

Town of East Greenwich, Rhode Island

and

East Greenwich Firefighters Association
IAFF Local 3328

Personnel Policies and Contractual Agreement

July 1, 2013

To

June 30, 2016

SECTION 25 LEAVES OF ABSENCE WITHOUT PAY

25-1 Full-time employees shall be entitled to leaves of absence without pay as follows:

- a. **MILITARY LEAVE:** The reemployment of military service veterans shall be in accordance with applicable Federal and State statutes in effect at the time of reemployment.
- b. **DISABILITY LEAVE:** Upon exhaustion of any paid sick and/or injury leave benefits, any employee shall be entitled to a leave of absence for the period of his disability, not to exceed one (1) year, subject to extension. This leave shall be subject to approval of the Town.
- c. **OTHER LEAVES:** Employees may be granted a leave of absence, not to exceed one (1) year for the purpose of furthering his education in a field relating to his fire department activities, or to accept temporary employment or assignment with an agency where such employment or assignment can be demonstrated to be beneficial to the Department, subject to approval of the Town.

25-2 Upon return from a leave of absence without pay, the employee shall be returned to duty under the terms and conditions as agreed upon in writing by the employee and the Town at the time of granting of the leave.

25-3 All leaves of absence under this article shall be without pay. However, all insurance and medical benefits provided by the Department may be maintained for a period of time which shall be determined by the Town at the time such leave of absence is granted.

SECTION 26 WAGES

26-1 Employees assigned to the four platoon system shall receive the rate of pay as indicated below for the first year of this contract:

	Effective 7/1/2013	Effective* 7/1/2014	Effective* 7/1/2015
a. Appointment through first year of employment	\$16.62	\$16.95	\$17.46
b. One year through two years of employment	\$19.61	\$20.00	\$20.60
c. Two years through four years of employment	\$22.79	\$23.25	\$23.95
d. After four years of employment	\$24.53	\$25.02	\$25.77
e. Lieutenant rank	\$27.05	\$27.59	\$28.42
f. Captain rank	\$29.75	\$30.35	\$31.26

0% Increase on July 1, 2013

2% Increase on July 1, 2014

3% Increase on July 1, 2015

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SECTION 26 WAGES

26-1 Employees assigned to the four platoon system shall receive the rate of pay as indicated below for the first year of this contract:

	Effective 7/1/2016	Effective 7/1/2017	Effective 7/1/2018
a. First Year of employment	\$21.01	\$21.43	\$21.86
b. Second year of employment	\$24.43	\$24.92	\$25.42
c. After two years of employment	\$26.29	\$26.82	\$27.36
e. Lieutenant rank	\$28.99	\$29.57	\$30.16
f. Captain rank	\$31.89	\$32.53	\$33.18

SECTION 27 HOLIDAYS

27-1 All professional firefighter's shall be entitled to twelve (12) full paid holidays per year. Holiday pay, shall be computed by multiplying the employee's hourly rate times 12 hours for all holiday. Holiday pay shall be paid to all employees assigned to the four platoon system, regardless of their duty status on the day the holiday is celebrated.

27-2 Holiday pay shall be paid on the first payday reflecting the pay period during which the holiday(s) was celebrated by the Department.

27-3 In addition to Holiday Pay, employees who are required to work on a holiday as outlined in the following section shall be compensated at the rate of time and one-half for the hours actually worked.

27-4 The twelve full holidays recognized by the Department and the dates they are celebrated by the Department are as follows:

a. Full Holidays:

1. New Years Day..... January 1
2. Martin Luther King Day..... 3rd Monday in January
3. President's Day..... 3rd Monday in February
4. R.I. Independence Day May 4
5. Memorial Day.....Last Monday in May
6. Independence Day.....July 4

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