Assistant Mechanic	Biweekly		2,766.40	2,883.20	2,984.80	3,099.20	3,223.20
	Hourly		34.58	36.04	37.31	38.74	40.29
Fire Mechanic	Biweekly		3,492.80	3,638.40	3,786.40	3,940.80	4,096.00
	Hourly		43.66	45.48	47.33	49.26	51.20
Fire Prevention Officer	Biweekly					4,107.20	4,268.80
	Hourly					51.34	53.36
Assistant Fire Prevention Officer	Biweekly					3,941.60	4,096.00
	Hourly					49.27	51.20

3.1(a) When the position of Assistant Fire Marshal next becomes vacant, the hourly wage for that position will be reduced by Three (\$3.00) Dollars per hour, and at that time, the hourly rate for the position of Assistant Mechanic will be increased by Three (\$3.00) Dollars per hour.

Section 3.2 Time In Class/Step

For all employees the time normally required of a department member to be spent in Step A of any departmental classification shown in Section 3.1, before being eligible for promotion to Step B of such classification shall be six months. Eligibility time requirements for steps subsequent to a Step B shall normally be one (1) year in the preceding grade. Effective July 1, 2004, the eligibility time requirements for Steps subsequent to Step D shall normally be one (1) year in the preceding grade, and, for all prior Steps, shall be six months as reflected in Section 3.1.

Section 3.3 Longevity

Meritorious longevity increments shall be payable on the recommendation of the Chief of the Department, with the Town Manager's Approval, to the regular members of the Department who have completed the following years of unbroken service with the Town and at the following scales:

5 years' service – Base pay plus 6% (7/1/27 6.5%)

11 years' service – Base pay plus 7% (7/1/27 7.5%)

15 years' service – Base pay plus 8% (7/1/27 8.5%)

20 years' service – Base pay plus 10% (7/1/27 10.5%)

25 years' service – Base pay plus 13% (7/1/27 13.5%)

No active firefighter will see a reduction in longevity pay. Upon execution of this Agreement, however, any advance on the longevity scale will be in accordance with the foregoing scale. Longevity increments will be incorporated into and added to bi-weekly pay.

Section 3.4 Cost of Living Increases/Reclassification

Any cost of living increase applied to the Departmental Classification Schedule shall be in addition to normal step increases.

An upward reclassification of a member of the Department covered by this Agreement shall be accompanied by at least a one (1) step wage increase and, if implemented at a time a member is due a normal wage step increase, shall be in addition to that normal wage step increase.

Section 3.5 Substituting

Work performed, voluntarily by any member in substituting for another member shall not be considered callback time or overtime, and there shall be no compensation therefore by the Town.

Section 3.6 Military Leave Pay

The Town shall, on a regular Department member's military obligation (Annual encampment, pay such member covered by this Agreement the difference between their annual encampment base pay and that regular wage such member would have received from the Town for their normal working days during said encampment period if the military base pay is the lesser of the two. The member shall be required to provide the Town a copy of the military pay voucher stating base pay amount received. All time off under the foregoing provisions of this section shall be without the requirement to make up such time and shall not be charged to any other type of leave. Any employee who is required to be absent for other than annual encampment may take vacation, swap time or military leave without pay.

Section 3.7 Medical Insurance

For as long as an insurance provider offers such a plan to the Town, and subject to the provisos set forth below, effective September 1, 2015, employees will have available through a Town group plan family or individual coverage, as appropriate, a Preferred Provider Organization with the following components, for all members of the bargaining unit:

A \$250 (individual)/\$500 (family) deductible I coinsurance plan

Primary Care Physician office visits \$20.00

Specialist's office visits \$25.00

Urgi-Medical Centers \$50.00

Emergency Room visits \$100.00

Prescription Plan - \$10.00 Generic Brands

\$35.00 Preferred Brand Name

\$60.00 Non-Preferred Brand

\$100.00 Specialty Rx

Legal dependents as required by law

There shall be an open enrollment for all employees on June 1 of each year. A summary plan description shall be attached (Appendix A).

Effective September 1, 2015, all employees shall contribute twenty (20%) percent of the cost of health and dental insurance premiums (but not workers' compensation medical).

Employees will be given the option to make their health care contributions pretax, if allowed under IRS regulations.

The Town shall provide for each member of the Department covered by this Agreement Delta Dental Levels II, III, IV, or equivalent, Individual or Family Plan Coverage as appropriate.

The Town may, in its discretion and with prior consultation with the Executive Board of the Union, opt to provide any of the insurance coverage provided for by this Agreement through an arrangement with a carrier other than the carrier or carriers set forth in this Agreement, with the express condition that the benefits and services provided with the new carrier must be equivalent to those set forth in this Agreement, and must include equivalent prescription drug coverage, provided prescription drug coverage and health insurance need not be provided through the same carrier. In the event of a spouse also employed by the Town, there will be one (1) coverage only, and in the event neither the employee nor the spouse designates which policy should be cancelled, the policy provided for under this Agreement shall be cancelled within ten (10) days after execution of this Agreement. The Town will offer Hepatitis immunization, including periodic boosters, to those needing the same at Town expense.

Any employee who retires from the Fire Department as of July 1, 1983, will receive medical health insurance until such time as they secure employment elsewhere with equivalent

medical health insurance or until they are eligible for Medicare or other federally subsidized programs.

If an employee receives such insurance under a policy held by a spouse, the Town of North Kingstown shall not be required to purchase said insurance for the retired fire fighter.

Medical health insurance shall mean the same health insurance provided for employees under the present agreement between the Union and the Town, but shall not include any dental plan.

Upon request from the Town, the employee shall provide proof they are not receiving equivalent medical coverage from another source.

For employees retiring as of June 30, 2004, the foregoing terms applicable to retirees shall apply, except with the following modifications:

1. They will have the same medical plan as active members of the Department.
2. They will pay fifteen (15%) percent of the cost of their health insurance premiums. Employees retiring from July 1, 2004 through June 30, 2007 will have this rate of contribution until they are no longer eligible for coverage paid by the Town.
3. They will be ineligible for medical insurance coverage from the Town if they are eligible to obtain health coverage through a spouse, and they must demonstrate that they are not eligible for insurance through a spouse in order to be entitled to coverage under the Town's plan.
4. Any employee who chooses to opt out of health coverage is eligible to receive the following:

PPO Family Coverage: \$3000 per year paid annually

PPO Single Coverage: \$1500 per year paid annually

Employees wishing to reenroll in either of the referenced health care plans may do so during the open enrollment period. Employees wishing to exercise this benefit must submit their request in writing to the Town Manager on or before July 1 of the fiscal year. It is the responsibility of the employee to submit a new request each fiscal year they wish to receive the reimbursement. Payment of said reimbursement is to be made no later than the payroll date following June 30 of the fiscal year in which the reimbursement has been approved. Employees hired after July 1 of the fiscal year who opt out of health coverage shall receive a pro-rated reimbursement.

Section 3.8 Life Insurance

The Town shall assume the full cost of and maintain during the term of this Agreement Group Life and Accidental Death and Dismemberment Insurance in the face amount of Fifty Thousand (\$50,000.00) Dollars covering the life of each member of the Department, with a carrier authorized to do business in the State of Rhode Island. Each employee shall be furnished a certificate of such insurance which shall provide for double indemnity in the event of a loss for which AD&D insurance benefits are payable, and in the event of a loss in the line of duty for which the AD&D insurance benefit is payable, an additional one hundred (100%) percent of the AD&D insurance benefit, up to Fifty Thousand (\$50,000.00) Dollars, plus an additional One Hundred Thousand (\$100,000.00) Dollars payable by the Town in the event of a death in the line of duty for which the AD&D insurance benefit is payable. Such group coverage shall contain a provision for the conversion by the employee, to an individual policy at the time of termination of their employment with the Department if such provision can be obtained by the Town.

The Town shall have the right at any time to provide equal coverage to employees as such relates to life insurance coverage by establishing a self-insurance account to fund and cover claims. Such self-insurance account is to be administered by the Town.

Section 3.9 Clothing Allowance

The clothing allowance for each member of the Department covered by this Agreement shall be One Thousand Two Hundred Fifty (\$1,250.00) Dollars per year, per member. The total clothing allowance shall be payable no later than the payroll date following July 1 of the fiscal year, said clothing allowance to be for the purchase and maintenance of departmental uniforms required by the Town to be worn by members, as set forth in the Departmental Rules and Regulations. Employees hired during the fiscal year shall receive a prorated clothing allowance on the first payroll date following the date of their swearing in.

Section 3.10 Protective Clothing

In addition to the allowance provided for in Paragraph 3.9 hereof, the Town agrees to supply all Department members who are fire fighters and covered by this Agreement with the following protective clothing, all protective clothing must be NFPA and OSHA approved:

Coats - Turnout

Boots - Fire fighter with steel insole

Helmets - Fire fighter

Night-Hitch - Complete with fire fighter short boots, liner and suspenders

Badges and Insignia

Work Gloves

SCBA Masks

Face shields shall be supplied and attached to the helmets of all permanent firefighting personnel unless an employee desires to have a different type of face shield equal to the shield required by the Town which they may then supply at their own expense. Firefighters hired on or after July 1, 2025, shall receive, in addition to the equipment set forth herein, a firefighter protective hood and a gear storage bag. The gear storage bag shall not be subject to replacement.

