

**Settlement Agreement between the City of Central Falls and
Local 1485 International Association of Fire Fighters**

WHEREAS, on October 1, 2014 the Rhode Island State Labor Relations Board accreted the position of Emergency Coordinator Assistant (ECA) into the Central Falls Local 1485 International Association of Fire Fighters effective August 15, 2014 defined in Case No EE-1548; and

WHEREAS, the parties have engaged in negotiations as to the terms and conditions of the wages, benefits and working conditions for the ECA.

NOW, THEREFORE, in consideration of the promises and the mutual covenants contained in this Agreement, the sufficiency and adequacy of which are acknowledged by both Parties, the Parties agree as follows to add the following provisions to the existing collective bargaining agreement between the parties:

1. It is agreed that the Emergency Coordinator Assistant does not render direct emergency assistance to citizens of Central Falls and that this position has no rights under the Rhode Island General Laws impacting fire fighters and police officers.
2. It is agreed that the City of Central Falls will deduct union dues, as directed by the ECA, from the wages of the ECA.
3. It is agreed that the ECA will participate in the Rhode Island Municipal Employees' Retirement Plan subject to its rules and regulations. It is further agreed that the City will make all required contributions for the current ECA to become current with MERS with an effective start date of 7/25/14.
4. It is agreed that the position of Emergency Coordinator Assistant is not required to wear a uniform, or perform services requiring protective gear as defined in Article 16 of the Collective Bargaining Agreement and, as such, this position will not be owed a clothing or protective gear allowance.
5. It is agreed that the work hours for the ECA will be as follows: 7:00 a.m. – 3:00 p.m. Monday – Thursday and 7:00 a.m. – 12:00 p.m. on Friday.
6. It is agreed that the ECA will have the following paid holidays:

New Year's Day	Columbus Day	President's Day
Veteran's Day	Memorial Day	Thanksgiving Day
Independence Day	Labor Day	Day after Thanksgiving
Victory Day (VJ Day)	Christmas Day	Day after Christmas
Martin Luther King Day		

Further, if a holiday falls on a Saturday, the Friday before shall be considered the holiday and if the holiday falls on a Sunday, the following Monday shall be considered a holiday. The ECA will not be entitled to holiday pay unless he or she works the day before and the day after the holiday unless excused for justifiable reasons.

7. It is agreed that the ECA will have the following vacation:

- At least 1 year of service, but not more than 5 years: 10 working days
- At least 5 years of service, but not more than 10 years: 15 working days
- At least 10 years of service, but not more than 15 years: 18 working days
- 15 years of service or more: 20 working days

8. It is agreed that the ECA will have the following sick leave: sick leave with pay shall be granted and the ECA is entitled to 12 sick days per year accumulated at a rate of one (1) day per month. Sick leave may be accumulated from year to year to a total of one hundred twenty (120) working days.

9. It is agreed that the ECA will have two (2) personal days each year.

10. It is agreed that the ECA will have the following longevity, to be due and payable on the ECA's anniversary date:

Years of service

Under four (4) years	\$0
Four (4) years to eight (8) years	\$1,500
Nine (9) years to fourteen (14) years	\$2,000
Fifteen (15) to nineteen (19) years	\$2,500
Twenty (20) years and longer	\$3,000

11. It is agreed that the current ECA will have an anniversary date of 7/25/14.

12. It is agreed that the current ECA will have a salary as outlined in the approved city budget: for FY16, \$32,736, with any additional overtime payments subject to approval by the department director.

13. It is agreed that the ECA will have the salary increases as outlined in the collective bargaining agreement.

14. For purposes of the accrual of longevity, sick and vacation days only, the current ECA's prior service to the City between August 6, 2007 and July 24, 2014 shall be 2 years.

15. It is agreed that when the ECA is injured on the job, he or she shall be entitled to benefits under the Rhode Island Workers Compensation Act.

16. It is agreed that, in the event management closes a division due to inclement weather, the ECA shall suffer no loss of pay. In the event employees elect not to work or leave work early due to inclement weather then the ECA shall be required to use vacation or personal leave.

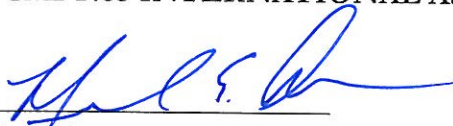
17. It is agreed that the ECA shall report to the Chief of the Central Falls Fire Department but that she will work one full day each week on Monday through Thursday, consistent each week, at the Pawtucket Emergency Management office and, at said location, report to the Director of Pawtucket / Central Falls Emergency Management and perform clerical and administrative tasks consistent with her title as an assistant.

18. The ECA will receive an annual \$250 travel stipend for to and from the Pawtucket office payable on the anniversary date.

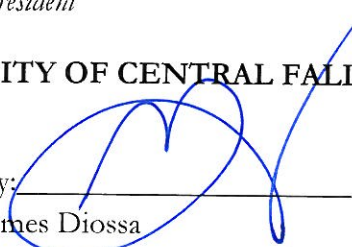
19. All other terms shall be consistent with the current collective bargaining agreement, including, but not limited to, the ECA's grievance procedure, unless agreed to in writing by the parties.

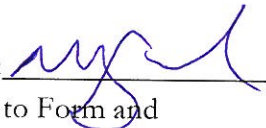
IN WITNESS WHEREOF, the parties hereto have executed this Agreement on June __, 2015.


LOCAL 1485 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS:

By: 
Michael Andrews
President

CITY OF CENTRAL FALLS:

By: 
James Diossa
Mayor

By: 
As to Form and
Correctness
Matthew Jerzyk
City Solicitor

By: 
Reviewed
Leonard Morganis
*Administrative and Finance
Officer*