Piercings or jewelry which limit the effectiveness of, or use of any of the above-referenced safety equipment shall be prohibited.

Coats and night hitches provided to new employees shall be NFPA and OSHA approved. Replacement of worn and no longer usable coats and night hitches shall also be NFPA and OSHA approved.

Replacement of any of the foregoing items (except work gloves) shall be made by the Town when the item is no longer usable for the purpose for which it is intended and it is turned in to the person so designated as receiver by the Departmental Rules and Regulations. Work gloves shall be initial issue only unless "fair wear and tear" can be proven by the issue and the worn glove turned into the Chief of the Department or their Deputy/Battalion Chief in evidence. The Superintendent of Fire Alarm and the Fire Department Mechanic shall be provided with foul weather gear by the Town, the replacement of which shall be governed by the same requirements as stated above relative to fire fighters protective clothing.

Section 3.11 Dress Uniforms

The Town shall provide each member of the Department covered by this Agreement with an initial issue of dress blue uniform, including a raincoat, subsequent to completion of the probationary period. All permanent members shall be required to have and maintain, after issue, a set of dress blues which shall include departmentally approved uniform hat, blouse, pants, raincoat and appropriate accessories. Subsequent to the initial issue each member of the Department shall maintain said dress uniform at their own expense and be subject to an administrative inspection every six (6) months to verify compliance with this section's requirements.

Any employee issued dress blue uniforms and raincoats shall return same to the Chief of the Fire Department at the employee's termination of employment from the department.

Except upon service retirement or upon termination after ten (10) years or more of faithful service, employees shall be required to return all badges and insignias upon termination of employment.

Section 3.12 Duties

The duties of the members of the North Kingstown Fire Department shall be the prevention, control and extinguishment of fires, together with the auxiliary, rescue, administrative, and service functions, including the Automotive Repair Division, the Fire Prevention Division, clerical and such further duties as are or may be set forth in the Rules and Regulations of the Fire Department and which are not in conflict with any of the provisions of this Agreement.

Members of the Department, covered by this Agreement, shall not, under ordinary circumstances, be assigned to duties performed by or under the control of other divisions or departments of the Town Government. It is understood and agreed by both parties hereto, however, that if, in the opinion of the Director of Public Safety or the Chief of the Department or their Deputy/Battalion Chief, a condition of emergency exists which endangers the life of persons within the Town or threatens damage to property located in the Town, whether privately or publicly owned, members of the Department shall perform any and all duties assigned them by the aforementioned officials in such condition of emergency.

Section 3.13 Vacations

A. LINE MEMBERS

All Line members of the Department covered by this Agreement shall be entitled to annual vacation leave to be paid in biweekly accruals to be determined as follows. This formula is intended to fairly compensate members in direct proportion to the number of hours employees are scheduled to report for duty:

- i. Completion of one (1) through five (5) years of continuous service to the Town – $(H) \times (.055)$ hours per year, with “H” equaling the number of hours employee is scheduled to report for duty annually.
- ii. Completion of five (5) through ten (10) years of continuous service to the Town – $(H) \times (.0825)$ hours per year, with “H” equaling the number of hours employee is scheduled to report for duty annually.
- iii. Following completion of ten (10) years of continuous service to the Town, a total of $(H) \times (.0825)$ hours per year, with “H” equaling the number of hours employee is scheduled to report for duty annually plus twelve (12) additional hours for each additional year of continuous service to the Town, but not exceeding a maximum of three hundred sixty (360) working hours per year.
- iv. All line members taking vacation leave shall have their accrued vacation accounts charged by the actual number of hours, or portions thereof, taken. Vacation shall be selected in accordance with seniority in the Department.

Annual leave shall be computed on a basis of years of continuous service. Annual leave may be accumulated to any amount but only four hundred eighty (480) hours of annual leave may be carried over from one (1) fiscal year to another by a line member. The amount of accumulated annual leave of a line employee in excess of four hundred eighty (480) hours at the end of a Town fiscal year shall be credited to the sick leave account of the employee.

All vacation time taken by a member shall, whether or not it occurs on a holiday, be charged to the members' accrued vacation leave account. A line member of the Fire Department who retires, dies or terminates service with the Town voluntarily and who has completed one (1) year of continuous service to the Town shall be paid all accrued and unused vacation leave up

through four hundred eighty (480) hours. Such payment shall be based on the line member's regular hourly rate at termination.

Two line employees (three (3) line employees from Memorial Day to Labor Day and on New Year's Day, Thanksgiving, Christmas Eve, Christmas Day and New Year's Eve) shall be allowed vacation leave concurrently, subject to the Rules and Regulations of the Department. Staff shall draw their vacation leave separately and apart from line employees.

There shall be an up-to-date leave calendar posted for each platoon in every manned fire station.

B. STAFF MEMBERS

All staff members of the Department covered by this Agreement shall be entitled to annual vacation leave to be determined as follows:

- i. Completion of one (1) through five (5) years of continuous service to the Town - six (6) hours forty (40) minutes per month for a total of eighty (80) working hours per year.
- ii. Completion of five (5) through ten (10) years of continuous service to the Town - ten (10) hours per month for a total of one hundred twenty (120) working hours per year.
- iii. Following completion of ten (10) years of continuous service to the Town - a total of one hundred twenty (120) working hours per year, plus eight (8) additional hours for each additional year of continuous service to the Town, but not exceeding a maximum of two hundred-forty (240) working hours per year.

- iv. All staff members' accrued vacation leave on record in the personnel office shall be converted to hours, or portions thereof, each "day" to be equated with eight (8) working hours.
- v. All staff members taking vacation leave shall have their accrued vacation accounts charged by the actual number of hours, or portions thereof, taken.

Vacations shall be selected in accordance with seniority in the Department.

Annual leave shall be computed on a basis of years of continuous service. Annual leave may be accumulated to any amount, but only three hundred twenty (320) hours of annual leave may be carried over from one (1) fiscal year to another by a staff member. The amount of accumulated annual leave of a staff employee in excess of three hundred twenty (320) hours at the end of a Town fiscal year, shall be credited to the sick leave account of the employee.

All vacation time taken by a member shall, whether or not it occurs on a holiday, be charged to the member's accrued vacation leave account. A staff member of the Fire Department who terminates service with the Town voluntarily and who has completed one (1) year of continuous service to the Town, shall be paid all accrued and unused vacation leave up through three hundred twenty (320) hours. The rate of pay shall be based on the staff member's regular hourly rate.

Section 3.14 Holidays

The following days shall be official holidays together with any additional day or days so proclaimed by the Town Council:

New Year's Day	January 1
Martin Luther King, Jr. Day	Third (3rd) Monday in January
Washington's Birthday	Third (3rd) Monday in February

RI Independence Day	May 4
Memorial Day	Last Monday in May
Fourth of July	July 4
Labor Day	First (1st) Monday in September
Firemen's Memorial Sunday	Second (2nd) Sunday in September
Columbus Day	Second (2nd) Monday in October
Veteran's Day	November 11
Thanksgiving	Fourth (4th) Thursday in November
Christmas Day	December 25

Line members of the Department shall receive one (1) holiday pay for each of the above listed holidays, such pay to be determined by multiplying the member's regular hourly rate of pay by ten (10) hours Staff members of the Department shall receive one (1) holiday pay for each of the above listed holidays, such pay to be determined by dividing the member's regular bi-weekly pay by ten (10).

Holiday pay, as herein before defined, shall be in addition to the member's regular bi-weekly pay.

Line members who work their regular scheduled shift on a holiday shall receive a normal pay for such work which pay shall be part of their regular bi-weekly pay.

Staff members of the Department shall be granted the day off on any of the above holidays which fall on their normally scheduled workday. Should a staff member be required to work on a holiday which falls on their normally scheduled workday, they shall be granted a similar number of hours off, administratively within thirty (30) days subsequent to that holiday at

the discretion of the Chief of the Department or, at the employee's option, to be paid at overtime rates as defined in Section 4.6 of the contract.

Section 3.15 Sick Leave

A. LINE MEMBERS

1. All line members of the Department covered by this Agreement shall be credited, for sick leave purposes, a number of hours monthly to be determined by the following formula: $(H) \times (.0825)$ with "H" equaling the number of hours the employee is scheduled to report for duty annually. Sick leave credits may be accumulated from year to year, if unused, without limit.

2. If a line member dies or retires, while employed under the terms of this Agreement, the Town shall pay to them or their estate, as the case may be, all unused accumulated sick leave credited to them on the date of death or retirement but payment shall not be made for sick leave credits in excess of one thousand one hundred and fifty (1,150) hours. Nothing in this agreement is intended to mean that employees will be paid for more sick leave than they have accumulated and retained. Such payment shall be based on the line member's hourly rate at the time of death or retirement.

3. All line members taking sick leave shall have their accrued sick leave accounts charged by the actual number of hours, or portions thereof, taken.

B. STAFF MEMBERS

1. All staff members of the Department covered by this Agreement shall be credited, for sick leave purposes, ten (10) hours per month, or one hundred-twenty (120) working hours per year. Sick leave credits may be accumulated from year to year, if unused, without limit.

2. If a staff member dies or retires, while employed under the terms of this Agreement, the Town shall pay to them or their estate, as the case may be, all unused

accumulated sick leave credited to them on the date of death or retirement but payment shall not be made for sick leave credits in excess of nine hundred sixty (960) hours. The rate of such payment shall be based on the staff member's regular hourly rate at the time of death or retirement.

3. All staff members' accrued sick leave on record in the personnel office shall be converted to hours, or portions thereof, each "day" to be equated with eight (8) working hours.

4. All staff members taking sick leave shall have their accrued sick leave accounts charged by the actual number of hours, or portions thereof, taken.

C. DOCTOR'S CERTIFICATE FOR SICK LEAVE

Employees who have a certificate from their doctor to return to work from sick leave and are required to go to the Town physician before returning to work, shall not be charged for sick leave from the time they report to work until the day after the doctor's visit.

D. SICK LEAVE INCENTIVE

1. A member who uses ninety-six (96) hours (64 hours for staff members) or less of sick leave in a fiscal year shall receive one (1) personal shift off 10 or 14 hours (8 hour shift for staff members) from August 1 of the following fiscal year through the next July 31.

2. A member who uses less than forty-eight (48) hours (32 hours for staff members) of sick leave in a fiscal year shall receive two (2) personal shifts off 10 or 14 hours (8 hour shift for staff members) from August 1 of the following fiscal year through the next July 31.

3. A member who uses no sick leave in a fiscal year will receive three (3) personal shifts off 10 or 14 hours (8 hour shift for staff members) from August 1 of the following fiscal year through the next July 31.

Section 3.15.1 Family Illness Leave

Any member shall be allowed time off, not to exceed three (3) working shifts (10 or 14 hour shift) in each current year to be deducted from their sick leave hours, when their presence is required to be with their immediate family on account of serious illness and the same shall be reported by the employee to their supervisor when leave is taken. This leave shall be with pay but shall not be granted until the employee has completed one (1) year of continuous service. "Immediate family" shall be defined as including only spouse, domestic partner, children, mother, father, brother, sister, or any other relative living in the same member's household. Family Illness Leave shall be chargeable to the member's accrued sick leave.

The Chief of the Department may require satisfactory proof of illness or the need for attending a member of the immediate family and may disallow family illness leave in the absence of such proof.

The use of Family Illness Leave as set forth herein shall count against an employee when determining that employee's eligibility for the sick leave incentive described in Section 3.15D.

Section 3.15.2 Bereavement Leave

Employees will be entitled to a total of up to forty-eight (48) hours per occurrence of bereavement leave for the following immediate family members only: the employee's spouse, domestic partner, child(ren), and parent(s). Employees will be entitled to a total of up to twenty-four (24) hours per occurrence of bereavement leave for the following family members only: brother, sister, grandparent, mother-in-law and father-in-law. Bereavement leave shall not be chargeable to the member's accrued sick or annual vacation leave.

Section 3.15.3 Pregnancy Leave

Pregnant employees with a limitation related to pregnancy or childbirth may request an accommodation, including a light duty assignment. The Town may provide pregnant employees

who provide appropriate medical documentation an accommodation provided the accommodation does not impose an undue hardship on the Town. If a suitable accommodation is not available and the pregnant employee must take a leave, the pregnant employee may use accrued sick and/or vacation time during that leave. If a pregnant employee has limited accrued time (meaning not enough accrued time to be paid for the leave), the remaining balance of the pregnancy leave shall be unpaid. A pregnant employee granted an unpaid leave shall be responsible to pay their share of health and dental insurance premiums pursuant to Article III, Section 3.7 of this Agreement.

Pregnant employees shall upon request provide medical documentation satisfactory to the Town to support the accommodation or light duty request. The Town may also review the request for accommodation or leave by requiring a medical examination and a report by a physician appointed and paid for by the Town. An employee on pregnancy leave shall maintain their rank and department seniority as set forth in Article III, Sections 3.21 and 3.22, and shall remain eligible to participate in promotional examinations pursuant to Article V, Sections 5.1 and 5.2.

Section 3.16 Line-Of-Duty Illness

Members of the Department will be paid for line-of-duty illness as set forth in Section 45-19-1 of the General Laws of Rhode Island, 1956, as amended subject to the provisions of 3.17 below and payment for time lost from work resulting from such illness shall not be charged against the accrued sick leave of the member.

Commencing July 1, 1988, any member of the Fire Department, covered by this Agreement, who is injured and remains away from their regular employment for a period of twenty-four (24) consecutive months or for a cumulative total period of twenty-four (24) months within any thirty (30) month period due to becoming wholly or partially incapacitated by reason

of injuries incurred or sickness contracted during the performance of their duties, shall, at the expiration of twenty-four (24) months return to duty within thirty (30) calendar days thereafter, or shall be deemed physically unfit for duty and therefore unable to return to his/her respective duties.

Such person(s) who shall not return to duty within the thirty (30) calendar days as aforesaid, shall immediately apply for a disability retirement. The period of return may be extended by the Chief, with the approval of the Town Manager, if a physician's certificate indicates that the employee will be able to return to work within a reasonable period in excess of twenty-four (24) months. Nothing herein is intended to prevent the earlier mandatory retirement of a disabled firefighter whose incapacity is permanent.

Section 3.17 Line-Of-Duty Injury

Department members who are injured in the line of duty shall be paid their full wages while such incapacity exists or until they are placed on disability retirement. When a member of the Department receives disability retirement payments and wage payments from the Town for the same period of time such member shall reimburse the Town for all wage payments received for that period for which they also received disability retirement payments. Payments for time lost from work resulting from such injury shall not be charged against the accrued sick leave of the member.

Commencing July 1, 1988, any member of the Fire Department, covered by this Agreement, who is injured and remains away from their regular employment for a period of twenty-four (24) consecutive months or for a cumulative total period of twenty-four (24) months within any thirty (30) month period due to becoming wholly or partially incapacitated by reason of injuries incurred or sickness contracted during the performance of their duties, shall, at the expiration of twenty-four (24) months return to duty within thirty (30) calendar days thereafter,

or shall be deemed physically unfit for duty and therefore unable to return to his/her respective duties.

Such person(s) who shall not return to duty within the thirty (30) calendar days as aforesaid, shall immediately apply for a disability retirement. The period of return may be extended by the Chief, with the approval of the Town Manager, if a physician's certificate indicates that the employee will be able to return to work within a reasonable period in excess of twenty-four (24) months.

Nothing herein is intended to prevent the earlier mandatory retirement of a disabled firefighter whose incapacity is permanent.

Section 3.18 Full-Time Employees in Part-Time or Voluntary Status

Whenever a permanent full-time employee of the Fire Department is performing any of the duties set forth in Section 3.12 hereof on behalf of the Town either under orders or direction of the Department on a part-time status, or on a voluntary response basis, such as off-duty response to fire or rescue alarms, either within or outside the Town limits, such employee shall be entitled to all of the benefits set forth in Section 45-19-1 of the General Laws of Rhode Island, 1956, as amended subject to the provisions of 3.17 above, until the employee goes on retirement. Voluntary off-duty response to fire or rescue alarms shall be compensated at one and one-half (1-1/2) times the employee's full-time regular hourly wage rate. The Chief or their designee shall be free to send any such volunteers home without any compensation if they determine they are not needed.

If a member's outside employment or volunteer or call service for another fire department or fire district interferes with their duties as a member of the North Kingstown Fire Department the employee can be required to terminate their outside employment or volunteer/call fire duties.

Section 3.19 Notification of Accrued Sick Leave

Each member covered by this Agreement shall be notified by the Personnel Office twice a year, in the months of January and July of their accrued unused annual vacation and sick leave.

Section 3.20 Medical Insurance For Members On Disability Pension

When a member of the Department covered by this Agreement has been placed on disability retirement for injuries or illness suffered or contracted in the line of duty, the Town shall continue to provide such disabled member Hospitalization coverage, Physicians' Service coverage and any other medical insurance coverage then being provided by the Town for other members of the Department actively engaged in full-time departmental duties.

Commencing June 30, 2004 when a member of the Department covered by this Agreement has been placed on disability retirement for injuries or illness suffered or contracted in the line of duty, the Town shall provide such disabled member the medical insurance coverage that is provided by the Town for other members of the Department actively engaged in full-time departmental duties, on the same terms as provided for active employees, until such time as the retiree becomes eligible for any health care coverage pursuant to state or federal programs or as a result of employment of himself/herself or a spouse.

Section 3.21 Seniority In Rank

A. Seniority in rank shall be computed from the date of most recent appointment to said rank. In the event that more than one member has the same date of rank, the order of seniority shall be determined by their respective placement on the promotional list. Accurate seniority lists showing the member's name, position, classification, title as specified in the Appendix to this Agreement, wage step, and seniority rank shall be posted in each of the Department's stations whenever changes in personnel necessitate revisions and, under any circumstance, during the month of July in each year.

A member of the Department who is called into involuntary military service or who is ordered involuntarily into an active reserve status from an inactive reserve status shall be credited with their accumulated departmental "continuous employment service" for purposes of seniority at the time they shall leave Department employment for such Military purpose. Upon said member's re-entry into Departmental employment said member shall be credited with such "continuous employment service" for seniority purposes, provided they shall return to the Department's employment immediately upon release from military service or within the period allowed by law for reemployment rights.

Any Department member who voluntarily enlists in the Military service of the United States subsequent to July 1, 1976 shall not be credited with their "continuous employment service" at the time they shall leave employment for such purpose.

B. In the case of employees under the rank of Lieutenant, their seniority shall be determined by the length of time on the Fire Department.

Section 3.22 Seniority in Department

A. Seniority of an employee(s) shall be determined by the length of time said employee has been on the payroll of the Fire Department as a permanent member and including their probationary time. In the event that more than one employee went on the payroll of the Fire Department on the same day, then they shall have seniority according to their rank at the completion of the entrance exam. In the event that more than one (1) employee went on the payroll of the Fire Department on the same day and their entrance exam was tie then they shall have seniority by drawing lots.

B. Platoon Assignments:

Platoon assignments for the positions of Deputy/Battalion Chief, Fire Captain, Rescue Captain, Fire Lieutenant, Rescue Lieutenant, Rescue Driver, Fire Fighter/Rescue Person/EMTC, and Fire Fighter/Rescue Person shall be made as follows:

Assignments within the platoon for all above positions shall be made according to seniority in rank. All remaining personnel who are not assigned positions shall be designated floaters and will fill vacancies on the Shift as needed consistent with all articles of the contract. The annual platoon bid shall be held not later than September 15. Transfers created by bid will be at no expense to Town.

C. Temporary Transfers

Temporary transfers within the platoon of members of equal rank may be permitted for training and familiarization. Notification of temporary transfers shall be given to the individual one tour prior to transfer. Temporary transfers will be for not less than one (1) full tour of duty, and will not exceed four (4) tours in any calendar year. Temporary transfers will not be used for disciplinary purposes.

Section 3.23 Training And Education

A. The Town will pay the cost of all EMT and Paramedical Courses, including the cost of tuition and books for courses presently required or to be required in the future by the State of Rhode Island. In addition, the Town will also reimburse members of the department for the successful completion of any other approved Fire Science Courses and/or Health/Medical Courses offered through any accredited, public or private, college or university, within the State of Rhode Island and for the successful completion of any correspondence Fire Science Courses approved by the Chief of the Department, and for the successful completion of courses offered at the National Fire Academy. Such reimbursement to include the cost of tuition and books, in a

total annual aggregate cost to the Town not to exceed Five Thousand (\$5,000.00) Dollars.

Attendance at all courses shall be subject to approval by the Chief.

B. All employees on the department who are required by the Chief to attend EMT and or Paramedical Courses shall be allowed time off to attend classes without any requirement to make up said time. Those employees who attend such classes while off duty shall be reimbursed at his/her overtime rate of pay set forth in this agreement for all of the hours they attend classes.

C. Employees who are hired by the Town as firefighters after the effective date of this Agreement will execute an agreement which provides that they will reimburse the Town the cost of their training and allow the Town to deduct up to the amount owed from their final wage payment from the Town, provided the employee earns at least the State of Rhode Island minimum wage in that pay period, if they voluntarily leave the North Kingstown Fire Department within five (5) years of completion of their training period as follows:

Less than two (2) years	100% of the cost of training
Between two (2) and three (3) years	75% of the cost of training
Between three (3) and four (4) years	50% of the cost of training
Between four (4) and five (5) years	25% of the cost of training

The Town shall defend and indemnify the Union should an employee bring an action against it as a result of the Town's enforcement of this provision.

Section 3.24 Existing Benefits

A. Existing benefits conferred by departmental rules and regulations enjoyed by members of the department covered by this Agreement, but which are not set forth herein, shall be continued in effect so long as the same are not inconsistent with the terms thereof.

B. It is not the intention of this section to deprive any member of the bargaining unit of any benefits conferred by the Town's Personnel Ordinance and/or Personnel Rules and Regulations. The sole purpose of this section is to make it clear that in the event there is any conflict, contradiction, overlap, or duplication between this Agreement and/or the Departmental Rules and Regulations and/or ordinance, then the terms of this Agreement and the provisions of the Departmental rules and Regulations shall control.

Section 3.25(a) Vacancies In Fire and Rescue Officers Ranks

Whenever there is a temporary vacancy in Fire or Rescue Officers ranks due to vacation, illness or other cause, the same shall be filled at once, whenever possible, by a member from the next lower rank having the highest status on the promotional list, if a promotional list is available, subject however, to said member being regularly assigned to the absent officer's shift. In the event a promotional list is exhausted or is not available, the member to fill in shall be determined based on seniority, provided they have at least four years seniority and is on the same shift. In the event that the most senior eligible Firefighter or Firefighters in descending order of seniority rejects the fill in position for Fire Lieutenant, the Deputy/Battalion Chief or Acting Deputy/Battalion Chief shall order a Firefighter with a minimum of (4) years of service to fill in said position. In the event that the most senior eligible Firefighter or Firefighters in descending order of seniority reject the fill-in position for Rescue Lieutenant, the Deputy/Battalion Chief or Acting Deputy/Battalion Chief shall order a Firefighter with a minimum of three (3) years of service to fill in said position. If there are no Firefighter or Firefighters with a minimum of four (4) years of service to fill in for a Fire Lieutenant, or eligible Firefighter or Firefighters with a minimum of three (3) years of service to fill in for a Rescue Lieutenant, the Deputy/Battalion Chief or Acting Deputy/Battalion Chief shall order the junior Firefighter with at least five (5) years of service to fill in said position. The number of positions to be filled from the next lowest

rank shall be limited to two (2) or three (3) positions per platoon on each day or night tour of duty depending on the date of the vacancy as set forth in Section 3.13A. This number is to be equated with the number of line personnel allowed off on vacation leave. In the event an officer in the next lowest rank is not available, the fill-in shall be an officer of equal rank. Out of rank assignments shall not be made in excess of one rank above that rank of the member assigned to fill a vacancy. Such member shall be paid out of rank pay as defined in Section 3.25(c) below.

Section 3.25(b) Vacancies in Fire Fighter/Driver/Rescue Person's Ranks

Whenever there is a temporary vacancy in a Fire Fighter/Driver/Rescue Person's rank due to vacation, illness or other cause, the same shall be filled at once, whenever possible, by a Fire Fighter/Rescue Person who is EMTC qualified, subject, however to said member being regularly assigned to the absent Fire Fighter/Driver/Rescue Person's shift. In the event that an on-shift member who is EMTC qualified is not available, then the fill-in shall be a Fire Fighter/Rescue Person/EMTC who is regularly assigned to another shift.

Temporary vacancies shall be filled from a fill-in list. Such lists shall be based on seniority. Fill-ins shall be drawn on a rotating basis with the next in line on the list being the employee to fill in. Such Fire Fighter/Rescue Person/EMTC shall receive out of rank pay as defined in Section 3.25(c) below.

Section 3.25(c) Out of Rank

Any member actually serving in an "out of rank" assignment for either a ten (10) hour day tour, or a fourteen (14) hour night tour shall receive "out of rank" pay at the rate of \$1.50 per hour for each hour worked on such temporary assignment. It is understood, however, that this section shall not apply to Rescue Lieutenants filling a temporary vacancy as a Fire Lieutenant or a Fire Lieutenant filling a temporary vacancy as a Rescue Lieutenant, or a Fire Fighter/Rescue

Person/EMTC filling in a temporary vacancy as Rescue Driver. There shall be no "out of rank" pay in any case.

Section 3.26 Minimum Manning

1. First due in engine assigned to Wickford, Saunderstown, Quonset Fire Station and School Street Fire Station shall be maintained by at least two (2) full-time permanent employees of the department, and the ladder truck at the Quonset Fire Station shall be maintained by at least two (2) full-time permanent line employee of the department when dispatched to an alarm or emergency. This will not be achieved by the use of Rescue personnel.

2. There shall be no less than fifteen (15) full-time permanent line employees on duty at all times.

3. All new Fire Fighter/Rescue Person employees shall become EMT-C Certified or higher. Members who were hired in and after 1987 and required thereafter to have an EMT-C certification as part of their job requirement will be required to maintain their certification as part of their job requirement will be required to maintain their certification until reaching the Rank of Deputy/Battalion Chief.

Section 3.27 Vacancies

When a vacancy creates the need for a callback, the position to be filled with callback personnel shall be the position that created the vacancy, and shall be a member of equal classification as defined in Section 3.1 of this Agreement. Fill-ins shall be from a fill-in list. Such lists shall be established based on seniority. Fill-ins shall be drawn on a rotating basis with the next in line on the list being the employee to fill in. All fill-ins shall be on a voluntary basis and the need for such fill-in shall be at the discretion of the Chief of the Department or a Deputy/Battalion Chief. Callbacks for the positions of Rescue Lieutenant and Rescue Captain shall be from a combined "Rescue Officer" fill-in list.

If no employee of equal classification is available to fill a vacancy, the callback then shall be given to an employee who is on the promotional list of the vacancy. Captains on a list for Lieutenant shall not be eligible for this vacancy.

Employees who are called to fill said vacancies shall be called between the hours of 5:30 and 21:30 for that day shift and the following night shift.

Section 3.27(a) Vacancies in Staff Positions

All vacancies in the staff positions shall be first opened to employees on the fire department who meet the qualifications to fill the vacant positions. If no employees meeting the qualifications want the positions, the Town will hire from the outside.

Section 3.28 Terminal Benefits

A. All members who leave the service of the Town for any reason shall receive all pay which may be due them.

B. Line members who have completed one (1) year's continuous service to the Town shall be paid for all unused vacation time to a maximum of, but not to exceed four hundred eighty (480) hours. Staff members who have completed one (1) year's continuous service to the Town shall be paid for all unused vacation time to a maximum of, but not to exceed three hundred twenty (320) hours. Employees who leave before completing one (1) year's continuous service shall not be entitled to any vacation pay upon termination.

C. Terminal pay shall be paid to members who are laid off due to a reduction in force from Town employment in the following manner:

1. Six (6) months, but less than six (6) years of continuous service – one-half (1/2) of the member's regular bi-weekly pay.
2. Six (6) years, but less than eleven (11) years of continuous service – one (1) regular bi-weekly pay.

3. Eleven (11) or more years of continuous service – one-tenth (1/10) of the member's bi-weekly pay for each year of continuous service.

D. On separation from the service of the Town, voluntarily or otherwise, no member with the exception of those who are eligible for retirement or die in the service of the Town, shall receive any pay for any accumulated sick leave.

Section 3.29 Personnel Reduction

A. In the case of reduction in the personnel of members of the Fire Department of the Town of North Kingstown, employees with the least seniority shall be laid off first.

No new employees in the Fire Department shall be hired until all employees that were previously laid off in all personnel reductions have first been given the opportunity to return to their position and work within the Fire Department.

B. Employees who are laid off shall be placed on a recall list for a period of two (2) years. If there is a recall, employees who are on the recall list, and still qualified physically, shall be called in the inverse order of their layoff. Provided, however, said recalled employees shall be subjected to and pass successfully a physical examination, and said physical examination shall be the same medical and physical examination given to any new employee, but shall not include a so called "agility test".

C. Employees who are eligible for recall shall be given thirty calendar days' notice for recall. Notice of recall shall be sent to the employee by certified or registered mail with a copy to the Bargaining Agent, provided that the employee must notify the Personnel Director of the Town of North Kingstown of their intention to return within fourteen (14) days after receiving notice of recall. The Town shall be deemed to have fulfilled its obligations by mailing the recall notice by registered or certified mail, return receipt requested, to the mailing address

provided by the employee, it being the obligation and responsibility of the employee to provide the Town with their latest mailing address.

D. No employee shall be laid off unless they are given a two (2) weeks' notice by the Town prior to the effective date of the layoff.

E. Employees who have been laid off by the Town upon recall by the Town, their time while on layoff shall be counted as continuous service on the department for promotional purpose only.

Section 3.30 Fire Fighter Safety

On or before June 30, 1995, the Town shall implement a repeater system.

Section 3.31 Legal Assistance

The Town will continue to maintain insurance coverage to provide for legal defense and coverage for liability for lawful acts done by employees within the scope of their authority as employees of the Town.

Section 3.32 Light Duty

Employees who are determined to be unfit for their regular duties may be assigned to light duty positions if their injury or illness is expected to last greater than thirty (30) days. These positions shall only be filled by employees who are medically cleared by their own physician, by the Town's physician, or, in the event of disagreement between the member's physician and the Town's physician, by a neutral physician selected by the Executive Director of the Rhode Island Medical Association certified/specializing in the field pertaining to the member's specific illness or injury. Light duty shall consist of work assigned by the Chief of the Department or their authorized representative, e.g., without limitation in the Fire Prevention Bureau or Motor Vehicle/Equipment Maintenance Division or the Fire Alarm Division. The employee's hours of work shall be eight (8) hours per day, Monday through Friday, forty (40)

hours per week or a schedule determined by the Chief of the Department. Employees working light duty assignments shall be allowed to keep all scheduled doctors' appointments, therapy, tests, etc. related to their injury or illness during their scheduled hours of work without having to make up said time. Members suffering from a non-service connected injury or illness will be charged sick time for such absences, or, if they have no sick time, vacation time. Employees suffering from a service connected injury or illness shall not be charged for any leave accounts for such absences.

Employees given light duty assignments will receive their normal salary and benefits as provided under this Agreement.

Employees assigned to light duty will not be eligible for assignment to details unless the parties mutually agree in particular cases.

ARTICLE IV

HOURS OF WORK, HOURLY RATES, CALLBACK AND OVERTIME

Section 4.1 Hours of Work and Regular Hourly Rates

The regular work schedule for Department members assigned to firefighting division shall be an average annual workweek of four (4) platoons of forty-two (42) hours with the regular hourly rate of pay for such members to be one forty-second (1/42) of the member's regular weekly pay. The actual Work Schedule and tour hours for "line" members shall be as follows: one (1) twenty-four (24) hour shift followed by forty-eight (48) hours off, followed by one (1) twenty-four (24) hour shift, followed by ninety-six (96) hours off. The tour of the firefighting division shall begin at 7:00 a.m.

Notwithstanding the foregoing, the Work Schedule may be changed by mutual agreement of the Town and the Union.

The regular work schedule for "staff" members of the department not assigned to the firefighting division shall be five (5) eight (8) hour days, each exclusive of a one-half (1/2) hour luncheon period, followed by two (2) days off. Such "staff" members, therefore, shall have an effective work schedule of forty (40) hours per week with a regular hourly rate to be determined by dividing the member's regular weekly pay by forty (40). The work schedule of Firefighter Trainees shall be forty (40) hours per week.

Splitting of work hours on any normal tour of duty shall be permitted based on a policy issued by the Chief of the Department or the Town Manager.

Section 4.2 Substitutions

For purposes of training and education, a Department member shall have the right to arrange for another Department member, who is of equal rank or is currently on the promotional list for that rank, to substitute on their shift, or portion of that shift provided, however, that prior permission of the officer in charge of the shift in which the substitution is to be implemented is obtained. Substitutions for a portion of a shift may also be permitted for other than training and education purposes subject to obtaining prior permission of the officer in charge of the shift in which the substitution is to be implemented. Repayment(s) of permitted substitution(s) shall be without restriction subject only to approval by the Chief or his/her designee; repayment(s) may be taken at any time and/or for any reason, subject only to approval by the Chief or his/her designee.

Section 4.3 Callback Minimum

All regular "line" and "staff" members of the Department who work callback assignments as defined in Sections 4.4 and 4.5 below shall be guaranteed compensation for a minimum of two (2) hours when such callback assignments result in less than two (2) hours of actual work.

Section 4.4 Callback Pay "Line" Members

Callback time shall be defined as that time which a regular "line" member of the Department while on regularly scheduled time off is called back to duty by the Chief of the Department or a Deputy/Battalion Chief. Except for an emergency declared by the Chief of the Department or Town Manager, members on paid leave are not eligible for callback time on their scheduled shift.

All "Line" callback, whether or not on a holiday, shall be paid in an amount to be determined by multiplying one and one-half (1-1/2) times the member's regular hourly rate times the number of hours worked to the next succeeding quarter hour for portions of quarter hours worked, subject to the two (2) hour minimum.

No employee classified in pay grade Range 19, Step A shall be permitted or allowed to work a callback assignment until they have completed thirty (30) calendar days of employment.

Section 4.5 Callback Pay – "Staff" Members

Callback time shall be defined as that time which a regular "staff member" of the Department, while on regularly scheduled time off is called back to duty by the Chief of the Department or a Deputy/Battalion Chief. Except for an emergency declared by the Chief of the Department or Town Manager, members on paid leave are not eligible for callback time on their scheduled shift.

Staff callback on other than a holiday shall be paid in an amount to be determined by multiplying one and one-half (1-1/2) times the member's regular hourly rate times the number of hours worked to the next succeeding quarter hour for portions of quarter hours worked, subject to the two (2) hour minimum.

Staff callback on holidays, not in excess of eight (8) hours, shall be compensated at the member's regular hourly rate for the number of hours worked to the next succeeding quarter

hour for portions of quarter hours worked, subject to the two (2) hour minimum. Such pay shall be separate from and in addition to the member's holiday pay as defined in Section 3.14 above.

Staff callback in excess of eight (8) hours on a holiday shall be paid in an amount to be determined by multiplying one and one-half (1-1/2) times the member's regular hourly rate times the number of hours worked in excess of eight (8) hours to the next succeeding quarter hour for portions of quarter hours so worked.

Section 4.6 Overtime Pay – Non-Holiday Line Members and Staff Members

Overtime for regular line members of the department shall be defined as time worked in excess of and contiguous to a ten (10) hour day tour or a fourteen (14) hour night tour and for staff members shall be defined as time worked in excess of and contiguous to an eight (8) hour day tour. Overtime pay for such time worked shall be compensated for at a rate of one and one-half (1-1/2) times said employee's regular hourly rate on the following basis:

<u>OVERTIME WORKED</u>	<u>PAID AT OVERTIME FOR:</u>
a) 0 -30 Minutes	1/2 Hour
b) 31 – 60 Minutes	1 Hour
c) 61 – 75 Minutes	1-1/4 Hours
d) 76 – 90 Minutes	1-1/2 Hours
e) 91 – 105 Minutes	1-3/4 Hours
f) 106 – 120 Minutes	2 Hours
g) Over 120 Minutes	To next quarter hour as in C through F Above

Any regular "Line" or "Staff" member working overtime hours shall have such overtime assignment authorized and justified by the Chief of the Department or a Deputy/Battalion Chief.

Section 4.7 Overtime Pay – Holiday Line Members and Staff Members

Overtime pay for “Line” members and “Staff” members, for overtime worked as defined in 4.6 above, but occurring on a holiday, shall be compensated at a rate of one and one-half (1-1/2) times said employee’s regular hourly rate on the same basis as 4.6 (a) through (g) above.

Any regular “Line” or “Staff” member working overtime hours shall have such overtime assignment authorized and justified by the Chief of the Department or a Deputy/Battalion Chief.

Section 4.8 Special Details

A. Civic Details. All employees covered by this Agreement who are assigned to any specific special Civic detail, other than normal firefighting duties and outside of their normal tour, shall be compensated at the rate of one and one-half (1-1/2) times their hourly rate for all time actually worked on such specific special Civic detail. If such special Civic details occur on a holiday, employees shall be compensated at the rate of one and one-half (1-1/2) times their hourly rate for all time actually worked.

B. All employees covered by this Agreement who are assigned to any specific special private detail, other than normal firefighting duties and outside of his/her normal tour, shall be compensated at the hourly rate provided to the Town’s Police Department for private details, said amount to be paid consistent with the requirement of the Police Department collective bargaining agreement

C. Special details shall include those details which result from State statute or local ordinance requirement that fire fighters and/or fire apparatus be provided. Wages for such specific special details shall be paid to the employee by the Town through its regular payroll system. All specific special details will be assigned on a voluntary basis, by the Chief of Department or their designee. If no employee voluntarily accepts assignment to a specific

special detail, the Chief of Department shall have the right to order to duty for such specific special detail any employee(s) currently on the special detail list. (See Paragraph D.)

D. A special detail list shall be established on the basis of departmental seniority in rank and qualifications and shall be used on a rotating basis. (i.e. If an employee is bypassed on the list because they are not qualified, they shall be given the opportunity for the next detail for which they are qualified.

E. Any increase or improvements in special private details compensation granted to members of the North Kingstown Police Department shall be granted to the Fire Department.

F. All special details shall be compensated for a minimum of four (4) hours.

Section 4.9 Misassignments

In the event of a misassignment of overtime work or a detail, the employee shall notify the Town immediately upon learning of the event and shall have the option to receive a substitute assignment of equal hours to the assignment missed, performing their normal duties or duties similar to those missed, which must be worked within fourteen (14) days of the missed work, as the sole and exclusive remedy for such misassignment.

Employees working such substitute assignments shall be counted towards minimum manpower pursuant to Section 3.26.

Section 4.10 Collateral Pay

The Fire Chief will post notice of Collateral pay opportunities in advance. All Collateral pay opportunities shall be compensated subject to the applicable state or federal law at the participating member's rate of pay.

ARTICLE V

PROMOTION PROCEDURES

Section 5.1 Eligibility

A. To establish eligibility to take the promotional exam for Fire Lieutenant, an employee shall be required to have four (4) full years of continuous service as a Line Fire Fighter/Rescue Person, Fire Fighter/Rescue Person/EMTC, Rescue Lieutenant, or Rescue Captain prior to the expiration of the current Fire Lieutenant promotional list; provided, however, that if less than four (4) members are eligible to take said promotional examination, the four (4) year eligibility requirement shall be reduced so that at least four (4) members become eligible. Those Employees who hold the rank of Rescue Lieutenant and are eligible will not be counted as one (1) of the eligible members. If one member thereby becomes eligible, all members having the same date of rank shall also become eligible.

B. To establish eligibility to take the promotional examination for Rescue Lieutenant, an employee shall be required to have three (3) full years of continuous service in the Department as a Line Fire Fighter/Rescue Person, Fire Fighter/Rescue Person/EMTC, or Fire Lieutenant prior to the expiration of the current Rescue Lieutenant promotional list; provided that the employee holds the level of emergency medical certification and licensing mandated by the department. However, if less than four (4) members are eligible to take said promotional examination, the three (3) year eligibility requirement shall be reduced so that at least four (4) members become eligible. Those Employees who hold the rank of Fire Lieutenant and are eligible will not be counted as one (1) of the eligible members. If one (1) member thereby becomes eligible, all members having the same date of rank shall also become eligible.

C. Promotional examinations from Line Fire Lieutenant to Fire Captain will require two (2) full years of service as a Fire Lieutenant prior to the expiration of the current Fire

Captain promotional list, to establish eligibility; provided, however, that if less than four (4) members are eligible to take said promotional examination, the two (2) year eligibility requirement shall be reduced so that at least four (4) members become eligible. If one member thereby becomes eligible, all members having the same date of rank shall also become eligible.

D. To establish eligibility to take the promotional examination for Rescue Captain, an employee shall be required to have two (2) full years of continuous service in the Department as a Line Rescue Lieutenant, prior to the expiration of the current Rescue Captain promotional list; provided that the employee holds the level of emergency medical certification and licensing mandated by the Department. However, if less than four (4) members are eligible to take said promotional examination, the two (2) year eligibility requirement shall be reduced so that at least four (4) members become eligible. If one (1) member thereby becomes eligible, all members having the same date of rank shall also become eligible. In order to be eligible for promotion to Rescue Captain a member must be currently serving as a Rescue Lieutenant.

E. Promotional examination from Line Fire Captain to Battalion Chief will require three (3) full years of service as a Captain prior to the expiration of the current Battalion Chief promotional list to establish eligibility; provided however, that if less than four (4) members are eligible to take said promotional examination, the three (3) year eligibility requirement shall be reduced so that at least four (4) members become eligible. If one member thereby becomes eligible, all members having the same date of rank shall also become eligible.

F. Eligibility to take the promotional examination for Fire Prevention Officer will require eight (8) years of continuous line service prior to the expiration of the current Assistant Fire Prevention Officer promotional list, within any combination of the following listed ranks: Firefighter/Rescue Person, Firefighter/Rescue Person/EMTC, Rescue Lieutenant, Fire

Lieutenant, Rescue Captain, Fire Captain or Deputy/Battalion Chief. Provided however that the eight year eligibility requirement shall be reduced if necessary to provide at least four (4) members who are eligible to take the examination and willing to serve as Assistant Fire Prevention Officers.

The Town shall be responsible for providing any and all monetary expenses associated with obtaining and maintaining licenses/certifications required, including the monetary compensation of said member in accordance with the CBA for obtaining and maintaining said licenses/certifications.

A member who fills the position of Assistant Fire Prevention Officer (pay grade 25) shall be allowed to vacate the position at his/her sole discretion. In the event the member decides to vacate said position, they shall notify the Chief of the Department. Upon notification, if there is no vacancy within the previously held rank and within the Department open for the member to move to, said member must remain in the position of Assistant Fire Prevention Officer until such time as a vacancy occurs within the previously held rank. Nothing in this section is intended to prevent or restrict the Town's right to eliminate the position of Assistant Fire Prevention Officer. In the event the Town eliminates the position, the member occupying the position at that time will return to their previously held rank and will be assigned to an opening to which the member can move.

G. Appointment to the position of Assistant Fire Chief shall be made by the Town Manager upon the recommendation of the Fire Chief. Eligibility to be appointed to the position of Assistant Fire Chief shall come from personnel in the bargaining unit holding the rank of Lieutenant or above. The Fire Chief shall determine the procedure, if any, for appointment to the position of Assistant Fire Chief.

A newly appointed Assistant Fire Chief shall serve a probationary period of one (1) year from date of appointment. During this period, the Fire Chief may with justification return the member to their previously held rank. If there is no vacancy within the previously held rank in the Department open for the member to move to, said member must remain in the position of Assistant Fire Chief until such time as a vacancy occurs in their previously held rank. The above-mentioned probationary period will extend until such vacancy exists. This will not be hindered by the promotional procedure outlined herein.

If the member who fills the position of Assistant Fire Chief wishes to vacate the position and return to their previously held rank, or if the Fire Chief/Town wishes to return the member who fills the position of Assistant Fire Chief to their previously held rank, this may be accomplished by mutual agreement between the member, Union and Town. If there is no vacancy within the previously held rank and within the Department open for the member to move to, said member will remain in the position of Assistant Fire Chief until such time as a vacancy occurs in their previously held rank. In addition, nothing shall prevent the Fire Chief or Town Manager from eliminating the position of Assistant Fire Chief when there is a vacancy in said rank and said elimination of the position of Assistant Fire Chief shall not be hindered by the promotional procedures or demotion language outlined in this Agreement.

Section 5.2 Promotional Examinations

All promotions shall be based upon competitive examinations composed of the following parts:

A. Part One – Written Examination

Written examination, 100 points, multiple choice and/or true and false written test. Test shall be prepared outside of the department by a nationally recognized independent testing company. The reference material for the aforementioned examination shall be selected from a

resource list, selected by the Chief of the Fire Department. The resource list shall be posted no later than January 5th of the calendar year for which the examination will take place and Town shall purchase one (1) set of books for each promotional examination for each station and shall not be required to replace said book(s) should said book(s) be lost or stolen. The resource list shall be comprised of no more than six (6) resources for Fire officer promotional examinations, and no more than six (6) resources for Rescue officer promotional examinations. Additionally, any modification to the resource list shall be limited to one (1) modification per examination, per year.

At least ninety (90) days' notice of examination date, seniority points, cost of the examination, last date to submit intent to take the examination, and location shall be provided by the department. All aforementioned information shall be posted in one single document (memo) to the members of the department. Additionally, under no circumstances will any promotional examination be administered unless all resource material for that exam has been posted for at least ninety (90) days. Upon expiration or exhaustion of a promotional list, a new promotional test notice of examination shall be posted within fourteen (14) to twenty-one (21) calendar days of the current list's expiration date or exhaustion. All examinations shall be posted for a minimum of ninety (90) days to a maximum of one hundred twenty (120) days. In the event no eligible member submits a letter of intent to take an examination, the notice of examination shall continue to be reposted until a promotional list is established. A score of 65 or above must be attained to continue to part Two. The scores of all personnel shall be furnished to both the Union and the Town following independent correction conducted by the testing agency. The scores shall then be posted in all manned stations within five (5) staff working days of their receipt.

All employees shall be given the same identical written test.

B. Part Two - Education and Seniority

1. Credit for successful completion of job related courses and schools must be submitted ten (10) days prior to the date of the written promotional examination and shall be obtained by adding to the standard grade of 65 the following points:
 - (a) 3 – 9 hour courses 1/4 Point
 - (b) 10 – 19 hour course 1/2 Point
 - (c) 20 – 30 hour courses 3/4 Point
 - (d) Courses over Thirty (30) hours and full semester courses in the Fire Science Degree Program 1 Point
 - (e) A maximum amount of ten (10) points can be accumulated
2. Education points credited of one (1) to ten (10) points shall be carried throughout the employee's career. Employees may earn an additional five (5) points to be applied to promotion to the next rank which shall reset upon promotion to said rank. This shall include the rank of private to lieutenant, lieutenant to captain, and captain to battalion chief. The additional five (5) points shall be granted for classes and training outside of those mandated by the Department. EMS continuing education credits, required by the R.I. Department of Health, for certification shall not be credited toward the additional five (5) points.
3. Education points credited of one (1) to ten (10) points for courses over thirty (30) hours and full semester courses in the Fire Science Degree Program may be carried from rank to rank. All other education point shall reset when an employee is promoted to the next rank.
4. Credit for seniority shall be given for actual time on the department only, including probationary period within the employee's current rank. Seniority

points will reset when an employee is promoted to the next rank. Seniority shall be computed as of the expiration of the current promotional list. Credit for seniority shall be obtained by adding to the standard grade of 65 the following points.

One (1) point for each full year of service in the current rank.

There shall be no maximum for seniority points.

5. In case of a tie with two or more employees, the most senior employee within the rank shall be awarded one additional point.
6. All points accredited to each employee for education and seniority shall be posted seven (7) days prior to the date of the written promotional examination.

C. Part Three – Oral Assessment

1. For the ranks of Battalion Chief, Fire Captain and Rescue Captain, an Oral Board assessment will be conducted. A final score of 1-10 points will be added to the written examination score in the education and seniority points of the employee seeking promotion to these positions.
2. The Oral Board will consist of one (1) member from outside of the Department chosen by the Fire Chief, one (1) member from outside of the Department shall be chosen by the Union Executive Board, and a third member from outside of the Department shall be mutually agreed to by the Chief of the Department and the Union Executive Board. If the Union Executive Board and the Fire Chief cannot agree on a third member, the name of a third member shall be drawn by lottery from a list of six (6) candidates from outside of the Department, three (3) selected by the Chief of the Department and three (3) selected by the Union.

3. The oral assessment shall consist of an oral interview and/or a scenario-based assessment. The identical questions and/or scenario will be given to each candidate. The total possible weight of questions/answers shall be 10 points. The final score shall be the weighted average among the three panelists. Points earned shall be added to the standard grade of at least 65 points.

D. Any Rescue Lieutenant and/or Rescue Captain who is testing for the promotional rank of Fire Lieutenant shall receive/earn two (2) additional experience points for each year completed while serving/bided in the position of Rescue Lieutenant and/or Rescue Captain. These additional points shall be received/earned for a maximum of three (3) years with a maximum of six (6) additional experience points, provided said years of service are consecutive. These said points shall only be received/earned by member(s) who are in the position of Rescue Lieutenant and/or Rescue Captain at the time experience points are to be applied for the promotional process pertaining to Fire Lieutenant. A year of service for this provision shall be defined as a full year unbroken that the member(s) was bided into said Rescue Lieutenant and/or Rescue Captain position. These experience points received/earned shall be added to the standard grade of at least 65 points as described in Article V.

The receiving/earning of experience points shall commence on January 1, 2024 prospectively, and all prior service years shall not be counted as a credited year(s) as it pertains to experience points in this Subsection.

E. Any Fire Lieutenant and/or Fire Captain who is testing for the promotional rank of Rescue Lieutenant shall receive/earn two (2) additional experience points for each year completed while serving/bided in the position of Fire Lieutenant and/or Fire Captain. These additional points shall be received/earned for a maximum of three (3) years with a maximum of

six (6) additional experience points, provided said years of service are consecutive. These said points shall only be received/earned by member(s) who are in the position of Fire Lieutenant and/or Fire Captain at the time the experience points are to be applied for the promotional process pertaining to Rescue Lieutenant. A year of service for this provision shall be defined as a full year unbroken that the member(s) was bided into said Fire Lieutenant and/or Fire Captain position. These experience points received/earned shall be added to the standard grade of at least 65 points, as described in Article V.

The receiving/earning of experience points shall commence on January 1, 2024 prospectively, and all prior service years shall not be counted as a credited year(s) as it pertains to experience points and this Subsection.

Section 5.3 Promotional Lists

There shall be promotional lists in effect at all times for each promotional rank. Such promotional list shall be established in accordance with the promotional examination procedure herein before set forth.

Employees may exercise the option to retain their written score one time before having to retest. This score will be adjusted by whatever educational seniority points they may have earned. Provided, however, that the employee elects to remain with their previous score prior to the examination date.

Each promotional list shall remain in effect for a period of two (2) years and all promotions shall be made from the top man on the particular promotional list. Once an employee is on a promotional list, that employee must accept the promotion at the time it is made, or reimburse the Town for the cost of the examination within thirty (30) calendar days of the employee's refusal to accept the promotion. Likewise, if an employee on a promotional list refuses to act in the position to which the promotional list applies, that employee shall be

removed from the promotional list and reimburse the Town for the cost of the examination within thirty (30) calendar days of that refusal.

Section 5.4 Personnel Records

It shall be the right of each and every employee as defined in Article 1, Section 1.6 of this Agreement, to examine their personal records annually between January 1 and March 31.

Section 5.5 Retirement Benefits

Effective July 1, 1990, all employees covered by this agreement shall be eligible to retire after completing twenty (20) years of service with the Town. Retirement benefits shall be afforded in accordance with Rhode Island General Laws Titled 45, Chapter 21.1, Section 22 entitled "Optional twenty (20) year retirement on service allowance"; provided that all bargaining unit employees hired by the Department after the effective date of this Award who are not fire suppression or rescue personnel will be enrolled in the pension plan afforded other municipal employees (non-police and non-firefighters).

All employees hired after July 1, 2010 shall be eligible to retire after completing twenty five (25) years of service.

Section 5.6 PLAN C COLA

The Town Council will take such action as is necessary for Plan C COLA (R.I.G.L. 45-21-52 (a) (3) to be added to the present pension plan on January 1, 1999 for employees retiring after that date.

ARTICLE VI

NOTICES, LEGAL PROVISIONS AND DURATION OF AGREEMENT

Section 6.1 Notice Provisions

Any notice pertaining to any apparatus or personnel of the Department shall be distributed to all manned stations.

Section 6.2 Legal Provisions

The Town and the Union hereby acknowledge that all benefits conferred by this Agreement upon the members of the Fire Department are subject to the provisions of Federal, State and Local Laws and subject, as well, to the provisions of the Town Charter.

Section 6.3 Saving Clause

Should any provision of the Agreement be found to be inoperative, void or invalid by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, it being the intention of the parties that no portion of this Agreement or provision herein shall become inoperative or fail by reason of the invalidity of any other portion or provision.

Section 6.4 Duration

The duration of this Agreement shall extend from July 1, 2025 to June 30, 2028.

Section 6.5 Entire Agreement

The foregoing constitutes an entire Agreement between the parties and no verbal statement shall supersede any of its provisions. It is understood and agreed that all matters subject to collective bargaining between the parties have been covered herein. While discussions of the content of this Agreement or of new subject matter may take place between the Town and the Union during the life of this Agreement, this Agreement may not be changed in its terms or new subject matter added, except by mutual agreement.

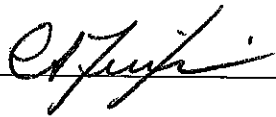
Section 6.6 Titles

The titles of Articles and Sections of this Agreement shall have no effect.

IN WITNESS WHEREOF, the parties hereto have caused to be signed and sealed this Agreement and like copies on this 20th day of June, 2025.

IN PRESENCE OF:

TOWN OF NORTH KINGSTOWN

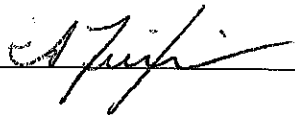


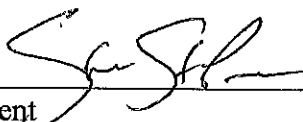


Town Manager

IN PRESENCE OF:

LOCAL 1651, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS
AFL-CIO





President
6/20, 2025

APPENDIX A

Town of North Kingstown - #0000434N - 0001, 0013 (\$10-\$35-\$60-\$100 Rx)

Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services Coverage Period: 07/01/2025 - 06/30/2026
 Blue Cross & Blue Shield of Rhode Island: HealthMate Coast to Coast Coverage for: See below Plan Type: PPO



The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, call 1-800-639-2227 or (401) 459-5000 or TDD 711 or visit us at www.BCBSRI.com. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at <https://www.healthcare.gov/sbc-glossary> or call 1-800-639-2227 or TDD 711 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	For In Network providers \$250 for an individual plan / \$500 for a family plan. For Out-of-Network providers \$1000 for an individual plan / \$2000 for a family plan.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
Are there services covered before you meet your deductible?	Yes. Doesn't apply to preventive services, services with a fixed dollar copay, prescription drugs and diagnostic testing.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/ .
Are there other deductibles for specific services?	No	You don't have to meet deductible for specific services.
What is the out-of-pocket limit for this plan?	For In Network providers \$6350 for an individual plan / \$12700 for a family plan. For Out-of-Network providers \$6350 for an individual plan / \$12700 for a family plan.	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
What is not included in the out-of-pocket limit?	Premiums, balance-billed charges and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes. See www.BCBSRI.com or call 1-800-639-2227 or (401) 459-5000 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No	You can see the specialist you choose without a referral.



- All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$20 copay; deductible does not apply per visit	20% coinsurance	None
	Specialist visit	\$25 copay; deductible does not apply per visit	20% coinsurance	Chiropractic Services are limited to 12 visit(s) per year
	Preventive care/screening/immunization	No Charge; deductible does not apply	20% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for. For additional details, please see your plan documents or visit www.BCBSRI.com/providers/policies
If you have a test	Diagnostic test (x-ray, blood work)	No Charge; deductible does not apply	20% coinsurance	Preauthorization is recommended for certain services
	Imaging (CT/PET scans, MRIs)	No Charge	20% coinsurance	
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.Caremark.com .	Tier 1 generic drugs	\$10 copay (Retail) \$25 copay (Mail Order); deductible does not apply	Not Covered	CVS Caremark administers the Pharmacy benefit. All specialty and some non-specialty medications require a Prior Authorization before being dispensed. Frequency of fills are as follows: 30 days for retail, 90 days for mail; 30 days for Specialty. Infertility drugs: 20% coinsurance; deductible does not apply
	Tier 2 preferred brand name drugs	\$35 copay (Retail) \$87.50 copay (Mail Order); deductible does not apply	Not Covered	
	Tier 3 non-preferred brand name drugs	\$60 copay (Retail) \$150 copay (Mail Order); deductible does not apply	Not Covered	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
	Tier 4 specialty prescription drugs	\$0 copay with PrudentRx Program <u>OR</u> 30% Coinsurance (CVS Specialty Pharmacy only); deductible does not apply	Not Covered	30% Coinsurance <u>only</u> applies if opting out of PrudentRx Program
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No Charge	20% coinsurance	Preauthorization is recommended; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Physician/surgeon fees	No Charge	20% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
If you need immediate medical attention	Emergency room care	\$100 copay; deductible does not apply per visit	\$100 copay; deductible does not apply per visit	Emergency room: Copay waived if admitted; Air/Water Ambulance: No charge; Urgent care: Applies to the visit only. If additional services are provided additional out of pocket costs would apply based on services received.
	Emergency medical transportation	\$50 copay; deductible does not apply per trip	\$50 copay; deductible does not apply per trip	
	Urgent care	\$50 copay; deductible does not apply per urgent care center visit	\$50 copay; deductible does not apply per urgent care center visit	
If you have a hospital stay	Facility fee (e.g., hospital room)	No Charge	20% coinsurance	Preauthorization is recommended; 45 day limit at an inpatient rehabilitation facility. Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Physician/surgeon fee	No Charge	20% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	\$20 copay; deductible does not apply/office visit No Charge for outpatient services	20% coinsurance/office visit 20% coinsurance for outpatient services	Notification of admission may be required for certain Out-of-Network services.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
	Inpatient services	No Charge	20% coinsurance	
If you are pregnant	Office visits	\$25 copay; deductible does not apply per visit	20% coinsurance	Cost sharing does not apply for preventive services. Depending on the type of services, a copayment, coinsurance or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). Preauthorization is recommended.
	Childbirth/delivery professional services	No Charge	20% coinsurance	
	Childbirth/delivery facility services	No Charge	20% coinsurance	
If you need help recovering or have other special health needs	Home health care	No Charge	20% coinsurance	Preauthorization is recommended
	Rehabilitation services	20% coinsurance	20% coinsurance	Services include Physical, Occupational and Speech Therapy; limited to 30 visits each (combined for in and out of network); No Charge for services to treat autism spectrum disorder and are not subject to visit limits; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Habilitation services	20% coinsurance	20% coinsurance	
	Skilled nursing care	No Charge	20% coinsurance	Preauthorization is recommended; Custodial care is not covered
	Durable medical equipment	20% coinsurance	20% coinsurance	Preauthorization is recommended for certain services; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Hospice service	No Charge	20% coinsurance	None
If your child needs dental or eye care	Children's eye exam	\$25 copay; deductible does not apply per visit	20% coinsurance	Limited to one routine eye exam per year.
	Children's glasses	Not Covered	Not Covered	None
	Children's dental check-up	Not Covered	Not Covered	None

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)		
• Acupuncture	• Dental check-up, child	• Routine foot care unless to treat a systemic condition
• Cosmetic surgery	• Glasses, child	• Weight loss programs
• Dental care (Adult)	• Long-term care	

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)		
• Bariatric Surgery	• Infertility treatment	• Private-duty nursing
• Chiropractic care	• Most coverage provided outside the United States. Contact Customer Service for more information.	• Routine eye care (Adult)
• Hearing aids		

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for us and those agencies is: the plan at 1-800-639-2227 or (401) 459-5000 or TDD 711, state insurance department at (401) 462-9520 or by email at HealthInquiry@ohio.gov, Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform, or the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.ccoo.cms.gov. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: contact the plan at 1-800-639-2227 or (401) 459-5000 or TDD 711. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. Additionally, a consumer assistance program can help you file your appeal. Contact your state insurance department at (401) 462-9520 or by email at HealthInquiry@ohio.gov.

Does this plan provide Minimum Essential Coverage? Yes.

Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet Minimum Value Standards? Yes.

If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

Language Access Services:

Para obtener asistencia en Español, llame al 1-800-639-2227.

Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-639-2227.

如果需要中文的帮助, 请拨打这个号码 1-800-639-2227.

Dineke'ehgo shika at'ohwol ninisingo, kwijigo hoine' 1-800-639-2227.

Für Hilfe griego in Deutsch, ruf 1-800-639-2227 auf.

Mo se fesoasoani i le Gagana Samoa, vala'au mai i le numera telefoni 1-800-639-2227.

ngere aukke ghut alillis reel' kapasal Palawasch au fataing'i tilifon ye 1-800-639-2227.

Para un ma ayuda gi finu Chamoru, à'gang 1-800-639-2227.

————— *To see examples of how this plan might cover costs for a sample medical situation, see the next section.* —————

About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby (9 months of in-network pre-natal care and a hospital delivery)		Managing Joe's type 2 Diabetes (a year of routine in-network care of a well-controlled condition)		Mia's Simple Fracture (in-network emergency room visit and follow up care)	
■ The plan's overall deductible	\$250	■ The plan's overall deductible	\$250	■ The plan's overall deductible	\$250
■ Specialist copayment	\$25	■ Specialist copayment	\$25	■ Specialist copayment	\$25
■ Hospital (facility) coinsurance	No Charge	■ Hospital (facility) coinsurance	No Charge	■ Hospital (facility) coinsurance	No Charge
■ Other coinsurance	20%	■ Other coinsurance	20%	■ Other coinsurance	20%
This EXAMPLE event includes services like: Specialist office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services Diagnostic tests (ultrasounds and blood work) Specialist visit (anesthesia)		This EXAMPLE event includes services like: Primary care physician office visits (including disease education) Diagnostic tests (blood work) Prescription drugs Durable medical equipment (glucose meter)		This EXAMPLE event includes services like: Emergency room care (including medical supplies) Diagnostic test (x-ray) Durable medical equipment (crutches) Rehabilitation services (physical therapy)	
Total Example Cost	\$12,700	Total Example Cost	\$5,600	Total Example Cost	\$2,800
In this example, Peg would pay:		In this example, Joe would pay:		In this example, Mia would pay:	
Cost Sharing		Cost Sharing		Cost Sharing	
Deductibles	\$250	Deductibles	\$250	Deductibles	\$250
Copayments	\$30	Copayments	\$980	Copayments	\$210
Coinsurance	\$0	Coinsurance	\$110	Coinsurance	\$70
What isn't covered		What isn't covered		What isn't covered	
Limits or exclusions	\$60	Limits or exclusions	\$20	Limits or exclusions	\$0
The total Peg would pay is	\$340	The total Joe would pay is	\$1,360	The total Mia would pay is	\$530

The plan would be responsible for the other costs of these EXAMPLE covered services.

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